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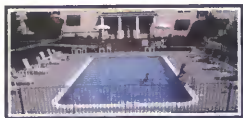
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PRESIDENT'S VIEWS

Professional Issues

By JOHN K. NALAND

As I have explained to over 2,000 new Foreign Service members at AFSA recruiting luncheons over the past three years, AFSA is both a professional association and a union. Given that the purpose of such luncheons is to convince new-hires to join AFSA, I typically stress our role as a white-collar union that actively promotes bread-and-butter issues of importance to our members. But we must never lose sight of AFSA's vital role as a professional association.



AFSA began as a social and professional club in 1924, the same year that the Rogers Act created the modern Foreign Service. Originally closely aligned with State Department management, AFSA became more vocal about personnel issues during the 1960s. When an executive order by President Richard Nixon opened the door for federal unionization, some AFSA members strongly objected to the association becoming a union, saying it would conflict with the professional status of Foreign Service employees.

However, 86 percent of AFSA members voting in a referendum approved unionization. On Jan. 26, 1973, Secretary of State William P. Rogers formally certified AFSA as

John K. Naland is the president of the American Foreign Service Association.

*We must never
lose sight of
AFSA's vital role
as a professional
association.*

the exclusive representative of Foreign Service employees at the Department of State. Similar recognition followed at the other foreign affairs agencies.

Over the last 30 years, the concerns of those who opposed unionization have proven to be unfounded. As former AFSA President (and current AFSA Governing Board member) William C. Harrop told the *Foreign Service Journal* for its 75th anniversary issue in May 1999: "AFSA is unique in American history in succeeding to maintain both a professional role and an organization with a union agenda."

But maintaining this balance between AFSA's professional and union roles requires effort. Some members have told me that they view AFSA's recent founding of a political action committee as tipping the balance toward AFSA's being more of a union and less of a professional association. I disagree for two reasons: First, a key focus of AFSA-PAC will be to seek adequate resources for diplomatic readiness — a professional issue if

ever there was one. Second, even as AFSA-PAC advocates "union" issues such as pay and allowances, AFSA will take steps elsewhere to maintain our credentials as a professional association.

The issue that gives us the best opportunity to do that is Foreign Service reform. For example, no "mere union" would have called, as AFSA has, for increased service discipline and greater efforts to separate unsatisfactory performers. Thus, instead of defending the status quo ante, we will continue to push for reforming the Foreign Service so that it may most effectively discharge its indispensable role in the active promotion of American interests abroad.

In pushing for personnel reform, we will show that AFSA can continue to serve its members and the public interest as both a professional association and as a union. We will show that these two roles are not contradictory, but complementary. We will show that AFSA can combine an altruistic concern for the profession of diplomacy with determined efforts to improve the balance between the rewards and burdens of a career in the Foreign Service.

As always, I welcome your comments and input. You may contact me by e-mail at naland@afsa.org, by mail at 2101 E Street N.W., Washington, D.C., 20037, by phone at (202) 338-4045, ext. 502, or by fax at (202) 338-6820. ■



LETTERS

A Half-Baked "Embassy"

Some hopeful Foreign Service souls might have thought, for a fleeting moment, that Fox Television's new series, "The American Embassy," would put an honest, human face on the Foreign Service. Alas, it was not to be. This tale of a new vice consul at Embassy London turned out to be both asinine and pathetic, drowning any promise of a fair depiction of overseas mission life in derivative hokum and steady sleaze.

Emma Brody, the freshly-minted vice consul, played by Arija Bareikis, is about as realistic as a diplomat in London as Ally McBeal is as a legal representative in Boston. Her whole motivation for the Foreign Service seems bound up in escaping from a cheating hometown suitor. Not to say that such a scenario has never happened in our biz, but it is hardly what a viewer would see as constituting a drive for public service.

Once at post, she is the lost waif, sweet enough perhaps, but hardly the self-confident soul we might hope our diplomats represent. The consulate she is thrown into is full of random activity that mimics a frat house.

The first episode ends with the consulate wall being blown in by a terrorist attack, and a stricken Emma wandering in the wreckage. This sequence is truly a cheap shot: a late-blooming, facile overlay of tragedy to add spurious weight and seriousness to what has been a string of silly, navel-gazing vignettes. If this scene was added specifically to resonate with the

Sept. 11 attacks, its inclusion is all the more offensive, diminishing, as it does, the genuine threats to which the service is subject.

As it happens, "The American Embassy" is not the first attempt by a major network to use a U.S. mission as a dramatic backdrop. In 1985, ABC-TV produced the movie pilot "Embassy," setting it in a fictional American embassy in Rome. Conceived as a "Hill Street Blues"-type drama within a mission context, "Embassy" was to feature, among the running characters, an ambassador, a press officer, a consular official, and a deputy chief of mission who would be the star and around whom the stories would revolve. Sure that the innards of an overseas mission housed any number of great stories, the producers went out of their way to consult with embassy officers (including the author, who was press attaché in Rome at the time), aiming to get the details just right. Success would mean opening an exciting window on the yet-to-be-discovered world of international affairs. So what happened? "Embassy" aired on ABC in late 1985 and disappeared without a trace.

As for "The American Embassy," why should one even bother to lambaste a silly show on a six-episode trial, after which it too will almost surely disappear into the dustbin of TV history? Because it gives a false impression of Foreign Service life. If it is to be seen as a recruiting poster, it will attract only the wrong kind of candidates. It certainly occurred to some of us in the

Foreign Service — as it must have to its producer — that our work carries the germ of something fascinating, captivating to others. The material is there: it simply awaits its craftsman. What we don't need, however, is the addlepatented, sex-driven, wrong-headed burlesque that is "The American Embassy."

*Mike Canning
FSO, retired
Washington, D.C.*

Stranger Than Fiction

Nate Thayer's March article on the Cambodian drug lord Theng Bunma ("The Cambodian Conundrum") stated that Bunma attended the February 1994 Congressional Prayer Breakfast "with President Clinton as the keynote speaker." President Clinton was indeed there and spoke, as incumbent presidents usually do, but the featured speaker was Mother Teresa. And Theng Bunma receiving the wisdom of Mother Teresa was a scene that would not have passed muster for a bad novel.

*Fred Donner
Former FSO
Falls Church, Va.*

Incomplete Picture of Africa

Mark G. Wentling's article in the February *FSJ*, "My 30 Years in Africa: Still Searching for Answers," is interesting but does not thoroughly explore the cultural, political and historical factors associated with the problems he identifies. For example, he does not refer to the vast amount of literature,

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undertaken especially by Portuguese ethnographers as well as British specialists, which sheds light on why the conditions Wentling cites still persist. (I cite this body of work merely to note its existence, a situation which did not prevail when I began studying about Africa over 50 years ago.) Nor does he acknowledge that a survey of the history of economic development across the globe leads to the conclusion that Africa is merely experiencing the same growing pains experienced hitherto by Europe and the United States.

Being the adopted paleface son of a late Ghanaian Cabinet minister gives me no special insights, any more than marriage to several Africans provides Wentling with them. However, I do wish he had drawn on his own access to address the cultural aspects of African life, such as an almost total absence of technological experience, often coupled with only a casual grasp of science. The majority of Africans still approach farming with a hoe applied to a few scattered acres that very grudgingly yield a year's staple requirements. Village life is crushingly dull; money exceedingly scarce; personal conflict is rather constant; and people are frequently ill due to a lack of accessible health facilities. All of this inspires a rather fatalistic approach to life — one which Wentling could have usefully portrayed but didn't.

In this situation, villagers feel quite isolated from the supposed benefits which the government supposedly is there to provide. I would therefore pose the following questions: Can a government in the Anglo-Saxon sense of the word arise in Africa? Would it make any sense for it to be placed there? Is the style of government in that part of the world good? The answers are uniformly negative.

I would also note that economic development should occur hand in glove with political development,

whether in Africa or elsewhere. In choosing lawmakers, voters should have an authentic choice among individuals and policies — something which recently has been non-existent in countries like Zimbabwe, for example. There should ideally be a genuinely free press, substantial accountability on the part of leaders, and human rights — especially gender equality — as well as an openness to new ideas, including those that come from other systems. One would also expect a process of education, perhaps undergirded by Africa's religious institutions, and some meeting of minds regarding perceived needs. Wentling's article doesn't really touch on any of these vital factors.

In addition, my own experience leads me to conclude that African countries seemingly are of two types: one where no ethnic group is dominant (as in Tanzania) or one where one group is dominant, such as in Kenya (the Kikuyu), in Uganda (the Baganda), or in Ethiopia (the Ambaras). In those societies, the dominant group often represses the competing groups or the latter choose to rebel. When these factors are combined and compounded, African governments are forced to deal with a large portion of the population that are ill-suited to participate in the functions of a modern industrial state.

Rather than lamenting what exists in Africa, one should be cognizant of it and use that knowledge to design useful programs that have sustainability. If ways to engender economic activity in Africa are not found, continued instability and worse lie in the future. As pressures increase both internally and externally, regimes that are viewed as exclusively authoritarian can anticipate increasing difficulties in obtaining aid, investment and international participation. The new and better start advocated by Wentling is needed but it must be based on the fundamental



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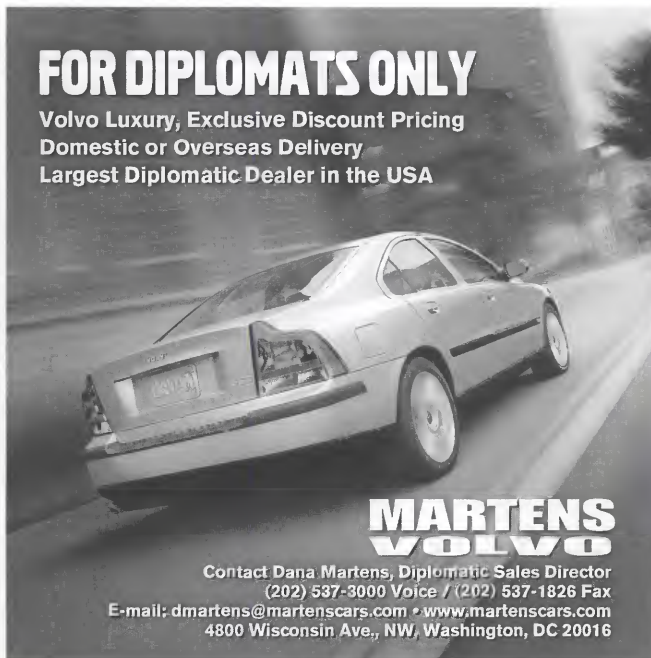
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LETTERS

conditions outlined in this letter. Nothing less will suffice. Only then can peace and stability in Africa be made to prevail and true and lasting economic development occur. And only then will Wentling and others find some of the answers which they are seeking.

