

ERROR IN LIMA ■ DEMYSTIFYING JAPAN'S 'MANDARINS' ■ FICTION: UNCOVERING MURDER AT STATE

FOREIGN SERVICE

JOURNAL

THE MAGAZINE FOR FOREIGN AFFAIRS PROFESSIONALS

\$3.50 / FEBRUARY 1997



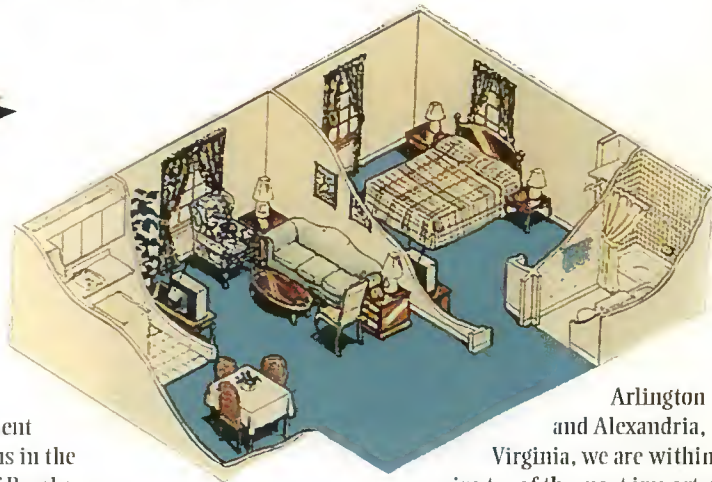
ALBRIGHT TAKES REINS AT STATE

'Activist' Foreign Policy Seen Replacing Cautious Approach

HOMIE SUIITE HOMIE

ENJOY AN EXTENDED STAY AT
THE EXECUTIVE CLUB SUITES

FREE
SHUTTLE SERVICE
TO N.F.A.T.C.



The Executive Club Suite is your convenient home away from home without that familiar stuffy hotel feeling. The Executive Club Suites provide personalized service in spacious apartment style suites with more amenities than most hotels. Each suite has a fully equipped modern kitchen, dining area, spacious living room and master bedroom with a queen size bed. The suites are 600-700 square feet of personal living space.

Other amenities include health-club, sauna, FREE parking and complimentary shuttle service to N.F.A.T.C., the Pentagon and Metro.

With convenient locations in the heart of Rosslyn,



Arlington and Alexandria, Virginia, we are within minutes of the most important government and business centers in the Washington metropolitan area. There is easy access to Georgetown, Foggy Bottom, State Department, Capitol Hill, National Airport, the Pentagon, Crystal City, the Beltway and all superhighways.

Whether you are an executive on short-term business, or a diplomat on temporary transfer, or finding a relocation headquarters, The Executive Club Suites provides the very comforts of home.

THE EXECUTIVE CLUB SUITES

THE REAL SUITE HOTEL

IN ALEXANDRIA
610 Bashford Lane
(off George Washington Parkway)
Old Town Alexandria, Virginia 22314
(703) 739-2582

IN ROSSLYN
1730 Arlington Boulevard
(Off Route 50)
Rosslyn, Virginia 22209
(703) 525-2582

IN ARLINGTON
108 South Courthouse Road
(Off Washington Boulevard)
Arlington, Virginia 22204
(703) 522-2582

RESERVATIONS: 800-535-2582
FAX: (703) 548-0266



¿Usted piensa que esta asegurado?

Translation... you get what you pay for!

Do you need a translator to read the fine print on your local insurance policy? Foreign insurance agents often say one thing, but when a claim occurs, deliver something very different!

Clements is an American company with 50 years experience insuring the Foreign Service at home and abroad. Our reputation was built on providing outstanding insurance programs with unexcelled service at very competitive prices. So if you want to get the coverage you paid for, insure with Clements!

Translation... Clements covers you!



CLEMENTS & COMPANY
Insurance Worldwide.

1660 L Street, NW, 9th Floor
Washington, DC 20036

TELEPHONE (202) 872-0060
FACSIMILE (202) 466-9064
(800) 872-0067

INTERNET
info@clements.com

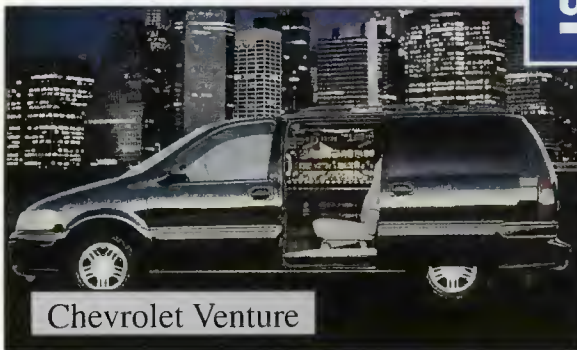
DIPLOMATIC AUTOMOBILE SALES



Cadillac Eldorado



Pontiac Grand Am



Chevrolet Venture



Chevrolet Blazer

As a member of the Foreign Service Community you are entitled to very special privileges and services when you order a General Motors vehicle through Diplomatic Automobile Sales.

Diplomatic Personalized Service

A personal representative will assist you in custom factory ordering the vehicle of your choice at the special diplomatic price. Delivery of your vehicle can be arranged anywhere in the United States, or to most overseas locations.

Select from General Motors finest products.

Cadillac, Pontiac, Oldsmobile, Chevrolet, Buick, GMC Truck, and Geo.

Contact Our Diplomatic Sales Representative

To receive more information on General Motors products, please complete the business reply card and mail it to us. Contact us in the United States at tel: (516) 496-1806, fax: (516) 677-3701, or E-mail: diplosales@aol.com



DIPLOMATIC AUTOMOBILE SALES

100 Crossways Park West

Woodbury, New York 11797-2084 U.S.A.

A program of OMSC Ltd.

Authorized distributor of GM vehicles to the Diplomatic Community

CONTENTS

February 1997 ■ Vol. 74, No. 2

COVER

FOCUS ON CHANGING OF THE GUARD AT STATE

20 / ALBRIGHT WELCOMED ABOARD

More Political Than Diplomatic,
Historic 'First' Brings Energy, Toughness

By George Gedda

23 / IN HER OWN WORDS

26 / CHRISTOPHER BOWS OUT

Historians Predict Mixed Legacy
For 'Lawyerly' Diplomat of Integrity

By Karen Krebsbach

29 / LETTER TO THE FOREIGN SERVICE

By Warren Christopher

COLUMNS

5 / PRESIDENT'S VIEWS

Greetings, Secretary Albright

By F. A. "Tex" Harris

15 / SPEAKING OUT

Train, Reward More FSOs
As Multilateral Negotiators

By Stephanie Smith Kinney

60 / POSTCARD FROM ABROAD

Down But Not Out in London

By Kathleen Currie

FEATURES

SURVIVING TERROR IN PERU / 36

As Last American Hostage Released, FSO
Recalls 5 Days of Fear, Despair and Prayer

By Karen Krebsbach

THE JAPANESE WAY / 40

With Japan at Political Crossroads, Insider Unveils
Guide to Bureaucracy's Elite, Powerful 'Mandarins'

By Jason Hyland

DEATH DUTY / 46

In New Suspense Novel, Young Female FSO
Stumbles Into Murder Plot at State Department

By Stephen Kimball

FOCUS



Page 20

DEPARTMENTS

LETTERS / 7

CLIPPINGS / 12

BOOKS / 53

IN MEMORY / 55

INDEX TO ADVERTISERS / 59

Cover and inside illustrations by Lucinda Levine

FOREIGN SERVICE JOURNAL

Editor

KAREN KREBSBACH

Managing Editor
KATHLEEN CURRIE

Art Director
TARA FISHER

Advertising & Circulation
Manager

MARIA I. SAN JOSÉ

Editorial Board

EDWARD MARKS, *Chairman*

LESLIE BASSETT

TERRENCE BROWN

AURELIUS FERNANDEZ

JUDITH HENDERSON

DAVID I. HITCHCOCK

LISA BOBBIE SCHREIBER HUGHES

ROBERTA MAHONEY

MARK MATTHEWS

ARNOLD SCHIFFERDECKER

ANNE SIGMUND

THE MAGAZINE FOR FOREIGN AFFAIRS PROFESSIONALS

Foreign Service Journal (ISSN 0015-7279), 2101 E Street, NW, Washington, D.C. 20037-2990 is published monthly by the American Foreign Service Association, a private, non-profit organization. Material appearing herein represents the opinions of the writers and does not necessarily represent the views of the *Journal*, the Editorial Board or AFSA. Writer queries are invited. *Journal* subscription: AFSA Members - \$9.50 included in annual dues; others - \$40. For foreign surface mail, add \$18 per year; foreign airmail, \$36 per year. Periodical postage paid at Manchester, NH, and at additional mailing offices. Postmaster: Send address changes to *Foreign Service Journal*, 2101 E Street NW, Washington, D.C. 20037-2990. Indexed by Public Affairs Information Service (PAIS). The *Journal* is not responsible for unsolicited manuscripts, photos or illustrations. Advertising inquiries are invited. The appearance of advertisements herein does not imply the endorsement of the services or goods offered. FAX: (202) 338-8244 or (202) 338-6820. E-MAIL: journal@afsa.org. TELEPHONE: (202) 338-4045. © American Foreign Service Association, 1997. Printed in the U.S.A. Send address changes for the *Foreign Service Journal* to AFSA, 2101 E Street NW, Washington, D.C. 20037-2990.

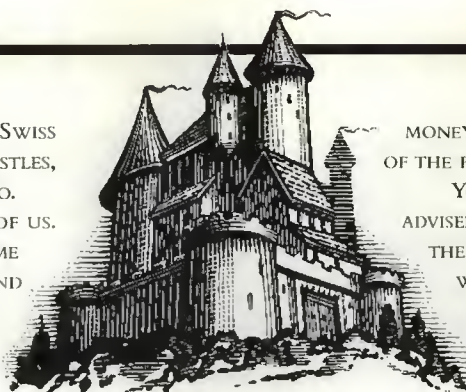
THERE ARE PEOPLE WITH SWISS BANK ACCOUNTS, SCOTTISH CASTLES, AND A FRENCH ISLAND OR TWO.

THEN THERE'S THE REST OF US. WHO SPEND MOST OF OUR TIME WORKING FOR THE FUTURE. AND ARE CONSTANTLY AMAZED BY HOW VERY LITTLE WE HAVE TO SHOW FOR IT.

IT WAS BECAUSE OF PEOPLE LIKE US THAT GREY COURT WAS FORMED.

INTRODUCING GREY COURT. TRUE INVESTMENT CONSULTING FOR MIDDLE INCOME PEOPLE.

GREY COURT WAS FOUNDED BY GREG CURTIS, WHO HAS SERVED AS THE INVESTMENT ADVISER FOR SOME OF PITTSBURGH'S MOST PRESTIGIOUS FOUNDATIONS AND FAMILIES. THE SORT OF CLIENTS THAT DEMAND HIGHLY SOPHISTICATED,



MONEY MANAGERS AND THE REST OF THE FINANCIAL SERVICES INDUSTRY.

YOU SEE, MOST FINANCIAL ADVISERS MAKE MONEY FROM THE INVESTMENTS THEY SELL, WHETHER IT'S THROUGH COMMISSIONS OR CHARGING FEES FOR PORTFOLIO MANAGEMENT.

THAT'S WHY IT'S SO IMPORTANT TO GET ADVICE FROM SOMEONE WHO'S NOT TRYING TO SELL YOU A PRODUCT OR MANAGE YOUR PORTFOLIO.

JUST FOR THE RECORD, GREY COURT DOESN'T SELL ANNUITIES, MUTUAL FUNDS, STOCKS, BONDS OR EVEN PORTFOLIO MANAGEMENT. INSTEAD, WE OFFER SOMETHING FAR MORE VALUABLE. INSIGHTFUL, OBJECTIVE, WORLD-CLASS INVESTMENT ADVICE THAT'S BASED ON YOUR NEEDS. NOT OURS.

NO CONFLICTS THERE.

FINALLY, INVESTMENT ADVICE FOR PEOPLE WHO LIVE SOMEWHERE IN BETWEEN.

COMPLETELY OBJECTIVE ADVICE TO HELP THEIR MILLIONS GROW.

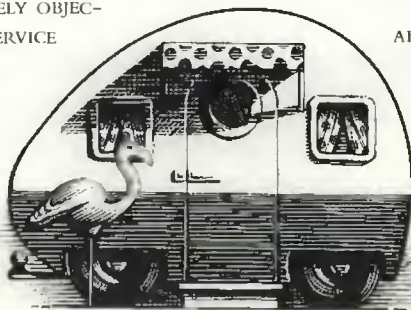
YOU MAY HAVE SUSPECTED IT ALL ALONG, BUT MIDDLE CLASS INVESTORS DO NOT, AS A RULE, RECEIVE THE SAME LEVEL OF INVESTMENT ADVICE AS THE AFFLUENT. THAT DISPARITY CAN LIMIT THE AVERAGE PERSON'S ABILITY TO ACHIEVE LONG TERM WEALTH.

IT ISN'T FAIR. AND AS GREG CURTIS WILL TELL YOU, IT ISN'T NECESSARY.

TO PROVE IT, HE'S CREATED THE FIRST HIGHLY SOPHISTICATED, COMPLETELY OBJECTIVE INVESTMENT CONSULTING SERVICE FOR MIDDLE INCOME INVESTORS.

COMPLETELY OBJECTIVE ADVICE.

OBJECTIVITY IS WHAT SEPARATES A TRUE INVESTMENT CONSULTANT FROM FINANCIAL PLANNERS, STOCKBROKERS,



THE BOTTOM LINE.

GREY COURT OFFERS THE SAME SOPHISTICATED INVESTMENT CONSULTING THAT WEALTHY INVESTORS RECEIVE, BUT FOR A LOT LESS MONEY. HOW? BY GIVING YOU ALL THE EXPERTISE AND RESOURCES. WITHOUT ALL THE WINING AND DINING.

IN FACT, MOST OF OUR INDIVIDUALLY-TAILORED ADVICE AND THE INFORMATION THAT COMES WITH IT IS DELIVERED OVER THE PHONE AND THROUGH THE MAIL.

IT SAVES A BUNDLE, AND IT ALLOWS YOU TO FOCUS ON YOUR PORTFOLIO AT YOUR CONVENIENCE.

IT'S PRETTY SIMPLE, REALLY. AND IT WORKS.

IF YOU'D LIKE TO KNOW MORE, CALL US AT 1-800-361-1236. FAX: 412-361-0300 OR EMAIL: GREYCOURT@CITY-NET.COM.

GREY COURT

Investment Consultants



PRESIDENT'S VIEWS

Greetings, Secretary Albright

By F. A. "TEX" HARRIS

Foreign Service professionals around the world are warmly welcoming secretary of State Madeleine Albright to one of the toughest executive leadership positions in U.S. government. These professionals see clearly that their achievements are tied to her success. They know that the secretary of State's leadership in forming, organizing and implementing America's foreign policy is critical for the nation's success.

Foreign affairs professionals are painfully aware of the complexity of balancing the three distinct facets of the secretary's job as chief executive officer, developer of foreign policy and America's lead diplomat. Leadership is badly needed in three critical areas: mission, resources and unity of the foreign affairs agencies.

First is the requirement to project a clear vision of the mission and goals embodied in America's role in the world. All realize the difficulty of this critical task in a great nation with such a multitude of international priorities. But the Cold War bumper-sticker days are gone, and this is a top concern for Americans, a concern that requires the continuing efforts of the secretary of State and President Clinton.

Second is the obtaining of adequate resources to fulfill America's mission and goals abroad. Secretary Albright's early initiatives with the

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

*The Foreign
Service is here to
serve and follow
your lead.*



White House and the Congress in requesting higher funding of the foreign affairs budget have not gone unnoticed.

The third area is the pulling together of the U.S. government's international efforts. The Inspector General's office of the State Department has shown that the allocation of foreign affairs resources, staffing and programs is still overly influenced by outdated priorities. Almost all commentators agree that the structure of this nation's international activities needs a major overhaul. Change is rarely welcome. But America's defense went through the Goldwater-Nichols forging of a single command structure that coordinates a multitude of bickering services. The same is now needed for foreign affairs.

America's new international challenges also require reworking three distinct layers of the foreign affairs operations by:

■ Setting priorities for the activities of the more than 40 different

U.S. agencies who operate abroad. Though most difficult at the Cabinet level, orchestrating these agencies and their efforts is necessary if the United States is to send clear, effective messages abroad. Ambassadors cannot compete with agency heads in resolving interagency conflicts.

■ Unifying the efforts of all the foreign affairs agencies. Without clear central leadership, each unit — large and small — develops its own focus and micro-mission. Pulling these units together to work as a team with common or complementary goals is long overdue.

■ Communicating with all the foreign affairs professionals at the Department of State. Many employees at this agency have felt cut off from their primary purpose in being in foreign affairs — assisting the secretary of State. The bulletproof doors to the secretary's office have come to symbolize the exclusion many feel from a distant leadership. Even assistant secretaries have not met regularly with past secretaries of State, except in group meetings, few of which have included all the department's senior leaders.

The professionals of the Foreign Service serving around the world are knowledgeable, dedicated and eager to help you achieve the policy goals of the Department of State and of President Clinton. Foreign affairs professionals look forward to serving you and following your lead as you become the new CEO of State. ■

**RECYCLE THE
SIMUNEKS' EXPERTISE!**



ZORITA AND RICHARD SIMUNEK

Recognized as Top Producers by Northern Virginia Association of Realtors

Recognized as Top Producers by Washington DC Association of Realtors

* Washington, DC

* Northern Virginia

* Maryland

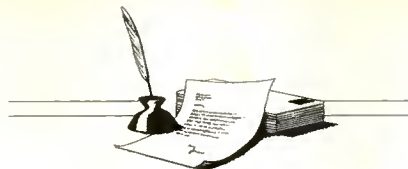
I would like to know how much home I can afford to buy.
 FREE MARKET ANALYSIS of how much home is worth.
 Property Address: _____
 I am interested in the following information:
 Area? District of Columbia Maryland Virginia
 Type of Home? Detached House Townhouse Condo
 Bedrooms? ___ Neighborhoods? ___ Price Range? \$ _____
 Name _____
 Address _____
 City _____ State _____ ZIP _____

ATTN: Simuneks
 Long & Foster
 5101 Wisconsin Avenue, NW
 Washington, DC 20016
 Direct Line: (202) 296-4304
 Fax: (202) 659-0998



ATTN: Simuneks
 Long & Foster
 4600 Lee Highway
 Arlington, VA 22207
 Direct Line: (703) 284-9365
 Fax: (202) 659-0998

Email: simunek@aol.com



LETTERS

To the editor:

My hat is off to the *Foreign Service Journal* for its November issue ("Pursuing the Bias-Free Workplace: FS Continues Struggle To Include Disenfranchised Groups"). Finally I am witnessing individuals with integrity who are not afraid to speak out against discrimination in the Foreign Service. My only criticism is the general tone of the articles: They are just too damn polite. What is needed is old-fashioned outrage, as sharp as the shredders that make spaghetti out of classified documents.

As an Hispanic-American spouse of an FSO, I have seen my wife and myself subjected to a subtle campaign of reprisals because we have spoken out against racism in the State Department. On numerous occasions, I have heard blacks and Hispanics referred to as "niggers" and "spics." Then, of course, there is the standard response to affirmative action — it is not fair to minorities because it places them in jobs they are not equipped to handle intellectually.

Perhaps those who cry out against racism in the Foreign Service should enlist the aid of the Rev. Jesse Jackson.

The Foreign Service Journal welcomes signed letters to the editor. Please mail letters to the Journal, 2101 E St., NW, Washington, D.C., 20037 or fax to 202-338-8244 or e-mail to journal@afsa.org. Letters, which are subject to editing, should include full name, title and post, address and daytime telephone number.

Racism in the Foreign Service is institutionalized. It will take more than class suits to change that. "The Plantation," as my American friends call the federal bureaucracy in Washington, needs a swift verbal kick in the can to get it going. The negative publicity that the Texaco Co. received [for its alleged racial discrimination against minority employees] through the efforts of Rev. Jackson did more for blacks than any pending legal action.

Perhaps the sight of several hundred Hispanic and black employees lining the sidewalks of Washington, D.C., with placards and bullhorns denouncing discrimination will help to motivate those responsible for the current state of affairs in the Foreign Service.

*Neil Raymond Ricco
Foreign Service Spouse
U.S. Embassy Panama City*



To the editor:

I enjoyed Dan Kubiske's article ("The Issue of Gender: In Wake of Palmer Case, Minority Women Haven't Come A Long Way, Baby," November *Journal*) very much and am happy that someone finally got this secret history down on paper. It was of particular interest to me to learn that so few women opted out of the class action suit. I remember the personnel officer in Tokyo telling me in 1976, "Everybody is opting out. If you stay in, you'll be isolated!" (I stayed.)

"She [Marguerite Cooper] turned down Japanese language training when she was told the only position open to her would be consular work, instead of the political or economic reporting she preferred," Kubiske wrote.

Your article does not indicate when Ms. Cooper was offered Japanese language training, but I can tell you that I was the first female Japanese language officer assigned to an economic position at a post in Japan.

This is how I got in through the back door: I started Japanese language training at the Foreign Service Institute in February 1970 with an onward consular assignment to U.S. Consulate General Osaka-Kobe. About six months into the course, to my delight, the incumbent's assignment was extended. My consular assignment fell through, and there were no other language-designated consular jobs on the horizon.

At this time, there were no Japanese language economic or commercial positions in the FS. (Young FSOs will find it hard to believe, but the U.S. trade deficit with Japan had to top \$1 billion before it occurred to anyone that the FS needed Japanese-speaking economists.) By sheer luck I got a newly created commercial position in Osaka-Kobe which was funded by the Commerce Department. I had to lobby Commerce hard for the job, but at that time found those officials more open-minded than State about women, and ahead of State in recognizing the need for Japanese-trained economic/commercial officers.

LETTERS

I did commercial work for two years, by which time State had given language designations to two or three economic positions. I got the second year of Japanese training in Yokohama and one of the language-designated economic positions at U.S. Embassy Tokyo, where I worked from 1973-1976. In 1975 the second female Japanese language officer, Marilyn Meyers, arrived in Tokyo by a more straightforward route. We were both on the Japan desk at State in the late 1970s, and Marilyn went on to become political officer in Fukuoka, economic counselor in Tokyo, and a deputy assistant secretary (DAS), in the East Asia Bureau. The first female U.S. minister-counselor for economic affairs — the embassy's No. 3 position — in Tokyo was Aurelia Brazeal, in the early 1980s. She is now a DAS for the East Asian and Pacific Affairs Bureau.

By the late 1970s women were being routinely assigned to economic and political jobs at posts in Japan. Since the mid-1970s, the Japanese Foreign Service recruited a visible number of female officers, and as they began to turn up in Washington and New York, the controversy over whether the Japanese would accept women as diplomats was laid to rest.

Martha Dewitt Nakajima
Retired FSO
Geneva, Switzerland

To the editor:

Carman Cunningham (then Williams) and I entered the Foreign Service together in 1974, but I do not believe that our paths have crossed since the last day of our A-100. I was glad to catch up on her activities since, thanks to her byline in the November 1996 "Speaking Out" column ("Give FSNs More Respect, Rewards, Opportunities").

I write, however, for another reason: to second most emphatically her comments on the critical importance and underappreciation of our Foreign Service nationals (FSNs), our colleagues. Since I left the Service for academia in 1979, I do not have Carman's breadth or depth of experience within the State Department on which to draw, but I have, for more than a decade now, come into close contact with FSNs as a frequent U.S. speaker at many U.S. Information Service (USIS) posts in Europe.

My own experience confirms her comments about the exceptional quality, loyalty, dedication and expertise of these individuals. Sadly, it also confirms that their FSO colleagues often fail to recognize the calibre of the FSNs working next door. On more than one occasion, I have had to point out to a colleague in the political or economic section that a wealth of expertise, unrecognized and apparently unknown, is to be found in the FSNs manning the USIS shop down the hall. On rarer occasions, I have found FSOs who have already discovered this on their own, but they are few and far between, especially in our larger embassies, where it is possible to spend an entire tour without taking full advantage of the human resources available in the same building.

I regularly tell academic colleagues heading for the first time to posts in Europe that I know well, that no matter how hectic their speaking schedule, they should take the time for substantive discussions with the USIS FSNs they will meet. The efficiency and creativity of these FSNs is reflected in every USIS program, but they bring more than that to the job every day: Indeed, the academic background and substantive expertise of USIS FSNs is often at the same level as the host country colleagues scheduled on a U.S. speaker's program with

USIS. Many speakers (and, I fear, FSOs) fail to realize that the quality of those programs is made possible by the professional reputation and standing of the FSNs among their own colleagues in that country.

My association with USIS FSNs over the years has made and, I am sure, will continue to make substantial contributions to my own professional development. But even more important to me are the personal friendships that have resulted from the hours we have spent together, agreeing or disagreeing about specific issues, but knowing that we shared the same goal: to broaden, deepen and enhance the quality of the relationship between their country and the United States. At difficult moments, when political relations are strained at the highest level, this goal puts a burden on FSNs that is unknown to their American colleagues, but I have never known one of them whose dedication and commitment were not up to the task.

As Cunningham argued, the Foreign Service and State owe FSNs more respect, rewards and opportunities. But I also hope that their contribution will one day receive the recognition it deserves from the U.S. government and the American people as a whole.

Edwina S. Campbell
Professor of Political
Science and History
Industrial College of the
Armed Forces
National Defense
University
Fort McNair
Washington, D.C.

To the editor:

At the risk of being dismissed as a "neophyte," in Ms. Cunningham's def-

LETTERS

inition, I have to ask: Must we endure yet another scolding for alleged American mistreatment of FSNs? I ask this question not because my "delicate ego" has been "bruised," but because my moderate sensibilities have been challenged by an article that has been written and rewritten so many times by guilt-ridden FSOs that it now forms a genre.

Don't get me wrong: I have the greatest respect and admiration for FSNs — both as colleagues and, in many cases, as friends. Some of the warmest memories of my first Foreign Service posting relate to the local employees who extended their hospitality and helped me to learn the ropes as a junior officer. The contributions of FSNs around the world are beyond dispute.

Yes, from time to time we've all seen FSOs "treat FSNs callously." And, yes, we've seen "overpaid" American employees spend the workday browsing mail-order catalogues while the local staff worked. But most FSOs work hard, if not harder, than many FSNs. I'm just not sure that observations this banal really add much to the discussion.

A few of the author's less sensible points beg a response. Her proposition that the remedy for FSN undervaluation is a "mandatory" junket to the United States "just as home leave is for U.S. embassy employes" hardly seems appropriate at a time when some posts lack even the travel funds to cover their own consular districts. Then there's her characterization of security regulations as a "means of insulting and demeaning FSNs." Most regional security officers will be surprised to learn this is why they've been sent overseas. As for the author's claim that she was "overpaid" as an FSO, who am I to argue that she wasn't? As for myself, I feel fairly compensated for work-

ing at a job I love, but one look at my family's checkbook quickly dispels any feelings of guilt.

But these are small points. My main objection to these articles is that they imply the State Department is an inhumane employer overseas, which obscures the need for tougher management of all employees — Americans and FSNs alike — in which performance, not conflict avoidance, is the key. At a time of intense public scrutiny over the effectiveness of government, we can afford nothing less. However, my limited experience in the department has convinced me that FSOs, myself included, feel more comfortable drafting complex cables than correcting wayward employees. In the name of workplace harmony, we are too often inclined to dodge the potential conflicts that firm management implies.

The pretension of "cultural sensitivity" also plays a role. I remember once attending a meeting of FSOs, family members and FSNs called by a senior officer to discuss impending cuts and reclassification of positions for FSNs, part-timers and temporary employees. In discussing the FSN cuts, his tone was appropriately solemn. Not once, though, did he mention the cuts in American employees' positions — the main interest in the audience. The message was clear: American FSOs and their families should understand that the job entails sacrifice. But our non-American colleagues must be handled with a gentler touch.

FSNs cannot have it both ways, as I believe they would agree. They are competent professionals in their own right and deserve to be well-managed, not patronized. This means rigorous performance standards and a salary commensurate with market demands, perhaps not humane by the author's standards, but certainly fair. Will such

an approach leave our FSN colleagues "underpaid and underprivileged?" Not if the low turnover rates at my first two posts are any indication.

What about the small minority of junior officers who have "swallowed the myth" that they are "society's elite" and, as a result, deny the contributions of their FSN colleagues? I say State can deny them tenure. And the small group of FSOs and FSNs who are unwilling, or unable, to perform their jobs effectively? I say release them from the obligation of having to show up for work each day.

But, above all, let's stop feeling guilty.

Jim DeHart
Vice Consul
U.S. Consulate General
Melbourne
Melbourne, Australia

To the editor:

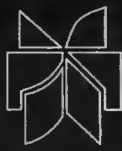
I'm so pleased to see James Angell's "Postcard From Abroad" on couriers ("Rovings of a Diplomatic Courier," November *Journal*). Couriers have such a unique perspective of our world, and I'm happy to see that validated. I also adore the idea of breaking down courier stereotypes, and I feel that Jim's work encourages that effort.

Congratulations to you, Jim, and to you, FSJ.

Michele Lynn Kaminski
Diplomatic Courier
U.S. Embassy Bangkok

To the editor:

Ann Miller Morin's article on Eleanor Dulles, who died Oct. 30 ("The Forgotten Dulles, November *Journal*), brought to mind an amusing episode regarding her.



Foreign Policy Bulletin

The Documentary Record of United States Foreign Policy

AN IMPRESSIVE HERITAGE

The *Foreign Policy Bulletin* originated over fifty years ago as the official record of American foreign policy and was published as the *Department of State Bulletin*. When it was terminated in 1990 due to budgetary cutbacks, Paul Auerswald, formerly director of the State Department's Office of Public Communication, revived it under the title *Foreign Policy Bulletin*. Kluwer Law International is committed to continuing the quality, scope, and thoughtful coverage for which the *Bulletin* has gained favorable recognition as the definitive source for U.S. foreign policy documentation.

A STUDIED APPROACH TO POLICIES AND EVENTS

Each issue of the *Foreign Policy Bulletin* contains in-depth documentary features on the major recent foreign policy events, as well as key texts pertaining to developments in one of over a dozen regularly covered policy areas (e.g., arms control, East Asia, economics, environment, Europe, etc.).

For all individuals and institutions engaged in interpreting the current status and future direction of American foreign policy in its global content, the *Foreign Policy Bulletin* is an indispensable resource.

Bimonthly, 1996 Subscription:
\$125 Institutional, \$75 Individual.

Please send me a sample copy.

KLUWER LAW INTERNATIONAL

675 Mass. Avenue
Cambridge, MA 02139
Phone: (617) 354-0140
FAX: (617) 354-8595
Toll-Free in US: 800-577-8118

LETTERS

Way back when, I was a good friend of her cousin, who did not have the Dulles surname and was of the "liberal" branch of the family. Most of his friends, myself excepted, were also of the liberal persuasion. Eleanor had a passion for swimming and built a lovely little house in Virginia with a huge pool that she loaned to my friend for a month each summer. I was sometimes invited out along with other friends for a day of swimming and relaxation.

Once I was apparently the only one present who knew of the Dulles connection, and as we were seated for dinner, one of the guests spied on the wall a large portrait of Secretary of State John Foster Dulles and loudly exclaimed, "Good Lord! What is a picture of John Foster Dulles doing here?" I unsuccessfully tried to kick my neighbor and finally had to spill a glass of wine to divert attention from the Great Satan. Fortunately our host was more amused than offended at the episode.

James Bailey Parker
Retired FSO
New York, N.Y.

To the editor:

One of your subscribers, former ambassador Walter Curley, sent me the November issue, which included the piece about my cousin, Eleanor Lansing Dulles. Of course, I read it with great interest and thought it well-written and fair. But I was aghast at the ignorance of a basic fact: It was Dwight Eisenhower who appointed John Foster Dulles as secretary of State, not Harry Truman. He was named by Eisenhower after the election in November of 1952, and took office in January with the rest of the Eisenhower appointees.

I applaud the author's emphasis on the male chauvinism of the time, which certainly caused Eleanor some anguish. We feminists, trying to get ahead in a man's world, should know that men will always mark us down, if they can, for silly inaccuracies. As has been said so often: We are No. 2; we must try harder.

Incidentally, Eleanor Dulles and I were named for the same great woman, Eleanor Foster Lansing, the wife of Robert Lansing, who as you know was secretary of State in the Wilson administration. Also incidentally, I worked for Secretary Dulles and his wife, Janet, as their social secretary from January 1953 for three years. A glamour job for a young woman!

Eleanor Lansing Thomas
Elliott
Cross River, N.Y.

We, too, were aghast that such an error was missed by so many pairs of eyes on staff. Thanks for noticing.

— *The editors*

To the editor:

I just finished reading the very fine series on drugs in the *Foreign Service Journal* of October ("America's Losing Drug Strategy: Policy Seen as Ineffective, as Global Trafficking Soars").

Glad to see more attention paid to Alfred McCoy, a pioneer in exposing how the CIA promoted the drug trade in Southeast Asia ("In Asia, Battling Warlords: At Cold War's End, Complex Geopolitics Spurs Heroin Supply").

I also appreciated Karen Krebsbach pointing out the contradictions of U.S. eradication policy ("In Bolivia, Bucking Tradition: Crop

LETTERS

Substitution Sparks Bitterness Among Campesinos").

And how does someone like John Sweeney, who criticizes big business on the matter of excusing Mexico's protection of the drug trade, end up at the Heritage Foundation?

*Lucy Komisar
Freelance Journalist
New York, N.Y.*

To the editor:

Congratulations on the symposium on U.S. drug policy. The *Journal* has made a major contribution to the public debate on America's tragic drug problem. It would have been even better if someone would have stated the case for legalization, the only rational alternative to the ruinous policy so well described by your authors.

It is begging the question to assume, as do Harry W. Shlaudeman and W. Kenneth Thompson, that American public opinion will never accept legalization. The purpose of public debate is to try to change public opinion when it is wrong.

*Chris G. Petrow
Neully Sur Seine, France
Retired FSO*

To the editor:

It's high time that the opposing camps on the marijuana issue sat down and smoked the peace pipe.

Even though the *Journal* featured a cover accurately entitled, "America's Losing Drug Strategy: Policy Seen as Ineffective, as Global Trafficking Soars," none of the authors dealt with the option of medicalizing and/or otherwise removing criminal penalties on the use of marijuana. They vividly described the failure of the drug war

[abroad], but offered no credible, moderate, harm-reducing solutions, preferring instead to rehash the same old tired, discredited, prohibitionist policies. Fortunately, there is more enlightened thinking taking place on the issue, as evidenced by recent developments in California.

When the citizens of California on Nov. 5 passed Proposition 215, the Medical Marijuana Initiative, by a 56-44 margin, the Golden State's electorate not only responded compassionately to the suffering of individuals coping with debilitating illness and disease, but in the process guaranteed that the national public debate on the wider issue of decriminalization of marijuana has finally begun.

Thoughtful Americans want to know why, when millions of Californians have concluded that cannabis can be a healing agent for many people, that the federal government continues to prosecute a war on marijuana that every year costs tens of millions of taxpayer dollars, incarcerates tens of thousands of non-violent individuals, and too often makes a mockery of the constitutional concept of limited government and individual rights.

By the way, is it by accident or design that the cover chessboard illustration shows the American king in double check?

*John Connerley
Political Officer
U.S. Embassy Belize City*

Since the Journal focuses on U.S. foreign policy, it was decided the series would not include discussion of the domestic issue of marijuana legalization for medicinal purposes.

