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NOVEMBER 2016



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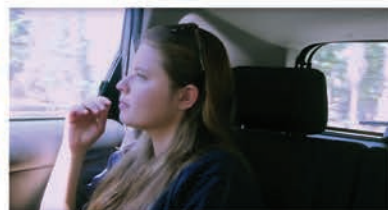


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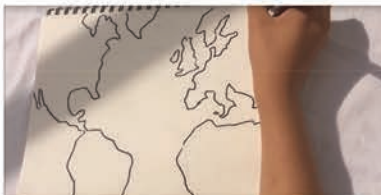
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THE FOREIGN SERVICE JOURNAL

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By Jerome Sherman and James Lawrence



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We are pleased to present this year's roundup of books by Foreign Service members and their families.

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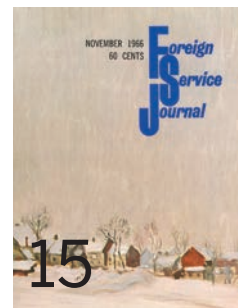
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On the Cover: Some of this year's books by Foreign Service authors. Design: Gemma Dvorak. Turkeys: iStock <http://www.istockphoto.com/vector/thanks-giving-turkey-gm179715181-26888091>

Championing American Diplomacy

BY BARBARA STEPHENSON

It was a joy to see AFSA members featured at Nationals Park on Sept. 30 and to hear the announcer explain to the crowd that members of the Foreign Service protect and serve America's people, interests and values all around the world.

A member of the West Point Alumni Glee Club, on the baseball field with us to sing the national anthem, thanked me for my service. I felt appreciated and proud, and I hope the 500 members of the FS community who participated in Foreign Service Night felt the same way. I would like to do more of this sort of thing, but we will need your continued support to make a success of the ambitious outreach plans we are developing at AFSA.

AFSA members, especially retirees, have a long and distinguished record of generous giving. This is seen most clearly in the spectacular success of the AFSA Scholarship Fund, which has grown from \$2 million in 1995 to \$8 million today.

With dedicated, effective AFSA staff support and a clear message about what the 501(c)(3) nonprofit fund supports—merit and need-based college scholarships for children of AFSA members—the Scholarship Fund is now on firm footing to continue to fulfill its mission in perpetuity.

Assuming a 5-percent annual draw, the fund will generate approximately \$400,000 each year—more than enough to cover the costs of

scholarships AFSA gives to nearly 100 students each year.

With scholarships secure, we now intend to pivot our fundraising efforts to the Fund for American Diplomacy, AFSA's other 501(c)(3) nonprofit arm, in support of ongoing and expanding outreach efforts to tell the proud story of the Foreign Service to the American people.

In his column this month, Retiree VP Tom Boyatt urges members facing required minimum distributions to contribute this year to the Fund for American Diplomacy.

The FAD's aim is to help build a domestic constituency for the Foreign Service so that we have supporters, ideally in all 50 states, prepared to stand up for us and defend our vitally important mission. We plan to channel lessons learned from the success of the Scholarship Fund into making a success of the FAD.

The first lesson is that we need dedicated staff and a clear message about how the funds will be used. In my October column, I described forging strategic partnerships to serve as the foundation of our outreach efforts to tell our story across the 50 states.

As we build out that effort, though, it is clear that what we should say to inner city high school students about the value of the Foreign Service is not the same as what we should say to the Colorado Farm Bureau or to elite students at Georgetown's School of Foreign Service, or to military or business audiences.

A key element of the AFSA outreach

effort, therefore, is to curate a library of speaking materials to help members explain in concrete terms to a wide range of audiences why a strong, professional, nonpartisan, career Foreign Service matters to them and deserves their full support.

We will need dedicated staff to build that library and to coach and prepare speakers to connect with audiences. And we will need you to contribute, drawing on your own experiences—what worked (and did not work) when you last spoke to your alma mater, your hometown Rotary Club, or to a local World Affairs Council?

Other elements of the outreach strategy include expanded use of a new edition of AFSA's hugely successful book, *Inside a U.S. Embassy*, which has sold more than 120,000 copies. The revised edition will include new material showing how the presence of career Foreign Service professionals at embassies around the globe benefits Americans from all walks of life—travelers, businesspeople, researchers, missionaries, voters.

With completion of the digitization of *The Foreign Service Journal*, those writing about American diplomacy will have ready access to primary source material dating back to 1919 showcasing the central role of the Foreign Service in American diplomacy and history.

I will continue to keep you informed as AFSA's outreach strategy takes shape and scores successes. And I will continue to ask for your support and engagement. We can do this! ■



Ambassador Barbara Stephenson is the president of the American Foreign Service Association.

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Sharing Your Stories

BY SHAWN DORMAN

The November *Foreign Service Journal* is always a favorite for us to put together, because we get to peruse and highlight—and yes, promote!—books by Foreign Service authors. The writing featured is not that of cables and other official communications, but rather what you produce when free to write on topics and in a style of your choice.

This year's wide-ranging collection takes readers into the "heart of Egypt" and the "dust of Kandahar" and from "misadventures" and "everyday life" in the Middle East to mysteries in Vienna and wolves in Sarajevo—each book conveying some element of the Foreign Service story. FS authors come to writing with unique world views worth sharing.

AFSA is amping up efforts and programs to help tell the stories of the Foreign Service through your voices—as speakers, as authors, as envoys for the Foreign Service in all 50 states.

Ambassador Barbara Stephenson's President's Views column, "Championing American Diplomacy," and Ambassador Tom Boyatt's Retiree VP Voice column both call our attention to this new outreach campaign that is being supported by the Fund for American

Diplomacy, known as the FAD, one of AFSA's non-profit charity and educational arms.

After you've done

your holiday book shopping at the AFSA Bookstore, consider a donation to the FAD to help AFSA tell your story.

Before we get to the books themselves, this month's Speaking Out is a pitch for good writing. In "Getting Beyond Bureaucratese—Why Writing Like Robots Damages U.S. Interests," FSO Paul Poletes argues that in diplomacy and in life clear and concise writing gets the message through.

This month we also celebrate 70 years of the Fulbright Program, with a selection of five stories from Fulbright alumni who applied their experiences to careers in the Foreign Service.

While focusing on the stories of our community, we want to encourage you to break out of official writing and think about writing for *The Foreign Service Journal*. The *Journal* strives to be your hometown magazine—for you and also about you—and a vehicle for showing

those outside the foreign affairs agencies what the diplomatic life and career is all about.

We welcome your submissions on any topic of concern or interest to members of the FS community. Or you can choose among the focus topics for 2017 (see box). If you find a topic that inspires, check in with me to find out about timing and plans.

Assume at least 8-12 weeks from submission to publication, so plan ahead for focus topic contributions. Our excellent Editorial Board meets monthly to review and vote on which submissions to publish. Find guidance on how and what to submit at www.afsa.org/fsj-author-guidelines.

We are always seeking strong Speaking Out submissions (1,500-1,800 words), as well as articles for Reflections (700 words) and features (2,000 words). Occasional features include FS Know

How and FS Heritage.

And please do share your thoughts about articles you read in the *Journal* by sending a letter to the editor. Comments can also be shared on the AFSA or *FSJ* Facebook pages. Send your feedback and submissions to journal@afsa.org.

Thanks for reading, and for writing. ■

2017 FSJ Focus Topics

January-February: Notes to the New Administration

March: Diplomatic Security at 100

April: The Future of Europe

May: Public Health and Diplomacy

June: Militarization of Foreign Policy

July-August: Science and Environmental Diplomacy

September: AFSA Awards + Diplomatic Tradecraft

October: Dealing with Iran

November: In Their Own Write

December: Best Practices in Worldwide Diplomacy



Shawn Dorman is the editor of *The Foreign Service Journal*.

We Are the Foreign Service

Kudos to John Fer for his letter “Time to Be a ‘State’ Person” in the September issue of *The Foreign Service Journal*. John is quite right, none of us should feel beholden to political interests. Indeed, to serve the national interest our political leaders need (whether or not they always appreciate it at the time) our independent, professional advice and counsel. This is why the Rogers Act of 1924 was passed and the professional Foreign Service created.

For that matter, none of us should feel beholden to any particular agency. As career Foreign Service officers, we are members of a professional cadre of commissioned officers of the United States representing State, USAID, FCS, FAS, BBG and APHIS, as well as retirees from each.

Our oath is to the Constitution. Like our Civil Service and political appointee colleagues, like uniformed and civilian members of the armed services, like doctors and lawyers and teachers and so many others, we are members of a distinct profession with stringent entry requirements that selects us to perform a distinct role that encumbers upon us a distinct ethical obligation.

Certainly each individual agency needs to have its own initiatives to attend to internal matters. And to take ownership of the profession of diplomacy, we certainly need joint initiatives together with our Civil Service and political-appointee colleagues, both within and across agencies.

But to uphold our oath, fulfill our duty and properly serve the national interest, let’s make sure that these initiatives speak clearly to the distinctiveness of the Foreign Service, and educate and prepare us as commissioned officers of all agencies for carrying out our

special role and upholding our special ethical obligations.

We, the undersigned, are Foreign Service officers, active-duty and retired, from State and other foreign affairs agencies:

Marshall Adair
Amb. James Bishop
Anne Bodine
Angela Dickey
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Mary Ellen T. Gilroy
Eva Groening
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September’s Dissent Coverage

Profound, sincere congratulations for the September issue of the *Journal*, which presented the AFSA awards for constructive dissent in a manner and to an extent that was necessary, deserved and very well done.

Ambassador Stephenson’s President’s Views, Shawn Dorman’s Letter from the Editor, plus the Spotlight on Awards and the coverage of the awards ceremony should make a meaningful contribution to a necessary, expanded

and more in-depth understanding of the purpose of AFSA’s dissent awards. They honor challenges to foreign policy as well as to management and personnel policies, while the State Department’s Dissent Channel is exclusively directed at foreign policy issues.

During the more than two decades I spent serving on the AFSA Awards Committee, I found that the key problem facing the dissent awards was the limited understanding of the significant difference between them and all the other awards given out by all organizations affiliated with the U.S. government: The AFSA dissent awards are *not* for superior performance of assigned duties.

While superior performance fully merits the attention it receives, dissent comes from the dissenter, not from the job description.

Retiree VP Tom Boyatt, who won two constructive dissent awards and was the author of a failed Dissent Channel effort described in his September column, provides meaningful illustrations of the what and how of that system, and underlines the separation. The Dissent Channel puts the issue in the hands of the administration, where there are rules and procedures.

Constructive dissent leaves the process in the hands of the dissenters, to be dealt with as they decide. There may be a potential risk involved in making waves, but it is highly instructive to learn that winners of AFSA’s dissent awards, as a group, have had promotional success in the career at much higher rates than the rest of the individuals at their rank. That is a fact worth noting.

Ed Peck
Ambassador, retired
Chevy Chase, Md.



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On Voting

Matthew V. Tompkins' Speaking Out column in the October *FSJ* ("Safeguarding a Nonpartisan Foreign Service") is thoughtful, heartfelt and timely. Alas, it is also misguided on several counts.

First, Mr. Tompkins' military service, while praiseworthy, leads him to suggest that the Foreign Service ought to model itself on the armed forces. I respectfully disagree. As a corps of professionals, individual FS members should not be subjected to any pressure, either official or peer-driven, against exercising their right (and civic duty) to vote. We are free to be every bit as politically active as the Hatch Act and departmental regulations permit.

Mr. Tompkins also argues that those voting in 2000 had no reason to believe it made any difference whether they chose Bush, Gore (or Nader), or voted at all. In fact, the outcome of that election made the lives, and jobs, of Foreign Service professionals considerably more challenging.

I would submit that this year's electoral result will have an even more profound impact. That being the case, I hope every FS member has voted!

Steven Alan Honley
FSO, retired
Washington, D.C.

CORRECTION

In the September article "Over the Finish Line: Winning Strategies for a Successful Visit," by Ambassador to Vietnam Ted Osius, we inadvertently misidentified locations in several photos. The photos marked as Hanoi were in fact taken in Ho Chi Minh City, while the one marked as Ho Chi Minh City was actually taken in Hue. We regret the errors and have implemented a new photo-checking procedure to help ensure similar errors do not happen in the future. ■



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Foreign Policy Matters

In June, the Pew Research Center conducted a national survey to find out what issues have been most important to voters in this election season.

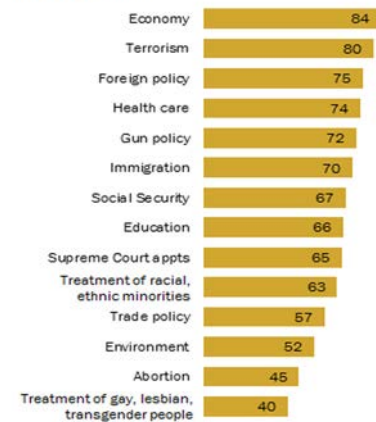
Not surprisingly, the economy comes first. But 75 percent of the respondents said that foreign policy would be “very important” to their vote. This is a significant increase from the 2012 election, when just 60 percent said that foreign policy would influence the way they voted.

In the 2016 race, both Democrats (73 percent) and Republicans (76 percent) regard foreign policy as a major consideration in their decision.

—Gemma Dvorak, Associate Editor

Economy and terrorism are top issues for voters in 2016

% of registered voters saying each is “very important” to their vote in 2016 ...



Note: Based on registered voters. Q40. Source: Survey conducted June 15-26, 2016.

PEW RESEARCH CENTER

send a letter or cable saying they want to keep things exactly as they are now, and they’re rallying around fellow insider Hillary Clinton. The world has become a more dangerous place on their watch, and they need to step up and own it.”

As of Oct. 24, the group had created a website (<https://ambsforclinton.wordpress.com/>), and the number of signatories had risen to 220—more than 120 of whom were appointed to their posts by Republican presidents.

—Shawn Dorman, Editor

Diplomats and Parking Tickets—A City’s Scourge

It seems that there is little any city can do to protect itself from diplomats who avoid paying parking fines and speeding tickets.

In New York City, the total bill for parking tickets issued to diplomats at the United Nations was more than \$16 million as of March 2016. This in spite of a drastic reduction in unpaid fines in 2002 after the city refused to re-register any car with a large outstanding debt.

The worst offender among U.N. diplomats in New York is Egypt, with more than \$2 million worth of fines, according to *The Guardian*.

An even more serious problem than unpaid fines is diplomats who flout drunk-driving and dangerous driving laws abroad. In Ottawa, Canada, in January 2001, a senior Russian diplomat, Andrei Knyazev, lost control of his car on the way back from an ice-fishing party, killing one person and seriously injuring another. He couldn’t be prosecuted in Canada, but was eventually jailed in Russia.

U.S. diplomats have also been involved in dangerous driving abroad, with incidents recorded in Lahore, Islamabad and Nairobi in the last five years.

220 Career Diplomats Sign Election Letter Opposing Trump

A group of 75 retired senior Foreign Service officers, most of them former ambassadors, signed an open letter commenting on the presidential election, declaring that “None of us will vote for Donald J. Trump” and endorsing Democratic candidate Hillary Clinton.

The letter, dated Sept. 21, was linked to a Sept. 22 *Washington Post* article by Karen DeYoung. In it, the diplomats note: “We have proudly represented every president since Richard Nixon as ambassadors or senior State Department officials in Senate-confirmed positions. We have served Republican and Democratic presidents with pride and enthusiasm.”

Career diplomats serve whatever administration is in power and have a long tradition of nonpartisanship. They are also, while on active duty, subject to restrictions on political activity by the Hatch Act.

So it is highly unusual when dozens

sign their names to a political letter like this. Their explanation: “Very simply, this election is different from any election we can recall. One of the candidates—Donald J. Trump—is entirely unqualified to serve as president and commander-in-chief. He is ignorant of the complex nature of the challenges facing our country, from Russia to ISIS to nuclear proliferation to refugees to drugs, but he has expressed no interest in being educated.”

This is the first time many of the signatories have publicly endorsed a candidate for president. The letter says that they are doing so “because the stakes in this election are so high.”

The letter was one of a number of joint public statements signed by retired high-level government officials and military officers during this election cycle. Most of the letters and statements have focused on issues related to national security.

The Trump campaign responded with a statement including the following: “How terribly weak and ineffective for a bunch of career overseas bureaucrats to

One study suggests bluntly that the rate at which countries accrue unpaid parking fines in New York correlates well with that country's own rate of corruption. That study, conducted by economists Raymond Fisman and Edward Miguel in 2006, found no non-payments from officials from Japan, Canada, Turkey, Sweden or the United Kingdom, while the worst offenders were Kuwait, Egypt and Chad.

—Gemma Dvorak, Associate Editor

Colombia Peace Agreement Voted Down

The Colombia peace agreement of Aug. 25, which had been touted as a “transformational moment” and feted as a diplomatic success story, was rejected by an excruciatingly narrow 50.21 percent of Colombian voters on Oct. 2.

Despite this setback, Colombian President Juan Manuel Santos was awarded the 2016 Nobel Peace Prize on Oct. 7 for his efforts to end the bloody 52-year war between the Colombian government and the Revolutionary Armed Forces of Colombia (known as the FARC).

In a statement, Norwegian Nobel Committee Chairman Kaci Kullmann Five said: “The award should also be seen as a tribute to the Colombian people who, despite great hardships and abuses, have not given up hope of a just peace.”

All hope for peace in Colombia is not lost, with FARC leader Rodrigo Londoño Echeverri (who goes by the alias Timochenko) declaring that he remains committed to peace. “The only prize we aspire to is #PeaceWithSocialJustice for a #Colombia free of paramilitary violence, revenge and lies; #PeaceTakeTheStreets,” he wrote on his Twitter account.

—Gemma Dvorak, Associate Editor

Contemporary Quote

“The problems [with Russia] are starting to get very critical. Syria is the one that's the most critical, in my own view; but, secondly, our means of—channels of—communications, our ongoing dialogue, our understanding of the personalities in Russia and their understanding of us has ... gone way down from the way it was, say, 20 years ago.

The United States tends to believe that when a war is over, it's over. So when the Cold War was over, we really ratcheted back our diplomacy in Europe, in Russia, in all the areas which we thought had been taken care of, and we're now paying a price for that. We just don't have—the soldiers say we don't have the boots on the ground. Well, we don't have the pinstripe suits on the ground, either. We just don't have the people out there who need to be doing the diplomacy.

—Ambassador (ret.) John Kornblum, in a conversation with journalist Tom Ashbrook and Professor Angela Stent (Georgetown University) on the podcast “On Point with Tom Ashbrook,” Oct. 11.

Ambassador to the U.K. Visits 150 Schools

Matthew Barzun, the U.S. ambassador to the Court of St. James's, is passionate about engaging with young people.

During three years at the helm of Embassy London, he has visited 150 schools to talk about American policies and hear what the youth of the United

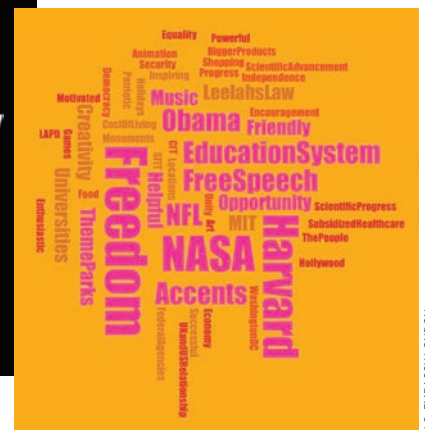
Kingdom think and feel about the United States.

As part of the process, Ambassador Barzun asks students to write down positive and negative ideas they associate with the United States. The word clouds shown here reflect what he learned at one of the school visits.

—Gemma Dvorak, Associate Editor



These word clouds reflect the positive and negative things students at one U.K. high school associate with the United States.



U.S. EMBASSY LONDON

50 Years Ago

The Foreign Service Act of 1946 at 20

Twelve score and three months ago, the thirty-third President of the United States signed into law the Foreign Service Act of 1946. ...

Amended frequently, the Act still embodies the essential aims of its conceivers and drafters (the Chapin-Foster group), its sponsors (Secretary of State Byrnes and Assistant Secretary—now Senator from South Carolina—Russell), as well as its legitimizers (the Congress). The Act, however, conjured doubts among its opponents (mainly in the Bureau of the Budget) on the grounds that it was too detailed, too inflexible and that it insulated the Foreign Service from direct control by the Secretary and the President.

The Act of 1946 codified as law of the land the principles of a career service which accepted most of its new members at the bottom of a career ladder after rigorous examination—a career service which would reward excellence of performance through promotion and which would also rid its ranks of the least able through selection-out. ...

The Act also provided for the lateral entry of persons into the several ranks of the Service...under specified conditions.

The questions of separating-out the least able and providing for the intake of fresh viewpoints and needed talents have been sources of contention in the past two decades since the Act became law.

The members of the Foreign Ser-

vice today—as in the past—have no fear about competition...so long as the procedures are fair, are

unabused and improve the level of excellence of our service to the Secretary, the President and the Nation.

Certain persons sometimes lost sight of the fact that the Foreign Service has changed enormously since 1946. Our size has multiplied to meet new national needs. In 1946, almost all members of the Foreign Service were engaged in the usual political or economic reporting, and consular or administrative duties. Today, we work in Vietnam provinces, advise the military, help to manage AID and Peace Corps missions, engage in education, information, cultural and scientific programs, and are reestablishing contact with American campuses and businesses—in addition to the more traditional diplomatic and consular tasks.

Doubtlessly the Foreign Service of the United States will have changed even more by 1986 when we come to the fortieth anniversary of this Act. We face the future with optimism and determination. We welcome all change as long as that change is improvement. Competition will always be our stimulus. We appreciate the heat in the kitchen, not because it is comfortable, but because it keeps our corporate body warm.

—Excerpted from the lead editorial in the November 1966 FSJ.



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SITE OF THE MONTH: www.soundcloud.com

SoundCloud is a global online audio distribution platform based in Berlin that enables its users to upload, record, promote and share originally created sounds. The website attracts more than 175 million unique monthly listeners.

The Department of State has its own SoundCloud channel at soundcloud.com/statedept, with 10 playlists (sets of audio recordings on

The Meet the Ambassador conversations feature interviews with U.S. ambassadors, including: Richard Verma, India; Geoffrey Pyatt, Ukraine; Dana S. Smith, Qatar; Ted Osius, Vietnam; Daniel Yohannes, OECD; Liliana Ayalde, Brazil; and Cynthia Akuetteh, Gabon and Sao Tome.

The Conversations on Leadership playlist features discussions on leadership and what that means for the State Department and diplomacy. On Sept. 21, AFSA President Ambassador Barbara Stephenson joined Director General of the Foreign Service Arnold Chacón to discuss her career in the Foreign Service, her thoughts on leadership and on challenges ahead for U.S. diplomacy.

The full conversation between Amb. Stephenson and DG Chacón can be found on the SoundCloud site or app (<https://soundcloud.com/mobile>). While none of the other foreign affairs agencies have SoundCloud stations yet, the search function and hash tags will take you to conversations related to USAID and the other agencies, some including interviews with officials from those agencies.

—Gemma Dvorak, Associate Editor

a theme): Religion and Diplomacy, Global Views, Human Rights Heroes, Countering Violent Extremism (in Spanish and English), State of Diplomacy, Charting a New Course on Cuba, Inside Economic Diplomacy, Fighting Ebola, Conversations on Leadership and Meet the Ambassador.

Gastrodiplomacy

Food is being used as a unifying force in new pop-up dining experiences and efforts by foreign governments to expand knowledge about their cultures in the United States.

The Thai government, for example, has promoted an increase in “culinary diplomacy” through the establishment of Thai

restaurants in the United States since 2002.

Elsewhere, individuals have launched restaurants to encourage cultural interaction and education between Americans and countries with which the United States is in conflict.

Mana Heshmati, a Swedish-born chef of Iranian descent, started Peace Meal Kitchen in Detroit, Michigan, this past

spring as a way to transcend cultural boundaries and provide a medium of communication among different ethnic groups.

Her first event, A Taste of Iran, was a smash hit, and she plans to host a Palestinian-Israeli dinner later this fall. Half of the proceeds of each event go to organizations from the featured country, such as the Omid Foundation, which helps disadvantaged or abused Iranian women.

Conflict Kitchen in Pittsburgh, Pennsylvania, which also serves food from countries in conflict with the United States, was Ms. Heshmati’s inspiration.

—Katherine Perroots, Editorial Intern

Mumbai Charity Run Honors Diplomatic Security

On Oct. 1, the U.S. consul general in Mumbai, Thomas Vajda, led a 5-km. charity run to mark the 100th anniversary of the U.S. Diplomatic Security Service.

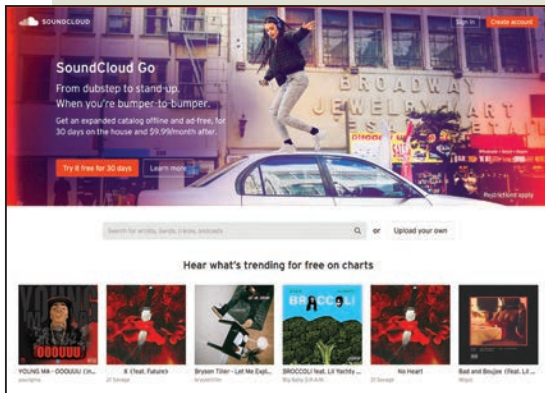
The run is one of 100 races for charities sponsored by the Bureau of Diplomatic Security that are being held worldwide and in the United States throughout the bureau’s centenary year.

Consul General Vajda was joined by more than 200 people representing the diplomatic community, law enforcement and many other groups.

“It is an honor to participate in an initiative dedicated to honor the men and women who work hard to keep us safe at all times,” Vajda said.