Roy A. Harrell, Jr.
FSO, retired
Ozona, Texas

Not the Same Deity

Hume Horan's superb analysis in the February issue, "The U.S. and Islam in the Modern World," stumbles at only one hurdle: the author's suggestion that we "all stop using 'Allah' when we mean 'God,'" because monotheists worship the same God.

Would that this were true. However, Islam specifically rejects the following basic Christian teachings:

- the Trinity: "Say not Trinity" in Surah 4.171; "Certainly they disbelieve who say that Allah is the third of the three" in Surah 5.73.
- the sonship of Christ: "It is not for God to take a son unto him" in Surah 19.35.
- the crucifixion: see Surahs 4.156-159.

Whatever else we may believe about these ideas, we cannot say that an orthodox Christian and an orthodox Muslim are speaking about the same deity.

Michael Mates
FSO
Chij, Romania

Endorsing Bad Policy

Thank you for airing the "War on Drugs" conundrum in your January issue. No amount of statistics on seizure of ever-changing drugs or eradication of coca or poppy fields can hide the essential failure of this misdirected effort. It is in essence a repeat of the Prohibition era's war on alcohol, with its history of lawlessness, viola-

tion of individual liberties, police and political corruption, the breeding of a self-perpetuating bureaucracy and ultimate failure, despite countless gallons of bootlegged booze smashed by the revenuers.

Almost 25 years ago, during an inspection of Embassy Bogota, our then-ambassador listed as his primary concern the drug problem and its growing impact on Colombian society at all levels. Now, a quarter-century of "drug wars" later, those fears are full-blown reality. The basic problem: American demand and the immense profitability of the drug trade made possible by policies of zero tolerance and indiscriminate criminalization.

Even FSOs are not immune to enthusiastic endorsement of flawed policies. In this particular case, an op-ed piece in the *Washington Post* by one of our own in February saw so much benefit in our Latin American anti-drug efforts from his previous perch in Peru as to exhibit a remarkable tolerance of the occasional death of innocents — or, in our desensitizing current usage, "collateral damage" (as in the Peruvian downing of a missionary aircraft last year).

In a yet more recent contribution to the *Post*, this same gentleman, while proclaiming the obvious point that we need shed "No Tears for Terrorists," again could find no compassion whatever for the parents caught up in the follies of their children, specifically the "terrorists" John Walker Lindh and Lori Berenson. May I suggest that perhaps our annual Foreign Service award ceremony should add one more category: the "Breckenridge Long Award for Moral Obtuseness in Foreign Affairs."

Gunther K. Rosinus
FSO, retired
Potomac, Md.

Demand Leads Supply

My congratulations on the article by Peter Reuter, "The Limits of Drug Control," in the January issue. The question we should be addressing is not legalization, but how to find the most effective strategy for dealing with our drug problem. It is clear that, after 40 years, we need to objectively assess the effectiveness of our current strategy and determine why the results have not met our expectations.

As Reuter spells out, our national strategy focuses primarily on supply reduction when the evidence points to our demand for drugs as the cause for its persistence. U.S. action programs, including international projects, have been and remain devoted principally to the reduction of supply, especially from sources outside the country. We have tried to eradicate production, interdict the flow and round up traffickers. Unfortunately, there hasn't been a substantial downturn in supply. Indeed, we have witnessed ever greater domestic production, both in marijuana fields and methamphetamine and amphetamine laboratories.

Why? Because the profits generated by the demand warrant the risks. The record demonstrates that, as long as the market in this country produces huge profits, someone will keep the supply rolling in. Demand remains strong and widespread in our urban, suburban and rural life.

U.S. strategy statements consistently call for measures to reduce demand, but the record shows that almost all the resources and attention go to programs to curtail supply. Nancy Reagan's call in the 1980s for a comprehensive attack on demand largely fell on deaf ears.

The record shows that there is enough experience at home and abroad with demand reduction efforts to offer promise for success over time, at the community and national level. This experience ranges from commu-

nity programs for teens, alternative sentencing for users under drug courts instead of automatic imprisonment, school awareness programs drawing on the Swedish experience, increased and more intensive community treatment facilities, and rehabilitation programs. Unfortunately, most programs are underfunded and community-specific. Expanding them and linking them to anti-smoking and -drinking efforts need to be explored.

Giving priority to demand reduction does not imply dismantling supply reduction efforts. Prudent efforts to discourage domestic and foreign production and curtail supply are important dimensions to demand reduction. But they should be part of a comprehensive effort. The goal should be the progressive drying-up of the marketplace through sustained public awareness, treatment and prevention efforts at the local, regional, and national level. We must work in the real world.

Refocusing our national drug strategy is made all the more urgent by the possible linkages between drug trafficking cartels and terrorist organizations. As early as the late 1980s, INTERPOL and other agencies reported concerns that drug funds from Colombian and other drug traffickers were provided to terrorist groups in Latin America, Europe, the Middle East and Asia. The human tragedy wreaked by drugs is compounded by the resources, which the illicit drug trade may be channeling to terrorists.

Irving G. Tragen
FSO, retired
Former Advisor on Drug Trafficking to the Secretary General of the OAS, and Executive Secretary of the Inter-American Drug Abuse Control Commission
Hanford, Calif. ■



CYBERNOTES

50 Years Ago

We now realize the need for the closest integration of politics and military strategy at all command levels to a point where even tactical problems can be decided in a manner which will best serve American objectives. This will require a corps of thoroughly trained and oriented Department of State representatives working in closest harmony with our military establishment.

— *Amb. Robert D. Murphy*, in *"The Soldier and The Diplomat,"* FSJ, May 1952.

The Grit and the Glamour

Romance and romanticism add prime-time appeal to the Foreign Service in "The American Embassy," which began a six-week run on Mar. 11 (but was not picked up for the fall, Fox announced as the *Journal* went to press) in the "Ally McBeal" time slot on Fox. The show revolves around the work and personal life of vice consul Emma Brody, a first-tour junior officer in the U.S. embassy in London. Produced by one of the developers of the "The West Wing," the serial is a kind of modern-day Jane Austen saga in a diplomatic service setting.

Originally named after the title character and intended to be a light "dramedy," the pilot was filmed a year ago and has the flirtations and giddiness that are Fox trademarks. Post-Sept. 11, the show was renamed and refocused to include grittier topics like terrorism and racial profiling.

Arija Bareikis is charming as Emma Brody, classier and less sassy than Bridget Jones and not as neurotic as Ally McBeal. Deputy Chief of Mission Janet Westerman (played by Helen Carey) is perhaps the most realistic character; she adds a dignity and believability to the cast of feather-boa-wearing neighbors, quick-talking football-throwing tough guys, and eccentric travelers of the first episodes.

A bevy of lords, secret agents and exes all contest for Emma's heart; but through the muddle of her personal life, Emma tackles her consular work with enthusiasm and creativity. As one former vice consul in London said, "Emma's affection for a kidnapped 12-year-old, and her ambivalence about an Algerian's visa application, brought back intense emotions that I myself have felt on the job."

After the initial whirlwind romances, "The American Embassy" seemed to be settling down to show the Foreign Service as an exciting lifestyle filled with well-meaning people — unsung and unwilling heroes — who use diplomacy to try and make a difference every day. The third episode's candid portrayal of conflicts between State and the law enforcement/intelligence agencies at post, and the DCM's demonstrated mastery of both statecraft and spycraft in investigating a mosque's possible involvement in terrorism, make the Foreign Service look extremely good. This is a definite improvement from the usual depictions of diplomats as prigs and bumblers.

Despite the series' short run, the diplomatic corps can only benefit from the positive public buzz this series has created for the Foreign Service. (The Fox Web site even provides a link to State's home page for those interested in joining the Foreign Service.) The sentiment among many FSOs is that the dramatic recognition is "long overdue." And, there are certainly enough dramatic stories and quirky characters in the Foreign Service to assure an endless supply of colorful and engaging storylines.

— *Mikkela V. Thompson*

Personal Communication Transformed After Sept. 11

A special report produced by the UCLA Internet Project and released Feb. 7 found that e-mail transformed personal communication in the days following last September's terrorist attacks. More than 100 million Americans, or about 57.1 percent of e-mail users, received or sent messages of



CYBERNOTES

emotional support, messages of concern for others, or questions about victims of the attacks.

"Sept. 11 was the first major national crisis since the beginning of the Internet and e-mail," said Jeffrey Coles, director of the UCLA Center for Communication Policy and founder of the Internet Project. "Tens of millions of Americans shared an emotional connection through e-mail after the attacks — communication that in almost all instances would not have occurred through telephone or letters."

The survey also found that about 23 percent of American Internet users received e-mail messages of support or sympathy from outside the U.S. "We believe that most of this international correspondence represents a whole new kind of communication that probably would not have occurred without e-mail," said Cole.

At the same time, the study showed that most Americans turned to television, not the Internet, for their news and information about the terrorist attacks.