And, yes, the cover illustration was designed with the winning side — and the losing side — clearly in mind.

— The editors ■

*Leave your
most
important
investment
with the
management
professionals
you trust.*

*Rental and Management
of Fine Properties in
Northwest DC, Chevy Chase,
Bethesda and Potomac*



**Executive Housing
Consultants, Inc.**
7315 Wisconsin Avenue
Suite 603 East
Bethesda, Maryland 20814
301/951-4111
Fax: 301-907-7329
email: exechshng@erols.com

*"We care for your home
as if it were our own."*



CLIPPINGS



“It’s so disheartening to me when you have to beg people to go on the Senate Foreign Relations Committee. Now it’s like the District of Columbia Committee.”

— SEN. CHRISTOPHER DODD (D-CONN.),
RECALLING WHEN THE SFRC WAS THE SENATE’S MOST SOUGHT-AFTER PANEL

WAIVER OF IMMUNITY SOUGHT FOR ENVOY

The U.S. Attorney’s office is pursuing charges against a Georgian diplomat involved in a five-car crash that killed a 16-year-old girl, a case that is highlighting whether diplomatic immunity is automatic in all criminal allegations.

Georgian President Eduard Shevardnadze on Jan. 10 reversed an earlier decision and told the State Department he is “prepared to waive” the envoy’s diplomatic immunity. The State Department last month urged the Georgian government to require Gueorgui Makharadze, its second in command at the embassy, to remain in the United States until the District of Columbia’s investigation of the Jan. 3 accident is complete.

In a Jan. 11 article, one Clinton administration official told *The Washington Post* that the United States “backed [Shevardnadze] big-time” when he trying to maintain control of Georgia during separatist rebellions in the 1990s. As a result, the official said “[Outgoing Secretary of State Warren] Christopher didn’t have to threaten. He asked Shevardnadze to do the right thing, and the president is a smart man. He knew Georgia’s name was being dragged through the mud over here.”

State Department deputy spokesman Glyn T. Davies noted that “it is important to make a distinction between criminal violations and parking tickets.”

SPOUSAL ‘BURNOUT’ NO. 1 ISSUE OVERSEAS

In corporate life, if a spouse is unhappy with the other’s spouse’s overseas assignment, it’s probably doomed to fail-

ure, according to an unbylined article in the Jan. 7 *Wall Street Journal*. In fact, “spousal unhappiness” is the No. 1 cause of “expatriate brownout,” according to Cornelius Grove, head of Cornelius Grove and Associates, Inc., a New York-based company that helps American employees overseas ease the transition to other cultures.

Chief among dissatisfactions is the inability of the accompanying spouse to find employment due to legal restrictions in the host country. “The opportunity to accomplish is taken away (from accompanying spouses),” according to Grove. He also said his company has found that company executives returning from overseas jobs have the highest attrition rate in corporate life, often as high as 50 percent.

\$21 BILLION URGED FOR FOREIGN AFFAIRS

Rep. Howard Berman (D-Calif.), a member of the House International Affairs Committee, has joined the fray in calling for the saving of the international affairs budget, urging that it be hiked from this year’s \$19 billion to \$21 billion for next year.

“America’s Foreign Service officers provide an early warning system to prevent problems and resolve conflicts before military intervention becomes necessary,” he wrote in a Dec. 29 op-ed piece in *The Washington Post*. “Our diplomats abroad now work closely with foreign police to keep criminals, narcotic traffickers and terrorists from our shores. Despite these efforts, however, many political leaders refuse to support the State Department.

“If this were the Defense Department, one congressional commit-



CLIPPINGS

tee after another would be vigorously investigating the question of who sold out America's security."

Berman takes Congress to task for cutting foreign affairs spending, saying the cuts are forcing seasoned diplomats into retirement and frustrated junior officers into quitting. The result, he wrote, is "the heart is being hollowed out of our country's first line of defense."

RELIGIOUS FREEDOM NEW 'RIGHTS' ISSUE

Demands for religious freedom are breaking out all over the globe — and the State Department is stepping in to document it all.

"From China to the Sudan to Eastern Europe, religious persecution and harassment appear to be rising," reporter Robert Marquand writes in the Dec. 24 *Christian Science Monitor*. "Yet issues of freedom of religion abroad have not been given close attention by the United States government, or by many human rights groups."

But Marquand spoke too soon. This month, the Department of State is hosting the Advisory Committee on Religious Freedom Abroad, a committee of 20 U.S. citizens of Protestant, Jewish, Orthodox and Muslim faiths, as well as religious scholars. The group will discuss a new State initiative to track religious persecution around the globe and to make policy recommendations to the White House.

Alexandra Arriaga, the committee's executive secretary, who works in State's Bureau of Democracy, Human Rights and Labor, says "the panel will focus on identifying the breadth of religious persecution, help with interreligious cooperation, and try to promote principles of sep-

aration of church and state abroad," writes Marquand.

Many conservative American religious leaders criticize the Clinton administration for ignoring issues of religious freedom abroad, and call the new committee "only window dressing," writes Marquand. "Even State Department sources agree that a disinterest in religious matters in the elite secular culture of the U.S. Foreign Service, combined with a decline in human rights priorities after the Cold War, has resulted in scant attention paid to religious freedoms."

Marquand cites examples of religious repression around the globe: In 1996 China imprisoned Tibetan Buddhist monks and Roman Catholic leaders, the same year three evangelicals were killed and nearly 15,000 churches, temples and religious graves were destroyed in the country's Zhejiang province.

Since 1994 in Iran, four Protestant leaders have died in mysterious circumstances and dozens of Bahai leaders have been jailed or killed. In Indonesia, five people have been killed in religious riots involving Muslims and Christians and several Christian churches have been burned. In Southern Sudan, Christians are being imprisoned and their children are being sold as slaves. Buddhist monks in Cambodia and Vietnam are routinely thrown into prison.

"No comprehensive human rights reports of the type done on political, gender or ethnic rights violations have been undertaken," says Marquand. Still, religious freedom is a thorny issue. "No one is sure what direction the committee will go, either in terms of policy or consensus about the problem. Religious sensibilities make for complex statecraft, American officials say."

50 YEARS AGO

"What does the milkman think of diplomats?" That's a question *Chicago Daily News* Washington reporter Wallace R. Deuel asked in the *Foreign Service Journal* in a February 1947 article, "Why People Don't Like Diplomats."

"He thinks, or he is afraid, that too many diplomats are men of means which they have inherited rather than earned, and that too many of them come from too few of the big cities of the Eastern seaboard, and attended too small a number of too similar and too expensive schools and universities ... that because of their economic and social advantages, they are better human beings than he, the milkman, is."

He also thinks "too many diplomats are ignorant of, if not hostile toward America."

Interestingly enough, Deuel admits the question "baffles" him, too.

CLIPPINGS



*“Diplomats
approach
every
problem
with an
open mouth.”*

— ARTHUR
GOLDBERG, 20TH-
CENTURY AMERICAN
JURIST AND
DIPLOMAT

CLOUD STILL LOOMS OVER COMMERCE

Trade missions from the Department of Commerce will likely suffer under the cloud of accusations that it has become politicized under the Clinton administration, particularly by skewing its efforts to foster U.S. exports on behalf of Democratic businessmen, Paul Blustein reported in *The Washington Post* on Dec. 29.

Quoting David J. Rothkopf, the former deputy commerce undersecretary for international trade who left in 1996, Blustein reported he said, “Do you think that someone’s going to undertake a big initiative in Southeast Asia or try to build commercial ties to Indonesia?” He was obviously referring to John Huang, a key figure in a Democratic fundraising scandal with ties to Indonesia, who once held a mid-level Commerce position.

Blustein warns that because of the cloud over Commerce, observers worry that the “good” things Commerce accomplished in international trade under the late Secretary Ron Brown will be lost, particularly the strong promotion of U.S. exports in the developing world and Eastern Europe.

“Complaints about excessive political influence at Commerce are hardly new,” wrote Blustein. “The department naturally takes a pro-business point of view in areas it administers. ... (Democrats’) willingness to reward loyal partisans has been no greater than under previous secretaries, such as Robert A. Mosbacher, who served as President George Bush’s chief fundraiser.”

Warned one Commerce employee who asked not to be identified, “These guys are no worse than Mr. Mosbacher, let me assure you.” He also added, “This is a very politicized place. And that’s why we’re in such trouble.” ■

WHEN YOU'RE *Relocating*, BE SURE
TO COME TO THE **RIGHT PLACE.**



Come to CORT for all your relocation needs. You'll find an extensive selection of brand name, quality furniture, housewares, and electronics. Lease terms are flexible, and our inventory is available for immediate delivery. Our knowledgeable staff can even assist you in your housing selection—they have extensive apartment community and real estate contacts.

So, when you're relocating, make one stop: CORT Furniture Rental.

CORT
FURNITURE RENTAL

America's National Furniture Rental Company™

Alexandria, VA: (703) 379-8846
Chantilly, VA: (703) 818-2660
Tysons Corner, VA: (703) 790-8338
Washington, DC: (202) 223-9241
Rockville, MD: (301) 881-7388
Baltimore, MD: (410) 625-2755



SPEAKING OUT

Train, Reward More FSOs As Multilateral Negotiators

BY STEPHANIE SMITH KINNEY


President Clinton has asked the State Department to bring global issues such as environment, science and technology into the mainstream of multilateral policy, where FSOs are now only minority players. However, to address the president's concerns would require long-term efforts of officials in the Foreign Service, as well as changes in its organization, personnel, incentives system — and its subculture.

The Service could begin that process by training and encouraging more FSOs to become multilateral negotiators.

It's a widely held belief among FSOs that an assignment to a multilateral bureau, such as the Bureau of Oceans, International Environmental and Scientific Affairs (OES) in Washington, D.C., is not career-enhancing and can thwart a subsequent good assignment. Traditionally, FSOs have preferred assignments to geographic bureaus, where bilateral relations are pursued and which provide a stepping stone to assignments to constituent embassies. All but a handful of U.S. overseas missions are focused on the conduct of bilateral

Stephanie Smith Kinney is the regional counselor for environment, science and technology in the Nordic-Baltic region at U.S. Embassy Copenhagen. Since joining the Foreign Service in 1976, she has also served in Rome, New York, Caracas, New York, and in Washington, where she was assigned to the OES Bureau.

*Bilateral relations
can no longer be
the only goal of
U.S. diplomatic
interests, given the
way the world
is changing.*



relations and backstopped in Washington in the geographic bureaus, a logical use of limited diplomatic resources in this era of the nation-state. This said, however, it is also crucial to recognize that bilateral relations can no longer be the only goal of U.S. diplomatic interests, given the many emerging transnational issues of importance and the increased cooperation among countries.

Not surprisingly, links are minimal between U.S. embassies and multilateral policy bureaus at the State Department, such as OES, International Organization Affairs (IO), International Narcotics and Law Enforcement Affairs (INL), Democracy, Human Rights and Labor (DRL), Population, Refugees and Migration (PRM) and Political Military Affairs (PM). Only the

bureaus of administration, personnel and diplomatic security can be aptly termed "functional" bureaus.

In the primarily bilateral world of the Foreign Service, embassies and geographic bureaus have little interest in issues, processes or players that further overload or, worse yet, undermine or weaken their bilateral prowess. As a result, the Foreign Service is missing an opportunity to carve out new areas of expertise in multilateral relations, which severely limits FSOs' career options.

Giving global issues their proper due must start with selling the Foreign Service itself on the importance of multilateral issues in U.S. foreign policy. For example, U.S. policy in OES today is negotiated by an estimated 200-person bureau of predominantly Civil Service personnel, whose numbers represent a 38 percent decline in FSO-held positions since the mid-1980s, according to a 1992 State Department Inspector General's report. This means the gap between creating and implementing foreign policy in that field has widened.

Relatively few FSOs have much experience formulating or negotiating global-issue policy, whether it involves human rights, U.N. peacekeeping, anti-terrorism, drugs or the environment. Of those who do, few choose to remain involved and develop long-term expertise, believing it bad for their careers. A significant body of FSOs are still inclined to dismiss global



An International Education for the 21st Century

- ◆ Coeducational, boarding, grades 9 – 12, PG 13th grade
- ◆ University-preparatory studies: International Baccalaureate, Advanced Placement, and US High School Diploma
- ◆ Excellent US and International university/college placement
- ◆ Full US and European Accreditation
- ◆ Caring family atmosphere in comfortable residences
- ◆ Recreation, Europe-wide educational cultural excursions
- ◆ Summer and winter sports; "Skiing at the LAS Doorsteps!"
- ◆ Located in beautiful, peaceful Alpine resort, above Lake Geneva, close to metropolitan Lausanne, Geneva, and Montreux

Leysin American School in Switzerland

Thomas F. Rouillard, Admissions
 PO Box 4016, Portsmouth, NH 03802-4016
 Tel: 603.431.7654
 Fax: 603.431.1280



issues such as climate change, biodiversity and biosafety, science and technology cooperation or international energy policy as hopelessly "technical," which only furthers the hiring of more Civil Service "technical experts."

Global issues such as environment, science and technology (ES&T) should be in the mainstream of diplomatic concerns, given their growing importance on the world stage. Moreover, ES&T issues are intimately linked to numerous U.S. economic interests, as well as to a growing body of international law that legally binds the United States.

For example, since 1989, the United States and more than 140 other countries have been involved in international negotiations related to climate change, which culminated in the 1992 U.N. Framework Convention on Climate Change. Although the framework's implementation is still being negotiated, an issue such as carbon dioxide — whose increase is believed responsible for global warming — has profound implications for U.S. energy, economic, environmental and trade policy interests. However, during the first three years of negotiations, the 25-member U.S. delegation included only one Foreign Service employee. FSOs are equally underrepresented in delegations of the estimated 30 other environmental negotiations now under way.

Multilateral, multifaceted and far-reaching international negotiations may sound like the work of a diplomatic service, but not at the State Department. The Foreign Service is not systematically doing nor trained for such work, even though many incoming FSOs hold bachelor's degrees in science disci-

FREE APARTMENT LOCATORS

APARTMENT SEARCHING?

We Make It Fast and Easy ... and It's Absolutely FREE!

- Whether you're looking for a month to month, 3 month, 6 month or 12 month lease, furnished or unfurnished, apartment, or townhouse, our service has it all.
- Many apartments priced to work with your per diem allowance
- Communities close to Metro and some with shuttle transportation provided
- Apartment Search transportation service to assist you with your search
- 5 Convenient locations to serve you

Contact your nearest State
 Department assigned
 Certified Consultant:

D.C.: Lesha Propes
 1-800-260-3733
 FAX: 202-483-8318

No. VA: Wendi Cadogan
 1-800-410-3733
 FAX: 703-379-4707

MD: Dick Atamian
 1-800-480-3733
 FAX: 301-951-0293



*Helping People
 Find Their Way
 Home Since 1965*

Over 200,000 Choices
 on Color Video
 Save Time and Money

Apartments and Townhouses
 All Prices and Locations

Open 7 Days and 4 Evenings
Call Toll Free:

1-800-989-3733
<http://www.apartmentsearch.com>

Apartment Search has offices to serve you in Baltimore, Detroit, Kansas City, Minneapolis/St. Paul, and Washington, D.C.

SPEAKING OUT



plines and would probably enjoy working with environment, science and technology issues.

FSOs should be rewarded for work on substantive, multilateral policy formulation and negotiations, in much the same way they are rewarded for managing bilateral relations — with bonuses and recognition. FSOs value positions in bilateral relations more because it's what they know and do best — and those jobs are perceived as career enhancing.

Given the importance that traditional diplomacy attaches to the art of negotiation, it seems anomalous for FSOs to shy away from global issues and multilateral negotiations. The Foreign Service and its employees need to recognize that, although global issues may not involve vital national security interests a la good old Cold War days, they do involve critical, long-term interests in other areas.

Increasingly, the United States is unavoidably involved in defining and codifying worldwide political, economic, commercial and social interests through international negotiations, especially in the growing need for a body of recognized international law. Since no country for the foreseeable future will be able to match the U.S. capacity for brute power, most will have little choice but to concentrate their diplomatic efforts on a game that America largely invented.

So, if the United States wants the world to play by its rules, officials have to make sure U.S. interests are taken into account in negotiating international legal frameworks and rules. Most know that the State Department and the Foreign Service have already lost trade policy and economic functions. If U.S. diplomats don't attend to this work, others will, either from other agencies — or other countries.

How to Buy Auto Insurance Overseas

There's really only one way. Select the agent who offers broad experience and a high level of repeat business. Experience that helps you avoid the pitfalls of a highly complex business. Repeat business that results from providing what's best for the customer — not the agent nor the insurance company.

Since 1969, *Harry M. Jannette International* has provided dependable coverage with U.S. carriers with a financial rating of A+ or higher to thousands of Foreign Service personnel worldwide. Thus you gain the broadest U.S. terms and conditions and flexible value limits often not available from other insurance carriers.

- **WORLDWIDE COVERAGE** Fire, theft, comprehensive and collision protection are available at foreign posts.
- **U.S. AUTO LIABILITY** Available for short term on home leave, change of assignment, and new auto purchase prior to foreign departure. This coverage may be issued in combination with an "Embassy Plan" policy.
- **OCEAN/AIR CARGO COVERAGE** Transit available from U.S. to post, post to post, and post to U.S.
- **FOREIGN LIABILITY** We suggest contacting your post on arrival. Local laws require specific limits and coverage. Pricing is normally best on site.
- **CONTACT US TODAY** Let us send you "the Embassy Plan" brochure.

Harry M. Jannette International

A Wood-Wilson Company

8111 LBJ FREEWAY, Suite #585 DALLAS, TEXAS 75251-1334

TELEPHONE: (972) 783-4915 FAX: (972) 783-0545

CALL: (800) 256-5141

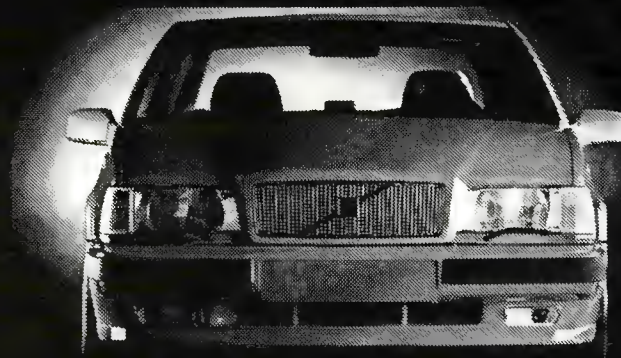
E-MAIL: hmjintl@cyberhighway.net



MARTENS VOLVO

Dedicated to Diplomacy

Worldwide Delivery to Diplomats
and Members of International Organizations



Contact: Dana Martens, Diplomatic Sales Director

VOLVO

MARTENS
CARS OF WASHINGTON, INC.

4800 WISCONSIN AVE. WASH., DC 20016

U.S.A.'s Largest Diplomatic Dealer

202-537-3000
Fax 202-537-1826



- Furnished studios to 3 bedroom residences
- Minimum 30 days
- Rates within per diem
- Fully equipped kitchens
- Individual washers/dryers
- Cable T.V. & local phone included
- Utilities included
- Optional Maid service
- On site fitness center & memberships to local health clubs
- Pet friendly locations
- Major credit cards accepted
- One statement billing
- Locations in Virginia, Maryland and D.C. close to new NFATC

Virginia Locations

Annandale, Arlington, Ballston, Courthouse, Crystal City, Fairfax City, Falls Church

Maryland Locations

Bethesda, Gaithersburg, Rockville, Silver Spring

District Locations

Dupont Circle, Foggy Bottom, Upper Northwest, Waterfront

Inquiries (703) 506-3993

(800) 776-5057

FAX (703) 506-3997

LET US SHOW YOU HOW WE OPEN DOORS TO HOMES AWAY FROM HOMES!

8230 Old Courthouse Road Suite 450, Vienna, VA 22182

SPEAKING OUT



In this context, it would seem that a diplomatic service worthy of the name — especially one that includes as many lawyers as the U.S. Foreign Service does — would be more interested in rising to the intellectual challenge of multilateral diplomacy. But perhaps the truth is that FSOs prefer to restrict themselves to the easier, often more satisfying, task of conducting bilateral relations.

Given the intellectual capital that exists in the Foreign Service, however, it's hard to understand why every legally binding negotiation under State's auspices is not, by definition, drawing on FS talent. In a vital Foreign Service, all such negotiations should be directed by a master FS negotiator and include at least two or three junior or mid-level FSO apprentices. These apprentices, who should be experienced in bilateral negotiations in at least two geographic areas, would work both in Washington and abroad, providing substantive operational support to the delegation chief. Political appointees should be saved for high-level political negotiations and events, such as ministerial-level conferences.

After spending two to three years working on a Washington-based negotiating team, these junior officers could be assigned abroad to serve in multilateral positions at organizations such as NATO, the World Trade Organization (WTO), the Organization for Economic Cooperation and Development (OECD) and the Organization for Security and Cooperation in Europe (OSCE). After three- to six-year tours abroad, these junior negotiators would be ready to assume levels of increasing responsibility in one or more of the negotiating processes in the multilateral bureaus like OES, IO and INL.

Eventually, this systematic development of negotiating talent could

lead to skilled FS negotiating cadres, which could be called upon when an issue requires such talent, expertise and experience. As things stand now, circumstances conspire to convince everyone, including most FSOs, that technical expertise outside of the Service is required to form and negotiate policy on technical and global issues. The long-term fallacy of this approach should be obvious, but apparently it is not. Each new non-Foreign Service "expert" has to learn everything an FSO already knows about international relations, policy formation, bilateral relations, foreign cultures and languages, terms of diplomacy and how embassies work.

After an apprentice tour in multilateral negotiations, all an FSO would need to master is the details of the specific negotiation to which he is assigned. Process and personalities are usually easily grasped, and underlying political dynamics and national interests are slow to change. Cadres and individual FSOs could quickly become "issue experts," to be moved around at will, to cover new issues or to handle a new twist on an old issue. Of course, U.S. technical agencies should remain a valuable source of needed technical expertise.

Without a clear vision in developing new areas of recognized skill and expertise for the Foreign Service, facile assumptions about FS inadequacies vis-a-vis technical experts are becoming a self-fulfilling prophecy. If the Foreign Service can reestablish a reputation for itself as a corps of knowledgeable diplomats and accomplished multilateral negotiators, maybe it can reestablish the principle that presidents will be well-served by calling on the country's professional diplomats to help manage the nation's foreign affairs. At this point, the burden of proof is on the Foreign Service. ■



FORD DIPLOMATIC SALES



*As a member of the Foreign Service Community you are entitled to very special privileges and services when you order a vehicle through the **Ford Diplomatic Sales Program.***

Diplomatic Personalized Service

A personal representative will assist you in custom factory ordering the vehicle of your choice at the special diplomatic price. Delivery of your vehicle can be arranged anywhere in the United States, or to most overseas locations.

Select from Ford and Lincoln/Mercury's finest products including:

Explorer, Mustang, F-Series Pickup Trucks, Ranger, Windstar, Contour, Taurus, Continental, Mark VIII, Mystique and Villager.

Contact Our Diplomatic Sales Representative

To receive more information on the Ford Diplomatic Sales Program, please complete the business reply card and mail it to us. Contact us in the United States at tel: (516) 496-1806 or via fax at (516) 677-3701.



FORD
DIPLOMATIC SALES
100 Crossways Park West
Woodbury, New York 11797-2084 U.S.A.

ALBRIGHT WELCOMED ABOARD



LUCINDA LEVINE

**MORE POLITICAL THAN DIPLOMATIC,
HISTORIC 'FIRST' BRINGS ENERGY, TOUGHNESS**

By George Gedda

Secretary of State Madeleine K. Albright will differ dramatically in style if not substance from her predecessor. Warren Christopher had a lot in common with other secretaries of State. He was bland. He rarely sprang surprises. He may have been one of the most selfless public servants of our generation, but his speeches were unmemorable.

If an Iraqi newspaper had compared Christopher to a snake, he no doubt would have ignored it. But after Albright was the target of that unflattering comparison two years ago, she wore a snake-like brooch to a meeting with Iraq's top diplomat. The message was clear: If Saddam Hussein's henchmen think Albright is a snake, that's fine with her. She has a bit-

F O C U S

Albright may rival James Baker as the most political secretary since World War II. Her ability to latch on to the right people was seen in her courting of Hillary Clinton as an ally in her quest for the job.

ing un-Christopher-like response to zany fringe groups that think the United Nations is poised to take over the United States: "Black helicopters are not going to swoop down and steal your garden furniture." She danced the macarena with an African diplomat after Clinton's reelection victory. She has been heard to use salty language.

And, of course, her most dramatic flight from diplomatic decorum occurred a year ago after Cuban jet fighters shot down two unarmed, Miami-based planes. A Cuban pilot used the word *cojones* after firing on his prey. Days later, Albright observed, "Frankly, this isn't *cojones*. This is cowardice."

Secretary Albright, sworn in last month, once said, "I am not a diplomat," and indeed, it is her willingness to be undiplomatic at times that may have drawn her to President Clinton during the secretary of State sweepstakes last fall. Clinton called the *cojones* remark "probably the best one-liner in the whole administration's foreign policy." Albright further ingratiated herself with Clinton a few days later when her verbal assaults on Fidel Castro produced a frenzied reaction among the 60,000 gathered at the Orange Bowl in Miami. Clinton said afterward, "We thought she was running for mayor of Miami down there." Albright, he added, "has a great political feel."

Albright, 59, sees herself the same way. "I am such a political person," she said at one point last year. In that sense, she may rival James A. Baker as the most political secretary of State of the post-World War II generation.

Indeed, she said little during her Jan. 8-9 confirmation hearings before the Senate Foreign Relations Committee (SFRC) that offended any of its members. Her careful responses left what every diplomat likes: open options.

Domestically, it remains to be seen whether her political savvy will translate into increased public and con-

gressional support for more spending in the foreign affairs budget. Clinton was swayed at least as much by her ability to explain foreign policy in terms the average American can understand as he was undoubtedly by the opportunity to become the first president to nominate a female secretary of State.

For a passionate and articulate defense of administration foreign policy, no official has performed better than Albright. Sen. Barbara Mikulski (D-Md.) told Clinton that diplomats may understand the complexities of Bosnia but only Albright could explain American involvement there in a way that her mother, a grocer, could understand. Tenacity is another Albright hallmark. "She's like a bulldog who gets its teeth into the bone and won't let go," says another former secretary of State, Lawrence Eagleburger.

Unlike some of her more liberal Democratic Party colleagues, Albright is not squeamish about an activist U.S. role in the world. "For me America is really, truly, the indispensable nation," she has said. "I've never seen America as an imperialist or colonialist or meddling country."

At her SFRC testimony, Albright elaborated on the U.S. role in the world as she sees it. "As you know, I believe in an activist American foreign policy," she said. "[But] we do not have unlimited resources. And frankly, even if we did, we would not wish to be involved in every problem in the world. We are not the world's policeman. Nor ... are we running a charity or a fire department. I think we need to act in places where our addition of action will, in fact, be the critical difference."

Albright cited Desert Storm as a model of how the United States can work with others in protecting its security interests. "When we act with others, we have others to share the burden with us and do a lot of the lifting," she said. "And it's a force multiplier."

Albright offered no new initiatives of her own, choosing instead to reiterate first-term Clinton priorities such

George Gedda is the diplomatic correspondent for the Associated Press.

F O C U S

as bringing peace to the Middle East, stemming international drug trafficking, controlling proliferation of nuclear weapons, extending the rule of law, promoting environmental policies around the world, supporting "vigorous diplomacy" to end conflicts, and expanding NATO.

She said diplomacy should be the first foreign-policy tool used in managing relations with rogue states, since it's more subtly effective than economic sanctions or military force. "Diplomacy is the most nuanced and force is the most blunt and economic sanctions are somewhat in between," she told the SFRC in response to a question on how well sanctions work. "The most effective sanctions are multilateral sanctions. ... There's no such thing as a cookie-cutter approach to foreign policy. The job of diplomats, in consultation with Congress, is to find the right approach for each particular case while keeping in mind there should be consistency in our principles and flexibility in our tactics."

Despite the congenial atmosphere during the SFRC hearings, Albright faces some contentious issues with the Republican-controlled Senate, such as ratification of a global treaty banning production and use of chemical weapons, cuts in the foreign-affairs budget, and NATO expansion. This last initiative, which has already ruffled Russia's feathers, is expected to move ahead as early as summer, with her native Czech Republic likely among the new entrants. "The purpose of enlargement is to do for Europe's east what NATO did 50 years ago for Europe's west: to integrate new democracies, defeat old hatreds, provide confidence in economic recovery and deter conflict," she said. "NATO cannot and should not preserve the old Iron Curtain and its eastern frontier."

On China, she remained noncommittal. It is an issue that caused Christopher as much grief as any other, save Bosnia. Albright inherits a situation in which China is seen as intent on expanding its influence, as a persistent human rights violator and as outwitting U.S. trade negotiators. What counsel will Albright provide if China does not abide by its commitments to Hong Kong once control over the British colony reverts to China at mid-year? There are other China-related issues. The U.S. trade deficit with China surpassed \$110 billion by a good margin last year. She said during the hearings, "A strong bilateral relationship ... is needed to expand areas of cooperation, reduce the potential for misunderstanding and encourage China's full emergence as a responsible member of the international community."

Albright has a ready answer for those who complain about American inconsistency in engaging China while trying to isolate Cuba: "China is a world power. ... Cuba is an embarrassment to the Western Hemisphere."

Albright is widely viewed as a hawk but she has never deviated much from the Democratic mainstream, even when it entailed embracing some decidedly unhawkish positions. During the 1980s, she advocated a nuclear freeze and defense spending cuts. She opposed sending aid to the Nicaraguan Contras. In 1988, serving as foreign policy adviser to Democratic presidential candidate Michael Dukakis, she said a Dukakis administration would advocate a "step-by-step" approach toward normalizing relations with Cuba, which is in stark contrast to her more recent anti-Castro bashing. In each instance, she showed a reluctance to stray too far from the party's center of gravity, lest she sound too much like a Republican.

Her hawkish side has manifested itself in several ways. It was best revealed during her early advocacy of using military power to halt Bosnian Serb atrocities. It took courage to take that stand against such luminaries as Christopher, former Chairman of the Joint Chiefs of Staff Colin Powell and National Security Adviser Anthony Lake, among others.

Her conflict with Powell, who turned down an offer to become secretary of State two years ago, produced a celebrated exchange outlined in his 1995 book, *My American Journey*. "What's the point of having this superb military that you're always talking about if we can't use it?" Albright had asked Powell in 1993, referring to Bosnia. "I thought I would have an aneurism," commented Powell, always worried about committing U.S. troops without clear political objectives and an exit strategy.

Lake saw another Vietnam-like quagmire in Bosnia if Albright's arguments prevailed. Eventually they did, though the grim scenarios predicted by Powell and Lake have not been borne out — at least so far. A turning point in her relationship with Clinton may have occurred during the summer of 1995 as the Bosnian Serbs were carrying out a genocidal campaign against the Muslims. Albright was worried Bosnia would become an election-year albatross for Clinton, and told him so in a memo. Within a month, propelled by events on the ground and perhaps by Albright's memo, Clinton's policy of allowing the Europeans to take the lead on Bosnia was scrapped and the U.S.-led air attacks began. By November, the Dayton

IN HER OWN WORDS

The following is an excerpt from Madeleine Albright's opening statement before the Senate Foreign Relations Committee on Jan. 8, the first of a two-day confirmation hearing on her nomination as secretary of State.

We have reached a point more than halfway between the disintegration of the Soviet Union and the start of a new century. Our nation is respected and at peace. Our alliances are vigorous. Our economy is strong. And from the distant corners of Asia, to the emerging democracies of Central Europe and Africa, to the community of democracies that exists within our own hemisphere — and to the one impermanent exception to the community, Castro's Cuba — American institutions and ideals are a model for those who have, or who aspire to, freedom.

All this is no accident, and its continuation is by no means inevitable. Democratic progress must be sustained as it was built — by American leadership. And our leadership must be sustained if our interests are to be protected around the globe. Do not doubt, those interests are not geopolitical abstractions; they are real.

It matters to our children whether they grow up in a world where the dangers posed by weapons of mass destruction have been minimized or allowed to run out of control.

It matters to our families whether illegal drugs continue to pour into our neighborhoods from overseas.

It matters to Americans who travel abroad or go about their daily business at home whether the scourge of international terrorism is reduced.

It matters to our workers and businesspeople whether they will be unfairly forced to compete against companies that violate fair labor standards, despoil the environment or gain contracts not through competition but corruption.

And it matters to us all whether through inattention or indifference, we allow small wars to grow into large ones that put our safety and freedom at risk.

To defeat the dangers and seize the opportunities, we must be more than audience, more even

than actors, we must be the authors of the history of our age.

To be effective, force and diplomacy must complement and reinforce each other, for there will be many occasions, in many places, where we will rely on diplomacy to protect our interests, and we will expect our diplomats to defend those interests with skill, knowledge and spine.

If confirmed, one of my most important tasks will be to work with Congress to ensure that we have the superb diplomatic representation that our people deserve and our interests demand. We must invest the resources needed to maintain American leadership. Consider the stakes. We are talking here about 1 percent of our federal budget, but that 1 percent may well determine 50 percent of the history that is written about our era.

Unfortunately, as Sen. [Richard G.] Lugar [R-Ind.] recently pointed out, "our international operations are underfunded and understaffed." He noted, as well, that not only our interests, but our efforts to balance the budget would be damaged if American disengagement were to result in "nuclear terrorism, a trade war, an energy crisis, a major regional conflict ... or some other preventable disaster."

Over the past four years, the Department of State has cut more than 2,000 employees, downgraded positions, closed more than 30 embassies or consulates and deferred badly needed modernization of infrastructure and communications. We have also suffered a 30 percent reduction in our foreign assistance programs since 1991. It is said that we have moved from an era where the big devour the small to an era where the fast devour the slow. If that is the case, your State Department, with its obsolete technology, \$300 million in deferred maintenance and a shrinking base of skilled personnel, is in trouble.

Senators, you on your side of the table and I on my side, have a unique opportunity to be partners in creating a new and enduring framework for American leadership. One of my predecessors, Dean Acheson, wrote about being present at the creation of a new era. You and I have the challenge and the responsibility to help co-author the newest chapter in our history. ■

F O C U S

peace agreement was in hand, and Bosnia barely received a mention in the election campaign. To the extent that Clinton credited Albright with sparing him an election-year foreign policy embarrassment, it no doubt raised her stock as a prospective candidate for secretary of State.

Latin America, which received only episodic attention during Clinton's first four years, is expected to be a focus of an early Albright agenda, as NAFTA expansion once again becomes a priority. Clinton is the first president in recent memory to have spent an entire term in office without visiting Mexico. Albright will help lay the groundwork for an expected presidential visit to the region this spring and may well accompany Clinton to the likely destinations of Brazil and Argentina. And control over Africa policy is expected to migrate back to the State Department from the NSC, where it was run for four years by Lake, an old Africa hand.

With the long string of white male secretaries of State finally broken, having a woman in charge at Foggy Bottom raises the possibility of a higher profile for such issues as China's practice of forced abortion and sterilization, female genital mutilation, the exploitation of children in the workplace under appalling conditions — such cases in India number tens of millions alone — the disproportionate number of women and children in refugee populations, and the secondary status accorded to women in much of the world, especially in Muslim countries.

It is among the Islamic nations that Albright could face her biggest difficulties. A week after her nomination, the *Los Angeles Times* pointed out that regular readers of the Arab press had to conclude that she was either a frustrated old maid, had been promised a husband by Clinton if she succeeded in having Boutros-Ghali fired — or that she is Jewish, a Zionist, kowtows to Israel and hates Arabs. In fact, she was married more than 20 years and has three daughters, and she was born Catholic and is now Episcopalian.