“And it’s an extra bonus to help raise money for a great organization through donations raised at our event,” he added. The proceeds from this race went to the Vatsalya Foundation, a nongovernmental organization that works with Mumbai’s street children. ■

—Gemma Dvorak, Associate Editor



Getting Beyond Bureaucratese—Why Writing Like Robots Damages U.S. Interests

BY PAUL POLETES

Is there a State Department writing style? Formally, no. Unlike *The New York Times*, we don't have an official style and usage guide. The Executive Secretariat has a style guide, but it's mostly focused on usage of acronyms and region-specific terminology. A few other offices or bureaus have guidelines for drafters, but these are all ad hoc, more along the line of tips than rules. As an organization, the old mantra—"the best way to write is whatever way your boss tells you to write"—still mostly holds true.

But read enough State cables, memos and published annual reports, and you'll see something resembling a common style take shape. Unfortunately, it's a style that's often boring and confusing to read, characterized by wordiness, empty jargon, wishy-washy prose and a near total lack of human touch. It's a style I call "bureaucratese."

Bureaucratese in Action

Here are a few examples of State Department bureaucratese in action. See how jargon, clutter and robotic prose drain the life out of our writing and obscure our message. I found all of these examples on www.state.gov.

USAID/State 2014 Annual Performance Report: "On another front, the Department of State is monitoring a

"Innovation engagements" is a good example of the pompous jargon often used in bureaucratese—it sounds impressive, but actually says nothing.

positive trend in the number of foreign students studying in the U.S. and notes progress is on track to meet goal of a 50 percent increase in high-level science and technology and innovation engagements."

What are "innovation engagements"? I have no idea. Are they somehow related to the number of foreign students in the United States? We don't know that either, because the sentence doesn't say. This entire passage is mostly vague fluff that implies progress but in fact tells us little of substance. "Innovation engagements" is a good example of the pompous jargon often used in bureaucratese—it sounds impressive, but actually says nothing.

Benghazi Accountability Review Board Final Report: "With increased and more complex diplomatic activities in the Middle East, the [State] Department should enhance its ongoing efforts to significantly upgrade its language capacity, especially Arabic, among American employees, including DS, and receive greater resources to do so."

This sentence is such a disaster, it's hard to know where to begin. I understand what it's trying to say, but can it be said more clearly and forcefully? "With more State Department personnel working in the Middle East, the department must train more Arabic speakers—including in Diplomatic Security. Congress should give the department the resources to train more Arabic speakers." The revision isn't any shorter than the original, but it's clearer and more to the point. Accountability Review Board reports should be hard-hitting and focused. Burying recommendations and findings under layers of bureaucratese does a disservice to the board and its mission.

It's Not What You Say . . .

I singled out the reports above not because they are bad reports, but because they are good examples of how bureaucratic writing undermines what we're trying to accomplish. As State Department officials, we're trained to focus on the substance of what we write. We work hard to get the facts straight, forgetting that how we present the information is often just as important, or even more important, than the facts



Paul Poletes completed a tour as deputy chief of mission at U.S. Embassy Ashgabat this summer and is now studying Latvian at the Foreign Service Institute. He joined the Foreign Service in 1998 and has previously served in Athens, Dhaka, Bishkek, Tirana and Washington, D.C. The views expressed here are his own.

themselves. Getting the “content” right is small consolation if our readers don’t understand what we’re trying to say or lose interest before we get to the point. As *The Economist* style guide advises, “Readers are primarily interested in what you have to say. By the way in which you say it you may encourage them either to read on or to give up.”

A case in point is the annual Human Rights Report, which is one of the State Department’s oldest and best-known publications. When the 2014 report was released in June of that year, Secretary of State John Kerry said he hoped the HRR will “inspire us—people here and around the world—between this year and next to take more steps, hopefully giant steps, in the direction of greater justice, wider decency and peace.”

This is a noble hope, yet one poorly served by the HRR’s dull format and style. Instead of a passionate defense of human rights, the HRR has become a drab laundry list of “human rights practices” from around the world, presented in formulaic prose. Even the most shocking human rights abuses are discussed in a clinical style more befitting an instruction manual.

A report documenting such atrocities should shock, or at least stir, the senses. Instead, the HRR dulls and then paralyzes our senses with its rigid, coma-inducing style. The end result is a report that has the opposite of its intended effect. After reading the country reports on even the most egregious human rights violators, my reaction is always the same—“It’s not as bad there as I thought.”

What to Do

Some will argue that a more conversational style doesn’t fit well with the complex issues we often write about.

Critics will say that “weighty” subjects like trafficking in persons or proliferation of WMD don’t lend themselves to plain English.

The critics are wrong. Read Kathryn Schulz’s July 2015 *New Yorker* piece, “The Really Big One: An earthquake will destroy a sizable portion of the coastal Northwest. The question is when” (now that’s a subject line!). Read a piece on ForeignPolicy.com by Harvard professor Stephen Walt, or something in *The Atlantic* by Ta-Nehisi Coates, and you’ll see that serious subjects can be written about in a way that’s engaging, even engrossing. Studies have also shown that using simpler language can make you look smarter, while larding your prose with big words and pompous jargon will do the opposite.

So what might be the basis for a more readable State Department style? First, I’d ditch the “State Department” or “government” qualifier. Good writing is good writing, whether it’s in a magazine, newspaper or talking points—the same rules apply everywhere. As the author of *The Book on Writing*, Paula LaRocque, writes, “simplicity, clarity and brevity are the most important criteria for all writing.”

To this I would add the advice of author William Zinsser: “Good writing has an aliveness that keeps the reader reading from one paragraph to the next. . . . It’s a question of using the English language in a way that will achieve the greatest clarity and strength.”

A final, and very simple—but usually ignored—rule is: never put in writing what you would never say in conversation. As one Secretariat line staffer told us last fall as we drafted talking points for the Secretary, “imagine the Secretary actually saying this to a foreign leader.”

So how do we get from here to a more effective style? A few suggestions:

- Every new State Department employee should be given two books: *The Book on Writing: The Ultimate Guide to Writing Well* by Paula LaRocque; and *On Writing Well* by William Zinsser. Both are quick, entertaining reads, and their advice applies well to department writing.

- The State Department and AFSA should recognize in some way those Foreign Service and Civil Service writers who write with “aliveness, humanity, brevity, clarity and simplicity.” The department could also ask people on the Sounding Board to highlight examples of good department writing and announce a monthly winner on the iNet homepage.

- Supervisors need to do a better job of working with newer employees on drafting skills. Make a point of sharing good writing with your subordinates, and explain what separates really effective writing from empty fluff.

- The department should recognize offices and bureaus that best promote “plain language,” as required by the Plain Writing Act of 2010 (Public Law 111-274). Although most department writing is exempt from the act, the principles outlined in the law are still a good idea. Simply following the guidelines outlined on Plainlanguage.gov would dramatically improve a lot of our writing.

- All bureaus that issue public reports like the Human Rights Report and Trafficking in Persons Report should overhaul their format and style requirements to make the reports easier to read and require plain English. Doing this will make our reports read like the compelling human stories they are.

- Have some fun! Diplomacy is seri-

The department and AFSA should recognize in some way those Foreign Service and Civil Service writers who write with “aliveness, humanity, brevity, clarity and simplicity.”

ous business, but that doesn’t mean we can’t have fun with our writing—we’re not obituary writers. Injecting plain English and a little tongue-in-cheek humor into cables and Official-Informals (when appropriate) keeps the writing fresh and alive. Lively writing will make even “serious” subjects more compelling and interesting.

As State Department writers, we owe it to our readers—whether the public, foreign governments or other U.S. government officials—to write as clearly as we can. As the French author Stendhal said in 1840, “I see but one rule: to be clear.” Bureaucratise is the opposite of clear writing. And when we are not clear—when our writing bores and confuses people or causes them to stop reading—we do a disservice not only to our readers, but to American interests we proudly work every day to promote. ■

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Fulbright Program at 70: The Foreign Service Connection

BY JEROME SHERMAN AND JAMES LAWRENCE

Members of the Foreign Service, some of them Fulbright alumni, play a crucial role in the continuing success of this singular U.S. exchange program.

Jerome Sherman, a public diplomacy officer, is a student in the second-year FSI Arabic language program in Amman, Jordan. Previously, he was a special assistant to the deputy assistant secretary for academic programs in the Bureau of Educational and Cultural Affairs, and he has also served in Jerusalem and Ciudad Juarez.

James A. Lawrence is a public affairs officer in the Office of Academic Exchange Programs in the Bureau of Educational and Cultural Affairs. He previously served in the Bureau of Consular Affairs and the State Department Operations Center.

The Fulbright Program, celebrating its 70th anniversary this year, is recognized as the flagship U.S. government educational exchange program and continues to attract record numbers of applicants. Approximately 8,000 individuals from the United States and more than 160 other countries participate in the program annually, returning home to join a global alumni network of more than 370,000. Among their ranks are 54 Nobel Prize recipients, 82 Pulitzer Prize winners and 33 current or former heads of state or government. Many thousands of others have had a major impact on their local institutions and communities and in expanding international connections.

Over the years, the Fulbright Program has adapted and diversified its models, areas of emphasis and applicant recruitment to reflect a changing world and stakeholder interests. But at the same time, it has maintained its fundamental principles, such as a transparent, merit-based selection process. Once best known for its awards to U.S. artistic luminaries, the program now also makes about 30 percent of its awards in scientific fields.

Today China, India, Mexico and Pakistan boast some of the largest Fulbright programs in the world, with Pakistan having the largest.



COURTESY OF MARTIN QUINN

Al Azhar University in Egypt, established in 969 A.D., is the oldest, continuously operating institution of higher education in the Muslim world. FSO Martin Quinn (see p. 26) took this photo of the Al Azhar gate in 1979 when he taught American civilization there on a Fulbright lectureship. Inset: Martin Quinn, top left, with his Al Azhar students. The students are holding Quinn's daughters, Esther and Suzy.



Sponsored by the U.S. Department of State's Bureau of Educational and Cultural Affairs, and overseen by an independent, presidentially appointed board, the Fulbright Program is notable for its binational partnership structure—including 49 Fulbright Commissions around the world—as well as the high level of cost-sharing it attracts from foreign governments, academic institutions and the private sector.

U.S. Foreign Service officers, including those who are Fulbright alumni, continue to play a crucial role in the program. FSOs serve as administrators of the program abroad—either within embassies or on binational Fulbright Commission boards in partnership with foreign governments. These boards work with locally employed embassy staff, as well as with State Department colleagues and nongovernmental partner organization employees in the United States.

Adaptation and Diversification

The State Department has developed new and enhanced program models to respond to bilateral priorities. For instance, the Fulbright Specialist Program sends U.S. experts on migration issues to work with European countries grappling with the influx of migrants from Syria and elsewhere. In Greece a Fulbright specialist assisted the Athens municipal government in setting up a process to ensure that refugees were effectively matched to available resources.

Fulbright's Regional Network for Applied Research Program (known as NEXUS), which recently concluded its third two-year cycle, brings together a multinational group of scholars, professionals and applied researchers from across the Western Hemisphere, including the United States, to engage in collaborative research on climate change and adaptation strategies.

Established in 2015, the Fulbright Arctic Initiative supports

A photograph of a man and a young girl looking at something together. The man is on the left, looking down and to the right. The girl is on the right, looking down and to the left. They are both smiling slightly. The background is a wooden floor. The image is partially covered by a teal diagonal overlay.

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Fulbright alumni invariably describe the program as “transformative,” and many have gone on to distinguished careers in government, science, the arts, business, philanthropy and education around the world.

a cohort of 17 scholars and researchers from all eight Arctic Council member nations to study the changing Arctic. The initiative will have its final plenary meeting in Washington this October, where scholars will present the outcomes of their collaborative research and policy recommendations for building a resilient and sustainable future for the Arctic region.

Fulbright also responds to the worldwide demand for English language education. The popular Fulbright English Teaching Assistant Program for recent American college graduates has grown from about 100 participants annually 15 years ago, to more than 1,000 a year today. Once focused primarily on a handful of developed countries in Europe and Asia, the Fulbright ETA Program now operates in 70 countries across the globe, with extensive funding from partner governments.

Promoting and achieving diversity in all components of the Fulbright Program, for both American and international participants, are high priorities. Because it does not require a specific research proposal or in-country affiliation, the Fulbright ETA Program helps the State Department broaden and diversify the pool of applicants for Fulbright U.S. Student Program awards. Moreover, since the Fulbright Foreign Student Program continues to face challenges in some countries in recruiting participants beyond major cities and traditionally elite universities, it has responded by offering long-term English language training in the United States. This is designed for selected international participants who have the talent and motivation to succeed, but need to gain fluency in English before beginning their U.S. graduate studies.

Over the past decade, the State Department has also pursued new, innovative partnerships with the private sector. The

Fulbright-National Geographic Digital Storytelling Fellowship sends five fellows abroad for an academic year to research and create stories on topics that are relevant to both the United States and the host countries. For example, Fulbright alumnus Ryan Bell recently returned from travels through Russia and Kazakhstan, where he documented how American cowboys are helping to rebuild the Russian and Kazakh cattle and beef industries. His stories and photographs are featured on a dedicated National Geographic blog for the program, as well as on the National Geographic food blog, *The Plate*.

Continuing Relevance

At various points in its 70-year history, the Fulbright Program has faced funding challenges, notably in the aftermath of the Cold War. In the early 1990s, policymakers hoped to take advantage of a “peace dividend,” leading to cuts in Fulbright and other programs supported by the former U.S. Information Agency. There was an initial assumption that the fall of the Soviet Union had lessened one of the most compelling needs to promote mutual understanding abroad. But the terrorist attacks of Sept. 11, 2001, as well as increasing global interdependence, have reminded us that people-to-people exchanges remain essential to fostering peace, stability and shared prosperity.

In recent years, despite tight budgets across the federal government, the Fulbright Program’s funding has remained steady, with an annual congressional appropriation of more than \$200 million—reflecting strong bipartisan support and acknowledgment of the continuing relevance of the Fulbright mission. The program also receives more than \$130 million from other sources, making it one of the most highly leveraged programs in the U.S. government; for every two U.S. government dollars invested, Fulbright attracts more than a dollar in other resources.

To plan the program’s future, the State Department is in the process of evaluating how different audiences and constituencies view it. State is also working to strengthen outreach to key stakeholders and potential applicants.

Fulbright alumni almost invariably describe the program as “life-changing” and “transformative,” and many of them have gone on to distinguished careers in government, science, the arts, business, philanthropy and education around the world. Generations of public diplomacy-coned U.S. Foreign Service officers have been instrumental in building, promoting and sustaining the program in the field.

As the Fulbright Program marks 70 years of achievement, we present several personal reflections from alumni who became FSOs.



Colleen Traugher during her Fulbright year in Germany.

Personal Stories from FSO Fulbright Alumni

BERLIN, 2002–2003 COLLEEN TRAUGHER

I arrived at the Otto Suhr Institute of Political Science at the Free University of Berlin in the fall of 2002 with a Germany-centered project—and left a year later with a much broader perspective and an interest in the Foreign Service. My actual project was to study German identity and analyze how it was being influenced by the ongoing enlargement of the European Union. But practically from my first days there, I was swept up in a student movement protesting U.S. policy toward Iraq and the impending invasion (“Kein Krieg gegen den Irak!” = No war against Iraq!) complete with leaflets, signs, information booths and organized discussions.

During the months leading up to the March 2003 invasion, I researched the U.S. debate over Iraq during my internship at the German Council on Foreign Relations. Once the invasion of Iraq began, I joined the Trans-Atlantic Student Forum, a network of university students in Berlin from both sides of the Atlantic, and authored a piece with the group on the differences between European and American security cultures. I later joined a fellow German student to organize a town hall and panel discussion at the Free University on “German-American Relations in a Time of Terror.”

I concluded my time in Berlin with an internship at the German Parliament (Bundestag), where I was privy to key discussions on German foreign policy. It was a critical moment in trans-Atlantic relations, and it was clear that we needed as much conversation and exchange of ideas as possible to maintain the relationship.

My experience in Berlin exposed me to different perspectives on foreign policy. It encouraged me to consider the importance of our European partners, including Germany, and taught me that the trans-Atlantic relationship is not imperishable.

Finally, it impressed on me the importance of global citizenship and approaching world affairs from multiple perspectives. It thus set the stage for my future work in the Middle East and Europe, and sparked an interest in multilateral affairs.

My Fulbright experience in Germany also introduced me to the Foreign Service as a career path. I met my first Foreign Service officer, Richard Schmierer, at a Fulbright event in Berlin. Then minister-counselor for public affairs, he not only served as a resource for me on the Foreign Service (answering every one of my emails!), but also included me in a public affairs outreach program to German schools after the Iraq invasion.

After all these experiences, I was hooked on becoming a diplomat.

Colleen Traugher is an international relations officer in the Office of Peace Operations, Sanctions and Counterterrorism in the Bureau of International Organization Affairs at the State Department. She previously served in Copenhagen and Sandá, and on the European Union desk.

BELFAST, 2001–2002 JEROME SHERMAN

In September 2001, just a few months after I graduated from college, two events took place that set me on the path to becoming a Foreign Service officer. The first was a phone call from London, telling me that I had received a grant from the U.S.-U.K. Fulbright Commission. I’ll never forget hearing that posh British accent on my answering machine. I listened to the recording a dozen times to make sure I wasn’t imagining it. The Fulbright grant was going to pay for me to study international relations at the Queen’s University of Belfast in Northern Ireland.

This had been a dream of mine since I took a three-day trip to Belfast a few years before. It was the first time I had seen a society divided by religious or ethnic conflict. British soldiers

Once best known for its awards to U.S. artistic luminaries, the program now also makes about 30 percent of its awards in scientific fields.

patrolled the streets. The Catholic and Protestant neighborhoods of West Belfast were divided by a 20-foot-tall barrier called the “peace line.” On both sides of the barrier, local residents had painted massive murals of masked, gun-toting paramilitaries. This world fascinated me. I wanted to understand why a people who shared a common ancestry with me were so bitterly divided. So I applied for the Fulbright grant; and, in September 2001, I was getting ready to return to Belfast when the second event occurred.

On the morning of Sept. 11, 2001, I was asleep in my parents’ house in Queens, New York City, when the phone rang. It was my mother, calling from her office in lower Manhattan. “Jerome, a plane just struck the World Trade Center,” she told me. A short while later, as the twin towers were collapsing, my mother and her colleagues—and thousands of others—fled Manhattan on foot, crossing the Brooklyn Bridge. The bridge shook, as if there had been an earthquake. Everyone close to me survived. But so many others were not as fortunate. About 90 people from my community in Queens died that day, including many police officers and firefighters.

I had been scheduled to depart for Belfast on Sept. 15. But how could I leave behind my family, my community, when we were at war? My family was unequivocal, however: I had to go. I had worked so hard for this opportunity.

So I went to Belfast, and I studied the U.S. government’s role as a mediator in the Northern Ireland conflict and contrasted it with our efforts to broker a peace agreement in the Israeli-Palestinian conflict. The Fulbright Program opened the world to me at a time when that world—and the U.S. role in it—were changing dramatically. I developed a lifelong commitment to understanding why we as humans are capable of inflicting such pain and suffering on each other, and what we can do to change that.

After a seven-year career as a journalist, I joined the State Department in 2010. I first served in Ciudad Juarez and then went to Jerusalem, where I worked on people-to-people pro-

grams that brought together Palestinian and Israeli youth. Until July of this year, I was a special assistant in the Bureau of Educational and Cultural Affairs, in the office that oversees the Fulbright Program. It has been a great privilege to work on the very program that set me on this path, helping another generation of Americans and people from other countries to benefit from the vision of Senator J. William Fulbright.

Jerome Sherman is a public diplomacy officer in the second-year FSI Arabic language program in Amman, Jordan.

AUSTRALIA, 2011–2012 MARVIN ALFARO

The Fulbright Program introduced me to the world of diplomacy, giving me a platform to collaborate and exchange research project ideas with renowned Australian scientists.

In 2011, I was awarded a grant to study the impact and implication of the movement of a particular ocean boundary located in the Southern Ocean (also known as the Antarctic Ocean) and its effects on wind patterns and earth’s climate. My research goals were to combine remote sensing data of ocean temperatures from satellites with high-resolution data retrieved as part of a marine science research team.

I had the opportunity to live onboard Australia’s *Aurora Australis* icebreaker for about five weeks as we traveled from Tasmania into the Southern Ocean and on to Antarctica, the earth’s coldest, driest and windiest continent. I witnessed firsthand the importance of international cooperation for the safety and security of our environment, and saw the urgent need for diplomacy to



Marvin Alfaro and his colleagues on a boat in the Antarctic Ocean, with penguins splashing in the foreground.



COURTESY OF MARTIN QUINN

Shah Mosque in Isfahan, shown here, was renamed Imam Mosque after the 1979 Iranian Revolution. Martin Quinn spent his first Fulbright year at Tehran University, but transferred to Egypt in late 1978 when it appeared that Iranian universities would close.

address some of the world's biggest and most complex problems.

A few months after my arrival in Australia, the U.S. ambassador hosted a welcome reception for all American Fulbrighters in Canberra. This was the first time I had ever entered an American embassy, and the first time I had interacted with American diplomats. Throughout my year, I was in awe as I learned about the range of topics on which our two countries collaborate. So while I pursued my dream of becoming an expert environmental scientist, I found myself increasingly intrigued by the idea of building a "bridge of knowledge."

This was a way to embrace my scientific background while also crossing into policy analysis and development in international affairs, with the ultimate goal of preparing myself to join the Foreign Service. The Fulbright Program strongly influenced my decision to pick public diplomacy as my cone. I hope to advance the State Department's educational and cultural exchange programs, and to contribute to environmental preservation and climate change awareness through public outreach initiatives.

Marvin Alfaro is a first-tour public diplomacy-coned officer currently serving in a consular position in Santo Domingo. His next tour will be in Melbourne.

TEHRAN & CAIRO, 1977–1980 MARTIN QUINN

Had it not been for an extended Fulbright experience in Iran and Egypt, I would never have joined the U.S. Foreign Service. It was not until my early 30s—when I received a Fulbright lectureship in American civilization (1977–1980)—that I began to think of the Foreign Service as a career. The program profoundly furthered my late-blooming interest in the Middle East, and the Foreign Service was the logical, practical way to pursue that passion.

My first Fulbright year was spent at Tehran University, an activist campus, in the fluid situation that would soon spark the Iranian Revolution. During my second year, 1978–1979, the country began lurching through the dramatic stages of a massive internal upheaval that would have far-reaching implications. Teaching and anything resembling normality became less and less feasible as the atmosphere turned more heated, xenophobic and anti-American. In late 1978, when it appeared Iranian universities would close for an extended "revolutionary holiday," I was offered the choice of returning to Pennsylvania State University or transferring the Fulbright grant to Korea or Egypt. I chose Egypt.

Fleeing an Islamic revolution, I wound up a midyear guest lecturer at an Islamic seminary, the oldest, continuously operating institution of higher education in the Muslim world, Egypt's renowned Al Azhar University (established in 969 A.D.). Egypt was in the post-Camp David period, when Americans were popular and Egyptians hoped for better days following the conclusion of a decades-old conflict with Israel. My Egyptian, Lebanese, Palestinian, Sudanese, Maldivian, Albanian and Yugoslav students became my teachers, and I stayed a third year on the Fulbright in Cairo.

In May 1983, I entered the Foreign Service as a junior officer trainee with the U.S. Information Agency. But I remained involved with Fulbrighters through post-run programs in Saudi Arabia, Syria, Qatar, the United Arab Emirates and Iraq, serving as a Fulbright Commission board member in Israel and Turkey. During my first stateside tour of duty (1995–1999), I became branch chief for academic exchanges in North Africa, the Middle East and South Asia, with oversight of eight Fulbright Commissions. And two years after retiring from the Foreign Service in 2011, I was privileged to spend six months as acting deputy executive director of the Fulbright Foreign Scholarship Board staff.

My Fulbright experience affected my life in ways that, even now, I have not fully absorbed.

As an FSO for 28 years, serving mainly in the Middle East, I

regularly asked Fulbrighters their views of what was happening in our host country, for I had learned that diplomats inevitably have a different slant. Thirty-nine years after setting off for Iran on a Fulbright, I have never lost the conviction that the Fulbright Program, founded by an Arkansas senator who recognized the transformative effects of his own overseas educational experience, is one of the most inspiring efforts that U.S. taxpayers support.

Martin R. Quinn, a retired Senior Foreign Service officer, served in six Middle East countries and Turkey during his 28-year Foreign Service career. Since retirement he has continued to work for the State Department in various Re-Employed Annuitant positions, done consulting, served on an advisory council for Ball State University and taught an online course in international relations for Penn State.

SIERRA LEONE, 2010-2011 APRIL CONWAY

My path to becoming a Foreign Service officer began in 2010, when I traveled to a remote river island located in southeastern Sierra Leone. I was setting out to conduct my dissertation research on the endangered pygmy hippopotamus, an animal notoriously difficult to study in the wild. Armed with remote-sensing camera traps, my goal was to capture pygmy hippos on film to learn more about their secret lives.

My time in West Africa was made possible because of the Fulbright Program. In 2009, while I searched for funding for my project, a fellow student discussed her recent Fulbright research and encouraged me to apply. Less than a year later, I was



April Conway with Kambama village women who are preparing rice flour for a celebration in Sierra Leone.

While pygmy hippos and diplomacy may not seem to have much in common, the lessons I learned as a Fulbrighter have followed me into my new career.

on a flight to Sierra Leone as a Fulbright U.S. Student Program research grant recipient.

Both the highest and lowest points of my experience involved Embassy Freetown. Along with my basic biological research, the Fulbright Program gave me the opportunity to partner with the embassy to create environmental conservation murals with local residents in four communities. Residents enjoyed identifying the elements of the murals, and communities were proud of their newly installed artwork.