The UCLA Internet Project produces an annual comprehensive study of the impact of the Internet on users and non-users. The third in the series, which will continue to examine the issues emerging out of the Sept. 11 attacks, will be released in the fall.

Following the Florin, Checking the Quetzal

Following the movements of the local currency against your own is one of the fixtures of the expatriate's daily routine. With globalization, the market for this information has exploded, and the Internet has kept up with the demand, spawning a gaggle of online currency

converters. So whether you're an international investor, a career globetrotter, or planning a vacation, or simply trying to figure out what to do during your overnight layover in Quito, the following sites are worth a bookmark.

www.xe.com/ucc/

XE.com, the Universal Currency Converter™

Sure the Argentine peso's been sliding against the dollar, but how's it holding out against the Jordanian dinar and the Romanian lei? For the arithmetic-averse, this site is a godsend, allowing quick conversion of major currency values at up-to-the minute market prices. The site is free, so it costs the same no matter what you're paying with.

www.oanda.com

Oanda.com

For the macroeconomically-inclined, Oanda.com offers a more satisfying source of information on the ebbs and flows of international money markets. Here you can do everything from checking the Economist's Big Mac Index of purchasing-power parity to playing an online currency trading game. Less practical than XE.com as a straightforward converter, perhaps, but chock-full of indicators, analysis, and real-time stats.

The site also offers a large collection of images of the world's notes and coins, allowing you to have a look at everything from the Albanian lek to the Zimbabwean dollar (www.oanda.com/products/fgallery). If you're sentimental, however, be forewarned: the site includes striking images of all the former European currencies that have now been replaced by the euro.

Farewell, sweet escudo, we hardly knew ye. ■

A little civility is what Afghanistan needs.

If I had guns, people would hate me. Who wants guns?

— Hamid Karzai,
Afghanistan's interim leader, March 26, 2002, in NYTimes.com

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SPEAKING OUT

Do Family Member Associates Matter?

BY REBECCA C. PARK

You've heard of the "Foreign Service National of the Year" award, mentoring for junior officers, maybe even the annual conference for office management specialists. But have you ever heard of special counseling or recognition for family member employees at post? I haven't, and I'm now in my fourth family member job overseas.

I appreciate how bewildering it is for junior officers to enter the strange workplace that is the State Department today, and I'm all in favor of efforts to help them acclimate. But as I watch management shepherd the JOs along, I think about how much more bewildering State is for family member associates, who get no orientation program of their own and who are now no longer even eligible to attend their spouses' A-100 classes. Even for veteran family member employees, the learning curve remains steep; every job is out-of-cone, and building on a base of expertise is a rare, lucky happenstance.

Over my husband's 14-year career, I've been everything from an FS-04 economic research analyst to an 09 administrative assistant. I've been an 07 systems manager and an 06 human resources specialist. I've worked on "SecState" and presidential visits at every post and lived through the same department crises as the rest of the workforce: the 1995 government shut-down, Y2K, and the Sept. 11 terrorist attacks. I've

*The term "PIT"
— part-time,
intermittent,
temporary —
accurately reflects
State's fundamental
disregard for family
member employees.*

interpreted for senators and watched paint dry. I've spent hours at a stretch on airport tarmacs guarding cleared equipment, and I've worked late into the night finalizing guest lists for state dinners. I've inventoried representational china and revived failed computer systems. In fact, I'm so good at blending in that many people are surprised when I tell them that I am "merely" a family member appointment.

Second-Class Citizenship

There is a lot of talk these days about changing State Department culture and improving employment opportunities for spouses overseas. Looking at FMAs as an essential component of the workforce, and a constituency worth cultivating in its own right, would be a step in the right direction on both counts.

I remember the first time I

heard the term "PIT" — part-time, intermittent, temporary — and thinking, "How could the department come up with such an ugly acronym?! What does that say about their regard for these employees?" Unfortunately, my experiences over my 14-year non-career have only reinforced the perception that the term accurately reflects State's fundamental disregard for us:

- One of my bosses once summoned everyone to his office to confer a group meritorious honor award for assistance with a presidential visit. Midway through reading the citation, he noted that, although I had worked alongside the rest of the staff, my name could not be listed on the certificate because I was a mere personal services contractor.

- As an FMA/PIT, I am not automatically entitled to the two steps normally awarded when a direct hire employee moves to a higher grade. Although I eventually got the two steps when I went from FS-08 to 07 and from 07 to 06, it was not because of any protection in the regulations but rather because I qualified for a "previous highest rate" based on my salary as an 04 economic research analyst in Moscow.

- But the most extreme form of FMA ostracism I've encountered was in a human resources class at FSI. One day our class of about 20 FSNs and American direct hires

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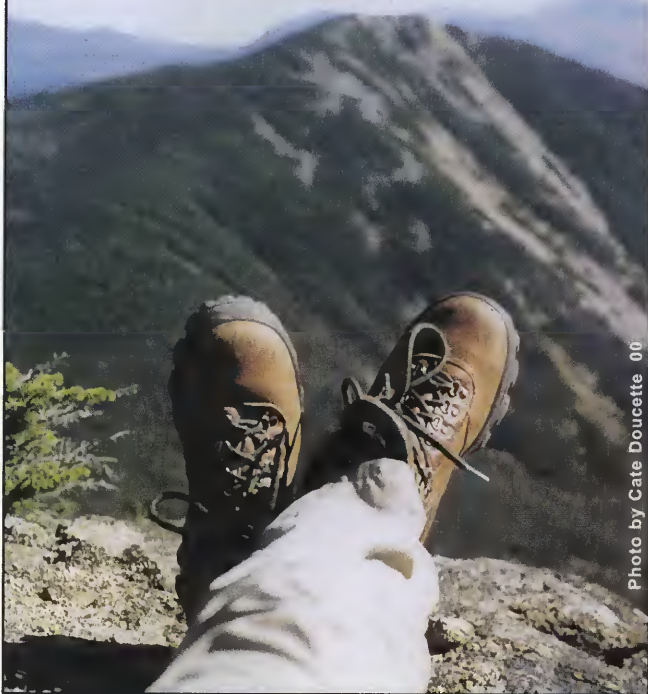


Photo by Cate Doucette '00



was split into two groups. The FSNs were given a classroom assignment while the Americans were invited to Main State to observe a paneling session. Imagine my dismay when told I would not be permitted to attend the paneling session! I was the lone American singled out for this exclusion — and no one tried to conceal the fact that it was due to my being an FMA. Never mind that I'd held a top security clearance for years and drafted many a classified cable: my "FMA-ness" evidently cast doubt on my loyalty and discretion.

Meanwhile, down in the trenches, management wants the visas adjudicated, the warehouse managed, the computer systems maintained, and, in my case, the Human Resources Office run. They're happy to have us perform all the work that was eliminated — on paper — back in the era of Do More With Less. The work still needs doing, but there simply aren't the permanent direct-hire positions to do it. However, thanks to a small army of FMAs, the work is getting done. And we're not exactly stealing the glam jobs either. We're doing what most direct hires prefer not to do: hauling classified pouches, delivering furniture and escorting repair personnel in controlled-access areas.

Fair Treatment

Yet not only are we FMAs doing what direct hires do, but we earn a lot less for it. Take my current family-member position in Human Resources. I started the job as an FS-08 (and without any of the differentials that a direct-hire employee gets) because, despite seven years of FMA experience overseas, I was told I brought "nothing" to the position. Being hired as an OS

If the department can't offer training up front, it should at least stop financially penalizing family member employees who are brave enough to throw themselves directly into jobs without formal training.

did not alter the expectations placed on me to work at the full-performance-level grade of 06, but my salary was kept at the 08 and 07 levels pending completion of formal training.

Following 18 months of work, and formal training at FSI, I have gradually worked my way up from the rank of 08 to a "full-performance" 06. Meanwhile, without any change in responsibilities, the job has been made a direct-hire position, which will likely be graded FS-03. So next summer, not only will a direct-hire officer walk into a higher position, but he or she will immediately start collecting a 15-percent hardship differential. The work will not have gotten harder, but the pay will certainly have improved!

Not only should the principle of equal pay for equal work be introduced, but benefits need to be beefed up as well. Take the Thrift Savings Program. A few years ago, FMAs were given the right to contribute to their TSP. But that benefit turns out to be of dubious util-

ity. Even I, the longest-serving FMA at my post, cannot meet the three-year vesting requirement to retain the automatic agency contributions to my retirement account — even if I started my job as early as I could and worked until the last possible day. Unless I am able to find another FMA position at my husband's next or subsequent post, I will not recover these lost U.S. government contributions to my TSP, through no fault of my own.

Or consider training. When FMAs are fortunate enough to get any formal instruction, it often comes piecemeal and well into the job. If the department can't offer training up front, it should at least stop financially penalizing family member employees who are brave enough to throw themselves directly into jobs without formal training. In particular, language incentive pay should be given to family members who have demonstrated linguistic proficiency in the workplace. Why shouldn't FMA visa interviewers get the same compensation as FS personnel for using a hard language? Those skills weren't any easier for us to acquire and are as valuable as those offered by our fellow consular officers.

And What About AFSA?

The AFSA take on FMAs seems to be that we're poaching on direct-hire positions, trying to get into the Foreign Service through the back door. This attitude doesn't make sense in light of AFSA's professed concern about the strain on direct hires caused by severe understaffing. Surely FMAs should be thanked for stepping into the breach!

It is true that AFSA recently proposed that married, direct-hire Americans assigned overseas be given an extra five percent of their

SPEAKING OUT



salaries if their spouses cannot find work. But the trouble is that this is a remedy for direct hires that does nothing for FMAs. It may even encourage family members to stay away from embassy work.