Syria's ambassador to the United States, Walid Moualem, was quoted as saying Albright will have to work very hard to overcome her negative image among Arabs. "She must redouble her efforts to understand their cause," he said. It's hard to imagine Albright outdoing Christopher when it comes to trying to understand the Arab cause, or at least the Syrian component of it. In his 24 visits to Damascus in four years, Christopher tried to achieve an Israeli-Syrian accommodation. The best that can be said of these visits is that President Hafez Al-Assad hasn't abandoned the peace process. But he hasn't advanced it either,

at least along the Israeli-Syrian front. Aside from the Middle East peace process, perhaps the most worrisome issue for the United States in that region is the potential for instability in Saudi Arabia.

Albright's four-year tenure as U.S. ambassador to the United Nations was marked by policy U-turns. She was an early enthusiastic backer of U.N. humanitarian intervention, but shifted gears when these activities came under public attack. At one point, she said the United Nations each year costs the average American only the price of a single movie ticket. At another point, as public criticism of the United Nations mounted, she said the U.N. bureaucracy had grown to "elephantine proportions."

She was an early admirer of Secretary General Boutros Boutros-Ghali, then led the fight against his re-election when Republicans began to see him as an inviting political target. She alienated many at the United Nations during that struggle, but her job, as she saw it, was to help Clinton. One U.N. diplomat who asked not to be identified said, "She's done this organization untold harm," referring to her aggressive campaign to oust Boutros-Ghali. However, thanks in part to her efforts, the Republicans were deprived of using the United Nations as a campaign issue — and the Clinton White House took note.

Clinton considers her to be a team player — with good reason. She pushes her own views in private but is an ardent proponent of whatever the president decides. At the United Nations, her unbending support for Washington's policies was such that fellow diplomats often felt their concerns were ignored. Critics say she wasted four years on peripheral issues rather than focusing on more substantive questions like how to make the world organization more productive. Some compared her unfavorably to George Bush's U.N. envoy, Thomas Pickering. Indeed, when her nomination was announced, French diplomats confided that they were ordered by Paris to say nice things about her.

In her first months as secretary, Albright will have to do some fence-mending with ambassadors who found her imperious at the United Nations, says Helmut Sonnenfeldt of the Brookings Institution. A European ambassador lamented that Albright held monthly meetings with all the U.N. women ambassadors, but never found time to meet with the ambassadors from Europe.

She believes women have a disadvantage in the male-dominated diplomatic world. "Women very rarely walk

F O C U S

Albright is widely viewed as a hawk but she has never deviated much from the Democratic mainstream, even when it entailed embracing some unhawkish positions.

into a group and decide to dominate it on the first day or make their mark the first moment they walk in," she said once. "It's our approach to life to kind of get the lay of the land a little bit and see where things are." This, she would point out, is not what happens at the United Nations.

Over the years, Albright has demonstrated a knack for cultivating the right people. She was barely 30 when she was hired in 1968 by then-senator and later Secretary of State Edmund Muskie. A fellow immigrant from Eastern Europe, Zbigniew Brzezinski, was once her professor and gave Albright her first executive branch job with the NSC during the Carter administration.

She learned to hone her networking skills in the early 1980s, when her party was out of power and she was newly divorced. The breakup from Joseph Albright, an heir to a massive newspaper empire, left her comfortable, with assets that included a 370-acre farm in Leesburg, Va., and investments estimated today at \$5 million. She also kept the couple's Georgetown townhouse, where she hosted dinner parties with influential Democrats. A dozen years ago, she so impressed Geraldine Ferraro with her insights as a foreign-policy adviser that the then-vice presidential nominee would tape her remarks and listen to them again in the bathtub at night. Later, she won points with an obscure governor from Arkansas named Bill Clinton by recommending him for membership in the Council on Foreign Relations. (He got in.)

Her ability to latch on to people in high places was demonstrated anew last year. It was no accident that her most decisive ally in the internal debates over second-term personnel may have been Hillary Rodham Clinton. The duo attended the U.N. Women's Conference in China in 1995. This past summer, the Czech-born Albright played tour guide to Mrs. Clinton in Prague, showing her the yellow house where she once lived and the square where a protest rally in 1989 helped topple the communist regime.

Of her choice of comparions for the visit to Prague, Albright told Elaine Sciolino of *The New York Times*, "It just

seemed like a natural thing to do." They were both Wellesley alumnae. But in some parts of the administration, Sciolino reported, the trip with the first lady was "so blatantly political that it is dismissed in just two words: the audition."

Albright also has done some spadework with Sen. Jesse Helms, the North Carolina Republican who chairs the SFRC. Helms, who counts Albright among his favorite Democrats, last year invited her to speak at a woman's college in his home state, which she did eagerly. On the flight down, the two became fast friends. "I've never disagreed with someone so agreeably," Helms said later.

Albright has never been shy about her ambition, despite her comment before the SFRC that she had never dared wish to become secretary of State: "Frankly, I did not think it was possible." It should not be surprising that one who has come as far as Albright has learned to budget her time carefully. In an earlier era, she was known to knit sweaters while sitting in a movie theater. She used to rise at 4:30 to work on her Ph.D. in international affairs at Columbia University, a degree that paved the way for her 11 years as a professor of international affairs at Georgetown University, where she directed the Women in Foreign Service Program and was voted "most popular professor" for four years in a row.

When her prematurely born twin daughters were in incubators, she took a crash course in Russian, one of five languages she has mastered. She also speaks French, Polish and her native Czech. And on her frequent shuttle flights over the past four years from New York to attend high-level meetings in Washington, she could be heard telling the pilot, "Fly faster, the president is waiting." Now she'll have her own plane. Nevertheless, the highest-ranking woman in the nation's history is not afraid to flaunt her feminine side. On Valentine's Day a year ago, taking her turn as U.N. Security Council president, she placed red bags of candy in front of each of the other 14 council members — all male.

F O C U S

If the world views of Christopher, Powell, Lake and Clinton were shaped by the tragedy in Vietnam, Albright's were formed by events at Munich in 1938 when she was a year old, and a decade later when the Communists seized power in her homeland. As she likes to point out, she was forced into exile twice in her first 11 years of life, first by the Nazis and later by the Communists. Assistant Secretary of State Richard Holbrooke says, "Madeleine's reaction will be framed by her personal experiences throughout her life, which could not be more different from those of her predecessor."

Nothing is contrived about her hostility towards totalitarian regimes. During a 1995 visit to Burma, a government official told her how "happy" the people were with their military government. "I told him that during a lifetime of studying repressive regimes, I had found ... authoritarian leaders often delude themselves that they are loved, but the smiles they see are usually prompted not by affection but by fear," she wrote.

Months later, she said, "My mind-set is Munich; most of my generation's is Vietnam." She once told Bosnian diplomat Mohamed Sacirbey, "Every time I see what's going on in Bosnia, I'm brought back to what my father was going through in the abandonment of Czechoslovakia." Not surprisingly, Sacirbey is among her admirers: "Having been born in that part of the world, she has a sensitivity to the yearnings of the people there that may be disregarded by other political players," he says.

An unapologetic Eurocentrist, Albright has long been interested in the "dynamics of liberation," particularly the role of a free press in bringing about political change in Central and Eastern Europe. Her 1976 doctoral dissertation examined the media in 1968 Czechoslovakia and a second piece, published in 1983, looked at Poland during the Solidarity era. Her other published writing indicates she has thought deeply about how democratization evolves in countries where the government shows an appreciation for human and civil rights.



The Gow School

DYSLEXIA/LEARNING DIFFERENCES

The nation's oldest college preparatory school for young men with Dyslexia/Learning Differences. Beautiful upstate NY campus.

Grades 7 - PG. Coed Summer Programs, ages 8 - 19.

School Video 1-800-724-0138



D & M AUTO PARTS

144 JACKSON AVENUE
SYOSSET, NY 11791 USA

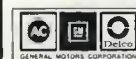
THE PARTS PROFESSIONALS

- Serving the Diplomatic community since 1972
- Identifying the correct parts and supplying them when you need them is something best left to a professional
- D & M is a family owned business solely committed to the parts business and dedicated to providing the service you deserve
- We accept all Government PO's as well as personal orders and pay special attention to those urgently needed items.
- We are here to help so don't hesitate to ask!!

Contact: Gary Vlahov

Phone 516-921-6662 Fax 921-8760

Internet: dmauto@ibm.net



Visa Mastercard American Express



F O C U S

Her family having been welcomed in the United States after being expelled twice from her homeland, she has an appreciation of this country that transcends that of many native-born Americans for whom the excesses of dictators are an abstraction.

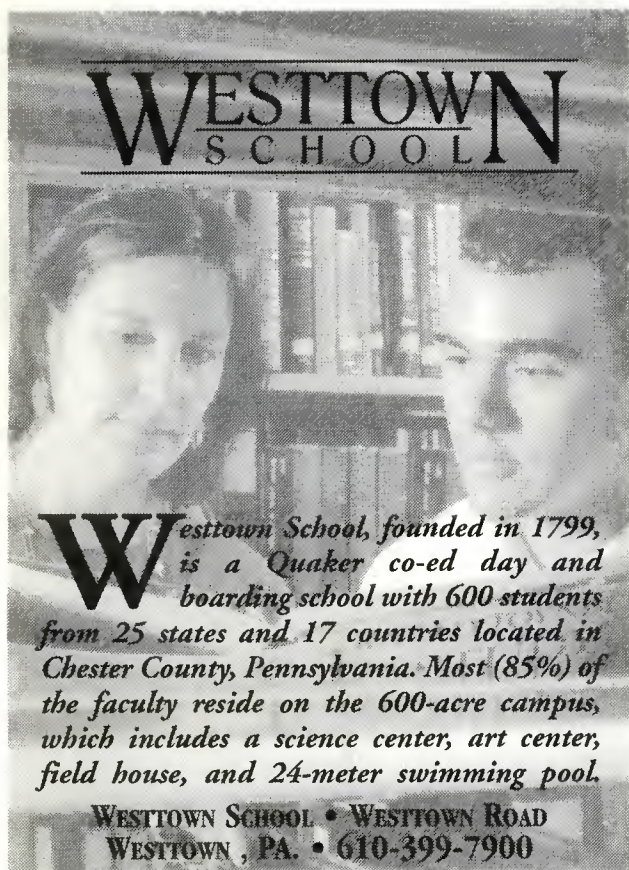
The day she was nominated as secretary, she endeared herself to Americans when she said, "Because of my parents' love of democracy, we came to America after being driven twice from our home in Czechoslovakia — first by Hitler and then by Stalin. Because of this nation's kindness, we were granted political asylum and I have had the opportunity to live my life among the most generous and courageous people on earth." She underscored that belief again during SFRC testimony: "The newspaper in Denver, where we lived, had a motto that read, 'tis a privilege to live in Colorado.' My father used to repeat that motto on a regular basis, but he would often add as reminder, 'Kids,' he would say, 'never forget that it is also a privilege to live in the United States.'" Says journalist Emily MacFarquhar,

who has known Albright for 41 years, "She is passionate about her patriotism."

Seldom has a secretary of State taken office as well briefed as Albright is. She sought out issues that Christopher had little time for. She visited some of Africa's worst trouble spots and also was a frequent traveler to Latin America. She has been to off-the-beaten-track places such as Cyprus and Georgia.

Four years ago, Clinton won election as head of a party that, for 12 years, had been out of power and out of touch. Early missteps were inevitable and, perhaps, excusable. Now, inexperience won't wash as an excuse for slipups, particularly at Foggy Bottom. Having spent four years at the United Nations, it's hard to think of an international issue that has escaped Albright's gaze.

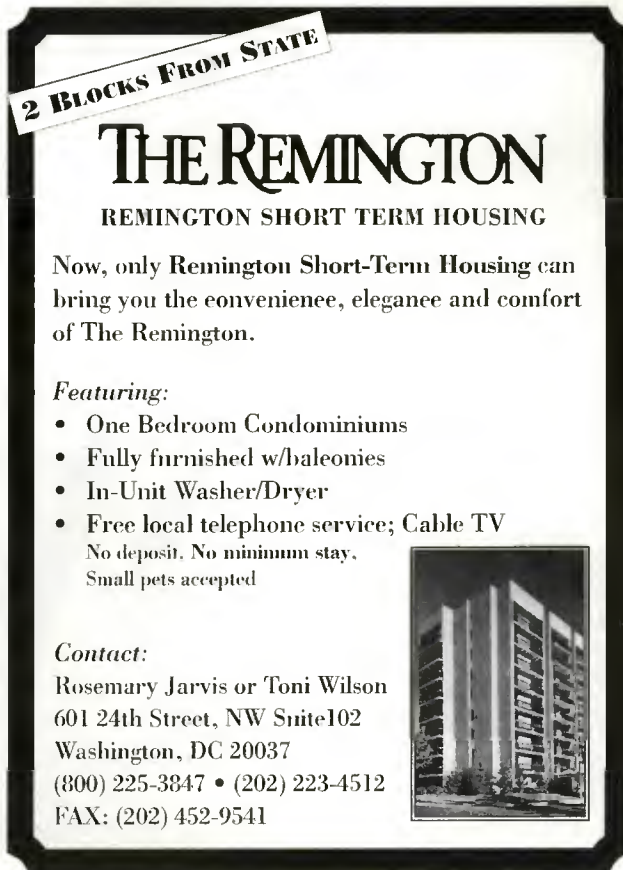
She also boasts impressive domestic support as she embarks on her new adventure. Imagine winning the backing of such polar opposites as Jesse Helms and Hillary Clinton. No small feat. ■



WESTTOWN SCHOOL

Westtown School, founded in 1799, is a Quaker co-ed day and boarding school with 600 students from 25 states and 17 countries located in Chester County, Pennsylvania. Most (85%) of the faculty reside on the 600-acre campus, which includes a science center, art center, field house, and 24-meter swimming pool.

WESTTOWN SCHOOL • WESTTOWN ROAD
WESTTOWN, PA. • 610-399-7900



2 BLOCKS FROM STATE

THE REMINGTON

REMINGTON SHORT TERM HOUSING

Now, only Remington Short-Term Housing can bring you the convenience, elegance and comfort of The Remington.

Featuring:

- One Bedroom Condominiums
- Fully furnished w/balconies
- In-Unit Washer/Dryer
- Free local telephone service; Cable TV

No deposit. No minimum stay.
Small pets accepted

Contact:
Rosemary Jarvis or Toni Wilson
601 24th Street, NW Suite 102
Washington, DC 20037
(800) 225-3847 • (202) 223-4512
FAX: (202) 452-9541

CHRISTOPHER BOWS OUT



LUCINDA LEVINE

WHISTORIANS PREDICT MIXED LEGACY FOR 'LAWYERLY' DIPLOMAT OF INTEGRITY

By Karen Krebsbach

Warren Christopher may hold the Guinness Book of World Records title for logging more miles than any secretary of State in U.S. history — an exhausting 758,142 in four years — but diplomatic historians disagree on how much his shuttle diplomacy achieved.

None of the dozen interviewed believed he would make what one called the “Dream Team” of best secretaries of State (John Quincy Adams, 1817-1825; Dean Acheson, 1949-1953; John M. Hay, 1898-1905; and William H. Seward, 1861-1869), and views on his four-year stewardship were mixed, ranging from “respectable” to “ineffective.” Most agreed Christopher would not pass historians’ litmus test for great foreign policy thinkers. “He won’t be seen as someone who

F O C U S

Christopher is of the great tradition of lawyerly secretaries of State, the kind of gentleman diplomat who is pragmatic, nonideological and somewhat distrustful of the grand scheme of things.

changed the direction of American foreign policy," says Cornell University's Walter LaFeber, a scholar of U.S. diplomacy of the Cold War era. "It would be different if he had reconceptualized and adjusted foreign policy for our era, but he didn't."

Douglas Brinkley, a biographer of Dean Acheson who teaches at the University of New Orleans, agrees that Christopher will not be remembered as a foreign policy maverick. "Christopher was a fairly good custodian of U.S. foreign policy in a world full of crazies," he says. "Knowing you have someone who's honest and can be trusted are great attributes. His word was good, which lent credibility to U.S. foreign policy. But 100 years from now, when students are studying the best secretaries of the 20th century, Christopher's name will not be on it."

Indiana University's Joan Hoff, who authored biographies of presidents Richard Nixon and Herbert Hoover, predicts Christopher's "legacy will be a blip on the radar screen. Even under Carter [when he was deputy secretary of State], he never had much to do with overall strategy for foreign policy and I don't think he really developed a talent or taste for vision or planning."

Diplomatic historians often divide foreign policy thinkers into idealists or realists, but the 71-year-old former corporate attorney doesn't fit comfortably in either group, observes Walter Isaacson of *Time Magazine*. "There's sort of another category — the lawyer who looks at things on a case-by-case basis, who is pragmatic and nonideological and somewhat distrustful of the grand scheme of things," says Isaacson, who penned a biography of Henry Kissinger. "That's Warren Christopher."

Brinkley says Christopher "comes out of the great diplomatic tradition of the gentleman diplomat. In that sense, he's somewhat of an anachronism to the modern era of telecommunications and a focus on trade policy. He didn't put himself on the firing line in the interna-

tional arena, and he had that behind-the-scenes quality that didn't really represent American dynamism."

Christopher's careful, methodical style may have suited the right person at the right time in history, but he was clearly the wrong person for today, in the early 1990s, says Nancy Bernkopf Tucker of Georgetown University's School of Foreign Service. "Like Dean Rusk, Christopher was asked to fulfill a role that he was not as well-suited to as he might have been at some other point in our history," she says, pointing to his inability to address the growing tide of isolationism that has swept the country in recent years. "At this point in U.S. history, we needed greater boldness — a Dean Acheson, not a Dean Rusk."

As the first full-term secretary of State since the Cold War, Christopher appeared unwilling to shed the us-vs.-them mentality, and seemed unable to develop the kind of vision that would usher the world's lone superpower into the next century. This world view, typical of his generation, was nurtured by his childhood experience of the Depression's devastating effects in rural North Dakota. But, says Hoff, "What we need in foreign policy today are thinkers who can think critically about Cold War policy."

More importantly, historians agree Christopher's record is as much a product of Clinton's foreign-policy vision as his own. "Frankly, I think Christopher suffered, as did any other secretary of State, from the failure of the Clinton administration in the first years to make foreign policy a significant priority," says Yale University's Gaddis Smith, who wrote a biography of Acheson.

Boston University's Robert Dallek, biographer of presidents Franklin D. Roosevelt and Lyndon B. Johnson, takes a broader view of Christopher's record, calling it "pretty attractive" and noting that the world hasn't seen much bloodshed of Americans on his watch. "In the long pull of history, he's going to be seen as an effective, sensitive, foreign policy maker and a sensible secretary of State," he says. "His is a kind of quiet diplomacy that should get significant respect."

Karen Krebsbach is the editor of the Journal.

F O C U S

President Clinton is very clear about Christopher's contributions to U.S. diplomatic history, whose service with three Democratic administrations includes jobs as trade negotiator, deputy attorney general and deputy Secretary of State.

"He has left the mark of his hand on history ... in concrete ways that have made a real difference in the lives of the American people and people around the world," Clinton said at a Nov. 7 White House press conference, pointing to Christopher's work in Bosnia, the Middle East and Haiti. "The causes of peace and freedom and dignity have never had a more tireless or tenacious advocate. Those of use who have worked with Chris know that his quiet dignity masks a steely determination."

Critics have said Christopher acted more like Clinton's corporate attorney, solving his client's problems as each arises, than as a secretary of State with a full-fledged foreign-policy vision. Diplomatic historians give Christopher high marks for his ability to delegate, his success in pushing Clinton's economic agenda and his quiet diplomacy that helped defuse potential conflicts before they erupted a crises in the media. They fault him for his indecisiveness on the use of force, on ignoring China and on excessive hand-wringing in Bosnia.

Hoff says Christopher should have acted more "forcefully" in Bosnia, pointing out that he missed several key opportunities to end the bloody civil conflict. Had Christopher not backed down after Europe's reluctance to involve NATO in Bosnia in 1983, she says, "hundreds of thousands of lives could have been saved." She blasts the Dayton peace accords as an agreement that "sacrifices justice for a shaky peace."

Smith praises Christopher for skillfully walking the diplomatic tightrope between U.S. trade officials and human rights activists, noting his "sensitivity to the inherent conflict in U.S.-China relations. In a sense, it hasn't pleased anybody, really." And Dallek says the secretary adroitly maintained U.S.-China relations despite tensions over Taiwan.

Christopher can also be judged on what did not happen on his watch, says Cornell's LaFeber. "If there'd been mistakes with Mexico or Japan or Russia, we'd be talking about that," he says. "He's been pretty good at coordinating and delegating." Although Brinkley gives Christopher points for cultivating a strong reputation as a tireless negotiator more skilled at preventative diplomacy than neutralizing crises, he says he was not effective in handling former

president Jimmy Carter's freelance diplomatic maneuvers in Haiti and the Korean Peninsula.

Colleagues in the Foreign Service have had limited enthusiasm for a leader perceived as doing little to advance esprit de corps among professional diplomats. Many FSOs are reluctant to publicly criticize their chief diplomat — loyalty is a defining trait of Foreign Service culture — but most privately admit they feel betrayed by the secretary, who they believe brought too little, too late to the battle for foreign affairs resources last year. And Christopher's early reluctance to draw on the unique insight and experience of Foreign Service professionals also didn't do much to endear him to the diplomatic community.

Christopher has long been uncomfortable in his role as a cheerleader for the administration, and his inability to articulate its foreign policy vision to Americans and to Congress, further eroded morale at State. "Christopher may have been good at running foreign affairs, but he was less good at articulating America's needs to the world community and to the American people," says LaFeber. "This is a man who believes strongly in the right values and the right direction for this country, but he wasn't able to articulate that."

Christopher clearly believes he has made a difference. In his Dec. 19 year-end policy review, he said the Clinton administration helped to eliminate nuclear weapons from Belarus, Ukraine and Kazakstan, to sign the Comprehensive Nuclear Test Ban Treaty and to achieve the U.S. ratification of START II. He chalked up the Bosnian peace accords as another goal achieved, and noted the importance of the signing of security and semiconductor agreements with Japan. He's proud of America's accord with North Korea, which halted its suspected nuclear weapons program, and is pleased that a tense situation was defused with the U.S. backing of South Korea "in the face of provocations" from the north. He cites examples of preventive diplomacy: averting a coup in Paraguay, ending a 36-year war in Guatemala and dissolving border tensions between Ecuador and Peru. He also pointed out the administration's progress on a non-proliferation treaty, NAFTA's success and the enforcing of intellectual property rights in China.

If ever Christopher could be accused of a career obsession, that would be achieving peace in the Mideast. Since 1993, he made 93 trips to the region: 36 to Israel, 24 to Syria, 16 to Egypt, 14 to Jordan and three to Lebanon.

AFSA NEWS

American Foreign Service Association



Governing Board

President: F.A. "Tex" Harris
State Vice President: Alphonse F. La Porta
USAID Vice President: Frank Miller
USIA Vice President: Jess L. Baily
CS Vice President: Tam Kelsey
FAS Vice President: William W. Westman
Retiree Vice President: Edward M. Rawell
Secretary: Aurelius Fernandez
Treasurer: Thomas Bayatt
State Representatives: Greg Fukutami, Clark Price, Raymond Dillon, Katherine Millard, Mary Tarnawka
USAID Representatives: Gregg Baker, Janina Jaruzelski
USIA Representative: Braaks Robinson
Retiree Representatives: Garber Davidson, Willard DePree, William Harrap, Clyde Taylor
FAS Representative: Robert H. Curtis
CS Representative: Keith Curtis

Staff

Executive Director: Susan Reardon
Business Department
Controller: Kara Harman Ebert
Accounting Assistant: Marguerite Madland
Office Manager: Dianna Dunbrack
Labor Management
General Counsel: Sharon Papp
Staff Attorney: Colleen Fallon
Coordinators: Richard C. Scissors, Jack Bryant
USIA Labor Relations Specialist: Carol Lutz
Grievance Attorneys: Audrey F. Chynn, Henry Sizer
Law Clerk: Karen Carrington
Office Manager: Linda Dinkel

Member Services

Director: Janet Hedrick
Representative: Yalanda Oduni
Retiree Liaison: Ward Thompson

Professional Programs

Professional Issues: Richard S. Thompson
Congressional Affairs Director: Ken Nakamura
Congressional Liaison: Rick Weiss
Corporate Relations: Robert F. Krill
Communications Coordinator: Leslie Lehman
Scholarship Administrator: Lori Dec

Internet Addresses:

afsa@afsa.org (Association)
pres@afsa.org (President)
journal@afsa.org (FSJ)

AFSA Headquarters: (202) 338-4045
FAX: (202) 338-6820

Labor Management: (202) 647-8160
FAX: (202) 647-0265

USIA Headquarters: (202) 401-6405
FAX: (202) 401-6410

BOARD PROPOSES BYLAW CHANGES

The AFSA Governing Board has proposed two amendments to the AFSA bylaws which will be included on the ballots in the regular AFSA election taking place this spring. A two-thirds vote is necessary for adoption. As provided in the bylaws, the Elections Committee will accept statements in opposition to either of these amendments signed by no fewer than 10 members and received by April 1. No two statements on one amendment shall be signed by the same member, and the statements must be no longer (by word count) than the statement of justification submitted with each proposed amendment. Statements should be addressed to the Elections Committee, AFSA, 2101 E St. N.W., Washington, D.C. 20037, FAX 202-338-6820, e-mail afsa@afsa.org. Statements in opposition, if any, will be circulated with the ballots. Members may distribute statements

on a proposed amendment at their own expense and for this purpose can receive the membership list or address labels at cost from the Member Services Department.

First Amendment

Current Provision:

Article IV

Dues

"The board shall establish the dues to be paid by members, and may alter such dues at its discretion; except that any increase in dues for regular members shall not exceed the cumulative increase in the national Consumer Price Index (CPI), as published by the U.S. Department of Labor, since the effective date of the last previous dues increase. Any proposal to increase dues of regular members by more than the CPI must be submitted to a referendum and approved by a majority of those members voting by secret ballot."

continued on page 2

• AFSA Dateline •

• A recent decision by the Foreign Service Grievance Board (FSGB) tightens the standards by which a selection board may law-rank a Foreign Service employee. The decision follows a grievance brought by a USAID FSO who was placed in the lowest five percent of his class, which in turn led to a recommendation that he be selected out. After his grievance was denied by USAID, he appealed to the FSGB, which found that the selection panel's written rationale for the law-ranking did not meet the requirements for "definitive feedback" as provided in USAID regulations and a 1994 agreement between AFSA and USAID. In ruling for the FSO, the FSGB recognized that

selection board judgments generally are not subject to review, but noted that an exception exists where a panel fails to follow regulations. Selection boards of all agencies are now on notice that justifications of a law rank must be precise and in conformity with regulations.

• An AFSA perpetual scholarship has been established in the name of Louise Halscher, an FSO who retired from USIA in 1974 and died in 1995. The scholarship was made possible by a \$47,000 bequest in Halscher's will. During her career, she served in Singapore, Hong Kong, Damascus, Calamba, Rabat, Abidjan, Vienna and Leningrad. She was a member of the Foreign Service Retirees Association of Florida.

Class and Caste Warfare in FS

Three front-burner career issues have brought the rifts and schisms among Foreign Service generalist officers sharply into focus: **Junior Officer coning**, which has pitted coned officers against unconed officers, as well as newly-minted officers against those with only several months more in service time; **Multifunctionality**, which plays off cone against cone and mid-level officers jockey-

ing to get into Senior ranks against ambitious Junior Officers (the real question is who can play the game of unbridled ambition more deftly); and **Senior time-in-class policy reform**, which arouses strong feelings against Seniors. ("Well, they shoot horses, don't they?")

All these issues impact on Foreign Service Specialist interests, which AFSA believes must receive adequate attention and priority in relation to the total needs of the Service. When it comes to careers, there is nothing more corrosive than class (rank or grade level) and caste (cone, skill code, functional versus regional expertise) distinctions. The unwillingness of officers to take a Service-wide view, to look beyond narrow self-interest and to take the time to inform themselves properly only divides and damages our profession.

Perhaps scarcity is causing preoccupation with self-interest. Declining budgets, promotions, allowances and benefits and, above all, declining interest in the Foreign Service and the Department as an institution, not to mention poor management decisions, have fueled internecine competition. Still, there is hope and maybe a little confidence in the future. AFSA and the Director General's Office are tackling the three big generalist career issues. My personal objective is to move forward on implementing solutions

in these areas very soon. AFSA and

"When it comes to careers, there is nothing more corrosive than class and caste distinctions."

Management also should be able to make progress on important Specialist issues, especially implementing "Secretary of the Future" initiatives, cleaning up assignment abuses in FBO and other bureaus and divining the future for Information Management (IM) officers.

Most importantly, the active support of the new Secretary, the top political

leadership of the Department and the Under Secretary for Management are essential to create the momentum that will allow AFSA to achieve its objectives for all Foreign Service personnel, exclusive of rank, cone, skill area and special expertise. I would ask all employees to take a holistic attitude toward their careers, posts, bureaus and the Foreign Service. For example, understand that it is necessary to have a stable Senior position base in order to provide room for promotion from below and that "career-worthiness" can be maximized by taking excursion or multifunctional assignments, especially in the functional and global bureaus. Develop a realistic and competence-based career path to see you through successful competition at the Senior threshold level. Seek hard-to-fill and less glamorous assignments; they are often the most rewarding jobs. Acquire the experience necessary for a skill code change, rather than complaining about limited opportunities in your existing field.

At a time of a new Administration and new Department leadership, the Foreign Service must pull together to build a more effective institution for the prosecution of our nation's overseas interests. Strife and suspicion within our ranks do not serve the lofty objectives that most of us have strived to attain in our Foreign Service careers.

Continued from page 1

Proposed Amendment

"The board shall establish the dues to be paid by members, and may alter such dues at its discretion; except that any increase in dues for regular members shall not exceed **by more than 4 percentage points** the cumulative increase in the national Consumer Price Index (CPI), as published by the U.S. Department of Labor, since the effective date of the last previous dues increase. Any proposal to increase dues of regular members by more than **4 percentage points over** the CPI must be submitted to a referendum and approved by a majority of those members voting by secret ballot."

Statement of Justification

"The Governing Board proposes revising the provision limiting dues increases to the annual increase in the Consumer Price Index (CPI). Dramatic changes in the foreign affairs firmament occur with increasing frequency and ever greater impact. Severe application of TIC, RIFs at some agencies and reduced hiring are reducing membership just at the time when the association is called to do more in labor management and congressional relations. We cannot fulfill our basic responsibility to provide priority services to the Foreign Service given the existing rigidities in the dues structure.

As members are aware, an additional problem is that the CPI is now a political football as the Congress and Administration seek to restrain the growth in federal spending on entitlements. In any case, the CPI does not measure the challenges AFSA members face in the post-Cold War world.

The board proposes this change after a careful, two-year review of the Association's financial position and challenges in the years to come. This review has allowed the board to focus resources on priorities in labor management, support to active duty personnel and retirees, congressional relations and public outreach. We have eliminated approximately ten

Continued on Page 3

Continued from page 2

percent of AFSA staff positions. But even under this fiscal restraint, AFSA's casts have risen annually at five percent while dues have risen by only the CPI or three percent. The association cannot sustain this situation for long, particularly as intake remains low and the number of active duty Foreign Service personnel declines. If dues remain limited to the CPI, future Governing Boards will have to curtail some key services.

The proposed change will allow future boards to balance the need to provide services to members and maintain a reasonable dues structure. It does not mean that dues will rise by four percentage points more than the CPI each year. Rather it gives the elected board more flexibility to manage a challenging future while maintaining a sensible cap on the board's authority.

Finally, the board notes that AFSA members have paid much lower dues than members of other federal labor unions. For example, a mid-level officer would pay \$326 per year for AFGE membership, while AFSA membership casts 44 percent less at \$184 per year."

Second Amendment:

Current provision:

Article V

The Governing Board

Section 4. Manner of election:

(b)...

"Each constituency having a minimum of 100 members as of the last working day of the calendar year before the election shall be entitled to a constituency vice president. In addition, each constituency shall be entitled to one representative for each 1,000 members or fraction thereof as of the last working day of the calendar year before the election year, provided that any constituency that for three consecutive months has no membership which would on that date have entitled it to an additional representative shall have an additional representative, who shall be appointed by the board."

Proposed Amendment

"Each constituency having a minimum of 100 members as of the last working day of the calendar year before the election

Continued on Page 4

AID V.P. VOICE

• BY FRANK MILLER •

NMS System a Disaster in Field

It's clear from cables, e-mails and letters from the field that

the New Management System (NMS) was prematurely deployed in our overseas missions. What is particularly alarming is NMS developers and outside, independent experts anticipated significant problems because the system had not been subjected to adequate tests of its capabilities and performance, but their warnings were ignored. The

Inspector General sent an information memorandum to USAID Administrator Brian Atwood on September 27 in which he wrote: "Citing several technical and operational readiness problems, two USAID officials who are responsible for NMS development activities told us that in July 1996, they recommended that worldwide NMS deployment be postponed until Oct. 1997. They added, however, that USAID executives directed that the system be deployed worldwide on Oct. 1, 1996."

Problems with the NMS surfaced much earlier, in June 1995, during a software evaluation conducted by Carnegie-Mellon University. At that time, evaluators warned that deploying the system without adequate testing could lead to significant errors, poor system performance and disappointment to end-users. This is exactly what happened.

Missions have been told that they must utilize the NMS to obligate all funds and to initiate all procurement actions. If serious problems arise, they will need a waiver for any procurement action obligating funds outside the NMS. The result is that many of our development programs are paralyzed, as is evident from these com-

ments from the field: "Marale is being adversely affected by a system which promised so much, cast a bundle -- including the careers of some of our colleagues -- and has delivered virtually nothing so far."

"Our day-to-day financial and programmatic operations can be jeopardized if mission resources continue to be tied up on the painfully slow NMS..."

"For almost three weeks, we . . . have been trying to

finalize a \$95,000 letter grant to the International Red Cross so that they can buy plastic sheeting, rape blankets, and kerosene heaters for 200,000 (people) living in a deteriorating camp. If the Agency can't do one simple action, how will it respond to the cry from Africa where...almost a million people are fleeing Zaire and Rwanda?"

What can be done? First, USAID missions should go back to the former operating system, MACS, until the bugs are out of NMS. Second, when NMS is operational, people should be fully trained before it goes worldwide. Earlier training was inadequate. Why not bring back the experts from Carnegie-Mellon to help improve the system and develop an implementation plan? Finally, AFSA strongly urges Administrator Atwood to appoint a new chairperson of the NMS task force from outside the Management Bureau. The current arrangement is not working; it is like the fox guarding the henhouse.

USAID employees realize that we need an NMS, but it must work. AFSA is not suggesting that we scrap NMS. We are suggesting that its design and implementation need further work and substantially more participation by end-users.

"USAID employees realize that we need an NMS, but it must work."

USIA V.P. VOICE

• BY JESS BAILY •

Help Save FS, Run for AFSA Office

Tired of elections where foreign affairs, not to mention the concerns of the Foreign Service, are neglected? Well, this spring you can participate in an election dealing exclusively with issues of concern to Foreign Service employees. AFSA will call on its USIA members to vote for two representatives on the AFSA Board of Governors: the USIA vice president and the USIA board representative. These officers will represent USIA's Foreign Service to USIA management, to AFSA colleagues in other agencies, on the Hill and in the public. USIA members will also vote along with all AFSA members for president, treasurer and secretary of the association and for changes in the bylaws.

