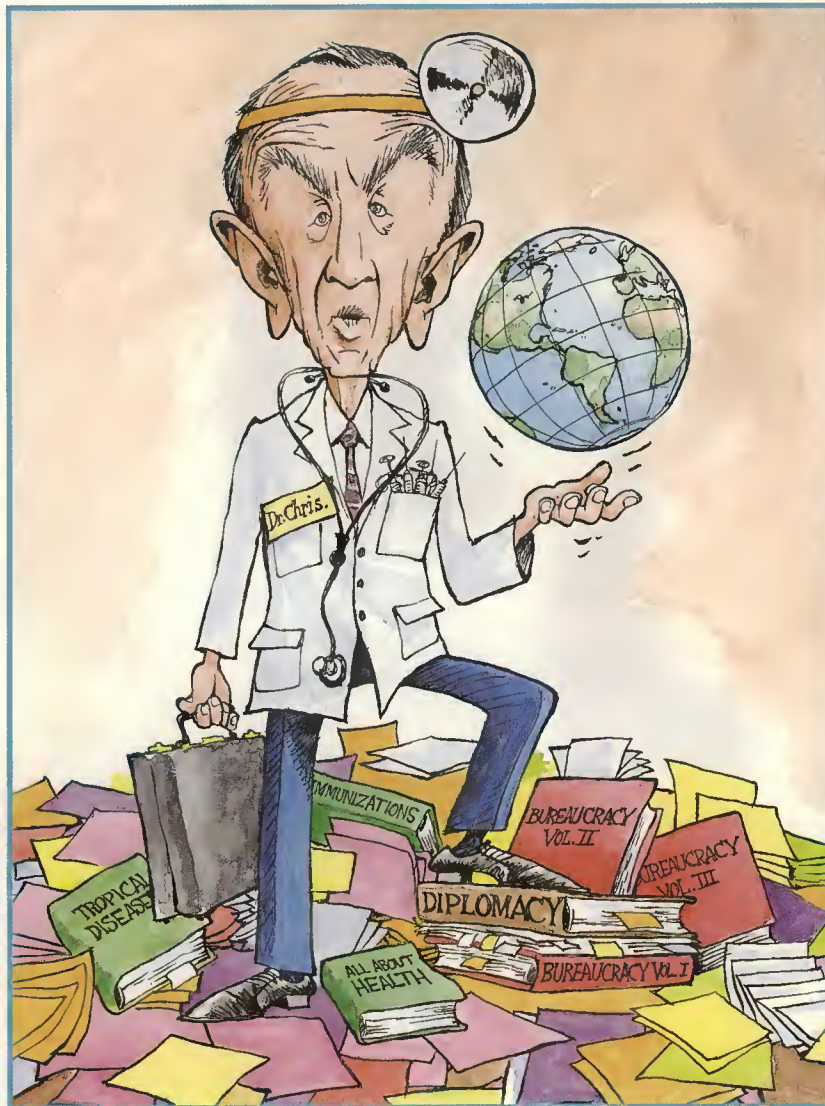


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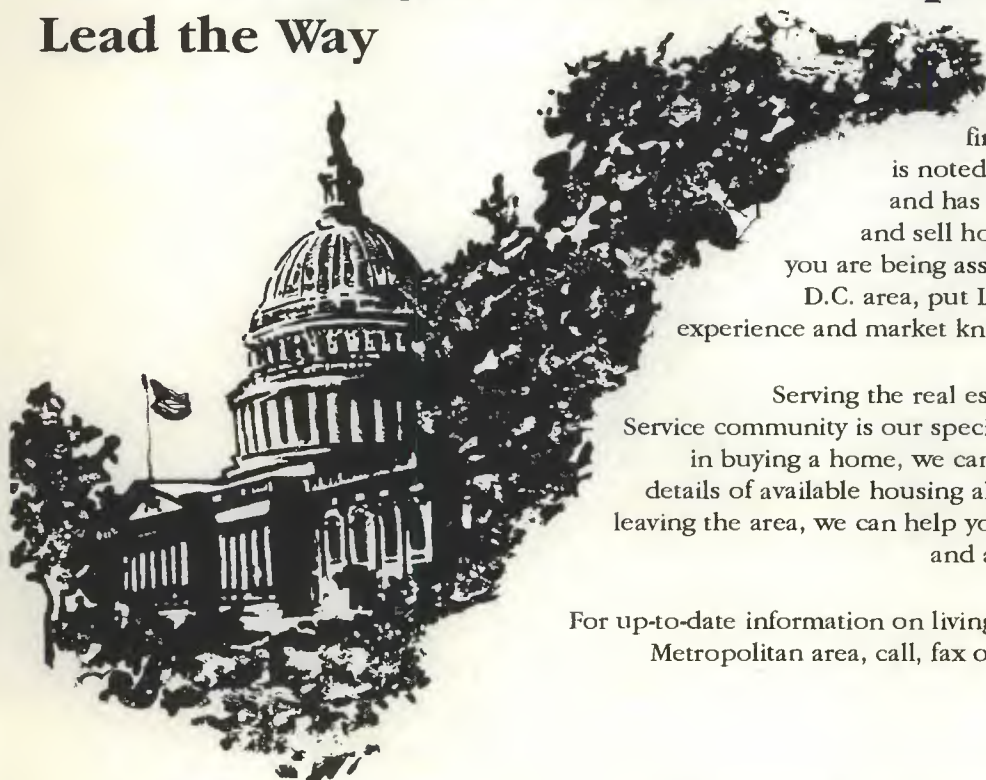
ANNE SIGMUND

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PRESIDENT'S VIEWS

Needed: A Mission Statement

BY F. A. "TEX" HARRIS

Secretary of Defense William Perry in early March confidently unveiled the administration's \$243 billion defense and intelligence budget for fiscal year 1997. This "national security" budget was immediately attacked by members of Congress for underfunding America's defenses.

Secretary of State Warren Christopher in late March laid out the administration's \$19.2 billion dollar request for the entire range of America's diplomatic activities, 10 percent less than last year's \$21.3 billion request. The reaction is already under way behind the scenes. It is a battle to decide whether the final number will be 1 or 2 billion below the amount requested — 15 percent or 20 percent below fiscal 1996.

The difference is not just in the reception given these budget proposals but in their presentation. Secretary Perry sharply focussed on an easily grasped four-part mission for America's military and intelligence arms: (1) Air Dominance; (2) Naval Dominance; (3) Land Dominance; and (4) Battlefield Awareness. No one challenged the mission or the need for our armed forces as institutions. In contrast, the secretary of State offered a complex of four principles and three objectives in his foreign policy speech at the JFK School in January. It was good, but not a "grabber." In Broadway terms, people didn't leave

F. A. "Tex" Harris is president of AFSA.

*Our statement
must act as a
lantern, an
anchor and a
conscience.*

the theater humming the tune. Clearly, Christopher has a tougher pitch to make. Perry is asking for hundreds of billions for hardware with lots of attached jobs. Christopher is asking for millions for software. But Perry is funding the second and third lines of America's defenses around the world while Christopher is funding the thin front lines.

Obviously, policy and mission are two different things. Christopher was articulating the former, Perry the latter. But policy cannot be effected and front lines cannot be manned without a strong institution, the U.S. Foreign Service. If Main Street, USA, understands and values the mission of the Foreign Service, the institution will be there even if people wrangle over policy in the meantime. Unfortunately, the Foreign Service has never stated its mission clearly, convincingly and independently. This was not so serious a problem during Cold War consensus on foreign policy. The Service's

work, so intricately interwoven with the implementation of policy, spoke for itself. But in the post-Cold War debate and public confusion over foreign policy, the Service stands naked. We need a vision for the Foreign Service for these times when there is no broadly accepted foreign policy vision for the nation.

The mission statement for the Foreign Service must act as a lantern, an anchor and, at times, as a conscience. It must be short, flexible, inclusive and distinctive. It must express our qualities, our experiences and our aims. Developing one is very, very hard work. Everyone in the Foreign Service should participate. This must be a bottom-up, inclusive process; not a top-down mandate. Contributions from friends outside the Service are welcome, too.

The Foreign Service also needs a signature motto which in a few words explains our acts and our aspirations. Some classic examples: Marine Corps: "Semper Paratus"; Coca Cola: "Within arm's reach"; DHL: "We keep your promises."

Now is the time for the Foreign Service to state clearly its mission. USIA has done this hard work. It is printed below to start the thinking on statements for the entire Service.

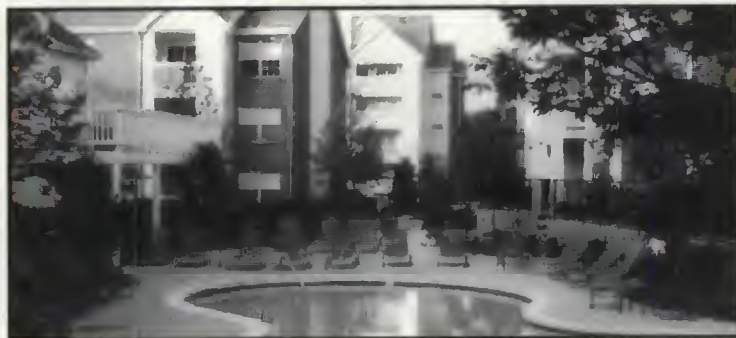
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To the Editor:

Charles A. Schmitz ("Speaking Out," January *Journal*) implies that privatization of consular work would lead to greater efficiencies and savings to the taxpayers. In fact, fees are already being collected from customers to reimburse the U.S. government for the cost of consular services. As long as these user fees are properly fixed, and revenues appropriately allocated, consular work can basically pay for itself. Furthermore, some consular operations would be the envy of any business person. In Santo Domingo, for example, we take in about \$12.5 million a year in fees, far more than total operating costs for the consulate.

A myopic budget process, however, prevents a rational distribution of resources and contributes to the State Department's financial woes. Falling program funds earmarked for this post will force us to slash consular staff and reduce services — thereby lowering our "net profits." Washington should understand that by cooking our goose, we will be sending fewer golden eggs to the U.S. Treasury.

*T. Dennis Reece
Consular Section
U.S. Embassy Santo Domingo*



To the Editor:

The headline and much of the content of the article, "Redirecting the CIA" (February *Journal*), are neither balanced nor constructive.

The focus on "CIA-State Department Conflict" leaves the impression that relations between State and CIA are governed by bureaucratic rivalry, greed for programmatic control and competition for credit.

Even in the past, these characterizations were overblown. Today, your readers deserve to know that all members of the foreign intelligence team overseas are working together to deal with the post-Cold War challenges of combating proliferation and international terrorism and providing support for peacekeeping activities.

I regret that this article will find its way into many U.S. embassy offices throughout the world, creating the impression that your journal is encouraging Foreign Service officers to take a narrow and bureaucratic approach to their responsibilities.

*John Deutch
Director of Central
Intelligence
Washington, D.C.*



To the Editor:

Congratulations on the February issue of the *Journal* and its "Focus on CIA-State Department Conflict." David Swartz, Charles Cogan and Karen Krebsbach all make important and positive contributions to the searching reexamination of the national security structure that is long overdue.

AFSA President Tex Harris is right that the lack of proportionality

between the funding of diplomacy and intelligence is key to the problem. CIA Director John Deutch has recently requested the resignation of the managers of the National Reconnaissance Office, who misplaced \$2 billion. This sum is roughly equal to the entire budget of the Department of State.

*Robert E. White
Retired FSO
President, Center for
International Policy
Washington, D.C.*



To the Editor:

While one must agree with Ambassador David Swartz that CIA officers overseas should not duplicate substantive Foreign Service functions or involve themselves in policy ("Redirecting the CIA," February *Journal*), many of his views betray the same imperfect understanding of the nature of clandestine espionage that underlies much Foreign Service writing about the CIA.

Many FSOs assume that the only function of an espionage service is to gather and report information of value to our policy-makers. FSOs can and do carry out such a function just as effectively as their CIA colleagues, when both are working with normal diplomatic contacts. From this one might conclude that the CIA's role is redundant and unnecessary, should be abolished or reduced to a subsidiary arm of INR (Intelligence and Research Bureau), placed under direct

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LETTERS



operational control of the ambassador, or in some other way neutered. Foreign Service articles on this topic usually contain some anecdote of how the writer was getting — for free — the same information that the CIA was, quite unnecessarily, paying for. Or how so much CIA reporting really contains nothing but “coffee-house gossip,” as Swartz terms it, submitted uncritically by some implicitly unsophisticated CIA gum-shoe.

The reality is that a clandestine espionage service carries out highly specialized and sophisticated operations to recruit controlled sources who will report information not regularly available from local contacts. Equally pressing is the interest in acquiring the sources themselves, from whom information will flow later in a systematic manner in exchange for remuneration under detailed guidance and discipline, and with a full disclosure of sub-sources. There can be no question of a recruited and controlled CIA source reporting the same information simultaneously to the CIA and to embassy contacts, despite what Ambassador Swartz and others may wish to believe. CIA controlled assets are instructed not to report to anyone else, and ... to give Americans as wide a berth as possible for obvious security reasons. Occasionally, however, a CIA contact, while being cultivated for recruitment but not yet fully under the CIA's control, does end up dealing with both embassy and CIA personnel simultaneously. ... It is misleading and unfair to cite any one of these incomplete activities as an example of slipshod CIA operations or of unnecessary duplication.

Very few Foreign Service officers I've met understood the nature of an espionage service's contractual employer-employee relationships with its recruited assets, usually preferring to interpret such relationships

LETTERS

from the more simple perspective of their own experience in diplomatic elicitation. It is for such lack of comprehension that ambassadors must never be given operational control of clandestine espionage activities. The temptation would be too great to mis-evaluate and then suppress such activities whenever their product challenged ambassadorial assumptions, or else just to meddle in the operation — a potentially disastrous situation when done by someone without the requisite training, understanding of the relationships involved, or professional experience.

Once we grasp what a clandestine espionage service does, a decision must be made whether the United States should even have such a service in today's world. If the answer is yes, then we have to consider the CIA's Directorate of Operations which, after years of pressure ... may have indeed become as third-rate and inept as Swartz's article implies. ... My own view is that it would be impossible to resurrect and rehabilitate the CIA's clandestine service. There are too many vested interests gnawing at the corpse, from within as well as without. If we are to have an espionage service, it must be recreated by carefully selected experienced professionals, and it must be done soon, while there are still some professionals left. The service must be streamlined and dedicated only to clandestine collection against truly priority targets. Let it, perhaps, be part of the National Security Council under direct presidential protection which, as an elite service, it will certainly need. Most non-espionage functions of the CIA could be absorbed by those government agencies most interested in them. What might be left to the CIA itself are coordinating functions — to facilitate interdepartmental communication on intelligence, to task the various departments and the espionage

service, to chair inter-agency meetings, and to make certain that intelligence indicators are not overlooked.

*Christopher D. Costanzo
Retired CIA officer
Randolph, Ver.*

To the Editor:

I read the February issue of the *Journal* with more than a little amusement. After reading a letter about management's confusion and lack of understanding of the medical program, I read in "Clippings" about the strain put on our overseas missions by the government shutdown and "Speaking Out," which spoke to the department's stellar personnel system. The article that really raised my eyebrows was the piece with "pulp fiction" type prose inviting readers to submit their best short fiction pieces for publication.

What is amusing about that? Some of the best fiction comes straight from real life. For instance, take the concept of management in the Department of State. Actually, that is an oxymoron. But it is also fiction. In spite of the best efforts of a small cadre of talented officers, the inept, incompetent majority lead by the senior members of the department have won out, and there is no management in the Department of State. The amusing (and frightening) thing is that the seventh floor continues to talk about management as though it was a reality rather than fiction.

Reality is born of action rather than words. If I had a dime for every time I have heard some senior official say, "people are our most important resource," I would be a wealthy person. That is fiction. The words roll off the tongues of our leaders the same way an audex informs a caller to record a message. They



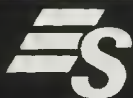
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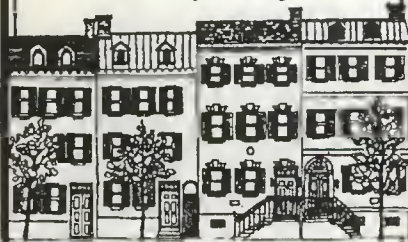
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LETTERS



have about as much emotion and not nearly the sincerity.

The reality is that the department has continued over the last 15 years to erode benefits and programs that once served as incentives for Foreign Service personnel to serve overseas. The assault on the medical benefits is only one of a long series of cutbacks that diminish the quality of life for those who would dedicate their lives to service abroad. The list includes but is not limited to: flying cattle class, city-pair fares for travel, serious reductions in housing standards, downgrading post differentials for budget reasons, rather than living conditions, reductions in staff with no concomitant reduction in workload, a promotion system that defies definition, paying people a premium to stay in Washington. Anyone who expects the senior officers in charge of running the department to take notice of these issues may as well put his faith in the tooth fairy.

All of these changes are, of course, blamed on the budget crisis. The reality is that the department was so poorly managed before the budget crisis that it would be Pollyanna to think the management would get better as resources get scarcer. All the budget crisis has done has been to exacerbate the situation and create a sort of blind panic among those who have responsibility. Their reactions are reminiscent of the windup toys that go forward until they hit an obstacle, then back up, make a blind turn and go until they hit another obstacle. All in all a frightening idea; like fiction, like Stephen King.

I look forward to reading the special fiction issue of the *Journal* in August. However, I think it will have difficulty competing with the fiction about management we continually get from the seventh floor.

*David W. Williams
Retired FSO
Fairfax, Va.*

To the Editor:

We have read the *Foreign Service Journal* (January) from cover to cover, especially the articles on {Bob} Frasure and [Barbara] Schell. Of course, we read Fred [Cuny's] first.

Christopher Merrill did a wonderful piece and we are very grateful. As we read about the other two, we realized that Fred knew them both and admired them. I believe he worked with Barbara in the Kurdish project.

It is a great comfort to know that our Fred did make a difference and that he is not forgotten.

*Charlotte Cuny
Rockwall, Texas*



To the Editor:

For articles honoring the courage of three of our fallen fellow Foreign Service colleagues (January *Journal*), there was a bit of sloppy reporting in the issue.

Specifically:

■ Bob Frasure did not die in a "car accident." The vehicle was an armored personnel carrier. Frasure and the others were in the APC because of the security the heavy vehicle allowed against Serbian gunfire. The APC went down the mountain because the roadway gave out under the weight of the vehicle. Had they been in a car, the accident probably would not have happened. Bob is dead because he was doing dangerous work, not because somebody drove badly.