On completion of the project, I hosted Ambassador Michael Owen at my research site, where he and several staff members spent a night in the rainforest. It was a night to remember, with dancers and magicians entertaining us until late and a special appearance by a pygmy hippo “dancing devil” from the local community.

The lowest point of my experience was the morning I was robbed of all my belongings at a bus station in Freetown. Consular officers helped me through this difficult period. The work of those officers and others at the embassy inspired me to start thinking about the Foreign Service as a possible career.

While pygmy hippos and diplomacy may not seem to have much in common, the lessons I learned as a Fulbrighter have followed me into my new career. I learned to work better with different cultures, to maintain a sense of humor even in difficult situations and to manage resources efficiently. I also felt drawn to a life of public service.

My Fulbright experience allowed me to interact with and influence hundreds, if not thousands, of people in Sierra Leone. Now, as a Foreign Service officer, I have the opportunity to help people all over the world, both foreign nationals and Americans. ■

April Conway joined the Foreign Service as a consular-coned officer in 2015, and currently serves in Dhaka. Prior to joining the Service, she was a Peace Corps Volunteer in Niger from 2005 to 2007.



On Their Own We Write

We are pleased to present this year's roundup of books by Foreign Service members and their families.

The *Foreign Service Journal* is pleased to present our annual Foreign Service authors roundup in plenty of time for holiday orders. Whether you read the listings in print or online, we urge you to visit our online bookstore when a title strikes your fancy. There you will find all the books in this edition, as well as volumes that have been featured in previous years—and more (www.afsa.org/bookstore).

Our annotated list of some of the volumes written, edited or translated by Foreign Service personnel and their family mem-

bers in 2015 and 2016 is not a definitive record of works by FS authors; we rely on the authors themselves to bring their books to our attention. The roundup was assembled with the vital assistance of Associate Editor Gemma Dvorak,

Editorial Interns Shannon Mizzi and Katherine Perroots, and Contributing Editor Steven Alan Honley.

This year's list contains six works of history and biography, a solid policy and issues section, eight memoirs, a substantial selection of fiction and three books for young people, in addition to a potpourri of travel, photography, business, culinary and FS parenting books. As usual, we include a list of books

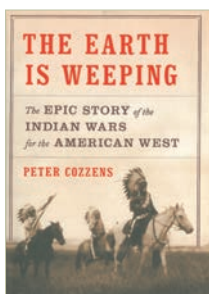
“of related interest” to diplomats and their families that were not written by FS authors.

Our primary purpose in presenting “In Their Own Write” annually is to celebrate the wealth of literary talent within the Foreign Service community, and to give our readers the opportunity to support colleagues by sampling their wares. Each entry contains full publication data along with a short commentary. As has been the case for nearly a decade, a majority of the titles are self-published.

Once again, although many of these books are available elsewhere, we encourage you to use AFSA’s online bookstore to place your orders. The AFSA Bookstore has links to Amazon and—at no extra cost to you—each book sold there generates a small royalty for AFSA. For the few books that cannot be ordered through Amazon, we have provided the necessary contact information.

—Susan Brady Maitra, Managing Editor

BIOGRAPHY AND HISTORY



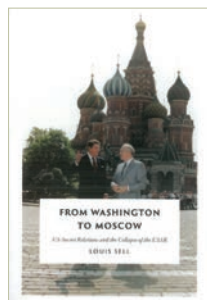
**The Earth Is Weeping:
The Epic Story of the Indian
Wars for the American West**
Peter Cozzens, Alfred A. Knopf, 2016,
\$35/hardcover, 544 pages.

After the Civil War, the United States turned its attention to conquering the Great Plains and the lands beyond, setting off a wide-ranging conflict that would last more than three decades. In this comprehensive, well-researched and beautifully written book, Peter Cozzens weaves together the many particular histories of the Indian Wars to present a multifaceted view of the era. He introduces readers to such fascinating characters as Generals Custer, Sherman and Grant, Crazy Horse, Sitting Bull, Geronimo and Red Cloud. He also dispels some of the myths associated with the period, such as that Indian tribes acted as a unified force against the U.S. army or that the Americans bore a singular malevolence toward Native Americans.

As the action ranges from the events at Wounded Knee to the Battle of Little Bighorn, covering territory from the Great Plains to the Sierra Madre, Cozzens describes such complexities as the intertribal conflicts that sometimes turned extremely violent, as well as the conflicts between the War Department and the Bureau of Indian Affairs. His sources include field research in the West, primary-source accounts of participants and detailed congressional reports on the Indian wars.

A former Foreign Service officer, Peter Cozzens received AFSA’s William R. Rivkin Award for Constructive Dissent by a Mid-Level Foreign Service Officer in 2002. The author of 16 critically acclaimed books on the American Civil War and the

American West, he is a member of the Advisory Council of the Lincoln Prize and the Literary Society of Washington, D.C. Cozzens and his wife, Antonia, reside in Kensington, Maryland.

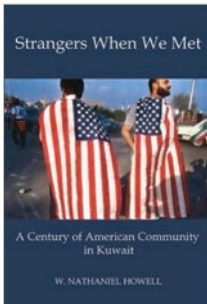


**From Washington to Moscow:
U.S.-Soviet Relations and
the Collapse of the USSR**
Louis Sell, Duke University Press, 2016,
\$27.95/paperback, 397 pages.

“The breakup of the USSR in 1991 changed the political map of the world. Misunderstanding what happened then has exacerbated many of the problems facing the United States today. Louis Sell’s *From Washington to Moscow* takes us back to those turbulent days when Russia cast off most of its empire and gives us a corrective, insider’s view of world-changing events,” says Jack Matlock, U.S. ambassador to the Soviet Union from 1987 to 1991. “This is an important book, an exciting read that is also destined to be an important source for historians of the period,” he adds.

As Louis Sell states in the book’s prologue, his aim is to answer the question, “How did the Soviet Union—seemingly so confident and powerful in 1972—disappear less than 20 years later?” To do so, he analyzes the twists and turns of U.S.-Soviet relations during the period bookended by the 1972 SALT I strategic arms accord and the 1993 START II nuclear arms reduction treaty, drawing on personal experience, archival records and firsthand accounts from key participants on both sides. Understanding how the Cold War ended and why the USSR collapsed, he argues, is critical for comprehending how Russia got where it is today.

Louis Sell is a retired Foreign Service officer who specialized in Soviet and Balkan affairs during his 27-year career with the State Department. He is the author of *Slobodan Milosevic and the Destruction of Yugoslavia* (2003).



Strangers When We Met: A Century of American Community in Kuwait

W. Nathaniel Howell, New Academia Press, 2016, \$38/paperback, 746 pages.

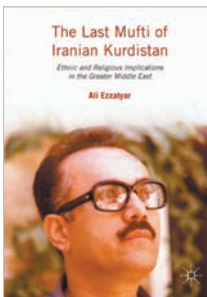
In *Strangers When We Met*, W. Nathaniel Howell presents the history of Kuwaiti-American relations during the past century. Drawing on personal accounts, official documents and unpublished

sources, he tells the story of how two completely different cultures, worlds apart geographically, linguistically, in political systems and in the fundamentals of faith, grew to understand, accept and respect each other.

The book traces American-Kuwaiti interaction from the arrival in Kuwait of U.S. doctors, ministers and teachers before oil became a factor to the Iraqi occupation of Kuwait and the First Gulf War, which especially brought the two nations closer together.

“Nat Howell’s superb book reminds us of all our two peoples have experienced together over more than a hundred years—and why Kuwait matters,” says Ambassador Ryan C. Crocker of this volume in the Association for Diplomatic Studies and Training’s “Diplomats and Diplomacy” series.

W. Nathaniel Howell served as a Foreign Service officer for 30 years in various posts throughout the Middle East, and as U.S. ambassador to Kuwait from 1987 to 1991. After retiring from the Foreign Service, he taught for 23 years at the University of Virginia, retiring as professor emeritus in January 2015.



The Last Mufti of Iranian Kurdistan: Ethnic and Religious Implications in the Greater Middle East

Ali Ezzatyar, Palgrave Macmillan Press, 2016, \$129/hardcover, \$99/Kindle, 234 pages.

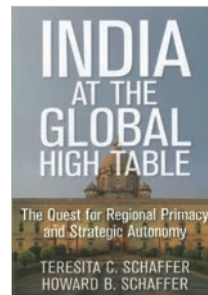
“A scholarly treat, and food for political thought, as well,” is how Thomas W. Simons Jr., a former U.S. ambassador

to Pakistan and the author of *Islam in a Globalizing World* (2003), describes this book built around a biography of Iranian Kurdish leader Ahmad Moftizadeh (1933-1993). An unlikely Islamic scholar, Moftizadeh was an orthodox Sunni Muslim who was comfortable with the notion of Kurdish nationalism and at the same time socially progressive and devoutly nonviolent. A leader of Iran’s Kurdish population during the Iranian Revolution, he cooperated at first with the new regime

until it began renegeing on promises to the Kurds.

The detailed chronicle of Moftizadeh’s life and work, based on personal interviews and rare documentation in both Kurdish and Farsi, gives an insider’s view of the complex spiritual and political life of Iranian Kurds under the shahs and in the Islamic Republic. In the final section, the author discusses the evolution of Kurdish nationalism, arguing that Kurds have a uniquely constructive role to play as allies of the West in the broader region.

Ali Ezzatyar is a Foreign Service officer with the U.S. Agency for International Development. He is currently posted in Tel Aviv, having previously served as resident legal officer in the Office of the USAID Mission Director in Pakistan. Prior to his diplomatic career, he practiced law at various firms and served as executive director of the Center for Entrepreneurship and Development in the Middle East at the University of California, Berkeley.



India at the Global High Table: The Quest for Regional Primacy and Strategic Autonomy

Teresita C. Schaffer and Howard B. Schaffer, Brookings Institution Press, 2016, \$32/hardcover, 366 pages.

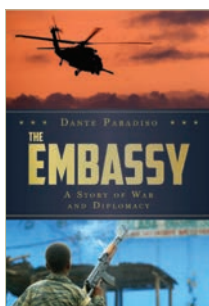
This new title from ambassadorial couple and South Asia experts Teresita and Howard Schaffer chronicles India’s post-independence rise and efforts to reclaim its ancient heritage as a world power through democratic governance and widespread development efforts.

The Schaffers describe how India sees itself on the world stage, and how it has worked to make its vision a reality through an exploration of four major themes: (1) Indian exceptionalism, (2) the country’s determination to be the primary power in the region, (3) its commitment to nonalignment, and (4) its push for international economic power. They also examine the types of partnerships India is likely to make as it emerges as a world player.

Teresita Schaffer spent 30 years in the Foreign Service, serving in India and Pakistan and as U.S. ambassador to Sri Lanka, among other assignments. She is the author of *India and the U.S. in the 21st Century: Reinventing Partnership* (2009) and other works on India and Pakistan, and is currently a visiting fellow at the Brookings Institution.

Howard Schaffer spent 36 years in the Foreign Service, serving in India and Pakistan and as U.S. ambassador to Bangla-

desh. He is also the author of *The Limits of Influence: America's Role in Kashmir* (2009) and *Ellsworth Bunker: Global Troubleshooter, Vietnam Hawk* (2003). He currently holds a teaching position at Georgetown University. The couple co-authored *How Pakistan Negotiates with the United States: Riding the Roller Coaster* (2011).



**The Embassy:
A Story of War and Diplomacy**
Dante Paradiso, Beaufort Books,
2016, \$26.95/hardcover,
\$14.95/Kindle, 320 pages.

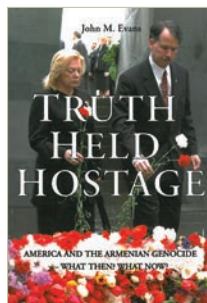
When Liberia was ruled by the ruthless warlord Charles Taylor, two rebel armies opposed him, leading to violent clashes. Paradiso has compiled interviews,

correspondence and his own personal memories to tell the true story of wartorn Liberia in 2003 and the important role Ambassador John W. Blaney played in promoting diplomacy among the competing factions. When it seemed that Washington was ready to give up on intervention, the ambassador bravely led his team into the heat of the conflict in a last-ditch effort to promote peace on the front lines.

Set in the present tense with dialogue, character development and vivid descriptions, Paradiso's book reads like an action-thriller. By conducting full-length, personal interviews with the ambassador, peacekeepers and foreign correspondents, to name but a few, Paradiso has been able to give events depth and verisimilitude in this retelling. Anyone interested in a career in diplomacy will find this book a thrilling testament to the dedication and resolve of members of the Foreign Service.

Dante Paradiso is a lawyer and former Foreign Service officer who served in Asia and Africa. He is the author of a novel, *The Pure Life* (2000). He received the State Department's Heroism and Superior Honor awards, as well as the U.S. Army's Superior Civilian Service Award. Prior to joining the State Department he practiced financial services and bankruptcy law with Goodwin Procter LLP.

POLICY AND ISSUES



**Truth Held Hostage:
America and the Armenian
Genocide—What Then? What Now?**
John M. Evans, Gomidas Institute, 2016,
\$32.00/hardcover, 200 pages.

When faced with a moral dilemma that stands in the way of duty to uphold the policies of one's country, tough decisions must be made, and courageous individuals

come into the spotlight. In February 2005, then-U.S. Ambassador to Armenia John Evans publicly used the term "genocide" to describe the Ottoman Empire's 1915-1916 expulsion and massacre of Armenians settled within what is now Turkey.

The United States does not officially acknowledge that action as "genocide." But, in the course of his work, Evans became convinced that the historical record bears out the Armenian claims of mass murder, and decided that neglecting to label it genocide is morally wrong.

Evans explores the historical significance of U.S. policy on the issue in this memoir. He explains his reasons for defying the status quo, even though he knew it could cost him his career. A companion volume, *Therefore, God Must Be Armenian!*, contains talks and other public statements on the issue by Amb. Evans between 2007 and 2012.

During a 35-year Foreign Service career, John Evans served in posts around the world, achieving the rank of Minister-Counselor. He served as U.S. ambassador to Armenia from 2004 to 2006. He lives in Washington, D.C., with his wife, the former Donna Chamberlain.



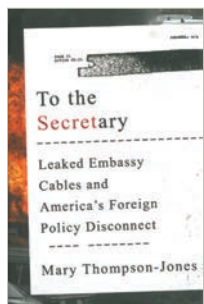
**America's Continuing
Misadventures in the Middle East**
Chas W. Freeman Jr., Just World Books,
2016, \$19.99/paperback, 250 pages.

This work, a revised and updated edition of the author's 2010 book, *America's Misadventures in the Middle East*, is a collection of speeches given by the retired career ambassador on U.S. policy toward

the Middle East during the past five years. "A characteristically sharp and unapologetic critique of America's role in the Middle East" is how Ambassador William J. Burns, former Deputy Secretary of State, describes the book.

“This is a key exposition of major errors and foibles of policy and execution along with critical ideas for the major course corrections that should be pursued to get us out of the deep holes Freeman shows clearly we and others have dug for ourselves,” says former U.S. under secretary of State and six-time ambassador Thomas R. Pickering.

During more than 30 years in the Foreign Service, Chas Freeman served as U.S. ambassador to Saudi Arabia during Desert Shield and Desert Storm; designed NATO’s transformation into a Europe-wide security system; and helped negotiate deals removing Cuban troops from Angola and ending South African rule of Namibia. He was principal American interpreter during Richard Nixon’s 1972 visit to Beijing. Amb. Freeman retired in 1994 after serving as assistant secretary of defense for international security affairs.



**To the Secretary:
Leaked Embassy Cables and
America’s Foreign Policy Disconnect**

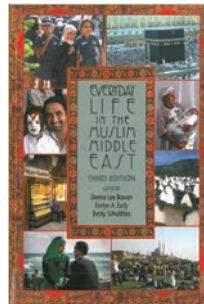
Mary Thompson-Jones,
W.W. Norton & Company, 2016,
\$27.95/paperback, 384 pages.

All readers interested in diplomacy and what Foreign Service officers actually do all day will benefit from sitting down with this fast-paced book based on the State Department cables seized by hackers and published by WikiLeaks in November 2010. Mary Thompson-Jones uses the cables to highlight the obvious, as well as the more subtle, problems that diplomats face each day and the skills they employ to solve them.

Most Americans will never see a diplomatic cable, and the author has chosen revealing ones depicting the realities of embassy life, diplomacy in conflict zones and attempts to resolve conflicting interests in America’s highly politicized foreign policy.

The book is at its best when examining the wide gap between what these cables report and what Washington-based policymakers do with them. According to Alan K. Henrikson of Tufts University’s Fletcher School of Law and Diplomacy, “Whatever the embarrassment [the WikiLeaks cables] caused, they demonstrate why American foreign policy should be, but too often is not, shaped by the perspectives, knowledge and perceptions of experienced diplomats in the field.” (See p. 70 for retired FSO Damian Leader’s review.)

A retired FSO, Mary Thompson-Jones is director of the global studies and international relations program at Northeastern University. She lives in Boston.



**Everyday Life in the
Muslim Middle East**

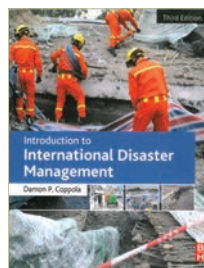
Donna Lee Bowen, Evelyn Early and
Becky Schulthies, eds., Indiana University
Press, 2014, \$30/paperback, 504 pages.

At a time when the Middle East seems a region exclusively characterized by violent conflict and intense politics, *Everyday Life in the Muslim Middle East* depicts daily life for the average citizen in various countries. A collection of essays by expert researchers that have been curated by three editors with subject expertise as well as firsthand experience of everyday processes in the region, the book takes readers behind the newspaper headlines to grasp the realities of life in the modern Middle East.

This third and substantially updated edition is distinct in its analysis of more recent developments, such as the influence of social media on the everyday lives of Middle Eastern citizens and the changing status of gay rights. The book is divided into sections, such as “Generations and Life Passages,” “Gender Relations” and “Islam in Practice,” each containing several topical essays.

“What makes this book special is that so many of its contributors really are able to get inside what is going on in the Muslim Middle East, the so-called Arab ‘street,’” says retired FSO Stephen W. Buck in his review of the book (see the March *FSJ*).

Donna Lee Bowen is a professor of political science and Near Eastern studies at Brigham Young University. Evelyn Early is a former Senior Foreign Service officer and now works as an anthropologist and consultant. Becky Schulthies is an assistant professor of anthropology at Rutgers University.



**Introduction to International
Disaster Management**

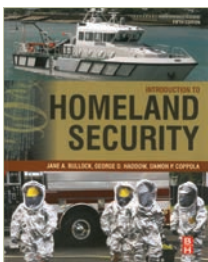
Damon P. Coppola,
Elsevier Publishing Company, 2015,
\$99.95/paperback, 734 pages.

The third edition of Damon Coppola’s comprehensive guide to global emergency management and humanitarian affairs, *Introduction to International Disaster Management* is an important academic resource for understanding disaster mitigation and the international policy involved. This textbook provides useful study tools such as chapter summaries, key terms and easy-to-understand charts. The topics of chapters include the history of emergency management, the definition

of hazards, assessing vulnerability and risk, and the players involved in international disasters.

This updated version explores statistical data and international responses to recent disasters, as well as expanding the analysis of small-island developing states. It also addresses the United Nations Hyogo Framework for Action, a 10-year plan completed in 2015, and the Post-2015 Framework for Disaster Risk Reduction, which is still under development. The final section of the book discusses the complexities of coherent disaster management on an international scale and predictions for disaster management moving forward.

Damon Coppola, the husband of FSO Mary Gardner Coppola, is a partner with Bullock and Haddow LLC, a disaster management consulting firm, where he has worked with the World Bank Group; the Institute for Crisis, Disaster and Risk Management; and the U.S. Army Corps of Engineers. An adjunct faculty member at the Loma Linda University School of Public Health, he has authored and co-authored more than a dozen academic and professional emergency management textbooks.



Introduction to Homeland Security: Principles of All-Hazards Risk Management

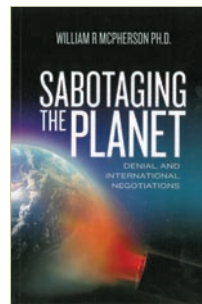
Damon P. Coppola, Jane Bullock and George Haddow, Elsevier Publishing Company, 2016, \$94.95/paperback, 742 pages.

This book is a comprehensive guide to the field of homeland security, including its history and a look at the current threats the United States faces post-9/11. Focusing on emerging threats such as cybercrime, this fifth edition explores the complexities of a changing security environment that relies more heavily on computer technology and the private sector than ever before.

Also new to this edition are analyses of the Department of Homeland Security's "Blue Campaign" to stop human trafficking and the National Institute of Standards and Technology's Cybersecurity Framework for critical infrastructure protection. The final chapter examines unresolved issues in the field and the potential future of this discipline. Each of the 11 chapters includes such helpful features as "What You Will Learn," "Critical Thinking" and "Key Terms." Also included throughout the text are online references so readers can access the most up-to-date information on issues or programs.

Damon Coppola, the husband of FSO Mary Gardner Cop-

pola, is a partner with Bullock and Haddow LLC, a disaster management consulting firm. Jane Bullock was a member of the Clinton administration's communication team for the Y2K issue and most recently served as chief of staff to James Lee Witt, director of the Federal Emergency Management Agency. George Haddow, an adjunct professor at the Homeland Security Studies program at Tulane University, previously served as White House liaison and deputy chief of staff in the Office of the Director of FEMA.



Sabotaging the Planet: Denial and International Negotiations

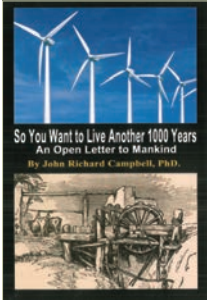
William R. McPherson, CreateSpace, 2016, \$15/paperback, \$9.99/Kindle, 254 pages.

The Paris Agreement on Climate Change, commonly known as COP 21, that saw 195 countries commit to reducing greenhouse gas emissions, marks a major turning point in international efforts to combat climate change, argues climate change and environmental policy specialist William McPherson.

This book tells the story behind that landmark agreement. Chapters address the recent history of international negotiations on climate change; climate change denial in the U.S. Congress; the history of the Paris Agreement and an assessment of its successes and failures; and global governance methods for reducing carbon emissions, such as carbon budgets and climate courts, border taxes and enforcement.

A vocal minority of the American population still denies that climate change is occurring. McPherson argues that American politicians who may believe the science behind climate change will often cite anti-climate change pseudoscience when they don't favor a certain legislative action on global warming. This is a good reminder that the Paris Agreement was by no means inevitable; it faced considerable opposition from developed as well as developing countries.

William R. McPherson spent 21 years in the Foreign Service, serving in Japan, Korea, the Philippines and Switzerland, among other assignments. In retirement he has worked on international environmental issues and is an activist with the Sierra Club on climate change and coal exports. His previous book, *Climate, Weather and Ideology: Climate Change Denial* (2015), looks at the roots of the movement and its adherents' motives.



So You Want to Live Another 1,000 Years: An Open Letter to Mankind

John Richard Campbell, Blurb.com, 2015, \$4.79/paperback, 52 pages.

A witty explanation of the environmental destruction humans have caused in modern times, *So You Want to Live Another 1,000 Years* explores the scientific implications of manmade pollution. Campbell

offers a cause-and-effect argument for reducing our ecological footprint worldwide, lest the destruction of the planet pass the point of no return. He presents harrowing facts on recent climate change and the likely impact, followed by methods to reduce pollution and the policy implications involved in the process. This “Open Letter” is a formidable warning, but includes recommendations that offer hope.

John Campbell is a former Foreign Service officer who served overseas in Vietnam, including three years in psychological operations, among other postings during his 14-year diplomatic career. Prior to joining the FS, he was a bombardier in World War II and served as an education adviser in the U.S. Air Force. Later he became a university instructor and administrator. He also served as a tour director in Western Europe for 25 years.



Travels Into the Heart of Egypt

Lillian Craig Harris, New Academia Publishing, 2016, \$32/paperback, 334 pages.

The 57 short essays that make up this book, a volume in the Association for Diplomatic Studies and Training’s “Memoirs and Occasional Papers” series, set the scene for understanding the difficulties now faced by Egypt. Written between 1990 and 1995—

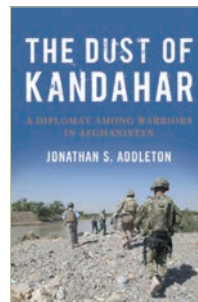
when the author, a former member of the U.S. Foreign Service, and her husband, Alan Goulty, a British diplomat, lived in Cairo and traveled widely in the country—the essays explore Egypt’s capital and its cities, deserts, communities, monasteries and general circumstances at a time when the kind of disquiet that culminated 20 years later in the so-called Arab Spring was already widespread.

No academic treatise or footnoted work of history, the collection is based on Harris’ observations of the tumultuous landscape in Egypt: its political malaise and extremism, economic fragility and the wealth gap, and threats to the environment and

to the country’s rich cultural heritage, as well as perennial social issues such as the Muslim-Christian divide, women’s rights, population pressure and leprosy.

A Foreign Service officer from 1976 to 1986, Lillian Craig Harris is the author of nine books and has taught at Georgetown University, the American University in Cairo, Haigazian College in Beirut and Wheaton College. She was awarded the Cross of St. Augustine in 2002, received an honorary doctorate from Ahfad University for Women in Omdurman, Sudan, in 2006 and was appointed an Officer of the British Empire in 2007 for charitable work in Egypt and Sudan.

MEMOIRS



The Dust of Kandahar: A Diplomat Among Warriors in Afghanistan

Jonathan S. Addleton, Naval Institute Press, 2016, \$32.95/paperback, 272 pages.