It's important to everyone that AFSA have the best possible officers to be USIA vice president and USIA board representative. What can you do to make this come about? Read candidate's statements in the May issue of AFSA NEWS. Think about the positions you would like to see AFSA adopt. Where should AFSA stand on the issue of reorganization? How well do the candidates for general offices (president, secretary and treasurer) know and understand the concerns of USIA personnel? Should USIA rely almost exclusively on time-in-class provisions to reduce ranks for the Foreign Service? Does AFSA adequately represent specialists? Consider by-laws changes. Finally, vote and return your ballot. If you don't receive one, contact the Member Services Department at AFSA headquarters. Your voice could determine a close race.

If you are currently assigned to Washington or will be returning this summer, consider running for office.

"The new AFSA leadership will have a tremendous impact on your career."

(See the call for nominations on page 6.) The USIA vice president is now a full-time position and comes with up to a two-year extension on your time-in-class date. Holding the office is a unique opportunity to defend USIA's Foreign Service and help save its future in a challenging environment. You will deal with everything from micro issues, such as the unfair implementation of

a regulation or a colleague's grievance, to macro issues, such as downsizing, budget reductions and changes in Foreign Service personnel practices. You will see the Agency from the top down. You will also be the face of USIA's Foreign Service to colleagues in State, Commerce, AID and Agriculture. You will shape AFSA's legislative positions and help its efforts to improve public understanding of America's professional diplomats.

Alternatively, consider becoming USIA representative to the AFSA Board of Governors. You will be given "reasonable time" off from your USIA position to fill AFSA obligations and will assist the vice president in dealing with the full range of issues confronting the Foreign Service.

If you are not a member, join now to be able to vote. Remember, AFSA represents and serves all bargaining unit employees. USIA officers have encouraged citizens of nations throughout the world to participate in unions, civic associations, interest groups and other non-governmental organizations. Now is the time to join AFSA and participate in your own civic life. The new AFSA leadership will have a tremendous impact on your career. Stand up, run, vote and participate.

Continued from page 3

shall be entitled to a constituency vice president. In addition, each constituency shall be entitled to one representative for each 750 members or fraction thereof as of the last working day of the calendar year before the election year, provided that any constituency that for three consecutive months has a membership which would on that date have entitled it to an additional representative shall have an additional representative, who shall be appointed by the board."

Statement of Justification

"The Governing Board proposes changing the provision which allots one Board representative for every 1,000 members in each constituency to one Board representative for every 750 members.

This proposed change is to ensure that Governing Board membership generally parallels AFSA's membership distribution by constituency. Among active duty constituencies Agriculture with about 100 AFSA members has 2 Board seats (one Vice President and one Representative); Commerce with about 120 members has 2 Board seats; USIA with about 500 members has 2 Board seats; and AID which had over 1000 but has since decreased to about 930 members has 3 Board seats. Retirees with about 4,000 members have 5 Board seats. State with 6 Board seats has about 4,700 members. State's constituency with 74% of active-duty AFSA members has 40% of the active duty Board members.

The Governing Board's proposed bylaw change would increase total State representation from 6 to 8 seats (one Vice President and 5 Representatives to one Vice President and 7 Representatives); increase Retiree representation from 5 to 7; and keep AID representation at 3 which under the old rule would fall to 2. USIA, Commerce and Agriculture would retain their present levels of 2 each.

Importantly, the proposed change will also allow broader participation on the Governing Board by the full range of Foreign Service specializations."

LETTERS

I read with interest Alphonse La Porto's column on family friendly work in the December AFSA News. In the seventies I come back for my first Washington tour. The new rule allowing married female officers was creating the first tandem couples and younger spouses were refusing to accept the traditional role of the Foreign Service spouse. The handwriting was on the wall.

So I proposed informally several ideas that would allow officers to have "family-friendly" careers. Certainly in the current American context many officers with families would have been better off being able to take a non-paid leave from the Foreign Service for a couple of years because it was better for their families to be in the U.S., e.g. spouses were working and children were growing up. The proposal would also have given the officers the opportunity to prolong their work lives in the Foreign Service without lengthening their time in class or active careers for promotion and retirement calculations. It would also have afforded them the opportunity to gain experience useful for them in their careers....

The spirit of the suggestions was that alternative career patterns were an option for those officers whose families were as important to them as their careers and the situations required some flexibility. In addition, the Foreign Service would gain skills through having some of its officers spend part of their remunerative work lives outside the Foreign Service.

So in addition to flex-time and flex-tours the Foreign Service should also consider flex-careers as an option for a family-friendly service.

Robert J. Palmeri
Retired FSO
Abidjon, Cote d'Ivoire

Alphonse La Porta replies:

AFSA agrees fully that "flex-career" measures should be introduced, although spouse limitations precluded an exploration of them in my December column. Several excellent suggestions for "flex-career" arrangements were put forward in the late, lamented Strategic Management Initiative (SMI), but thus far have been ignored by management. State AFSA will try to move these and other family friendly initiatives to the front burner in the weeks ahead.

RETIREE V.P. VOICE

• BY ED ROWELL •

Budget, COLAs Key AFSA Issues

First, some good news: AFSA's Mission Statement for the Foreign Service (see "President's Views" Jon. FSJ) has produced favorable comment from congressional staffs and journalists. We are entering the fiscal year 1998 foreign affairs ("150 account") budget battle better off than we were a year ago. Some senators and representatives have publicly said the deep cuts in diplomatic readiness must be redressed.

Following a strong appeal from Secretary of State Warren Christopher and Secretary of State-designate Madeleine Albright, President Clinton has agreed to ask Congress for more funds for the 150 account than he did in FY 1997. Since the November election there has been a barrage of editorials and op-ed articles asserting the need for a better funded, more robust diplomacy. Thanks to all of you who have weighed in with the new members of Congress and who have published op-ed pieces and letters-to-editors. So many of you have sent me copies of your work that I can't name you individually here, but you are making a real difference.

The challenge remains intense, however. The White House and the Congress are still committed to balancing the budget by 2002. And many elected members and staff in Congress are still prepared to accept higher risks to American interests and to further reduce American influence abroad in order to squeeze a few more dollars from the 150 account, even though the short-term contribution to balancing the budget would be unmeasurably small.

The retiree role will remain crucial. While important members of the new Congress understand the need to fund diplomacy, their constituents still do not.

The Mission Statement, which shows how the Foreign Service responds to America's vital interests, can be used to describe those interests in terms that most Americans can relate to. That is an essential step if we are to convince the public that the good of the nation requires global involvement, and that retreat risks unacceptable long-term costs.

We also may need to plunge into the debate over the validity of the Consumer Price Index (CPI) and its use as the basis for cost-of-living

adjustments (COLAs) this year. A Senate-chartered commission chaired by Stanford professor Michael Boskin reported in late November that the CPI overstated inflation by 1.1 percentage points. The Commission also said, without citing any supporting evidence, that studies had failed to support the notion that different population groups (e.g., retired couples as compared with young families) have different inflation rates despite their very different needs and consumption patterns. So far, Congress has shown little enthusiasm for doing anything with the Boskin report, but the report's powerful sponsors have pointed out that implementing the Boskin Commission's recommendations would eliminate the federal deficit.

AFSA supports fiscal prudence, but we need to keep an eye on this issue. If it goes awry it could unfairly devitalize the adequacy of retiree pensions. Other retiree groups, the Concord Coalition and the BLS have all expressed reservations about different aspects of the Boskin Commission report. Above all, there is a widespread feeling that any adjustments to the CPI and the ways it is used should be administratively determined, not legislated.

"Thanks to all of you who have weighed in with the new members of Congress."

AFSA ELECTIONS

CALL FOR NOMINATIONS

T This election call, issued in accordance with Article VII(2)(a) of the AFSA bylaws, constitutes a formal notice to all AFSA members of the opportunity to participate in nomination and election of a new governing board. All of the officer and representative positions listed below are for two-year terms beginning July 15, 1997.

A. POSITIONS TO BE FILLED

1. The officer positions to be filled in this election are:

- President
- Vice President for State
- Vice President for USAID
- Vice President for USIA
- Vice President for FCS
- Vice President for FAS
- Vice President for Retirees
- Secretary
- Treasurer

2. The constituency representative positions to be filled in this election are:

- State representatives (five positions)
- USAID representative (one position)
- USIA representative (one position)
- FCS representative (one position)
- FAS representative (one position)
- Retired member representatives (four positions)

Article V(4) of the AFSA bylaws authorizes a constituency vice president for each constituency with a minimum of 100 members and one constituency representative position for every 1,000 members or fraction thereof. The calculation of the number of constituency vice president and representative positions to be filled in this election is based upon the membership rolls as of December 31, 1996.

B. NOMINATION PROCEDURES

1. Any AFSA member in good standing (i.e., a member whose dues are automati-

cally deducted or who has paid dues as of March 7, 1997) may submit names (including his or her own name) in nomination for any or all of the above-mentioned positions for which the nominee is eligible. No member may nominate more than one person for each officer position or more than the number of representatives established for each constituency. No member's name may appear on the ballot for more than one position.

2. In order to be nominated, a person must likewise be a member in good standing. Furthermore, the bylaws require that a nominee be a member through June 30 of the year of the election. If a member is nominated who is not an automatic dues deduction and has not paid through June 30, 1997, that member will be contacted and advised that he or she must pay dues through June 30 in order to be a candidate.

3. Management officials and confidential employees cannot be nominated for positions on the governing board, nor may they make or support nominations or serve on nominating committees.

Furthermore, 1994 legislation amended Section 1017(e) of the Foreign Service Act of 1980 to place restrictions on the movement of Foreign Service personnel between certain positions in AFSA and certain Washington-based jobs in the foreign affairs agencies. The amendment prohibits any employee who has served as an agency management official or confidential employee during the preceding two years from participating "in the management of a labor organization for purposes of collective bargaining or acting as a representative of a labor organization for such purposes." Given the current division of responsibility, the AFSA governing board positions covered by the amendment are: the President, the Vice Presidents for State, USAID, and USIA, and the representatives for FAS and FCS (or the Vice Presidents for FAS and FCS, if these constituencies are

entitled to a Vice President under AFSA's bylaws).

The 1994 amendment also prohibits any employee who has held one of the foregoing positions in AFSA from serving as an agency management official or confidential employee for two years after leaving his/her AFSA position.

Management officials include presidential appointees and their deputies (e.g., deputy assistant secretaries at State), Inspector General personnel, and employees engaged in labor management relations or the formulation of personnel policies and programs. However, managers abroad (including chiefs of mission, deputy chiefs of mission, principal officers and their deputies, USIA public affairs officers, USAID mission directors and deputy mission directors, and administrative and personnel officers) are excluded from this definition. Confidential employees are employees who act in a confidential capacity with respect to an individual who formulates or carries out management policies in labor management relations.

Members should consider these restrictions before deciding whether to run for AFSA governing board positions covered by the amendment. Please direct questions regarding this issue to Sharon Papp, General Counsel, 202-647-8160.

4. Nominations may be submitted individually or in slates. To qualify as a slate, a proposed slate must have a minimum of four candidates from at least two constituencies. Slate designations will be noted on the ballot.

5. All nominations must be submitted in writing by letter, cable, fax or email. All written nominations must be addressed to the AFSA Elections Committee, P.O. Box 58073, Washington, DC 20037-8073. To be valid, they must, without exception, be received at this address no later than

AFSA ELECTIONS

12 noon on March 7, 1997. Members overseas can send "AFSA channel" cables marked for delivery to the AFSA Elections Committee. They must be received in the Department's Communications Center within the same time limit. Faxes can be sent to 202-338-6820 and e-mail to praf@afsa.org.

Alternatively, nominations can be hand-delivered to a Committee member who will be in the AFSA office, Room 3644, Department of State, from 11 a.m. to 12 noon on March 7, or to a Committee representative at AFSA headquarters at 2101 E Street N.W. during that same time period.

6. A nominee can indicate his or her acceptance of a nomination by appending a letter to the letter of nomination or by appropriate notation on that letter, or by communicating with the Elections Committee, AFSA, Room 3644, Department of State, or AFSA, 2101 E Street NW, Washington, D.C. 20037, or by fax or email as described in paragraph 5 above. Otherwise, an authorized representative of the Elections Committee will communicate with each nominee (excluding members who nominate themselves) as quickly as possible after the receipt of each nomination to determine whether the nominee wishes to be a candidate. Any member who so accepts the nomination must confirm his or her acceptance in writing through one of the channels described above addressed to the AFSA Elections Committee to be received no later than 12 noon on March 14, 1997. Any nominee whose written acceptance of nomination has not been received by the Elections Committee by the above time limit will be considered to have declined candidacy.

C. ELECTION CAMPAIGN

1. All candidates nominated under the procedure outlined above will be given the opportunity to submit campaign statements for dissemination to the AFSA membership in the AFSA News section of the May issue of the *Foreign Service Journal*. Further information regarding such statements and

Foreign Service Journal editorial deadlines will be contained in the "Instructions to Candidates," which will be issued by the Elections Committee on or before March 7, 1997. If warranted by the competition for positions on the Board, the Elections Committee may organize a second mailing of campaign material to voters, with procedures also spelled out in the "Instructions to Candidates".

2. The AFSA bylaws provide that, should candidates wish to mail supplementary statements to the membership, the association will make available to them a request, and at their expense, the membership mailing list or address labels. Further information on this and other campaign procedures will be included in the "Instructions to Candidates" mentioned above.

D. VOTING

Ballots will be distributed on or about May 15, 1997 to each person who is an AFSA member as of April 30, 1997. Candidates or their representatives may observe the ballot distribution process if they so desire. Each member may cast one vote for President, Secretary, Treasurer, and constituency Vice President if the member's constituency has one and, in addition, one vote for each representative position in the member's constituency. Votes may be cast by voting for candidates listed on the official ballot, or by writing in the name(s) of member(s) eligible as of June 30, 1997, or by doing both. To be valid, a ballot must be received by Monday, June 30, 1997 at the address indicated on the envelope accompanying the ballot. More detailed balloting instructions will accompany the ballots.

E. VOTE COUNTING & ANNOUNCEMENT OF RESULTS

On or about July 1, 1997, the Elections Committee will count the ballots and declare elected the candidate receiving the greatest number of votes for each position. Candidates or their representatives may be

present during the tally and may challenge the validity of any vote or the eligibility of any voter. The committee will inform candidates individually of the election results by the swiftest possible means and will publish the names of all elected candidates in the next issue of the *Foreign Service Journal*. The elected candidates will take office on July 15, 1997, as provided in the bylaws.

Any member may file a written question,

F. QUESTIONS, SUGGESTIONS, COMPLAINTS OR CHALLENGES

suggestion, or complaint concerning the conduct of the 1997 election. Such question, suggestion, or complaint should be addressed to "Chair, AFSA Elections Committee" and mailed or delivered to either AFSA, Room 3644, Department of State, Washington, D.C. 20520 or AFSA, 2101 E Street N.W., Washington, D.C. 20037 by October 15, 1997.

Members may also file a written challenge to the outcome of the election. Such challenge must be filed by August 15, 1997 and should be addressed to "Chair, AFSA Elections Committee" and mailed or delivered to either address stated above. The AFSA Elections Committee will respond in writing to the challenge within three months of receipt of the challenge. If the member is not satisfied with the AFSA Elections Committee's response, the member may file a written complaint with the U.S. Department of Labor, Office of Labor-Management Standards. Such complaint must be filed within one month of receipt of the Elections Committee's response.

ELECTIONS COMMITTEE

Amb. Raymond C. Ewing, Chair	703-642-3941
Peter Downs	202-647-1952
Amb. C. William Kantas	202-966-8578
Capie Palk	202-724-0044
Jay Smith	202-647-5776
William Westman	202-720-3223
William Yarmy	202-482-2422
Richard Thompson, staff	202-338-4045

1996 TAX GUIDE

FEDERAL AND STATE TAX PROVISIONS FOR THE FOREIGN SERVICE

FEDERAL TAX PROVISIONS

Little has changed since last year in federal tax provisions as they apply to Foreign Service employees and their families. Foreign Service employees most frequently ask AFSA about home ownership, tax liability upon sale of a residence, and state of domicile and we have devoted special sections to these issues.

AFSA's Tax Guide is designed as an informational and reference tool. It does not presume to be any more than that. Although we try to be accurate, many of the new provisions of the tax code and implementing IRS regulations have not been fully tested. Therefore, use caution and consult with a tax adviser as soon as possible if you have specific questions or an unusual or complex situation.

For 1996, the basic tax rates for individuals remain applicable: 15, 28, 31 and 36 percent, a top rate of 39.6 percent. The 15 percent rate is for taxable income up to \$40,100 for married couples; \$24,000 for singles. The 28 percent is for income up to \$96,900 for married couples, \$58,150 for singles. The 31 percent rate is for income up to \$147,700 for married couples and income up to \$121,300 for singles. The new tax bracket of 36 percent is for income up to \$263,750 for married couples and singles. In addition, there is a new 10 percent surtax for certain high-income taxpayers. It is computed by applying the 39.6 percent rate to taxable income over \$263,750 for singles and married couples and for married couples filing separately whose income is over \$131,875. Capital gains are taxed at a maximum rate of 28 percent and are reported on the reverse side of Schedule D.

Personal Exemption

For each taxpayer, spouse, and depen-

dent the personal exemption has been increased to \$2,550. There is, however, a personal exemption phaseout of 2 percent for each \$2,550 of adjusted gross income (AGI) over \$117,950 (singles), \$147,750 (head of household), \$176,950 (joint) and \$88,475 (married, filing separately). For those taxpayers in the last category, the 2 percent is taken from each \$1,275 exemption.

Standard Deduction

The standard deduction is given to non-itemizers. It has been steadily increasing since 1987. For couples it is \$6,700; for singles the deduction is \$4,000. Married couples filing separately get a standard deduction of \$3,350 and head-of-household filers receive a \$5,900 deduction.

Most unreimbursed employee business expenses must be reported as miscellaneous expenses and are subject to a floor of 2 percent of adjusted gross income (AGI). This includes professional dues and publications, employment and educational expenses, home office, legal, accounting, custodial and tax preparation fees, home leave, representational and other employee business expenses, and contributions to AFSA's Legislative Action Fund. Unreimbursed moving expenses are no longer an itemized deduction. As of Jan. 1, 1994, moving expenses are an adjustment to income, which means that you get to deduct them even if you are taking the standard deduction. However, the deduction has been narrowed to include only the unreimbursed costs of moving your possessions and yourself and your family to your new location.

Medical expenses are subject to a floor equaling 7.5 percent of AGI. This means that any deductible medical cost would have to exceed \$2,275 for a taxpayer with a \$30,000 AGI. There is also an additional 3 percent reduction of itemized deductions (excluding medical, casualty, theft, and investment interest) if the AGI exceeds \$117,400. This 3 percent is

applied to the AGI over \$117,750 and not to the total of itemized deductions on Schedule 1040 A. The maximum loss of deductions is capped at 80 percent. State and local income taxes and real estate and personal property taxes remain fully deductible for itemizers, as are charitable contributions (to American charities only) for most taxpayers. Donations to the AFSA scholarship fund and the AFSA Fund are fully deductible as charitable contributions. Donations to AFSA via the Combined Federal Campaign are also fully deductible. Individuals may also dispose of any profit from the sale of personal property abroad in this manner.

For 1996 tax returns, any interest paid on auto or personal loans, credit cards, department stores, educational loans and other personal interest will not be allowed as an itemized deduction. If the above charges are consolidated, however, and paid with a home equity loan, any interest on the home equity loan is allowable up to a loan limit of \$100,000. Mortgage interest is, for the most part, still fully deductible. Interest on loans intended to finance investments is deductible up to the amount of net income from investments. Interest on loans intended to finance a business is 100 percent deductible. "Passive-investment" interest on loans in which the taxpayer is an inactive participant, i.e. a limited partnership, can be deducted only from the income produced by the investment. Interest on loans that do not fall into the above categories, such as borrowing money to buy tax-exempt securities, is not deductible.

Home Leave Expenses

Employee business expenses, such as home leave and representation, may be deducted as a miscellaneous itemized deduction. In addition to the 2 percent floor, only 50 percent for meals and entertainment may be claimed (100 percent for unreimbursed travel and lodging). Only the employee's (not family members') home

AFSA TAX GUIDE FOR 1996

leave expenses are deductible. Maintaining a travel log and retaining a copy of home leave orders will be helpful, should the IRS ever question claimed expenses. It is important to save receipts: without receipts for food, a taxpayer may deduct only \$28 to \$36 a day (depending upon the per diem rate at the home leave address), no matter how large the grocery or restaurant bill. Lodging is deductible, as long as it is not with friends, relatives, or in one's own home. The IRS will disallow use of per diem rates and any expenses claimed for family members. If a hotel bill indicates double rates, the single room rate should be claimed, and, if possible, the hotel's rate sheet should be saved for IRS scrutiny. Car rental, mileage, and other unreimbursed travel expenses, including parking fees and tolls, may be deducted. The rate for business miles driven is 31 cents. Those who use this optional mileage method need not keep detailed records of actual vehicle expenses. The only thing necessary will be a detailed odometer log to justify the business use of the vehicle and percentage of business use. This optional mileage method does not apply to leased vehicles.

Official Residence Expenses

Since Oct. 1, 1990, employees who receive ORE have not been allowed to reduce their reportable income by 5 percent. The IRS ruling regarding ORE states that "usual expenses," defined as 5 percent of salary, are not deductible. Therefore the only expenses that are deductible are those above the 5 percent that are paid out of pocket. Employees should save receipts for any out-of-pocket expenses associated with their representational duties. These expenses can be deducted as miscellaneous business expenses.

Home Ownership

For 1996, employees may deduct interest on up to \$1 million of acquisition debt for loans secured by a first and/or second home. This also includes loans taken out for major home improvements. On home equity loans, interest is deductible on up to \$100,000, no matter how much the home cost or what the loan is used for. The \$100,000 ceiling applies to the total of all home equity loans you may have. The same generally applies to refinancing a

mortgage. Points paid to obtain a refinanced loan cannot fully be deducted the same year, however, but must be deducted over the life of the loan. It is advisable to save the settlement sheet (HUD-1 Form) for documentation in the event your tax return is selected by the IRS for examination.

Qualified residences are defined as the taxpayer's principal residence and one other residence. The second home can be a house, condo, co-op, mobile home, or boat, as long as the structure includes basic living accommodations, including sleeping, bathroom, and cooking facilities. If the second home is vacation property rented for fewer than 15 days during the year, the income need not be reported. Rental expenses cannot be claimed either, but all property taxes and mortgage interest may be deducted.

Rental of Home

Taxpayers who are overseas and rent their homes in 1996 can continue to deduct mortgage interest as a rental expense under the passive-loss rules, as long as the AGI does not exceed \$100,000 and the taxpayer is actively managing the property. Retaining a property manager does not mean losing this benefit. Also deductible are property management fees, condo fees, depreciation costs, taxes, and all other rental expenses. Losses up to \$25,000 may be offset against other income.

Sale of Residence

If there is a profit on sale of a principal residence, taxes at a maximum rate of 28 percent are owed on the profit, or capital gain, unless one qualifies for one of the tax benefits discussed below. Although legislation aimed at reducing capital gains taxation will likely be reintroduced, capital gains are currently fully taxable.

A taxpayer 55 years or older who sells his or her home can take a capital gains exclusion up to \$125,000 without having to reinvest in another home. This once-in-a-lifetime exemption rule applies to singles and couples and may not be used again even when the other spouse reaches age 55. In order to qualify, the taxpayer must have lived in the home for three out of the last five years (up to two years spent in a nursing home can count as time spent in the home) prior to sale. Many Foreign Service employees are hurt by the three out of five

year residency provision. Despite repeated attempts, AFSA has been unsuccessful in persuading Congress to grant an exemption for Foreign Service personnel who cannot meet this requirement due to prolonged overseas service. During the 1996 Presidential campaign, both of the major party candidates offered several tax proposals including exempting most people from paying capital gains on the increased value of homes, no matter what their age or whether they traded up to another home. While it is thought that many of these proposals will be given serious consideration during the 105th Congress which was seated on January 7, the provisions most likely will not affect 1996 taxes. AFSA will continue to follow the proposed tax changes and will keep you informed of developments.

Thus under current law, section 1034 of the tax code, frequently referred to as the rollover residence replacement rule, taxes may be deferred on a profit from the sale of the principal residence when buying a replacement principal residence within two years before or after the sale. Americans working abroad, including Foreign Service employees on overseas assignment, are permitted up to an additional two-year period to replace their former residence. The deferral rule may be applied repeatedly, and there is no limit on the amount eligible for deferral of taxation.

Temporary rental of the home does not necessarily disqualify one from claiming the deferral. The IRS has never defined what time period constitutes temporary but will probably challenge a claim that the home was a principal residence if it had been rented for many years and had clearly become an investment property. Foreign Service employees who are overseas for prolonged periods during which they rent their homes are increasingly subject to IRS scrutiny when they sell their houses and claim deferral of capital gains.

Under a 1957 U.S. Tax Court decision, *Triska v. Commissioner*, a Foreign Service employee was granted the deferral while he was living abroad even though he had rented his home for a 44-month period prior to sale. The court determined that his house remained a principal residence even though it was converted to investment property. In reaching this decision, the court applied the following tests: Was the property the taxpayer's only home? Did he reside

AFSA TAX GUIDE FOR 1996

in it prior to going overseas? Did he intend to return to the residence upon completion of overseas duty? And what were the reasons for selling it? In the *Trisko* case, the taxpayer was able to satisfy all of the court's concerns. Please note, however, that not all courts recognize this case as a precedent and that the facts of each individual case are very important.

On the basis of this decision and conversations with tax experts, AFSA suggests claiming the deferral only if the circumstances are similar to those of this case and if the home is rented only during assignments overseas. A copy of the *Trisko* decision may be requested from AFSA.

Many Foreign Service employees do not qualify under the deferral rule because of extended absences from the house. Though not required by law or case law, if at all possible, Foreign Service employees should move back into the house for a reasonable period before selling it, thereby re-establishing principal residence. If this is not possible, they might look into a tax-deferred property exchange, which is essentially a real estate investor's version of the residence replacement rule, as it involves a trade of one rental property for another.

Property Exchanges

Under Internal Revenue Code 1031, a Foreign Service employee whose U.S. home may no longer qualify for the customary residence replacement rule may be eligible to replace the property through an "exchange." In essence, one property being rented out may be exchanged for another, as long as that also is rented. In exchanging the properties, capital gains tax may be deferred. Technically, a simultaneous trade of investments occurs. Actually, owners first sell their property, place the equity proceeds in escrow, identify in writing within 45 days the property they intend to acquire, and settle on the new property within 180 days, using the money held in escrow as part of the payment.

It is important to emphasize that the exchange is from one investment property to another investment property - the key factor in the IRS evaluation of an exchange transaction is the intent of the investor at the time the exchange was consummated. The IRS rules for the exchanges are complex

and specific, with a number of pitfalls that can nullify the transaction. An exchange should never be attempted without assistance from a tax lawyer specializing in this field.

Foreign Service employees who are contemplating the sale of a rental property that had previously been a residence and are expecting to roll the proceeds of the sale into a new home without tax consequences are urged to check their status under IRS rules with tax experts before taking any definitive action. If the property is considered an investment by the IRS, a straight sale will trigger capital gains tax obligations. In this circumstance, the Section 1031 exchange provision, as an alternative method of disposing of property, may offer very significant tax relief.

Temporary Rental

What happens if one purchases and moves to a new residence then decides to get some rental income from the old home before selling it a couple of years later? The IRS may determine that the taxpayer no longer meets the "principal residence" test for the old home, since he or she moved out of it and converted it to investment property. Again, intent is key. The IRS allows temporary rental prior to sale as a "matter of convenience," such as a poor resale market at the time the new home was purchased. If the IRS determines that rental income was the prime motive for not selling the house, taxes must be paid on the gain of rental property, even though it was once used as a principal residence.

Many Foreign Service employees ask what items can be added to the cost basis of their homes when they are ready to sell. Money spent on "fixing up" the home for sale may be deducted from the sales price. To qualify as legitimate "fixing-up costs", the following conditions must be met: 1) the expenses must be far work performed during the 90-day period ending on the day on which the contract to sell the old residence was made; 2) the expenses must be paid on or before the 30th day after sale of the house, and 3) the expenses must not be capital expenditures for permanent improvements or replacements (these can be added to the basis of the property, original purchase price, thereby reducing

the amount of profit). A new roof and kitchen counters are not "fix-up" items. But painting the house, cleaning up the garden, and making minor repairs qualify as "fixing-up costs".

STATE TAX PROVISIONS

Every member serving abroad must maintain a state of domicile in the United States, and the tax liability that the employee faces varies greatly from state to state. In addition, there are myriad regulations pertaining to the taxability of Foreign Service pensions and annuities, as each state has different rules about the conditions under which individuals are liable for taxes on such income.

This state guide reviews the laws regarding income tax and tax on annuities and pensions as they pertain to Foreign Service personnel. Please note that while AFSA makes every attempt to provide the most up-to-date information, readers with specific questions should consult a tax expert in the state in question or the addresses given.

Most Foreign Service employees have questions about their liability to pay state income taxes during periods posted overseas or assigned to Washington. It is a fundamental rule of law that all U.S. citizens, because they have the right to vote, retain a state of domicile even if residing abroad. There are many criteria used in determining which state is a citizen's domicile. One of the strongest determinants is prolonged physical presence, a standard that Foreign Service personnel frequently cannot meet, due to overseas service.

In such cases, the states will make a determination of the individual's income tax status based on other factors, including where the individual has family ties, where he or she is registered to vote or has a driver's license, where he or she owns property, or where the person has bank accounts or other financial holdings. In the case of Foreign Service employees, the domicile might be the state from which the person joined the service or where he or she intends to return upon separation. For purposes of this article, the term domicile refers to legal residence; some states also define it

AFSA TAX GUIDE FOR 1996

as permanent residence. Residence refers to physical presence in the state.

Foreign Service personnel must continue to pay taxes to the state of domicile (or to the District of Columbia) while residing outside of the state, including during assignments abroad, unless the state of residence does not require it.

A non-resident, according to most states' definitions, is an individual who earns income or interest in the specific state but does not live there or is living there for only part of the year (usually, less than six months). Individuals are generally considered residents and are thus fully liable for taxes, if they are domiciled in the state or if they are living in the state (usually at least six months of the year) but are not domiciled there.

Foreign Service employees residing in metropolitan Washington, are also required to pay income tax to either the District, Maryland, or Virginia in addition to paying tax to the state of their domicile. However, most states allow a credit, so that the taxpayer pays the higher tax rate of the two states, with each state receiving a share. The state of California regards Foreign Service officers who are domiciled in California but reside outside the state and do not earn income in California as nonresidents for tax purposes. AFSA would like to continue hearing from employees who have a problem over this exemption.

There are currently seven states with no state income tax: Alaska, Florida, Nevada, South Dakota, Texas, Washington, and Wyoming. In addition, New Hampshire and Tennessee have no tax on personal income but do tax profits from the sale of bonds and property.

There are also six states which, under certain conditions, do not tax income earned outside of the state: Connecticut, Missouri, New Jersey, New York, Pennsylvania, and West Virginia. The requirements are that the individual not have a permanent "place of abode" in the state, have a permanent "place of abode" outside the state, and not spend more than 30 days in the state during the tax year. Also, please note that these six states require the filing of non-resident returns for all income earned from in-state sources.

Pennsylvania holds that "quarters provided by the government at no cost to the petitioner cannot be considered as maintaining a permanent place of abode." Thus

members of the Foreign Service domiciled in Pennsylvania who occupy government housing overseas must pay income tax to Pennsylvania. If they rent their own home overseas, however, they will be exempt from these taxes. AFSA has not heard of a similar ruling in any of the other five states but Foreign Service employees should be aware that states could challenge the status of government housing in the future.

The following list gives a state-by-state overview of the latest information available on tax liability, with addresses provided to write for further information or tax forms. Tax rates are provided where possible. For further information please contact AFSA's Member Services Department or the individual state tax authorities. States with an asterisk did not respond to AFSA's request for updated information for 1996. Members are advised to double-check with these states' tax authorities.

Alabama: Individuals domiciled in Alabama are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Alabama's tax rate ranges from 2.5 percent. Write: Alabama Department of Revenue, Income Tax Forms, P.O. Box 327470, Montgomery, AL 36132-7470.

Alaska: No state income tax.

Arizona: Individuals domiciled in Arizona are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Arizona's tax rate ranges from 3.8 - 7 percent. Write: Arizona Department of Revenue, Attention: Forms, 1600 West Monroe, Phoenix, AZ 85007-2650.

Arkansas: Individuals domiciled in Arkansas are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Arkansas's tax rate ranges from 1 - 7 percent. Write: Department of Finance and Administration, Income Tax Forms Division, P.O. Box 3628, Little Rock, AR 72203.

California: Foreign Service employees are considered non-residents and do not have a tax liability on out-of-state income. Write: State of California, Franchise Tax Board, Taxpayer Services, P.O. Box 942840, Sacramento, CA 94280-0040.

Colorado: Individuals domiciled in Colorado are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Colorado's tax rate is a flat 5 percent.

Write: Department of Revenue, Taxpayer Service Division, State Capitol Annex, 1375 Sherman St., Denver, CO 80261.

***Connecticut:** Individuals domiciled in Connecticut are considered non-residents and are exempt from tax on their entire income if they have a permanent place of abode outside the state, have no permanent place of abode in the state and spend no more than 30 days in the state during the taxable year. Write: Department of Revenue Services, Taxpayer Services Division, 92 Farmington Ave., Hartford, CT 06105.

***Delaware:** Individuals domiciled in Delaware are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Delaware's tax rate ranges from 3.2 - 7.7 percent. Write: Division of Revenue, Taxpayers Assistance Section, State Office Building, 9th & French Streets, Wilmington, DE 19801.

***District of Columbia:** Individuals domiciled in the District of Columbia are considered residents and are subject to tax on their entire income regardless of their physical presence there. The District's tax rate ranges from 6 - 9.5 percent. Write: Taxpayer Assistance Services, 300 Indiana Ave. N.W., Rm. 1046, Washington, D.C. 20001. From 1988, the D.C. tax exclusion ceased to apply to Foreign Service employees.

Florida: No state income tax.

***Georgia:** Individuals domiciled in Georgia are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Georgia's tax rate ranges from 1 - 6 percent. Write: Georgia Department of Revenue, Forms Division, 305 Trinity-Washington Building, Atlanta, GA 30334.

***Hawaii:** Individuals domiciled in Hawaii are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Hawaii's tax rate ranges from 2 - 10 percent. Write: Oahu District Office, Taxpayer Services Branch, P.O. Box 3559, Honolulu, HI, 96811-3559.

Idaho: Individuals domiciled in Idaho are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Idaho's tax rate is between 2 and 8 percent depending on level of income. Tax request forms write: Idaho State Tax Commission,

AFSA TAX GUIDE FOR 1996

Farms Division, 700 West State Street, P.O. Box 36, Boise, ID 83722.

***Illinois:** Individuals domiciled in Illinois are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Illinois's tax rate is 3 percent flat rate. Write: Illinois Department of Revenue, Forms Division, 101 West Jefferson St., Springfield, IL 62794.

Indiana: Individuals domiciled in Indiana are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Indiana's tax rate remains 3.4 percent. Write: Department of Revenue, Taxpayer Services Division, State Office Building, Room 208, 100 N. Senate Ave., Indianapolis, IN 46204.

Iowa: Individuals domiciled in Iowa are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Iowa's tax rate ranges from 0.4 - 9.98 percent. Write: Department of Revenue and Finance, Forms Division, Hoover State Office Building, Des Moines, IA 50319.