■ Barbara Schell did not work on a "visa line" in Casablanca. Barbara was the only consular officer in Casablanca at that time. The Consulate General was still located in a villa on Place de la Fraternite, and the vice consul's office was large, with French doors overlooking the garden. The consular assistant was a lovely and talented French lady who had come to Morocco to escape

LETTERS

Nazi persecution in WWII. I served on temporary duty in Casablanca immediately before Barbara arrived there. She told me she loved it.

Alfred R. Barr
Retired FSO
Washington, D.C.

To the Editor:

I wish to commend Rhoda Newnan for her interesting article about Mark Twain's interest in foreign affairs (February *Journal*).

The author's suggestion of Twain's self-esteem prompts a comment that when Twain was still resident in San Francisco, he wrote about his attendance at a church presided over by the well-known Rev. Charles Wadsworth. Twain praised the sermon, but objected to "sitting in the gallery among the sinners."

U.S. Minister to China Anson Burlingame's advice to Twain about avoiding inferiors suggests that he knew the Confucian maxim: Have no friends who are not as good as yourself.

Paul M. Miller
Retired FSO
Indian Shores, Fla.

To the Editor:

I recently read several issues of your journal and became extremely interested in the in-depth and well-researched articles. I would like to congratulate you for an excellent publication. The *Foreign Service Journal* is an interesting and eye-opening magazine. I would appreciate it if you could send me more information about subscribing to your magazine.

George E. Wright
San Diego, Calif. ■

AN INVITATION FOR FICTION

The *Foreign Service Journal* is seeking works of fiction, from 2,000-4,000 words, for its annual fiction issue. Preference will be given for Foreign Service settings, situations and characters. A small honorarium is offered. Submissions, by mail (disk preferred) or fax, may be made by June 1 to Karen Krebsbach, Editor, *Foreign Service Journal*, 2101 E St., NW, Washington, D.C. 20037, or at (202) 338-8244. No exceptions to the deadline. The four or five favorite stories of the Editorial Board will be published in the *Journal's* August issue.

AUTHOR SEEKS FSOs WHO SERVED IN VIETNAM

A Foreign Service author wishes to interview State Department FSOs who served in Vietnam during the period 1955-75, or who had significant Vietnam-associated experiences elsewhere. Of particular interest are those officers who have knowledge of the period prior to 1965 when crucial decisions were made, which led to increasingly massive American involvement. Selections from the resulting interviews will be included in a book on the role of the Foreign Service in Vietnam from 1955-75.

Those willing to share their experiences should contact Terry McNamara or Stu Kennedy at the Association for Diplomatic Studies, 4000 Arlington Boulevard, Arlington, Va. 22204. Telephone: (703) 302-6990.

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FEB. 19

DIPLOMATIC MISSIONS TELL TRAVEL TALES

"After years of putting up with some truly demanding and insufferable official visitors from Washington, diplomats are snapping shut their checkbooks, lowering their tour guide umbrellas and quitting their babysitting jobs. They are serving notice — with good reason — that they have finally had enough." An editorial in the Mar. 9 *Washington Post* praises the American Foreign Service Association "for telling it like it is." The editorial acknowledges that overseas visits are necessary for a well-informed Congress and that serious visits should be encouraged. However, travel abuse is documented in more than 140 cables received by the association, which spell out the burdens and high-handed treatment American embassy staff have had to endure at the hands of CODELs, or congressional delegations. The editorial opines that even "insensitive congressional travelers ... should get the message."

USAID EXPERTISE HELPS D.C. CLINIC

When their popular Southeast Washington health clinic was closed down by city budget cuts, the Capper housing community linked arms with the U.S. Agency for International Development (USAID) to devise a plan to reopen the clinic, reported Michael Fletcher in the Feb. 11 *Washington Post*. This union in the wealthiest nation's capital is advantageous for both USAID and the residents of Capper.

Fletcher reports that for USAID, the program is another opportunity to prove the long-term value of foreign aid. Capper, like many other U.S. communities affected

by recent budget cuts, finds itself in deteriorating social conditions very similar to those in the Third World. Although USAID is prohibited by law from funding projects in the United States, it devised a business plan to attract outside funds to finance the clinic's resurrection. Despite Capper's dilapidated conditions, USAID specialists sharing their expertise are confident that they can help the community reopen the health clinic which once had 6,000 clients.

Washington is the fourth U.S. city that USAID has helped since the creation of its Lessons Without Borders program 18 months ago. The program teaches simple ways to improve economic and social conditions in low-income neighborhoods.

David Gilmore, the receiver who oversees public housing in the district, says he welcomes USAID's help, although he cringes at the inevitable comparison to the Third World. "...But it is pretty clear that this agency brings some expertise we don't have and they are willing to share it."

'TOP HAT' CAPS MOSCOW EMBASSY

A red brick building in downtown Moscow abandoned over 10 years ago because it was riddled with super-sophisticated electronic sensors is the chosen location for the new U.S. embassy building. The original building, begun in 1979, was abandoned six years later when U.S. security officials discovered that Soviet workers had studded it with so many listening devices and eavesdropping bugs that it was essentially a state-of-the-art, eight story microphone, reported Lee Hockstader in the Feb. 22 *Washington Post*.

Now after tens of millions of dollars spent on investigations, dozens of congress-



CLIPPINGS

sional debates and much finger pointing, the State Department is spending another \$240 million on making the chancery bug-free. Plans for the new building involve tearing off the facade and walls and demolishing the top two floors. A four-story "top hat" of secure offices will replace the old floors and only American-made materials will be used in the building process.

"We learned our lesson the hard way the first time," said one U.S. official. "This will be a strictly made-in-the-U.S.A. operation." No Russian workers will be allowed anywhere on the building site, and no Russian materials will be used. By agreement with Russian authorities, reports Hockstader, the State Department withheld floor designs and most other information when the building plans went before the Moscow Architectural Review Board for approval last spring. The project is so huge that it has its own headquarters building in Rosslyn, Va.

The 10 story chancery, scheduled for completion in the fall of 1999, will be the most expensive diplomatic construction project in U.S. history, about four times more costly than originally planned.

PROMOTIONS DWINDLE AS FS ANXIETY SOARS

More and more able senior officers are being forced out of the Foreign Service by an inflexible promotion system and a shrinking number of jobs for senior officers, reported Thomas Lippman in the Feb. 13 *Washington Post*. Under State Department personnel rules ratified in the 1980s, a senior officer with the rank of minister counselor has 10 years to gain promotion to career minister. According to Anthony Quinton, director general of the

Foreign Service, in the last review period, a group of 255 minister counselors competed for a single slot as a career minister. "The chances of getting across the promotion threshold are extremely restrictive," said Quinton. "We have a surplus of senior Foreign Service officers, and we are going to try to get the number of senior Foreign Service personnel into line with the number of jobs requiring that level of responsibility."

Many current and former members of the Service say the inflexibility of the present system is sifting out people who would be retained and valued if merit were the only consideration. According to F.A. "Tex" Harris, president of the American Foreign Service Association, the system "eats its own young" because the very best people are promoted early, starting the clock toward forced retirement.

Under Secretary of State for Management Richard Moose pleads guilty to refusing to grant "limited career extension" waivers to valued officers. Too many discretionary waivers in the past are part of the reason for the glut of senior personnel now, he told Lippman. At the beginning of the Clinton administration, State had "substantially more" than the 820 senior Foreign Service officers then authorized by Congress, Moose said. In the 1995 authorization bill, Congress reduced the limit to 780 and State has cut that to 720, but "we only have 660 jobs." Moose declared, "We have to get away from the notion that the Foreign Service is a lifetime vocation. There will be more good 20-year careers."

Only two men on active duty presently hold the rank of career ambassador, the department's highest: Thomas R. Pickering, ambassador to Russia and Frank G. Wisner, ambassador to India.

50 YEARS AGO

Do you like to travel? Do you enjoy the pursuit of pure learning over research? These are not reasons, wrote Walton Ferris in the April 1946 *Journal*, to join the Foreign Service. However, if you can give an affirmative answer to the following questions, it is likely that you are fitted for the Foreign Service and should make a serious effort to enter it, wrote the former assistant chief of State's Bureau of Personnel.

The questions: Do you have a consistent intellectual curiosity about how other nations do things and why, and about the position of the United States in world affairs; do you have a desire to live among other people and to get to know them and their viewpoints; and finally, do you have a liking for learning and for practical business in almost equal proportions?

CLIPPINGS

"Our whole diplomatic apparatus is overbureaucratized today."

— GEORGE KENNAN,
US NEWS & WORLD
REPORT, MAR. 11

DISSENTERS IN DUBLIN REAP ENVOY'S WRATH

Secretary of State Warren Christopher has formally reprimanded Jean Kennedy Smith, U.S. ambassador to Ireland, for improperly trying to "destroy" the careers of two FSOs who dissented from her 1994 recommendation to give a U.S. visa to Irish nationalist leader Gerry Adams, reported Thomas Lippman in the Mar. 7 *Washington Post*. According to State officials, Christopher acted after receiving a scathing report from the inspector general (IG) accusing Smith of improper and possibly illegal conduct in the case.

IG Jacquelyn Williams-Bridgers charged that Smith retaliated against consular officer James Callahan and public affairs officer John Treacy after the two FSOs opposed her 1994 visa recommendation. Four Dublin embassy staff members

voiced their disagreement through the State Department "dissent channel." According to the IG report, Smith then excluded two of them from embassy functions and arranged for unfavorable personnel evaluations. Smith denied doing this, but the IG investigators "found otherwise" after examining embassy guest lists and other records. The IG also found that Smith cut Callahan out of visa policy decisions and improperly instructed his staff to cut Ireland's visa refusal rate so Ireland could join the list of countries whose citizens do not need visas for U.S. travel. The IG report found "a clear pattern of retaliation" and recommended "appropriate disciplinary action" — the letter of reprimand. The IG found denials of retaliation by Smith and her deputy, Dennis Sandberg, "wholly implausible" and "an embassy management style antagonistic to collegial, open and professional discourse." ■

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SPEAKING OUT

Reflections from a Stay-At-Home Man

BY RICHARD GILBERT

When is a spouse not a spouse? Apparently, in the Foreign Service, when the spouse is a he. We're not talking here about male spouse plight occasioned by the ealowness and insensitivity of the State Department and the other foreign affairs agencies. Nor is it a ease of some kind of institutional failure to understand and address the concerns of the handful of housebound, down-trodden, gender-doubtful, sulking male spouses abroad in strange lands. Nor is it about too much attention being paid and too many resources being devoted to redressing the grievances of vaster numbers of female spouses. No, we're talking about male as interloper.

Let's face facts. At most embassies abroad, the definition of "spouse" is gender-specific. It's a wife-spouse world out there and the office of the community liaison officer (CLO) is the clubhouse. The principal problem confronting husband-spouses in

Richard Gilbert, a retired FSO of the U.S. Information Agency (USIA), served in Thailand, Romania, Finland and Liberia, and as part of a tandem couple, with USIA FSO Carol Urban, in the Soviet Union. After his retirement, he was with Urban, in Spain and in Washington D.C. where she is Director of USIA's Resource Management staff.

Let's face facts. At most embassies abroad, "spouse" is gender-specific. It's a wife-spouse world out there and the CLO office is the clubhouse.

embassy communities is, in my experience, the predominance of women-spouses, their failure to adapt to new styles of relationships between men and women and their resistance to fundamental change. Do I really want to join a club that won't have me as a member?

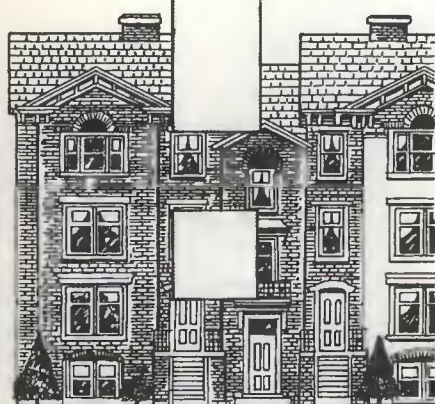
I knew we were in genderland when, shortly after our arrival in Madrid, my female employee-spouse received an invitation to a mid-morning "newcomers" coffee at the official residence. The purpose of the function was to introduce the spouse of a newly arrived ambassador. Notably, the newcomer male employees were not

included among the invitees. Even more notably, my wife's male stay-at-home-spouse (that's me) also failed to make the guest list. Morning coffee on a working day seemed to be strictly a "gal" thing — employee or not. Clearly, the organizers envisioned their guest list in antiquated male-female terms, instead of a more useful and contemporary distinction between employees and non-employees. Even when the incongruity was pointed out to them, they just didn't get it. Of course, Richard can come, my non-attending spouse was told, "if he wants to."

Later, after I assumed responsibility for editing the embassy's weekly newsletter, grumbles emanated from the embassy wives' collective — euphemistically known as the "Mission Club" — that they were not receiving their accustomed due in print. What irked them, in addition to having their newsletter submissions edited, may have been the elimination of all spousal titles — including "wife of" — from print, and the substitution of the words "spouse" for "wife" and "family member" for "dependent." They may have also been aggravated that the Foreign Service spouse publication was being perceived as a kind of radical feminist broadside.

I must admit that I also adamantly refused to publish

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favorite recipes. One grumbler allowed that she saw "nothing wrong with being a dependent" and that she was "proud to be a wife." And I thought I was doing everyone's cause a favor by implementing enlightened rules for bias-free writing.

Still later, when temporary embassy positions were advertised or ad hoc for-pay projects became available and my Foreign Service background and publications experience qualified me for several of them, corridor gossip was heard from spouse circles that "it" (hiring me) "was unfair." Wounded, I replied to whomever would listen, saying, "Let's compete on our qualifications and merits. Isn't that what it's all about?" Obviously some saw embassy jobs, especially the better-paying positions, as entitlements. And guess who considered themselves more entitled than others?

Clearly the Foreign Service spouse is a serious career path for many women. It is solemn business that, like it or not, does not always bend to the latest social trends in relationships between men and women, accommodate changing gender roles in the workplace or readily accept that status is not conferred by the accomplishments of a spouse. The presence of an occasional man like me in spouse ranks will be tolerated, even welcomed as a novelty, as long as his presence does not blur or dilute the established customs and practices of the spouse [i.e. the female-spouse] community, divert the embassy's attention from resolving the complaints of non-working women or require

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any genuine gender neutrality within the embassy community.

It seems to me that many female Foreign Service spouses want to have it both ways: the advantages of new feminist thinking while retaining special privileges based on their gender. In Madrid, for example, many embassy women were members of the American Women's Club, a Spanish group that restricted membership on the basis of gender (a provision in their bylaws that finally resulted in the embassy refusing to allow members to meet on U.S. government premises). Surprisingly, many of these embassy women, including those who would strongly oppose the exclusion of women from public groups, found the notion of such gender bias against men benign. Calling attention to it and opposing it was an example of "trouble-making" on a grand scale.

For me, there's something insidious about having it both ways because it fails to recall and recoil from the genuine abuses women endured in the Foreign Service world that once was. In Madrid, I was often flummoxed when I saw many female spouses behave as though the department's policy shifts of 20 years ago relating to spouses were a mistake. How else to explain, I thought, the feelings of some that contributions of non-working spouses were unremarked and unrewarded? How else to explain the continued willingness (nay, eagerness) of many female spouses to set aside their lives to do the bidding, reasonable and unreasonable, of an ambassador's spouse? How else to explain the intrusion into offi-



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SPEAKING OUT



cial responsibilities by some non-employee spouses eager to carve out a role for themselves in the conduct of the embassy's business?

It took a few years of ups and downs with U.S. Embassy Madrid's wife-spouses before this husband-spouse started to understand that, in fact, I was out of the loop. I wasn't an embassy spouse in Spain. I was a stay-at-home man, and that made all the difference in the world. As a male, and a male with Foreign Service experience, I was not subject to the same demands and limitations faced by many women spouses in the embassy community. While I still found myself frustrated at what I considered the stubborn resistance of many women spouses to modernize their attitudes and find opportunities for themselves beyond the embassy compound, my experience did shed a little light on what troubles many Foreign Service wife-spouses.

In encouraging everyone to get with the 1990s, we have to recognize that it is still a man's world in many embassies. For starters, it's usually far easier for language-qualified men to find gainful, professionally satisfying employment outside the embassy in the many male-dominated societies where FSOs serve. Inside the embassy community, large numbers of unemployed female spouses are often considered by embassy administrators as a pool of cheap labor available to be tapped for low-end jobs or rote tasks that office staffs are too busy to perform. What other explanation is there for the absurd hamburger wages the department and other agencies conjure up for many

spouse employment positions abroad? I mean jobs requiring true bilingual fluency: "The ability to translate from English to Spanish and Spanish to English," which start at around \$18,000 a year. I mean eliminating well-paid Foreign Service National (FSN) and personal service contractor (PSC) positions because desperate American wife-spouses will do the same work for peanuts and be grateful for the opportunity. Meanwhile, for many of us husband-spouses abroad, the glass ceiling is probably just something we stub our toes on.

But there's much more to this than paltry pay. The reforms that have benefited Foreign Service women-spouses have also served to marginalize some of them even further in the embassy community. By taking away self-fulfillment and pride of participation in the Foreign Service profession, we have offered very little to these women to fill the void and have made many of them nervous about their role abroad.

They're neither in the office nor stuck in the kitchen. Furthermore, there's no consistency in either benefits extended to, or demands made upon, wife-spouses within the many government agencies represented in our embassies. CIA wife-spouses all seem to be gainfully employed at the local station, lest they become prey to nefarious influences that would threaten the republic. Meanwhile, down the hall at the defense attache's office (DAO), wife-spouses are still in the kitchen preparing required at-home representational meals or setting out to call on the spouse of some newly-arrived attache or local general.

SPEAKING OUT

There really is a big difference between the male spouse and the female spouse in the Foreign Service. It's just not yet possible for men and women to be equal in their spouse-ness, in America or in the American microcosm that is the closed embassy community. It may be a sad fact, but it is certainly a true fact.

But we husband-spouses and wife-spouses do have common interests. We both need our own spouse-space. At the same time, we might all benefit from an effort to reach across the divide that separates us and establish an alliance. We could begin by helping embassy CLOs ensure that their activities are sufficiently varied in kind and scheduling to serve the entire embassy community in its enormous diversity: tandem couples, single employees, working spouses, adult family members, single parents and non-working spouses of both sexes.