How about this novel idea, instead? Why not give the spouses who take FMA positions the same differential and incentive payments as their direct-hire sponsors? After all, is a spouse working full-time in the mission any less affected by hardship conditions than the sponsoring husband or wife? The current policy of depriving FMAs of differential and incentive pay only increases our sense of alienation.

The department needs to understand that family members make choices, and it should value those who opt to join the embassy work-

place. When I send my two girls off to school each day, I question my own choice to take an embassy job. Would I be doing more good by staying home and making myself available to my daughters as they return from school, supervising their homework and escorting them to after-school activities?

Until FMAs are seen as a class of employees — a distinct AFSA constituency — entitled to protections and incentives similar to those offered to other employee groups, many family members will hesitate to take jobs requiring American citizenship and security clearances. At my post, we have been struggling for months to recruit a Community Liaison Coordinator — one of the highest-graded positions that requires no formal train-

ing. And if it's that hard to fill a CLO position, what about less interesting FMA jobs?

I realize that some of my proposals would require new legislation. But with signs of renewed appreciation in Washington for the federal workforce — and U.S. diplomats in particular — why not begin setting that process in motion now? As the department wages its "War for Talent," I submit it is overlooking talent in its own midst. ■

During her 14 years as a family member associate, Rebecca C. Park, spouse of FSO Laurence E. Tobey, has lived in Krakow, Moscow, Halifax and Washington. She is currently a human resources specialist in Sofia.

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THE "BICYCLE BUILT FOR TWO" CELEBRATED IN SONG IS A GOOD IMAGE NOT ONLY FOR TANDEM COUPLES BUT FOR JUST ABOUT ANY COOPERATIVE RELATIONSHIP AROUND.

BY TATIANA C. GFOELLER AND MICHAEL GFOELLER

P

ople often ask us: How does it feel, being two diplomats married to each other (since 1984, a month before entering the same A-100 class) and sharing full-time a home, an office and even a classroom for 18 years? After all, not only have most of our postings been joint assignments, but last year, we team-taught (tandem-taught) a graduate seminar at Georgetown University's School of Foreign Service, which we developed from shared personal experiences in pursuing U.S. national interests in Central Asia and the Caucasus. And we've co-written a book on the same subject, *United by the Caspian*, which we had researched together, in addition to co-authoring numerous articles.

When we entered the same Foreign Service class in 1984 after both getting master's degrees from Georgetown University in 1983 (Tatiana got her B.S. there, too), we were told that we had joined the ranks of tandem couples in the

State Department. Though at first the term surprised us, we grew to understand that it was an apt analogy. It comes from the "bicycle built for two" celebrated in song, which harnesses the energy of two individuals toward a common goal: getting as efficiently and rapidly as possible to the destination. One cyclist steers while the other brings powerful rear power; when one's energy flags, the other compensates. We believe this is a good image not just for married diplomats, professors or authors, but just about any cooperative relationship around.

Of course, "tandemness" has plenty of challenges as well as rewards. We will never forget driving home one fall evening in 1984, after an A-100 class session on families in the Foreign Service. A senior statesman had warned us bluntly: "After a couple of tours at most, you can forget about ever serving together. The system just can't bend over backwards for you." We were dismayed. Had we both really made the wrong career choice? In the old days, only women had to choose between career and family. Would both of us have to now? But we refused to accept this limited view of our prospects and fortunately, we discovered that "the system" is indeed humane and flexible. As our story proves, it will go a long way in accommodating both families and the needs of the Service. We believe this is something the Foreign Service can be justly proud of.

There was plenty of other advice, too, both helpful and not. For example, early in our careers, one senior officer told us that while being part of a tandem was just fine, "It's really time you decided which one of your careers will dominate and which one of you will be the more supportive spouse. It prevents a lot of heartache and misunderstandings later on if you just agree to it now, before either of you has invested too much." We have no doubt that this advice was kindly meant and could be useful in a number

FSOs since 1984, Tatiana and Michael Gfoeller have served in Warsaw, Riyadh, Manama, Moscow (twice), Brussels, Ashgabat, Chisinau, St. Petersburg, Yerevan and Washington. Tatiana is currently the director of multilateral affairs in the Bureau of Democracy, Human Rights and Labor, while Michael is the deputy director of the Office of Regional Security Arms Transfers in the Bureau of Political-Military Affairs. They are also co-authors of United by the Caspian (2001, Georgetown University Press) and have co-written numerous articles.

of cases. But it was not so for us. We are both in this to be the best we can be. So we learned that just as each individual is different, so is each tandem couple, and each has to work out joint career patterns best for it.

Still, after 18 years of leading this challenging and multifaceted life (and remaining just as enthusiastic about it as back in 1984), we believe we too have acquired some wisdom which we could share. Maybe we would not go so far as to call it advice — just "The Gfoellers' Four Hints for Tandem Couples."

1. Volunteer for Tough Assignments

We do not mean by this that members of tandem couples should never aspire to be assigned to non-differential posts. (See Hint #2.) As we've mentioned, the personnel system tries very hard to give members of tandems a variety of opportunities, which are good for both their careers and their families. But it is obvious that if two officers bid on the same hard-to-staff post, they will have a better chance of getting it than if both their bids are 1 out of 40.

We followed this policy during our first three assignments. To prepare for Warsaw, we both learned Polish at the 4+/4+ level in six months. Those were the grim days of Gen. Wojciech Jaruzelski's rule, when Solidarity was underground and hope of a free Poland some day appeared terribly optimistic, if not outright naïve. But it was an honor to mingle with the likes of Lech Walesa and we never regretted our choice.

Riyadh posed a different sort of challenge. While the material aspects of life there were superb, it took some effort to adjust to a culture with considerably different standards from those of the West, particularly regarding the public role of women and religion. Tatiana tackled this dichotomy head on by researching the creative ways in which Saudi women do pursue careers and actively contribute to their society, while Michael used his 4/4 Arabic to get to know the more influential religious leaders in the country. So this sometimes underbid post turned out to be another excellent opportunity for us.

So did Moscow in 1988, which was then actively recruiting tandem couples out of security considerations. While working conditions were difficult (the old embassy offices have now been replaced with superb new facilities) and Americans were still perceived by many Soviets as "the enemy," nothing could ever compare with the exhilaration of being present at the emergence of 15 free nations out of the redoubtable USSR. Subsequent evalu-

ations of him aside, Boris Yeltsin was a genuinely popular hero when we had the privilege of working with him, and only such a tough assignment could have given us the chance.

2. Bid on Posts Where There Are Several U.S. Missions

Brussels has been called a "tandem mecca," and justly so. With three large U.S. missions (the U.S. Embassy to Belgium, the U.S. Mission to the European Union and the U.S. Mission to NATO), as well as a fourth assignment opportunity (U.S. Foreign Service slots on the NATO International Staff), it is probably unbeatable in this category. We lucked out with Tatiana joining NATO's International Staff, where she served as the Secretary General's adviser on post-Soviet affairs, and Michael doing fascinating economic work at USEU.

But look around for other opportunities, too, particularly for tandems where one member is not from State's Foreign Service. Paris, Geneva, Rome, Vienna and Nairobi are among the posts you should investigate for such possibilities.

3. Be Flexible, Creative and Accommodating

With all the best will in the world, both "the system's" and your own, you still cannot expect everything to always turn out "just so." When it does not, it is as much up to you as to the good men and women of Human Resources to come up with solutions that work for everybody.

This happened to us after the end of our tour in the USSR. After three hardship posts in a row, we were really keen on a post in Western Europe. In addition, we wanted our toddler, Emmanuel, to have the chance to get to know his French family on Tatiana's side. So we tried very hard to get Brussels. But while NATO was a cinch, there were simply no openings at that time in either USEC (later changed to USEU) or the bilateral embassy. So Michael worked out a bridge assignment for himself in a hard-to-fill assignment at the department for a year with the understanding that he would join Tatiana in Brussels later.

Being (even temporarily) a single parent makes life in a foreign country even more challenging than it would otherwise be, particularly when (as in Brussels) you have to use a living quarters allowance to find your own apartment and negotiate your own lease, enroll a child in a foreign kindergarten, organize after-school child care, figure

out transportation routes, etc., all on your own. Of course, it's also no fun living alone back home knowing that you are missing something new of your child's development every day. But there are such things as telephones and airplanes (and e-mail, now) and time passes quickly when you have set yourself a reasonable timetable and goal. And when we were reunited together as a family a year later in Brussels, it had all been worth it.

4. Be Prepared to Take Separate Assignments at Some Point

Still, chances are that no matter how flexible you both are, at some point in your careers, your choice will be to either work in Washington or take separate assignments abroad.

This may be less necessary for those tandem couples where one partner is appreciably more senior than the other. Thanks to the personnel system's commendable flexibility, rating and reviewing patterns can often be arranged to obviate the nepotism problem, allowing couples to serve together even in medium-sized posts. However, another danger lurks in that case: that the "junior" partner will have to take jobs that do not conflict with those of the senior partner, whether or not they do anything for his or her career. At the time, such trade-offs may seem reasonable, precisely because the more junior officer "still has his or her career ahead." However, care should be taken that this not become a persistent pattern, lest the junior partner never get the chance to develop a career comparable to his or her partner's.

Because we had both joined the Service in the same class and had been promoted at a similar rate, that unhappy choice confronted us relatively early on. By the time we were ready to bid on serious management jobs such as deputy chief of mission slots, we realized that: a) we were too junior to obtain a DCM position in a non-differential post such as Brussels, where there are several missions and b) the smaller embassies simply do not have two such senior-level jobs.

Making the best of the situation, we each bid on DCM positions in two relatively small embassies, Ashgabat (for Tatiana) and Chisinau (for Michael). Having enjoyed those management challenges, we followed up those assignments with a DCMship in Yerevan for Michael and a posting as deputy principal officer (as well as acting consul general for half a year) in St. Petersburg for Tatiana.