Kansas: Individuals domiciled in Kansas are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Kansas's tax rate ranges from 3.5 - 7.75 percent. Write: Kansas Taxpayer Assistance Bureau, 915 SW Harrison, 3rd Floor, Topeka, KS 66612-1588.

***Kentucky:** Individuals domiciled in Kentucky are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Kentucky's tax rate ranges from 2 - 6 percent. Write: Property and Mail Services Section, 859 East Main Street, Revenue Cabinet, Frankfort, KY 40620.

Louisiana: Individuals domiciled in Louisiana are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Louisiana's tax rate ranges from 2 percent on the first \$10,000 of net income to 6 percent on any amount over \$50,000 of net income. Write: Department of Revenue and Taxation, Forms Division, P.O. Box 201, Baton Rouge, LA 70821-0201.

Maine: Individuals domiciled in Maine are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Maine's tax rate ranges from 2 - 8.5 percent. Call

1-800-338-5811 or write to: Bureau of Taxation, Forms Division, State Office Building, Augusta, ME 04333.

Maryland: Individuals domiciled in Maryland are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Maryland's tax rate is 5 percent for all income over \$3,000. An individual is also subject to a county income tax rate which is a percentage of the State income tax liability. For the 1996 tax year, Worcester County charges 30 percent, Baltimore and Queen Anne Counties - 55 percent, Prince George's - 58 percent, Allegheny, Montgomery, Somerset, St. Mary's, Talbot and Wicomico - 60 percent. All other counties charge 50 percent. Write: Income Tax Division, State Office Building, 301 West Preston St., Room 903, Baltimore, MD 21201-2384.

Massachusetts: Individuals domiciled in Massachusetts are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Salaries are taxed at 5.95 percent, dividends etc., at 12 percent. Write: Massachusetts Department of Revenue, Supply Forms Section, 100 Combridge Street, Boston, MA 02204-7033.

***Michigan:** Individuals domiciled in Michigan are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Michigan's tax rate is 4.6 percent. Write: Department of Treasury, Forms Division, Treasury Building, Lansing, MI 48922.

Minnesota: Individuals domiciled in Minnesota are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Minnesota's tax rate ranges from 6 - 8.5 percent. Write: Department of Revenue, Forms Division, Mail Station 4453, Saint Paul, MN 55146.

Mississippi: Individuals domiciled in Mississippi are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Mississippi's tax rate is 5 percent on taxable income over \$10,000. Write: State Tax Commission, Forms Division, P.O. Box 1033, Jackson, MS 39215.

Missouri: No tax liability for out-of-state income if the individual has no permanent residence in Missouri, has no permanent residence elsewhere, and is not physically pre-

sent in the state for more than 30 days during the tax year. File a return yearly with an attached "Statement of Non-Residency" (Form 374). File also on Form 40, Schedule NRI, for income of more than \$600 from Missouri sources. Write: Tax Administration Bureau, Forms Division, PO Box 220, Jefferson City, MO 65105-2200.

***Montana:** Individuals domiciled in Montana are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Montana's tax rate ranges from 2 - 11 percent. Write: Montana Department of Revenue, Income Tax Division, PO Box 5805, Helena, MT 59604.

Nebraska: Individuals domiciled in Nebraska are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Nebraska's tax rate ranges from 2.62 - 6.99 percent. Write: Department of Revenue, Forms Division, 301 Centennial Mall South, P.O. Box 94818, Lincoln, NE 68509-4818.

Nevada: No state income tax.

New Hampshire: No personal income tax, but tax liability 8 percent on profits from in-state sources, including the sale of property and bonds. Write: Taxpayer Assistance Office, 61 So. Spring St., P.O. Box 2072, Concord, NH 03302-2072.

***New Jersey:** No tax liability for out-of-state income if the individual has no permanent residence in New Jersey, has no permanent residence elsewhere, and is not physically in the state for more than 30 days during the tax year. Filing a return is not required, but is recommended in order to preserve domicile status. Filing is required on Form 1040 NR for revenue derived from in-state sources. Forms may be requested by writing to: Department of the Treasury, Division of Taxation, CN 269, Trenton, NJ 08625-0269.

New Mexico: Individuals domiciled in New Mexico are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. New Mexico's tax rate is based upon income and filing status. Write: New Mexico Taxation and Revenue Department, Taxpayer Services, PO Box 630, Santa Fe, NM 87509-0630.

***New York:** No tax liability for out-of-state income if the individual has no permanent residence in New York, has a permanent residence elsewhere, and is not pre-

AFSA TAX GUIDE FOR 1996

sent in the state more than 30 days during the tax year. Filing a return is not required, but it is recommended to preserve domicile status. Filing is required on Form IT-203-I for revenue derived from New York sources. Write: Department of Taxation and Finance, Technical Services, W.A. Harriman Campus, Albany, NY 12227.

North Carolina: Individuals domiciled in North Carolina are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. North Carolina's tax rate ranges from 6 - 7.75 percent. Write: Department of Revenue, Taxpayer Services Department, Revenue Building, Raleigh, NC 27640.

North Dakota: Individuals domiciled in North Dakota are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. North Dakota's tax rate is 14 percent. Write: Office of State Tax Commissioner, State Capital, 16th Floor, 600 E. Blvd. Ave., Bismarck, ND 58505-0599.

Ohio: Individuals domiciled in Ohio are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Ohio's tax rate ranges from 0.743 - 7.5 percent. Write: Ohio Department of Taxation, Taxpayers Services, P.O. Box 2476, Columbus, OH 43266-0076.

Oklahoma: Individuals domiciled in Oklahoma are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Oklahoma's tax rate is based upon income and various exemptions. Write: Oklahoma Tax Commission, Taxpayer Services Division, 2501 Lincoln Blvd., Oklahoma City, OK 73194-0009.

Oregon: Individuals domiciled in Oregon are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Oregon's maximum tax rate is 9 percent. Write: Department of Revenue, Forms Division, 955 Center Street N.E., Salem, OR 97310.

***Pennsylvania:** No tax liability for out-of-state income if the individual has no permanent residence in the state, has a permanent residence elsewhere, and spends no more than 30 days in the state during the tax year. Filing a return is not required, but it is recommended to preserve domicile sta-

tus. File an Form PA40-NR for all income derived from Pennsylvania sources. Pennsylvania does not consider government quarters overseas to be a "permanent place of abode elsewhere", so Foreign Service PA residents abroad in government quarters must continue to pay income tax. Pennsylvania's tax rate is 2.8 percent. Write: Commonwealth of Pennsylvania, Department of Revenue, Taxpayer Services Department, Harrisburg, PA 17128-1061.

Rhode Island: Individuals domiciled in Rhode Island are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Rhode Island's tax rate is 27.5 percent. Write: Rhode Island Division of Taxation, Taxpayer Services Division, 289 Pramenade St., Providence, RI 02908-5801.

***South Carolina:** Individuals domiciled in South Carolina are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. South Carolina's tax rate ranges from 2.5 - 7 percent. Write: South Carolina Tax Commission, Forms Division, 301 Gervois Street, P.O. Box 125, Columbia, SC 29214.

South Dakota: No state income tax.

Tennessee: No personal income tax, but tax liability on profits from in-state sources, including the sale of property and bonds. Tennessee's tax rate is 6 percent. Write: State of Tennessee, Dept. of Revenue, Andrew Jackson State Office Bldg., Nashville, Tenn. 37242

Texas: No state income tax.

Utah: Individuals domiciled in Utah are considered residents and are subject to Utah state tax and the state requires that all federal adjusted gross income reported on the federal return be reported on the state return regardless of their physical presence in the state. Utah's highest tax rate is 7 percent. Write: Utah State Tax Commission, Taxpayer Services Division, Heber M. Wells Building, 210 North 1950 Street, Salt Lake City, UT 84134-0200.

Vermont: Individuals domiciled in Vermont are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Vermont's tax rate for 1996 is 25 percent. The two surtaxes remain the same: 3 percent on the federal liability between \$3,400 and \$13,100, and 6 percent on the federal liability over \$13,100. Write:

Vermont Department of Taxes, Taxpayer Services Division, Pavilion Office Building, Montpelier, VT 05602.

***Virginia:** Individuals domiciled in Virginia are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Virginia's tax rate ranges from 2 - 5.75 percent. Write: Virginia Department of Taxation, Taxpayer Services Division, P.O. Box 1317, Richmond, VA 23210.

Washington: No state income tax.

***West Virginia:** No tax liability for out-of-state income if the individual has no permanent residence in West Virginia, has a permanent residence elsewhere, and spends no more than 30 days of the tax year in West Virginia. Filing a return is not required, but it is recommended to preserve domicile status. Filing is required on Form IT-140-NR for all income derived from West Virginia sources. Write: The Department of Tax and Revenue, Taxpayer Services Division, P.O. Box 3784, Charleston, WV 25337.

Wisconsin: Individuals domiciled in Wisconsin are considered residents and are subject to tax on their entire income regardless of their physical presence in the state. Wisconsin's tax rate ranges from 4.9 - 6.93 percent. Write: Department of Revenue, Taxpayer Services Division, 125 South Webster Street, P.O. Box 8933, Madison, WI 53708.

Wyoming: No state income tax.

State Pension & Annuity Tax

The laws regarding the taxation of Foreign Service annuities vary greatly from state to state. In addition to those states that have no income tax or no tax on personal income, there are several states that do not tax income derived from pensions and annuities. There are three states — Iowa, Kansas and North Dakota — that tax Foreign Service annuities while exempting those of the Civil Service. In addition, Idaho and Oklahoma have provisions exempting certain amounts of Civil Service annuities. It is unclear from the information available to AFSA whether the exemption pertains to Foreign Service annuities as well.

In response to the U.S. Supreme Court's decision in *Davis v. Michigan Department of the Treasury*, annuitants in a number of states challenged unequal taxation of state versus federal annuities. In this precedent-setting decision, the court ruled

AFSA TAX GUIDE FOR 1996

that the policy of the state of Michigan to exempt from taxation the annuities of retired state of Michigan and local government employees while taxing the annuities of retired federal employees residing in Michigan discriminates against federal annuitants and is therefore unconstitutional. Because many states have similar practices regarding the treatment of annuitant income, individuals and groups are currently involved in litigation in order to compel their states of residence to refund the taxes they paid on their annuities during the period immediately before the states changed their tax laws to comply with *Davis v. Michigan*. All other states tax Foreign and Civil Service annuities and pensions to varying degrees.

Alabama: United States Foreign Service Retirement and Disability Fund Annuities are not taxable.

Alaska: No personal income tax.

Arizona: Up to \$2,500 exempt.

Arkansas: Up to \$6,000 exempt. The case was appealed by the state to the U.S. Supreme Court in late October 1991.

California: Fully taxable.

Colorado: Up to \$20,000 exempt if over age 55.

Connecticut: Fully taxable.

Delaware: Two exclusions: (1) Up to \$2,000 exempt if earned income is less than \$2,500 and Adjusted Gross Income is less than \$10,000; if married and filing jointly, up to \$4,000 exempt if earned income is less than \$5,000 and AGI is under \$20,000. This is applicable if 60 years or older or totally disabled. (2) Amounts received as pension exempted up to \$2,000 if under 60 and up to \$3,000 if over 60.

District of Columbia: Up to \$3,000 exempt, only if 62 years or older.

Florida: No personal income tax, but Florida has an "Intangibles Tax".

Georgia: Up to \$11,000 exempt for those 62 years or older and permanently or totally disabled.

Hawaii: Full exemption.

Idaho: Up to \$13,764 exempt for a single return; up to \$20,640 if filing jointly. Up to \$13,764 exempt for unmarried survivor of annuitant. Must be 65 years or older, or 62 years or older and disabled. Amount reduced dollar for dollar by social security benefits. However, it is not clear whether this exclusion pertains to Foreign

Service annuities. See above paragraphs for further information.

Illinois: Full exemption.

Indiana: Up to \$2,000 exemption for most 65 or older, reduced dollar for dollar by social security benefits.

Iowa: Fully taxable.

Kansas: Full exemption.

Kentucky: Full exemption.

Louisiana: Up to \$6,000 exempt if 65 years or older. (\$12,000 if both filers over 65).

Maine: Fully taxable.

Maryland: For individuals 65 years or older or permanently disabled, federal pensions and annuities, including Social Security, are excluded up to \$13,600. For other annuitants, the total amount is taxable.

Massachusetts: Full exemption.

Michigan: Full exemption for Civil Service annuities. See above for discussion of U.S. Supreme Court decision in *Davis v. Michigan*. Foreign Service annuities may exclude \$7,500 when filing single and \$10,000 when filing jointly.

Minnesota: Certain persons over 65 with incomes under \$42,000 may be eligible for a subtraction - fill out a "Subtraction for the Elderly" form to determine if qualified.

Mississippi: Full exemption.

Missouri: Up to \$6,000 exempt if the pension income is less than \$32,000 on a jointly filed return.

Montana: Up to \$3,600 exemption for a maximum of \$32,000.

Nebraska: Fully taxable.

Nevada: No personal income tax.

New Hampshire: No personal income tax.

New Jersey: In general, pensions and annuities are subject to the New Jersey income tax with the following exemptions for individuals who are 62 years or older, or totally and permanently disabled, to exclude all or a portion of their pension income as follows: singles can exclude up to \$7,500; married filing jointly can exclude up to \$10,000; and a married couple filing separately can exclude up to \$5,000 each.

New Mexico: All pensions and annuities are fully taxed.

New York: Full exemption.

North Carolina: Up to \$4,000 exempt.

North Dakota: All pensions and annuities are fully taxed, except first \$5,000 is

exempt less any Social Security payments, but only if the individual chooses to use Form 37 (long form). Individuals are cautioned to check both Form 37-S and Form 37 to ascertain which one yields the lowest tax for the year. Qualifying for the exclusion does not mean that Form 37 is the better form to choose.

Ohio: Gives a tax credit based on the amount of the retirement annuity. If the annuity is below \$500 then there is no credit. Annuity of \$500-1,499 merits a \$25 credit; \$1,500-\$2,999 merits \$50 credit; \$3,000-\$4,999 merits \$80 credit; \$5,000-\$7,999 merits \$130 credit; and any annuity over \$8,000 merits a credit of \$200. The maximum credit per return is \$200.

Oklahoma: Up to \$5,500 exempt however, it is not clear whether this exemption pertains to Foreign Service annuities. See above paragraph for further discussion.

Oregon: Up to \$5,000 exempt if over age 59 and household income less than \$22,500 (\$45,000 if married filing jointly).

Pennsylvania: Full exemption for government pensions and social security.

Rhode Island: Fully taxable.

South Carolina: Under age 65 a \$3,000 exemption may be taken. Over 65 years of age a \$10,000 exemption may be taken.

South Dakota: No personal income tax.

Tennessee: Full exemption.

Texas: No personal income tax.

Utah: Under age 65 a \$4,800 exemption may be taken. Over 65 years of age a \$7,500 exemption may be taken.

Vermont: Fully taxable.

Virginia: Up to \$12,944 plus \$800 personal exemption (excluding social security) for individuals over 65. \$6,472 is exempted (excluding social security) for people 62-65. There is no exemption for annuities for taxpayers under 62 years of age.

Washington: No personal income tax.

West Virginia: Up to \$8,000 exempt, only if 65 years or older.

Wisconsin: Pensions and annuities are fully taxable unless the individual became a member of a federal retirement system before January 1, 1964, in which case a limited exemption applies.

Wyoming: No personal income tax.

Robert N. Dussell, AFSA's tax counsel, provided assistance in preparing this article.

Goodbye, tax forms. Hello, TeleFile!



This year, join the millions who will use TeleFile to file their taxes by phone. With TeleFile from the IRS, you file your tax return with one quick, easy call from a Touch-Tone™ phone. TeleFile service is completely free. And since there are no forms, the IRS can get your refund to you within three weeks. Check your mail for a TeleFile booklet. If you qualify, take advantage of this convenient service. Filing doesn't get any easier than TeleFile.



Department of the Treasury
Internal Revenue Service

<http://www.irs.ustreas.gov>

 **TeleFile**

It's free. It's fast. It works.

FSOs Need Financial Planners Who Know the Difference Between Osaka and Ouagadougou

By Karen P. Schaeffer

When your job takes you all over the world, decisions about personal finances can be more stressful than normal. That's why many FSOs turn to trained professionals for the objective financial advice they need. While choosing a financial adviser is like choosing any other professional - you'll want to check credentials, experience, reputation and qualifications - FSOs should consider two additional factors when choosing who will help make decisions concerning money: How will the adviser communicate with you overseas and how familiar is the adviser with the various benefits options you face?

Before You Consult

Before grilling a prospective financial planner, organize your thoughts and financial data. Some people have very specific questions, others are looking for a second

opinion and still others are looking for both. The goal is to find an adviser with the skills and experience to answer your questions and meet your needs, but to do that you must know what you require. In addition, an adviser must look at your big financial picture, even to answer a specific question. That includes:

- **Balance sheet.** A list of what you own and owe.
- **Cash flow.** Don't account for every dollar, but your adviser will give you different recommendations depending on whether your cash flow has slowed to a trickle while you're assigned to Washington, D.C. or you're flush while posted to a former Soviet republic still working on capitalism.
- **Benefits.** What options did you really pick on the FEGLI insurance? Did you bother to buy additional disability insurance? Are there any pieces of old retirement plans still floating around? How many years of service do you have in the government retirement plan, and is it the old or the

new system? Under which health insurance plan are you and your family covered and when do children fall off the plan?

- **Insurance.** List the features of insurance beyond employer-provided benefits.
- **Legal documents.** Wills, powers-of-attorney, healthcare directives, divorce or separation papers and prenuptial agreements.
- **Family.** What financial responsibilities will you have toward your family, such as college or private school expenses and support of elderly parents?
- **Money questions.** Should I rent the house or just sell it? Should I put the college money in the child's name? Are any of those new TSP funds going to be worthwhile? How are we going to pay for Aunt Sofia's nursing home costs? If I get downsized out of the government, will my pension be enough?

Selecting An Adviser

Ideally, you can get a referral for a

When you're living and working overseas, managing your finances presents its own

unique challenges. With our worldwide access and nearly 300 liaisons, we provide services and options designed to help you meet these challenges with ease. Access your account anytime, anywhere through a Touch-Tone® phone via ACCOUNT24 Bank-by-Phone Service.

Wondering about Credit Union rates, services, or the

nearest liaison to you? Contact us on-line at www.sdfcu.org. Remember, wherever your travels take you around the world, your Credit Union is there too, providing secure financial solutions to you and your family.

WE'RE EVERYWHERE IN THE WORLD YOU ARE

**S State Department
Federal Credit Union**
A tradition of service for over 60 years.

1630 King Street • Alexandria, VA 22314
703-706-5000 • 800-296-8882
703-684-1613 (fax)
www.sdfcu.org (Internet)



If you are overseas, call 703-706-5000 and let our operators know so we can give you top priority.

financial planner from a family member or colleague. If not, the International Association for Financial Planning (IAFP) offers a Consumer Referral Program at no charge at (800) 945-4237. IAFP can also be found on the World Wide Web at <http://www.iofp.org>.

Most advisers will conduct an introductory meeting at no cost, which is your opportunity to evaluate how comfortable you are disclosing your financial situation to the adviser and to learn about the adviser's qualifications in the following areas:

- **Education and designations.** Does the adviser have a degree in financial planning or a related field or hold one or more designations such as CFP, ChFC, CLU, CPA, or CPA/PFS? Again, it's important to keep in mind your needs. A professional with a CFP designation will have a broad knowledge of all aspects of financial planning. An adviser with a CLU or ChFC designation has completed studies in insurance, and a CPA is an accounting professional.

- **Experience.** How long has the adviser been practicing financial planning, particularly for people like you?

- **Expertise.** What are the adviser's areas of expertise or practice specialty,

and how does that compare to your needs and goals?

- **Reputation.** Does the adviser have a working relationship with other professionals, and can he or she provide references from those professionals as well as his or her own clients?

- **Registrations and licensing.** What products is the adviser licensed to sell, if any? Is the adviser a Registered Investment Adviser (RIA)?

- **Compensation.** Expect prospective advisers to earn a living through fees, commissions or a combination of the two. Fees are generally controlled by the adviser and can be assessed by the hour, by the job or as a percentage of assets managed. Commissions on investment and insurance products are determined and paid by the product company, and some advisers are licensed to earn them. Make sure your adviser has given you a clear picture of his or her compensation before you make a final decision. It's also a good idea to verify the adviser's credentials.

Working with an Adviser

Financial planning involves assessing your current situation and setting financial

and personal goals before implementing financial decisions. Through the financial planning process, you will: clarify your present situation by assembling all relevant personal and financial data; identify both financial and personal goals so you can define where you want to be; identify financial barriers that stand in the way of reaching those goals; develop a financial plan structured to meet your needs and goals; implement your financial plan; periodically review and revise your plan as your personal situation and economic conditions change.

A financial plan can be comprehensive or address only a few issues. Typically, issues include strategies on cash flow, taxes, investments, insurance, retirement and estate planning. Remember, you have hired a financial adviser, not a financial controller. Recommended strategies come from the adviser, but the decisions are made by you. After all, it's your money.

Koren P. Schoeffer is a certified financial planner with Schoeffer Financial in Silver Spring, Md. and a member of IAFP's board of directors.

**peoples[®]
INCOME TAX**

ONLINE

**Income tax help
and tax training
is now available
to U.S. citizens
worldwide at
low cost!**

www.peoplesinc.com

**1601 Willow Lawn Dr. #309
Richmond, Virginia 23230
peoplesinc@aol.com
1-800-984-1040**



Everard S. Taylor

**EV TAYLOR IS A
RETIRED FSO &
GEORGE GRIEVE IS
A RETIRED CIVIL
SERVICE OFFICER**



George A. Grieve

MONEY CONCEPTS
is a full-service financial planning organization that is part of an international financial planning group.

Products & services include: Asset Allocation, Mutual Funds*, Life Insurance, Variable Annuities*, Hard Assets, Stocks and Bonds*, Limited Partnerships*
Among our specialties: Financial Seminars, Pre-Retirement Planning, Portfolio Diversification, Minimizing Tax Liabilities, Overseas Client Services

**For info or appt:
405 Onondio Circle
Vienna, VA 22180*5927
Tel: (703) 560-2230
Fax: (703) 560-7718
EMAIL: ETAYLOR405@AOL.COM**

We will provide you with a personal, comprehensive financial plan that will match your investment objectives and risk tolerance levels with specific recommendations geared toward reaching your individual goals.

MONEY CONCEPTS
INTERNATIONAL FINANCIAL PLANNING NETWORK

*Securities products marketed through MONEY CONCEPTS CAPITAL CORP., Member Firm NASD/SIPC 1208 U.S. Highway One North Palm Beach, FL 33408 (407) 327-0700

Butler Financial, Inc.

Registered Investment Advisors

"In any moment of decision, the best thing you can do is the right thing. The worst thing you can do is nothing."

Theodore Roosevelt

Advisory Services

Money Management
Retirement Planning
Educational Funding
Estate & Tax Planning
Investment Advice

Securities Sales *

Mutual Funds
Tax Deferred Annuities
Stocks & Bonds
Tax Free Bonds
Treasury Securities

Butler Financial has been servicing the needs of the foreign service community for many years.

Butler Financial, Inc.
8400 Westpark Dr., Suite 111
McLean, VA 22102-3534
Phone: (703) 356-0006 Fax: (703) 356-8057
E-Mail: butlerfi@cais.com

* Securities Offered Through Securities America, Inc.
Member NASD & SIPC
Dixie Butler, Registered Representative

MCG FINANCIAL PLANNING

Former State Department Employee
Stationed Overseas Understands Unique
Financial Situation of Foreign Service

Services Include:

Retirement Planning
The Preparation and Strategies
Analysis: Insurance and Investments
Lump Sum Retirement Options

MARY CORNELLA GINN
4630 Montgomery Avenue, Suite 220
Bethesda, Maryland 20814
Phone: (301) 951-9160
Fax: (703) 938-2278

SECURITIES OFFERED THROUGH NATHAN & LEWIS SECURITIES, INC.,
MEMBER NASD & SIPC

*"We Help Individuals & Businesses
Keep More of What They Make"*

FINANCIAL ASSOCIATES TAX SERVICES, INC.

Financial and Tax Planning

Full Services Include:

- \$ Federal and State Tax Preparation
- \$ Financial and Tax Planning
- \$ Investment Analysis & Asset Diversification
- \$ Budgeting Cash Flow Needs
- \$ Retirement Planning

START EARLY WITH PROFESSIONAL HELP
Call Today 703-522-3111 • Fax 703-522-3815

ANNE UNO

Certified Financial Planner, Enrolled Agent
933 N. Kenmore Street, Suite 217
Arlington, Virginia 22201

*Securities Offered through Mutual Service Corp.
P.O. Box 24777, West Palm Beach, FL 33416-4777
Member, NASD and SIPC*



POCOCK FINANCIAL SERVICES

TOM POCOCK

- HIGH YIELDS
- TAX CREDITS
- TAX "WRITE OFFS"
- TAX SHELTERS

703 383-0888 • FAX: 703 383-0896
OUTSIDE WASHINGTON DC METRO
AREA, CALL 1-800-488-9138

3600 CHAIN BRIDGE ROAD, SUITE B
FAIRFAX, VA 22030-3203

Securities offered through Mason Securities, Inc. Member: NASD and SIPC

Classifieds

PROPERTY MANAGEMENT

A GREAT PROPERTY MANAGER! PEAKE MANAGEMENT. Do you want to make sure you have a good property manager when you're overseas? Call Peake.

We make it easy for you. With our active marketing program, excellent tenant screening, thorough property inspections, monthly statements, Internet communication, good judgement, specialization in property management, a friendly and experienced staff (and more), we have no competition.

Ask your friends about us. You're sure to find several that have worked with us. We'd love to work with you.

Lindsey Peake or (Ms.) Scott Bell 703-448-0212. FAX 703-448-9652. INTERNET: 75702.3176@campuserve.com 6842 Elm Street, #303, McLean, VA 22101.

DIPLOMAT PROPERTIES, INC.

We're proud to provide excellence in property management during your assignment abroad. Serving No. Va. only. (Owned and operated by a former Foreign Service family). We offer the following: highly experienced management, quality tenants, superior maintenance, strong communication, effective advertising at no extra cost, 24 hour emergency service. Get to know us, a company that cares. For management services information, contact: Robin Gomez, Tel. (703) 522-5900, Fax (703) 525-4713. E-mail: dipprop@earthlink.net 3900 N. Fairfax Drive, Suite 204, Arlington, VA 22203.

J.P. PROPERTIES, LTD.:

Complete professional dedication to the management of residential property in Northern Virginia. Our professionals will provide personal attention to your home, careful tenant screening, and video inspections of your property. We are equipped to handle all of your property management needs. We work 7 days a week! Over 18 years real estate experience and Foreign Service overseas living experience. **JOANN PIEKNEY**, 301 Maple Ave. W., 4-C, Vienna, VA 22180. Tel. (703) 938-0909 FAX (703) 281-9782 E-MAIL: jpiekney@aol.com

FAHEY & ASSOCIATES:

Professional, residential, property management service for Northern Virginia properties. Expertise and

personal attention to detail are the hallmarks of our established firm. References provided. **LINDSEY PEAKE**, 6842 Elm Street, #303, McLean, VA 22101 (703) 691-2006, Fax (703) 691-2009.

MANOR SERVICES: Former federal law enforcement officer, offers BEST tenant screening. Frequent inspections. Mortgages paid. Repairs. Close PERSONAL attention. We're small, but VERY effective. FS and Mil. refs. Our rates are lower than anyone on this page. And our SERVICE is better, too. Compare-you'll see. We don't sell, we do "HANDS-ON" management, only. **TERS H NORTON** Box 42429, Washington, DC 20015 (202) 363-2990, Fax (202) 363-4736; nortont@erols.com

REALTY GROUP, INC.

DC Property Management & Sales
Tenant Credit Checks
Repair Forecasting
Quarterly Inspections
Monthly/Annual Statements
References Available

AMY FISHER: (202) 544-8762
DON TORRILLO: (202) 547-4602
Fax: (202) 543-7630
E-mail: realtygp@erols.com

WASHINGTON MANAGEMENT SERVICES:

Residential property management is our only business. Call or write: 2015 Q St. NW, Washington, D.C. 20009. Tel. (202) 462-7212, E-mail: wmsdc@ix.netcom.com

REAL ESTATE

A WIN-WIN SITUATION! Low interest rates and stable home prices provide an opportune time to buy. DO YOU WANT TO KNOW HOW MUCH HOUSE YOU CAN BUY... AND WOULD YOU LIKE TO BE LIVING THERE IN 30 DAYS?

Having provided exclusive representation as a buyer agent to Foreign Service personnel over the past ten years, we can focus quickly and efficiently on your special housing requirements

Discover How Much You Can Buy... And How To Get It Now. Contact **MARILYN CANTRELL**, CRS, GRI, Associate Broker at McEarnley Associates, 1320 Old Chain Bridge Rd, McLean, VA 22101, tel (703) 790-9090, fax (703) 734-9460, e-mail: mcmcln@erols.com

AUSTIN, TX: Lakeway homes and homesites outside of Austin on 65-mile-long Lake Travis. Three 18-hole golf courses, World of Tennis Center, 400-slip marina, 4000 ft. airstrip. Contact **ROY & ASSOC.** 1411 RR 620 South Austin, TX 78734. 1-800-513-4455.

ELEGANT APARTMENTS AT RIVER PLACE. Arlington, VA; Efficiencies one-, two- bedrooms, two blocks from metro, FSI. Bike or Metro to Pentagon. Superior furnishings, immediate phone and CATV, microwave, linens and many amenities. Site has spa, rates within your per diem. Call (301) 279-0392 or fax **SOJOURNER HOUSING** at (301) 762-7692 for brochure or reservations. E-mail: sojourn@pap.erols.com

FLORIDA

Former FSO **PAUL BYRNES** specializes in sales in Sarasota, the jewel of Florida's west coast, but can assist with property anywhere in the State.

Enjoy the sun, gracious living, and a Florida tax base without delay. Call Paul toll free 1-800-766-1610, or write him at The Prudential Florida Realty, 100 N. Tamiami Trail, Sarasota, Florida 34236.

FLORIDA

Prestigious **LONGBOAT KEY:** furnished tennis townhome at the beach for vacation and income & FL residence, \$190K. Income: \$28K annual. Call **SHARON OPER**, Ron Baldwin & Associates, (941) 387-7199; Fax (941) 383-6248; email LBK7@aol.com; 525 Bay Isles Pkwy, LBK, Fl. 34228.

SUN CITY, AZ. Free info packets, 55 and over retirement community. Golf courses, rec. centers, properties from the \$40s. Ask for **JULIE WILSON** 1-800-432-4595, Ext. 1776 **KEN MEADE REALTY.**

VACATION CONDO, PALM SPRINGS, CA. Good price, sleeps 2-4 comfortably, fully equipped kitchen. Tennis, swimming, golf. Outlet shopping. Perfect for home leave. Fax K. Stiegler 41-31-357-7344, e-mail 100723.725@compuserve.com; Web site: //ourworld.compuserve.com/homepages/kstiegler/

H.A. GILL & SON

Offers the proven, expert property management services that have satisfied hundreds of Foreign Service officers for over 107 years. As a smaller company, we can provide you with the individual attention & diligent care of your property that you deserve when you are overseas - and at the most competitive rates. We are completely computerized with easy-to-read monthly & annual statements. Specializing in the management and sale of fine single family properties and condominiums in the District & Montgomery Cty. Please call John Gill, Jr. at (202) 338-5000 or Fax at (202) 338-2545.

SHORT-TERM RENTALS

Foreign Service Associates can provide fully furnished apartments at River Place just 5 minutes from the new NFATC facility and one block from SA-15. We have efficiencies, 1 bedrooms, and some 2 bedrooms, usually within your per diem. Apts. are fully furnished kitchens, cable TV, telephone, linens, and all utilities included. Write **FOREIGN SERVICE ASSOCIATES**, P.O. Box 12855, Arlington, VA 22209 or call 1-800-993-6997 or FAX 1-540-636-7606. E-mail: fsassoc@shentel.net

TEMPORARY HOUSING

NFATC Bound? D.C. TOUR? Call EXECUTIVE HOUSING CONSULTANTS, INC., the Washington area's short-term rental specialists. Metro locations. In Virginia: "THE BEST OF RIVER PLACE" - walk to Rosslyn metro and Georgetown; 15 mins. on Metro bus or State shuttle to NFATC. In D.C. and MARYLAND: Selection of furnished apartments, townhouses and houses. Some allow pets. For further information: FAX (301) 907-7329; PHONE (301) 951-4111; e-mail exchsng@erols.com or write **EXECUTIVE HOUSING CONSULTANTS**, 7315 Wisconsin Ave., Suite 603 East, Bethesda, Md. 20814.

Classifieds

TAX & FINANCIAL SERVICES

ATTORNEY, FORMER FOREIGN SERVICE OFFICER:

Extensive experience with tax problems peculiar to the Foreign Service. Available for consultation, tax planning, and preparation of returns. **M. BRUCE HIRSHORN, BORING, PARROTT & PILGER**, Suite D, 307 Maple Avenue, West, Vienna, VA 22180. Tel. (703) 281-2161, Fax: (703) 281-9464.

ATTORNEY, MASTER'S IN TAX: Ten years experience preparing tax returns and advising clients on 3 continents. Author of **THE EX-PAT'S GUIDE TO U.S. TAXES**. Recently returned from South Africa. Now available for tax consultation and preparation. Clients overseas welcome. **JANE BRUNO**, 4809 N. 25th St., Arlington, VA 22207. Tel (703) 525-3327. FAX: (703) 525-3327.

AFSA TAX COUNSEL: Problems of tax and finance: Never a charge to AFSA members for telephone guidance. **R.N. Bob Dussell** (ex-A.I.D.) at tax work both within and without I.R.S. since 1937. Now solely in practice to assist Foreign Service employees and their families. Also lectures on **TAX LAW** at FSI every month since 1970 at Rosslyn, VA. **BOB DUSSELL** (703) 841-0158, FAX (703) 522-5726. Office is 100 feet from Virginia Sq. Metro station at 3601 Fairfax Drive, Arlington, VA 22201.

COMPLETE TAX & ACCOUNTING SERVICES: Specialize in Foreign Service and overseas contractor situations. **VIRGINIA M. TEST, CPA** 2595 Chandler Ave., #18, Las Vegas, NV 89120, (702) 795-3648, FAX (702) 433-9191.

FREE TAX CONSULTATION: For overseas personnel. We process returns as received, without delay. Preparation and representation by Enrolled Agents. Federal and all states prepared includes "TAX TRAX" unique mini-financial planning review with recommendations. Full planning available. Get the most from your financial dollar! **Financial Forecasts Inc.**, Barry B. De Marr, CFP, EA 1001 N. Highland St. #301 Arlington, Va 22201, Clarendon Metro, (703)841-1040, FAX (703)841-5865.

ROLAND S. HEARD, CPA: Will offer the same excellent service in Athens, GA as he did in Vienna, VA. Has worked overseas, is familiar with Foreign Service and contract employee situations, has practiced before the IRS, computerized tax services, financial planning, member AICPA, Tax Division & Personal Financial Mgmt. Division. 30-minute Free consultation. Phone/FAX (706) 769-8976. 1091 Chaddwyck Drive, Athens, GA 30606.

WASHINGTON, DC-CPA Over twenty years tax experience. Familiar with Foreign Service and overseas tax issues. Free initial consultation for tax planning or preparation. **Thomas R. Chase CPA**, 9024 Parliament Drive, Burke, VA 22015. Phone (703) 425-9449, FAX (703) 425-8954.