Finally, let's realize that putting a little gender neutrality into our daily lives abroad is not intended to belittle women or detract from the dignity of women who choose to work at home or make marriage and family their principal career. On the contrary, it's intended to allow everyone to flourish as individuals, as people of achievement in their own right. Rejeeting the sexist practices of the past — and aggressively refusing to allow them to persist when we find them still around us — is one way to build better Foreign Service traditions for the future. It's meant to make our world, including the embassy community, a better and fairer and more hospitable place for all. ■

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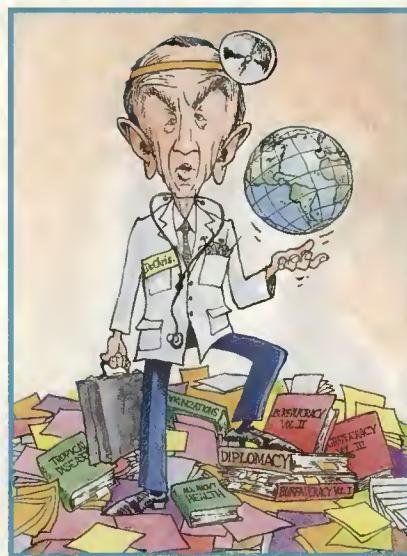
When the whole world is your workplace, it's hard to avoid exposure to communicable diseases and health risks uncommon in the United States — diseases such as malaria, dengue fever, gastro-intestinal parasites, and environmental hazards such as high air pollution, toxic pesticides, asbestos and lead. And in many countries, health risks are multiplied by delayed access to medical care, poorly equipped medical facilities, poorly trained medical personnel and shortages of available medicines.

For those in the Foreign Service, medical risks are part of the job. The Memorial Plaque at the State Department that honors Foreign Service employees who lost their lives under heroic or tragic circumstances while on active duty lists the names of 43 people who died from disease between 1780 and 1961. Yellow fever killed 17; cholera three; smallpox four; and malaria, two. The remaining 17 died from unidentified fevers or epidemics. Death from disease no longer is a criterion for inclusion on the plaque, but certainly tragic deaths do happen. The Medical Services office considers deaths of active Foreign Service employees an unusual event, but "does record a few a year."

In April 1995, FSO John Kirby Simon died in Taipei of accidental carbon monoxide poisoning when the hot water heater in his U.S. embassy-leased apartment wasn't properly vented and malfunctioned.

On Christmas Day, 1993, Nancy Ferebee Lewis, an employee of the U.S. Agency for International Development (USAID) died in Cairo from pesticide poisoning, following several days of severe illness. Her apartment had been sprayed for insects with a toxic pesticide a few days earlier.

In the summer of 1993, many of the Foreign Service employees and dependents of the American Embassy in Quito fell ill after eating from locally-made pottery at an embassy party.



JOE CANNADAY

FS CONFRONTING NEW HEALTH RISKS, FEWER BENEFITS

By FRANCINE MODDERNO

Foreign Service employees for decades have relied upon the State Department to protect their health, and in fact, the promise of quality health care is one of the compensations that has drawn people into the Service. Members of the U.S. Foreign Service have access to some of the best health insurance plans in the country: the Federal Employees Health Benefits Program (FEHBP), supplemented by free State Department medical services overseas. The State Department provides medical examinations for employees and their dependents

F O C U S

Protecting the health of Foreign Service employees has become more challenging for State's Medical Services office, as costs creep up and Congress cuts department funding.

every 2-3 years, and in the more remote posts, employees have access to no-cost limited primary care, usually through a regional medical officer (RMO) and regional Foreign Service health practitioners and medical technicians. Many posts employ their own locally hired nurses. The department also provides services such as educational evaluations for Foreign Service children who have developmental problems involving speech, language and learning.

Medical Services (MED) funds 41 FS medical officers, 11 FS psychiatrists, 44 FS health practitioners, and 11 FS medical technologist positions worldwide. Current locations for medical officers are Abidjan, Bamako, Kinshasa, Dakar, Khartoum, Lagos, Lusaka, Nairobi, Pretoria, Brasilia, La Paz, Miami, Tegucigalpa, Bangkok, Beijing, Jakarta, Manila, Singapore, Almaty, London, Moscow, Vienna, Warsaw, Cairo, Riyadh, Sanaa, Dhaka, Islamabad, Katmandu, New Delhi and Washington D.C. The number of full-time positions has decreased, but because MED was not fully staffed, the actual number of employees has not yet been affected, according to MED. The medical office also confirmed that medical personnel are now being hired on limited non-career appointments, with overseas assignments concentrated in areas in most need of medical assistance. "Our policy is to put health care where it's needed. We're moving [more care] to the New Independent States (NIS) and Africa, for instance, and away from Europe," says Dr. Lawrence Biro, deputy director for Health Systems Administration.

Protecting the health of Foreign Service employees has become more challenging for MED, as medical costs creep up and Congress cuts department

funding. State estimates that \$26.633 million was spent during fiscal 1995 on the medical services program, including health units, hospitalization and outpatient care, medical evacuations (medevacs), medical examinations and clearances, mental health programs and environmental health programs. Medevacs, travel and per diem from a foreign post to the nearest qualified medical facility by either a commercial flight or a special plane, can cost as much as \$70,000 for an air ambulance evacuation from an isolated post such as Nepal. According to the Medical Services office, more routine medical evacuations to a city such as London for dental work or pregnancy care cost \$2,000 to \$3,000, while an obstetric delivery in the United States when the patient is accompanied by a child can incur expenses of as much as \$17,000.

In 1993 MED was responsible for 25,015 people — overseas personnel and their families — from State, USAID, the U.S. Information Agency (USIA), the U.S. Department of Agriculture (USDA), the U.S. Department of Commerce and about 40 other federal agencies.

The Medical Services office, as the rest of State, is currently operating under continuing resolution authority, at 90 percent of the fiscal 95 budget, and no one knows how low the budget may fall with the continuing downsizing of the foreign affairs agencies. According to MED Director Dr. Elmore Rigamer, "MED is planning for a decreasing health-care budget by looking at more efficient ways to use the funds allocated to it."

Despite concerns about growing risks abroad and lessened resources at home, the health picture for Foreign Service people has never been better, claims Dr. Bruce Muller, State's deputy medical director. "The health care provided by the State Department, as well as general health care in

Francine Moddero is a former Foreign Service spouse who is now a freelance writer in the Washington, D.C. area.

F O C U S

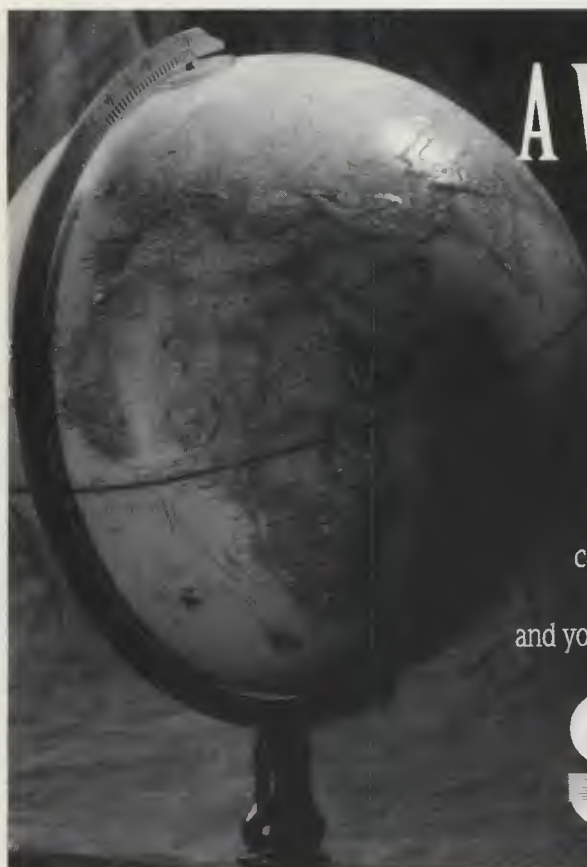
[foreign] countries is actually better than it was 50 years ago," he said in an interview, adding that the world also offers faster and more reliable transportation to modern health care in emergencies.

And at some overseas locations, the medical care offered actually may be better than that in the United States. "Expectations about health care are a cultural thing. Often there may be a language barrier," commented Biro. "In some countries, the doctor is No. 1 and the patient is No. 2. Doctors in other cultures feel there's no need to tell the patient what's going on. But from a technical standpoint, care in some other cultures is actually very good. ... Life expectancy is better in Europe, especially for infants, and Europe is in better shape epidemically."

Add to that a Foreign Service population with good health, and the prognosis is a rosy one. "Foreign Service people are very well-educated and know a lot about health care," Muller says. "The population starts from a pre-selected group who have to have

[good] health to get into the Service in the first place. Their problems are no different than those in the larger American population — mostly things they can't plan for." Modern health risks unique to the Foreign Service — especially in underdeveloped countries — are the growing worldwide resistance of malaria to prophylactic medication, a concern about other mosquito-borne diseases like dengue fever, and the growing resistance of staphylococcus and pneumococcus germs to antibiotics, he notes.

Muller claims that other diseases, such as tuberculosis, are relatively difficult to contract and therefore not as serious a risk as many Foreign Service people perceive. Respiratory problems also appear to be more of a concern for Foreign Service people these days, since more cities, such as Mexico City and Bangkok, are heavily polluted by carbon monoxide and industrial gases. Environmental dangers, such as exposure to unregulated toxic pesticides, lead, asbestos or radiation, also cause anxiety.



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F O C U S

However, it's the common illnesses that often cause the most problems for people. According to MED's Nurse-Practitioner Patty Beith, "The No. 1 problem for the Foreign Service as a group is not cancer or AIDS, but diarrhea." She emphasized that most visits to post medical units are for upper-respiratory illness, colds, flu, vaccinations, children's check-ups and other preventive health care. With proper hygiene and Western-style living conditions, tropical diseases such as cholera and typhoid fever are not as much a concern as gastro-intestinal illnesses.

Muller points out that the medical unit is always aware of new infections. "A growth in new infections may develop into a problem. AIDS is perhaps the first of others to come." The department regularly screens employees and family members above age 12 for AIDS as part of the medical clearance process for an overseas posting. Beith adds: "We've been tracking AIDS since about 1979, when

the District of Colombia began to require tracking the disease, and we've had fewer than 100 Foreign Service people contract it so far."

Of course, it is the fear of tainted blood that worries many employees posted to areas such as central and southern Africa where there is a high incidence of AIDS. What, if in an emergency, they need a blood transfusion at post? It is in response to this scenario that individual posts have a "walking blood bank" program. Health units maintain a list of potential blood donors among government employees, registered by blood type. Blood donations are strictly voluntary and potential donors are screened. Before any volunteer blood is used it is re-tested for blood type and HIV antibodies.

Since AIDS lowers a person's resistance to other infections, an employee with HIV may not be eligible to serve in a country where conditions make infections more common. A 1987 lawsuit against the State Department for discrimination against people with

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F O C U S

HIV (*Local 1812, American Federation of Government Employees v. U.S. Department of State*) ruled that the department could require Foreign Service employees to take an AIDS test, reasoning that lost confidentiality was less important than a HIV-positive employee's risks of exposure to infections or "less competent" medical care in some countries.

Although the Privacy Act protects Foreign Service medical records from Freedom of Information Act access, it does allow access to anyone who has a "need to know" if a person's medical history impacts on an employee's job. "We're very careful about requests for access," says Connie Greshank in the Medical Records Department.

Like most other government departments, State's MED is caught between mandates. On one hand, it must adapt to the dramatic reductions in congressional funding; on the other, it must adapt to rising medical costs, cutbacks in medical insurance benefits, and new, leaner approaches to health care. "Health care has undergone tremendous changes in the last 10 years and the changes will only accelerate in the future," says Muller. American health care now emphasizes managed care and health maintenance organizations (HMOs). MED has been looking at insurers' managed care models for ideas. According to Muller, in the future MED's health care program will emphasize prevention and education, with more "productive" health exams used to advise people about managing their health problems and risks. "We're looking for the biggest yield for what we're doing," says Biro.

And the department is shifting more responsibility to Foreign Service nurses. "For many years, nurses were assigned to a post and had no reasonable responsibilities," says Nurse-Practitioner Beith. "Now, nurses have more duties that once were performed by the RMOs. We also now work more with local nurses."

Contributing to the medical-care quagmire is the way Foreign Service medical care is funded: Fifty percent of health care is centrally funded, but the other 50 percent is funded by bureaus. Biro says, "Funding depends on the commitment of the bureau to health care. It's often a case of purchasing medicines versus a

new car for the ambassador. When central funding was shifted away from Europe, our embassy in Rome, for instance, hired its own nurse-practitioner." According to Biro, final authorization for a medical evacuation rests with the post's principal or administrative officer, not the Medical Services office.

State is exploring every avenue to find new sources of money to cover its health care expenses. The department now is obtaining reimbursement from a patient's insurance company for a significant portion of the cost of overseas hospitalizations, according to Biro.

Previously, Foreign Service employees were not required to purchase their own health insurance. While overseas, at least, State was responsible for their health. But in 1994, State informed all personnel that the department would pay for overseas medical expenses only if the employee had a private insurer, and then would pay only the co-payment deductible up to the maximum allowed by the insurer. "That means the department will pay only the excess costs up to the lifetime maximum stated in your policy, say \$75,000, \$1 million — or none, if you don't have a policy," says Biro.

The department is still sorting out the administrative details. Some employees have complained about receiving dunning letters from the department if their insurer is slow to pay its part of the bill.

Some employees think cost cuts are headed in the wrong direction. One congressional proposal wanted employees to pay for supplementary medical costs not associated with employment abroad. Pregnancy-related conditions alone account for anywhere from a fifth to a fourth of all medical evacuations each year, a good 15 percent more than the next most frequent cause of medical evacuations: dental-related conditions. Biro says the department figured that eliminating payment for prenatal care and treatment for overseas recreational injuries would save about \$800,000 a year. But the thought of eliminating State Department care and medevacs for pregnancy or recreational injuries brought loud employee protest.

A restriction on prenatal care could be construed as discrimination against female officers, who might be forced to choose between staying on the job and proper prenatal care. Others argue that, due to the unique nature of their work, sports injuries often are job-related.

F O C U S

In the future MED's health care program will emphasize prevention and education, with more "productive" health exams used to advise people about managing their health problems.

"If I'm asked to play tennis with the foreign minister of the country where I'm posted, it would be political folly for my government if I said 'no,'" retorted one officer. "That's often the way we do business and cultivate contacts and intelligence vital to diplomatic work." Therefore, he figures his "tennis elbow" is definitely employment-related.

The negative response the department received from FSOs and the American Foreign Service Association over these money-saving ideas caused MED to drop the plans "for the time being," says Biro. "It was too controversial."

Congress also has been trying to cut back on the government's contribution to government health insurance premiums. Support has been growing in Congress for a plan that would offer both HMO plans and traditional fee-for-service plans, but which would require employees who opt for fee-for-service plans to pay a larger out-of-pocket difference in premiums. "If the Republican proposal succeeds, it will place Foreign Service people in a unique position," says Biro. "There aren't any HMOs overseas, and Foreign Service employees might be limited to picking the most expensive FEHBP plans. Foreign Service families might find themselves paying more and more out of pocket."

The State Department's efforts to cut medical costs are affecting Foreign Service employees and their families in a fundamental way: morale. "The perception is that the government is driven by costs, and so State is cutting health services," says one employee, who requested anonymity. MED says this perception is "not fact." However, employees blamed cost-cutting measures this summer when there was a delay in receiving permission to medevac a teenage dependent with appendicitis from Yaounde. Although MED claimed it was only concerned about the need for immediate treatment vs. the wait for a medevac, and

although the teenager was duly medevaced and successfully treated, the perception of a cost-inspired delay alarmed Foreign Service families overseas.

One answer to the growing problem of paying for Foreign Service health care may be the expansion of American health insurers' coverage to include foreign medical service providers. FEHBP's largest health insurance contractor, Blue Cross and Blue Shield Service Benefit Plan, for instance, now has a network of participating hospitals overseas, primarily in Western Europe. It also covers outpatient care and prescriptions obtained in Western Europe.

In many areas of the world, private medical assistance programs are now available for outpatient care and medical evacuation. In the Asia Pacific region, AEA International has contracts with more than 1,000 multinational companies and handled more than 34,000 medical cases in 1994. More than 3,300 of its calls last year led to evacuation by air to areas with adequate medical facilities. One evacuation of an injured Japanese tourist from a mountain in Nepal cost more than \$100,000 — the costs were completely covered for an annual premium of about \$250. Other companies providing medical insurance and assistance overseas include Health Care Abroad, World Access and MEDEX.

The Department of State, for many decades the prime source of medical care for Foreign Service personnel overseas, may find it more and more difficult to fund desired care. Since Foreign Service employees are concerned about access to quality medical care, both the department and the employee may see privatization of that care as an attractive alternative. Both the State Department and Foreign Service employees will have to make new accommodations in the rapidly changing health care environment. ■

FS FAMILIES' HEALTH TRACKED

An up to \$5 million federal study that tracked the health of U.S. Foreign Service people for more than a decade, from 1983-95, was recently abandoned after the State Department's Medical Services office (MED) decided that continuing the study would be too expensive.

MED originally had high hopes for the statistics collected and computerized in the Medical Information Management System (MIMS), created in 1983, believing that more scientific data on overseas people would be useful following a 1953-76 study of the effects of microwaves on personnel who had served in Moscow. [See sidebar, page 29.]

George Washington University researchers warned State from the onset that "it will take some time before prospective studies will yield much information about risks at specific posts." However, despite investing in 10 years of data collection, State discontinued the study in 1995 because its usefulness wasn't worth the expense of several hundred thousand dollars per year, according to Dr. Lawrence Biro, deputy director for MED's Health Systems Administration. "The study wasn't as productive ... as expected."

Dr. Frank Kerry, a State

Department examining physician who collected some of the data for years, agrees that the numbers weren't useful. "We could never get the denominators and numerators right. ... We had problems finding out just how many people were overseas at a given time. Sometimes people didn't tell us if they were examined outside the State Department. And the old Wang computer system wouldn't do what we wanted it to. We had trouble inputting and retrieving data."

However, a 1990 preliminary report on Foreign Service deaths, comparing 1984-90 mortality statistics for FS retirees and survivors aged 55-84 to the 1986 mortality statistics for the U.S. white population in the same age group, indicated some trends. Compared to the general population, retired Foreign Service people appeared to be:

- More prone to death from cancer.
- Less prone to death from cardiovascular disease.

After cancer and cardiovascular diseases, the three major causes of death for retired FS people were respiratory problems, digestive problems and "unknown" problems. The proportion of deaths from respiratory causes was similar to that in the general U.S. population, but deaths from digestive causes were



JOE GANNADAY

STATE KILLED STUDY
WHEN 10 YEARS' DATA
PROVED NOT USEFUL

BY FRANCINE MODDERNO

F O C U S

The higher proportions of prostate, breast and thyroid cancer were probably due to early detection. FS people receive more frequent medical exams than the larger U.S. population.