Choosing separate assignments for your professional

F O C U S

development is not easy and may not be for everyone, especially if children are involved. We were encouraged to do so by a particular set of circumstances. Just as we were preparing to return to the U.S. after a second joint tour in Moscow, some senior-level officers suggested we help forge a new corps of post-Soviet experts by going out as DCMs to some of the new countries of the Former Soviet Union.

These embassies had been open for only a couple of years at most, set up by a group of pioneering FSOs who should always be proud of themselves for the miracles they performed in often unimaginably difficult circumstances. But there obviously remained plenty of administrative challenges to be addressed, not least of which was the need to raise morale. In addition, the host countries themselves had only recently inherited rump diplomatic corps from the USSR and in some cases were only finding out through a process of trial and error how to run their own independent ministries of foreign affairs.

When put in those terms, not only of professional development but indispensable service to the depart-

ment, we felt the old pledge of "worldwide availability" had to take pride of place. So instead of going home to Washington, we ended up with four straight years of separate assignments.

Family Considerations

People often zero in on probably the most important aspect of this: what impact did it have on our child? Not a toddler anymore, Emmanuel made up his own mind about things and was a full-fledged partner in this enterprise. We explained to him from the get-go our reasons for opting for this scenario and impressed on him both the sacrifices and the opportunities he would be sharing with us. His reaction was both spontaneous and sustained. He would miss one of his parents for sure, but he did not want to miss out on this common adventure and common service. By consulting him and empowering him to share his reactions with us every step of the way, we not only made him feel that he was an equal member of our team but — paradoxically — we made this challenge much easier on ourselves. As Tatiana and Emmanuel were boarding the

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Frankfurt-to-Ashgabat flight, she remembers feeling that she was not going there with an additional child-rearing responsibility, but with her best friend, who would see her through thick and thin. And that is exactly how it happened.

Again, telephones and airplanes played an enormous role in the next four years of our lives. There were fiascos, to be sure. For example, once we decided to meet for a mini-vacation in Istanbul (the easiest — albeit fairly round-about — halfway point between Ashgabat and Chisinau) for Michael's birthday. Because of the press of business in both embassies, we each only had a weekend to spare.

On taking off from Chisinau, Michael's plane ran into trouble somewhere over Bulgaria. Denied landing privileges, the plane had to return to Chisinau. By the time Michael finally made it to Istanbul, we had lost a precious day and Michael had a raging fever. But Tatiana still got to visit the Topkapi Palace (alone), and Michael rallied for an excursion to the famous Istanbul Bazaar. And we still had the birthday dinner on schedule.

Mid-course adjustments constantly had to be made in other areas, too. Both of us have always been involved in our child's rearing on an equal basis, and the last thing either of us ever wanted to be was an "absentee parent." So to mitigate the pain of parental separation, we decided that Emmanuel would spend his first year in Ashgabat with Tatiana, then move to Chisinau with Michael. But when the time came for the switch, we realized the flaws in our plan. While both were hardship posts, elementary amenities (such as heat during the harsh winters) were much more problematic in Chisinau, whereas Ashgabat benefitted from a splendid compound (the first built in the former Soviet Union after the collapse of the USSR). Emmanuel had also developed a cadre of friends, was doing well in school, and was thoroughly enjoying the unique opportunities of living in Turkmenistan, such as amateur archeological expeditions and camping in the desert. Wrenching him away from a lifestyle he was enjoying seemed pointlessly cruel. While all Foreign Service children go through this challenge, we realized it was unfair to put him through this twice as often as we ourselves would be switching posts.

So Emmanuel ended up spending two uninterrupted years with Tatiana, then two years straight with Michael in Yerevan. Luckily, we found that his two posts had a lot of continuity. The American school was administered by the same outfit in both countries and his favorite pastimes,

archeology and outdoor activities, were equally available.

Tag-Teaching

Still, after these tours, all three of us were more than ready to go home and live together in the U.S. In doing this, we fulfilled a dream we had cherished ever since joining the Foreign Service: participating in the Virginia and Dean Rusk Fellowship at Georgetown University's Institute for the Study of Diplomacy, instituted by former Secretary of State Dean Rusk in his wife's and his own name. Tandems are particularly encouraged to apply for this year-long teaching and research fellowship, though non-tandems are often also selected.

In the classroom, we put to good use our 18 years of Foreign Service experience, as well as our experiences as a married couple playing to each other's strengths. For example, Tatiana's special area of expertise is Central Asia, while Michael's comparative advantage lies in the Caucasus. Yet both of us have had lengthy stints in Russia, other post-communist countries, and the Middle East. So whenever the subject matter was Central Asia, Tatiana would research and write the lesson and lead the class. Michael would do the same for the Caucasus. But we would each go carefully over the other's material, make suggestions, and not be shy about jumping in with comments and comparisons with other countries during the question and answer period of each class.

Thus we ensured that our students got the feeling of a real seminar, where constructive debate is not just tolerated, but actively encouraged. By the end of the course, we were able to relax a bit, even as our students were going full throttle. We took the same tandem approach to grading. Both of us went over each student's paper and overall performance separately, then we thrashed out a consensus evaluation. We followed the same approach when tandem-writing our book. Initially, we concentrated on our individual strengths, then we turned our attention to improving the overall product and melding it into a seamless whole.

In sum, having a tandem career is great, despite all the challenges, and maybe because of them. As our students were preparing their evaluations of us as teachers, one of them approached us to say this: "I just want you to know that I learned about much more than just Central Asia and the Caucasus in your course. I learned about how a genuine partnership works." We could wish for no better endorsement of our approach. ■

DEATHWATCH



T SERVICE TO ONE'S COUNTRY MAY BE MORAL COMPENSATION FOR BEING AWAY FROM ONE'S FAMILY, BUT THAT KNOWLEDGE DOESN'T ALWAYS HELP IN TIMES OF CRISIS.

By *HERBERT L. TREGER*

he first phone call came the Friday before Easter last year. There was a momentary dead spot when I put the receiver to my ear, the sure sign of an international call. "Dad fell out of bed this morning," my brother said. "He's in Overlook Hospital for observation. We don't think it's anything serious." "Keep me posted," I answered, adding parenthetically, "and if I don't talk to you beforehand, have a happy Easter."

My brother was the sibling who stayed at home to look after our parents while I moved around the world, making 20 transfers in 30 years, first in the Air Force and then with the State Department. He looked after our parents; I sent the checks for support. Dad was 94 and had lived on his own in the family home for five

years after Mom had died. Although, like the rest of my family, he had been annoyed when I extended my Kampala tour, we all marveled at his longevity and I figured he would last forever. Another trip to the hospital for observation was nothing unusual at his age.

On Easter Saturday, I was boating on Lake Victoria when the second call came. "Dad has pneumonia and isn't expected to live through the day," my brother said. "I'm sitting in a boat in the middle of Lake Victoria," I replied. "Everything is closed for a four-day holiday. I can't get out of here until next week. Phone me tonight and let me know what's going on."

My brother's call that night was more promising. "Dad's awake and complaining about the hospital food." That was more in character. After all, I reasoned, he had been in the hospital often enough to be a connoisseur of hospital food, so he was in a good position to judge its quality on this visit. Still, while I was encouraged, I went into the office that night to work on employee evaluation reports and the Mission Program Plan — just in case.

I got my brother's fourth and final phone call of the week in the Sheraton Hotel locker room on Easter Sunday. "Dad died yesterday afternoon," he said quietly. "I'll be home as soon as I can, probably at the end of the week." I promised him. (It was always difficult to explain what an admin officer does for a living and why I couldn't just pick up and leave, so I didn't bother this time.) With a towel wrapped around me, I worked out with him the date for the memorial service, the meetings with the lawyers, the date for probate court, and all the other details we would have to attend to.

Herb Treger, an FSO since 1988, has served in Tunis, Paris, Washington and Kampala. He is currently a Portuguese-language student at FSI with an onward assignment to Maputo.

***My brother was the
sibling who stayed at
home to look after
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I moved around
the world.***

Going Home

Once I had booked a flight back to New York, the rest of the week passed quickly. Colleagues murmured condolences in the halls of the embassy. The ambassador stopped by but somehow we ended up talking about a more pressing concern — how to add anti-retrovirals to the embassy health care plan — rather than what was on both of our minds.

My staff and I met daily to plan the minute-by-minute schedule for the dedication of the new embassy to which the president of Uganda and 800 guests were invited. And there was always the time-sensitive work — EERs and the MPP — to keep my mind off Dad's death.

Kampala is a small town, and both good and bad news travel quickly. When I checked in with British Airways at Entebbe Airport for my homeward flight, the agent said, "We are all so sorry to hear of your loss, Mr. Treger," adding as an aside, "but you are lucky tonight." My boarding pass read "First Class."

Eight hours later, my cell phone rang in the Gatwick Airport transit lounge. It was Sister Catherine, one of the long-suffering Franciscan nuns who lived behind the new embassy and had to endure 15 months of around-the-clock construction noise, dirt and debris. She was checking on delivery of surplus bulletin boards from the vacant Administrative Annex. I assured her they were on the way and asked her to say a Mass for Dad. She promised me that she would and offered her condolences.

My brother had sent a company car to pick me up at Kennedy Airport. On my last trip home, the company driver was Egyptian. Once he learned I was with the State Department, he grilled me all the way home on how his sister in Morocco could get a visa to America. Fortunately, this driver was Peruvian and didn't speak much English, so I was left in peace.

"What exit?" the driver asked. With that, it sank in that I was headed home to New Jersey, where all communities seem to exist in relation to a Turnpike exit. "Exit 11, then take Elmora Avenue to the tracks, and go left. I'll show you the way from there."

F O C U S

I was amazed that after having left New Jersey more than 35 years ago, I could still remember the names of the streets in our county.