After serving as senior civilian representative to southern Afghanistan in wartorn Kandahar from 2012 to 2014, Jonathan Addleton was forever changed by both

the intense violence and rich cultural interaction he experienced there. In *The Dust of Kandahar* he recounts and reflects on this experience. A continuation of his article by the same name published in the October 2015 issue of *The Foreign Service Journal*, this moving account—which includes his experience of surviving a Taliban bomb that killed two of his Foreign Service colleagues—is a courageous testament to the work of the men and women of the Foreign Service.

Addleton tells about his life in Afghanistan, attending the Purple Heart ceremonies for soldiers, conversing with Afghan citizens and living behind barbed wire fences. Even after returning home, Addleton says, he never quite left Afghanistan behind, and his memoir explains why. An emotionally stirring and dramatic read, this memoir will put into perspective the work of the Foreign Service on the ground in dangerous environments.

FSO Jonathan Addleton is USAID mission director in India. He was USAID mission director in Mongolia from 2001 to 2004 and served as U.S. ambassador to Mongolia from 2009 to 2012. He is the author of *Mongolia and the United States: A Diplomatic History* (2013). He is the 2014 recipient of AFSA’s Christian A. Herter Award for Constructive Dissent by a Senior Foreign Service Officer.



**Before Noon:
The Lighter Side of Diplomacy**

Charles A. and Teresita McGinley, Lulu Press, 2010, \$15/paperback, 116 pages.

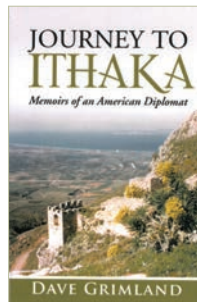
In 2010, at the age of 90, retired FSO Charles A. McGinley co-authored this charming set of reflections with his wife, Teresita, on a long, fulfilling Foreign Service career with the U.S. Information Agency. As

McGinley says in his foreword, “Due to the nature of my work as a cultural affairs officer I came into contact with various shapes, sounds and the numerous nervous twitches representative of the diversified talent found in our country and abroad.”

The McGinleys served mostly in Asia—the Philippines, Thailand, Taiwan, Hong Kong, South Vietnam and Australia—as well as in Libya, Iran and Washington, D.C. The couple’s eldest daughter, Nancy McGinley Ostrovsky, has contributed exquisite ink sketches to this volume that give a real sense of those locales.

Charles McGinley, who passed away in May at the age of 96,

concludes his foreword as follows: “Although my tales represent a humorous side of foreign affairs, I do not wish to convey the impression that life in the Foreign Service consisted of fun and games. All of us, to the best of our abilities, engaged in the serious matter of maintaining and improving good diplomatic, as well as personal, relations with our foreign hosts. And, as we all know, serious matters sometimes turn humorous.”



Journey to Ithaka

Dave Grimland, Lulu Press, 2015, \$14.99/paperback, \$8.99/Kindle, 234 pages.

During a 28-year career as a Foreign Service officer with the U.S. Information Agency and later the State Department, Dave Grimland encountered hardship, joy and, most of all, rich cultural experiences. His memoir

chronicles his time with the United States Information Service in Greece, Cyprus, Turkey, Bangladesh and India from 1967 to 1995.

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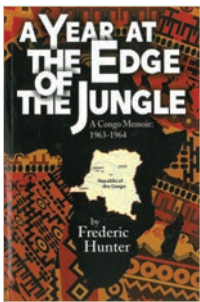
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His position in public affairs gave him a unique perspective into the lives of citizens and the local politics in each country in which he lived, and he shares stories from each location.

At times humorous and witty, at times tragic and serious, Grimland highlights specific aspects of each place in hopes of providing readers with a new perspective on cultural differences. He discusses the tragic events in Cyprus in 1974 when the ambassador was killed, but also offers droll accounts of his mishaps on foreign terrain. Always entertaining and thoughtful, this book is a virtual travel guide for readers.

Dave Grimland retired from the Foreign Service in 1995 and lives in Columbus, Montana. He was featured in a 2007 *Los Angeles Times* article about his efforts to counter negative images of the Muslim world.



A Year at the Edge of the Jungle: A Congo Memoir, 1963-1964

Frederic Hunter, Cune Press, 2015, \$19.95/paperback, \$9.95/Kindle, 247 pages.

In the early 1960s, the U.S. government decides to establish an American Cultural Center in Coquilhatville—Coq for short, now known as Mbandaka—in the remotest province of the Democratic Republic of the Congo. But each officer assigned to staff the office refuses in turn to go, calling Coq a hellhole.

Enter Fred Hunter, a young U.S. Information Agency officer who had just completed training in Belgium. Why not send him into “the heart of darkness,” a trusty typewriter his only friend?

Quoting liberally from letters to his California family he wrote on that typewriter more than half a century ago, Hunter’s memoir recounts his adventures during that tumultuous year.

Frederic Hunter served as a Foreign Service officer with the United States Information Service in Brussels and at all three posts in the Republic of the Congo: Bukavu, Coquilhatville and Léopoldville. He later became the Africa correspondent of *The Christian Science Monitor*, based in Nairobi.

While a graduate student in African studies at the University of California, Los Angeles, Hunter wrote “The Hemingway Play.” Given a staged reading at the O’Neill Playwrights Conference, it was presented at Harvard’s Loeb Drama Center and produced by PBS. That led to opportunities to write screenplays for 20th Century Fox, ABC, CBS, PBS and others.

A Year at the Edge of the Jungle is Hunter’s sixth book. He blogs at TravelsinAfrica.com.



The Unquiet Daughter

Danielle Flood, Piscataqua Press, 2016, \$19.95/paperback, 375 pages.

In the words of Michael Shelden, a Grahame Greene biographer and Indiana State University professor of literature, the author of this fascinating memoir “is the child of an affair so much like the one described in the love triangle of Greene’s novel [*The Quiet American*] that she is perfectly right to make her startling claim, ‘I am a sequel he never wrote.’”

Danielle Flood recounts her search for her biological father after her stepfather, FSO Jim Flood, the only father she ever really knew, and her French-Vietnamese mother divorced in 1957 when she was 8. Living a privileged but isolated childhood, she trails along across the United States and around the world behind her eccentric mother, who leaves her in burlesque house dressing rooms in the Midwest, in convent schools on Long Island and in Dublin, and with complete strangers in New York City. Flood chronicles her complicated relationship with her mother and reveals how she finally discovered the truth about her parents’ life in Saigon in the late 1940s and early 1950s, finally understanding a little more about who she truly is.

A writer for the Associated Press in New York City and staff reporter for five regional papers, Danielle Flood has a graduate degree from the Columbia Journalism School and lives in southern Maine with her husband, artist Jim Morin.



Far Away Places

Michael Hacker, Book Arts, 2016, hardcover, 742 pages.

The inspiration for this memoir by retired USAID Senior Foreign Service Officer Michael Hacker began one morning when the diplomat-turned-history teacher was on his daily three-mile run and the thought occurred to him that he didn’t know how his late parents had met and didn’t know much about his family’s history. Hacker asked his siblings, and they didn’t know, either. Thus began a decade-long quest to uncover the story of his ancestors—the Hackers, Jones and Vanzandt families.

His extensive research and travel in pursuit of the family narrative culminated in this weighty limited-edition volume. Complete with a center section of photographs and docu-

ments from Hacker's life and work, *Far Away Places* was printed and bound by The Book Arts Conservatory in Washington, D.C. The tanned boar-skin cover bears the Great Seal of the United States stamped in 23kt gold. The initial print run of 100 is for family members, co-workers and select libraries. A more affordable e-book version is contemplated.

Michael Hacker was born in Springfield, Missouri, in 1938. He served in the U.S. Navy and went on to join the Peace Corps. He joined the Foreign Service at USAID in 1968 and served in Vietnam, the Philippines, Ecuador and Panama. He retired in 1996 after 30 years of government service.



Paying Calls in Shangri-La: Scenes from a Woman's Life in American Diplomacy

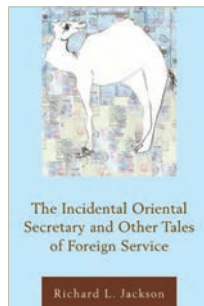
Judith Heimann, Ohio University Press, 2016, \$26.95/paperback, 246 pages.

A unique look into Foreign Service life, Judith Heimann's memoir tracks the author's transition from Foreign Service spouse to Foreign Service officer to frequently rehired annuitant over the course of a 50-year career. It is an exciting and educational read, particularly for anyone interested in a diplomatic career.

Heimann begins with an account of her arrival as an FSO in Mobutu Sese Seko's Zaire in 1978, an assignment she had not sought. To her surprise, as she tells it, colleagues and Congolese dissident politicians there help her fulfill her wish to become a diplomat in her own right. The story then flashes back to 1958, when she accompanied her husband, FSO John Heimann, on assignment to Jakarta and began learning the subtle arts of diplomacy. From there, her own career experiences take the reader through Asia, Africa and Europe.

Heimann's intent in writing this memoir, a volume in the Association for Diplomatic Studies and Training's "Diplomats and Diplomacy" series, is to allow the reader "to go into the world as a career diplomat or as part of a diplomatic family."

Judith Heimann has spent most of her life in the Foreign Service. She is the author of *The Most Offending Soul Alive* (1999), a biography of the controversial English cultural anthropologist Tom Harrisson (1911-1976), and *The Airmen and the Headhunters* (2007). She later co-authored the award-winning PBS documentary about the latter book.



The Incidental Oriental Secretary and Other Tales of Foreign Service

Richard L. Jackson, Hamilton Books, 2016, \$29.95/paperback, 260 pages.

Described by the author as an "anti-memoir," *The Incidental Oriental Secretary* seeks to demonstrate and make sense of the changing nature of American diplomacy over the span of a career. From "the days when diplomats used shoe leather to meet contacts over green tea in the medina or, yes, even on the golf course" to the high-security environment that now characterizes the Foreign Service, this book tells the story of the transformation of diplomatic practice in just the past few decades.

In his foreword, retired Ambassador Frank G. Wisner describes the book as "rich in detail, superbly written and often gloriously funny." Because he regards memoirs to be the least credible of genres, Jackson shares memorable or funny anecdotes and how they related to the wider world at the time rather than relying on a surely faulty memory to recall every event in his own life.

While his accounts of working across cultures are often full of humor, Jackson also portrays the tragedy he has witnessed in some countries, showing just how multifaceted professional diplomacy truly is. This volume is part of the Association for Diplomatic Studies and Training's "Diplomats and Diplomacy" series.

During a 30-year Foreign Service career, Richard L. Jackson served in Somalia, Libya, Greece, the United Nations, Morocco and Washington, D.C. He later served as president of Anatolia College in Thessaloniki for 11 years before becoming an international consultant on higher education and a freelance writer.

FICTION AND POETRY



Give Me the Word: Advent and Other Poems, 2000-2015

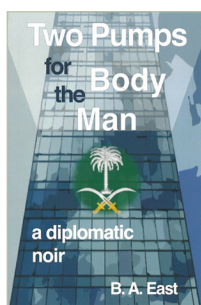
Laura Merzig Fabrycky, Saar River Press, 2015, \$11.99/paperback, 102 pages.

While many families send out holiday-season newsletters about happenings and achievements from the past year, Laura Merzig Fabrycky prefers to tuck original poems into her Christmas cards. In *Give Me the Word: Advent and Other Poems, 2005-2015*, she has collected these creations that are—as Heather Morton, who has

written the book's foreword, describes them—"an invitation to wonder ... to lean forward in speculation, stand back in awe."

Fabrycky's Advent and Christmas poems recall the story surrounding the birth of Jesus and the holy family's travails, a recounting so often obscured by the commercialization of the season. A couple of these musings were no doubt inspired by life in Amman, where Fabrycky, her children and her FSO husband, David, were posted. Other poems in the collection include observations about the early years of the Arab Spring in 2010 and 2011, and writings from when she resided in the Washington metropolitan area or her time as a student at Virginia Theological Seminary.

Laura Merzig Fabrycky is a freelance writer, editor, poet and essayist. Her work has appeared in *Books & Culture*, *The Review of Faith & International Affairs* and *Christianity Today*, among other publications. She is an occasional contributor to *The Foreign Service Journal* (see her "Reflections: Road Trip to Syria, 2011" in September and "Rethinking the Role of 'Madam': Kafala and the U.S. Foreign Service" in December 2013). She and her family currently live in Berlin.



Two Pumps for the Body Man: A Diplomatic Noir

Ben A. East, New Pulp Press, 2016, \$14.95/paperback, 275 pages.

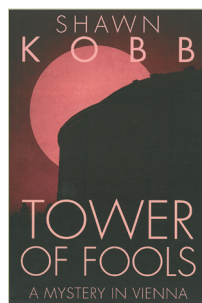
Part soft-boiled noir, part literary satire, this novel follows the exciting, dangerous career of Jeffrey Mutton, a Diplomatic Security Agent assigned to protect State Department officials in a Middle Eastern country.

"A wonderfully wacky consular bash in a nightmarish place straight out of *Catch-22*...haywire bureaucracy at its finest," is the way Robert Bruce Cormack, author of *You Can Lead a Horse to Water (But You Can't Make It Scuba Dive)*, describes the book.

Mutton has survived an array of near-death experiences, including car bombs, hijackings and enemy threats. Now, however, he must face up to the ultimate danger—his obsession with feet. He can't stop thinking about toes and ankles, strappy sandals or heels, closed-toe or open-toe. But he has to deal with terrorists who want him dead, a consul general who wants big parties and a secretive new branch of government demanding "intel" to support the war on terror. The enemy is everywhere. Can he handle it?

Ben East is a former Foreign Service public diplomacy officer, whose assignments ranged from Saudi Arabia, Nicaragua, Ghana and Mexico to Washington, D.C. Prior to his diplomatic

career, he served as a Peace Corps Volunteer teaching English in Malawi and taught at the Brooklyn College Academy in New York City and at the American School of Asuncion in Paraguay. *Two Pumps for the Body Man* is his debut novel.



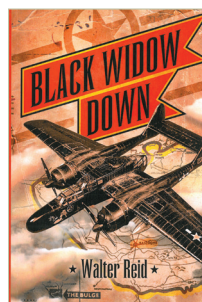
Tower of Fools: A Mystery in Vienna

Shawn A. Kobb, CreateSpace, 2016, \$10.99/paperback, 222 pages.

A serial killer is preying upon students at the University of Vienna. One of the victims is a friend of American exchange student Jake Meyers, who up until the murder was more concerned about pulling himself together than following the unnerving reports of a killer on the loose. When Jake's study group decides to turn their class project into creating a profile of the murderer, they find themselves on the killer's hit list. Those closest to Jake become pawns in a murderer's game, the rules of which are unknown. With assistance from an American consular officer and an Austrian detective, Jake Meyers must solve the mystery before he becomes the next victim.

Anyone who likes "The Third Man," the 1949 film noir classic that takes place in post-World War II Vienna, and the "Scream" franchise will enjoy this thriller.

FSO Shawn Kobb is presently posted in Vienna, Austria, with his wife, Jennifer. He has served in Ukraine, the Bahamas, Afghanistan and Washington, D.C. Before joining the Foreign Service in 2006, he worked as a 911 dispatcher in Portland, Oregon, where—as he puts it—he had ample opportunity to develop plot ideas while speaking on the phone with crime victims, murderers, naughty children and schizophrenics.



Black Widow Down

Walter Reid, CreateSpace, 2016, \$9.95/paperback, \$4.99/Kindle, 212 pages.

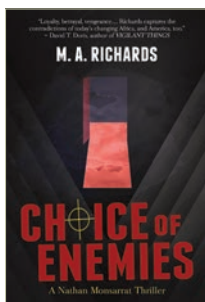
The ambitious son of an American icon, Elliott Roosevelt has always felt like the "black sheep" of his family. But by putting together an elite aviation squadron during World II, he believes he will make a real difference to the war effort—and finally make a name for himself in the process.

A key member of Elliott's team is his friend Russell King, who flies experimental reconnaissance flights before the Battle of the Bulge. But when intelligence reveals a deadly situation he has unwittingly sent his pal into, Elliott must face unforeseen dan-

gers and use all the influence at his disposal to pull Russell out of harm's way—before it's too late.

Walter Reid, a political-coned Foreign Service officer, has served in Kabul, Geneva, Baghdad and the U.S. NATO Mission in Brussels, where he wrote this novel, his first. Russell King was the author's great uncle, so Reid was able to draw on family stories passed down for generations, as well as his own extensive research. The result is a blend of history, biography and fiction that is greater than the sum of its parts.

Prior to joining the Foreign Service, Reid served in the U.S. Navy and worked in the information technology industry. He has taken part in the Bastogne commemorative perimeter march and enjoys touring World War II battle sites.



**Choice of Enemies:
A Nathan Monsarrat Thriller**

M. A. Richards, Sunbury Press, Inc., 2016,
\$24.95/hardcover, \$16.95/paperback,
\$4.99/e-book, 224 pages.

Light, sweet crude is the mother's milk of the Niger Delta. As the price for each barrel of oil rises on international markets and the stakes for securing the black

gold increase, a consortium of American oil companies and the U.S. Central Intelligence Agency plot to secure the flow of the crude.

Nathan, a retired CIA deep-cover operative and now dean at a small college in Massachusetts, gets a visit from his former mentor at the agency, who offers him a stark choice: either go back to Africa to lay the groundwork for a coup d'état, or condemn the woman who saved his life to a brutal execution.

Out of options, he returns to Africa. There, with the help of a coterie of new and old allies, as well as his own keen intelligence, sharp wit and considerable charm, Nathan parries the agency, circumvents the consortium and exacts his own vengeance.

This book is a finalist for both the Silver Falchion Award and the Royal Palm Literary Award for Best Thriller of 2016. A second title in the series, *A Thousand Enemies*, is soon to be released.

During a Foreign Service career as a cultural attaché with the State Department that spanned more than two decades, M. A. Richards served in Baghdad, Jerusalem, Lagos, Moscow, Seoul, Tel Aviv, Washington, D.C., and as a special adviser to the commander at U.S. Pacific Command in Honolulu. He now divides his time between Palm Beach and Tel Aviv.

Continued on page 45

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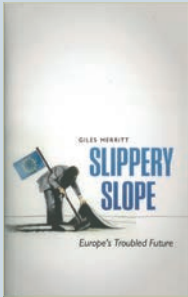
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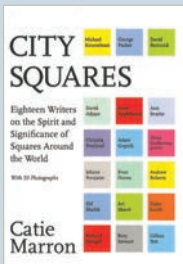
Slippery Slope: Europe's Troubled Future

Giles Merritt, Oxford University Press, 2016, \$29.95/hardcover, 270 pages.

A self-described “skeptical Europhile,” Giles Merritt lays bare the issues surrounding what he argues is Europe’s imminent decline and the best courses of action to slow or reduce it. He offers a clear to-do list

for European countries, including a recommendation for stronger unification of national governments across Europe. He also discusses the rise of Asia as a formidable competitor and delves into the strengths and weaknesses of the European Union. This is a timely read for anyone concerned about Europe’s options in a post-Brexit world.

Giles Merritt served as a *Financial Times* correspondent for 15 years before founding Friends of Europe, a think-tank in Brussels, and *Europe’s World*, a policy journal. He is the author of several books, including the award-winning *World Out of Work* (1982).



City Squares: 18 Writers on the Spirit and Significance of Squares Around the World

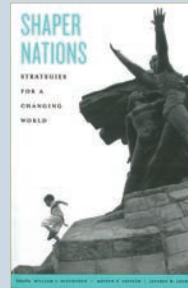
Catie Marron, Harper-Collins, 2016, \$32.50/hardcover, 304 pages.

City squares have been sites for commerce, celebrations, public protest and peaceful gatherings since the time of the ancient

Greeks. The square is the one essential public space that has “stood the test of time,” editor Catie Marron writes in the introduction to this unusual book.

Essays by noted contributors—*New Yorker* editor David Remnick, former *Time* magazine editor and Under Secretary of State for Public Diplomacy and Public Affairs Richard Stengel, novelist Anne Beattie and others—about prominent and some not-so-famous city squares on four continents are organized in three sections that look at these metropolitan gathering places from cultural, geopolitical and historical perspectives.

Catie Marron is chairman of the board of directors of Friends of the High Line and a trustee of the New York Public Library, where she was chairman of the board for seven years. She is a contributing editor to *Vogue* and the editor of *City Parks: Public Places, Private Thoughts* (2013).



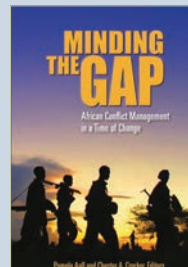
Shaper Nations: Strategies for a Changing World

William I. Hitchcock, Melvyn P. Leffler and Jeffrey W. Legro, Harvard University Press, 2016, \$35/hardcover, 216 pages.

This collection of essays focuses on eight “shaper” nations that have decisive influence within their own regional spheres and will likely determine the future course

of global affairs: Brazil, China, Germany, India, Israel, Russia, Turkey and the United States. The aim is to identify the sources of national strategy for each nation and evaluate the impact the pursuit of that strategy is having on contemporary world politics. The result is a fresh, new perspective on 21st-century security threats and the kind of strategic thinking needed to effectively meet today’s challenges.

William I. Hitchcock is a professor of history at the University of Virginia, where Melvyn P. Leffler is the Edward Stettinius professor of history. Jeffrey W. Legro is Ambassador Henry J. Taylor and Mrs. Marion R. Taylor Professor of Politics and vice provost for global affairs at the University of Virginia.



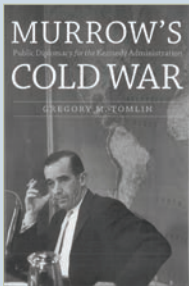
Minding the Gap: African Conflict Management in a Time of Change

Pamela Aall and Chester A. Crocker, CIGI Press, 2016, \$38/paperback, \$15.38/Kindle, 342 pages.

A compilation of essays by more than 20 experts, *Minding the Gap: African Conflict Management in a Time of Change*

puts conflict management in Africa into perspective, examining both the problems involved and the continent’s evolving capacity to undertake the task effectively. Heavily supported by hard data, this book is a significant contribution in this critical area. (See retired Ambassador Tibor Nagy’s review in the October *FSJ*.)

Chester Crocker, who served as assistant secretary of State for African affairs from 1981 to 1989, is a distinguished fellow with the Centre for International Governance Innovation’s Global Security and Politics Program and James R. Schlesinger professor of strategic studies at Georgetown University’s Walsh School of Foreign Service. Pamela Aall is a senior fellow with CIGI’s Global Security and Politics Program and founding provost of the U.S. Institute of Peace’s Academy for International Conflict Management and Peacebuilding.



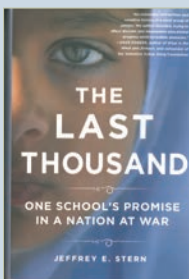
**Murrow's Cold War:
Public Diplomacy for the
Kennedy Administration**

Gregory M. Tomlin, Potomac Books, 2016, \$34.95/hardcover, \$24.07/Kindle, 400 pages.

In March 1961 America's most prominent journalist, Edward R. Murrow, ended a 25-year career with the Columbia Broad-

casting System to join the administration of John F. Kennedy as director of the United States Information Agency. There he improved the global perception of the United States by deftly promoting public diplomacy in the advancement of U.S. foreign policy. This book tells that story.

Gregory M. Tomlin is a former assistant professor of history at the United States Military Academy at West Point. A career Army officer, he has served in Germany, Korea, Kosovo and Iraq, as well as at the White House as a military social aide for the Obama administration. He is the co-author of *The Gods of Diyala: Transfer of Command in Iraq* (2008).



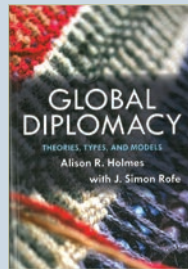
**The Last Thousand: One School's
Promise in a Nation at War**

Jeffrey E. Stern, St. Martin's Press, 2016, \$26.99/hardcover, 325 pages.

In this story of the Marefat School, young Afghanis speak for themselves about their hopes and dreams for their country and for themselves. A renowned institution located in the slums of Kabul, the school

was built by a minority group that is still actively discriminated against, the Hazara. Through a series of exhaustive interviews—with the school's founder, parents of students, the security director and several students—Jeffrey Stern chronicles the changes effected in a single community by America's intervention in Afghanistan and its withdrawal. A sensitive, in-depth look at the effects of war on ordinary people, the book demonstrates the power of education.

Jeffrey E. Stern is a writer, photographer and development worker. His reporting from Afghanistan, Kashmir, West Africa and elsewhere has appeared in *Vanity Fair*, *The Atlantic*, *The New Republic*, *Esquire*, *Time*, *The Daily Beast*, the *Philadelphia Inquirer*, *Duke Magazine* and other publications.

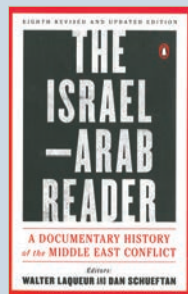


**Global Diplomacy:
Theories, Types and Models**

Alison Holmes with J. Simon Rofe, Westview Press, 2016, \$45/paperback, 330 pages.

The character of diplomacy never changes, but how it is carried out and who is doing so depends on time and place, the authors of this challenging but rewarding read argue. Holmes and Rofe aim to broaden the view of what diplomacy can be, offering a global perspective on the conduct of diplomacy today and the ways in which it might develop in the future. They address Western and non-Western modes of diplomacy, as well as the diplomacy of states in different developmental stages, and present three new models of diplomatic practice: community, trans-Atlantic and relational.

Alison R. Holmes is an assistant professor of international studies at Humboldt State University. J. Simon Rofe is a senior lecturer in diplomacy and international studies at SOAS, University of London.