“somewhat more common” than among the general U.S. white population, according to the report, obtained by the *Journal* through a Freedom of Information Act (FOIA) request.

The morbidity trends in the pre-retirement population studied indicated that, compared to cancer morbidity reported by the state of Connecticut Tumor Registry as of Jan. 1, 1982:

- a larger proportion of embassy employees contracted prostate, breast and thyroid cancer.

- a lower proportion of males contracted lung cancer.

Data for the MIMS Study was collected from medical evacuations starting in 1982, medical examinations beginning in 1984, and from mortality statistics provided by the State Department Retirement Division. “We identified who was stationed where, when they got to post, when they left,” Tavia Gordon, GW biostatistician says. “We summarized information gleaned from medical exams, and followed up on medical evacuations. ... We focused on cancer, heart diseases.”

At any one time during the period, about 25,000 people — or about 10,000 embassy employees and their dependents — were overseas and covered by the State Department’s medical program. They included employees of State, the U.S. Agency for International Development (USAID), the U.S. Information Agency (USIA) the U.S. Department of Agriculture (USDA), the Commerce Department, the Drug Enforcement Agency (DEA) and some 40 other government agencies. The large majority of those studied were State Department employees and dependents.

Francine Moddero is a former Foreign Service spouse who is now a freelance writer in the Washington, D.C. area.

Despite the relatively small number of people included in both the MIMS data and the Retirement Office data, the researchers reported some clear trends. The 1990 preliminary mortality report on retired FS people found that 42 percent more males died of cancer than cardiovascular disease, while in the general U.S. population of the same age range, the proportion was reversed: 42 percent more American males died of cardiovascular disease than of cancer. Of female Foreign Service retirees, 46 percent more died from cancer than from cardiovascular disease; while in the general U.S. population, female deaths from cancer were 42 percent lower than cardiovascular deaths.

There also was a difference in digestive causes of death, which the report says seems to be due to a larger proportion of male deaths from cirrhosis of the liver than in the general U.S. population; however, this trend is gleaned from only 11 deaths from this disease.

“Naturally, the percentages for the annuitant population have very large standard errors, but it is obvious that the proportions [of cancer deaths] for State Department annuitants are consistently higher than the proportions for the United States white population of a comparable age,” says the report. A more accurate picture of the linkage between all deaths and life-long morbidity data was expected to emerge as more people retired and thus were included in both sets of statistics. According to the Medical Services office, of the 85,000 participants in State’s medical program during 1989-93, including retired annuitants, deaths of 870, or 1 percent, were recorded. Although detailed information on these deaths is not available, MED says that they were due to “causes similar to those seen in a matched U.S. population.” According to the U.S.

F O C U S

Center for Health Statistics, deaths per 100,000 of the U.S. population during 1989-92 averaged 862 per year, or .86 percent.

Cancer morbidity in the pre-retirement FS population was compared to data collected by the State of Connecticut because the Connecticut Tumor Registry is the only data base relevant for comparison. GW researchers noted that the higher proportions of prostate, breast and thyroid cancer among the pre-retirement FS population were probably due to early detection, a factor that also likely accounts for the lower proportion of deaths from these cancers in the post-retirement population. Thanks to the requirements of their job, Foreign Service people receive more frequent medical examinations than people in the larger American population. For instance, in 1987, about 73 percent of the women over age 40 had had a mammogram, as

opposed to 47 percent of women in the larger U.S. population. Researchers noted that the women studied seemed healthier in general than women of the larger white U.S. population because they had lower average body weights for their heights.

MIMS data also indicated a much lower proportion of lung cancers for pre-retirement males; deaths from lung cancer were also lower than expected among the post-retirement population. It seems no coincidence that there is a lower-than-average smoking rate among the Foreign Service population than among the larger U.S. population.

As for cardiovascular disease, coronary heart disease was much lower in the Foreign Service group studied, as were cholesterol levels, compared to the general U.S. population. Stroke was infrequent for pre-retirement FS people, but the major risk factor for stroke — hypertension — was about as prevalent among males studied as it was in the larger U.S. white

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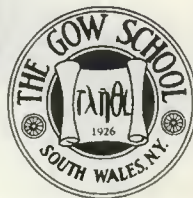
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STUDYING MICROWAVE EFFECTS IN '76

During the Cold War, fears of cancer from alleged Soviet microwave spying on U.S. Embassy Moscow prompted the State Department to study the health of Foreign Service families posted behind the Iron Curtain. Although the ensuing report contained little evidence to support people's fears, it also recommended further studies of the exposed population to ascertain if major health problems developed.

State contracted the Johns Hopkins University School of Public Health to begin the study in June 1976. The objective was to compare the morbidity and mortality of U.S. employees and their families who had served in Moscow from 1953-76 to that of employees and dependents who had served in other East European posts during the same period. The posts selected for comparison — Budapest, Leningrad, Prague, Warsaw, Belgrade, Bucharest, Sofia and Zagreb — were chosen because of their similarity to Moscow in climate, diet, geographic location, diseases and social milieu.

Microwave beams aimed at the Moscow Embassy were monitored nearly continuously from the early 1960s. "The microwave exposure ... varied during this period of time," according to the report. "The direction and intensity of the source of the microwaves changed in 1975 but it was always directed toward the upper floors of the chancery." During the period of highest exposure, from June 1975 to February 1976, 15 microwatts per square centimeter were aimed at the south and east facades for 18 hours a day. After this time, fractions of a microwatt per square centimeter were aimed at the south and east facades for 18 hours a day.

Periodic tests for microwave radiation were conducted at the other East European posts, but only background levels were detected.

Researchers identified more than 95 percent of all the people who had served in these posts and evaluated medical records, death certificates and family health history questionnaires filled out by employees.

A final report was issued in July 1978, evaluating data on 1,827 employees and more than 3,000 dependents who had served in Moscow, and 2,561 employees

and more than 5,000 dependents who had served in the other East European posts.

The verdict: "No convincing evidence was discovered that would directly implicate the exposure to microwave radiation experienced by the employees at the Moscow embassy in the causation of any adverse health effects as of the time of this analysis." In fact, the report says, "no differences were observed between Moscow and comparison groups either in total mortality or in mortality from cancer, which was proportionately more frequent than the other causes of death in both groups, but still somewhat less in the Moscow group and somewhat higher in the comparison group than expected from the U.S. mortality experience."

"As of that point, there wasn't a shred of evidence that there was any danger of cancer," says James Tonaseia, the biostatistician who worked with the late Dr. Abraham Lilienfeld on the study. "But there were some problems," he told us. "One was that we weren't provided with data on the microwaves. All we got were some floor plans indicating windows and direction of microwaves." He remembers it as a problem with the CIA not wanting to reveal the data.

"It should be clear," states the report, "that with the limitations previously discussed, any generalizations should be cautiously made. All that can be said at present is that no deleterious effects have been noted in the study population, based on the data that have been collected and analyzed."

Researchers believed further and longer-term health studies were necessary. Dr. Lilienfeld recommended that the department set up a computerized data base to track medical information, which resulted in the MIMS Study. ■

Johns Hopkins' 436-page report, "Foreign Service Health Status Study" (July 31, 1978) is available through the National Technical Information Service (NTIS), U.S. Department of Commerce, 5285 Port Royal Road, Springfield, VA 22121. Doc. no.: NTIS Accession #PB 288163.

— F.M.

population. A third of all medical clearances restricting employees to posts with adequate medical facilities were due to hypertension, seen as "far and away the greatest cause" of restricted clearances, the report said.

During the nine years of the MIMS study, 13,058 people were evacuated from foreign posts for medical reasons. The following medevac statistics are for State Department employees, the largest contingent of the population studied.

Pregnancy far outnumbered all other reasons for medical evacuations, accounting for a total of 1,686 medevacs, or 13 percent for the nine-year period. Genito-urinary system problems were next, accounting for about 7.5 percent. Following these were non-emergency dental problems (888, or 7 percent); musculo-skeletal problems (814, or 6 percent); unknown morbidity or mortality (692, or 5 percent); digestive system problems (617, or 5 percent); injuries (532, or 4 percent); mental disorders (515, or 4 percent); circulatory problems (453, or 3 percent); cancer or suspected cancer (421, or three percent); dental emergencies (355, or 2.7 percent); and eye problems (347, or 2.6 percent). Respiratory problems are way down on the list, numbering about 280 for the nine-year period. When both emergency and non-emergency dental problems are combined, they account for 1,243, or 10 percent, of medical evacuations, placing them in the number two position.

For all major medical problems studied, the age for most evacuations of women was the early 40s, and for men, around 50. Most evacuations of children were during the period from infancy to age 4.

Other highlights include:

■ **Cancer Evaluations:** More men than women were evacuated for evaluations of possible cancer during 1988-92, reaching a high in 1988, constituting the reason for 5.5 percent of all males evacuated from posts that year. The average annual rate for females was 2.5 percent of their evacuations. About 19 percent, or 78, of the total cancer-related evacuations reported for the nine years were aged 45-50, 16 percent were of people aged 50-55 and another 16 percent were aged 40-45.

■ **Digestive System Evaluations:** Again, for all age groups, more males were evacuated than females.

Eight percent of those evacuated for digestive problems during the nine years were babies and toddlers, a significantly larger proportion in this age group than for other problems. Eighteen percent of the evacuees were aged 45-50.

■ **Respiratory System Evaluations:** More children were evacuated for respiratory problems than other major medical problems — a total of 280. However, during the period 1987-92, these evacuations dropped steadily and significantly from 57 in 1988 to 18 in 1992.

■ **Evacuations by Post:** The 11 posts with the most medevacs during the nine years were Jakarta (516), Warsaw (376), Beijing (362), Mexico (360), Cairo (334), Islamabad (306), Maseru (300), Rangoon (278), Belgrade (224) and New Delhi (207). All of these posts except Maseru, Rangoon and Belgrade were among the largest embassies with hundreds of American employees.

For the years 1987-92, Moscow jumped above Jakarta to first place, providing 209 medevacs, or 60 percent of all its medevacs for the nine years; while Jakarta had 180 medevacs, or only 35 percent of all its medevacs for the nine years. Following these two posts, the other posts that had the most medevacs in 1987-92, were Cairo (162), Islamabad (154), Beijing (142), Warsaw (131), Mexico (95), New Delhi (85), Mbabane (66), Maseru (66), Mogadishu (65) and Budapest (58).

Of those posts that had the most medevacs every year of the last five, Moscow and Beijing had the largest annual average percentages of post populations medevaced, both averaging 15-16 percent each year. Jakarta followed with an annual average of about 12 percent of its post population medevaced each year, then Islamabad, with an annual average of about eight percent. The largest percentage of a post's population medevaced during this time was 72 percent from Maseru in 1988.

The largest proportion of medical evacuees, or about 17 percent, headed for Washington during 1983-1992. Frankfurt was the second choice, the destination for about 10 percent, followed by Florida, Bangkok, Singapore, Hong Kong, Pretoria, London, Nairobi, Wiesbaden, Germany and Helsinki. ■

For information about the MIMS Report, contact MED's Office of Health Systems Administration.

AFSA NEWS

American Foreign Service Association



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AFSA REINVENTS VISITOR TRAVEL GUIDELINES

By ANGELA DICKEY
AFSA Governing Board

One consequence of the recent federal budget cutbacks in overseas funding has been a resurgence in public interest in reforming the ground rules for overseas travel by executive, legislative and judicial branch leaders. AFSA has played a key role in bringing to light its members' views of the increasingly limited capacity of posts to support U.S. official visitors. Now, AFSA has followed up that initiative by issuing a policy statement designed to reform the ground rules for all official U.S. government overseas travel.

The AFSA proposal urges greater economies in the use of official resources, greater attention to the purposes of foreign travel, and the enhancing and streamlining of services that the State Department and its overseas posts provide to official visitors. It recommends specifically that official travel be keyed to priority U.S. national objectives, that overseas trips be devoted to

meaningful official activities, and that posts not be required to expend resources to accommodate essentially private or recreational travel. The proposal also advocates the establishment of a State Department liaison office in Capital Hill to improve coordination on travel and other matters.

The policy proposal, entitled "Reinventing Overseas Official Travel," represents the thoughtful sentiments and suggestions of more than 140 AFSA chapters and individual members worldwide. It was adopted by the AFSA Governing Board on February 21 and subsequently submitted to the secretary of State and the other foreign affairs agency heads, the president, the chief justice, and leaders of Congress.

AFSA hopes that the proposal will lead to the establishment of new guidelines for all U.S. government international travel. Moreover, AFSA recommends that reforms begin within the Department of State, with the revival of recommendations by the Strategic Management

Continued on page 2

• AFSA Profiles •

AFSA'S ACCOUNTING TEAM OVERSEES FINANCES

This month AFSA would like to introduce our accounting team of Kara Ebert, controller and Marguerite Madland, accounting assistant. Kara and Marguerite are responsible for processing and tracking over \$2 million dollars a year in revenue and expenses. As controller, Kara works closely with the AFSA Finance Committee in developing the AFSA budget and providing oversight of AFSA's investments and financial management.

Kara is responsible for our monthly financial statements, tracking our fixed assets, managing our banking functions, tax filings and overseeing our annual outside independent audit. Most recently Kara has been

tracking and keeping AFSA up-to-date on the many changes in the lobbying and tax laws and new accounting standards that impact unions and not-for-profit organizations. Kara joined the AFSA staff in 1994. She is a graduate of Bucknell University and before joining AFSA she was the accounting manager for the Girl Scout Council of the Nation's Capital.

Many members have talked to Marguerite Madland in her position as headquarters receptionist and membership assistant. In March she was promoted to the accounting assistant position. Marguerite is responsible for Journal advertising billing,

Continued on page 3

STATE DEPARTMENT
V.P. VOICE

• BY ALPHONSE F. LA PORTA •

Will the Foreign Service Survive?

Slash and burn budget tactics, "stealth" reductions-in-force, benefit cuts, increasing political appointments and plummeting career expectations are signs that the Foreign Service is in danger. Defeatism was rife in Foreign Service ranks during Shutdowns I and II, leading to apocalyptic visions of public service as encapsulated in this column in the February "AFSA News".

But is the decline and fall of the Foreign Service inevitable? Not necessarily. Chas. Freeman wrote in the March 1995 *Journal of professionalism* - the need for specialized diplomatic talents, even in today's centripetal and often inchoate world. To quote from his essay, "Skilled work requires a skilled workman."

And, as another of our senior ambassadors reminds us, the main responsibility of the Department of State and the Foreign Service is to staff the foreign affairs functions of the United States, not only the operations of a single bureaucratic entity. If nothing else, the job of the Foreign Service is to inform those in the political leadership and national security apparatus of the nature of "the enemy" and how to deal with forces inimical to U.S. interests.

Furthermore, most commentators believe that state-to-state relations will characterize world order (or disorder) well into the next millennium. As William C. Harrop writes in a draft paper for the AFSA Governing Board, "... transnational communication... will go on growing explosively, and non-governmental organizations will further expand their role. Nevertheless, governments will continue to dominate foreign policy decision making. Only governments deploy military force, impose sanctions, negotiate treaties and regulate economic activity across borders."

If specialized diplomatic skills will continue to be in demand, what can be done about what some perceive as "whining and complaining" about the future of the Foreign Service? (After all, we're lucky to have jobs, aren't we?) A beginning in overcoming the angst and confronting the challenges "out there" is to demonstrate personal leadership in reinforcing the core values of the Foreign Service:

- Commitment to government service, excellence, U.S. national interests and foreign policy goals.
- Integrity.
- Professionalism: honing and using area, language, inter-cultural, and functional skills; as Harrop explains, "exploiting (our) comparative advantage in service to the nation."
- Teamwork as reflected in a shared sense of purpose based on candid and open relationships.

These values help to set the Foreign Service apart from other aspects of public service, including the military with which we often compare ourselves (no, we're not the same as the Marine Corps). At a time when the tradition of public service is under great stress, both the Department of State and the Foreign Service are being bruised in the battle for resources, and leaders within and outside the department are questioning the "luxury" of a distinct diplomatic service, each of us must emphasize the added value we bring to national decisionmaking.

Let's work on the core values, convincing the department's political leadership, others in the administration, and the Congress of the need for a vibrant Foreign Service. To the extent we can, the utility of diplomacy must also be brought home to the American public via the media and personal engagement. Look for opportunities to do this.

TRAVEL GUIDELINES

Continued from page 1

Initiative (SMI) to limit the size of the secretary's and other senior-level delegations.

As the bargaining unit and professional association of the United States Foreign Service, AFSA recognizes the essential role of official delegations in advancing important U.S. interests. The high standing of such visitors also gives U.S. embassy staffs unparalleled opportunities to press U.S. government positions on high-level host country decisionmakers. AFSA and its members welcome these important contributions. What AFSA opposes is official travel used for marginal purposes.

Key recommendations of the paper follow:

- Delegations normally should meet with host country officials. Delegations should be kept to the smallest size necessary to accomplish official objectives.
 - Accompanying travel by family members should be determined by the purpose of the travel and whether their participation is expected.
 - Leisure time activities should be arranged commercially if facilities are available. No official personnel, unless their involvement is purely voluntary, or government resources should be devoted to these activities.
 - Senior U.S. officials abroad are encouraged to sponsor representation functions for visitors to meet host country officials and resident Americans, within budgetary limitations and to promote priority U.S. interests.
 - Services provided to official travellers and overtime hours should be fully reimbursed.
 - Locally hired transport normally should be used, unless U.S. official vehicles are more cost-effective or necessary for security reasons.
 - Official visitors normally should travel by commercial airlines.
 - Agreement should be sought on a uniform per diem rate and rules for the reimbursement of travel expenses.
 - Travellers should be individually responsible for personal expenses.
 - Overseas posts should send a brief after-action report (Visitgram) to the department after each official visit hosted.
- AFSA urges all foreign affairs employees to familiarize themselves with the contents of this new initiative. Copies of "Reinventing Overseas Official Travel" are available upon request from AFSA.

AFSA PROFILES

Continued from page 1



Left to right: Kara Ebert and Marguerite Madland

AFSA payroll, disbursements and assists Kara with many other accounting functions. Marguerite is a graduate of the University of Texas, Arlington and has worked and lived at many overseas posts with her USAID FSO husband, Marc. They were most recently posted to Cairo; Marc is currently energy officer in USAID's Europe and Independent States office (ENI).

AFSA HEADQUARTERS TRYs NEW PHONE SYSTEM

In an effort to streamline our operations AFSA is using an automated operator on our phone system on a trial basis.