Dad's memorial service made me realize how rootless I had become in the Foreign Service. My brother had never moved from town, and apart from a few people from the old neighborhood who still remembered me, all the mourners were his friends. Some gamely tried to make conversation with me after the service. "Where are you living now?" "Uganda," I would reply. If they misunderstood me, their response was "Ghana, what a lovely country." Even if they did know where Uganda was, their reply was either "Is Idi Amin still in power?" or "Whatever happened to Idi Amin, anyway?" I made a quiet exit

***Dad's memorial
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Service.***

as soon as diplomatically possible. One month later, I'm back at post. The family home has a contract for its sale, and I'm filling out my TM-2 as I prepare to leave post for Portuguese training at FSI. The form asks for a home leave address, and for the first time in my 14 years with the department, I don't have one. Dad and the family home had always provided an anchor for my peripatetic existence. And for the first time since those four phone calls, the full impact of his death on my rootless life stuns me with its fury. I know that sometime in the future I'll decide that service to my country is moral compensation for leaving Dad's care to my brother over the years and not being there when he died.

A year later, however, I'm still not sure. ■

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THE COUP: A FAMILY STORY



Edith Bingham

“**I** AS A FAMILY, WE HAVE RARELY SPOKEN ABOUT THOSE HELPLESS DAYS IN LIBERIA, BUT THEY ARE A VITAL PART OF WHO EACH OF US IS TODAY.

BY PAMELA COHELAN BENSON

... In Monrovia, Liberia, I fell in love with a girl in my sixth-grade class. I learned the subtleties of firing an American-made M-16 fully automatic machine gun from a friendly, slightly drunk Liberian soldier. There I also saw a picture of our star Little League batter's father on the front page of the country's only newspaper. The ex-cabinet minister was tied to a post with bullet holes marking his torso...

The words are our son's, taken from an autobiographical statement he wrote as a college entrance requirement. Though he never shared the final draft with us, an early version of his law-school essay also included a reference to his childhood in Africa — specifically, the extent to which he had idealized the power of the American judicial system after having lived through a revolution.

As a family, we have rarely spoken about those helpless April 1980 days in Liberia, when a coup d'état toppled the government of President Tolbert. But we lived through them and, along with other less dramatic memories of our years abroad, they are a vital part of who each of us is today.

My husband David and I had been out late the night before, dining and dancing at a party several miles up the beach. Our children had each spent the night with a special friend and we were to have picked them up at 8:00 a.m. so they could play a softball game with their Little League team. As I showered and dressed, David went to the kitchen to make the coffee. He returned a few minutes later to tell me that our neighbor had come to the back door to say that President Tolbert was dead; there had been a military coup. Our aged security guard had told him not to drive our car out of our compound as soldiers would surely commandeer it. He had seen it happen on his way to work.

Both of us felt the excitement that comes with the unexpected, the unexperienced — not yet fear, only a wordless quickening of the pulse and the beginnings of questions. We turned on the radio. African dance music. Lively, always danceable. No announcements yet. Music, reggae music with uniquely African words of protest. "Who Owns the Land? Papa's Land. Revolution!"

Are You Afraid?

The beginning of fear: where would the anger be directed? The music stopped and a recorded announcement told us in a deadly serious voice that the government had fallen, that the airport was closed ("No one will enter or leave the borders until further notice..."), that the new head of state was Master Sergeant Samuel K. Doe and, finally, that "In the cause of the people, the struggle continues." Then, more music.

We lived with a constant background of noise — the

Pamela Cohelan Benson and her husband David, a former FSO, were Peace Corps Volunteers in the Philippines and India, respectively. Following their marriage in 1965 they lived in Turkey, India, Zambia, Liberia, Kenya and Cote d'Ivoire. Today Ms. Benson teaches at Sidwell Friends School in Washington, D.C.

My mind refused to picture the men with weapons or the weapons themselves.

relentless pounding of treacherous surf and the maddening clatter of rusty air conditioners struggling to keep us cool against the humidity and salt spray. But at some point following the radio announcement, I became aware of the gunfire. I recognized the sound of the weapons — some distant, some close, some automatic. My mind refused to picture the men with the weapons or the weapons themselves. The sound, however, would not be shut out. Fear crept toward terror.

We had remarkably little to say to one another, yet our silence communicated everything. The unspoken questions had no answers. Without a two-way radio or a telephone, we were utterly cut off. We had to believe our children were safe. We agreed that our 12-year-old son was taking events calmly, and was probably more interested in the political and military aspects of the episode. We allowed ourselves a moment of anxiety to acknowledge that our 10-year-old daughter was most certainly frightened and in need of family. Rifle fire was now very close by. Our dog was barking wildly.

Despite the fact that he came from neighboring Guinea and spoke only French, Mohammed, the man who worked for us, communicated no fear. His every movement in the kitchen was confident, deliberate.

"Avez-vous peur? [Are you afraid?]" I asked.

"Moi? Non, madame. [I? No, Madame.]"

From very close by there was a loud explosion of automatic rifle fire. I felt the vibrations in the pit of my stomach and suppressed the urge to vomit. Mohammed closed the louvered window above the kitchen sink.

"What happens next?" I asked David. "Will they come into our house? What shall we do?"

"I don't know. Maybe pack a suitcase..."

What's Important

I welcomed the need to concentrate on packing. I began making choices of what to take and realized how little I cared for any of the things in the house, how unimportant they were. I stuffed the family photo albums in the suitcase and wondered how I would carry the small handmade chest of drawers that held my trinkets. My eyes filled with tears as I remembered my grandfather's death only a few weeks before, far away in Washington, D.C. He had made one of these boxes for each of his

daughters and all of his grandchildren using wood from a walnut tree in my parents' garden.

I pictured his workshop in the basement of the house where I had grown up, his tools hanging above the workbench. I remembered his telling me as we drove past late-August goldenrod on our way to Dulles Airport for our departure that when one of his cousins had married, she had decorated her house with the yellow flowers. The trinket box was a symbol of everything important to me. I would leave everything else behind, but not this box. I would endure any invasion or abuse to keep this box. My children are safe, I told myself.

More gunfire, loud shouting, a dog's crazy barking. A soldier, drunk and armed, had entered our gate. A shot silenced the dog. I pictured him dead and felt nothing.

The soldier wanted food. I knew he wanted pepper soup and rice, but we only had absurd offerings: pumpernickel bread, ham, and chocolate cake. Mohammed carried the food down the back stairs. The soldier ate it and politely returned the empty plate. I told myself that the heavy food would sober him up. As I peered out the back door, the disheveled man lurched to his feet, hoisted an oak swivel chair that he must have taken from an office onto his head, retrieved his heavy rifle and ambled off down the beach.

Was this the beginning? What would the next drunk-en soldier want? I walked down the back stairs and across the sand into the neighbor's house — one of four in the compound where we lived. My neighbor and I were not good friends. She was busy with young children and I was a high school teacher; we had little to say to each other. Yet the brief visit was a welcome distraction for us both. Her small son played quietly with blocks on the carpet. She and I huddled at opposite ends of the sofa. I curled up, my head pulled into my shoulders, closed my eyes and saw myself in a tiny canoe, somehow paddling out through the heavy surf into the safety of the sea, away from where I was.

A Return to Normal?

Two days later our children were delivered to our home under police escort. I unpacked the suitcase, and we cautiously resumed a limited version of our daily routine, within the confines of a dusk-to-dawn curfew.

In the weeks that followed, the ministers of the Tolbert

The trinket box was a symbol of everything important to me.

government were tied to posts planted on the beach and publicly executed. Believing that it was important to let our children express their feelings about the chaos and brutality we were living

through, we raised the subject of the executions. "I know," said our son. "They shot Kauwi's father. Kauwi is our best pitcher. I wonder if he'll still be able to play on our team."

School ended several weeks early that year and dependents were flown to the United States. For the rest of the summer, in a neighborhood of tree-lined streets in Washington, D.C., we winced at the sound of firecrackers and marveled at the predictability and peace of our lives.

For the rest of our years overseas, I left our family albums in storage but my grandfather's box always sat on my dresser, as it does now, holding my treasures: silver bracelets, a tiny rock from the top of Mt. Kilimanjaro, a plastic flower from my sister's wedding cake.

Our children long ago left their childhood in Africa, as well as our nest. Like parents everywhere, my husband and I have watched with interest as their lives unfolded. Following her college graduation, our daughter joined the Peace Corps, as she had said she would since the fourth grade. She was assigned to Nepal and spent two years teaching in a Himalayan village. She married a man who had served as a Peace Corps Volunteer in Romania.

In partial fulfillment of the requirements for her master's degree at George Mason University, she wrote about her life as a "global nomad" and of her own sometimes crippling unresolved grief in a thesis tellingly entitled "A Childhood In-Between." "Global nomads will forever be different from monocultural people," she wrote. "For those of us who are global nomads, learning to understand these differences and to understand what patterns of behavior stem from the benefits and challenges of our lives is critical in learning to relate to others with depth and authenticity." She and her husband departed in June 2001 to live and work in Ukraine.

Our son Colin, husband, parent, and cancer survivor, works as a public defender in one of Oregon's poorest counties. If you ask him why he went to law school, he will tell you that after having worked for two years on a landscaping crew, he wanted an indoor job. But when you go back and read his early introspective writing, you'll perhaps agree that he's given you the short answer. ■

COMING HOME



Edith Bingham

I AS A CHILD, SHE LIVED ALL OVER THE WORLD — UNTIL HER FATHER'S DEATH. YEARS LATER, ON A TRIP BACK TO WASHINGTON, SHE FINALLY UNDERSTOOD WHAT IT MEANS TO BELONG.

BY MARGARET CHENEY

I was a Foreign Service child. I grew up following my father around the world. My family moved from continent to continent, stopping for three or four years in each post: Malaysia, Holland, Nicaragua, India, Peru. After every two posts, the State Department would recall us to Washington for a spell at home.