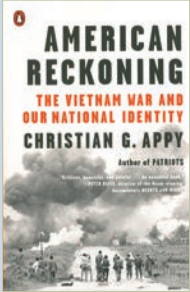
**The Israel-Arab Reader:
A Documentary History
of the Middle East Conflict**

Edited by Walter Laqueur and Dan Schueftan, Penguin, 2016, \$22/paperback, \$11.99/Kindle, 608 pages.

In print for nearly half a century, and now in its eighth edition, *The Israeli-Arab Reader* is an authoritative guide to more than a century of conflict in the Middle East. Arranged chronologically and without bias by two veteran historians of the Middle East, Walter Laqueur and Dan Schueftan, this comprehensive reference brings together speeches, letters, articles and reports involving all the major interests in the area.

This edition features a new introduction as well as 50 pages of new material covering developments since 2009, when the seventh edition appeared.

Walter Laqueur, a professor of history and an expert commentator on international affairs, has written and edited more than 25 books. Dan Schueftan is director of the National Security Studies Center and the International Graduate Program in National Security at the University of Haifa. He is the author of numerous books on the history and politics of the Middle East.



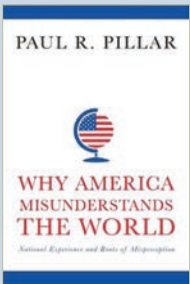
American Reckoning: The Vietnam War and Our National Identity

Christian Appy, Penguin Books, 2015, \$18/paperback, 334 pages.

“Few people understand the centrality of the Vietnam War to our situation as much as Christian Appy,” says documentary filmmaker Ken Burns. “In his sure hands, we have a blueprint that documents the

fundamental changes that divisive war ushered in.” In *American Reckoning*, Appy explores the war’s impact on U.S. culture, national identity and foreign policy from the dawn of the Cold War to the Global War on Terror—in the process demonstrating how vexed and conflicted the legacies of Vietnam remain.

Christian G. Appy, a professor of history at the University of Massachusetts, Amherst, is the author of two previous books on the Vietnam War and editor of the series *Culture, Politics and the Cold War*. His book *Patriots* won the Massachusetts Book Award for nonfiction.



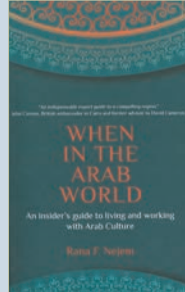
Why America Misunderstands the World

Paul Pillar, Columbia University Press, 2016, \$28.99/hardcover, \$28.99/Ebook, 224 pages.

“This book should be required reading for all presidential candidates,” says retired Ambassador Gordon S. Brown in his review of *Why America Misunderstands the World*

in the June *FSJ*. Paul Pillar explores the reasons Americans’ perspectives about the world and foreign policy have developed very differently from other nations and assesses its effect on U. S. policymaking. “Pillar has skewered the conventional wisdom on a host of issues where our misperceptions of the threat, the motivations of others or even of our own national interest have led to flawed policies,” says Brown.

Paul Pillar is a nonresident senior fellow at the Brookings Institution’s Center for 21st Century Security and Intelligence and at the Center for Security Studies in the Edmund A. Walsh School of Foreign Service at Georgetown University. During a 28-year career in U.S. intelligence he held numerous senior positions, including chief of analytic units at the CIA, and was an original member of the Analytic Group in the National Intelligence Council.



When In the Arab World: An Insider's Guide to Living and Working with Arab Culture

Rana F. Nejem, Whitefox, 2016, \$24.99/paperback, \$9.59/Kindle, 248 pages.

This book opens with an Arab proverb: “Ask the experienced rather than the learned.” The fact that the author possesses deep personal knowledge of the customs

and traditions of the Middle East makes *When In the Arab World* essential reading for anyone intending to live, work or study in that region.

Rana Nejem, who regularly speaks on the subject of cross-cultural communications and cultural intelligence, began her career as a broadcast journalist with Jordan Television and later worked with CNN before running the public diplomacy and communications section of the British Embassy in Amman for 18 years. In 2013 she founded her own company, Yarnu—named for the Arabic word meaning to do something with calmness and serenity—to coach, train and advise business executives, diplomats and officials.



African Americans in U.S. Foreign Policy: From the Era of Frederick Douglass to the Age of Obama

Linda Heywood, Allison Blakely, Charles Stith and Joshua C. Yesnowitz, University of Illinois Press, 2015, \$25/paperback, \$14.87/Kindle, 264 pages.

This book originated in a conference on the role African Americans have played in U.S.

foreign policy throughout history that attracted numerous scholars and former diplomats. The essays collected from this event chronicle the evolution of the role played by African-American elites and the African-American community as Foreign Service officers and ambassadors of a country that denied them their full social and political rights. (See retired Ambassador Charles Ray’s review in the January-February *FSJ*.)

Linda Heywood is a professor of African-American studies and history at Boston University and author of *Contested Power in Angola: 1840s to the Present*. Allison Blakely is Professor Emeritus of History at Boston University. Charles Stith is an adjunct professor of international relations and director of the African Presidential Center at Boston University. Joshua C. Yesnowitz has lectured at Boston University and Suffolk University.



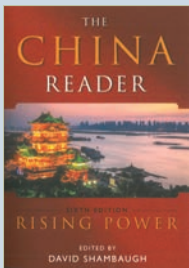
Mission Failure: America and the World in the Post-Cold War Era

Michael Mandelbaum, Oxford University Press, 2016, \$29.95/hardcover, \$16.49/Kindle, 504 pages.

A “much-needed and well-documented attempt to review and possibly revise the history of the post-Cold War world,” is how Geneve Mantri describes *Mission Failure* in

his review in the September *FSJ*. Using a wide-ranging analysis of key case studies since the fall of the Soviet Union, Michael Mandelbaum explores the reasons why the United States has been unsuccessful in its nation-building attempts and in espousing its ideologies abroad, and makes a case for better consideration of the long-term consequences of intervention and how to build nations more effectively.

Michael Mandelbaum is the Christian A. Herter Professor and Director of the American Foreign Policy program at the Johns Hopkins University’s School of Advanced International Studies. He served in the office of Under Secretary of State Lawrence Eagleburger at the Department of State and, later, as an adviser to President Bill Clinton.



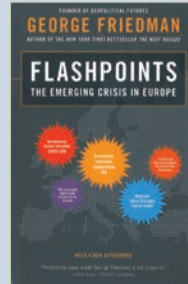
The China Reader: Rising Power

Edited by David Shambaugh, Oxford University Press, 2016, \$99/hardback, \$39.95/paperback, 568 pages.

No nation in history has risen as quickly or modernized as rapidly as has China over the past four decades. This sixth edition of *The China Reader* chronicles the diverse

aspects of this transition since the late 1990s. Comprehensive in scope, the anthology draws upon primary Chinese sources, as well as on secondary Western analyses by the world’s leading experts on contemporary China. Perfectly suited as a textbook for students and a reference work for specialists and the public alike, the volume covers the full range of China’s internal and external developments.

David Shambaugh, an internationally recognized authority on contemporary China, Sino-American relations and the international relations of Asia, is a professor of political science and international affairs and director of the China Policy Program at The George Washington University’s Elliott School of International Affairs. He is also a nonresident senior fellow in the Foreign Policy Studies Program at The Brookings Institution.



Flashpoints: The Emerging Crisis in Europe

George Friedman, Anchor Books, 2016, \$28.95/hardcover, \$16/paperback, \$11.99/Kindle, 288 pages.

With remarkable accuracy, George Friedman has forecasted numerous trends in global politics, technology, population and culture. In *Flashpoints*, he focuses on

Europe, the world’s cultural and power nexus for the past 500 years—until now. The European Union was crafted in large part to minimize the built-in geopolitical tensions that historically have torn it apart. But as Friedman demonstrates, that design is now failing, as seen in the struggle for Ukraine, the fragmentation of Europe’s eastern frontier, hostility in Turkey and the rise of right-wing extremism throughout the continent. It is a truly timely book.

George Friedman is the founder and chairman of Geopolitical Futures, which specializes in geopolitical forecasting. The author of six books, he was previously chairman of the global intelligence company Stratfor, which he founded in 1996.



True Believer: Stalin's Last American Spy

Kati Marton, Simon & Schuster, 2016, \$27/hardcover, \$12.99/Kindle, 304 pages.

Noel Field was a Harvard-educated, promising State Department employee—until he was caught spying for the Soviet Union, betrayed his country, and was eventually arrested and tortured by the KGB. In telling

his story, Kati Marton had an unlikely advantage: her parents, Hungarian journalists, uncovered Field’s arrest, and her father was kept in the same cell as Field. They later conducted the only known press interview with Field and his wife, providing Marton with invaluable insights. She draws striking parallels between the events in Field’s life and today’s young radicalized militants joining ISIS forces—a warning of the recurring themes of history.

Kati Marton is an award-winning former NPR and ABC News correspondent and the author of nine books. Currently a director of the Committee to Protect Journalists, she serves on the board of directors of the International Rescue Committee, the New American Foundation and Central European University.



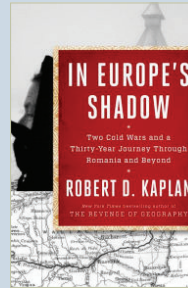
Hitler: Ascent, 1889-1939

Volker Ullrich, Alfred A. Knopf, 2016, \$40/hardcover, \$17.99/Kindle, 1,008 pages.

“Timely, given the increase in right-wing intransigence throughout the world, and one of the best works on Hitler and the origins of the Third Reich to appear in recent

years,” says *Kirkus Reviews* about this first installment of Volker Ullrich’s two-volume biography of Adolf Hitler. By contrast with the four major biographies to date, which focus on the societal environment during Hitler’s rise and his invulnerability as a leader, *Ascent* focuses on the man himself and the life events that shaped him, making use of newly available source material.

Volker Ullrich is an historian and journalist whose previous books in German include biographies of Bismarck and Napoleon. From 1990 to 2009, he was the editor of the political book review section of the weekly *Die Zeit*.



In Europe’s Shadow: Two Cold Wars and a Thirty-Year Journey Through Romania and Beyond

Robert Kaplan, Random House, 2016, \$28/hardcover, \$18/paperback, 287 pages.

Part history, part political theory, part nostalgic reminiscing, *In Europe’s Shadow* shows how Romania has been a crossroads of Eastern and Western culture throughout

history. From defending itself from Eastern invaders to its subjugation under Russian influence, Romania has looked to the West but occasionally leaned to the East. While clearly enamored with the country, the author shows how its complex and often dark history has shaped its present-day social environment and its relationship with the United States. (See Tracy Whittington’s review in the September *FSJ*.)

Robert Kaplan, a best-selling foreign affairs and travel writer, is a senior fellow at the Center for a New American Security in Washington, D.C., and a contributing editor for *The Atlantic*.



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The Wolf of Sarajevo

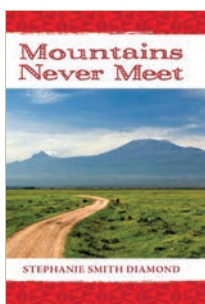
Matthew A. Palmer, Putnam Publishing Group, 2016, \$28/hardcover, \$13.95/Kindle, 390 pages.

As this riveting new novel of international suspense from acclaimed author and diplomat Matthew Palmer opens, 20 years after the Srebrenica massacre that claimed the life of a friend and colleague,

U.S. diplomat Eric Petrosian is back in Sarajevo, and the specter of war once again hangs over the Balkans. Dragged deeper into the political maelstrom, Eric uncovers a plot of blackmail and ruthless ambitions and faces an impossible choice: use the information he's uncovered to achieve atonement for the past, or use it to shape the future.

During his May 24 appearance in AFSA's Book Notes series, Palmer described his novels as "a love letter to the Foreign Service," a profession he feels is frequently misunderstood. His goal is to turn that misconception on its head, making FSOs the heroes and giving the public some insight into the varied roles U.S. diplomats take on, both at home and abroad.

Matthew Palmer is a 25-year veteran of the U.S. Foreign Service and a member of the Council on Foreign Relations, who currently serves as the director for multilateral affairs in the State Department's Bureau of East Asian and Pacific Affairs. Among many other assignments, he was posted twice to Embassy Belgrade: initially as a first-tour officer at the height of the war in Bosnia and, more recently, as political counselor. His experiences in the region served as inspiration for *The Wolf of Sarajevo*.



Mountains Never Meet

Stephanie Smith Diamond, Amazon Digital Services LLC, 2015, \$12.99/paperback, \$2.99/Kindle, 352 pages.

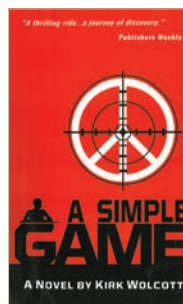
When Maggie Flannigan is unsure if she is ready to marry Thomas, an all-American boy, she suggests the two hike Mount Kilimanjaro to bring them closer. However, Maggie's adventurous spirit clashes with

Thomas' reluctance to step out of his comfort zone, and he ultimately backs out of the trip. Determined to climb the mountain on her own, Maggie embarks on a weeklong trip but finds herself in an unexpected situation. She hates to ask for help, but eventually accepts it from an unlikely stranger.

Diamond expertly develops their relationship as Maggie

makes her own journey of self-discovery, questioning everything she's ever thought about love and life, against the magnificent backdrop of the African savanna. The author employs rich, descriptive language and clever plot developments in this modern romance that will keep the reader intrigued. Her debut novel explores the question of where is home when one is unsure of what she truly wants.

Stephanie Smith Diamond, the wife of Diplomatic Security Special Agent Mike Diamond, is a writer, editor, runner, hiker and traveler who has lived in Burundi and India, and traveled throughout the United States, Europe, Asia and Africa. Having recently served in Bamako, the couple is now on assignment in the Washington, D.C., area.



A Simple Game

Kirk Wolcott, Victory Mansion Media, 2015, \$11.99/paperback, \$6.99/Kindle, 267 pages.

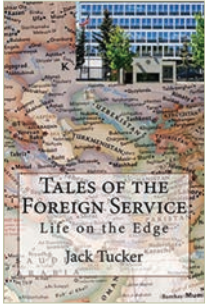
Global terrorism and international sports collide in this riveting debut novel by American diplomat and former sportswriter Kirk Wolcott.

When three of the world's top athletes are slaughtered on the same night in Hong Kong, Amsterdam and Beverly Hills, celebrated peace and conflict resolution expert Rory Crandall spots a golden opportunity. Lured by an insatiable ego and a \$20 million reward, Crandall joins a global manhunt to catch the perpetrators behind the media-dubbed "Sporting Murders."

As the world shudders, a group of young terrorists gathers in the hills over Sarajevo to choose their next victim. Racing from the power centers of Europe and America to an African jungle and then to an Asian island on the brink of civil war, Crandall encounters mercenaries and warlords—and falls for a beguiling human rights activist with a curious interest in his mission.

With each new murder, the terrorists raise the stakes. But who are these extremists? What do they want? And is it possible the end to their bloody game somehow justifies the means? From the opening chapter to the shocking final showdown, *A Simple Game* sizzles with suspense, taking the reader on a wild ride through some treacherous territory where nothing is as simple as it seems.

Kirk Wolcott, a Foreign Service officer since 2000, currently serves in Istanbul. He has focused his career on areas in conflict. His previous assignments include the U.S. NATO Mission in Brussels, Kabul, Tunis, Sarajevo and Kuwait.



Tales of the Foreign Service: Life on the Edge

Jack Tucker, CreateSpace, 2016,
\$20/paperback, 294 pages.

A compilation of nine short stories based on the author's experiences during assignments with the State Department and the U.S. Agency for International Development, this is an enjoyable read for anyone

interested in travel and dramatic tales of love and betrayal.

Set in far-flung locales from El Salvador to the Caucasus and from Washington, D.C., to Saudi Arabia, the stories—though fictional—are based on real characters and experiences the author had during his Foreign Service career. They convey realistically, albeit in a dramatic fashion, many aspects of diplomatic life and work.

The short story “Lost in the Caucasus,” for example, is about a forbidden romance between a Muslim and a Christian that ends in heartbreak. In “Wheels of Justice,” the narrator returns to El Salvador, where he was previously stationed, and comes to learn about the notorious past of a socialite over a game of poker. The author's knowledge of the Foreign Service gives the stories an insider's perspective, and the tales keep the reader entertained with vivid language and compelling plot lines.

Jack Tucker is a former State Department Foreign Service officer, USAID contractor and reporting officer for the Organization for Security and Cooperation in Europe who worked and traveled for many years in the Middle East and Central Asia. The author of several books—including *Innocents Return Abroad: Exploring Ancient Sites in Western Turkey* (2012) and a second volume, *Exploring Ancient Sites in Eastern Turkey* (2013)—he currently lives in Maryland.



Where I Belong

Ann Gaylia O'Barr, CreateSpace, 2015,
\$7.99/paperback, 164 pages.

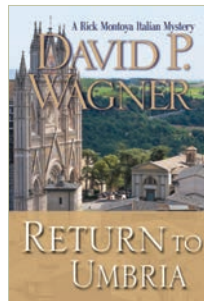
In this Foreign Service-inspired novel, former FSO Ann Gaylia O'Barr writes about Mark Pacer from Mocking Bird, Georgia, who arrives in Washington, D.C., for diplomatic training in the same year that his fellow Georgian, Jimmy Carter, is running

for president. Despite his impressive academic credentials from a Southern university, Pacer's distinct accent makes him an outsider among his A-100 classmates. While struggling to fit in with his cohort, he is haunted by the bitter parting he had with his father,

who berated him for choosing such a “highfalutin” profession. To compound his anxieties, Pacer is falling in love with a woman in his class, Reye Quinnell, who rebuffs his overtures. To make matters worse, Mark Pacer is wrongly accused of a hate crime against a fellow classmate of color, but seeks vindication by trying to find the real perpetrator.

Where I Belong, the author's seventh self-published novel, was a 2016 Selah Awards finalist.

A Foreign Service consular officer from 1990 to 2004, Ann Gaylia O'Barr served in Saudi Arabia, Tunisia, Algeria, Canada and Washington, D.C. Besides writing, she works as a computer programmer and a historic preservationist. She and her husband and children live in Langley, Washington. Go to her website, www.anngayliaobarr.net, to learn more about her books or to read her blog postings.



Return to Umbria

David P. Wagner, Poisoned Pen Press,
2016, \$26.95/hardcover,
\$15.95/paperback, 222 pages.

Orvieto— its name brings to mind priceless art, colorful ceramics and straw-colored wine, as well as the most famous cathedral façade in Italy. But as private investigator Rick Montoya knows all too

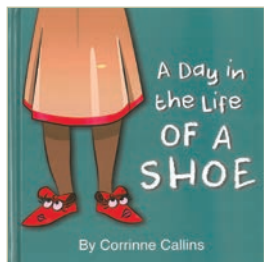
well, this jewel of Umbria can have an ugly side as well.

Rick's fourth investigation should not have involved crime at all. It begins when he plans a short but romantic weekend in Orvieto with a woman he meets in Bassano. Less than a day after their arrival, an American visitor is brutally murdered. He learns that the victim had studied art in Italy decades earlier, so why did she return now?

Then a second murder occurs in a public park, so close to Montoya that he wonders if he could have been the intended target. More violence erupts, some of it definitely directed at Rick himself. Eventually, he figures out the links among tantalizing secrets, concealed motives and risky behavior, set against a fascinating landscape and multiple layers of Orvieto's past.

David P. Wagner's previous books in the “Rick Montoya Italian Mystery” series are *Cold Tuscan Stone* (2013), *Death in the Dolomites* (2014) and *Murder Most Unfortunate* (2015). He is a retired Foreign Service officer who spent nine years in Italy, learning to love all things Italian. Other diplomatic assignments included Brazil, Ecuador, Uruguay and Washington, D.C. He and his wife, Mary, live in Pueblo, Colorado.

FOR YOUNG PEOPLE



A Day in the Life of a Shoe

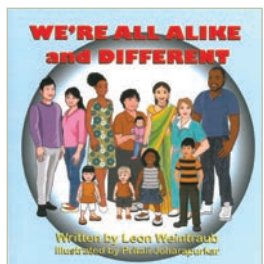
Corrinne Callins, Callico Press, 2015, \$14.99/hardcover, 34 pages.

Written from the perspective of a little girl's shoe, this book tells the story of Elizabeth Eckford, one of the "Little Rock Nine." In 1957, Eckford and eight other African-American

students were allowed to enter Central High School in Little Rock, Arkansas, but the school was closed the next year to prevent black and white students from intermixing.

With colorful illustration by Argha Mondal and an ingenious literary conceit, *A Day in the Life of a Shoe* introduces younger audiences to an historic event in the United States during the civil rights era in a most delightful way. As the narrator remarks, "shoes of all colors, shapes, designs and sizes can come together and get along just fine."

Corrinne Callins is the daughter of FSO David Callins, who currently serves in Dubai.



We're All Alike and Different

Leon Weintraub, Mirror Publishing, 2015, \$9.99/paperback, 26 pages.

Written for children ages 3-9, *We're All Alike and Different* is an excellent starting point for explaining tolerance. Beginning with the way people look the same (two eyes, 10 toes, 10

fingers) and different (eye and hair color, build, skin tone), and then shifting to how people think and feel similarly—we share pleasures, hopes, dreams and the joys of friendship—this book puts differences such as skin color into perspective for a very young audience. While it is easy to notice differences among people, a closer look will show we are not so different in our hopes and goals after all. Beginning with family, and then moving outward to other people in our neighborhood and beyond, we see and appreciate the great diversity in humanity.

Colorfully illustrated by Pritali Joharapurkar, the book is printed in large type for easy reading.

Leon Weintraub is a former Foreign Service officer whose diplomatic assignments included Colombia, Ecuador, Nigeria, Israel and Switzerland. He also served as a Peace Corps Volunteer in Liberia and did research for his doctorate degree in Sierra Leone.

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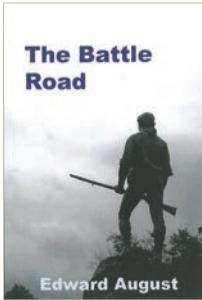
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organization, www.mnpeace.org.



The Battle Road

Edward August, Amazon Digital Services, 2015, \$12.99/paperback, \$4.99/Kindle, 252 pages.

This work of historical fiction, inspired by the author’s visits to Lexington, Concord and Minute Man National Historic Park—with its five miles of Battle Road that have been restored to the original 1775 condi-

tion—is an entertaining introduction to the birth of America for young readers.

When 13-year-old Jason Caldwell sets out to find his missing brother, he is transported through time to 1775, just before the start of the Revolutionary War. He builds friendships and experiences life 200 years ago, including Paul Revere’s ride and the shot heard ’round the world, as he discovers the necessity of fighting this war.

Edward August, the pen name of Augie Dworak, is a retired artist and teacher who lives in a farmhouse in New Hampshire with his wife, Deborah. He is the father of Foreign Service Officer Sadie Dworak, who is currently serving at U.S. Embassy Beirut.

POTPOURRI



A Cup of Culture and a Pinch of Crisis

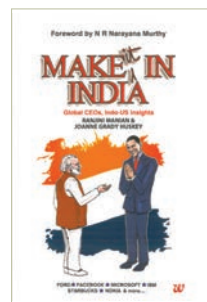
Leah Moorefield Evans, Katie Jagelski, Patricia Linderman and Nicole Schaefer-McDaniel, eds., Talesmag Press, 2016, \$12.99/paperback, 270 pages.

A Cup of Culture and a Pinch of Crisis is a collection of essays by expatriates that will open readers’ eyes to new insights about food, personal growth and the adventure of living abroad. Subtitled *Tales from a Small Planet: The Food Edition*, the book covers the gamut of experiences expats have in dealing with foreign cultures and climates, with food as the central theme.

Should you get hungry while reading the book, many recipes are included with the essays. Some are faithful to the original maker of the dish, others have an American twist or a substitution where the ingredients cannot be obtained in the United States. (When was the last time you saw camel hump meat at the grocery store?)

Among the anecdotes are stories of finding ingredients for the next meal, learning to love strange new dishes (like eel or edible chrysanthemums) and bonding with people over a meal in places both exotic and humble. The tales of trying new foods convey deeper stories—of making new friends, changing one’s outlook and overcoming adversity far from home.

Foreign Service family members Leah Evans, Katie Jagelski, Patricia Linderman and Nicole Schaefer-McDaniel curated this tasty offering, working virtually from their homes in Mexico, Mongolia, Paraguay and Turkey. It is the first book published by *Tales from A Small Planet* (www.talesmag.com), a 501(c)(3) organization and webzine created in 2000 by a group of Foreign Service spouses who had previously worked together on the “Spouses’ Underground Newsletter” (known as SUN).



Make It In India: Global CEOs, Indo-U.S. Insights

Ranjini Manian and Joanne Grady Huskey, Westland Ltd., 2015, \$25/paperback, \$3.03/Kindle, 191 pages.

The United States and India—the two largest democracies in the world—are entering a new era of collaboration in which culturally sensitive communication will play a dominant role in diplomacy and business relations. In *Make It In India: Global CEOs, Indo-U.S. Insights*, Ranjini Manian and Joanne Grady Huskey help further readers’ cultural intelligence by providing answers to some of the most common questions that arise in American and Indian business dealings.

The book is written as an easy-to-read resource for Americans interested in doing business in India. Each chapter addresses a particular topic, such as creating positive first impressions, expectations and protocol when conducting meetings, forming teams and team dynamics, working and communication styles, working with women in the workplace, negotiating deals and global citizenship. In each chapter, a series of questions related to the topic are answered by a selection of CEOs from Indian and American companies with experience in the Indo-U.S. market. “Tips” and “Facts,” set off for easy reading, are interspersed.