When calling AFSA headquarters a recording will offer several options. You may always press 0 for a person. Our desire is to better serve our members. We welcome comments on this new system.

AFSA Headquarters 202-338-4045

Department extensions :

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Executive Director	505
FS Club	500
FS Journal	524
FS Journal Advertising	507
Media/Press	506
Membership/Address Changes	525
President	502
Professional Issues	521
Retiree Affairs	528
Scholarships	504

USIA V.P. VOICE

• BY BRUCE K. BYERS •

RIFs and Downsizing at USIA

USIA management has worked constructively with AFSA to try to avoid a FS reduction-in-force (RIF) in FY96, and successfully took up AFSA's September suggestion to Under Secretary Richard Moose to convert untenured FSOs to State - at this time 31 untenured FSOs have been accepted for conversion. Nevertheless, AFSA and management in the Bureau of Broadcasting are currently engaged in negotiations about an FS specialist RIF in VOA Engineering. In a Feb. 1 letter to Director Joseph Duffey about Foreign Service downsizing, AFSA submitted alternative cost-saving suggestions in lieu of job elimination and asked that each employee category bear an equal burden if job cuts could not be avoided.

In response to AFSA's Feb. 1 letter, Duffey said that he is "... committed to minimizing any adverse impact on USIA's ability to carry out its mission." AFSA continues to discuss with management the impact FS job cuts will have on the Agency's long-term mission. AFSA raised its concern that management had marked for elimination key FS jobs at USIA headquarters. AFSA lobbied hard for the retention of the position of executive secretary, traditionally a senior FS assignment, but management did not budge from making the cut. AFSA called for the associate director of the Educational and Cultural Affairs Bureau (E) to reconsider his decision to cut 40 percent of the FS jobs there and is engaged through the partnership process in developing the new structure of E. AFSA continues to argue that elimination of FS assignments and lack of

jobs in Washington will severely affect FSOs' professional experience. The widespread myth that elimination of FS jobs does not impact FSOs because they automatically move on to other assignments is not the case as the pool of jobs diminishes.

AFSA has also opposed the 60 percent FY96 cut to overseas program and salaries funds - \$25.8 million of the \$43.6 million the Agency needs to save to stay within current funding. These cuts come on top of severe RIFs of Foreign Service National employees.

AFSA contends that current USIA downsizing plans place a disproportionate burden on the Foreign Service and weaken USIA's ability to support the president's foreign policy objectives. The short-term reductions will have long-term impact.

The future is uncertain. This reality heightens the urgency for increased membership in AFSA to provide more resources to address unprecedented threats to Foreign Service careers. The coming November elections may profoundly change the course of American diplomacy. Further downsizing could be one result. AFSA continues to lobby for greater funding of all foreign affairs agencies; many FSOs have contributed to AFSA's policy statements; many have joined as active participants; still AFSA needs more extensive and active employee engagement. AFSA at USIA has taken the lead in dealing with the first actual RIF of FS employees, and the outcome of its negotiations will affect all of us. AFSA needs your support.

The book, *Strategic Assessment 1996: Instruments of U.S. Power*, has just been published by the National Defense University, Institute for National Strategic Studies. Foreign Service officers Edward Marks, Robert Nevitt, and Robert Oakley are among those who have contributed to the examination of the strengths and weaknesses of the various departments available for influencing the behavior of foreign governments. The book can be ordered from the U.S. Government Printing Office, GPO Stock No. 008-020-01387-1.

RETIREE
V.P. VOICE
• BY ED ROWELL •

Prospects and Problems

There's a full plate to talk about this month: the Foreign Service's mission, Foreign Service Day and problems on delivery of medical and retirement benefits.

Don't look to the election in November to restore broad public support for U.S. engagement abroad or to ease pressure to downsize the Foreign Service and reorganize the foreign affairs agencies. Congress as a whole and the public in general remain disinterested in foreign affairs, focused on budget cuts and skeptical about the need for professional conduct of our foreign relations.

AFSA is pushing to preserve a top quality, flexible and, inevitably, very lean U.S. Foreign Service. Our country's interests and the threats looming from every quarter of the globe require it. But to succeed we must have a clear, well focused, persuasive mission statement for the Foreign Service. In his "Views" this month Tex Morris has laid out the need in depth.

We all know what the Foreign Service does, what a difference we make to citizens in need and to our economic and political security. But nowhere is this well and succinctly stated. We need your suggestions for a mission statement that covers the entire U.S. Foreign Service. Please send them to the retiree vice president.

We have learned to live with the FAX. Now come the FAQs (Frequently Asked Questions). AFSA has been asked to submit retirement FAQs for State to answer and distribute on Foreign Service Day, May 3. Ward Thompson is assembling a list of queries our members often pose to the Retirement Division on annuities, survivor benefits, health insurance, etc. If you have a question you would like addressed, please let me know by telephone (202-338-4045)

or e-mail (afsa@ofso.org) or by FAX (202-338-6820).

The FACTS on retirement benefits are worrisome also. Budget-cutting has effected cost-of-living adjustments (COLAs), and government downsizing has already hit service to retirees. One of the retirement FAQs we field is: Why doesn't the retirement division return phone calls? A Florida alumnus recently said he is "certain that personnel in the Retirement Division do their very best in these trying times" but reported two serious failures ascribed to the division's staffing shortage. Like AFSA, he concluded that the government cannot downsize without rapidly driving up the number of people needing prompt, effective Retirement Division services. AFSA is continuing to work with the department to improve responsiveness in meeting annuitants' needs.

Other members, active and retired, have written about a surge in problems with Blue Cross and Blue Shield prescription services. This year the carrier reimposed a co-payment requirement for drugs under Medicaid except for mail-order drugs. Thousands of participants shifted from local pharmacies to the mail-order system. The ten-fold increase in demand overwhelmed the Tampa processing center in January and February. The result was serious delay in filling prescriptions, not just for Medicare patients but for all mail-order customers, including some Foreign Service employees. The carrier and the press report that the problem has been solved. AFSA will monitor the situation. Some restriction on benefits may be the price exacted for a balanced budget, but a sudden collapse of service must not be a part of that price.

Congressional • Update •

BY KEN NAKAMURA
Congressional Affairs Director

The legislative fight seems never ending. Before the fiscal 1996 issues are resolved, we are embroiled in the fiscal 1997 fight for resources. In one sense, the political environment is shifting. After the early bloody battles for a seven-year balanced budget, the Republican's budget-agreement demands are not as strident. The government shutdowns demonstrated that the American people did not believe this was the appropriate way to govern. While the administration has agreed to work for a balanced budget in seven years using the Congressional Budget Office scoring, the political debate seems to be shifting toward pocketbook issues of the economy and job security. However, while the issues are shifting, the political environment does not seem to be improving for the foreign affairs agencies.

Of the major legislation affecting the foreign affairs community, only the funding of foreign assistance programs has been enacted into law at this point. While most of the foreign affairs community felt that the appropriations levels were too low, it was also generally agreed that given the current political situation, these were the best that could be expected this year. The only real roadblock was the inability of the Congress, until late January, to agree on language affecting U.S. international family planning policy. During this time, AFSA, in working individually and through our international associates programs and our coalition links, helped keep the pressure on for a compromise to get this legislation passed in a manner that the president would sign. Congratulations to the leaders in State and USAID in helping to craft a deal getting us past the population policy roadblock.

The two other bills, fiscal 1996 appropriations for State, USIA, and ACDA, and the authorization bill for these agencies and their programs, are still in the legislative mill. The appropriations bill, which was vetoed in mid-December, is likely to be added to another continuing appropriations resolution. A Republican authorization bill passed to face a presidential veto. This bill would have seriously cut resources and mandated folding one agency into State.

UPDATE

Continued from page 4

AFSA has focused on resources and personnel issues and most of its recommendations were accepted by congressional staffers. In the case of the funding levels, for instance, State Department operations funding was reduced by about 1.7 percent, and USIA's funding was reduced by about 6.3 percent, while the average reduction in the foreign affairs account was about 20 percent. With regard to a question as to whether economic or commercial officers did duplicative work, AFSA argued that both commercial and economic officers were needed. Likewise, we intervened on several personnel issues in the authorization bills. AFSA and the administration were generally the only two speaking to Congress on these types of issues and so we were heard.

Although the 1996 fiscal year issues are hopefully entering their concluding phases, the legislative wheel has, in some respects, come full circle already. The budget process for fiscal 1997 has started, and AFSA is visiting the Hill to weigh in. We understand that the administration will be requesting more than \$19 billion for the international affairs account. Last year's Congressional Budget Resolution proposed the funding level should be \$17.1 billion. The 1996 level is \$18.3 billion. Our problem is to help get the numbers as close to the administration level as possible. It is clear that \$17.1 billion would seriously impair our ability to engage in the world arena. This is a message that needs to get to the Congress.

Finally, AFSA has been working for the passage of Senate Resolution 217, introduced at AFSA's request by Senator Nancy Kassebaum, regarding "American Foreign Service Day." We have yet to get the 50 needed cosponsors, but Senator Kassebaum's office has assured us that when we have the necessary 50 cosponsors, they will see that the resolution is brought to the Senate floor. There is a serious education effort needed about who the Foreign Service is and what it does. However, we also need your help in lining up cosponsors. We have been told by many legislative offices that if there is no request from the home state, they would not cosponsor. AFSA will continue to work from here, but we desperately need your help in calling your senator and urging that he or she cosponsor Senate Resolution 217.

• Letters •

To the Editor:

On page 10 of the AFSA Tax Guide (February AFSA News) appears the statement that "New Hampshire and Tennessee have no tax on personal income, but do tax profits from the sale of bonds and property."

I can't speak for the situation in Tennessee, but as a practicing New Hampshire lawyer, I note that New Hampshire does not tax profits from the sale of bonds or property but does tax interest and dividend income of its residents at the rate of 5 percent of such income in excess of an exemption of \$1,200 for an individual and \$2,400 for a married couple; exemptions are doubled at the age of 65.

Arthur Mudge
Attorney
Lyme, N.H.

To the Editor:

The Tax Guide in the February issue is much appreciated. Can you please comment on the effect, if any, which the legislation signed by President Clinton may have on state income tax responsibility by a retiree who may opt to relocate from an "exempt" state to a non-exempt state?

I also want to comment on a tax concern which confronts many Foreign Service personnel. Primary residences automatically became investment properties when the employee is assigned abroad. If sold upon return to the United States, the employee is no longer entitled to the \$125,000 capital gains exemption because the property was not occupied by the employee for three of the last five years. Is it within AFSA's purview to correct that inequity?

Bernard Waerz
Retired FSO
Miller Place, N.Y.

Tax attorney Bob Dussel replies:

If a retiree relocates from a state where he is exempt from state income taxes to a "non-exempt" state, there are no exclusions that would exempt him from paying taxes in the new state. The capital gains tax low could only be changed by further legislation enacted by Congress.

LETTERS

Continued

To the Editor:

I sympathize with then-Director General Jennifer Ward's questioning AFSA's State Vice President Alphonse La Paro's use of the word "genocide" to describe certain personnel practices (January "AFSA News"). While I do not agree with that particular term, there are personnel policies that have left much to be desired in terms of equity, fairness, honesty and respect for merit principles.

As an FS-1, I was "windowed out" for time-in-class in September 1993 not for any lack of merit or competitiveness, but through highly questionable refusal by personnel to grant me the multifunctional (MFL) skill code I had amply earned. That, in turn, denied me a fair chance to compete as MFL for promotion across the senior threshold.

Budgetary and other negative pressures on the department and Foreign Service are so much more intense today that in retrospect, I can consider myself and others who were retired even involuntarily, ... fortunate relative to colleagues still in service and having to face today's job anxieties.

D. Thomas Lang Jr.
Retired FSO
Ocean City, Md.

DISABILITY INSURANCE ENROLLMENT OPEN

An enrollment period is now in progress for the AFSA Disability Income Insurance Plan. The Disability Plan provides AFSA members with an income of \$1,500 in monthly disability benefits in the event of a disabling illness or accident. All AFSA members and/or spouses or certified domestic partners under age 60 are eligible to apply for the AFSA Disability Income Plan by meeting certain requirements. Complete information is being mailed to all members.

The enrollment period ends June 1, 1996. AFSA members with questions can contact the Insurance Administrator: Albert H. Wahlers & Co., AFSA Group Insurance Plans, 1440 N. Northwest Highway, Park Ridge, IL 60068-1400. Call the Customer Service Department toll-free at 1-800-503-9230.

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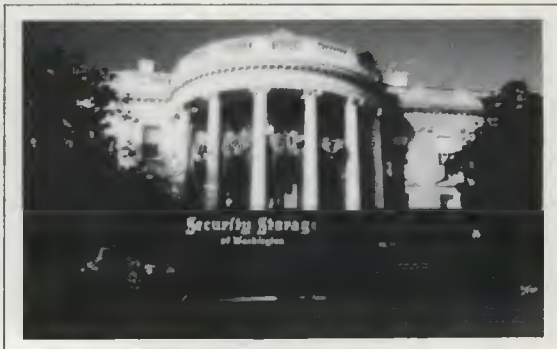
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STAYING SANE ABROAD

Alcoholism, drug abuse, depression, anorexia, marital infidelity, child abuse: The same problems of modern-day life exist overseas as in the United States. And for Foreign Service employees and their families, who must also address relocation and crosscultural adjustment issues, maintaining good mental health overseas may be more challenging than for their Stateside counterparts.

"A sense of purpose and some of the psychological and personality traits of FSOs make them a highly motivated and probably a higher functioning group. But it doesn't mean they don't have problems," said Dr. Esther Roberts, director of Mental Health Services in an interview. "They have pretty much the same problems overseas that people in the United States have — problems of family living and individual adjustments and coping. ... We have people who have substance abuse problems, who misuse alcohol, people who are depressed, problems with childrearing and so forth, but they are not disproportionately an issue just for the Foreign Service."

There are two main differences for those living overseas, say mental health providers: A person's positive and negative personality traits often become more exaggerated in a foreign setting, and Foreign Service employees and their families have fewer support networks overseas such as extended

families and long-time neighbors and friends. Dr. Steven Feinstein, Medical Services (MED) staff psychiatrist points out that "there's more stress and fewer resources to deal with the stress, because you no longer are with families and other organizations that give you support."

"That's where the Foreign Service psychiatrists and mental health resources overseas come into play," added Roberts. "The problems that people bring with them certainly get exacerbated by the fact that they don't have recourse to various kinds of interventions. We try to anticipate some of the [problems] for people prior to going overseas, and make recommendations in terms of assignments so that they are aware where mental health people are available to offer consultations and interventions."

Mental health services are available to all agencies' employees and their families in the overseas community as a recognized component of the medical program. Psychiatrists are assigned to geographic bureaus with regional responsibilities. Currently MED has psychiatrists in London, Cairo, Abidjan, Pretoria, New Delhi, Bangkok and Hong Kong. With some vacant positions, psychiatrists travel extensively for crisis intervention and cover vast territories. The doctor in London covers Europe, the Balkans, and the CIS areas, and the psychiatrist in Cairo covers everything from the Middle East to parts of Africa, according to Roberts. Now



JOE CANNADY

**WITH LESS SUPPORT,
COPING WITH PROBLEMS
MORE CHALLENGING**

BY VIRGINIA L. FOLEY

F O C U S

"There's more stress and fewer resources because you no longer are with families and other support organizations."

— Dr. Steven Feinstein, MED staff psychiatrist

State is developing a model that has psychiatrists in regional centers as part of the overall medical management team. Roberts says, "Telephone and e-mail communication allow mental health professionals to work with other professionals at post to resolve crises."

In addition to MED professionals, local, U.S.-trained, English-speaking mental health professionals are increasingly available for consultation overseas. International managed care agencies can also identify qualified mental health professionals in many countries.

The recent government furloughs highlight two crucial problems in assuring mental health of overseas employees. First, the employee needs to trust that there will be ongoing employer support, and second, there needs to be a level of predictability of that support.

Foreign Service life is hardly predictable. Uncertainty about future posts, coping with new languages and cultures every few years and unanticipated evacuations are the norm. "I am more or less accustomed to not knowing in December what continent I will be living on in August, and I can live with that," declared one Foreign Service spouse. Living with some kinds of unpredictability can be defined as an adventure, but other unknowns like furloughs can be difficult to handle.

Some never adjust to continuous relocations. One spouse moved so many times in the space of a few short years that she stopped unpacking her boxes and hanging her pictures. She didn't leave the house often and developed few friends or interests. Counseling was needed to turn her depressive spiral around.

Virginia Foley, formerly mental health coordinator at U.S. Embassy Lima, is currently the designated HAI/AETNA mental health consultant in Lima. Her FSO husband, Larry, is executive officer for the U.S. Agency for International Development in Lima.

Nevertheless, many Foreign Service families have developed strong coping mechanisms for their nomadic existence. "There are some things that probably buttress good mental health in people overseas," noted Roberts. "The family unit, the reinforcement of the community, the sense of a highly developed objective of what the entire family is doing — all are very positive things."

Families repress the stresses that constant relocation and readjustment bring about and focus instead on the learning and adventure of each new location. However, an unexpected crisis, such as hearing about an ill parent in the United States, or even worrying about the government's recent closure, may release pent-up anxieties and frustrations. This past year has been particularly stressful for the Foreign Service. At one U.S. embassy, the back of the executive officer went out for the first time after years of rehabilitation. The administrative officer's secretary left the office with a migraine. An FSO's wife, reading about furlough hardships in a U.S. paper, asked a friend, "Do you know how I feel about shutdowns and budget cuts? It's like being in a very small boat out adrift in an icy sea. In a sense, our whole family is the employee and when there's a job crisis, we're all affected. We don't know what will happen next."

The structure of the State Department that has always been the bottom of the support system is changing. "People are saying the Foreign Service is not like it used to be," pointed out one FSO recently. "It used to be an honor to be in the Foreign Service. The government was proud of you and did everything they could to support you in the field. Today the pride is gone and the supports are dwindling." Roberts confirmed that "the psychological contract has changed for the employee. ... As [employees] look at the changes that have taken place, they're not as assured of where their place may be."

Medical supports are changing, and other benefits are threatened. Personnel cuts mean high workloads and fewer people to do the work. Changes have been so sudden that

F O C U S

families who committed themselves to the lifestyle under one model find themselves living under another. A very realistic anxiety arises. Rather than feeling supported, employees and families feel threatened.

"I think the hardest part is for the families, for the spouses, male and female, and for the children who have to continuously readjust to new schools, new social environments, and so forth," commented Roberts. Employees go into the same environment, even if it's a different geographic location, while family members have to start anew at every post.