That life changed utterly on Sept. 13, 1976. During a heavy rainstorm, a Piper Navajo disappeared in the mountainous jungle outside Manila. The small plane carried two Philippine pilots and six diplomats: one German, two Japanese, and three Americans. They were returning from Naga City, where they had visited an internationally-funded irrigation project. My father, Edward Cheney, the economic counselor at the American embassy in the Philippines, was among them.

F O C U S

I was living near San Francisco, where I had a job as a reporter my first year out of college. It was 5 in the morning when the phone rang. My mother was on the line half a world away. "Dad flew to southern Luzon this morning," she said. "But now his plane is missing. He hasn't come home."

She spoke calmly and slowly, but she was always most composed in times of crisis. She had no answers to my frightened questions. "Just get here as soon as you can," she said. "I need you here."

At first, waves of grief alternated with glimmers of hope. My father's plane was missing — it might have crashed or been hijacked. He might be dead. But as long as it was missing, he might still be alive — it was just like my father to go off on some risky mission and show up fine a few days later.

I caught the next plane to Manila. A massive ground-and-air search was under way, its command center the comfortable modern residence of U.S. Ambassador William Sullivan. Here my mother and I stayed for the next week and a half. Overhead we could hear helicopters and other military aircraft flying low over the city, one after another, as they headed out to scour the mountains, often returning after a few hours because of fierce winds and heavy rain.

More than 3,000 Philippine soldiers and jungle rangers took part in the hunt, supported by U.S. Air Force and Navy pilots from Clark Air Base and Subic Bay. Every day, thousands of soldiers combed the steep terrain outside Manila, hacking their way through the forests. Every night, I dreamed that my father walked back through the door — sometimes unscathed, sometimes wounded, but always home. Every morning we sat down to breakfast with the Sullivans to read the latest headlines. Then the daily noise of the helicopters would begin again, like the soundtrack from "Apocalypse Now."

For two weeks the story was front-page news in the Manila newspapers. The headlines mirrored my own swings between hope and despair.

• Sept. 15, 1976: BAD WEATHER HAMPERS SEARCH.

Margaret Cheney was an editor at The Washingtonian magazine from 1978 to 1989. Her most recent publication is a history of Norwich, Vermont, where she now lives with her husband and three children. This article is reprinted with permission from the December 2001 Washingtonian.

• Sept. 17: SOS BEEPS BUOY HOPES FOR SURVIVORS.

• Sept. 18: PRESIDENT MARCOS ORDERS 2,000 MORE TROOPS IN SEARCH FOR MISSING DIPLOMATS.

• Sept. 20: SEARCH TEAMS FIND NO TRACE OF PLANE.

• Sept. 21: DISTRESS BEEPS HEARD ANEW.

One afternoon a search plane iced up over the mountains and almost crashed. The rescuers were clearly at risk themselves. Given the growing unlikelihood of finding anyone in the almost-impenetrable jungle, Amb. Sullivan warned us that they might soon give up the search.

Then, on the 11th day, the crew of a U.S. Air Force helicopter spotted the tip of a wing near the top of Mount Palago. Twenty minutes later, a paramedic was lowered through the canopy of trees to the crash site. He found the pieces of a twin-engine plane, its wings sheared off. There were no survivors.

A few days later, my father was flown back to Washington for the last time, to be buried in a military cemetery next to the two Americans who had died with him. He was 49 years old.

Back to Washington

With my father gone, our family was suddenly without a home, a group of displaced Americans with few roots in the United States and no State Department directive this time on where to go next. We vacated our Manila house in three days.

After the funeral at the National Cathedral, my mother took an apartment in Washington so my youngest brother could finish his year at St. Albans School, where he had been a boarder. I eventually settled in the city before moving on again 12 years later.

Then last year, out of the blue, the State Department called me home again. The letter bore the familiar eagle seal — stationery I'd seen so many times on my father's desk — but this time it was in my mailbox in Vermont.

It was an invitation to a ceremony at the State Department. The occasion was the inscription of my father's name on a plaque at the C Street entrance. I learned that on Sept. 10, 2001, Secretary of State Colin Powell would unveil the names of 10 men and women who had "lost their lives in the line of duty while serving overseas." There would be a color guard and a wreath-laying. The names would join those of 186 colleagues who

had fallen since the United States first engaged in diplomatic activity.

On Sept. 10, the auditorium in the State Department was packed with people from the Foreign Service, the U.S. Agency for International Development, and others who had come to hear Powell speak. It was Foreign Affairs Day.

"Welcome back to the family,"

Powell said. As he spoke, I imagined that many of the people in the auditorium had put their own lives in danger overseas and that each of them frequently passed the plaques at the entrance to the State Department. I remembered my father showing them to me when I was nine or 10 years old and how fascinated I'd been by the stories hidden in the lists of names.

The first name, on the west side of the cavernous lobby, is that of the consul general to France who set sail for Paris in 1780 and was never heard from again. Other names follow, along with the place, date, and cause of death: Exposure. Yellow fever. Murdered. Lost at sea. Cholera. Earthquake. Volcanic eruption. Drowned while saving a life. Malaria. Shot by sniper. The most common cause of death: tropical disease.

The pattern changes as the roll call continues onto the second plaque, into the modern era. This one was erected on the east side of the lobby in 1972 "in honor of those Americans who have lost their lives abroad under heroic or other inspirational circumstances while serving the country." No longer is the cause of death listed, though it can be surmised—especially as the names appear not just singly, but more and more in groups. A long string of names is paired with the simple words VIETNAM 1968. Thirteen names stack up with the embassy bombing in BEIRUT 1983. Four more appear next to SAN SALVADOR 1985. There are more single names, more small groups. And then the most recent victims of embassy terrorism: eight names in a row, KENYA 1998.

This second plaque reflects the dangers of life in the modern Foreign Service. After World War II, disease was no longer considered sufficient reason for inclusion on the plaque, and violence directed against Americans became increasingly common as the cause of death. There are 81 names on the west plaque and 115, including my father's, on the east plaque, for a total of 196.

***My mother spoke
calmly and slowly,
but she was always
most composed in
times of crisis.***

A Life of Public Service

My father was typical of many new Foreign Service officers in 1952. He had grown up in a small town: Saxtons River, Vermont. He had been a soldier briefly in World War II and attended Harvard on the GI Bill. He wanted the adventure of the larger world, but he also wanted the security and benefits the government could give him. He shared the

sense of purpose, the postwar idealism, of other young men and women in the State Department and the CIA who set out in the early 1950s to help shape America's destiny overseas.

I grew up with little sense of myself as an American but a sharp awareness of my family as a unit. We moved through the world like numbers on a roulette wheel, wherever the State Department spun us. We adapted. My first word was Chinese, learned from my amah in Penang. My parents always enrolled us in local schools, so I spoke Dutch in first grade and Spanish in seventh, when I sang the Nicaraguan national anthem every morning at assembly. While Americans watched the moon landing on TV in 1969, I sat in a packed classroom in Bombay listening to Neil Armstrong's words over a crackling radio.

Washington was the thread that tied these posts together. It was the Foreign Service's way of making sure we didn't forget where we came from. Three years in Washington, living in a brick rental in Northwest D.C., was enough to remind us: Washington was our hometown. It was our cultural touchstone, the place where we children learned the national character, American slang, the sequence of seasons and national holidays.

If Christmas in Bombay was just another hot day in December, my sister, my brothers, and I could at least remember the Santa displays at Woodies, decorated yards on 32nd Street, the rare snowfall that brought traffic to a stall. Spring in Nicaragua brought the wind and the dust, but we knew it also brought opening day for the Orioles.

Washington was an orderly place, where the streets had names and numbers and we could ride our bikes to school, but the foreign world we lived in was not so safe. By the time I was 11 and living in Nicaragua—a country with a long history of political disorder—I had begun to accept those risks as a part of life.

Our house in Managua had no address. Locals gave directions by the number of blocks from accepted land-

F O C U S

marks: "From la Casa del Obrero, 13 blocks toward the mountain, half a block toward the lake..." Coral snakes and tarantulas ventured into our house, so we learned to check the floor before getting out of bed.

A family trip to the beach, on the other side of the low mountains between Managua and the Pacific Ocean, risked ambush by bandits. Volcanoes — some active, others dead — dotted the landscape. Earthquakes occurred with unnerving frequency, though none was as bad as the disastrous quake that would level the city in 1972.

On the playground of the convent school I attended, classmates whose affluent families opposed the 30-year-old Somoza dynasty told tales of reprisals — ranging from harassment to murder — against their fathers and uncles.

I recently found a 1967 letter my father wrote to his mother in Vermont. It described a bloody riot in downtown Managua. On Sunday, Jan. 29, 1967, a noisy crowd had gathered at a rally for Anastasio Somoza's presidential opponent, Fernando Agüero. Speakers railed against the corrupt and repressive regime and demanded fair elec-

tions. A scuffle broke out. An Aguerista shot and killed a lieutenant. Soldiers started shooting into the crowd and bayoneting men and women.

"During the unequal battle with the National Guard," my father wrote, "Agüero and his principal chieftains (along with about 30 wild kids armed with machine guns and things, plus about a thousand campesinos) holed up in the Gran Hotel with about 90 American guests as hostages."

It was my father who finally negotiated the release of the American hostages, partly because in his three years in Managua he had built friendships with Agüero, anti-government newspaper editor Pedro Joaquín Chamorro, and other opposition members. Telephone lines had been cut, so at 7 a.m. the Agueristas gave permission for one emissary from the American embassy to cross the lines. That was Ted Cheney. He would go back and forth four times.

"There was still some sniper fire," he wrote, "and we found a pretty desperate crew when we got inside. Although I knew Agüero and the other leaders pretty well,

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I wasn't at all sure about the boys with the guns."