Ranjini Manian and Joanne Grady Huskey founded the expat mobility and cross-cultural services firm Global Adjustments in 1995. An intercultural coach to heads of multinational

corporations, Ranjini Manian is the author of *Doing Business in India for Dummies* (2007). Joanne Grady Huskey, a Foreign Service spouse, is a cross-cultural trainer, international educator and the author of *The Unofficial Diplomat: A Memoir* (2009).



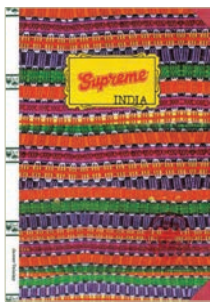
M's Adventures in Colombia

Mikkela Thompson, Shutterfly, 2016, paperback, 26 pages.

"Colombia is much more than cocaine and kidnapping," says

writer, painter and photographer Mikkela Thompson at the opening of this slim volume. In these pages, she takes us on a lively visual tour of Colombia's people, sites, neighborhoods, food and fruit...as she searches for el dorado. Thompson's goal was to try 100 new types of fruit during her stay in Bogotá.

A Foreign Service office management specialist, Mikkela Thompson currently serves as an OMS rover in the Western hemisphere, after postings in Colombia and Bangladesh. The daughter of an FSO, she joined the Foreign Service in 2012. Her *M's Adventures in Bangladesh* was published in 2014. To purchase these books and to follow her adventures, go to madventures.me.



Supreme India

James Talalay, self-published, 2016, \$20/hardcover, 82 pages.

Supreme India is a moving celebration of India. James Talalay spent two years wandering through this vast country, photographing the details of everyday life away from sights typically featured in the images the West sees of the country.

In this limited-edition volume, he finds and brings out the beauty in the prosaic and mundane, concentrating on regal composition and the presence of color in the world.

Influenced as it is by Walker Evans' images for the Farm Security Administration in the 1930s, Talalay's work is a nod to historical truth and the significance of the patina of a country. His images capture the dignity and joy evident throughout India, despite the myriad difficulties faced daily by ordinary Indians.

An American photographer, James Talalay has lived and photographed all over the world, most recently residing in India and Lithuania where his spouse, FSO Sarah Talalay, was posted. The couple is headed next for Malaysia. His photo of the Taj Mahal from behind launched the Local Lens monthly feature in *The Foreign Service Journal* (October 2012).

To purchase this book, go to jamestalalay.com.



Raising Kids in the Foreign Service

Edited by Leah Moorefield Evans, AAFSW Press, 2015, \$12.99/paperback, \$8.99/Kindle, 308 pages.

There is a treasure trove of hard-won practical knowledge about family life overseas within the Foreign Service community.

But how can new FS members and their families access it?

Have no fear! The Associates of the American Foreign Service Worldwide has come to the rescue with this collection of 32 essays, edited by Leah Moorefield Evans, covering a wide variety of topics important to parents living abroad. In its pages experienced expatriate writers share stories, experiences and research about pregnancy, education, travel, language, unaccompanied tours, safety, maintaining mindfulness and much more.

Raising Kids in the Foreign Service will be especially valuable for families who are new to the Foreign Service and looking for a real, unvarnished view of FS family life. Those in the midst of raising kids in the Foreign Service will surely relate to these essays and probably find new ideas and information. Finally, it is a fun look back for those who have already successfully raised their own third-culture kids.

Reviewing this book in the April *FSJ*, Debra Blome called it "an essential resource that should be in the library of every Foreign Service family, new or old."

Writer and editor Leah Moorefield Evans is a Foreign Service spouse. Associates of the American Foreign Service Worldwide is a nonprofit organization that has been representing Foreign Service spouses, employees and retirees since 1960. For more information, go to www.aafsw.org.

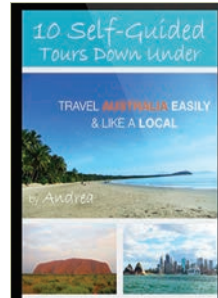
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afsa.org/bookstore

Though many of the books on our website may be found elsewhere on the Internet and in local bookstores, we encourage you to use the AFSA Bookstore as each sale made through our links to Amazon creates revenue for AFSA at no extra cost to the buyer.



10 Self-Guided Tours Down Under

Andrea McCarley, AGM Enterprises, 2015, \$14.95/e-book.

A charming, useful guide to touring various parts of Australia, this e-book is designed for first-time Australia travelers who have a limited amount of time and wish to maximize their itinerary—

but don't want to be constrained by a formal tour.

The author has thoughtfully planned out 10 trips travelers can undertake, without a formal tour guide, in 10- to 14-day time slots. Each trip has maps, photos and recommendations for places to visit, as well as advice on what to bring, estimated travel times and other useful tips. The book also provides important information, on such topics as obtaining a visa and auto insurance abroad, that is specifically targeted to an American audience.

With more than 140 pictures and 500 up-to-date links that can be accessed on any device with an internet connection, this e-book is perfect for the technologically savvy traveler. Chapters cover topics such as Australia with kids, the Great Barrier Reef and items of interest for culture buffs. The text reads like a recommendation from an experienced friend, with humorous asides and a fun, conversational tone.

Andrea McCarley is a former Foreign Service officer and private-sector information technology professional who has spent 16 years in Australia. She currently resides in Honolulu, Hawaii. To purchase this book, go to 10selfguidedtours.com. ■

If you published a book in 2016 that we missed, please send it to us for the next edition of In Their Own Write.

—The Editors

Washington Nationals Honor the U.S. Foreign Service



AFSA/ALLAN SAUNDERS

(From left) Josh Glazeroff, Beth Payne, Lawrence Casselle with his two children and Ambassador (ret.) Marc Grossman receiving recognition from the crowd at Nationals Park. These AFSA members were chosen to represent their colleagues attending the game, as well as the 16,000 Foreign Service members serving around the world.

On September 30, AFSA and the Washington Nationals Major League Baseball team hosted the first Foreign Service Night at Nationals Park, as part of AFSA's new 50 state strategic outreach initiative, supported by the Fund for American Diplomacy.

More than 500 members of the Foreign Service and their families attended to see the Washington Nationals play the Miami Marlins. Fresh from their success in the MLB National League East Division, the Nats played the Marlins for home-field advantage. Before the game,

a group of AFSA members took to the field to be recognized as part of the Nationals' Spirit Awards. AFSA Governing Board members Josh Glazeroff and Lawrence Casselle, AFSA Editorial Board Chair Beth Payne and

Ambassador (ret.) Marc Grossman were honored for their service at the brief ceremony.

Following a rain delay, AFSA President Ambassador Barbara Stephenson threw out the ceremonial first pitch

of the game. The atmosphere in the sections reserved for Foreign Service members was collegial, with many people taking the opportunity to catch up with friends and former colleagues.

AFSA would like to thank the Washington Nationals team for helping to make this event possible. ■



AFSA/ASGER SIGFUSSON

AFSA President Ambassador Barbara Stephenson throws the first pitch of the game to the Washington Nationals catcher.

CALENDAR

- November 2
12-1:30 p.m.
AFSA Governing Board Meeting
- November 6-10
AFSA Road Scholar Program
Washington, D.C.
- November 7
12-1:30 p.m.
AFSA/Public Diplomacy Council: "How China Is Covering the U.S. Election"
- November 11
Veterans Day:
AFSA Offices Closed
- November 18
AFSA Scholarship Applications for 2017-18 Academic Year Become Available
- November 24-25
Thanksgiving:
AFSA Offices Closed
- December 5
12-1:30 p.m.
AFSA/Public Diplomacy Council: "Media, Conflict and Security"
- December 7
12-1:30 p.m.
AFSA Governing Board Meeting
- December 26
Christmas:
AFSA Offices Closed
- January 2
New Years Day:
AFSA Offices Closed
- January 4
12-1:30 p.m.
AFSA Governing Board Meeting
- January 15
Deadline: Sinclair Language Award Nominations
- January 16
Martin Luther King, Jr. Day:
AFSA Offices Closed
- January 20
Inauguration Day:
AFSA Offices Closed



Managing Your Expectations of Promotion

One of the most common issues members raise is promotions—specifically, why they didn't receive one. To help manage expectations, I want to address the most common promotion misconceptions and clarify how the system works.

Misconception #1:

I received MSIs for the last three years, so I should be promoted.

Misconception #2:

My last three rating officers have recommended me for promotion, so I should be promoted.

Misconception #3:

I served in a Priority Staffing Post or stretch job, so I should be promoted.

Misconception #4:

Everyone in my class has been promoted except me, so I should be promoted.

All of these misconceptions can be addressed through a better understanding of the promotion system.

In the first place, a limited number of promotions are available each year. The Foreign Service Act says that promotion numbers are based on "a systematic long-term projection of personnel flows and needs designed to provide (A) a regular, predictable flow of recruitment into the Foreign Service; (B) effective career development patterns to meet the needs of the Service; and (C) a regular,

predictable flow of talent upward through the ranks and into the Senior Foreign Service."

In other words, it is a complicated calculation designed to ensure that the department does not promote so many employees at any given level that there are more employees than jobs at that level.

Further, competitive promotions aren't guaranteed. Just as the Foreign Service turns away many impressive applicants because other applicants are even more impressive, the selection boards are unable to promote many well-deserving individuals because others are higher on the rank-ordered list.

Promotions are based on demonstrating the ability to perform at the next level. If you are an FS-3 employee who is outstanding at your job, receiving impeccable Employee Evaluation Reports for your work, but your EERs do not reflect your ability to perform successfully at the FS-2 level, you will not be recommended for promotion.

Promotions are designed to move people up to the next level once they have already shown they have the ability to perform at that next level—the system does not want to move people up before they are ready, potentially setting them up to fail.

Promotions are based on demonstrating the ability to perform at the next level.

This forward-looking feature of EERs and promotions is why it is so important that you make sure your evaluation clearly discusses the "next-level-up" work you've been doing. Did you serve as Acting Section Chief? If so, be specific in your EER. For example, "Served as Acting Section Chief, an FS-1 position, for a month, successfully leading the section through three VIP visits and a trade negotiation."

Sometimes a stretch position or a PSP job still isn't enough to get you promoted. You might be competing against people who served in more challenging jobs, or your skill code might offer more limited promotion opportunities.

So what can you do if you want to increase your chances of being promoted?

- Work with your rating and reviewing officers to make sure your EER emphasizes your proven ability to perform successfully at the next level.

- Talk to your career development officer (CDO) and your mentor(s) about onward assignments that might offer more opportunities to prove yourself.

- Review your official performance folder to make sure that all of your EERs and awards are included. Ensure that there is nothing in your file that shouldn't be there, such as a discipline letter that should have been removed.

- Look at who is serving on your promotion panel. You have the right to request the recusal of anyone who you believe cannot apply the precepts fairly and without bias in assessing your performance.

Finally, seek out assignments that make you happy—the happier you are, the better you perform and the better your chances of getting promoted. Far too many people take jobs they don't want because they believe it will get them promoted, only to find themselves unhappy in the position and then bitter when they don't end up getting a promotion. If you're in a job that you find meaningful, a non-promotion will be a brief disappointment, not an event that derails you. ■



TSPs, RMDs, QCDs and AFSA: Go for the Quadruple Win!

“It is better to give than receive.” Most would agree with this biblical maxim—at least in theory. With a slight modification I believe I can gain universal agreement:

“It is better to give than be taxed.” I will explain my maxim by exploring the medley of acronyms in the title.

TSP—The Thrift Savings Plan is the federal government’s successful version of the private sector 401K. The mutual funds available under the TSP are good performers, the transaction costs are kept at a minimum, the assets grow tax free, authorized contributions are tax deductible and the federal contributions are generous.

More than a few colleagues have become millionaires and many more will achieve this status in years to come. What’s not to like? The RMD is what is not to like.

RMD—The government wants to make sure that (except for Roth IRAs) tax favored retirement vehicles (e.g. 401Ks, regular Individual Retirement Accounts and TSPs) are actually spent and taxed in retirement.

Hence, the law requires that starting at age 70 years and six months a portion of the tax favored assets must be distributed and taxed every year. The portion is based on the owner’s life

expectancy and a bureaucratic formula. This is called the “Required Minimum Distribution.”

I really resent (“hate” may not be too strong a word) the RMD, which complicates my efforts to provide for my younger wife and our disabled daughter. I do not know anyone who likes the RMD. My angst, however, is assuaged by the QCD.

QCD—Last year a law was passed making permanent a feature that had been part of the annual process for several years. Qualified Charitable Distributions up to \$100,000 can now be made annually from some retirement vehicles (IRAs—though not directly from the TSP) and they are not counted as income but are counted as part of the RMD.

My rule of thumb is simple. Take whatever is needed for current expenses from the retirement vehicle. If it is more than or equal to the RMD, fine.

If it is less, then you have a choice. You can meet the RMD by taking cash out and paying taxes thereon; or you can give the same amount as a QCD to one or more of your favorite charities and

pay no tax on that amount of income. To make the RMD into the QCD the money must be in an IRA and not the TSP. Because the TSP has a rule that requires only one partial distribution, it is suggested that the TSP money be moved into an IRA before the year you turn 70 and six months.

AFSA recommends that you consult with a financial planner before taking any firm steps with your money.

It has been a long time since I reached RMD age. For several years I have contributed to my favorite educational and Foreign Service 501(c)(3)s by giving them appreciated stocks (even more leverage) from my IRA that I don’t need to convert to income for current expenses. It is very satisfying.

Where, then, does my final acronym, **AFSA**, fit into this discussion?

As AFSA President Barbara Stephenson explains in her column, AFSA is developing an ambitious outreach plan to tell the proud story of the Foreign Service to the American public. Building on a series of strategic partnerships, AFSA aims to build a domestic constituency for

the Foreign Service by winning over supporters in all 50 states who are prepared to stand up for the Foreign Service and defend the importance of our mission. That outreach effort will be supported by the Fund for American Diplomacy, one of AFSA’s 501(c)(3) arms.

This initiative is worthy of full support by all Foreign Service personnel on the merits. For us retired persons, the initiative offers a chance to participate in a quadruple winner.

A gift to the Fund for American Diplomacy from an IRA or TSP is a win for the FAD. It is a win for the Foreign Service because the FAD works to strengthen the links between the Service and the American public. It is a win for the United States because our diplomacy gathers public support and is strengthened thereby. And it is a win for the individual donor, whose taxes are reduced and self-esteem is increased by contributing to our profession.

As soon as the year turns, I will be calling my broker to execute the quadruple win. I hope you will do the same. Diplomacy matters. ■

As soon as the year turns, I will be calling my broker to execute the quadruple win. I hope you will do the same.

What Not to Say at the Office Holiday Party

The festive month of December is rapidly approaching—a time to celebrate the holidays, the year's accomplishments and the start of 2017. Holiday parties bring colleagues together for camaraderie, merriment, food and drinks. It is the latter action, drinking, that can often get employees into trouble.

While enjoying alcoholic beverages or the relaxed atmosphere of an office party, employees may make comments that they believe are innocent, funny or lighthearted, but are received and internalized very differently.

For example, a person may express to a female colleague, "I like your dress! You should wear dresses more often and show off those leg muscles." Or a co-worker may quip, "You may not want that second round of pasta—look at your gut!" Employees may notice two colleagues "hitting it off" at a party and start to speculate on their relationship outside the office, "Keep your pants on tonight!"

Parties with drinks flowing also tend to bring out more overt physical displays of affection amongst employees, with colleagues hugging each other, throwing their arms around one another, patting, kissing and other forms of physical friendliness.

These employees may believe that their comments and actions are harmless, made in the context of a jovial party environment. However,

an individual on the receiving side of such comments and actions may feel offended, embarrassed or harassed.

While often such statements or gestures are made innocently enough (and may even have been made during a workday), the person receiving the comment or contact may not welcome them.

He or she may be embarrassed by a remark about their physical appearance or be uncomfortable with excessive touching and hugging. These feelings of humiliation and harassment may be amplified if the person making the comment or gesture is a supervisor or senior official.

Employees can be disciplined for actions and comments made both during and outside working hours, which makes it more important to be mindful of comments you might make at holiday parties and "off-duty" events like the Marine Ball or a gathering organized by a colleague.

It is also worth considering that a well-intended remark or squeeze of the shoulder may be considered inappropriate, or even harassment, by locally employed staff who interpret these actions through their own cultural lens.

The department's sexual harassment and discriminatory harassment policies are contained in 3 FAM 1520. The Foreign Affairs Manual provision specifically states that the department is committed to a workplace that is free

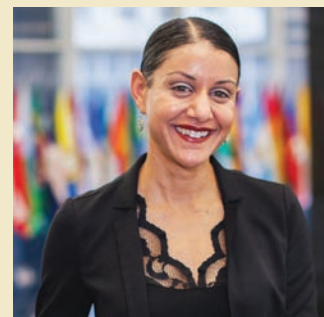
from sexual and discriminatory harassment. Although innocently made, the examples above fall into the category of sexual or discriminatory harassment.

Anyone in the department can report harassment to the Office of Civil Rights, and the department is obligated under the FAM to investigate all such claims. Furthermore, the FAM mandates that anyone in a supervisory position must report any harassment that they have witnessed or been advised about to OCR.

Once OCR is alerted to a claim of harassment, the office will conduct an investigation, which includes obtaining statements from the employees involved and witnesses.

OCR then prepares a Report of Investigation, which is forwarded to the Bureau of Human Resources, Office of Employee Relations—Conduct, Suitability and Discipline and to the Diplomatic Security Office of Personnel Security and Suitability for review and action, if required.

The department takes investigations and allegations of harassment very seriously. AFSA attorneys have seen a significant rise in disciplinary action stemming from OCR investigations of harassment. The penalty for inappropriate comments, poor judgment and/or improper personal conduct can range from a Letter of Admonishment to suspension without pay.



AFSA Senior Staff Attorney
Neera Parikh.

Disciplinary action can have serious consequences for your opportunity for tenure or promotion. A discipline letter remains in your performance file for one board review if you receive a letter of reprimand, two board reviews if you are proposed for a one- to-five day suspension; and the letter will stay in your performance file until you are next promoted if you receive a six-day suspension or more.

Employees deserve to kick back with colleagues and enjoy the holiday season. Just be aware that a comment or action you make, while well-intentioned, innocent or meant to be humorous, may be received in the opposite manner and could be perceived (and reported) as harassment.

If you have any questions, please review our website on EEO investigations www.afsa.org/eoo-investigation-guidance. If you are contacted by OCR about a harassment investigation, we recommend that you contact the AFSA Labor Management team for advice or assistance. ■

—Neera Parikh,
AFSA Senior Staff Attorney

Agreement Reached on 2013 MSI Remedies

AFSA is pleased to announce that it has reached an agreement with the State Department that will result in the expeditious implementation of the Foreign Service Grievance Board (FSGB) decision regarding the 2013 Meritorious Service Increases (MSIs). Under this agreement, we anticipate that the processing of MSIs and the payment of awards for the vast majority of these individuals will have been completed before the end of October 2016.

As many of our members are aware, due to the government sequester in 2013, the department decided not to pay the monetary component of the 2013 MSIs. AFSA filed an implementation dispute with the FSGB. The FSGB ruled in AFSA's favor and the department appealed. The Foreign Service Labor Relations Board denied the Department's appeal in April 2016. For a full history of the case, see AFSA News December 2015.

The FSGB had ordered the department to pay retroactive MSIs to all those employees (approximately 554 employees) ranked but not reached for promotion (up to the 10-percent cap in the Precepts) by the 2013 Promotion Boards, retroactive to November 3, 2013, with interest. As the processing of retroactive MSIs would have taken an extraordinary amount of time (because SF50s and corrected SF50s

Under this agreement, we anticipate that the processing of MSIs and the payment of awards for the vast majority of these individuals will have been completed before the end of October 2016.

dating back to November 3, 2013, would have to be processed for each employee and back pay computed for each pay period since then), the department and AFSA agreed to a more expedited process.

Under this process, the majority of employees should have received a prospective MSI effective October 2, 2016. They also should have received a lump-sum award payment in their October 13, 2016, paychecks (with an SF50 effective date of September 18, 2016) that corresponds to the value of the MSI had it been processed effective November 3, 2013. The award payment incorporates interest (calculated under the Back Pay Act) and takes into account all rate-affected pay components such as allowances and differentials. The award payments are subject to withholding for federal tax, state tax (if applicable), Social Security, and Medicare in the year in which they were received.

For employees who have resigned or retired or will be resigning or retiring in

2016, the department will process an MSI retroactive to November 3, 2013, and will pay back pay and interest in accordance with the Back Pay Act. For these groups, the MSI will be part of the employees' basic salary in the high-3 for their annuity calculation. The department will also process retroactive MSIs for those who were subsequently promoted into the Senior Foreign Service, so that Senior Foreign Service salary computations take into account the 2013 MSI. Employees receiving the prospective MSI and lump-sum award payment (discussed in paragraph 4, above) who retire in the next three years will have the opportunity to have the MSI factored into their annuity calculations.

Not all employees recommended but not reached for promotion by the 2013 Promotion Boards (up to the 10-percent cap in the 2013 Precepts) will be eligible for an MSI. Under the 2013 Precepts, some employees are eligible only for a \$2,500 cash award and related interest payments in lieu of an MSI (i.e., those employ-

ees who were at the highest steps of grades FS-06 through FS-02 [step 14] or who were at the FS-01 [step 10 and higher] as of November 3, 2013). The department has already paid these \$2,500 cash awards with interest. In addition, a small number of employees are not eligible for an MSI because they retired or resigned before the effective date of the MSI (i.e., November 3, 2013), they were actually promoted in 2013, or they were otherwise granted an MSI in the previous 52 weeks of November 3, 2013.

All MSI or cash award recipients should receive an email providing further details regarding their specific remedy by December 1, 2016. Employees who believe they should have received a 2013 MSI but who have not receive an individual email by this date, should contact the Bureau of Human Resources Office of Performance Evaluation by email to HR-PEquestions@state.gov. ■

—Sharon Papp,
AFSA General Counsel

Call For AFSA Outstanding Performance Award Nominations

Each year, AFSA offers a number of awards celebrating outstanding performance by members of the Foreign Service. AFSA encourages nominations for the following exemplary performance awards:

The **Nelson B. Delavan Award** recognizes the work of a Foreign Service office management specialist who has made a significant contribution to post or office effectiveness and morale beyond the framework of her or his job responsibilities.

The **M. Juanita Guess Award** is conferred on a community liaison office coordinator who has demonstrated outstanding leadership, dedication, initiative or imagination in assisting the families of Americans serving at an overseas post.

The **Avis Bohlen Award** honors the accomplishments of a family member of a Foreign Service employee whose relations with the American and foreign communities at post have done the most to advance the interests of the United States.

The **Mark Palmer Award for the Advancement of Democracy** is bestowed on a member of the Foreign Service who advances the ideals of democracy and freedom abroad through commitment and ingenuity. A travel stipend is given with this award to allow the recipient to attend the awards ceremony.

The **AFSA Post Representative of the Year Award** is presented to an exemplary AFSA post representative who has demonstrated sustained and successful engagement



AFSA award certificates, presented at an annual ceremony each June.

with AFSA membership at post and post management to advance the strategic priorities of the association.

Recipients of the Delavan, Guess, Bohlen and Palmer awards are presented with a monetary prize of \$2,500. Recipients of the Post Representative of the Year award receive a monetary prize of \$1000, plus a \$500 award for AFSA sponsored activities at

post done within two years of receiving the award.

The Nomination Process

The deadline for nominations for exemplary performance awards is February 28, 2017.

Anyone may nominate a superior, peer or subordinate for an AFSA award. The nomination must be 700 words or

ANNOUNCEMENT

ACCEPTING NOMINATIONS FOR SINCLAIRE LANGUAGE AWARD

AFSA is now accepting nominations for the 2016 Matilda W. Sinclair Language Award. The deadline is January 15, 2017.

Each year, thanks to a bequest from the late Foreign Service officer Matilda W. Sinclair, AFSA spotlights members of the Foreign Service who have excelled in their study of a Category III or IV language and its associated culture.

Foreign language skills are critical in today's diplomacy. Candidates may be nominated by their language training supervisors at the Foreign Service Institute, by instructors in field schools or by post language officers.

Awardees will receive a monetary prize and certificate of recognition. For information about the 2016 winners, see the May issue of *The Foreign Service Journal*.

For further information, please contact AFSA Awards Coordinator Perri Green at green@afsa.org or (202) 719-9700. Read more about the Sinclair Awards at www.afsa.org/sinclair. ■



AFSA/JOSH

fewer, and must include all of the following elements:

- The name of the award for which the person is being nominated, along with the nominee's grade, agency and position
 - The nominator's name, grade, agency and position, along with a description of his or her association with the nominee
 - A justification for nomination that describes the actions and qualities that qualify the nominee for the award. This should cite specific examples of accomplishments or actions demonstrating that the nominee has met the criteria for the award for which they are being nominated.
- For additional details and instructions or to nominate online, see www.afsa.org/performance. If you have

questions, contact Awards Coordinator Perri Green at green@afsa.org or (202) 719-9700.

AFSA also celebrates constructive dissent in the Foreign Service. It offers four awards for constructive dissent, unique in the federal government, which honor those who have had the courage to offer creative, constructive dissent on management, consular as well as foreign policy issues. Information about each of these awards, including how you can nominate colleagues, will be available in a future issue of AFSA News.

All award recipients are honored at a ceremony in June in the Benjamin Franklin Diplomatic Reception Room at the State Department. ■

—Perri Green,
Awards Coordinator

NEWS BRIEF

FOREIGN AFFAIRS HANDBOOK— CHILDBIRTH, ADOPTION AND FOSTER CARE

The Department of State has many resources available to new parents in the Foreign Service.

In August, the Foreign Affairs Handbook was updated to help employees and family members with questions about leave, medical evacuation and other pregnancy-related issues (3 FAH-3 H-110, Personnel Guidance for Childbirth, Adoption, and Foster Care). The update also codifies the policy of providing employees with workplace flexibility to the maximum extent possible under existing guidelines.