ATTORNEY

ATTORNEY/ARBITRATOR

Former Foreign Service Grievance Board Member with 25 years experience in employment and personnel law before MSPB, FLRA and EEOC. Specializing in Federal employee grievances concerning performance evaluations, disciplinary actions, involuntary removal, sexual harassment and discrimination based on handicap (including alcohol and drug abuse). Free Initial Consultation. **SAM HORN, TEL. and FAX. (301) 933-9723**

GRIEVANCES: MANDATORY RETIREMENT OR SEPARATION? DEFECTIVE EER?

Attorney with 17 years successful experience SPECIALIZING IN FS GRIEVANCES will represent you to protect vital interests in these or other career matters including non-promotion, selection out, non-tenuring, disciplinary actions at State, AID, USA and Commerce. **CALL BRIDGET R. MUGANE** (202) 387-4383 (Farragut Square) or (301) 596-0175. E-mail: mugane@erols.com. Free initial telephone consultation.

ELDER LAW ATTORNEY: Focus on personal situations involving seniors and their families including estate planning, long term care, wills, Durable Powers of Attorney, Living Wills, state administration and guardianship. Assistance with problems affecting older family members while you are abroad. **Ardith Rockar Pugh**, 510 King Street, Suite 304, Alexandria, VA 22314. (703) 836-0325.

FORMER FOREIGN SERVICE OFFICER NOW PRACTICING LAW IN DC/MD. General practice; Estate planning; wills, trusts, living wills, powers of attorney; probate administration; domestic relations; Foreign Service Grievances. **Gregory V. Powell; Furey, Doolan & Abell, LLP**; 8401 Connecticut Ave., #1100, Chevy Chase, MD 20815-5803. (301) 652-6880; fax (301) 652-8972.

WILLS/ESTATE PLANNING: by attorney who is a former Foreign Service officer. Have your will reviewed and updated, or a new one prepared. No charge for initial consultation. **M. BRUCE HIRSHORN, BORING & PILGER**, Suite D, 307 Maple Ave., W., Vienna, VA 22180. Tel. (703) 281-2161, FAX (703) 281-9464.

SERVICES

Cut your phone bills in half!

GlobalPhone's Callback service lets you call from any phone in the world, at LOW U.S. telephone rates. No monthly fees. US Calling Card included. Call, or send fax or e-mail today for rates and immediate service!

GLOBALPHONE CORP.

3916 Lincolnshire Street, Annandale, Virginia 22003 USA

Phone: 703-256-3399

Fax: 703-256-1313

E-mail: gphone@dc.inf.net

Web Page:

www.delve.com/global-phone.html

BABYSITTER/HOUSEKEEPER AVAILABLE. Relocating Foreign Service family seeks a nice family in Washington area for our wonderful live-in babysitter/housekeeper. Excellent with children. **Lucy Tamlyn**, 212-415-4277 (Department dial 4-4277).

RETURNING TO WASHINGTON? We receive your pets, meet your plane, board your pets, ship

pets worldwide. Information CLO office. Inspections invited, send a friend. Dulles Executive Pet Center, Dulles, Va. USDA Licensed Intermediate Handler. TEL: (703) 709-1111, Fax:(703)709-8545.

BOOKS

ANY U.S. BOOK in print. Send check when books arrive. **SALMAGUNDI BOOKS**, 66 Main St, Cold Spring, NY 10516. e-Mail SALBOOKS@HIGHLANDS.COM

BOOKS, BOOKS, BOOKS: We have thousands in stock, do special-orders daily, search for out-of-print books, large selection of CDs and Cassettes; Jazz a specialty. Visa or Mastercard. **THE VERMONT BOOK SHOP**, 38 Main Street, Middlebury, VT 05753.

MAIL ORDER

BEADS FROM AROUND THE WORLD. Jewelry Findings and Components. Stringing Materials. Tools, Books, Tips and More. For catalog send \$5 (redeemable with order) to: **BEADZIP** 2316-D Sarah Lane, Falls Church, VA 22043, (703) 849-8463.

PURCHASES

PURCHASES & SERVICES

CHANEACO — Official & personal — auto/truck parts, industrial/plumbing/appliance parts. 20 yrs exp. To 30 posts. 412-222-5732 Fax: 412-222-2555.

110-220-VOLT EXPORT PRODUCTS

Multi-system TV/VCRs, computers, audio-visual equipment, electronics, small & major appliances, transformers, voltage regulators, supplies, and more. **TEL: (703) 379-6100** (Washington D.C. area) Please see our display ad. Internet: embassy@embassy-usa.com

MISCELLANEOUS

SCHOLARSHIPS

\$15,000 IN SCHOLARSHIPS! Available to members of State Department Federal Credit Union. Requirements: financial need, minimum 2.5 GPA, minimum 12 college credits completed. Deadline April 11, 1997. For application, call **Linda Checchi** at (703) 706-5024.

AN OPEN LETTER TO THE FS

BY WARREN CHRISTOPHER

Dear Colleagues:

I have been privileged to serve as secretary of State during an extraordinary time in our nation's history. In the wake of our victory in the Cold War, we have moved to advance America's enduring interests and establish the basis for a more secure and prosperous world in the 21st century. Our diplomatic achievements would not have been possible without the remarkably talented and dedicated men and women of the Foreign Service and the Civil Service.

During my two stints in the State Department — first as deputy secretary during the Carter administration and then as secretary under President Clinton's leadership — I have been honored to work with thousands of career officers. These professional diplomats have demonstrated the highest levels of competence and commitment. They not only possess knowledge of the world's languages, cultures and politics; they have the experience and ability to promote U.S. interests and ideals in every country on the globe. I leave my office with great respect, admiration and appreciation for them.

Cultivating and maintaining the many skills of our diplomatic corps require great amounts of discipline, effort and resources. Based on my tenure as secretary, I am convinced the United States needs more than ever to preserve the high standards of the Foreign Service and the Civil Service. However, I am far from convinced that they have enough resources to do their work. Indeed, there is an immediate crisis facing U.S. foreign policy today that arises not from abroad but from within our own country. Simply put, will we spend what we must to carry out an effective diplomacy?

The U.S. budget for foreign affairs has been gutted by a decade of unrelenting congressional budget cuts. During the last four years, reducing funding has forced us to close 30 embassies and consulates — even

as the number of countries in the world has grown and the challenges to U.S. interests have also grown.

This budget debate is not just about foreign assistance, although we must not underestimate the value of carefully targeted assistance as an investment in our own security and prosperity. It is really about diplomatic readiness — the ability to carry out our responsibilities as America's first line of defense. Just as we honor and support American soldiers, we must honor and support our diplomats. From Beirut to Sarajevo, from Dushanbe to Kigali, American diplomats and their families endure tremendous hardships to serve their country.

The central lesson of the last four years is that the end of the Cold War has done nothing to weaken the imperative of American leadership in the world. We in the foreign affairs community have a responsibility to explain this imperative to the American people, which is why the State Department is doing more than ever before to reach out to its citizens through television and radio interviews; through town hall meetings around the country; through our Web site on the Internet; and through a permanent State Department exhibit that chronicles U.S. diplomatic achievements of the last two centuries.

I must remain optimistic that Americans do support active engagement in the world. They understand that peace and freedom are ascendant at the end of this century because of America's strong, consistent leadership. And with our help, they will understand that we cannot have leadership on the cheap.

As I prepare to enter the ranks of America's former secretaries, I take great pride in my association with the men and women of the Department of State. ■

Sincerely,



Warren Christopher is the outgoing secretary of State.

F O C U S

His focus on the long-standing, but what some call peripheral, U.S. interest in the Mideast peace left him unable to judge how quickly Chinese and European issues had risen to the top of America's agenda. Smith commends Christopher for his "persistent attention" to the region, predicting more bloodshed without his intervention, but Brinkley argues the secretary's "ridiculous attempts at shuttle diplomacy [were] in a region that is not the No. 1 concern for an America in a post-Cold War era, when Europe and China both required more time and attention than playing with Assad."

Hoff agrees, saying both Christopher and Kissinger accomplished little with "shuttle diplomacy" in the Middle East, and dismisses Kissinger's trips as "mostly for show, not substance." Quick-trip diplomacy "looks good and keeps the secretaries busy, but it's not really effective." In that region, the United States no longer "belongs at the bargaining table."

Pursuit of that obsession has had bittersweet results for the secretary. Two days before Christopher left office, Israeli Prime Minister Binyamin Netanyahu and

Palestinian leader Yasser Arafat inked a long-negotiated accord on the withdrawal of Israeli forces from the city of Hebron and rural areas of the West Bank. In the Jan. 14 agreement, Israel agreed to the transfer of land and limited governing power to Arafat, in exchange for his renewed promise to extradite criminal suspects sought by Israel and to rewrite the Palestinian Covenant to eliminate calls for Israel's destruction.

The impact of Christopher's misjudgment on the importance of China is likely to be seen soon. "He went to Syria 17 times and China only twice," says Tucker, "but in the great scheme of things in world history, China will be seen as the more important power than the Middle East. We can't ignore a country like China."

In a town where a person is defined better by his enemies than his friends, Christopher is practically non-descript. Indeed, it's nearly impossible to locate a foe, and, as one diplomatic historian remarked, "it's very hard to criticize someone who's such a nice man."





Need Auto Parts NOW?

Gabriel

Gates

WIX® FILTERS
DANA

State-Side Auto Supply is your world-wide *professional* supplier of auto parts and accessories for all makes and models of automobiles manufactured for the U.S. market.

-  We will get you the **correct part EAST** – usually in less than 7 days.
-  If you are not sure of the exact parts, hardware or accessories you need, call us for assistance and we will help you place your order.
-  We accept all Government PO's as well as personal orders, and we give priority attention to urgently needed items.
-  No order is too large or too small!

WAGNER
LIGHTING PRODUCTS

WALKER

Raybestos
The 1 best in brakes

211 Southwest Road
Canterbury, NH USA 03224
PHONE: 603-783-9361
Call Bob Chisholm today



**State-Side
Auto Supply**

FAX: 603-783-0257
E-mail: stateside1@aol.com
Order forms sent on request
We accept VISA and MasterCard

PHONE OR FAX YOUR ORDER 24 HOURS A DAY, 7 DAYS A WEEK

F O C U S

"What one gets from Christopher is that this is not a man who thirsted after power and glory and who needed to be at the center of things," says Dallek. "That is something this country should honor. We are so cynical our political leaders that people may want to raise a glass to him for having been so subdued."

No one could accurately call Christopher a braggart. "He's not someone who puffs himself up or beats a big drum about his accomplishments," says Smith. "If you do have a big ego in Washington, you get a lot of attention, but he didn't like drawing attention to himself." Indeed, he was downright media-shy. "His idea of a good appearance on [the] McNeil-Lehrer [news show] was if no one said anything about it the next day," laughs LaFeber. "He wanted to keep his name and events off the front page. To say he was not as dynamic or headline-making as a Dulles or an Acheson or a Baker misjudges the man."

History may eventually judge Christopher's record as the model secretary of State for a president like Clinton. "He never challenged the president's authority or

upstaged him in any way," noted Dallek. "People may look back on his term in office as a pretty interesting model of how a secretary should behave in a time of no great conflict or stress."

If he found his job stressful, Christopher rarely showed it in public, where aides say he actually enjoyed his persona as the most humorless official in the Clinton administration. Incoming Secretary of State Madeleine K. Albright jokingly called him "almost lifelike," humorist Dave Barry quipped that he looked like "a severely depressed squirrel [with] excellent table manners," and liberal columnist Alexander Cockburn nicknamed him the "undertaker." Even his boss Clinton has chimed in, chiding him as "the only man ever to eat ... M&Ms with a knife and fork."

He has even been known to poke fun at himself, such as when he mocked his vanilla-flavored image with a farewell speech among diplomatic correspondents, punctuated by an offer of a cup of Irish coffee, sans the caffeine or whisky.

Christopher the public persona may get no respect, but Christopher the professional persona enjoys a solid repu-

TO THE LONG-TERM WASHINGTON VISITOR, WHICH WORD IS MOST APPEALING: "HOME" OR "HOTEL"?



IF YOU ANSWERED "HOME", WE HAVE THE HOTEL FOR YOU. ENJOY A SPACIOUS SUITE,

WITH ROOM TO STRETCH OUT AND RELAX, ALL WITHIN A SMALLER, MORE INTIMATE HOTEL.

AMENITIES INCLUDE A COMPLETE, MODERN KITCHEN. A WASHINGTON POST AND NEWLY

SHINED SHOES AT YOUR DOOR. SWISS CHOCOLATES AND FRESH COFFEE BEANS.

FINE SOAPS, PLUSH TOWELS AND ROBE. A CHARMING CAFE, FOR A QUIET DINNER OR QUICK

BREAKFAST. ALL SITUATED ON A TREE-LINED AVENUE OF GRAND TOWNHOMES, WITH SWEEPING VIEWS

OF THE POTOMAC, MERE BLOCKS FROM METRO AND ALL THE WONDERS AND EXCITEMENT OF WASHINGTON, D.C.

IT'S NO WONDER THAT DISCERNING STATE DEPARTMENT TRAVELLERS HAVE CHOSEN THE RIVER INN AS

WASHINGTON'S MOST POPULAR HOME AWAY FROM HOME.

RATES FROM
\$79
PER NIGHT

• THE RIVER INN

FOR RESERVATIONS OR MORE INFORMATION CALL 202-337-7600 OR FAX YOUR RESERVATION TO 202-337-6520

RATES BASED ON LENGTH OF STAY AND SUBJECT TO AVAILABILITY.

F O C U S

tation among colleagues of a man of integrity. "He has a sparkling reputation and a good character," says Dallek. "No hint of scandal has touched him. Some have lost sight of how important that is. If you had a scoundrel in there, it would be different. This has not been four years in which we've had constant, bureaucratic backbiting in the press. There've been no leaks from his office. He is a man of quiet diplomacy and that's all for the good. It's very appealing."

LaFeber warns of the danger of mistaking Christopher's lackluster style for a lackluster foreign policy. "His legacy will be one of decency," says Brinkley, who defines Christopher as "somebody who carries his own bag. He's not somebody we think of as dynamic or personally aggressive, like a Kissinger. ... But there's a humility to him that is very appealing."

Despite his many years toiling in the bureaucracy, Christopher never took part in interagency infighting. Even public jabs made him uncomfortable, such as when he gracefully sidestepped the recent media fray over French Foreign Minister Herve de Charette's snub of him

during a NATO luncheon. Not a peep from him, though diplomats of both countries lobbed volleys in the press.

Nor did Christopher develop an instinct for the jugular, as did predecessors [John Foster] Dulles, Acheson or Kissinger. "Those were big egos," observes Smith. "They battled people everywhere in the government, and were sometimes fairly abrasive, even in disagreements with the president. Men like those were centers of foreign policy generation, but Christopher is not."

Historians most often cite Cyrus R. Vance (1977-1980) and Dean Rusk (1961-1969) as secretaries most like Christopher. Others named Henry L. Stimson (1929-1933) and Elihu Root (1905-1909) as kindred spirits: All pursued quiet diplomacy in the tradition of the gentleman envoy.

Christopher may one day conclude that his image as a self-effacing, selfless public official was a career albatross. "They're admirable qualities," agrees Smith. Says Dallek, "Christopher may not always have been well served by the fact that he's such a soft-spoken and unflamboyant person."

UNFURNISHED YEARLY LEASES AVAILABLE

CONVENIENCE

- ◆ 2 Swimming Pools
- ◆ 2 Lighted Tennis Courts
- ◆ Workout facility
- ◆ Aerobic Classes
- ◆ Fully Furnished Eff., 1, 2 and 3 Bedroom Apartments
- ◆ Cable TV
- ◆ Phone
- ◆ Valet Dry Cleaning
- ◆ Garage Parking
- ◆ Washer/Dryer in each Apartment



LOCATION

- ◆ 25 Steps to Metro
- ◆ Just Minutes to NIH, Navy Hospital, Pentagon, World Bank and Embassy Row.
- ◆ Steps Away to 2 Grocery Stores, over 135 Restaurants, Banks and Shopping.

OTHER ITEMS

- ◆ Crib, Desk and Chair
- ◆ Housekeeping
- ◆ Roll-a-way bed
- ◆ Vacuum Cleaner

FULLY FURNISHED LUXURY APARTMENT LIVING

Affordable Hotel Living with the Advantages of a Home

If you are looking for comfort and convenience, the choice is easy. The Chase at Bethesda offers two twin towers in the heart of Bethesda and only 25 steps to the Metro.

THE CHASE AT BETHESDA

7500 WOODMONT AVE. • BETHESDA, MD. 20814 • (301) 654-0694 • FAX (301) 654-0697

Daily rents starting from **\$61.63** Minimum 30-day occupancy

AVALON PROPERTIES — A COMPANY THAT CARES ABOUT OUR RESIDENTS

F O C U S

Sums up Brinkley, "Being a good person doesn't necessarily make for a good secretary of State," pointing out that Christopher too quickly stepped aside to allow Holbrooke the limelight for Bosnia, to Carter for Haiti and to Clinton for Northern Ireland.

Those reluctant to criticize Christopher outright find it easier to lay the blame at Clinton's feet, who they say failed to define a direction for foreign policy in his first term. "Clinton certainly gave the impression those first two years that he didn't want to deal with foreign affairs, that he wanted to keep those issues away from him," says Smith.

Much of Christopher's tenure was marked by being the good soldier, often taking the fall for the president for unclear or flip-flopping policies. For example, he took the fall for Clinton in spring 1994, when the president reversed his decision and de-linked MFN and human rights in China, and once again in early 1995 when the White House went against its no-visas-for-terrorists policy by granting one to Gerry Adams. And

Christopher became an unwitting pawn in Jesse Helms' campaign to garner support for his plan to consolidate several foreign affairs agencies.

If a secretary of State's success is measured not by what he accomplishes, but by whether he did what he set out to do, then Christopher's tenure has been a job well done. "He got out of it exactly what he wanted," says Cornell's LaFaber, who credits him for bringing "realistic expectations" of what can be accomplished in the job. "Let's face it, if historians had their druthers, they'd rather have an Albright with her sound bites than a Christopher's carefully nuanced remarks," he says. "But he never intended to be an Albright — she sees this more as a bully pulpit job. But that's not the kind of secretary of State Christopher wanted to be."

Only the slow, steady passage of time — that intrinsic element of history that makes hindsight so much clearer than foresight — will reveal what Christopher's rightful place should be in diplomatic history. ■



Hotel hassles can be a thing of the past.

*Introducing Washington's
corporate housing alternative.*

Luxuriously furnished one and two bedroom suites offering the amenities of a hotel with all the expected comforts of home. Don't just rent a room, live in a fully equipped, richly decorated apartment home for about half the cost. Flexible 30-day leases, corporate billing, and house-keeping available. For more information, call our offices at (703) 243-8595.

Lincoln Towers

SURVIVING TERROR IN PERU

AS LAST AMERICAN HOSTAGE RELEASED, FSO
RECALLS 5 DAYS OF FEAR, DESPAIR AND HOPE

BY KAREN KREBSBACH

FSO John Riddle will probably never attend another birthday bash for Japanese Emperor Akihito: After the Dec. 17 gala at the Japanese ambassador's house in Lima, it took him five days to return home from the Party from Hell.

Riddle's 120-hour ordeal as one of 700 hostages became a profound lesson in patience, persistence and prayer — and the power of personal diplomacy.

"We knew we were being used as tools," said Riddle, the economic counselor at U.S. Embassy Lima and a 17-year veteran of the Foreign Service, in a telephone interview. "U.S. policy is not to negotiate with terrorists, and so we kept emphasizing that, as diplomats, we weren't valuable. Eventually, it worked."

Fearing the terrorists' constant reminder that they "might have to kill a couple of diplomats," Riddle and his fellow hostages "kept trying to develop a relationship with [our captors]. When people have a gun at your head, you want to make them realize you're human beings — to make them think twice about pulling the trigger."

As the last of the 15 U.S. embassy employees released from the compound, Riddle realized how lucky he and his fellow captives were to have walked away unharmed: Since the Foreign Service was created in 1924, more than 200 U.S. diplomats have lost

their lives in the line of duty, including a handful killed as hostages.

Released on Dec. 22, Riddle was freed along with embassy colleagues James Wagner, the political counselor, and John Crow, director of the Narcotics Assistance Service. Also released were Donald Boyd, deputy director of the Peru office of the U.S. Agency for International Development (USAID); Andrew "Mike" Maxey, USAID development officer; David Bayer, USAID deputy executive officer; Kris Mersebrod, a USAID contractor and American citizen; and Pedro Carillo, a USAID Foreign Service national (FSN) who is Peruvian.

FSO Sheila Peters, a political officer, was released with four other American women, all U.S. Foreign Service spouses, only three hours after the hostage-taking began, along with a group of some 350 female, elderly and ill hostages. The vast majority of the remaining male hostages was released the following few days, including 13 ambassadors: envoys from Canada, Germany, Greece, Austria, Brazil, Bulgaria, Cuba, Guatemala, Panama, Poland, South Korea, Spain and Venezuela.

Remaining at the residence are 74 hostages, including Japanese Ambassador Morihisa Aoki, Bolivian Ambassador Jorge Gumenio and Peruvian Foreign Minister Francisco Tudela, as well as dozens of Peruvian military, police and government officials and Japanese businessmen.

As the standoff stretches into its second month between President Alberto Fujimori's government

Karen Krebsbach is the editor of the Journal.

and Marxist terrorists of the Tupac Amaru Revolutionary Movement (MRTA), Fujimori has said he is willing to consider talks on "all subjects" proposed by the rebels. However, he has twice refused the terrorists' demand to release 400 imprisoned MRTA rebels. Original requests of the rebels, who complained of "Japan's constant interference with Peru's internal politics," also included payment of an unspecified amount of a "war tax" and the creation of an economic program to help Peru's poor.

Riddle, 43, and his wife, Paula, had been shmoozing on opposite sides of a backyard tent behind Ambassador Aoki's home about 9 p.m. that Tuesday, when a huge explosion echoed from the north side of the compound. The blast was followed by a series of rapid gunfire shots.

"I could see the wave from the blast about 20 yards away rolling across the tent, and I realized how close it was," said Riddle. Although none of the guests appeared frightened — explosions and gunshots are common evening serenades in Lima — the crowd became more anxious as the gunshots grew louder and more rapid.

Seconds later the crowd was surrounded by more than a dozen armed guerrillas, whom guests would soon learn had gained access to the yard via a neighboring property. No embassy guards had been assigned to patrol inside the compound, but dozens stationed in front of the residence were soon embroiled in a brief shootout with a second group of guerrillas.

"I thought we were in the middle of a firefight," Riddle recalled. "The terrorists were kind of nervous, because I guess they had only expected about 200 people." One terrorist would later brag to a television cameraman that he and his comrades had had the crowd "under control in 20 seconds," Riddle said. For the terrified guests, however, it seemed like 20 hours.

The rebels ordered the guests to lie flat on the ground, and Riddle felt his heart pounding as he slipped his diplomatic credentials under a nearby rug. He surmised, probably wisely, that being an American might not be so good for his health.

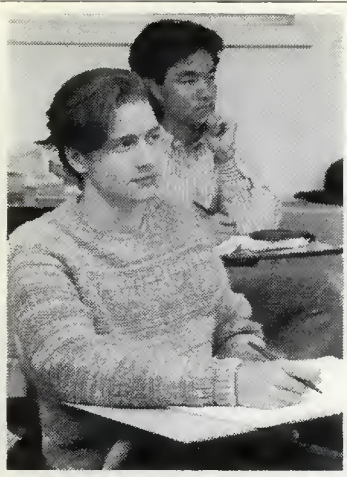
As the rebels searched the crowd for Ambassador Aoki, Riddle tried to scan the flattened bodies for Paula, whom he had last seen on the other side of the tent, deep in conversation with a friend. Now, she was nowhere in sight. A vision of his 7-year-old son and 14-year-old daughter flashed through his mind and Riddle found himself mumbling the first of the many prayers he would recite over the next five days.

Fear shot through the crowd, mingling uneasily with the chaos, as the terrorists barked orders and the guests struggled to find colleagues, friends and loved ones. "I didn't know if Paula was outside or in the house," said Riddle. "I thought I might find her if we were all inside. But we were all crammed in there, cheek to jowl. And then they told me to go upstairs, so I never found her."

With more hostages than they could handle, the rebels decided to release the 100-plus female hostages, and a fellow captive would later tell Riddle he thought he had seen Paula leaving with one of the groups of women. But he didn't stop worrying until the next morning, when his captors allowed him to call her at home. "We laughed about whether I should cancel a reception I had the next day, because I didn't think I'd be able to make it," he said.

The safety of his wife wasn't Riddle's only worry that first evening. The rebels began combing the groups of hostages, sifting out foreign diplomats, Japanese businessmen and Peruvian military and police officers. They tried in vain to locate U.S. Ambassador Dennis Jett, who had fortuitously left the reception about 7:30 p.m. "I didn't volunteer myself," remembers Riddle. "I just kind of sat there. I thought it was safer to see how things played out. But there were so many people there who knew me that, eventually, it would've been hard to hide who I was."

*Riddle's 120-hour
ordeal as one of 700
hostages held at the
Japanese ambassador's
home became a pro-
found lesson in
patience, persistence
and prayer — and
the power of personal
diplomacy:*



*"Something about this place
pushes you
in the right direction."*

His family's *moves* meant Sam had attended several different high schools. His *grades* had been "bad" in those where there were large classes and he was lacking *self-confidence*. After he and his parents visited five local independent schools, Sam chose *Chapel Hill-Chauncy Hall School* because he liked its campus and friendly *atmosphere*. Once enrolled, his *attitude* changed. "I started getting good grades in English class, and that boosted my *confidence*." He also began to *participate* in sports. "I'd never liked sports before, but I tried soccer and became captain of the JV team." Sam made the honor roll for the first time and began writing poetry and short stories and keeping a journal in his spare time.

Chapel Hill-Chauncy Hall School is an independent school for boys and girls in grades nine through twelve.

Please call to arrange your son's or daughter's visit.

Chapel Hill-Chauncy Hall School
785 Beaver St., Waltham, MA 02154
(617)894-2644 • (617)894-5205 fax

Knowing the guest list included a virtual *Who's Who* of Peruvian society, the terrorists began recording the name and title of each hostage, trying to weigh his value. Discovering the identities of Riddle and Political Officer Wagner, the terrorists grouped the pair with other senior-level foreign officials and herded them into Ambassador Aoki's bedroom. Another room was reserved for military personnel and police; another held USAID personnel and Peruvian Foreign Ministry officials; and several others held nothing but Japanese businessmen. Each room was guarded by a rebel with a hand grenade, under orders "to roll grenades into our rooms" if the Peruvian police stormed the residence, Riddle said. This was the first time, he admits, that he had felt "a little unsettled" during the crisis.

The first night was the worst. Physically and emotionally spent by midnight, the 35 male hostages in Riddle's room were sprawled all over the 300-square-foot bedroom, sleeping on the couch, the bed, the floor. Some cat-napped sitting up. Others were unable to sleep at all. "You couldn't turn over without hitting somebody or stretch out without kicking somebody, much less walk around," Riddle recalled. One senior diplomat had the audacity to roll up a \$30,000 kimono of Aoki's wife for use as a pillow, a move that didn't endear him to the ambassador.

By the next morning, with neither side budging, the terrorists began responding to suggestions from the hostages. "That first day we put together a message to the [Peruvian] government, asking them not to attack the house because there was no way out the windows and everyone would die inside," said Riddle.

That same day, the terrorists encouraged their captives to jumpstart negotiations by phoning their friends and fam-

ily. "They told us to get on the phones — all the Japanese had cell phones — and pressure Fujimori to release the [jailed] terrorists," he said. And, until everyone's cell batteries ran down, the captives happily phoned home to alert loved ones they were still alive.

Throughout it all, Riddle's group of hostages never stopped "trying to maintain a dialogue with the terrorists," whom he described as "not exactly friendly. ... They were pleased with the success they'd had, but they were also kind of relaxed and undisciplined about the whole thing."

Although no one in Riddle's group was mistreated — he saw no one bound and gagged or beaten, for example — the assassination threats were relentless. "They kept saying that they were sorry, but they may have to start shooting diplomats if something didn't happen soon," recalled Riddle.

Despite captives' attempts to convince rebels that killing diplomats was a crime, it seemed only Romanian Ambassador Octavian Filip could explain the issue in terms the terrorists understood. Remembers Riddle, "He said something like 'We know you have this problem with your comrades in jail, and we're very sorry about that, but if you were to hurt one of our diplomats, you'd be creating many enemies who will come and liquidate your organization.' We never heard anything more about killing diplomats."

Telediplomacy proved a crucial ally in obtaining the American embassy employees' release. Thanks to constant television coverage — Aoki's home has a TV in every room — Peruvian and American officials were able to deliver their "we don't negotiate with hostages" message loud and clear to the viewing guerrillas.

"When they saw [President] Clinton and [State Department spokesman] Nick Burns on TV telling them directly that they were going to

ask other governments to get off Fujimori's back about releasing the [jailed rebel] prisoners, that impressed the terrorists," Riddle said, who watched the drama unfolding on TV with his captors and other hostages.

"We may have started out as their prizes, but our value as hostages diminished after that," said Riddle. Gradually, more and more captives, particularly the diplomats, were released. "They didn't seem to go after us [Americans] as much and we started feeling more comfortable. They seemed to turn their attention to the Peruvians."

Their fears of being killed now lessened, Riddle and Wagner began worrying about living in captivity for months, maybe years. "I thought about not being home for the kids at Christmas," Riddle said. "And we sort of started mentally preparing ourselves for being in here for a long time, which was a little depressing."

Intermittently, anxiety would give way to boredom, which the hostages fought by watching more television, telling jokes among themselves and reading anything with words — in any language. Riddle sped through an English-language copy of Michael Crichton's anti-Japan novel, *Rising Sun*, which Ambassador Aoki had left on his nightstand.

Although they were all riding the emotional roller coaster between despair and hope, the hostages in Riddle's group never lost sight of their mission. "We were always thinking of different things we could do [to resolve the crisis ourselves]," he said. And they took every opportunity to repeat their message: Dead or alive, diplomats are not valuable bargaining chips for terrorists.

On the fifth day, the U.S. diplomats' relentless repetition paid off. The seven remaining employees of U.S. Embassy Lima joined 218 others

in what the terrorists termed "a Christmas gesture of good will." The group walked out the front door of the ambassador's residence just after 10 p.m. — nearly five days to the very hour that most had first arrived. For Riddle, whose name was the last of the seven called for release, Dec. 22 would now have a doubly special meaning: Not only would it be the date he was freed, but it was also Paula's birthday.

With the ordeal behind him, Riddle says he is grateful to the State Department for providing constant reassurance and updates to his worried family in Dallas, Tex. He also credits a 1993 terrorism training seminar at State, which he says left him "well prepared" to stay calm and focused on resolving the crisis.

Riddle might have guessed terrorism would be part of his diplomatic destiny. Not only would four classmates be taken hostage in Iran shortly after their A-100 class graduated in October 1979, but he would be welcomed to his Lima post in August 1993 with a car bombing that had left his new office in shambles.

"For my first six months on the job, I had a quarter inch of plywood between myself and the street," he said. "We had bombs going off and shots being fired a lot when we first arrived, but then we got used to hearing them and having the lights go off. Soon, we hardly noticed anymore." That experience was good training for his first — and only, Riddle hopes — hostage-taking. "Americans are very used to hearing explosions and gunfire, but it's another thing to have bullets flying past you," he said.

As for the hostages still at the residence, Riddle says he remains cautiously optimistic. "I don't think things are over yet," he says, his voice fading as he remembers his many friends and colleagues among the 74 captives, guests still waiting to go home after the Party From Hell. ■



Diplomacy Has Its Rewards.

At American Service Center, your A1, A2, NATO 1, NATO 2, or G4 visa, along with a diplomatic or official passport, allow you to purchase a new Mercedes-Benz at dramatic savings. Contact Erik Granholm, our Diplomat and Tourist Sales Manager. A native of Munich, Germany, Erik has been with ASC for 29 years.


**American
Service Center**

585 North Glebe Road,
Arlington, VA 22203
703-525-2100

Telefax: 703-525-1430
Mobile: 703-795-1829

THE JAPANESE WAY

WITH JAPAN AT POLITICAL CROSSROADS, INSIDER UNVEILS
GUIDE TO BUREAUCRACY'S ELITE, POWERFUL 'MANDARINS'

BY JASON HYLAND

As the institutions and policies that have helped Japan rebuild its society since World War II are increasingly questioned by citizens and criticized by foreigners, it is clear the country is standing at a historic crossroads.

Like a giant, the elite Japanese bureaucrat stands at this corner, wielding tremendous power and influence. But does this mandarin block the road to the future, or will he lead the way? Defining this creature called bureaucracy has become a litmus test for Japan hands in the United States, and a conundrum for Japan, whose public knows that a practice perceived as anachronistic or wrong to a foreigner may be totally consistent with Japanese custom and practice. The Japanese bureaucracy is nothing if not a reflection of Japanese society.

The country's great success in remaking itself into the world's second-largest economy has added to the prestige of membership in this elite bureaucracy.

Jason P. Hyland, who joined the Foreign Service in 1984, is principal officer at U.S. Consulate Fukuoka. He has also served at U.S. Embassy Tokyo, U.S. Consulate General Sapporo in Japan and U.S. Embassy Guatemala City, and as country officer of the Office of Japanese Affairs at State's Bureau of East Asian and Pacific Affairs. The views expressed here do not necessarily reflect those of the Department of State.

However, voters identified administrative reform as a top priority at the polls last October during parliamentary elections, and the arrests late last year of top current and former bureaucrats have further fueled calls for change. It's too early to say how far reform efforts will go, but it will not be easy for Japan to create controls on bureaucratic influence and power.

The professional bureaucracy, established in the late 19th century as part of Japan's modernization effort and modeled after the German and French institutions of the day, is heir to a powerful tradition characterized by strong elements of Chinese Confucian doctrine. This belief exalts rule by mandarins selected by impartial examination and entrusted with carrying out the will of the emperor. In fact, until the end of World War II, Japanese bureaucrats were called the "emperor's men" and wielded the authority of their exalted mission.

In September 1945, as most of Japan's cities lay in ruins, and American occupation troops were landing on its shores, Japanese bureaucrats were busy preparing a draft administrative reform plan to preempt anticipated U.S. demands for bureaucratic overhaul. In fact, the United States decided to govern within the bureaucracy, rather than to try to dismantle it. Occupation authorities did make mighty attempts at reform, succeeding in some areas, but the bureaucracy became even more important in Japanese society, filling the void created by the collapse of the military and the politicized nobility.

"Bureaucracy," as the term is commonly used in Japan, has a very specific meaning and differs greatly from the American use of the word. Americans refer to U.S. "bureaucracy" in the broadest sense, identifying bureaucrats as employees from as minor as a Department of Motor Vehicles clerk to one as high as the secretary of State. But Japan, which produces as much red tape as any country — if not more — uses the term often as shorthand for the national ministries and agencies of finance, foreign affairs, construction, transport and other Cabinet officials. By that definition, the estimated 20,000 Japanese elite bureaucrats — less than 5 percent of all public employees — are first-rank career officials ushered in through a highly competitive examination and interview process.

These chosen few are virtually guaranteed a substantive 30-year career path. The Foreign Ministry, for example, unofficially assures ambassadorships to first-rank career diplomats, in stark contrast with the American system. Since the personnel system is administered by fellow bureaucrats who have the same stake, and a ferocious commitment to maintaining their own prerogatives, this unofficial guarantee is almost bankable.