Traditionally, the successful adaptation of the Foreign Service family has depended on the wife's ability to adjust and cope. But, increasingly, American women are refusing to submerge their goals to their husband's and are looking for satisfaction and a needed second income in jobs of their own. Roberts concurred: "Of course, family dynamics have changed. We've now got Foreign Service officers who are female with dependent male spouses and many other working combinations such as tandem couples."

Family members may adjust to constant moves by keeping their relationships superficial and limiting their exposure to the host culture. Young adults raised in this environment may have difficulty developing and maintaining deep relationships throughout life. American teenagers are often forced into dependence upon the family that they would normally be distancing from, an unnatural state in a teens formative years.

These particular types of stresses, truly unique to the Foreign Service, often require only clarification or assurance that such frustrations are normal. But they can also lead to more long-lasting crises.

One program, the Mental Health Grant Program, which started in 1980, was aimed at helping adolescents cope with drug abuse. About \$300,000 funded up to 40 programs worldwide. From 1980-92, each post bid for a certain amount of dollars for a preventive community drug program, expanding the funding and programming by working with a local mental health group.

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MANAGING WORKPLACE STRESS

BY DR. ELMORE F. RIGAMER

Surveys have consistently shown that stress in the workplace is one of the most significant problems for the American employee — more troublesome than family or financial worries. The organization loses when the office engenders tension, and the effects of stress on the job usually move directly from the workplace to the family.

Stress can make a person feel helpless. When confronted with something that cannot be changed, feelings of passivity and entrapment are common. But one doesn't have to live with stress. Take time to think about the problem: Why do you feel the way you do? Try to be specific about the reason for the stress. Think of both the internal and external causes. Age and rigidity are universal causes of stress. Change is another source, because it represents loss and new demands. If the source is the job, who or what about it causes tension?

Changing expectations in the workplace are the most common cause of workplace stress today. As organizations change, conditions of employment change. Government employees once able to count on lifetime employment now face layoffs. When individuals do not have a say in decisions that affect them, they may feel like victimized, passive spectators.

Stress has many faces, so responses will vary: Almost any physical or emotional reaction may be related, such as headaches, hypertension, abdominal upsets or aggravation of chronic medical problems. Other people respond with tenseness, anxiety or depression. A good description of response to stress is that people's personality traits become exaggerated. The irritable anger more easily; the moody get more depressed; and the compulsive become more critical and demanding.

Consider how the causes of stress are thought about. "Always" or "never" thoughts are dangerous: "This always happens to me," "I never hear anything positive about my work," "You always criticize me." Such uni-

versal statements usually do not withstand scrutiny. However, on an emotional level, they're believed to be true. But the real truth is, they're not.

What can be done about the causes of stress? The cause may not be changeable, but the response may be. This is the key to managing stress. People held hostage for long periods of time may not be able to escape but they can control their response to the captivity. One hostage held for more than a year made a point of disobeying his captors in minor ways. By establishing an area where he had some control, he lessened his despair over his feelings of helplessness.

How can reactions be changed? Is anger necessary? Is rigidity preventing compromise? Gain perspective on the issue and place it in context of all the parts of your life.

The loss aspect of change is often more difficult than the new challenges it presents. Take time to mourn the old. You may be around different people and be asked to do different things. Allow feelings of sadness about what cannot be returned. At the same time, change must be accepted. It's hard to let go of the old, but it's also painful to become obsolete.

Talk to someone. Talking detaches feelings from thoughts and adds perspective. Troubling feelings remain a mass of emotional turbulence as long as they remain unspoken. Engage in enjoyable activities that have nothing to do with the problem: community work, church group activities, sports events or musical enjoyment. Doing something conflict-free renders stressful areas of life more manageable.

Exercise can be a great tension buster. Many people cannot verbally express their feelings about their problems, and they're not good participants in the talking therapies. However, they can wall off the reaction and manage its effects by exercising and eating properly. There is some evidence that exercise increases the level of endorphins, the class of hormones that influence mood. The individual who consciously sets up a regimen to handle stress is taking control of what's happening — and that in itself is an effective remedy. ■

Dr. Elmore F. Rigamer is medical director of Medical Services at the State Department.

FOCUS

According to Roberts, "The program did some very good things — establishing and supporting programs of counseling as well as preventive projects. It became wider than simply drug prevention, covering marital counseling, stress relief, whatever seemed to be appropriate to that post." However, Roberts admitted, "We've not been able to fund those [programs] in the last three years, and that's what people are alluding to when they say there are no more mental health programs. That's the only thing that's been cut."

One budget item that has not changed, said Roberts, is the budget for medically evacuating people who have psychiatric problems. "Perhaps the only thing that has not changed is the number of people who have to leave their posts and come back to the United States for evaluation or treatment. That remains fairly constant — maybe one person per week." According to figures in the MIMS study, there were approximately 289 evacuations for mental disorder evaluations during the years 1988-92, with the most, 76, occurring in 1989 and dropping to 40 in 1992.

An alcohol awareness program is another part of the Medical Services office. Dr. Christine Bieniek, assistant medical director for Clinical Psychiatry, contends that "exposure [to alcohol] is certainly great in the overseas environment, and the supports are not as readily available. People in the Foreign Service are in a smaller community than in the United States, so if there are problems, it's more likely that [the problems] are seen."

Alcohol intervention is based on work impact — the abuse has to be documented as part of the decline in work performance. If employees go to the United States for treatment for alcoholism or substance abuse, and then return to post, the mental health unit makes certain that there are appropriate local programs for them, such as Alcoholics Anonymous. That people receive treatment and then return to their jobs "has been a very important component of our success," Bieniek says.

Child abuse and neglect is a mental health issue that has received more attention in recent years because of new

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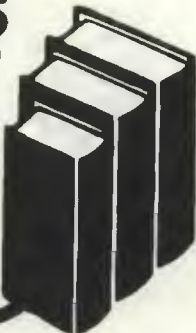
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reporting requirements. In 1990, the Victims of Child Abuse Act was passed, which mandates reporting of suspected cases of child abuse or neglect to a designated law enforcement agency, which in overseas situations is the regional security officer (RSO). Together with spouse abuse, these issues are considered by a Family Advocacy Committee, an ad hoc committee with department medical, security and legal representatives.

If a case of child abuse is reported to security or medical personnel at post, Diplomatic Security (DS) and Medical Services in Washington are notified and the Family Advocacy Committee meets to assess the case. Certain cases are referred to the Office of the Assistant United States Attorney in the appropriate jurisdiction. If prosecution appears possible, an investigative team, including DS officers and psychiatric personnel, is sent to post for an on-site investigation. "So there's a dual function between the Medical Services office and the security people," says Bieniek.

If no prosecution is involved, MED handles the case as

a medical issue, and decides whether a medical assessment can be made at post or whether the child and parents should be medevaced to Washington for appropriate assessment and treatment. As in any medevac, the employee's medical clearance is revoked until the appropriate treatment is completed.

In 1995, 21 cases of child abuse or neglect were brought to the attention of the Family Advocacy Committee, with only one of them resulting in criminal prosecution.

State's Medical Services office knows that mental problems come in all forms, as do responses. The "stiff upper lip" ascribed to many Foreign Service families may help temporarily, but openness and sharing issues are more constructive. Particularly in this era of rapid change and decreasing supports, Foreign Service families must consciously work together, combining efforts to promote the well-being of all, even as they look to the leaders of the foreign affairs agencies to continue needed support systems. ■

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In the summer of 1992, FSO Holly Wise, chief of the U.S. Agency for International Development's (USAID) General Development Office in Kampala, was eight months pregnant with her third child and working on a \$108 million education project to support primary education reform in Uganda. All was well.

As half of a tandem couple, Wise supervised USAID projects in health, education, private enterprise and engineering; her husband, Robin Phillips, also had been in Uganda for nearly a year, working as a senior economist with USAID. They enjoyed their work and the beauty of the countryside. Their two sons, ages 5 and 8, especially liked the safaris and camping out with wild animals.

Their house, located near a swamp, offered beautiful views of Lake Victoria from the upstairs windows.

True, none of the windows had screens but the requisition was in and their name was on the list. They didn't have a phone but many others didn't either, and in general life was good.

The couple was happy about the pregnancy and had hoped to have the baby in Uganda. Paradoxically, some places with the least developed health infrastructure have the best health

practitioners — all under contract for USAID projects. In excellent health, Wise, 37, wanted to stay near her two young sons, her husband and her job. "I wanted to have my child at home in Uganda because I was a working mom and didn't feel I could leave my other kids. The RMO [regional medical officer] advised against a home delivery and said the children could go with me if I went to the United States."

As it turned out, all the medical support personnel who Wise had hoped would be available for her child's birth were suddenly scheduled to travel to an AIDS conference in Europe. "I wouldn't have had the support after all," she said, and decided to make plans to return to the United States to have her baby.



JOE CANNADAY

FSO RECALLS BATTLE WITH MALARIA IN '92 AS PREGNANT MOTHER

BY ANNE DAMMARELL

F O C U S

Overnight, an epidemic had sprung up. Within four months, 27 people — roughly 17 percent of the Foreign Service community at Kampala — were diagnosed with malaria.

Then the unexpected happened. The unraveling began.

Back in March, mission personnel had started coming down with malaria — cerebral malaria, the deadly kind. By summer, Wise reported, “The embassy nurse was at home and semi-lucid with a very bad case of malaria. My OB — an American doctor working on a USAID project — was in the hospital with malaria. The deputy mission director was home totally out of commission with malaria.”

Overnight, an epidemic had sprung up. Within four months, 27 people — roughly 17 percent of the Foreign Service community at Kampala — were diagnosed with malaria. The previous year, only two cases had been reported during the same time period.

Malaria can usually be kept in check by the use of antimalarial chemoprophylactic pills, plus mosquito netting, long sleeves, slacks, screens and bug sprays. In recent years, the real threat has been the increased resistance of certain strains of malaria to the drugs. The tried-and-true methods no longer worked every time.

The sudden number of cases in Uganda worried the State Department's Medical Services enough to send out a tropical disease specialist, Dr. Martin Wolfe, to investigate. How had the epidemic started? Could lab errors account for the large increase in recent cases? Wolfe, in conjunction with the Centers for Disease Control (CDC), and the embassy health unit, sought answers.

Anne Dammarell, a freelance writer in Washington, D.C., retired from the Foreign Service in 1988. In her 23-year career with USAID, she served in Colombo, Beirut and Washington, D.C.

They found that most personnel at post had followed preventive regimes involving a variety of prophylactics: mefloquine, ehloroquine and proguanil. But some had not used the medications out of fear of side effects or had stopped after an actual bout with the medicine's negative effects: dizziness, gastrointestinal complaints and sleep disturbances.

Because so many colleagues had come down with malaria in the previous months, Wise decided to get a blood test just to reassure herself, even though she had been very conscientious in taking the antimalarial medication for more than a year. And though she hadn't felt terribly well that June morning, she wasn't unduly concerned. She left the embassy health unit and returned to her office, confident that she would get a negative reading on the slide tests. “I was erasing on a big education project, but decided to call for my results in the afternoon,” she recalled. “Even the phone in my office didn't work so I went down to Communications and Records to call for my results. The Ugandan nurse at the embassy said, ‘Well, you've got malaria. What do you want to do?’ Stunned, all I could say was ‘What do you mean what do I want to do?’”

Wise returned to her office and found Dr. Miriam Duggan, an Irish nun, waiting to talk to her about a health project proposal on the rehabilitation of Ugandan prostitutes. Dr. Duggan, an OB/GYN specialist, headed the local missionary hospital. Closing the door behind her, Wise burst into tears. Upon learning why, the doctor said, “Well, my dear, calm down. The drugs are not going to kill you but the malaria may. So what we will do is you start on chloroquine tonight and have another blood test tomorrow.”

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The Medical Services office at State and the regional doctor in Kenya were notified. Before starting her regime, Wise took her oldest son Alex to be tested. Even though he had no fever, he had complained of a stomachache that morning. She soon learned that he, too, had malaria. At home she started the first of several drugs to be taken over the next few days. Since her blood tests were still positive the following morning, she switched to quinine, which upset her stomach and induced a ringing sensation in her ears.

Larry Marum, an American pediatrician who would later become a consultant pediatrician with the embassy, advised Wise and her husband about the best drugs for the baby and for her son, Alex.

"It was very frightening for me," she remembered. "I was never unconscious. Never gravely ill. I was more scared than anything else. The only person I knew who had malaria while she was pregnant had lost her baby. I didn't know if I could tolerate the medicine that I needed to take and what effect it would have on the fetus."

With a master's in public health, Wise knew the seriousness of cerebral malaria. She also knew many of the medical doctors working in Kampala. "The most wonderful thing that happened was the support I got," she said. "A doctor from CDC was there working on a USAID project. He was a tropical disease specialist and came to my bedside to draw my blood. He carried the slides back to the lab and read them himself after the laboratory technician also came down with malaria. He consulted with the chief malariologist at CDC and everybody else he knew worldwide to get the most current information about what we should do."

Wise's American obstetrician at post, a doctor who was working for another USAID project — Dr. Cheryl Walker — discharged herself from the hospital where she had been recovering from malaria and drove directly to the Wise-Phillips house. Walker could barely stand up, but paged through her thick medical book to check again on the best treatment regimen for malaria in Wise's late stage of pregnancy. "I had spe-



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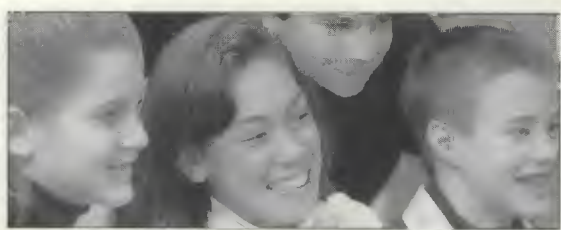


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F O C U S

cialists addressing each of the different medical challenges of mom, fetus and young son," she said. "You could never find that kind of support in the U.S. It made a tremendous difference in how I felt about things."

Because Wise's blood slides were still positive the next day, CDC recommended she switch to the medicine, Halfan. Although neither approved by the Food and Drug Administration (FDA) at that time nor recommended for use in pregnancy, the drug had been shown to be very effective in curing malaria in Africa. All the patient had to take was three doses over a 24-hour period. Even though Wise worried because no one knew what effect it would have on her baby, she decided to take CDC's advice. The embassy health unit did not stock this new drug nor was it available on the local market. However, a friend, recently returned from Europe, happened to have some. At 10 p.m. that night a driver was sent across town to pick up the med-

icine. The circle of doctors consulted Wise on dosages and timing by security radio.

"The next day my blood was cleared of the parasite," she said. "I felt awful, but the worst was over." Still, since there was little medical evidence as to what effect malaria or the antimalaria drugs would have on Wise or her baby, the State Department's Medical Services office insisted that she be medically evacuated to the United States for the duration of her pregnancy and delivery.

Three weeks later, ensconced in a rented apartment with her two sons, in Washington, D.C., Wise waited anxiously for the birth of her third child. And then, on July 31, 10 days past her due date, she gave birth to a healthy, 7-pound, 3-ounce daughter, Eliza, at a Maryland birthing center. Though Wise had been slightly anemic before the birth, which may have been related to the malaria, her infant was perfectly formed, emerging unscathed by the disease or the drugs.

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For Wise, it was no less than a miracle. "No one had been able to tell me definitely what effect the malaria or the multiple drugs I was taking would have on my baby," she said. "I was greatly relieved to deliver a beautiful little girl with no apparent ill effects from all she had been through."

Eliza, now a gregarious 3 1/2-year-old preschooler, remains healthy and happy. Looking back on her ordeal, Wise is philosophical. "I guess that's the nature of the Foreign Service: You take risks going overseas," she said. "It is your choice to be in the Foreign Service and you have to make that choice with full knowledge and willingness to be proactive in managing the risks of overseas living."

The medical team that investigated the 1992 outbreak of malaria in Uganda published its findings in the April 23, 1993, issue of "Morbidity and Mortality Weekly Report," published by the Massachusetts

Medical Society. The team concluded that the increase in disease was due to poor adherence to both the chemoprophylaxis regimes and the use of personal protection measures during a time of increased malaria transmission and intensified chloroquine resistance in sub-Saharan Africa. It also underscored the need for continued counseling regarding malaria prevention for those living in malaria-endemic areas.

Today, malaria is becoming increasingly resistant to antimalarial drugs. According to Dr. Renato Gusmao, regional adviser for the Communicable Diseases Program at the Pan American Health Organization, the disease is a growing concern again in most of sub-Saharan Africa; in Haiti and the Dominican Republic; parts of Central America and Brazil; in the western and middle areas of South Asia; and in Indonesia, Malaysia, the Philippines and Oceania. ■



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A 20-YEAR ODYSSEY

CLANS WHO FLED KHMER ROUGE IN 1975 COUNT THEIR BLESSINGS IN WASHINGTON

BY ROBERT V. & LOUISE S. KEELEY

Some 21 years ago this month — on April 12, 1975 — the remaining 75-member U.S. diplomatic mission in Phnom Penh, capital of the Khmer Republic (now Cambodia), was evacuated aboard 12 U.S. Marine helicopters to the U.S. Navy carrier *Okinawa* offshore in the Gulf of Thailand. This military operation, code-named “Eagle Pull” and carried out by the U.S. Navy, Marine Corps and Air Force, was preceded by months of planning, but took less than four hours and was accomplished without injury or death.

Included in the evacuations were Cambodian Foreign Service nationals (FSNs) and their families, as well as others who needed to flee because their lives were in danger because they were known to have Western connections. The helicopters had space for 900, but those evacuated in all categories totaled only about 300, since the U.S. embassy had flown out thousands of diplomats, Cambodians and foreigners during the previous six weeks.

U.S. Ambassador John Gunther Dean offered

Robert V. Keeley, a retired FSO, was deputy chief of mission of the U.S. Embassy to the Khmer Republic from June 1974 to April 1975. Louise S. Keeley, his wife, was a volunteer assisting the Cambodian refugees in Phnom Penh in 1974 and was evacuated to Bangkok in February 1975, when dependents were ordered out of the country. The couple now live in Washington, D.C.

evacuation to his domestic staff as well as mine — I was the deputy chief of mission — believing that they would be targeted by the Khmer Rouge for retribution because of their close association with the American embassy. Two of the ambassador's staff, the assistant steward, Sngour Sngoun, and one of the maids, Yong Sin, accepted the offer.

Of our staff of four, the cook, Hiu Chiu, and the two stewards, Hong Chiv and Ek Em, chose to join the evacuation. My official driver, El Sop, received permission to take his whole 10-member dependent household with him, in gratitude for his heroism during an attempted bomb attack against the diplomatic vehicle of the previous DCM, Tom Enders, in 1973. An explosive-filled pedicab had been detonated in front of Enders' car, but the driver had kept on going, avoiding the explosives.