A June update to the Foreign Affairs Manual spells out new guidelines on the department's lactation policy (<https://fam.state.gov/FAM/O3FAM/O3FAM3860.html>), confirming the policy to provide breaks and facilities to nursing mothers working domestically and at overseas posts. ■

Forum Discusses the Carter Administration's PD Policy



On Sept. 12, AFSA hosted the Public Diplomacy Council Communication Leadership Forum. At left, USC Nicholas Cull speaks to attendees about the latest volume of public diplomatic history. Kristen Ahlberg (second from left) also addressed the group on the newly released 30th volume in the State Department's historical series, "Foreign Relations of the United States."

Foreign Relations of the United States, 1977-1980, Vol. XXX, Public Diplomacy, for which Dr. Ahlberg served as lead historian, concerns public diplomacy during the Carter administration. Dr. Ahlberg is assistant to the general editor in the Office of the Historian at the Department of State. ■

Apply Now for AFSA College Scholarships

The American Foreign Service Association is now accepting applications for college aid for the 2017-2018 academic year. Children of AFSA members are eligible to apply for the following awards:

For Incoming or Current College Undergraduates

• **Need-based Financial Aid Scholarships:** AFSA will award approximately 60 financial aid scholarships ranging from \$3,000 to \$5,000 each, depending on the family's assets and income, to attend an accredited two-year or four-year higher education institution stateside or overseas. The deadline for applications for need-based scholarships is **March 6, 2017**.

For Graduating High School Seniors

• **Academic Merit Awards:** AFSA will present 13 \$2,500 merit awards and three \$1,000 honorable mentions for academic accomplishments. A \$500 best essay award will also be bestowed on a student from this pool of applicants.

• **Art Merit Awards:** AFSA will present one \$2,500 art merit prize and up to three \$1,000 honorable mentions for artistic achievement within the following categories: visual arts, musical arts, performing arts or creative writing.



This year, we asked AFSA scholarship recipients to submit a photo of themselves on their first day at school, for a chance to win a \$50 gift card. Here we feature some of the best photos and congratulate the winner, Christopher Martinez. Well done to all the 2016-2017 scholarship recipients.

Top (from left): Jacqueline Burdan, John Cabot University, Italy; Kirsten Christensen, Florida State University; Karl Keat, University of Virginia.

Bottom (from left): Noah Patton, Selkirk College, Canada; Helen Reynolds, Carnegie Mellon University; Christopher Martinez, Tecnológico de Monterrey, Mexico.

• **Community Service Award:** Students can also compete for a \$2,500 award for distinguished contributions to their community through service and volunteerism. The deadline for submitting an application for an AFSA merit or community service award is **Feb. 6, 2017**.

If eligible, students can apply for all four awards. Applicants must be tax-dependent children of AFSA members who are active-

duty, retired, deceased or separated Foreign Service employees with the State Department, USAID, FCS, FAS, BBG or APHIS. Not all who submit applications will receive aid. Applications must be submitted via our website www.afsa.org/scholar.

During the last 25 years, the AFSA Scholarship Fund has granted more than \$4 million in scholarship aid to 2,200 children of Foreign Service employees, thanks

to many generous donors. No AFSA membership dues support AFSA scholarship activity.

For more detailed information regarding eligibility requirements or to explore other scholarship resources, please visit our website at www.afsa.org/scholar or contact Lori Dec, AFSA Scholarship Director at scholar@afsa.org or (202) 944-5504. ■

—Jonathan Crawford,
Senior Scholarship Associate

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The Combined Federal Campaign: A Great Way to Support AFSA's FAD



More than 18,000 nonprofit organizations participate in the CFC. To make a secure CFC online donation, visit www.afsa.org/donate or www.cfcnexus.org/_cfcnca.

CFC #10646: Diplomacy Matters—AFSA

We want to encourage members to keep AFSA's Fund for American Diplomacy in mind as they make plans for year-end charitable contributions. The Fund for American Diplomacy, one of AFSA's two 501(c)(3) arms, supports outreach to tell the proud story of the Foreign Service to the American people.

The FAD's aim is to build a domestic constituency for the Foreign Service so that we have supporters, ideally in all 50 states, prepared to stand up for the Foreign Service and defend our vitally important mission. The Fund is registered in the Combined Federal Campaign as "Diplomacy Matters-AFSA" and its CFC number is #10646.

We appreciate your support. Donations may also be made via www.afsa.org/fad. ■

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AFSA Governing Board Meeting, September 7, 2016

Welcome: AFSA President Ambassador Barbara Stephenson welcomed new governing board member Alison Storsve to her first meeting.

Consent Agenda: The Governing Board approved the consent agenda items, which were: (1) the Aug. 3 Governing Board meeting minutes and (2) the appointment of Mary Ellen Gilroy as chair of the AFSA Elections Committee.

LCAD Criteria: On a motion from Josh Glazeroff, the board agreed to adopt new guidelines for selection of the recipient of AFSA's Lifetime Contributions to American Diplomacy award. The new guidelines are as follows:

(1) The nominees should have at least a decade of service to diplomacy and foreign policy development, and have made an enduring, positive impact on the diplomatic profession itself, including promoting the Foreign Service's primary role in foreign policy within the executive and legislative branches and strengthening the institution of the Foreign Service;

(2) The nominees are normally retired career diplomats, but may include other individuals in exceptional circumstances. When looking at an individual who was not a career member of the Foreign Service, one must consider the effect that the individual has had on promoting the role of the Foreign Service and championing diplomacy;

(3) The nominees are considered for their accomplishments during both active-duty service and retirement. The enduring impact of their work on diplomacy, the profession, and diplomatic institutions and prac-

tices is particularly important;

(4) Nominees must be able to attend the awards ceremony in person.

Professionalism and Ethics Committee: Retiree Representative Ambassador (ret.) Alphonse La Porta proposed a motion to authorize the establishment of the AFSA Professionalism and Ethics Committee (PEC) as a special committee of the board. Following a discussion, the board voted not to establish the PEC.

State Representative Susan Danewitz moved to "express thanks and commendations for the long and dedicated work of the PEC and its individual members and to resolve to keep permanently in mind the lessons learned and progress made from the work of the PEC, including conserving their work products for future reference and or re-use." The motion was unanimously approved.

Audit Report: AFSA Executive Director Ian Houston introduced representatives from CliftonLarsenAllen LLP, who briefed the board on the positive outcome of the annual audit of AFSA finances and practices. For the seventh consecutive year, AFSA received the highest-possible commendation. Look for more details on AFSA's financial situation in the coming months.

Announcement: AFSA President Amb. Barbara Stephenson announced that, due to his promotion to a management position, State Representative John Dinkelman tendered his resignation from the Governing Board with immediate effect. ■

2016 Fall Interns Arrive at AFSA

AFSA is happy to welcome our new interns.

• Professional Issues:

Tyler Dumont, from Claremont, California, is a senior at The George Washington University, where he is majoring in political science.

• Communications:

Kellen Johansen is from Juneau, Alaska. He joins us as a junior from Linfield College in McMinnville, Oregon, where he is majoring in political science, with a minor in Spanish.

• Publications:

Katherine Perroots is a graduate student at The George Washington University's Elliott School of International Affairs. She is a 2015 graduate of the University of California, Los Angeles and has recently returned to her native Maryland.

• Executive Office:

Rebecca Yim recently graduated from the Catholic University of America, where she studied international politics. She is originally from Coronado, California.

• Scholarship:

Abi Raj is a sophomore at The George Washington University, studying international relations. She hails from Troy, Michigan.

• Advertising:

Eka Cipta Putera Chandra joins AFSA from Jakarta, Indonesia. A graduate student at American University, he is studying for a master's degree in global security and the Middle East.

We thank departing interns Orienne Gonzalez, Vanessa Sorrentino, Eunice Ajayi, Martin Vasev and Alyssa Godfrey for their great work this summer and wish them the best. ■



(From left) Rebecca Yim, Kellen Johansen and Katherine Perroots outside AFSA headquarters.

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AFSA Welcomes 143rd FS Specialist Class



On Sept. 29, the 143rd Foreign Service Specialist class attended briefings at AFSA headquarters on policy issues and EEO and diversity matters.

A luncheon was hosted by AFSA President Ambassador Barbara Stephenson, who welcomed the 63 class members and shared her experiences of the Foreign Service.

While many of the class completed membership paperwork, State Vice President Angie Bryan (pictured speaking) gave a presentation to the group about AFSA's functions as a professional association and labor union and explained the many ways that AFSA assists, protects and advocates for its members. ■

Looking to the Future: AFSA Partners with UT Austin

The American Foreign Service Association is pleased to announce a new partnership with the University of Texas at Austin's Lyndon B. Johnson School of Public Affairs to conduct a benchmarking study identifying best practices in the field of diplomacy.

AFSA plans to use the findings from the year-long exercise to set the agenda for its advocacy—on the Hill and with the new administration—of a strong professional Foreign Service that, for the sake of America's people, interests and values, must remain the largest and most influential diplomatic service in the world. Issues being explored include how

other diplomatic services recruit, train, assign, develop and evaluate their people.

In September, 15 graduate students from UT Austin's



Seal of the University of Texas at Austin

LBJ School started the year-long project under the tutelage of faculty advisers LBJ Dean Robert Hutchings

and Professor Jeremi Suri.

Hutchings, a national security and foreign policy expert, served as special adviser to Secretary of State Lawrence Eagleburger and as diplomat in residence at the Woodrow Wilson School of Public and International Affairs at Princeton University. He and Prof. Suri co-edited *Foreign Policy Breakthroughs: Cases in Successful Diplomacy* (Oxford University Press, 2015).

Students will travel to Washington, D.C., in December to meet with a variety of stakeholders, including veteran diplomats, experts from other countries' diplomatic services, foreign policy practitioners and

lawmakers. These conversations will feed into the group's overall findings.

In addition, AFSA President Ambassador Barbara Stephenson will participate in the 2017 Austin Forum on Diplomacy and Statecraft. The forum is designed to bring together policy-oriented scholars in the field of diplomacy and rising diplomats from the United States and other countries, and its results will also feed into the study.

AFSA looks forward to sharing the group's findings and will keep members informed of our progress throughout the year. ■

—Maria C. Livingston,
Director of Professional
Policy Issues

■ **Lola Arnold Bardos**, 91, wife of the late Arthur Bardos, a Foreign Service officer with the U.S. Information Agency, died of complications from pneumonia on Aug. 17 in hospice in Albuquerque, N.M.

Mrs. Bardos was born on July 22, 1925, in Syracuse, N.Y., and spent most of her youth in that area. After graduating from high school at the age of 16, she studied and graduated as a minister of the Unity Church in Missouri. She then moved to California to study at the University of Southern California.

There, in 1946, during the spring of her senior year, she met Arthur Bardos, a newly minted American citizen from Hungary, who was completing his master's degree. After she graduated with a B.A. in psychology, the couple married and moved to Boston, where she worked for the Office of the Dean of Harvard Law School while Mr. Bardos worked on his Ph.D. in comparative literature at Harvard University.

When Mr. Bardos joined the Foreign Service in 1951, his first post was Vienna, during the challenging post-war years when Austria was partitioned into four occupation zones—quite an introduction to their new work and lifestyle. Subsequently, Mrs. Bardos accompanied and assisted her husband in Casablanca, Paris and Conakry (where she worked for several months as a French interpreter for doctors on the Project HOPE Ship).

Mrs. Bardos resettled the family in Bethesda, Md., when Mr. Bardos was assigned to Vietnam. Brussels, Vienna (for a second time), Bonn and Ankara rounded out their overseas posts. Before their final post in Turkey, the couple lived in Boston, where Mr. Bardos taught at the Fletcher School of Law and Diplomacy.

Throughout her husband's career, Mrs. Bardos represented her country with grace and warmth, genuinely bonding with all those with whom she interacted. As her

friends and family recall, she truly never met a stranger—rather, she created friendships and built bridges in the most difficult of circumstances.

Mrs. Bardos was known for her hospitality and her wonderful cooking, and her table was never more crowded than on Thanksgiving in a foreign country, when all were welcome to share the feast. She was an art and music lover, and she was endlessly appreciative of the cultures, histories and legacies of the people whose countries she called home.

Following retirement from the Foreign Service, the couple settled in Bethesda, Md., where Mrs. Bardos continued her decades-long membership in and service to the Bethesda United Church of Christ as a choir member, board member and participant in many service programs. Arthur Bardos died in 2013.

In October 2015, Mrs. Bardos moved to Albuquerque, N.M. It was the last time she established a home and made new friends, and the first time she enjoyed the opportunity to live in close proximity to a daughter and her family. She enjoyed their strong love and support during that last year of her life.

Lola Bardos is survived by her daughters Catherine Mack (and her husband, Robert) of Lakeland, Fla., and Jennifer Graham (and her husband, Gerald) of Albuquerque; and four grandchildren, Kevin Graham, Kathryn Graham, Rachel Graham and Daniel Mack.

■ **Dave S. Cohn**, 77, a retired Foreign Service officer with the U.S. Agency for International Development, died on June 16 in Oakland, Calif., after a long illness.

A naturalized American, Mr. Cohn (formerly Paul David Cohn) was born on March 18, 1939, in Toronto, Canada, the second of three sons of Martin and Tmima Cohn. Martin was an executive in Jewish

community work in Toronto and, after immigrating to the United States, in Cleveland, Chicago, Minneapolis and Cincinnati. Tmima, an attorney, was elected to the Toronto Board of Education, and much later served as chair of the Planning Commission of Volusia County, Fla.

From a young age, Mr. Cohn's goal was to follow in his family's tradition of helping to make the world a better place. He graduated from the University of Cincinnati and from the University of Chicago's School of Social Service Administration in 1963, and moved to Washington, D.C., in 1965 to join the War on Poverty. There he served in several community programs before becoming a regional officer with Volunteers in Service to America.

In 1973, he joined the San Francisco Regional Office of the Department of Health and Welfare. He also worked with the California State Department of Health before being offered his dream job with USAID in 1980.

Mr. Cohn served with USAID as a health and population officer from 1980 to 1999. He distinguished himself as the first USAID HIV/AIDS officer, posted to Uganda from 1987 to 1991. The HIV/AIDS education and prevention program he developed for and with the participation of Ugandans from the military, industry, entertainment and all walks of society, was for many years the gold standard in Africa.

In addition to Uganda, Mr. Cohn served as health officer in Nicaragua, Guatemala and Peru. On domestic tours, he was country officer for Bosnia and Mongolia. He helped avert widespread suffering in Ulaanbaatar one brutal winter by facilitating emergency coal blasting to keep the city's central furnace operating.

Aside from his family, Mr. Cohn's greatest love was cars—some classic, some junkers, some high-end. At one point he owned two Lincoln Continentals and

a Cadillac—none of them operational; at other times he owned BMWs and Porsches. During his lifetime, he owned more than a total of 70 cars. He was proud to have driven solo from Lima to Patagonia and from Lima to Iguazu Falls, and later enjoyed road trips with his wife, Alice.

Mr. Cohn was predeceased by his parents and his older brother, Alan. He is survived by his wife, Alice Beasley of Oakland; daughters Professor Deborah Cohn Sauer (and her husband, Peter) of Bloomington, Ind., and Dr. Tamara Cohn Krimm (and her husband, Charles) of Wasilla, Alaska; their mother (his former wife and State Department retiree) Irene Cohn, of San Francisco; his younger brother, John; a niece, Leslie Cohn; and grandsons Noah, Benjamin and Daniel Cohn Sauer, who continue his love affair with anything on four wheels.

■ **Dwight Melvin Cramer**, 89, a retired Foreign Service officer, died on Sept. 15 in Rockville, Md., following a stroke.

Mr. Cramer grew up in Hastings, Neb. Drafted in April 1945, he spent two years in the Army before receiving a B.A. from Hastings College. At the University of Chicago he received an M.A. in political science and satisfied preliminary requirements for a doctorate, after which he moved to Washington, D.C., to work for the State Department.

His diplomatic career included assignments to the United Nations and to Vienna, where he assisted in the establishment of the International Atomic Energy Agency. He also served in Munich, Bangkok and Taipei as an economic officer. Returning to Washington, D.C., Mr. Cramer worked on scientific and technical cooperation with the Soviet Union, Poland, Yugoslavia and China.

After retiring from the Foreign Service, Mr. Cramer served on the Foreign Service

Board of Examiners, reviewed State Department Freedom of Information cases and lectured on cruise ships to Asia.

Music was important throughout his life. As a young person he played in school orchestras, and later he attended concerts and operas. During his two-year posting in Vienna, he attended 24 operas. In later years he was a political activist and leader who believed that one citizen can make a difference. He is remembered by friends and family for his loyalty, optimistic nature and dedication to causes he believed in.

Mr. Cramer was a 34-year Tuesday volunteer at Common Cause headquarters in Washington, D.C., and served as president of the Maryland chapter of Common Cause. He carried out press office duties at four presidential conventions. Throughout the Clinton presidency he volunteered in the White House Social Office, where he listened to musical tapes sent in by people asking to perform for the president and judged their merit.

He was a member of DACOR and the Asian American Forum. He was an active member of the River Road Unitarian Universalist Congregation for more than 50 years, singing in the choir and serving as board chairman, among other duties.

Survivors include the former Carol Johnson, his wife of 58 years; children Steven, Susan White, David and their spouses; and six grandchildren.

■ **Olga K. Drexler**, 85, a former member of the Foreign Service and the wife of retired FSO Robert W. Drexler, died on July 1 in Silver Spring, Md.

Olga Hladio was born in Jersey City, N.J. She entered the Foreign Service in 1955 and was posted to Vienna and Tehran. In 1963, she married Mr. Drexler, then a political officer at the U.S. embassy in Kuala Lumpur.

Mrs. Drexler joined her husband in rep-

resenting the American government and people on diplomatic assignments to Hong Kong from 1968 to 1972, Geneva from 1972 to 1974, and Bogotá.

Mrs. Drexler is survived by her husband, her sister Stephanie and many nieces and nephews.

■ **Lawrence Elliot Harrison**, 83, a retired Foreign Service officer with the U.S. Agency for International Development, died on Dec. 9, 2015, at the University Hospital of Alexandropoulos, Greece.

Born in Boston, Mass., Mr. Harrison graduated from Brookline High School in 1949 and from Dartmouth College in 1953. He served as a lieutenant in the U.S. Navy from 1954 to 1957, and graduated from the Harvard Kennedy School in 1960 with a master's degree in public administration.

He joined USAID in 1962, and served as a program officer in Costa Rica from 1964 to 1965. His next posting was as deputy director of the USAID mission in the Dominican Republic from 1965 to 1968; from there, he was assigned as USAID director in Costa Rica from 1968 to 1971.

Returning to Washington, D.C., Mr. Harrison was assigned to the Bureau for Latin American and the Caribbean from 1972 to 1976. From 1976 to 1978, he was posted to Guatemala as director of USAID's Regional Office for Central America and Panama.

He served as USAID director in Haiti from 1978 to 1980, and in Nicaragua from 1980 to 1982.

During his various USAID assignments, Mr. Harrison and his family experienced volcanic eruptions in Costa Rica and the U.S. Marine invasion of the Dominican Republic in 1965, an earthquake in Guatemala in 1976 and the revolution in Nicaragua in 1979.

Retiring from the Foreign Service in 1982, Mr. Harrison worked briefly at

the Credit Union National Association in Washington, D.C., before embarking on an academic and writing career. He was a senior research fellow and adjunct professor at the Fletcher School of Law and Diplomacy at Tufts University, where he founded and directed the Cultural Change Institute. Between 1981 and 2001, Mr. Harrison was a visiting scholar at the Center for International Studies at the Massachusetts Institute of Technology, Harvard University's Weatherhead Center for International Affairs and Stanford University's Hoover Institution.

Mr. Harrison wrote numerous books, beginning in 1985 with *Underdevelopment Is a State of Mind: The Latin American Case*. Here he laid the premises of work to come: first, that good intentions, hope, enthusiasm and ample funding are insufficient to propel the development of countries into the modern world; and, second, that some cultures are more prone to progress than others and more successful at creating the cultural capital that encourages democratic governance, social justice for all and the elimination of poverty.

Mr. Harrison's subsequent works include *Who Prospers? How Cultural Values Shape Economic and Political Success* (1992), *The Pan-American Dream* (1997), *The Central Liberal Truth: How Politics Can Change a Culture and Save It from Itself* (2006) and *Jews, Confucians and Protestants: Cultural Capital and the End of Multiculturalism* (2012).

He was co-editor, with Samuel P. Huntington, of *Culture Matters: How Values Shape Human Progress* (2000) and, with Jerome Kagan, of *Developing Cultures: Essays on Cultural Change* (2006). His articles have appeared widely.

A lifelong Red Sox fan, Mr. Harrison was a nationally-ranked junior tennis player. After falling in love with Martha's Vineyard during his first visit in the late 1950s, he

became an avid and regular golfer at Farm Neck Golf Club there when he was not listening to Brahms.

Mr. Harrison was preceded in death by his second wife, Patricia Crane Harrison; his parents, David and Jenny Harrison; and his brother, Robert Arthur Harrison. He is survived by his first wife, the mother of his children, Polly Fortier Harrison of Washington, D.C.; his three daughters, Julia Harrison of Norwalk, Conn., Beth Harrison of Lincoln, Mass., and Amy Harrison Donnelly of Ridgewood, N.J.; and his grandchildren, Dylan and Georgia Grady, Max and Harry Thébaud, and Megan, Jack and Nora Donnelly.

■ **Shirley Ann Kennon**, 91, passed away peacefully on Aug. 22 in Pleasanton, Calif.

She was born in Detroit, Mich., on Feb. 18, 1925, to Helen and Robert Ernst. Raised in Detroit and Indianapolis, Ind., she graduated valedictorian of her class from South Shore High School in Chicago, Ill.

During World War II she traveled west by train to join her father to go to college. First, she attended the University of California, Los Angeles, but later transferred to UC, Berkeley, where she majored in political science and graduated in 1948. That year she also met and married Lawrence John Kennon, a fellow student. After he graduated, the couple decided they wanted to be involved in world affairs and the place to be was Washington, D.C.

They set out in their car with all their possessions and drove across the country. There they both began working for the U.S. government and their two daughters, Naomi Elaine and Carol Ellen were born.

When Mr. Kennon was selected by the State Department as a Foreign Service officer, their life of adventures abroad began. Their first foreign assignment was to Niagara Falls, Canada. They went on to

Genoa, Rome, Tel Aviv, New Delhi, Islamabad and The Hague.

In each of these places, Mrs. Kennon would learn the language and culture and create a home for her family while also performing her duties as the wife of a diplomat. She was creative in sewing for herself and her daughters. She cooked and entertained, and was a Girl Scout leader.

On several occasions, Mrs. Kennon was called upon to handle difficult situations. The posting in Israel ended abruptly due to the 1967 Six-Day War. She had to quickly pack up and escort the girls back home to California. Her husband would not be able to join them until the fall, so she decided to create some "adventure" by buying a VW camper and "camping" all the way to the West Coast.

In Islamabad, angry protesters overran and burned the embassy, briefly holding Mr. Kennon hostage, in 1979. Once again, Mrs. Kennon was evacuated, although by this time her girls were grown and living independently. Mrs. Kennon was able to help the other evacuated families and was instrumental then in establishing the Family Liaison Office at the State Department.

After their daughters were grown, Mrs. Kennon went back to school to take art classes, where she found a passion in creating collages, drawing and paintings.

In 1984, when Mr. Kennon retired from the Foreign Service, the couple returned to the Bay Area. They bought a house in the Oakland hills with a spectacular view of the Golden Gate Bridge.

Mrs. Kennon enjoyed several years of caring for grandchildren and pursuing her art work. But in October 1991 tragedy struck: a massive fire destroyed their home, all of their mementos from travel and her art work. They set about rebuilding the house and moved back in within a year.

Mr. Kennon died in December 2000, and Mrs. Kennon decided that living in

a large home in the hills was no longer practical. She was, by then, spending a lot of time in San Francisco at the opera, the symphony and the ballet. So she found a condominium and moved herself across the bay, where she lived the city life, taking full advantage of her proximity to the vibrant cultural life.

During her last couple of years Mrs. Kennon lived closer to her daughter, Naomi, enjoying the life and care at The Parkview in Pleasanton.

Mrs. Kennon is survived by her daughters Naomi (and her husband, James) Shand of Dublin, Calif., and Carol Kennon of Albuquerque, N.M.; grandchildren Laura Shand, Jennifer Gower, Nicole Hjelle and Calvin Hjelle; and three great-grandchildren, Carter Gower, Elliot Stevens and Mallory Gower.

■ **George Mirick Lane**, 87, a retired Foreign Service officer, died on June 7 at his home in Middlebury, Vt., of cancer.

Mr. Lane was born in Baltimore, Md., on Oct. 15, 1928. He received a B.A. from Cornell University in 1951 and an M.A. from Tufts University's Fletcher School of Law and Diplomacy in 1957.

He served in the U.S. Army from 1951 to 1954. He and his wife, Betsy, were married in Beirut, Lebanon, on July 14, 1955.

After working for two years in the private sector, Mr. Lane joined the State Department Foreign Service in 1957. During their more than 60 years together, the Lanes lived in Lebanon, Saudi Arabia, Syria, Morocco, Libya, Swaziland and Yemen, where Mr. Lane served as U.S. ambassador from 1978 to 1981.

Ambassador Lane ended his diplomatic career as political adviser to the U.S. Military European Command in Stuttgart, Germany.

Retiring to Westminster, Mass., he enjoyed a second career as a professor of

Middle East studies at Clark University and the College of the Holy Cross. Amb. Lane served as selectman and as a member of the Westminster school board. In the summer of 2012, after nearly 30 years in his ancestral home, the Lanes moved to the Eastview retirement community in Middlebury, Vt.