The American bureaucratic system is so different from Japan's that it's difficult to offer an easy comparison, since in the former, thousands of public positions are staffed by political appointees chosen by the party of power in the White House. Probably the closest structurally to a Japanese agency is the U.S. military officer corps, which is influenced by the service academics with their strong prerogatives, traditions and fierce defense of one's service. However, Japan's bureaucratic system is more commonly allied with the British, French and German systems, which all remain strong, competitive and politically protected.

When the Liberal Democratic Party lost power in 1993 after nearly 40 years, only the Cabinet ministers and parliamentary vice ministers changed. Even the most outspoken Japanese opponents of bureaucratic privilege do not favor the politicization of the bureaucracy to its extent in the United States. Most Japanese appear to accept a strong, professional bureaucracy as an international norm and essential to the smooth operation of government in a rank-con-

scious society. Karel van Wolferen, author of the 1989 controversial book, *The Enigma of Japanese Power*, warns against a "ruling class" of administrators. Still, a strong bureaucracy in Japan maintains political legitimacy and strong societal roots, and is in no danger of being dismantled. This bureaucratic tradition stretches back more than 100 years, and was nurtured at the University of Tokyo.

The Japanese government created Tokyo Imperial University more than a century ago as a training school for bureaucrats, with its law faculty sitting at the pinnacle of Japan's academic pyramid. Since renamed the University of Tokyo, it remains the academic institution of choice for students interested in government service, and the most prestigious university in the country — period. Often described as possessing the prestige of Harvard, Yale, Princeton and Stanford combined, the school has produced an astounding 15 prime ministers and its alumni rolls resemble a virtual Who's Who of Japanese top leaders. The university offers other impressive statistics as well, including that its graduates fill more than 50 percent of all elite bureaucratic positions. Kiichi Miyazawa, himself a graduate of that university, headed an effort several years ago — when he was still prime minister — to reduce the number of graduates to below 50 percent of top government positions.

America's eastern establishment, with its tight-knit cadre of Ivy League-educated graduates, has often been compared to the Japanese bureaucratic elite. It's not unusual to find senior bureaucrats, top businesspeople, politicians and newspaper editors, all educated at the University of Tokyo, who have been colleagues, friends or rivals for 30 years. In a country like Japan, where personal ties are crucial to success, nothing compares with the ready-made, time-tested University of Tokyo old boys' network.

The Japanese depend on their politicians for leadership, but will certainly look to their mandarins, as they have for more than a century, to manage the transition to the next century:

The typical would-be bureaucrat is an impressive generalist, with broad knowledge of history, law, mathematics, science and economics. He is politically conservative, and probably majors in law, primarily constitutional and civil law. Though he may not speak English fluently, he is almost certainly an accomplished reader of the language. And, of course, he is almost certainly male: Despite small gains, Japan's top bureaucracy remains very much an all-male domain.

Every year, thousands of young Japanese prepare exhaustively for the University of Tokyo entrance examination and the bureaucratic examinations. In a nation that respects successful test takers, bureaucrats are at the top of the heap. Although political connections may help in the background checks that follow the examinations, which are administered impartially, they are of no use before. Since the Japanese highly value impartial, competitive examinations, the bureaucratic system is fully consistent with Japanese mores and do help select hard-working and well-educated public employees. International polish is often added after recruitment — ministries send many of their best young bureaucrats overseas for graduate study in business, economics or international relations at U.S. and European universities.

Why is the government able to recruit top talent? Though Japan's bureaucracy offers lower salaries and less attractive working conditions than does private industry, government service provides great prestige, influence, security, tradition and a good shot at a high-ranking post-retirement position in a private firm or public corporation.

In the pecking order of ministries, the Finance Ministry has been king of the hill since the end of World War II. Previously reigning supreme was the Home Ministry — a super-ministry incorporating police, internal security,

local affairs, elections, health, welfare, labor, construction and a host of other functions. But when Gen. Douglas MacArthur led the occupation forces into Japan in 1945, he ordered the Home Ministry dismantled — one of the few major changes demanded by the United States. The Finance Ministry, already a strong force during the prewar period, quickly moved to fill the vacuum.

Finance draws up the budget, raises revenues, supervises the financial industry and manages other key financial functions. From an American perspective, it does the work of the Treasury Department, the Office of Management and Budget, the Internal Revenue Service, the Congressional Budget Office, the Securities and Exchange Commission, the Customs Service, the Office of Comptroller of the Currency, and, to some degree, the Federal Reserve. The Finance Ministry, often called the "government of the government" because it drafts the budget and oversees its passage through the Diet, also has strong links to the financial community through its placement of key retired officials. For example, when the Bank of Japan picked a former vice minister from the Ministry of Finance as its governor in late 1994, few were surprised. Indeed, the Finance Ministry has contributed one-third of the bank's governors since its founding in 1882, and its officials are common among treasurers of public corporations, even if it is affiliated with, say, the Ministry of International Trade and Industry.

The powerful Finance Ministry, with its broad authority and wide connections, also has a strong presence in other Cabinet-rank government organizations, including the Defense Agency and the Economic Planning Agency. However, only the Ministry of Finance has the prestige, authority and commitment to force consensus on issues involving money. Often criti-

cized for lacking an efficient mechanism to coordinate the various ministries, late last year the government began considering reform at the Finance Ministry by creating independent oversight of key functions. Said one University of Tokyo graduate, if this ministry can be successfully reformed, the others "will be easy."

The power balance among ministries is constantly changing, glacially perhaps, but nonetheless changing. For potential bureaucrats, the five top ministries in terms of prestige and career potential are Finance, Foreign Affairs, Ministry of International Trade and Industry (MITI), Home and National Police.

The new up-and-coming Home Ministry — now focusing on local issues — has grown more influential due to slow, but ongoing government decentralization. The ministry is a key player in regional development, preferring to see local governments as its "clients." First-rank bureaucrats, who may spend half of their careers working in prestigious prefectural assignments, routinely return after retirement to their base prefecture, seeking an elected or appointed position. Nearly 40 percent of Japan's elected governors are retired Home Ministry bureaucrats, roughly the same percentage who have been appointed vice governors. These statistics are extraordinary — the equivalent of 20 retired U.S. government officials from only one federal agency being elected governors of 20 different states. Obviously, the Home Ministry has found its niche.

Another ministry working aggressively to increase its bureaucratic power is the Ministry of Posts and Telecommunications. One bureaucratic expert placed this agency in between the top-ranking ministries noted above and second-rank ministries. Once the agency that maintained cooperative relations with the powerful postal union, the ministry has

become more influential in the communications revolution. Getting Japan's strategy on the information superhighway right is a matter of intense concern to the Ministry of Posts and Telecommunications: Its future depends on it, particularly since its bureaucratic rival is MITI, which supervises the computer industry.

The end of the Cold War may signal a realignment in the rank order of ministries, as Japan reassesses its priorities or ministries more successful address them. In the years before World War II, the bureaucratic structure was built for control and war, and was dominated by Home (internal security), Navy, Army and Commerce (munitions). It is now structured for international economic competition, with Finance, MITI, the Ministry of Foreign Affairs, and Construction taking the lead. This pattern will be difficult to change.

Not included in the bureaucratic equation outlined above is the Prime Minister's Office, which often only rubber stamps approvals made by individual ministries. The office works fine when the prime minister has power and can effectively manage the ministries; postwar Japan has had many such leaders, most notably Shigeru Yoshida, who dominated Japanese politics in the late 1940s and the 1950s. It also works when the ministries have clearly defined, distinct mandates — but not when there is a major dispute or crisis.

Much has been written in both scholarly journals and the popular press about *amakudari*, or “the descent from heaven,” the practice by which senior bureaucrats retire, most often in their 50s, and receive prestigious, well-paying positions in the private sector. In simplest terms, this practice is the ministry's way of ensuring bureaucrats good jobs after years of loyal service. The ministries' implicit social contract,

according to defenders of the practice, has allowed the Japanese public the labor of top-flight bureaucrats for two-thirds of major banks' salaries for comparable employees. Private corporations make up the gap through post-retirement employment.

The ministry calls the shots, making the retired official its “messenger boy,” as defined by one retired senior bureaucrat. Bureaucrats may be barred from moving immediately into firms they supervised, but one retired bureaucrat admitted he was being “parked” at an academic institution with ties to the private firm where he will move when the “cooling off” period ends. Despite these ground rules, corporations are able to gain subtle — or not so subtle — influence in the respective ministries.

For the government to provide a modest pension to retiring bureaucrats but not help them find second careers would have enormous repercussions in the recruitment structure itself and would be out of character for Japanese business, where looking after one's employees is expected. Major Japanese corporations practice their own form of *amakudari*, sending retiring officials to affiliated companies.

The *amakudari* system cements institutional commitments to particular industries and firms, making public policy shifts more difficult. In policy terms, the biggest risks of this system probably lie in its inflexibility, rather than in individual cases of corruption or impropriety, since the mass media and the highly independent public prosecutor's office are well-positioned to pursue clear cases of corruption. The greater debate is whether to reaffirm or scrap the policy priorities that these ties represent.

Few outside checks exist on the day-to-day work of Japanese bureaucrats, who themselves supervise most of the advisory councils that run policy debates. Though outsiders are well

represented, bureaucrats staff the councils, draft the straw-man policy proposals, and persuade reluctant members to accept their particular ministry's view. Bureaucrats enjoy the luxury of constant briefings from businesses and other information sources, enabling them to acquire an enormous tactical advantage in information. Parliamentarians, with their tiny staffs, rely on bureaucrats to research and prepare legislation. The mandarins also wield the useful tool of “administrative guidance,” a practice partially revised in 1995, whereby officials can informally tell companies or industries what to do. All this, combined with iron-clad career protections, makes Japanese bureaucrats formidable representatives of their ministries' interests.

One check on bureaucratic power is competition from other ministries, which always stand ready to exploit their advantage if another ministry slips up. Ministries constantly build inter-ministerial alliances to protect their turf. The mass media, which report widely on the bureaucracy, also keep mandarins' power in balance, although Japan's press club system encourages reporters to work closely with those they cover. Perhaps the greatest check on bureaucrats is the influence of politicians. If an issue becomes politically hot, politicians can overrule the bureaucrats and, with their cooperation, take action. If politicians believe bureaucrats are ruining their reelection prospects, they don't hesitate to protect their interests. And often, bureaucrats act as a convenient lightning rod for public criticism.

The elite bureaucracy, however, is an institution with extraordinary reach and influence, firmly rooted in business, politics and academia. Information tends to flow to the bureaucracies through channels largely controlled by current or former bureaucrats. A Cabinet minister publicly calling for greater control over the

Perfect Location, Perfect Comfort, Perfect Price.

Starting at
\$48

Not only are we just minutes from National Airport, the National Foreign Affairs Training Center, most government buildings, and Metro—we'll surprise you with just how much you get for so little.

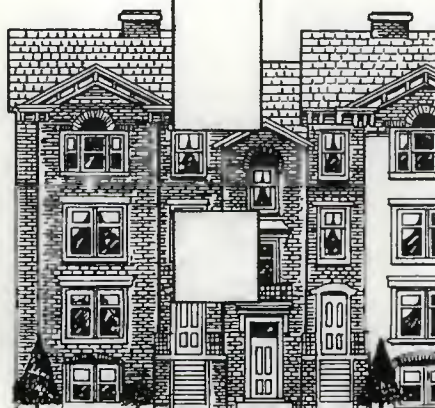
- ◆ Spacious suites with full kitchens
- ◆ Pool, sundeck, saunas and exercise facilities
- ◆ Free Cable TV with HBO
- ◆ Free on-site parking
- ◆ Free local phone calls
- ◆ Complimentary Continental Breakfast on weekdays
- ◆ Free shuttle to Rosslyn Metro during rush hour



V^{THE}. THE Virginian Suites

1500 Arlington Blvd., Arlington, VA 22209
703-522-9600 • 800-275-2866

PUZZLED ABOUT RENTAL MANAGEMENT



We concentrate on
only ONE thing . . .
Managing your property.

PROFESSIONAL PROPERTY MANAGEMENT OF NORTHERN VIRGINIA INC.

Join our growing number of owners from Athens to Zaire who trust the management of their properties to PPM. Professional service with a personal touch.

Discounts on appliances and more! Monthly computerized statements.

5105K Backlick Rd.
Annandale, VA 22003
703/642-3010 Tel.
703/642-3619 Fax
ppmnva@erols.com E-mail



Mention this ad and receive 2 months FREE management. Offer expires 12/31/96.

bureaucracy may well be a retired bureaucrat himself.

Bureaucratic power depends on continuing, public approval of their actions. Though bureaucrats have traditionally not altered public processes and structures, they have helped to form and maintain them. There is no shortage of famous cases of "sage" bureaucratic advice to Japanese industry, such as the suggestion that industry stay out of the automobile business. Japanese count on the bureaucracy to ensure each ministry's clients prosper and that any change brings little disruption. For example, even though Japan continues to research cutting-edge technologies for the next century, it still subsidizes industries that have not been competitive for decades.

Ironically, the national bureaucrats, particularly in Foreign Affairs, MITI and Finance, in some respects treat the U.S. government as another client, not as important as its major ones in Japan, but an insider nonetheless in managing conflict within each ministry's territory. Using its insider status, for example, the United States successfully pressed for reform of the Large Retail Store Law, which had blocked firms like Toys R Us from operating in the country. U.S. officials worked the Japanese system, building coalitions and communicating their message within the bureaucracy. In cases where U.S. officials pushed issues without support in the Japanese bureaucracy, they met resentment and resistance.

A Japanese politician once quipped that in the United States lobbyists are used to pressure Congress, but in Japan, voters use politicians to lobby the bureaucracy. Politicians have not taken major steps in increasing control over bureaucrats, although Japanese critics have had many suggestions: Politicians could build up parliamentary staff to give themselves in-house

legislative and research expertise; fund a parliamentary organization like the Congressional Research Service; politicize the senior ranks of the ministries; or exert influence over personnel decisions within the bureaucracy.

The Japanese love to complain about their mandarins. However, Ichiro Ozawa, one of Japan's most influential politicians, has called them "a true source of pride for the country." His comments are particularly telling since he has advocated what he calls a "radical" overhaul of the bureaucracy by adding five to seven political appointees to each ministry. It is a mistake to see Japanese bureaucrats as the barrier to change; they are more accurately viewed as powerful agents of the status quo. Many bureaucrats are acutely aware of practices and policies hopelessly out of date. They are just as eager as their elders were to identify and support potential industries and international policies benefiting Japan's economic and political stature.

Some bureaucrats see little evidence of budging the status quo. Certainly any bureaucratic change is likely to occur gradually. Given the end of the Cold War, Japan's economic slump and rapidly aging society, the country may be enduring a transition as momentous as the 19th-century Meiji Restoration or post-World War II reconstruction. Bureaucrats will have to find a way to transcend ministry and client interests, and reshape their organizations for the next century. Though the Japanese depend on their politicians for leadership, they will almost certainly look to their mandarins, as they have for more than a century, to manage this transition. Given the pervasive influence of the elite bureaucrats, Japan is betting heavily that its mandarins will be able to make the right choices, and in time. ■



FARA

Foreign Affairs Recreation Association

FARA Housing Division,

Managed by ECOM

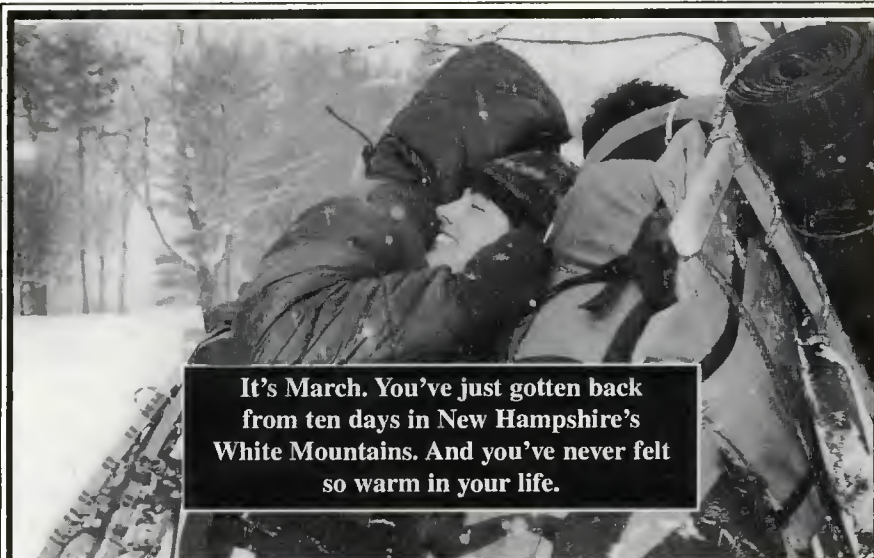
610 Bashford Lane, Alexandria, VA 22314

Ph: (703) 684-1825 Fax: (703) 739-9318

We are proud to provide the best hotel values in the Washington, DC metropolitan area! You can choose from properties offering studios, one bedroom, 2-bedroom apartments, suites & hotel rooms.

Our locations have unique proximity to FSI, State Department, the Pentagon, NFATC, National Airport, Old Town, Alexandria, White House and Georgetown

For more information call for features and rates of participating FARA hotels.

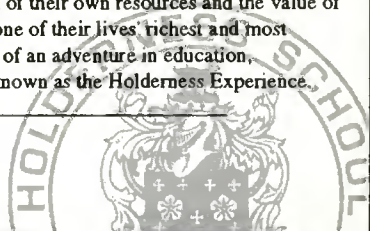


It's March. You've just gotten back from ten days in New Hampshire's White Mountains. And you've never felt so warm in your life.

Each year the students in the junior class at Holderness School spend ten days hiking and climbing in the White Mountains in a program known as Out Back. Students bring back to the classroom a new appreciation of the depth of their own resources and the value of mutual support, while Holderness alumni recall it as one of their lives' richest and most defining experiences. But Out Back is only one facet of an adventure in education, leadership, and the human spirit that has come to be known as the Holderness Experience.

Holderness School

Peter B. Barnum, Director of Admissions
Plymouth, New Hampshire 03264 603-536-1747



DEATH DUTY

IN NEW SUSPENSE NOVEL, YOUNG FEMALE FSO
STUMBLES INTO MURDER PLOT AT STATE DEPARTMENT

BY STEPHEN KIMBALL

The lone foreign woman at the reception desk of Beijing's Great Wall Sheraton Hotel shifted her feet uneasily, trying to shake off the unsettling feeling of being watched. The young concierge behind the desk had been struggling with the hotel computer system for nearly ten minutes, typing in one command after another on his keyboard in an effort to get her a room assignment.

As she waited, the woman fought the urge to look behind her at the crowd milling in the lobby. Finally she allowed herself a glance. Her eyes tracked around the vast room that was crawling with men, mostly European and drunk. They choked the entrance to the Atrium bar, some shouting and laughing boisterously, others barely

managing to stand up. Scanning the crowd, the woman caught eyes staring at her. They belonged to leering unshaven faces and appeared in fractured bursts, like images in a slide show. She shuddered and looked away. No wonder she felt as if she were being watched.

The sensation had begun more than an hour ago when she'd cleared customs at Beijing airport. It grew as she made her way through the airport terminal and sought out a taxi. She knew that it wasn't unusual for An Quan Bu — the Chinese secret police — to tail foreigners.

Now, still waiting for her room, she turned back to the concierge. "You'll be in room 1232, up above the noise," he said. The woman smiled gratefully and took the key the concierge held out. She waited until he returned her black American diplomatic passport, a courtesy extended to foreign representatives.

Alone in the elevator, she leaned back and rubbed her eyes. She hoped she could get at least some rest tonight to be able to function at her meeting. Nowhere in her travel orders was it clear what the meeting was about. In fact, this entire TDY — temporary duty — was something of a mystery. The orders came straight from the Secretary of State's office in a classified memo. No way she could avoid it even though she'd busted her hump for the past several weeks preparing for the Secretary's visit here that wrapped up a few days ago. With a young daughter back home, a

Stephen Kimball, the nom de plume of Stephen Barkanic, is the son of the late FSO Steven August Barkanic, who served at various posts with USIA in Northern Africa and East Europe. *Death Duty*, the author's third novel, was published in December by Dutton Signet. Paramount recently bought film rights to the book. This is an abridged version of the book's prologue, and its entire first chapter.

© Stephen Kimball, 1996. Reprinted by arrangement with Dutton Signet.

trip was the last thing she needed right now. The elevator ground to a screeching stop, and the door slid open to the twelfth floor. The long corridors were empty and silent as she searched for room 1232. She found it at the end of the hall. A Do Not Disturb sign in four languages hung from the doorknob. She held it in her hand, studying it. Why was it there on the outside of the door? she wondered.

Suddenly a sharp sound behind her caused her to jump. She shook her head when she realized that it was only the elevator, being summoned to another floor. She slid the key into the doorknob and turned it. Inside, the room was unexpectedly bright from the light of the full moon pouring through the open window. She heard the door click shut behind her and felt for a light switch on the wall. She flipped it on, but nothing happened. No light. She tried the table lamps on the dresser and nightstand, but those didn't work either.

"Damn." She sighed. What was next?

Her first thought was that the hotel had an electrical blackout — it wasn't uncommon in China — but the lights had been on in the hallway when she came in. That meant her room, or maybe a group of rooms, was out of power. Or maybe the maid had forgotten to plug the lights in after cleaning.

From the darkness close behind she heard a door creak slightly, and she turned toward the bathroom. Then she heard another sound, like someone spitting, and felt a sudden bolt of pain searing her neck. She reached for her neck but panicked as she suddenly felt her chest tighten, her breathing constricted. She opened her mouth to scream, but her vocal cords were dead.

Gasping for air, she pushed herself away from the wall and seized the back of a chair. The room was gyrating, and she clung to the chair. She looked up and saw someone staring at her, a woman with wild eyes and a ghoulishly contorted face. There was something protruding from the side of her head. Was it a needle? How could it have been a needle? It seemed to glow metallic in the moonlight, an S-shaped stream of blood bub-

bling from beneath it. Then in horror she realized she was looking at herself in the mirror.

"How many ways can an American die overseas?"

Kate Verdi, junior death officer in the State Department's Citizens Emergency Center, froze in her seat as she heard those words that struck terror in hearts throughout the office. They were spoken by her boss, "Calamity" John Dietz, and they could mean only one thing: Dietz had a fresh death case he was looking to dump on someone.

Verdi carefully peered around her computer monitor and spied Dietz as he stalked the other end of the office. He hustled around his secretary's desk, muttering to himself, and riffled violently through a stack of papers there, like a hound after a holed fox. All around him heads disappeared behind files, office doors were being closed, and one lucky bureaucrat whose desk was near the rest room casually escaped into it.

Ever so nonchalantly Verdi adjusted her monitor, keeping it between Dietz's line of vision and her. Normally she would be the last in the office to slirk an assignment, but one thing she didn't need right now was another death case. She was rushing to finish her work so she could make opening pitch of an Orioles game up in Baltimore, a good forty minutes from Washington. Worse if she hit rush-hour traffic.

She first had to pick up Nonno, her grandfather, out in Seat Pleasant — a Maryland suburb — and then fight beltway traffic on her way to Route 95 to Camden Yards. His eightieth birthday was next week, and the tickets for box seats behind the Orioles' dugout were her present to him. Besides, Mussina was pitching, the hated Yankees were in

"It gets stranger," he said, pushing the file into her hands. "The decedent is no less than a deputy assistant secretary — name of Patricia Van Slyke — in Beijing on a TDY. She died in a fall in her hotel room shower."

town, and the Os needed to take this series to gain ground on the Yanks before the players' strike everyone was expecting pulled the plug on the 1994 season. She had to be there. It was already past four, and opening pitch was at five-thirty.

Before she could sneak away, Verdi had three cases that needed her immediate attention. They concerned extraordinary events in the lives of the people involved in them but were merely routine for the Citizens Emergency Center, the office at the State Department that handles the deaths and other catastrophes Americans suffer overseas. It was all gritty, thankless work, hardly the stuff noticed by the diplomatic press corps or the Sunday TV pundits.

In the first one Verdi was typing out a cable to the State Department's country officer for Singapore, bringing him up to speed on the son of a prominent American lawyer who'd been arrested there for trying to buy drugs from an undercover narc. She called the case the Singapore-Ass-in-a-Sling, and it'd been handed to her this morning, marked "Highest Priority." A note was attached, informing her that the senior U.S. senator from Connecticut, the lawyer's home state, was personally interested in it.

Verdi had already wired bail money — a king's ransom — from the boy's father, who was too busy on a big case to fly out there himself. She'd also arranged temporary legal counsel for the boy through the American Embassy until Dad could dispatch a team of his own lawyers. She'd been told to have the embassy pull out the stops and keep a lid on it. They were working overtime on this one.

She knew that any other American kid busted in Singapore, one without money and connections, would be in a jail cell right now, peeing in his pants. But this was no ordinary kid:

He was a fortunate son, and the system was being bent in his favor. To Verdi, it bit the big one, but that was the way it worked. She fully expected to get a cable sometime soon telling her the boy had mysteriously jumped bail and was on a plane bound for the United States. And that would be the end of it.

Verdi stared bleary-eyed at her computer screen, the white words melting away from the blue background field. Another file on her desk, an international child abduction case, competed for her attention. Before she could leave, she had to draft a memo to the embassy in Damascus, Syria, where the child had been taken by its father. This was the first case of this kind Verdi had seen since starting in CEC three months ago.

The third was a death, requiring a casualty message to the next of kin. Verdi, following procedure, tried calling the family several times throughout the day, but no one answered. So now she had to work from her Foreign Affairs Manual to draft a telegram, one she knew would be opened by shaking hands and read in disbelief. It would be read over and over and might well be folded up and slipped into a Bible, to be passed on from one generation to the next. It had to be right.

Leaving the lawyer's son for a moment, she toiled away at the telegram, careful to avoid the thoughtless mistakes commonly made in these kinds of messages, like a misspelled name or a reference to a deceased son as a husband. Fortunately for Verdi, she didn't handle death cases all the time. It only seemed that way.

It is unfortunate at this sad time that we must also immediately call your attention to the urgent need for making necessary arrangements. The law requires disposition of remains (either cremation or burial) within 48

hours unless the remains are to be shipped outside this country. The next three paragraphs explain the options you have for making your decisions.

"Think you'll make your game?" Parker Harrington asked snidely from the next desk, his voice sounding as if it had come through his nasal passages and out his nose. Verdi looked over at him, but he was hidden behind *The Washington Post* Style section opened in front of him, obviously unworried that Calamity John would swoop down on him. He was either terribly sure of himself or stupid; Verdi wasn't sure which.

"How'd you know about that?" she asked, annoyed.

No response from behind the paper, but Verdi saw Harrington's shiny tasseled loafers shuffling restlessly over the institutional-grade brown-gray carpet, standard federal issue. She knew Harrington was at the end of his rotation as a death officer, having been here the requisite three years, and couldn't wait to get out. He already had pictures of Morocco — his top choice for his next post — tacked on the cork board next to his desk.

Verdi looked below her desk at the bright orange tickets poking out from the top of her purse, a beacon in the darkness. She could almost taste the sudsy beer and hear the roar of the crowd. Concentrate, she ordered herself, and she went back to her casualty message. Suddenly a shadow passed over her desk, and Verdi felt her stomach in her throat as she looked up into the dark, bespectacled eyes of Calamity John Dietz.

"Death Officer Verdi," he said, nodding curtly, "how many ways can an American die overseas?"

Verdi swallowed hard and prodded her memory. She thought — crazily, she knew — that by giving Dietz the right answer, she might somehow avoid the death case he held in his

hand. "Two hundred ten?" she said hesitantly.

Dietz's mouth turned up in the slightest of grins — the sure sign of a wrong answer — and he plopped down in the chair next to her desk. He waited, knowing it would increase the tension, maybe even get her to say something she shouldn't. But Verdi knew his game; as anxious as she was to leave, she would let him make the first move.

"Actually, that's the closest anyone's gotten this month," he said finally. "I've seen two hundred seven since I've been here, going on seventeen years." "Do I get a prize?" she said, giving him a big smile and a direct look with her dark eyes, hoping for a break.

Dietz ignored it all. "I've been accused of counting too liberally, you know. For example, I would count being gored by a bull at, say, Pamplona separately from being gored by a wild boar. Generically the deaths are the same, but to me, being gored by a bull is entirely different from being gored by a boar. What do you think?"

That depends on the boar, doesn't it, Calamity John? Dietz was being even more coy than usual with this assignment, prompting Verdi to be wary of what was coming. She always found Dietz tough to read, and now was no exception. He was Civil Service and therefore a lifer in his job, unlike the Foreign Service officers

such as Verdi, who rotated assignments in different offices at State and around the world. Early on Verdi had noticed how her fellow FSOs talked about the Civil Service, as if they were of some lower caste. But Verdi, who had had respect for others drummed into her since she could remember, did not share this attitude.

Not that Dietz didn't deserve it once in a while. For whatever eccentric charm he put on display, he was a heartless bastard among heartless bastards. He ran the office like a prison guard. Verdi sensed a trace of sadism in him, a *schadenfreude* inappropriate to his position. The book on him was that he was of the same mold as the college chemistry professor who liked to see students flunk his course. His nickname came from the gusto he brought to his job as administrator for the misfortunes of his countrymen. No one would call him Calamity John to his face, but he was almost certainly aware of the name. Verdi recognized his intelligence and experience but found him a conundrum in terms of his motivations, which seemed to be so unlike her own.

For Verdi, being a death officer was part of the whole process of getting her ticket punched, a stepping-stone to better things. Apart from the satisfaction she got from doing her job well and helping others, she went the extra distance and pulled in top evaluations because she knew her performance would determine her

next, and future, Foreign Service assignments. But Dietz was here to stay. What drove him? Verdi wondered. What satisfaction did he derive from this grim job? And what did he want from her now?

Verdi took in a breath. "You have something for me, Mr. Dietz?"

"I most certainly do," he said with some relish. "A wet one."

Wringing wet," he added ominously.

Verdi tried to keep her face impassive but found it harder to do so. In the office parlance a wet one was the victim of an accident or violent death, usually leaving a gory corpse. Although Verdi would not have to identify the body, she knew she would have to work hard to artfully convey the cause of death to the next of kin without dwelling on the violence. She'd done it before. What was the big deal here? She wished he'd quit jerking her around and get to the point.

No such luck. "How long have you been with us now, Kate?" he said. His voice sounded nasal, as if he had a cold. For a moment she thought he might be spending too much time with Parker Harrington.

"A little over three months," she answered, her eyes narrowing slightly at the question.

"Three months," he said, sitting back and chewing on that revelation for a while. "And how long have you been a Foreign Service officer?"

AN INVITATION FOR FICTION SUBMISSIONS

The *Foreign Service Journal* welcomes works of unpublished fiction, from 2,000-3,000 words, for its annual summer fiction issue. Preference is given for Foreign Service settings, situations and characters. A small honorarium is awarded for the top stories chosen by the Editorial Board, which will be published in the August issue. Deadline: June 1, no exceptions. Submissions, by mail (hard copy and disk preferred) may be made to Karen Krebsbach, Editor, *Foreign Service Journal*, 2101 E St., NW, Washington, D.C. 20037, or by fax (202) 338-8244 or by e-mail to journal@afsa.org.

"Into my third year."

Dietz pulled a handkerchief from his pocket and sneezed into it. "Your first assignment was in Asia," he said. "Indonesia, was it?"

"Yes," she said, as recent memories came back, pleasant memories. "I did consular work at the embassy in Jakarta. It was a small staff, just —"

"So," he said, homing in on the kid in the back of the chemistry class, the one who never raised her hand. "You're still on probation as an FSO, is that correct? Untenured and unconed?"

Nervous heat began to crawl over Verdi's shoulders and prickle her neck. Her attention was on full alert. With her blue-collar roots, Verdi did not take talk of her probation lightly. Her father was a plumber, and her mother did laundry and made meals for the parish priests. Money was always tight, and a job, after one's soul, was one's most sacred posses-

sion, jealously guarded. Although she didn't buy into the Generation-X orgy of self-pity, she knew that at twenty-seven she could be stuck in nowhere assignments for years if she didn't watch out for herself.

A cone was one's area of expertise as a Foreign Service officer — political, economic, consular, or administrative, in that pecking order. Used to be you were coned when you became an FSO, but now that distinction came with tenure at the end of your fourth year. If you made it, that is. Many didn't, as Verdi was acutely aware.

Her instinct was to deflect Dietz's cross-examination. She tilted her head and smoothed her hand over the top of her desk. "Yes," she said, smiling, even though her cheeks were flushed with heat. "Untenured and unconed. But the food in the cafeteria more than makes up for it."

Dietz frowned, not seeing the fear

he was expecting. "I have a case here," he said, thumbing at the edge of the file and watching her like a crocodile. "It's going to take a significant degree of diplomatic skill to handle. Personally I would have chosen a more seasoned officer for it."

Verdi, feeling the sting of his belittlement, was tempted to pick up the gauntlet and take the case. Instead she cast an obvious sidelong glance at Parker Harrington, who had somehow lost his newspaper and was now spellbound by a death file. He picked up the phone and began dialing. Probably just calling his home number, Verdi thought sourly.

"Well, Mr. Dietz," Verdi began carefully, "I appreciate your considering me for the case. But I'd understand if you gave it to a more senior officer. Especially today, because I have some pressing personal business to attend to this afternoon, outside the building, I mean."

You call us. You move in.

We take care of you
for months.

Then one day
you just leave.

We like being treated
this way.

At Oakwood Corporate Housing our relationships are mostly temporary, but that's the nature of our business. So when you need a place to stay for a few months, make one call and let us take care of everything for you.

For much less than the cost of a hotel we can provide you with a comfortable apartment virtually anywhere nationwide. And we arrange for all the amenities from an entertainment center to a can opener. You could say we think of everything. Even, unfortunately, the kitchen sink.



America's favorite temporary address.SM

1-800-888-0808
FAX: 1-703-212-2622
<http://www.oakwood.com>

© 1996 R&B Realty Group

Dietz grinned again, showing teeth this time. "That's very big of you. But I'm afraid you're stuck on this one. You have to do it. In fact, this case came to me through some ... irregular channels, with specific instructions that one Katherine Verdi handle it."

Dietz leaned closer to her. An odor of Aqua Velva and lunch meat seemed to rise off his shoulders. "Tell me, Kate, who do you know in the Office of Foreign Service Career Development and Assignments?"

Verdi blinked. "Uh, there's an admin officer I knew in Jakarta assigned to that office. He's just back; we had the same tour. But I haven't seen him since I left Indonesia."

Dietz looked at her skeptically. "This ... request here is pretty high-level. It has Kendall Holmes's name on it, the director of the Career Development and Assignments

office. I doubt your admin friend can pull those kinds of strings."

Verdi tried to hide her surprise. Kendall Holmes: Now that was a name she knew. In fact, anyone in the Foreign Service with the slightest concern for his career had better know it. Holmes — director of the all-important office responsible for placing Foreign Service officers in their domestic or overseas jobs — was one of the most feared people at State. Getting on his bad side could put one stamping passports in the middle of a jungle somewhere.

Dietz was pleased to see from the look on Verdi's face that he'd impressed on her the gravity of the situation. "In all my time here" — he went on — "I've never gotten a case from that office. How would you explain it?"

Verdi shook her head. Dietz certainly had a point, for a change. What would Career Development and

Assignments be doing assigning death cases? And why would it put her name on it, of all people?

"It gets stranger," he said, pushing the file into her hands. "The decedent is no less than a deputy assistant secretary — name of Patricia Van Slyke — in Beijing on a TDY. She died in a fall in her hotel room shower."

Verdi frowned as she realized why Dietz called it a wet one. Questions flipped through her mind, foremost of all: Why wasn't Patricia Van Slyke's office brought in on the return of her remains?