All the Cambodians, like everyone else who evacuated, left Phnom Penh with only the clothes they were wearing and whatever possessions they could stuff into a small bag. From the *Okinawa*, the Americans went to Bangkok to finish up embassy business. The Cambodian refugees were transported to a new refugee camp at Utapao in Thailand, and several weeks later they were “paroled” into the United States as part of the massive stream of Indochinese refugees, mostly Vietnamese, who poured into the United States as Saigon's collapse followed several weeks after Phnom Penh's. By May 1975 the group was in a refugee center in Camp Pendleton, Calif., awaiting sponsorship and process-

ing as part of the newest wave of immigrants seeking and finding U.S. asylum.

Our household staff was an intimate part of our family's life in Phnom Penh. In the months after the Cambodians arrived in the United States, three of the families obtained sponsors in the Washington area, where they began a 20-year odyssey of work and learning, and we continued friendships cemented by the common experience of living through those final wartime days and months of the Khmer Republic.

Chiv, our head steward, his wife, Moiy, and their 3-year-old daughter, Vany, resettled in Washington in June 1975 when Tom Enders found them a sponsor in Georgetown. For the first year, they lived in the sponsor's house, where Chiv worked as a steward, in charge of the household staff. Moiy worked as a housekeeper six days a week, and still works for the same client today. Eventually, the family moved to a small two-bedroom apartment in Arlington, Va. Chiv, trained in Cambodia as a tailor, went to a trade school and worked sewing bulletproof vests. Next he became a taxi driver, at one time owning two cabs. When the couple bought their first house in 1981 in Arlington, Va., he sold one cab.

At that point we helped Chiv get a job with the Algerian embassy as the ambassador's driver and manager of the residence. After five years he was transferred to the embassy payroll as a senior local employee. Later he passed a test to join the U.S. Postal Service. However, a former employer offered to match his post office salary if he would work for him as manager of several properties, overseeing maintenance and repair work.

Moiy, too, has worked hard. She continues with her housekeeping jobs rather than accompanying Chiv on his annual trip to Florida when he delivers his employer's car to his winter home. She doesn't want to give up any of the earnings she relies on.

Vany, now 23, and separated from her husband of five years, has a 3-year-old daughter and lives with her parents. She works at three jobs because, by her own admission, when she was young she "bought a lot of stuff" and still has bills to pay. "I have so many things that I need to save my money for — my daughter, school, a car." Vany was married to a

Vietnamese in a beautiful and elaborate traditional Cambodian wedding ceremony a few years ago. Both were only 18 at the time. Failed marriages, unthinkable in Cambodia, are part of the Americanization of the second generation.

The second child, Vanna, was born in Washington in 1982. Often he finds it easier to talk to his sister than to his parents. Vany tries to get him to learn from her mistakes with money and relationships, and she intercedes for him when necessary. Unlike her parents, Vany had no trouble learning English; she and her father are American citizens now and Moiy is working on her application.

Conflicts over the Cambodian values of the parents and the American values of the second generation are a continued source of tension in all the immigrant families. "My parents wanted us to grow up like American children and learn their ways," Vany said. "Sometimes the children learn too much, and the parents are afraid that the children will completely forget where they're coming from." From the beginning the parents tried to preserve the Cambodian cultural heritage for their children, celebrating the Cambodian New Year with the others from their country.

Em, our household's other steward, and his family almost missed the helicopter on April 12, 1975. Sokha, his wife, had suffered a miscarriage at the hospital a few days earlier, and they were only able to join one of the last helicopter departures. After some weeks in the refugee camp in Thailand, at Camp Pendleton and in Washington, they went to Litchfield, Conn., where Enders had helped them find a sponsor. All Em's friends agreed that he had found a wealthy and generous employer, but the employer moved frequently among her homes in New England, Washington and Florida, and the family wanted to stay in Washington, near other Cambodian friends.

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Em tried driving a taxi but eventually joined Chiv at the Algerian embassy. He worked there nearly 10 years, first as a housekeeper and later as a driver. After developing epileptic seizures, he was no longer able to drive and eventually got a job at the U.S. Capitol mailroom.

His wife, Sokha, has worked as a housekeeper the entire time, sometimes cleaning two houses a day, and keeping some of her clients for as long as 17 years. Her life has been difficult because of Em's illness, but her own hard work has kept her family together.

Nine years ago the family bought a house in Falls Church. Em has taught himself how to use a computer. His son, Deun, helped him to adapt it to the Khmer alphabet, which has nearly 60 letters. Companies have solicited Em's help in putting items in Khmer into their computers, and he assists with newsletters and personal communications for Cambodians who lack computers. Em also writes poetry in French and Khmer, and he is writing a story in English about his people.

After completing high school in Falls Church, their older son, Deun, graduated from a community technical school. He is seeking a job as a computer technician. Chandy, the younger son, is 14 and in eighth grade. In school he studies Spanish, although his Khmer came back easily to him during a recent visit to Cambodia.

In 1994 the family visited Phnom Penh for the first time since 1975. Em's family were part of a group of 20 Cambodian families making the pilgrimage to their former homes. Em visited with his father, now 80, and some of his siblings and their children, who had escaped the Khmer Rouge by hiding in the countryside. Sokha's parents died after the Khmer Rouge takeover. "No food," she explains simply. But she was reunited with her two surviving sisters.

The family found Phnom Penh

populated by many poor people who had come into the city from the countryside looking for work. Restaurants and hotels were prospering and filled with customers, most of whom were foreigners who paid with \$100 bills rather than the local riels. Outside the center city there was widespread poverty and unemployment. Em hopes to make another trip back to Cambodia this year, taking Deun to see his grandfather, whom he has never met. Although they miss their relatives, they know their lives were saved by their evacuation to the United States. However hard their work has been here, they have prospered here, achieving a standard of living much higher than what they could have in Cambodia.

Son, the ambassador's steward, and this family did not leave by helicopter like the others. Military jeeps came to the ambassador's residence the day before, early in the morning, to take Son and his wife, Savath, and their four small children to Poehentong airport, where they were practically thrown aboard a military cargo plane that zigzagged around the field to avoid incoming rockets. When the door of the plane closed, Son discovered that 6-year-old Piroun (now Peter) was not on board. Son kicked the door open, the ramp came down and Peter was thrown aboard, too.

After Thailand and Camp Pendleton, Son and his family came to Washington. Martine Dean outfitted the family with clothing for the winter season and they went to live with a sponsor family in Chevy Chase, Md. Seven months later, with February snow on the ground, Son appeared at our house and stated unequivocally that his children were hungry and he could no longer stay at the sponsors' house. We had been helping Moiy and Savath obtain housekeeping jobs and one of Savath's clients offered to take in

the entire Son family of six. They immediately moved into this family's basement, and since the house was in the same neighborhood, the children were able to finish the school year at Chevy Chase Elementary. Judy Corbett, the new sponsor, arranged for the children to have free hot lunches at school to which they were entitled under the refugee resettlement program, and also helped the parents apply for family planning counseling and other benefits.

The Corbetts found Son a job at the Hyatt Regency Hotel, where he's worked now for almost 19 years. He started as a pot washer, then bused tables and is now a cook. In the beginning, he left his house at 6 a.m. to catch a bus to Capitol Hill and the Hyatt. At 4 p.m., he would go straight to his English-language class on East West Highway, and would then walk back to the Corbetts' house, arriving after 9 p.m. In 1982, after renting an apartment for four years, the family was able to buy a house in Virginia, with the help of three friends who acted as co-signers. After five years Son and Savath were eligible to take over financial responsibility, and they are now the sole owners. Savath has been working steadily all these years, often six days a week like the others.

From their earliest days in Washington, Son and Savath have belonged to a Cambodian folk dance troupe. The troupe has performed at the White House, has traveled as far as Canada and has received foundation grants. Son is now the group's chairman.

The children, Mom, Peter, Sunthy and Arunik, said they have experienced little discrimination in school, even though there were few immigrants in their classrooms in the 1980s. "Children have no prejudices, and music class was great," Peter, now 26, says. "It was much easier for us kids to learn English than it was for mom and dad."

Peter was appointed a Capitol page and attended the Capitol Page School for one year, later transferring to a public high school, where he starred in both baseball and football. Though offered a sports scholarship for college, he did not want to leave his family and this area. He married young, had a daughter and is now divorced. Peter is now attending college at American University, while working part-time.

Sunthy, 25, is about to graduate from Marymount College and is doing an internship with Merrill Lynch. He wants to be a stockbroker or a financial consultant. His older sister, Mom, 27, has a good job with a financial company that she has worked for since she was a sophomore in high school. She lives with her younger sister, Arunik, 23, in an apartment and owns "tons of stock" in the company, according to her brother. Arunik is a finance major like Sunthy, already has her M.A. and is working on a doctorate at The George Washington University.

The educational achievements of the children are reflected in the financial sacrifices of the parents, who always have encouraged them to go to school rather than contribute to the family's finances. Now that the children are completing their educations, Son and Savath look forward to not having to work so hard. Peter jokes: "Dad says, 'I burned my hand in the broiler for your education. Remember this when you guys are at school.'"

Over the last 20 years there have been a number of reunions with our Cambodian friends — a wedding, a new house, the Cambodian New Year. Each time we marvel at how hard they have worked, what good relationships they have with their children and how they have succeeded so well in making a life in America. ■



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OF CONSULS AND UMPS

CONSULAR OFFICERS CAN LEARN A THING OR TWO
FROM UNDER SECRETARY FOR UMPIRE AFFAIRS

By JOEL EHRENDREICH

I have been in the Foreign Service for one year now, including more than six months at a challenging consular post, Lome — this week alone we had nearly 50 non-immigrant visas (NIV), one immigrant visa (IV) and two passport applicants. I think it's time now to tell the Foreign Service how it should be run. Specifically, I want to tell the Examiners, the Foreign Service Institute (FSI) and the Bureau of Personnel where to go to get the best consular officers: the Harry Wendelstedt School for Umpires.

You've probably never heard of Wendelstedt and his school, or you might have but never paid attention to it. For more than 25 years, Harry Wendelstedt has been one of the premier umpires in major league baseball. If you've seen a National League game in the last quarter century, or any of several All Star Games or World Series, chances are you've seen Wendelstedt. He received the umpire's highest honor this year when he was assigned to work behind home plate in Game 1 of the Atlanta-Cleveland World Series. In a thankless vocation where your best hope is that no one notices you, he is recognized by his peers for being the best. Now dean of National League umpires, he has reached the pinnacle of his profession. You could call him the Under Secretary for Umpire Affairs.

I sure know Wendelstedt. He turned my life

Joel Ehrendreich, an FSO who joined the Foreign Service in 1995, is vice consul in Lome.

around, although I didn't know it at the time. I am a lifelong baseball fan; baseball is my second love, after my wife, although she would tell you it's the other way around. More out of passion for the game than out of a desire to be yelled at by obnoxious Little League parents and frustrated semi-pro hotshots, I attended the Harry Wendelstedt School for Umpires in 1990 in Daytona Beach, Fla. I did pretty well too — almost made it into pro ball as an umpire — but that's a different story, and anybody who has known me for five minutes could tell it to you, assuming they've listened both times.

But this story's about Harry Wendelstedt and his School for Umpires. And how the Foreign Service should look to him and his school when recruiting and training consular officers. Following are just a few of the things he teaches. For each bit of umpire wisdom, substitute "umpire" with "consular officer" and "pitch" or "player" with "visa applicant" or "American citizen" and you'll understand why, with all due respect to the excellent job done at FSI, I think Wendelstedt's school offers the best consular training possible.

The first thing they teach at Wendelstedt's school is that you gotta know the rule book. The Official Baseball Rules is the FAM (Foreign Affairs Manual) of baseball, no more clearly written but a heck of a lot shorter. The next thing Wendelstedt teaches is that once you know every rule down to the letter, you should file them away and let common sense and good judgment take over.

Wendelstedt's school also teaches umpires to wipe the slate clean before each pitch. If you're worrying about the last or next pitch, you're sure to screw up this rule. Don't guess or judge a pitch before you know what it is. Don't blink. Harry tells you this is something good umpires are constantly reminding themselves to do. Bad umpires never quite get it.

Treat players as you would want to be treated. Nobody wants an umpire who feels he's the center of the action. Players can't stand — and don't deserve — the ump who tries to show them up, won't listen to reasonable objections or pieks arguments. This is my pet peeve with both umpires and consular officers. You can tell who has had professional umpire training because they know how to handle situations in a respectful and courteous fashion. In my limited time in the Foreign Service, I have been appalled at how, despite professional training, consular officers' attitudes often begin with disrespect, move quickly into showing up the visa applicant — and the officer brags about it later. People tell me I'll be like that after a few years. Hope not! Harry Wendelstedt, who has made more than 300 calls a day for 25 years surrounded by 50,000 biased fans, instant-replay cameras, prima donna players and publicity-hungry managers, treats each situation objectively and professionally. He's proof that you don't have to become that way. I'd be willing to bet he gets more congressional interest than consular officers do, too. I know he gets more presidential visits.

Never forget, when you're on the field, that your best friends are your partners. Umpires who try to buddy up to players or managers because they think they'll like them or won't complain about a bad call later, are just fooling themselves. Umpires who don't support each other on the field are dangerous. Like the Foreign Service, umpires have an "up or out" system whereby if they're not considered Major League material after seven years in the minors, they can kiss their dreams of reaching the senior threshold goodbye. Wendelstedt says this leads some to try to play themselves off others, especially when they know supervisors are watching. He also says that sooner or later, those umps usually get weeded out, since the people who do the promoting figure they'd rather work with a team player than an overambitious back-

stabber. Of course, we don't have that problem among diplomats.

TV announcer Bob Uecker was never an umpire — although as a long-time catcher, he squatted under a few. But he, too, must have had consular officers in mind when he said, "Let's face it: Umpiring is not an easy or happy way to make a living. In the abuse [umpires] suffer, and the pay they get for it, you see an imbalance that can only be explained by their need to stay close to a game they love."

I think the best advice Wendelstedt gave umpires was Rule 9.05 of "General Instructions to Umpires." It says, "Keep your uniform in good condition. Be active and alert on the field. Be courteous, always. ... Avoid thoughtless familiarity with officers or employees of contesting clubs. Do not allow criticism to keep you from studying out bad situations that may lead to protests. ... It is often a trying position which requires the exercise of much patience and good judgment, but do not forget that the first essential in working out of a bad situation is to keep your own temper and self-control. ... You are no doubt going to make mistakes, but never attempt to "even up" after having made one. Make decisions as you see them and forget which is the home or visiting club. But remember! The first requisite is to make decisions correctly. If in doubt, don't hesitate to consult your associate. Umpire dignity is important but never as important as 'being right.' ... Finally, be courteous, impartial and firm, and so compel respect from all."

The Harry Wendelstedt School for Umpires lasts five weeks, the exact amount of time as FSI's general consular course. Wendelstedt told us that what we would learn we would be able to use for the rest of our lives. I thought he was talking about umpiring skills. Now I realize he was talking about consular skills, too. ■

*Harry Wendelstedt,
who has made more
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situation objectively
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"All anecdotes, no directions."

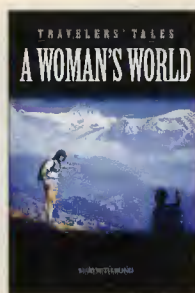
—Jim Gullo, *Diversion*



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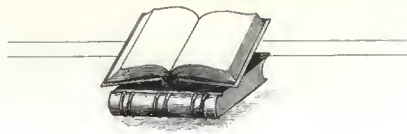
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AN ENGLISH ENVOY'S VIEW OF WASHINGTON

**Mandarin: The Diaries of an
Ambassador, 1969-1982**

*Nicholas Henderson, Weidenfeld &
Nicolson, 1995, \$39.95 hardcover, 517
pages.*

BY BRANDON GROVE, JR.

Journals are by nature hit and miss. They do not purport to be objective, full or formal accounts of a life or an era. Sparingly worded entries, with random gaps between, become the writer's shorthand for his most intrusive thoughts: an album for the snapshots of daily life and conversation he chooses to preserve, in the first instance, for himself.

Nicholas Henderson's diaries span the 13-year period from 1969 to 1982, during which he served as Britain's ambassador to Warsaw, Bonn, Paris and Washington. The American Heritage Dictionary defines mandarin as "a high civil servant thought to exercise large undefined powers without publicity or political control." It is not a title many American ambassadors would have chosen for their personal reflections, particularly those who are politically appointed.

Henderson's purpose in publishing these diaries is, "To give an account of how an embassy works, what an ambassador does in the modern age ... I have found much mystification on the subject, and no little misrepresen-

tation." The entries mirror his wisdom and his skill in dealing with all sorts of people, his gentlemanly touch and self-deprecating humor.

Keenly aware that we are now living in a new era as well as a revolution in communications, Henderson nevertheless concludes that, "The proper study of all diplomatic practice is man, the understanding and reconciliation of some of the deepest instincts of human nature; and these being unchanging, it follows that the scope of an ambassador's responsibility may be less subject to the forces of modern science than are the range and methods of many other professions, the armed services for instance." As for the Third Wave, Henderson claims the invention of the telegraph 150 years ago has had the greatest impact on diplomats because it subjected them to orders from home. The fax machine, e-mail and cellular phone, in this view, would constitute fine tuning.

Henderson's Warsaw posting fills only 21 pages of the journal, yet he records that, "Our time there left a deep imprint on me and a feeling of having lived with and understood a different people and of having experienced travail with them; so that upon leaving Poland, more so perhaps than upon leaving any other country, we felt we were severing links that had been of intense and mutual value."

In Bonn, Henderson is more directly involved in the diplomatic struggles of the Cold War. The entries in his journal occupy 56 pages, and offer examples of his talent for etching

sharp profiles of those with whom he deals, whether Wilson and Callaghan on the British side, or Brandt and Schmidt on the German side. His wit comes through, as in this account: "During our time in Bonn we gave a fancy head-dress party which the Germans appear to have found strange and enjoyable and which certainly livened up the Bonn routine. Mary made me a head-dress representing our dog in which his black spots were reproduced exactly where they were in reality. I greeted the guests wearing this head-dress with Zorba beside me looking rather shy. A photograph was taken of us which was subsequently carried prominently in the German press under the matter-of-fact heading: 'British Ambassador receives his guests.'"

By the time of his move to Paris, Henderson has become the epitome of a British ambassador in the Cold War setting of the late 1970s. He devotes 171 pages to a life of intense activity, social as well as official. The depth of his concern for promoting Anglo-French industrial cooperation, especially in arduous but eventually successful negotiations over Airbus collaboration, is something for American envoys to contemplate.