Friends and family members recall Mr. Lane's enjoyment of tennis, wine, good conversation, music, poetry and well-tended fires.

Amb. Lane is survived by his wife, Betsy; his children Susanne (and her husband, Yahya), Amy (and her husband, Danny), Jonathan (and his wife, Karen) and Judith (and her husband, Ethan); grandchildren Katie, Anna, Jake, Stuart, Tarik and Nadia; and great-grandchildren Juliana, Trae, Gabriel and Mila.

■ **Manuel "Manny" Marroquin**, 72, a former Foreign Service officer with the U.S. Agency for International Development, died on Jan. 3, 2016, after a long illness.

Mr. Marroquin, who joined USAID in 2000, served in Bolivia, Botswana, Haiti and Washington, D.C.

After several months as a development leadership intern, Mr. Marroquin served as an acquisition and assistance officer for six years, until his retirement in 2006.

From August 2006 to May 2010, as an international assistance adviser to the State Department, Mr. Marroquin provided consulting and assistance in developing the Central America Free Trade Agreement.

During 2010, as a management officer in State's International Narcotics and Law Enforcement Bureau, he provided emergency assistance in Port-au-Prince to Haiti's law enforcement programs, police academy, drug enforcement, prisons and displaced persons camps following the country's worst earthquake.

In 2011, Mr. Marroquin served as

management officer, contracts and grants officer and management adviser to the State Department in Jerusalem.

A former resident of Mission Viejo, Calif., Mr. Marroquin had moved recently to Indian Harbour Beach, Fla. Friends and family members recall his love of life and his devotion to this family and his faith.

Mr. Marroquin is survived by his wife, Marlene (née Vreeland); his children, Dina (Meslovich) and Joseph; a brother, Frank, and sister, Lupe (Chirat); and grandchildren Annie, Amanda, Kristin and Josie.

In lieu of flowers, the family requests a donation in his name toward cancer research.

■ **Thomas Deglan McKiernan**, 95, a retired Foreign Service officer, died on Sept. 29, 2015, in Marblehead, Mass.

Son of Thomas Patrick and Ella Dillon McKiernan of Lawrence, Mass., Mr. McKiernan was born in Holyoke, Mass., in 1920. He spent his childhood in Holyoke, Hartford, Salem and North Andover, Mass., graduating from Johnson High School in North Andover in 1937.

In 1942, he graduated with honors from Boston University College of Liberal Arts, majoring in history and political science, and had already completed his first year in the School of Law. Mr. McKiernan later pursued professional studies at the Foreign Service Institute of the Department of State, Columbia University's School of International Affairs, and the NATO Defense College.

Enlisting in the Army in 1942, Mr. McKiernan was commissioned in 1943 and served as an intelligence officer in the North African and European theaters and in the occupation of Germany. He left active service as a captain in 1946.

While stationed in Munich, he met and married Claire Helene Laube of New York City, a civilian employee of the War

Department. Claire, who accompanied her husband throughout his Foreign Service career, died in 2001. The McKiernans had no children.

On completing military service, Mr. McKiernan was commissioned as a career officer in the U.S. Foreign Service. He was both a specialist in German affairs and a generalist with a unique variety of consular, diplomatic and politico-military assignments.

His foreign postings were to Casablanca, Rotterdam, Berlin, Paris (NATO Defense College), Bamako, Nicosia and Izmir.

In Washington, D.C., he fulfilled assignments in the State Department Office of German Affairs and the Office of Multilateral Cultural Affairs, and also served as deputy director of plans and policy in the Department of the Air Force at the Department of Defense.

In 1972, Mr. McKiernan retired as consul general at Izmir, and the McKiernans settled in Marblehead, which he had known well as a boy. They enjoyed a very active retirement, highlighted in the earlier years by volunteer activities and foreign travel.

Although retired, Mr. McKiernan maintained a close interest in foreign affairs. Building on a long-term avocation, he became a serious and locally well-known painter in oil and watercolor.

Thomas McKiernan was predeceased by his brother, Brian. He is survived by his nephew, General (Ret.) David D. McKiernan of Marblehead, and his niece, Katherine McKiernan Carney of Woodbridge, Va.

■ **John A. Murtha**, 83, a retired Foreign Service officer, died on May 15 in Wakefield, Mass., after a long illness.

Mr. Murtha was born in Sedro-Woolley in the state of Washington on Sept. 8, 1932. He served in the U.S. Air Force from 1952 to 1956, and received a B.A. degree from

the University of Washington in 1961.

For the next six years he worked as a supervisory auditor for the General Accounting Office in Washington, D.C.

Mr. Murtha joined the State Department as an auditor in 1967. In 1971, he was posted to Canberra as budget and fiscal officer. He served in Vientiane from 1973 to 1975 and in Dublin from 1975 to 1978.

From 1978 to 1980 he served in the Office of the Inspector General; and from 1980 to 1983 he was assigned to the Office of Protocol. Mr. Murtha retired in 1983.

He is survived by his wife, Myra, of Malden, Mass.; and his daughter, Stacy, and son, Sean, of Virginia.

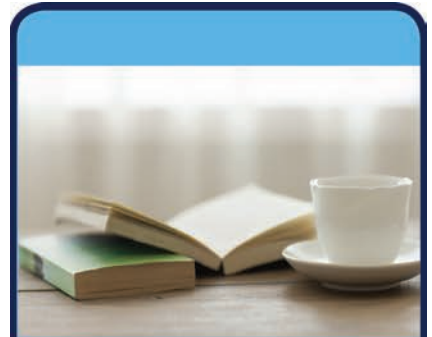
■ **Carroll Christoph Ehringhaus Niles**, 76, the wife of retired Foreign Service Officer Thomas Niles, died on June 18 at the Edgehill retirement community in Stamford, Conn.

Mrs. Niles was born in Charlotte, N.C., on Nov. 24, 1940. She graduated from St. Mary's Junior College in Raleigh, N.C., in 1958 and Goucher College in Baltimore, Md., in 1962, after which she worked in New York for several companies in the advertising and marketing area.

In 1967, she married Thomas Niles, a Foreign Service officer. Following a year during which Mr. Niles studied the Russian language at the U.S. Army Russian Institute in Garmisch-Partenkirchen, Mrs. Niles accompanied him on assignments in Moscow, Brussels, Ottawa and Athens.

These included ambassadorial assignments to Canada, the European Union, and Greece during which Mrs. Niles was recognized as an outstanding representative of the United States and a compassionate and caring leader of the American embassy communities in those cities.

In addition to her husband, Mrs. Niles leaves behind a son, John, a daughter, Mary, and five grandchildren.



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■ **James Perrin**, 86, a retired Senior Foreign Service officer, died on Sept. 17 in Falmouth, Maine.

Mr. Perrin was born in Boston, Mass., on Jan. 27, 1930, to Hugh and Helen Perrin. He was raised in Dedham, Mass., and was a graduate of the Phillips Exeter Academy and Harvard College.

From childhood on, Mr. Perrin's first love was singing. After college he made performing his career, and at age 20 he became a member of Equity, the professional actors' union. At 21, he was singing on the cruise ships that ran between New York City and Buenos Aires, and the following year he had a role in a musical revue starring Maurice Chevalier in Paris.

He then spent several years performing in nightclubs in North America, appeared extensively on television and joined CBS Television in New York as a production assistant and then stage manager.

Nostalgic for the time he had spent in France, Mr. Perrin won a two-year Fulbright Fellowship to study at the Institut des Hautes Études Cinématographiques in Paris.

During this second stay in Paris, he married Martha Bodel, a CBS production coordinator whom he had met and courted in New York. He also served as stage manager for an Ed Sullivan Show taped at Paris' Cirque d'Hiver, and headed a CBS operation in Paris that expedited videotape shipments of the 1960 Rome Olympics to New York.

On returning to the United States, Mr. Perrin spent several years as an associate producer in the documentary division of CBS News, and then became executive producer for cultural programming at National Educational Television, the forerunner of the Public Broadcasting System.

But he found that the higher he rose in executive ranks, the further removed he was from the elements that had drawn

him first to performing and then to television. He also knew he enjoyed living and working overseas. Thus, in 1966, Mr. Perrin joined the Foreign Service of the U.S. Information Agency.

His first diplomatic assignment was as press attaché in the Democratic Republic of the Congo during the turbulent days following General Mobutu Sese Seko's accession to power. Assignments in Fort Lamy (now N'Djamena), Jakarta and Abidjan followed.

The succession of tropical posts had an increasingly adverse effect on his wife's health, and the couple spent the next seven years in Washington before obtaining medical clearance to return overseas.

During this time, Mr. Perrin attended the National War College (now the National Defense University) and served as deputy director and then acting director of the USIA Television and Film Service.

In 1982, he was assigned to Madrid, where he also served on the jury of the 1985 Monte Carlo International Film Festival, and in 1986 he was posted to Paris.

Following his retirement in 1990, the Perrins moved back to Madrid, where for several years he worked in concert and dance management with Luis "Luisillo" Davila, a leading Spanish Flamenco dancer.

Following his wife's death, Mr. Perrin moved from Madrid to Brunswick, Maine, in 2001. There he was president of the Angels, a volunteer support group for the Maine State Music Theatre. He also appeared in several minor roles and served on the theater's advisory board of trustees. Otherwise, his main interests were bridge, photography and fishing.

Mr. Perrin was particularly proud of the Perrin Fellowship he established in 2006 at the Phillips Exeter Academy in Exeter, N.H. It offers a year of independent travel and study for a graduating senior before he or

she continues their formal studies.

Mr. Perrin was predeceased by his sister, Gail Perrin, and by two wives, Martha Bodel Perrin and Mary Define Perrin. He is survived by his brother, Mark Perrin, and his former wife, Valerie Hobson Perrin.

Contributions in Mr. Perrin's memory can be made to the Perrin Fund at Phillips Exeter Academy.

■ **John Page Shumate**, 81, a retired Foreign Service officer, died on Aug. 15 in Pittsboro, N.C.

Mr. Shumate was born on Sept. 18, 1934, in El Paso, Texas. A graduate of Santa Monica High School, he earned a B.S. in political science from the University of California, Los Angeles, and an M.A. in Latin American studies from the University of Southern California.

After working as an engineer for Douglas Aircraft and for General Telephone, he joined the Foreign Service in 1957. His overseas postings included Lima, Canberra and Quito.

In Washington, D.C., his assignments included the Bureau of Intelligence and Research, the Foreign Service Institute (management studies), the Bureau of European Affairs (United Kingdom), the Bureau of Cultural Affairs and the Office of the Under Secretary for Management. He also served as executive director in the Bureau of Administration.

After retiring in 1985, Mr. Shumate became executive director of the Secretary of State's Advisory Panel on Overseas Security (known as the Inman Panel). Later, he was executive vice president and CEO of the American Foreign Service Protective Association.

In 1988, Mr. Shumate founded the Senior Living Foundation of the American Foreign Service, a charitable organization that provides assistance to retired Foreign

Service officers and staff, as well as to their widows and divorced spouses.

He was a member of DACOR and the American Foreign Service Association.

Mr. Shumate is survived by his wife of 38 years, Caroline Taylor; his daughter, Vanessa Campbell Hooper of Mittagong, Australia; his son, John David of Dallas, Texas; and three grandchildren, Erin Hooper, Colin Shumate and Kira Page Shumate. His daughter Jennifer predeceased him in 1998.

■ **Jean Mary Wilkowski**, 97, a retired Senior Foreign Service officer and the first career female ambassador to an African nation (Zambia), died on July 27 in Bethesda, Md., after a lengthy illness.

Born on Aug. 28, 1919, to Ernest and Mae Wilkowski in Rhinelander, Wis., Jean Wilkowski earned a B.A. in journalism from Saint Mary-of-the-Woods College in Indiana. She earned an M.A. from the University of Wisconsin, and went on to receive six honorary degrees. She taught various courses at Barry College in Florida before embarking on a 35-year career in the U.S. Foreign Service in 1944.

Her first post was Trinidad. She concentrated on trade and economics during assignments in Colombia, Italy, France, Chile and Honduras. She helped negotiate the expansion of the General Agreement on Tariffs and Trade, which led to creation of the World Trade Organization.

Ms. Wilkowski was appointed U.S. ambassador to Zambia in 1972. During her tenure there, she helped change U.S. policy in Southern Africa.

Ambassador Wilkowski also served as a diplomat in residence at Occidental College in California. Before retiring from the Foreign Service in 1980, she worked with Notre Dame President Father Theodore Hesburgh on the U.S. preparation for the 1979 United Nations Conference on Sci-

ence and Technology for Development in Vienna, which included a research visit to the People's Republic of China.

Amb. Wilkowski devoted her retirement years to various economic development and aid projects. She served as the first female FSO on the board at DACOR and was honored to receive the prestigious Foreign Service Cup there.

She served as chair of the board with Volunteers in Technical Assistance for 12 years. During that time, she held senior positions on the board of Corn Products/Best Foods, advising on corporate operations abroad.

Amb. Wilkowski received the Cross of Merit, pro Merito Militensi, from the Sovereign Military Order of Malta in 1971 for humanitarian service to 50,000 war refugees in Central America. She was invested in 1991 and conducted several humanitarian missions to Colombia, the Dominican Republic, Honduras and Cuba.

She was a Woodrow Wilson Foundation Fellow and a scholarly author. Her autobiography, *Abroad for Her Country* (pun intended, as she told two University of Wisconsin graduates in an April 2009 interview) chronicles her Foreign Service experience.

Throughout her life, Amb. Wilkowski lived her faith daily and inspired others to do so. She funded schools and missions in Africa and Cuba—which her family trust continues to fund today. She was a lay member of the Bishops' International Policy Committee and an international consultant to the Association of Catholic Colleges and Universities.

Amb. Wilkowski was preceded in death by her parents and her brother, Lt. Col. (ret.) Ernie W. Wilkowski. She is survived by her nieces Mary Trogg, Kathleen Handley, Stephanie Turnquist and Margaret Wade; her nephew, Frederick Wilkowski; and their extended families. ■

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Embassy Voices Revealed

To the Secretary: Leaked Embassy Cables and America's Foreign Policy Disconnect

Mary Thompson-Jones, *New York: W.W. Norton, 2016, \$27.95/hardcover, \$14.87/Kindle, 384 pages.*

REVIEWED BY DAMIAN LEADER

To the Secretary offers an overview of U.S. diplomatic life and practice, relying primarily on the quarter-million embassy reporting cables downloaded by a disgruntled soldier and published online in November 2010 by WikiLeaks.

This book is not an in-depth account of the WikiLeaks affair or its fallout. Rather, the author's purpose is to use these cables to offer nine "glimpses" into embassy reporting primarily from 2006 to 2010. These glimpses include anti-Americanism, colorful travel accounts, crises, biographic reporting, environmental issues and corruption.

Developing these themes requires many digressions to provide context, both on embassy work and on some of the events themselves (anyone recall what the 2009 Honduran coup was about?).

The international WikiLeaks controversy led to a brief media fascination with a handful of those cables, although the repercussions for some embassy contacts continued much longer. On the bright side, it also led to recognition of the overall high quality of embassy reporting. Timothy Garton Ash in *The Guardian* described some reporting as "almost worthy of Evelyn Waugh."

Dr. Thompson-Jones is especially interested in public diplomacy—her career track—and her book has interesting things to say about its practice in the field and Washington's misunderstanding of what it can and cannot achieve. She is spot on in

attributing public diplomacy failures in the Arab world less to the messaging and more to the policies we were trying to promote.

Although hanging an account of U.S. foreign policy on the WikiLeaks documents sounds like a good idea, doing so limits the time frame and sources. The WikiLeaks cables were stolen from the interagency-accessible data base, SIPRNet, which does not include captioned traffic, official-informals, classified or unclassified emails, or transcripts of phone calls and secure videoconferences between senior officials that cut out embassies entirely.

In fact, WikiLeaks presents only a slice of what was actually being reported back "To the Secretary." More significantly, the author does not explain how the Washington interagency process makes policy, the role of State Department offices and officials, and how embassies and ambassadors can exercise influence in that process.

Dr. Thompson-Jones also embraces the current orthodoxy that there is a chasm between "traditional" diplomacy (with its "black ties and limos") and "expeditionary diplomacy." But, in fact, good FSOs seek levers they can use to advance U.S. interests, which usually requires engaging with *and* listening to both the elite and the street—not one or the other.

The reader may get the impression from the leaked cables that serving in war zones or in tandem with the military is something new that began 15 years ago in Afghanistan and Iraq. But FSOs played those roles in Vietnam decades earlier, and have continued to do so in wartorn countries in Africa and elsewhere.

As in any wide-ranging account, there are some questionable statements. It is not correct, for instance, that the U.S. govern-



ment "would like Americans to stay away from—at this writing—37 countries." Many travel warnings—such as that for Israel, for example—are for specific parts of a country, not the whole nation. Similarly, in 2008 Russia invaded Georgia, not just Abkhazia and South Ossetia, where it already had forces in place.

Dr. Thompson-Jones concludes with 34 pages on Secretary Hillary Clinton's tenure. The subtitle, "The Good Enough Secretary," sums up the author's evaluation of Sec. Clinton's time at State.

The epilogue adds three "pleas": first, that the "foreign policy establishment" include embassy voices in decision-making; second, that the under secretary for public diplomacy be a career officer; and third, that perusing WikiLeaks should not be off limits to people with security clearances. Hard to argue with any of those points.

This book suffers by trying to cover several things at once, none in great depth: thoughts on reporting, descriptions of embassy practices, commentary on State Department policymaking and an evaluation of Hillary Clinton's tenure at State.

It might have been better had the author drawn on her considerable experience and insight into public diplomacy and focused primarily on that. She could then have drawn more on the growing discussion (much of it online) about public diplomacy and on the extensive collection of recently declassified cables and memos that go beyond Julian Assange's data bases. ■

Damian Leader teaches diplomacy at New York University. An FSO from 1985 to 2013, he served alongside the 82nd Airborne in Grenada and worked on the Mozambican and Angolan peace processes, as well as on Eastern European and Russian affairs.

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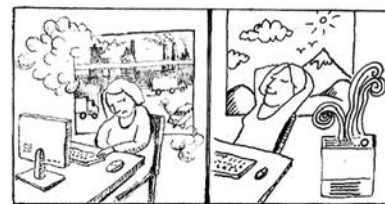
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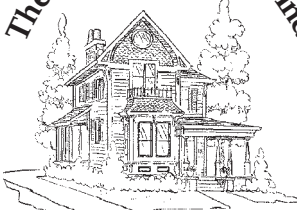
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Turkeys Parade at the Border

BY VICTORIA HESS

In 1988, just before Thanksgiving, I woke up screaming in a luxury hotel in Kuwait City. For two days, we had been trying to leave Kuwait. Trying to get to Iraq, home as of two months earlier.

Travel was difficult for diplomats. We needed Ministry of Foreign Affairs approval to leave Baghdad. Approval took a week. Everything we did and said was observed by the government, even in private moments. Colleagues advised us to take regular trips out of country to decompress.

So we took a road trip to the closest international outpost, Kuwait City, 10 hours south of Baghdad. We took orders from colleagues for food and necessities. Since it was right before Thanksgiving, the orders included many Butterball turkeys.

The drive to Kuwait City was liberating. Our Suburban flew through the flat, khaki-colored desert along a well-maintained highway marked with clear signage in both Arabic and English. Within an hour of being welcomed to Kuwait, we were in a five-star hotel near the U.S. embassy.

We spent the weekend buying supplies. The turkeys came directly from the importer (and straight into ice chests), soda from the soda factory and long-life milk from the Danish Dairy. A Safeway,

just like at home, filled other needs. Then we started back.

At Iraq customs, we hit a roadblock. The Iraqi customs officials wanted to search our vehicle. We had been instructed that a vehicle with diplomatic plates could not be searched or detained by its host country. Yet here we were, being told we could not re-enter Iraq without a thorough search of the Suburban.

Iraqis hate to say “no” (la). We spent a lot of time that morning in a small dark office, drinking many cups of sweet lemony chai from tiny glass cups, being told that of course we could drive to Baghdad, but our vehicle had to be searched first. *We* had no trouble saying “no,” telling them that our vehicle could not be searched.

They said everything but diplomatic pouches could be searched. We saw a European diplomat’s vehicle drive straight through, and we knew that we were being singled out. We asked to call our embassy, and we were told that the phone lines between the border and Baghdad were down. A call was impossible.

Finally, we returned to Kuwait. From the border, we called Embassy Baghdad and were directed back to Kuwait City, where we unloaded our perishables for safekeeping by the defense attaché, whose counterpart in Baghdad had ordered many of the turkeys. We were to try again the next day.

We followed the Iraqis’ lead. Everything in the vehicle except passports, water and lunch, was sealed into diplomatic pouches. Big diplomatic pouches: some large enough to house four ice chests or a St. Bernard or two.

We also learned that our mission

suspected we were being scapegoated because the United States had just denied a visa to Palestine Liberation Organization leader Yasser Arafat, who had been invited to talk at the United Nations. We were the first American diplomats to try to cross the border since that denial.

At the Iraqi crossing we pointed to the sealed diplomatic pouches. The customs officials objected. Making gestures the size of a briefcase, one official said, “This is a diplomatic pouch.”

Soon we were swimming in chai again. As we drank and drank, we saw two “suits”—MFA officials, we surmised—walk up to observe. We returned to Kuwait, and the Kuwaiti officials were amused.

The defense attaché took back the groceries, and we went back to the luxury hotel, where I woke the next morning screaming. We were told to sit tight while things were worked out between Embassy Baghdad and the MFA.

Finally, our entry was arranged. The diplomatic pouches were gone. The Iraqis had agreed that they would not search our vehicle, as long as they were allowed to search everything in it.

We unloaded the entire vehicle. Like a parade, a dozen turkey-filled ice chests stood in a row on the dusty pavement followed by cases of long-life milk and Pepsi. After a pro forma inspection, we reloaded those American birds for their final journey.

Then we drove home, very much pawns in a political situation over which we had no control. The turkeys made it to Baghdad for Thanksgiving dinner, and I wouldn’t be surprised if the very men who ordered us detained were invited. ■



Victoria Hess lived in Baghdad from September 1988 until Iraq invaded Kuwait in August of 1990. Her husband was a general services officer, and Victoria kept the commissary stocked with groceries from Kuwait and alcohol from Europe.



The Chennai community liaison officer organized a visit to a Hindu festival at the Parthasarathy Temple in Chennai's Triplicane neighborhood, which included a procession of statues carried by young Brahmin men on their shoulders. Afterwards, relieved of their burdens, the young men kicked up their heels. ■

Ed Malcik joined the Foreign Service as a management officer in 1984 following a tour in the Peace Corps, and served in Douala, Mumbai, Bridgetown, Dakar, Abidjan, Djibouti, Berlin and Stockholm. He retired in 2010 and now relishes his role as a trailing spouse, following his wife, Susan, to Chennai. He took this photo with a Nikon 300s and a 20mm lens.

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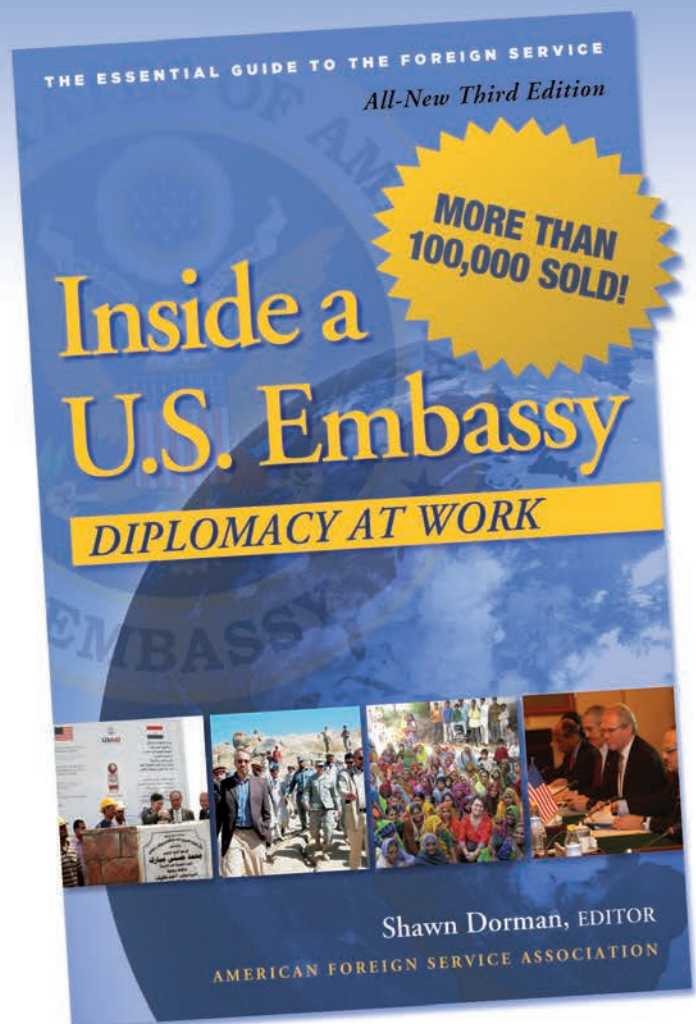
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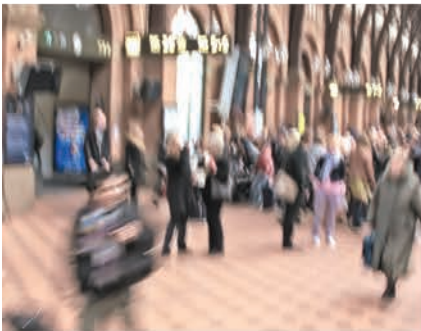
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