"Maybe you can figure out why Career Development, instead of Van Slyke's bureau, tasked this to us," Dietz said, anticipating Verdi's question. "I have no idea whom to liaise with at Career Development. Maybe you can call your friend over there and find out."

Verdi thought of Chester Lundquist — whose name she pur-



FOR INFORMATION CALL 703-527-4409
OR FAX 703-516-4409

Affordable Luxury

If you are relocating, a business traveler or need temporary housing, we offer the comforts of home.

- Located minutes from Pentagon, Washington, DC and National Airport
- Controlled access entry throughout building.
- Luxurious one and two bedroom apartments completely furnished and accessorized with fully equipped gourmet kitchens and washers and dryers.
- Complete Nautilus fitness center, lightened tennis court, and a spacious outdoor swimming pool.
- Weekly maid service, free cable TV.
- 4 blocks from Ballston Metro, courtesy Shuttle provided.
- Within walking distance of department stores, specialty shops and restaurants.
- Free underground parking.
- Adjacent to bike/jogging trail.
- Cats welcome
- 2 miles from NFATC
- 5p.m. check-in time.

30-day minimum stay

THE CHASE
BALLSTON

The Service You Deserve

4650 N. Washington Boulevard, Arlington, VA 22201

posely kept from Dietz — now toiling in Career Development and Assignments. Chet had been her first friend in Jakarta, a place entirely alien to any she'd seen before. Chet, who'd toured in Asia before, took her under his wing, showed her around, was always there for her. But then things changed as he began making painfully oblique romantic overtures to her — that is, until Antonio came into her life. She wondered how Chet was doing and whether he'd speak to her again.

Dietz pulled her from her reverie. "Get on the horn to Beijing, Verdi," he growled. "Immediately. Find out what you can, and get precise instructions. You'll see in the file the family's been notified. They're local — Great Falls, Virginia, I think. But the remains require disposition.

"One more thing," he said, drawing closer to her. "This case gets top priority. The seventh floor wants it wrapped up quickly and by the num-

bers. They also want it kept out of the papers. Until this is resolved, there are no other cases. There will be no screwups or solecisms, am I clear?"

Verdi nibbled at the flesh inside her bottom lip. "What about the lawyer's son in Singapore," she said, "the friend of Senator Ramsey?"

"Give that to me. I'll put someone else on it."

The Van Slyke case must be important for Dietz to take a case off her hands, Verdi thought. She gave him the file but left the cable on the computer. She would give it to him later. Something else occurred to her, an opportunity.

"And my orientation course at the FSI tomorrow," she said hopefully, "the one you wanted me to take?" If she could get out of the dreaded course at the Foreign Service Institute, where the department held its language training and area studies courses, there might at least be some

good in getting this case.

Dietz frowned at the annoyance. "Better go or they'll be on my back. Just come back as soon as it's over. Don't stick around for the wine and cheese after."

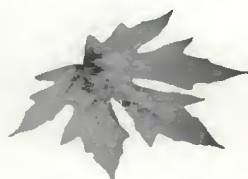
He slowly rose from the chair with great effort and looked toward the window, rubbing his back. "Sky's getting dark," he announced, watching her from the corner of his eye. "Your baseball game will probably be rained out anyway."

Verdi's head shot up. How did he know about the game? She looked over at Harrington, with whom she had seen Dietz talking sailing, Dietz's obsession, at the office coffee machine. Some serious male bonding had been going on here, and she was now getting the short end of it.

But Harrington was gone. So was Dietz, who'd left the Van Slyke file on the chair, still warm where he'd been sitting. ■



WE SPEAK THE INTERNATIONAL LANGUAGE OF LUXURY.



If you want to stay in Washington, D.C. in style, talk to the long-term-stay hotel that speaks your language ... The George Washington University Inn. Located close to Embassy Row,

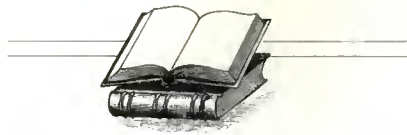
The Kennedy Center, most government agencies, the Metro and more, The George Washington University Inn is a luxurious and affordable home away from home. Each newly remodeled, spacious suite features a fully equipped kitchenette, remote control TV, plus complimentary amenities such as daily newspaper delivery and shoeshine service. For more information, call (202) 337-6620 today. You'll like what you hear.



The  George Washington University Inn

824 New Hampshire Avenue, N.W., Washington, D.C. 20037
1-800-426-4455 (202) 337-6620 Fax (202) 298-7499

* Rates based on season and availability.



BOOKS

TIPS FOR PARENTING THIRD CULTURE KIDS

Strangers at Home: Essays on the Effects of Living Overseas and Coming Home to a Strange Land

Carolyn D. Smith, Ed., *Aletheia Publications*, 1996, softcover, \$15.95, 230 pages.

Hidden Immigrants: Legacies of Growing Up Abroad

Linda Bell, *Cross Cultural Publications, Inc., Cross Roads Books*, 1997, softcover, \$19.95, 157 pages.

BY POLLY GILBERT

I'll never forget the face of my sobbing 10-year-old son, as tears streamed from his eyes. "I want my real life back," Will had sniffled, as he sat on his new bed in a strange house filled with stacks of unopened packing boxes. It was late 1994 and we were just another Foreign Service family returning home to Washington. But it didn't feel like home to Will.

Having spent his short life in far-flung places like Bolivia, Yemen and Egypt, Will and his 6-year-old brother were eager to return with my FSO husband and to me the United States.

Though the boys had spent many summers at their grandparents' home in rural Alabama, they didn't realize that living in the States was not like vacationing there. It was particularly difficult for Will, for whom America seemed to have lost its specialness.

My son is one of that rare breed of global nomads, a child of parents whose work requires the family to spend years away from extended family and friends. Most FSO families have carefully considered the impact of overseas assignments on their children, but as two new books on the subject show, children have a wide range of responses to the experience.

There has been much sociological literature and anecdotal evidence documenting the behavioral and psychological problems of "third culture kids," affectionately termed TCKs — the children of American diplomats, missionaries, correspondents and business executives who live and work overseas. TDKs have more problems with eating disorders, drug and alcohol abuse and depression than U.S.-reared children.

Called "third culture" children because they are neither products of an American nor a single foreign culture, TDKs often are conflicted in defining their cultural identities. It's worth learning how to parent these children, however, since their numbers have been steadily rising since World War II.

Strangers at Home, Carolyn Smith's collection of essays by journalists, missionaries and behavioral scientists — all with overseas experience — offers excellent research and insightful advice on raising children overseas.

While the essays provide no easy answer nor one successful formula for helping TDKs cope, the writers all reach the same conclusion: Each child, with his unique personality, will

respond to the experience differently, depending on the host country, the length of time spent overseas, the location of his parents' U.S. home, which agency or business is sponsoring the family and the family's adaptability skills. Several essayists agreed that the key to raising happy, well-adjusted TDKs is to strengthen the bonds among family members.

In contrast, Linda Bell's *Hidden Immigrants* provides a journalistic and anecdotal view of the same subject. Her premise, based on the work of David Pollock, a TDK pioneer who has studied the issue since the 1960s, is that these "hidden immigrants" only appear to belong to a particular culture, because their thoughts belie their affinity for any single geographical place. According to Bell, TDKs often talk of existing in a "state of limbo" between two or more cultures.

Bell interviewed 13 men and women, aged 29 to 42, who spent part of their childhoods abroad. Each addressed issues such as identity, language, transitions to other cultures, education, family life, career mobility, stability and personal relationships. The result is a modest yet poignant oral history that is a testament to the fascinating and unique childhoods that all interviewees agreed they were lucky to have had.

Not surprisingly, they recount joy and anguish as well as difficulty in adolescence and early adulthood, especially in the search for their place in the world. The book includes a forward by Dr. Elmore F. Rigamer, former medical

director of the Department of State, as well as a valuable bibliography.

The Foreign Service community will find both books provocative but engaging. And undoubtedly, TCKs of every age and stripe will recognize themselves in these pages.

Polly Gilbert, a Foreign Service spouse who has lived 17 years with her family overseas, has been a contractor for the U.S. Agency for International Development.

WU'S THIRD TOME: POIGNANT REPETITION

Troublemaker: One Man's Crusade Against China's Cruelty
Harry Wu with George Vecsey,
Times Books, 1996, hardcover,
\$26.95, 312 pages.

BY DAVID E. REUTHER

Troublemaker, Harry Wu's latest book in a trio chronicling the legacy of China's notoriously abysmal prison labor system, is a depressing but poignant glimpse of a tormented soul: The author lost 19 years of his life to the gulags. As a survivor of the prisons, Wu feels entrusted with a special mission to bear witness. "They took away my youth, and I cannot forget," he writes. With his U.S. passport in hand, it's payback time.

The bulk of this volume centers on the crusader's third trip to China in mid-1995. He was arrested after entering China through Kazakstan. Wu had hoped to capture video footage proving that World Bank-financed irrigation projects would service Chinese area penal farms, part of the laogai penal system. Though he later backed away from the thesis, he remained critical of the World Bank.

The arrest of Wu, who was detained for 66 days, coincided with preparations for the U.N. Conference on Women in Beijing. He credits the serendipitous timing with bringing the incident to the world's front pages. After a short trial, he was convicted of stealing state secrets and expelled to the United States.

Troublemaker lovingly describes the Americanization of Wu's Taiwanese-born wife, Chiang-Lee, as she built the American-style advocacy campaign that secured his release. The book is also a fascinating study in contemporary foreign affairs lobbying. Wu received funding and guidance from an interesting combination of U.S. and international groups, particularly the U.S. labor movement, which helped turn him into an internationally renowned activist. He also became the darling of certain congressional liberals and conservatives. Alienated from his homeland, Wu evolved into a creature of the West.

Wu names more than a dozen FSOs involved with his incarceration and trial, including Charles Parish, Arturo Macias and Scott Hallford, all at U.S. Embassy Beijing. He also pats FSO Donald Keyser, then-director of the China desk in Washington, on the back.

Born to a wealthy Shanghai family, Wu first spoke out during the 1957 "Hundred Flowers" campaign of political openness. That outspokenness would land him in jail for the next 19 years. Wu came to California in 1985 as a geology academic, and became a U.S. citizen in the mid-1990s. The Wus now live in Northern California.

Of the books in the Wu trio, *Troublemaker* is more expansive than his autobiographical first volume, *Bitter Winds: A Memoir of My Years in China's Gulag*, and his dogmatic second, *Laogai: The Chinese Gulag*. *Troublemaker* underscores the message most Americans already know: Life in China was Hobbesian:

brutish, nasty and short.

Wu rejects the idea that modernization will bring a democratic future to China, a popular idea in the West, arguing that the weight of 3,000 years of Chinese history is too stultifying to accommodate positive change.

"Capitalism must never be equated with democracy," he writes. "This is a very American belief — making money produces freedom and justice and equality. Don't believe it about China. My homeland is mired in thousands of years of rule by one bully at a time, whether you call him emperor or chairman. Don't be fooled by electronics or air conditioning. ... The Chinese cannot remove the bell inside their minds; they are stuck in their old ways, in a culture of intolerance that is thousands of years old."

As for U.S. policy towards China, Wu advocates withholding most-favored-nation status unless China improves its human rights record and lobbying to block China from joining the World Trade Organization (WTO).

Wu identifies the key U.S. foreign policy conundrum: How does the United States flog China, while avoiding a nationalist response that will poison future foreign relations and jeopardize domestic groups' opportunities to nurture democracy? But then, remember that Wu does not believe democracy is possible for China.

One major goal of the book is Wu's pains to infer that the primary reason for the death penalty in China is to provide sufficient numbers of kidneys for a budding international transplant industry. But he fails to substantiate this cause-and-effect relationship. Nevertheless, these allegations will prompt some readers to write their congressmen. ■

David Reuther is a retired FSO with more than 20 years' experience in East Asia and the Middle East, having served in Beijing, Taipei and Bangkok.



IN MEMORY

William F. Busser, 88, a retired FSO, died Oct. 30 in Chestertown, N.Y.

His 21-year career in the Foreign Service began in 1924, in Vienna, where he began as a clerk at age 17, and ended as first secretary in London. Following retirement from the Foreign Service, he was a consultant for Creditanstalt Bankverein of Austria and also worked for Pan American Airways and the International Executive Service Corps.

Survivors include his wife, Alicia, and four daughters, Sylvia Busser of Great Barrington, Mass.; Carol Bram of Warrensburg, N.Y.; Julia DuPrey of Kingston, Ontario; Anna Erik of Germany; two brothers, Harold Busser of Atlanta and John Busser of Spain; and three grandchildren.



William A. Chevoor, 79, a retired FSO, died in Belmont, Mass., on Oct. 17.

Born in Boston, Mr. Chevoor graduated from Bentley College and served in World War II. He joined the U.S. Agency for International Development in 1950 and served as a controller in Turkey, the Netherlands, Italy, Yugoslavia, Peru, the Dominican Republic, Korea and Pakistan, before retiring in 1976.

Survivors include a daughter, Adrienne Davis of Houston, Texas; two sons, David A., of Aliso Viejo, Calif., and Michael G., of San Francisco, Calif.; and three grandchildren.

Eleanor Dulles, 101, a diplomat, author and member of a prominent diplomatic family, died Oct. 30 of complications related to a stroke in Washington, D.C.

As head of the State Department's Berlin desk following World War II, she played a leading role in the rehabilitation of West Berlin and earned the title "Godmother of West Berlin." In 1960, she was awarded the rank of minister by President Dwight D. Eisenhower.

She joined the State Department in 1942 and represented the United States at the Bretton Woods Conference, which helped to establish the International Monetary Fund and later, following World War II, helped with the reconstruction of Austria under the Marshall Plan. In 1952 she began her work with the reconstruction of West Berlin.

A graduate of Bryn Mawr College, she also received a master's degree in labor and industrial relations from Radcliffe College and a doctorate in economics from Harvard University. She taught at Simmons College, Duke University, Stanford University's Hoover Institute, the University of Pennsylvania and Georgetown University.

Survivors include a son, David Dulles, of Washington; a daughter, Ann Dulles Joor, of Manlius, N.Y.; and six grandchildren. Her husband, David S. Blondheim, a Johns Hopkins University philologist, committed suicide in 1934, and that year she resumed her maiden name.

Marillyn Lanphere Flanegin, 69, the wife of retired FSO Robert L. Flanegin, died of cancer Oct. 15 in Silver Spring, Md.

A native of South Bend, Ind., Mrs. Flanegin attended Indiana University before joining the Foreign Service as a clerk in 1949. She served in Pusan, South Korea; Seoul and Manila, where she married in 1951. She accompanied her husband on assignments to Mexico, Spain, the Philippines, Hong Kong, Malaysia, Fiji and Indonesia.

Survivors include her husband, of Chevy Chase, Md.; two sons, Scott R., of Marlton, N.J., and James J., of Santa Clara, Calif.; and one granddaughter. Another son, William L. Flanegin, died in 1988.



Hugh W. Wolff, 82, a retired FSO, died of cancer Oct. 10 in Bethesda, Md.

After World War II, he had various assignments in Germany, with the U.S. delegation to NATO and with U.S. Embassy London. He retired from the Foreign Service in 1971 and worked for five years with the Congressional Research Service of the Library of Congress.

Survivors include his wife, Lucia, of Bethesda; three children, Martha Wolff Van Zanten, of Evanston, Ill., Gretchen Wolff Pritchard of New Haven, Conn., and Hugh of Minneapolis; and eight grandchildren. ■

REAL ESTATE

Representing the foreign service community for over 20 years in the management and careful oversight of residences in D.C., Maryland, and Virginia with a team of Foreign Service affiliated professionals.



MGMB Inc. Realtors

RENTALS & PROPERTY MANAGEMENT
202-362-4480 facsimile: 202-363-8954

Foxhall Square • 3301 New Mexico Ave., N.W. • Washington, D.C. 20016



McGrath Real Estate Services

"THE FOREIGN SERVICE SPECIALISTS"

Experienced staff providing personalized service in Northern Virginia.

Since 1976, McGrath Real Estate Services

has been successfully representing Foreign Service Officers in every aspect of residential management and sales.

Call now to discuss how we can help you in the management or sale of your single family home, townhome, or condominium.

425-B Carlisle Drive
Herndon, VA 22070

Phone (703) 709-2264 • Fax (703) 709-5230
Compuserve ID# 73752,42

Sales, Leasing and Property Management

Stuart and Maury Inc.

Realtors

- Hands on management for over 35 years!
- We're not huge, we're selective, we care!
- Personalized guidance for all your real estate needs!
- 1031 Tax deferred exchange specialists!
- Monthly computerized statements!

Call **Susan Bader**, property management specialist, for more information



Office (301) 654-3200
Fax (301) 656-6182

4833 Bethesda Ave.
Suite 200 Bethesda, MD 20814

Excellent references upon request

DEDICATED TO SERVING THE
REAL ESTATE NEEDS OF THE
FOREIGN SERVICE COMMUNITY

Diplomat



Returning to Washington?

House Hunting doesn't have to be a Hassle! Work with Anne Gomez

- 15 YEARS EXPERIENCE
- KNOWLEDGE OF THE REAL ESTATE MARKET
- KNOWLEDGE OF YOUR SPECIAL NEEDS
- MULTIPLE LISTING
- BUYER BROKER OPTION

Write or FAX **Anne Gomez** for a Free Welcome Kit.
Diplomat Properties also Specializes in Personalized Property Management.



Anne Gomez, Broker

Owned and Operated by a Former Foreign Service Family

DIPLOMAT PROPERTIES, INC.
3900 N. Fairfax Drive, #204
Arlington, VA 22203

(Near Virginia Square Metro)

(703) 522-5900

FAX (703) 525-4713

REAL ESTATE

PROPERTY MANAGEMENT

PROFIT FROM OUR EXPERIENCE

Single Family, Condominium or Home Owners Association. . .

- Personalized Attention
- Full-Service Management
- Financial Management
- Worldwide Relocation Service

Call today for the management support you deserve.

703-893-7227

FAX: 703-883-8029
1445 Dolley Madison Blvd.
McLean, Virginia 22101
(Serving VA, MD & DC)



ROYAL PROPERTIES, INC

Specializing in
**PROPERTY
MANAGEMENT**



Property Specialists, Inc.

A professional and personal service tailored to meet your needs in:

- Property Management
- Sales and Rentals
- Tax-deferred Exchange
- Real Estate Investment Counseling

Our staff includes:

Gerry Addison	Joann Howd	Donna Courtney
Steve Carey	Robert Howd	Sally Duerbeck
	Donna Linton	

All presently or formerly associated with the Foreign Service.

4600-D Lee Highway Arlington, Virginia 22207
(703) 525-7010 (703) 247-3350

e-mail: propspec@nvar.com
Serving Virginia, Maryland and D.C.

Executive Lodging Alternatives



**Interim Accommodations for
Corporate and Government Markets**

*Apartments,
Townhouses &
Single Family Homes*

"FOR THE EXECUTIVE ON THE MOVE"



Locations throughout Northern Virginia and D.C.
Units fully furnished, equipped and accessorized
Many "Walk to Metro" locations
Pet Friendly

6601 Little River Turnpike, Suite 440
Alexandria, VA 22312
Tel: (703) 354-4070 Fax: (703) 354-2606



Moving Here There and Everywhere

As the spouse of an FSO I know what you're going through. Whether Buying, Selling or Renting - in Maryland, Virginia or D.C. - Call Me For Exceptional Service.

Fay Finver

Coldwell Banker Realty Pros Ltd

7832 Wisconsin Ave. Bethesda, MD 20814

(301) 897-8997

(301) 656-2339 Fax

E-mail finver@erols.com



REAL ESTATE

ON
BALANCE
WE ARE
THE RIGHT
PROPERTY
MANAGEMENT
TEAM
TO WATCH
OVER
YOUR
HOME



**J.P.
PROPERTIES**

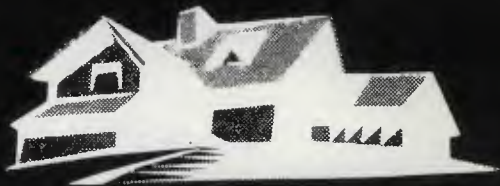
WE CARE!

301 Maple Ave West
Dogwood Building Suite C
Vienna, VA 22180
(703)938-0909 • FAX (703)281-9782
E-mail: jpiekney@aol.com

Residential Real Estate
Sales—Management

Specializing in Montgomery County

Leasing	Promote and market your property; advertising; use of MLS; quality tenants...
Management	Inspection; emergency and normal maintenance...
Accounting	Collect rent; pay mortgage, fees, taxes...



Professional Property Management, Inc.

2416 Blueridge Ave., #206, Silver Spring, MD 20902

301/946/4333

Fax: 301/946-4220

Ask our owners, they are our references.

**We
Have
Been
There!**

Knowledge and experience are key to every successful real estate transaction. With more than 30+ years as REALTORS® and a lifetime of foreign service relocating, we are able to understand your needs, educate you about the home buying or selling process, and address your concerns before that big move. Please feel free to contact us at anytime!

Lucille Ryan
703-518-7626

Joan Zerolis
703-518-7289

Toll Free 1-800-659-0729
Fax 703-821-9150

E-mail YRRLTRS@RIGHTTEAM.COM

Visit Our Internet Homepage at
HTTP://WWW.RIGHTTEAM.COM



8100 Boone Blvd., Suite 120
Vienna, VA 22182
@ Tysons Corner



Ramona Brandt for all your Real Estate Needs!

18 Years Experience

Accredited Buyer Representative
Certified Relocation Professional
Certified Residential Specialist
RE/MAX Hall of Fame
NVAR Top Producer
Life Member, Million \$ Sales Club
RE/MAX International Corporate Relocation Team

Ramona has successfully helped over 1,000 families from the U.S. and abroad relocate to the Northern Virginia area. Call Ramona and ask for one of her signature Relocation Packages—packed full of information to answer all your questions!

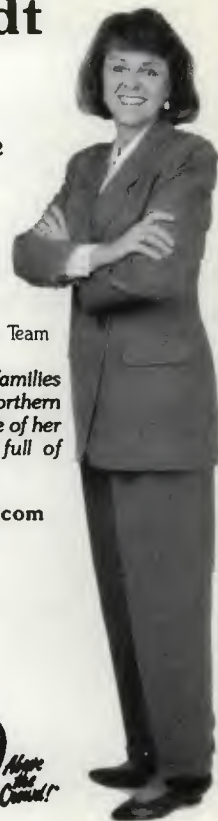
E-Mail: ramonarm@usa.pipeline.com

Office: (800) 3-RAMONA
(703) 242-9622

Home: (800) 966-6663
(703) 620-2454

Fax: (703) 242-9623

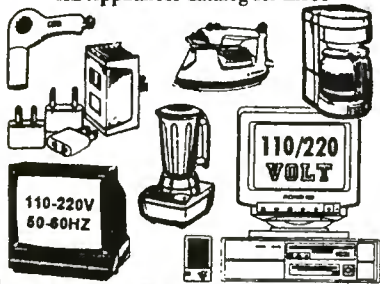
RE/MAX
Preferred Properties
<http://www.remax.com>
AOL - DIGITAL CITY WASHINGTON, DC HOMES
Each office independently owned and operated



MARKETPLACE

220-VOLT EXPORT PRODUCTS

Free I.Audio Visual Products Catalog
II. Computer & Supplies Catalog, &
III. Appliances Catalog for EXOs



Audio-Visual Products, Computers
Bilingual keyboards, Printers, Copiers
Small & Major Appliances, Electronics
Multi System TV/VCR, Fax, Water Distillers
Transformers, UPS, Plugs, Supplies, ETC.

EMBASSY

5810 Seminary Rd, Falls Church, Va. 22041

(703) 379-6100

(Washington D.C. Area, 10 minutes from FSI)

Fax: (703) 820-9385

Internet: embassy@embassy-usa.com

Compuserve: 71023,151

VISA **VISIT OUR SHOWROOM OR** MasterCard

WRITE, CALL, FAX, OR E-MAIL YOUR ORDER

Credit-Card/Purchase Orders Welcome

WE PACK & FREIGHT APO/FPO/ WORLDWIDE

VOLVO

**Factory-Set Discounts
To Diplomats Posted
Stateside and Abroad
U.S., U.K., European, or
Overseas Specs
Overseas and Domestic
Deliveries**

JERRY GRIFFIN

DIPLOMATIC SALES SPECIALIST
12 YEARS EXPERIENCE

1231 W. Broad Street
Falls Church, VA 22046
Washington, D.C. Metropolitan Area

(703) 237-5020

Fax: (703) 237-5028

Don Beyer Volvo

**Have you or someone
you know been a victim of**

IMPROPER PRACTICES BY STATE DEPT. OIG?

**Colleagues seek similar cases
for mutual support and possible**

CLASS ACTION SUIT.

**Contact: H. Starks (RGI),
2219 N. 37th Street,
Seattle, WA. 98103-9109**

ADVERTISING INDEX

Automobiles

American Service Center/39
Chrysler/OBC
D & M Auto Parts/26
D.B. Volvo/59
Ford Motor Co./19
General Motors Co./2
Martens Cars of
Washington/17

Books

Kluwer International/10

Exports

Embassy Exports/59
Stateside Auto Supply/32

Finance

Butler Financial
Services/AFSA NEWS 18
Graycourt Investment
Consultants/4

Financial Associates Tax
Services/AFSA NEWS 18
IRS/AFSA NEWS 15
Money Concepts/AFSA
NEWS 17
MCG Financial/AFSA
NEWS 18
People's Income Tax/AFSA
NEWS 17
Pocock Financial
Services/AFSA NEWS 18
State Department Credit
Union/AFSA NEWS16

Furniture

CORT Furniture Rental/14

Housing

Chase at Ballston/51
Chase at Bethesda/34
Executive Suites/IFC
Executive Housing/11

Exclusive Interim/18
Executive Lodging/57
FARA/45
George Washington
University Inn/52
Lincoln Towers/35
Oakwood/50
Remington/27
River Inn/33
The Virginian/44

Insurance

Clements & Co./1
Hirshorn/IBC
Jannette/17

Real Estate & Property Management

Apartment Search/16
Avery Hess, Zerolis/58
Century 21 Royal/57

Coldwell Banker/57
Diplomatic Properties/56
J.P. Properties/58
Long & Foster/Simunek/6
MGMB/56
Professional Property Mgt.
MD/58
Professional Property Mgt.
VA/44
Property Specialist/57
RE/MAX/ Ramona Brandt/58
Stuart & Maury/56

Schools

Chapel Hill/38
Holderness School/45
Leysin American School/16
The Gow School/26
Westtown School/27

Miscellaneous

RGI/59



POSTCARD FROM ABROAD

Down But Not Out in London

BY KATHLEEN CURRIE

When I visit London, one of my favorite cities, I am a quiet tourist, preferring to blend unobtrusively among the reserved British. But on my recent trip, I caused a scene in one of the restaurants of the Royal National Theater on London's South Bank, when I reached down to collect my handbag and felt only air. "Where's my purse?" I wailed in a loud voice. The white-haired gentleman in tweeds sitting at the next table came to my rescue. "Get security," he said authoritatively to the restaurant waiters, "and get this woman a cup of tea." In Britain, tea is a Valium substitute, the answer for every upset.

Between gulps of Earl Grey, I paced the buffet aisles listing the contents of my purse out loud to myself: Some £60, \$20, travellers' checks worth another \$350, a London underground map and tube pass, reading glasses, a key to my hosts' flat, my passport and an address book listing friends from Kazakstan to Kentucky. Not only could I not leave the country, I couldn't even call my friends across town because I had lost their telephone number. As I was wondering how to find my way by foot to their flat, the gentleman in tweeds pulled £40 (about \$65) from his wallet and handed it to me. "Is that enough?" he asked, adding that he worked at the

Kathleen Currie is the Journal's assistant editor.

"Where's my purse?" I wailed in a loud voice.

theater and I could repay him the next day. I would later discover my benefactor was Kenneth MacIntosh, staff director at the theater.

Security officer Ian Baird soon appeared and led me to the basement to fill out a crime report and introduce me to the security supervisor, Bob McManus, who announced the security camera had captured the theft. As we settled down to watch the videotape, he offered me another cup of tea.

The tape had to be slowed so I could detect the middle-aged figure in a Burberry's raincoat, with dark receding hair, walk directly toward the camera. As he passed my table, he kicked my purse out from my chair and lifted it by its strap with what was probably a hook beneath his coat, and exited out the door. "Very professional," declared McManus. "These guys can steal a watch from your wrist or a purse from your lap and you wouldn't notice."

While helping me contact credit card companies and my London hosts, McManus and Baird warned me I had probably only a 50-50

chance of recovering my bag and its contents, since possessions often wash up at police stations weeks after thefts like detritus from a shipwreck. They didn't have to tell me I could kiss my cash and credit cards goodbye.

The next morning I headed for the American Citizens' Services section of U.S. Embassy London, where we were expected, thanks to my FSO husband — who, after wading through a 20-minute maze of recordings at the embassy, finally called Washington and demanded the number of a real person in the section. Staff there estimated that more than 2,000 Americans fall victim to British pickpockets each year, including the 1,169 Americans whose passports were stolen last year. With my husband vouching for my identity, I had another passport in less than two hours.

I was lucky. I cannot replace the cash and the hours I spent dealing with the theft's aftermath, but a young American couple with their 2-year-old daughter at the embassy that day told me they had spent three days trying to obtain new passports and would never replace the home movies in their stolen video camera.

Thanks to my good Samaritans in London, the incident was disruptive, but not traumatic. In honor of them, I've decided to carry packets of Earl Grey tea with me everywhere I go, just in case I have the opportunity to repay the favor to a tourist in Washington. ■

Rampaging monsters; War, expropriation, nuclear reaction;

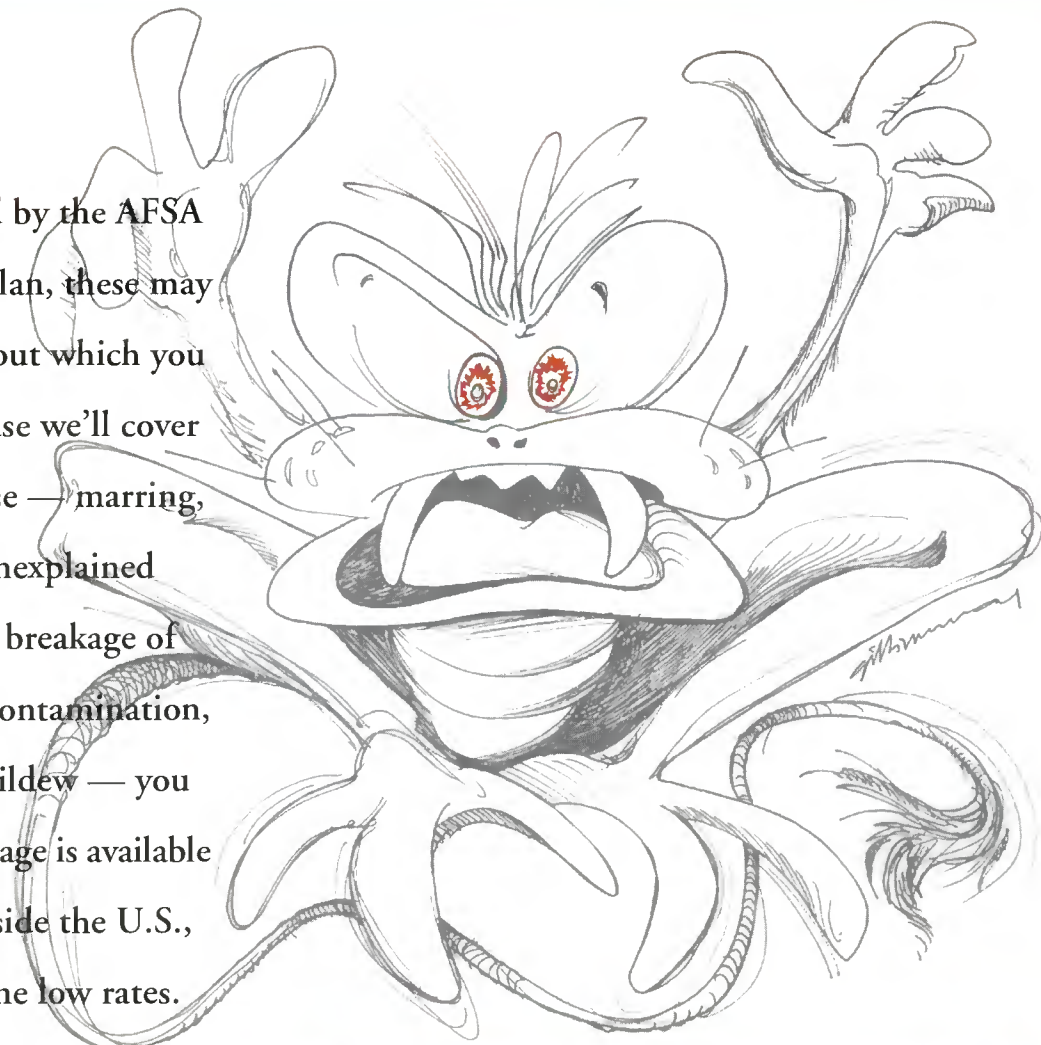
Wear, tear, mechanical breakdown;

In some cases, breakage of fragile articles.

When you're covered by the AFSA Personal Insurance Plan, these may be the only perils about which you need to worry. Because we'll cover almost everything else — marring, denting, chipping, unexplained disappearance, theft, breakage of non-fragile articles, contamination, flood, earthquake, mildew — you get the picture. Coverage is available wherever you go outside the U.S., and always at the same low rates.

There is no surcharge for hazardous posts. (In fact, for the Personal Property Floater, it's the same low rate that has been in effect since 1974: 75¢ per \$100 of coverage.)

Come to think of it, rampaging monsters aren't specifically excluded, so we'd probably cover any damage caused by one of them, as well.



NAME _____

ADDRESS _____

For more information and an application, return this form via mail or fax, or call our AFSA desk directly for immediate answers to your questions.

AFSA DESK • THE HIRSHORN COMPANY
14 EAST HIGHLAND AVENUE • PHILADELPHIA, PA 19118
PHONE: 215.242.8200 // 800.242.8221 // D.C. AREA: 202.457.0250 • FAX: 215.247.6366

The AFSA Personal Insurance Plan

PRIVILEGE:

a right, advantage, favor,
or immunity specially
granted to one.



1997 Jeep Grand Cherokee Limited

As a member of the Diplomatic Corps, you are eligible for special privileges when you order a vehicle through Chrysler's Diplomatic Purchase Program. They include preferred savings; fast, personalized ordering assistance; and uncompromising service with Chrysler's worry-free worldwide warranty. Perquisites appropriate to your office.

Choose from the full line of 1997 Chrysler Corporation products: Chrysler, Plymouth, and Dodge cars and minivans, Eagle cars, and Jeep and Dodge trucks.

Phone for personalized service. Your Personal Advisor will order the model and color you want with the equipment you want and quote the official

Diplomatic price, including all applicable rebates. Your Personal Advisor can also arrange delivery anywhere in the U.S. or to most overseas locations. In other words, we set you free of tedious details.

If you'd rather, fill out and mail or telefax the card on Page 11. You'll quickly receive a catalogue for the vehicle(s) of your choice. The Diplomatic Purchase Program. It's the easy, money-saving way to start enjoying Chrysler's many advantages.



CHRYSLER INTERNATIONAL DIPLOMATIC SALES

IN THE U.S., PHONE YOUR PERSONAL ADVISOR AT
1-800-877-7083 or (516) 496-1806. TELEFAX: (516) 677-3701
E-Mail to: diplosales@aol.com

Jeep is a registered trademark of Chrysler Corporation.