The Hendersons find generous amounts of time for an eclectic circle of friends, the enjoyment of good food and wine, and especially the pleasures of their splendid garden.

On a September Sunday in Paris, Henderson reflects on his diaries: "Writing this journal causes me to

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step back a little from the immediate scene, or rather to see it in some sort of perspective. It means that things don't fly past my life without a second look ... It enables me to collect myself." With a sadness on leaving Paris that he and his greatly admired wife Mary do not conceal, Henderson retires from diplomatic service in 1979 at the mandatory age of 60.

Feelings of deflation and disorientation in a new way of life do not have time to settle in. One month later, at an election-night party to celebrate Prime Minister Margaret Thatcher's victory, Peter Carrington drops the hint that he will call, and when he does so in two weeks, as foreign secretary, he offers Henderson the Washington embassy. Henderson becomes, in effect, that rarity in the British diplomatic service: a political appointee. This experience, encompassing the last year of Carter and first three of Reagan, is recorded in the second half of *Mandarin*, and is for the American reader the most beguiling part of these journals.

Again, the personal assessments are telling. On the eve of Reagan's inauguration, Henderson sent the Foreign Office a summing-up of President Jimmy Carter: "My conclusion was that history would be kinder to him than the present. Neither he nor his tenure of office will be regarded, even by the most revisionist, as great, but he will be seen to have had principles and to have stuck to them, and in so doing to have avoided war, spread the doctrine of human and civil rights and protected the natural resources of the country — not a very high monument, but not an ignoble one either." On Brzezinski: "Somehow I don't see Zbig as secretary of State... He lacks that indefinable and essential quality for top political office,

gravitas." On Sen. Claiborne Pell: "He looks like a character actor playing the part of an Edwardian Englishman at the Henley Regatta."

It is Henderson's function to see and interpret America through British eyes. "What a strange place Washington is," he muses in his journal, "no less strange now than under Carter." He finds Reagan enigmatic. Kay Graham, owner of *The Washington Post*, asks the president at a dinner in her Georgetown home what had surprised him most during his first year in office. "Leaks," he answers. Henderson reflects on this afterwards, and writes in his diary that, "This arises partly I think from the spoils system, from the lack of a permanent Civil Service and because those occupying the higher posts in an administration do not have a long-term commitment to the efficiency and integrity of government, regardless of party, and they are aware of the limited time-scale in which to exert influence and secure recognition for their service." Many in Washington will understand.

In these journals, Ambassador Henderson tells us much more about what he has thought and done than about how an embassy works. One can easily imagine that for all practical purposes, this tall and forceful figure, with the points of his shirt collar invariable extending over the lapels of his suit in a wild kind of way, was the British Embassy. He tired of being asked what ambassadors do, wanting to reply, "Well, I begin the day with a bath of champagne poured into a golden tub followed by an hour's massage to the sound of trumpet..."

Henderson's already hoary agenda of Cold War diplomacy is yielding to fresh struggles difficult to fit into context and address in terms of overall national interests. Today's man-

BOOKS

darins now find themselves in continuous and sometimes debilitating touch with their increasingly micro-managing, resource-strapped, and inward-looking governments at home. Paradoxically, in these times, professional attributes such as knowledge and experience, a reflective nature, and an appreciation of the other side's requirements, along with such personal qualities as courtesy, wit, modesty and style risk becoming undervalued. Ambassador Henderson's journals suggest what might be lost.

Ambassador Grove, a former chairman of the Editorial Board of the Foreign Service Journal, retired from the Foreign Service in 1994.

A CATBIRD SEAT WHITE HOUSE VIEW

**A Basement Seat to History —
Tales of Covering Presidents
Nixon, Ford, Carter and Reagan
for the Voice of America**

*Philomena Jurey, Linus Press, 1995,
\$16, softcover, 364 pages.*

BY JACK H. SHELLENBERGER

For me, *A Basement Seat to History* is not a view from the basement at all. It's more akin to a front seat on an open double-decker bus navigating boulevards and byways from Cairo to Plains, Ga., from Jidda to Beijing, taking in scores of purlieus and events worthy of VOA correspondent reports.

In truth, Philomena Jurey's memoir is a fact-filled, fast-paced report of her career with the Voice of America, focusing on her 14 years as a White House correspondent who, when not traveling, filed



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her pieces from a cramped booth in the basement.

Although the structure of this work fastens on the dispatches Jurey crafted in hotel rooms and press centers around the world, as well as in the basement, she adds context. She observes, for example, how Watergate would engulf President Richard Nixon; how President Gerald Ford — a White House press corps favorite — blew a TV debate with President Jimmy Carter, whose initiation of the Middle East peace process is described; and how the Reagan presidency coincided with the end of the Cold War. She introduces the reader to the paraphernalia and regimen of the White House press corps, the personalities and perks, the shifting protocols of access to White House spokespersons and their superiors. She also adds up the gender distribution in the corps: Her first overseas presidential trip in 1974 included 115 men and seven women, and her last, in 1986, included 203 men and 30 women.

The backdrop and the characters of personalities like Kissinger and Gorbachev, Sadat and Begin, are crisply etched. "Deng Xioping reminded me of a shrewd, old Italian gentleman discussing aimably on the side of a bocce court and not letting a single thing escape his eyes." As for the setting, consider this: "In that chill winter [of 1975], a child with a coloring book would have colored Peking blue and gray. Blue from the uniformity of clothing worn by the bicycle riders who jammed the streets ... gray from the smog — emissions from charcoal burners and factories fueled by soft coal and dust particles carried by winds from the north."

At the core of this book is the author's conviction that the Voice of America matters, that its listenership is vast and influential, that VOA reporters are professionals, passionately straight with the news and straight with each other. She finds it absurd and cost ineffective that VOA's output, especially the product of its overseas correspondents, is denied to the American public at home. Time and again, she addresses the issues of censorship and VOA's credibility, with the latter, though buffeted at times, sustained. In 1984, she wrote, "Now we were covering the most damaging story of the Reagan presidency, the unfolding arms-for-hostages scandal. How did we report it? The respected *National Journal* surveyed our output, and, on Jan. 24, 1987, (headlined), 'VOA Handles a Touchy Issue The Way the Other Media Do.'"

Personal asides, such as memories of travels with her late husband Jack, also a respected journalist, her ethnic heritage (Italian) and small-town roots (New Castle, Pa.), her noting, softly, her celebrity abroad, where Philomena Jurey was a media star more than Cronkite, Donaldson or Walters, lend to the account needed repites from the cascade of "breaking stories" that oblige reporters, especially those at the White House, to keep their beepers activated.

In sum, this is a chronicle that percolates. ■

Jack Shellenberger, a retired FSO with the U.S. Information Agency (USIA), served as VOA's Director of Programs from 1974-77. He is now president of the Washington-based Japan-America Student Conference, Inc.



IN MEMORY

Thomas Kingsley, 78, died Oct. 2 of a heart ailment in Washington D.C.

Mr. Kingsley was born in Rutland, Vt. and graduated from Yale University, where he was a track star and a U.S. Olympics semifinalist. He joined the Foreign Service in 1943 and was posted to Montevideo; Caracas; Asuncion; Dusseldorf, Germany; Lisbon; and Sao Paulo, Brazil, retiring in 1969. He was an economist at the Export-Import Bank before retiring again in 1984.

Survivors include two daughters, Martita Kingsley-Goshen of Sea Cliff, N.Y. and Mary Lee Johnson of Bethesda, Md. and two grandchildren.



Milton Leavitt, 76 died Nov. 29 in Bay Harbor Islands, Fla.

Mr. Leavitt was a graduate of Clark University with an M.S. from Boston University. He served in World War II where he survived the Bataan Death March. He joined the U.S. Information Agency Foreign Service in 1961 and served in the Philippines, Germany, India, Colombia, Peru and Thailand.

Survivors include his wife, Rosalyn; sons, Charles, of Santa Monica, Calif. and Adam, of Los Angeles, Calif.; and four grandchildren.



Edward J. Maguire, 68, died on Dec. 26 in Gresham, Ore.

Born in St. Louis, Mo., Mr. Maguire graduated from the University of California at Los Angeles and served in

the US Army before joining the Foreign Service in 1957. He served in London, Paris, Calcutta and Nairobi before retiring in 1977.

Survivors include his wife, Madeleine, of Gresham, Ore.; two daughters, Patricia Leullier of Caen, France and Cathleen Jupille of Lafayette, Calif.; three brothers; two sisters; five grandchildren; and two great-grandchildren.



Nelson B. Nugent, 62, died suddenly Nov. 21 in Eagan, Minn.

Mr. Nugent graduated from Boston University and served in the U.S. Marines and as a public school teacher for 18 years before joining the Foreign Service in 1980. He was posted to the Philippines, Costa Rica and Mozambique before retiring in 1989. After retirement he and his wife moved to Tamworth, N.H.

He is survived by his wife, Kathleen; three children, Cheryl, Deborah and Scott; and four grandchildren.



William Manning Rountree, 78, died of cancer on Nov. 3 in Gainesville, Fla.

A Georgia native, Mr. Rountree graduated in 1941 from what is now Catholic University law school. As a Lend-Lease Administration budget officer, he served in Cairo under diplomat Loy Henderson, who urged him to join the Foreign Service.

He served in Greece, Turkey and Tehran and was named assistant secretary for Near East, South Asian and African Affairs in 1956. He later served as ambassador to Pakistan, Sudan, South Africa and Brazil, retiring in 1973.

Mr. Rountree is survived by his wife, Suzanne, of Gainesville; a daughter, Susan Hanes of Chicago; two sisters and two grandsons.



Russell Yates Smith, 57, died of a heart attack on May 28 in Washington D.C.

Mr. Smith received a Ph.D in Middle Eastern history from the Ohio State University in 1973 and was a fellow of both the Center for Arabic Studies Abroad and the American Research Center of Egypt. He joined the Foreign Commercial Service in 1981 and served in Saudi Arabia, Iraq and Turkey.

He is survived by his wife, Rosalie of Alexandria, Va.



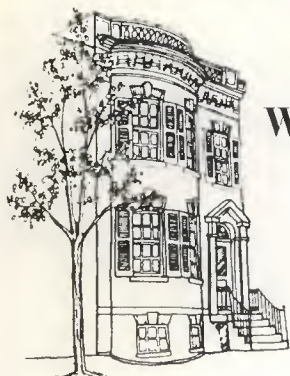
Gertrude L. Springer, 69, died of leukemia on Oct. 1 at Fairfax Hospital, in Fairfax, Va.

She joined AID in 1956 and served in staff positions in Pakistan, Liberia and Vietnam. In Washington she worked as a co-editor of the *Shield*, the predecessor to *Front Lines*, and as a personnel specialist. She retired from AID in 1976. ■

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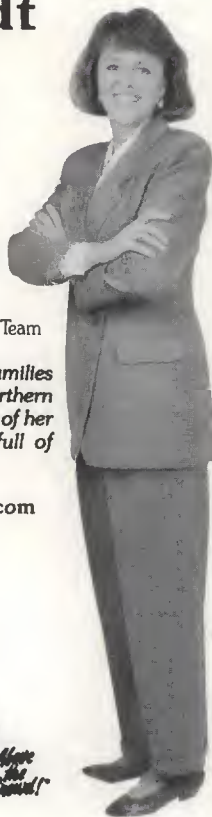
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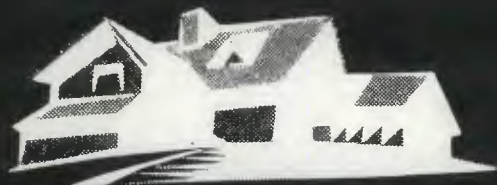
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POSTCARD FROM ABROAD

Finding Comfort, Companionship in Tokyo

BY PAMELA BENSON

As I slid the door closed behind me, I called, "*Tadaima*," Japanese for "I'm back." Then I bent down to loosen the laces on my walking shoes and slipped them off. In my stocking feet, I stepped up into the house as my hostess, Nakamura-san replied, "*O-kaeri nasai*," or "Welcome back home." I felt a breeze from the fan in the living room and sighed deeply.

I had spent the day coping with city crowds, heat and humidity. It felt good to be back, good to be looking out into the greenery of the small garden. "*Dozo*," or "please," she said as she knelt at the low table and offered me a small glass of cold barley tea. I sipped a little and replaced the glass on its lovely wooden saucer. We smiled at each other and I rummaged in my backpack for my map of Tokyo so I could show her where I'd been.

For several weeks during last summer, I lived with a Japanese family in a suburb of Tokyo, when I was an escort for a small group of American high school students. Beyond a few polite phrases I had learned, we had no common language. This was difficult for me.

During my years of living and working overseas, I had effectively used languages such as Tagalog, Hindi, Turkish and Kiswahili, studying them at the Foreign Service Institute (FSI) before overseas assignments. Here in Japan, however, since I knew no Japanese, I

Pamela Benson, the spouse of retired FSO David Benson, teaches at the Sidwell Friends School in Washington, D.C.

*We had no
common language;
this was difficult
for me.*

had no choice but to settle into the Nakamura household routine, smiling often and using the same words again and again to sincerely praise the wonderful food, hospitality and the glorious nightly ritual of the Japanese bath.

That afternoon I had wanted to tell Nakamura-san how I'd finally figured out how to get the right train out of the bustling confusion of Shinjuku station, and how I'd purchased a beautifully packaged lunch in the basement of a downtown department store.

However, she had more important news for me. With a slightly worried look, she stood, plucked a calendar off the wall and signaled me towards the bathroom. When she slid back the door, I saw to my astonishment that where in the morning there had been a low shower for scrubbing and rinsing and a turquoise bathtub for soaking, now were only chunks of concrete and dirt. During my absence, workmen with jackhammers had drilled out the contents of the room. Major renovations to the bathroom had begun.

Nakamura-san pointed helplessly to a date on the calendar three weeks away. Her meaning was all too clear.

Questions flooded my mind. Why would a family in any culture take in a guest during a remodeling project? How could I gracefully get to the nearest hotel? But that evening I was led across the street and introduced to a neighbor, Yamamoto-san. Nightly for three weeks, Nakamura-san and I bathed at the neighbor's house. After my bath, Yamamoto-san would offer me tea and sometimes I'd sit and watch part of a game show or a Samurai movie on her big screen TV. It was Yamamoto-san who correctly tied the obi on my *yukata* — a lighter warm-weather version of the kimono — before she and Nakamura-san and I went dancing at the neighborhood summer festival; it was she who sent over a plate of sesame rice balls when she learned how much I liked them. In her kitchen, we ate tempura and rice out of lacquered boxes. I had come to know not one, but two Japanese households.

A few days before I left, following a meal that included my favorite dish of grilled egg plant served with shredded ginger and soy sauce, I relaxed in the Nakamura's elegant new black tub. I remembered a friend who had lamented that her husband wouldn't agree to travel abroad because, with the language barriers, he felt he wouldn't be in control. He was right, I thought as I closed my eyes and savored the warmth of my bath, he was certainly right. But it was my lack of control on this trip that had made it so memorable. ■

Rampaging monsters; War, expropriation, nuclear reaction;

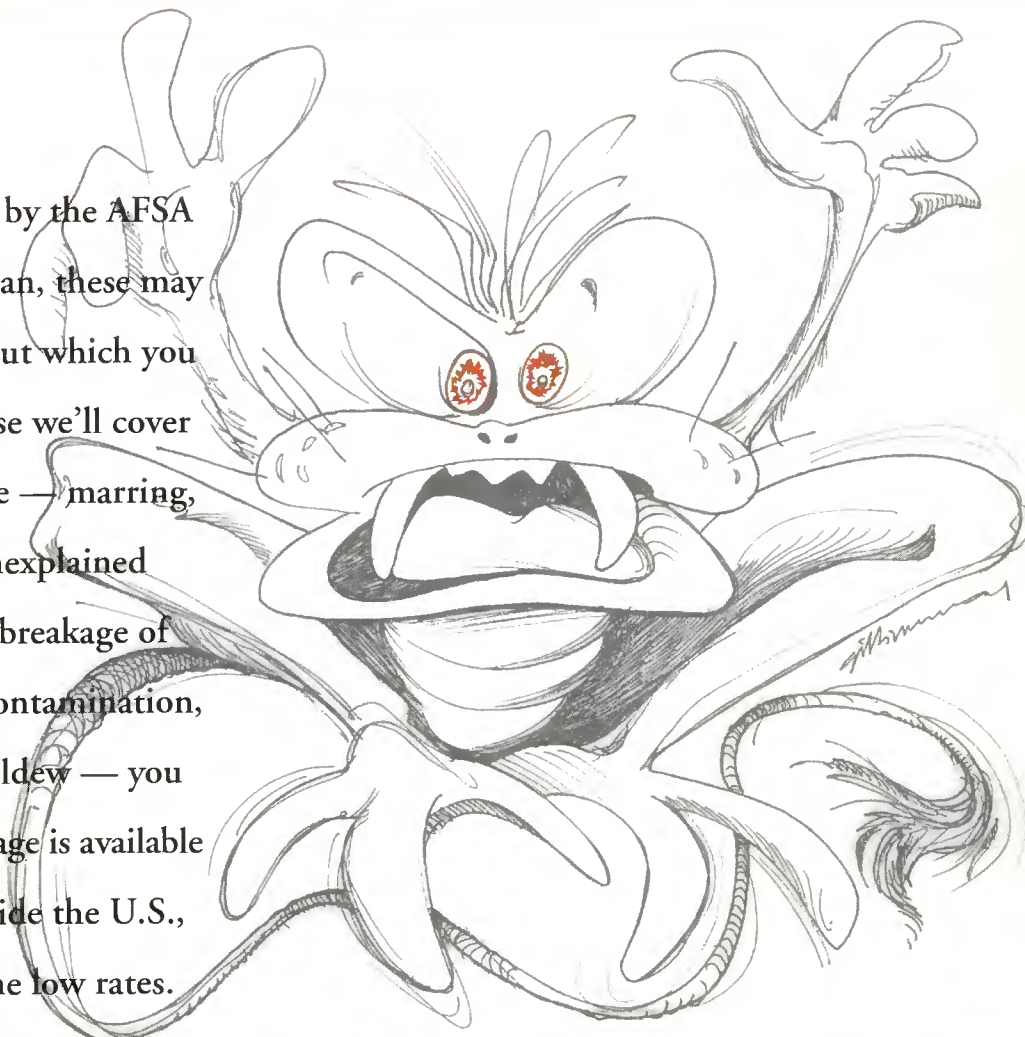
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