At 7 that evening the Agüero group surrendered, with a short-lived promise of amnesty from Somoza. "It took three more visits," my father wrote, "to effect the release of the hostages and to get the hotel warriors home under safe conduct, but by 7 Monday night everybody had been taken care of and I could go to bed — although, as you can imagine, still so keyed-up I couldn't sleep for a while."

My father concluded his letter in simple words, intended for his mother in rural Vermont. "A massive wave of arrests followed the truce, and many of my friends are in jail ... I am not sure that I am at all fond of my first taste of true Latin violence. The more so because I always thought it would be easy to distinguish the goods from the bads, and I find it isn't so. From my point of view, there is almost an equal mixture of right and wrong on both sides, and I hate to think of people I like on both sides being so bloody-minded about one another."

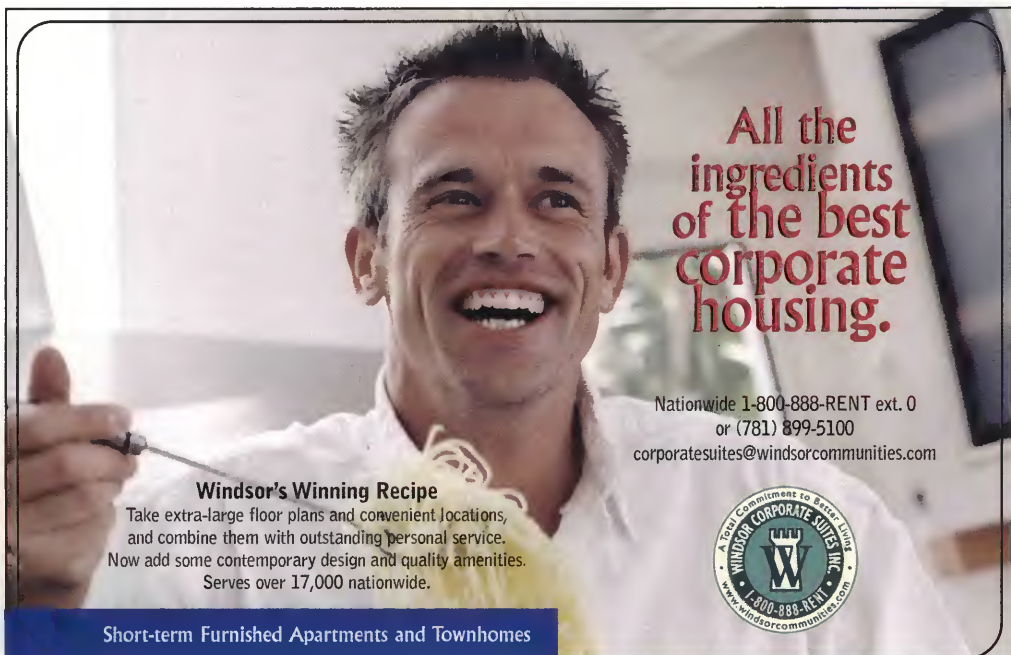
His children experienced that week somewhat differently. All we knew at first was that Dad wasn't coming

home that Sunday night. He appeared on Monday afternoon to shower and shave, then left again. From inside our one-story house a mile away, we could hear the sound of artillery and machine guns and the endless sirens of ambulances rushing the wounded to General Hospital. Later that week, a few of the released American hostages stayed at our house.

My father summed up our reaction, or what he must have hoped it to be: "The children, of course, are much taken up with the drama of the past week ... Not a bad thing to give them some exposure to this at an early age. Sally, too, is getting used to shots, explosions and sirens. It doesn't bother the cats."

Healing the Wounds

For years I felt a lingering resentment toward the State Department. I blamed it for taking my father away from me, for sending him into harm's way. I blamed it more vaguely for its legacy to me, which I came to recognize only as I grew older — the discomfort I feel stay-




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ing in one place for too long, the sense of being an outsider in my own country. But on Sept. 10, 2001, I was able to put the blame aside.

Colin Powell was talking about the State Department as his troops — and more than that, as a large family. “I am especially pleased in seeing you all,” he said, “in that we are reorienting this a little bit and calling it Foreign Affairs Day to embrace the entire family, everyone who has contributed in some way or another to the greatness of this department.”

He went on to remind the bureaucrats that career diplomats were on the front lines: “My operating philosophy is that the embassy is always right and you guys here, especially on the seventh floor, are always wrong. Trust comes from allowing our youngsters, allowing our missions out there to take risks in order to accomplish great purposes.”

When Powell turned to the names to be added to the

memorial plaque and spoke of the commitment of those 10 men and women who had died overseas in the line of duty, I thought how right it was that my father was being remembered in his workplace, not in some cathedral or hilltop cemetery. I knew that diplomats like him would continue to risk their lives and that my father's death had not gone unappreciated by this, his extended family, even 25 years later. He had been one of those who would pay, as Powell was saying at the podium, “the ultimate sacrifice for his country.”

That sacrifice left a wound in my family that may never completely heal. But I took some comfort in seeing his name on my way out of the State Department that morning. There it was, at eye level, in verde marble, where I could touch it: EDWARD R. CHENEY, PHILIPPINES 1976.

I like to think the marble came from his home state of Vermont. ■

One Mission, One Team

I had spent many years in Washington since my father's death in 1976, but I had not been back to the State Department — not until Sept. 10, 2001, when Secretary of State Colin Powell was due to honor my father and nine others who had died in the line of duty while serving overseas. Walking through the C Street doors, I expected to feel out of place among the State Department people who would fill the auditorium that day. I was, after all, only a former dependent — the grown child of a Foreign Service officer whose career was cut short in the mid-1970s. I soon learned how wrong I was.

Once a year, retirees from the Foreign Service and Civil Service return to Main State for a homecoming celebration. This time it was called Foreign Affairs Day, and it took place on Sept. 10, 2001 — on what would turn out to be the last day of normalcy in Washington. The theme was “One Mission, One Team,” and the schedule included a keynote address by Secretary Powell, a wreath-laying at the AFSA memorial plaque, and an afternoon of seminars. For me, the main event was the wreath-laying, a ceremony I'd been invited to attend by AFSA President John Naland.

The letter I received from Naland described the plan for Sept. 10: The ceremony would take place in the Dean Acheson Auditorium, with Secretary Powell presiding over the presentation of the colors by the U.S. Armed Forces Color Guard and the laying of a wreath. The event was to honor 10 men and women newly eligible for inscription on the AFSA plaque at the C Street entrance. The recognition, retroactive to 1972, was the result of a change in the criteria for inclusion on the plaque, which have been broadened to include all those who die in the line of duty overseas. My father, Edward R. Cheney, had been on a mission with five emissaries from the U.S., Japan and Germany when his plane went down in the Philippines. USAID's Garnett A. Zimmerly was also on that plane; he, too, was among the 10 to be remembered on Sept. 10.

In his remarks, Secretary Powell used the theme of the State Department as a family, and of Foreign Affairs Day as a homecoming. “We are a team,” he said. “We are a family. We are knitted up across the generations.” He said he wanted to embrace that entire family — “to show that we care about everyone who has made a contribution to American diplomacy, about everyone who has contributed in some way or another to the greatness of this department.” Powell was referring, literally, to the fact that the day included both active and retired employees. More generally, I felt his message embraced real family members as well: the spouse and children of every employee overseas — “on the first line of offense,” as Powell said, where they take some of the same risks and represent the United States abroad in their own way. AFSA, through its inclusion of these dependents in its ceremony, made it clear that we continue to be appreciated as part of the extended State Department family.

After Powell and USAID Deputy Administrator Janet Ballantyne unveiled a facsimile of the plaque names and a wreath was placed in front of the easel, there was a moment of silence. The color guard marched out. Secretary Powell walked slowly down the row of family members in the front of the auditorium. I was the last he came to. He paused, took my hand, and said, simply, “Thank you.”

— Margaret Cheney

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THE REALITY OF FOREIGN SERVICE SPOUSAL EMPLOYMENT



SPOUSAL EMPLOYMENT IS ONE OF THE TOP CONCERNS FOR TODAY'S FOREIGN SERVICE FAMILIES. HERE'S A LOOK AT THE REAL SITUATION FOR SPOUSES WHO WANT THEIR OWN CAREERS.

By SHAWN DORMAN

A June 1957 State Department publication, "Suggestions for Wives from Other Foreign Service Wives," offered the following advice:

"Being married to a man in the Foreign Service gives you the satisfaction of using your mind and developing your capabilities in working more closely with your husband than would be true in some other occupations. There is a real job for you to do in supporting your husband's effort, and satisfaction in doing so. You can be a great help to your husband in his career, and can live a rich and rewarding life by helping him in serving our country."

The Foreign Service has come pretty far in 45 years for the Foreign Service spouse who wants his or her own career. But has it come far enough?

AFSA NEWS

American Foreign Service Association • May 2002

WELCOMING ALUMNI BACK

Come to Foreign Affairs Day May 10

We hope many of our retiree members will join us for this year's Foreign Affairs Day on May 10 at the State Department and for AFSA's Day on the Hill on May 9. Foreign Affairs Day is an annual homecoming for retired employees of the State Department. Day on the Hill participants will join AFSA officials and staff on a visit to Capitol Hill to attend meetings with congressional representatives and staff. This event provides a unique opportunity for retirees to meet with key legislators and discuss Foreign Service and foreign affairs issues.

Participants in Foreign Affairs Day are

asked to come to the 23rd St. entrance, where guests who are pre-registered will receive name tags and programs. Others will proceed to registration at the Dean Acheson Auditorium, where the plenary session will be held. Registration will begin at 8:00 a.m., and the program will begin at 8:45 a.m. Secretary Powell will address the participants and will unveil the new names on the AFSA Memorial Plaque. Seminars will start following the secretary's address.

For further information, e-mail foreignaffairsday@state.gov or call the event coordinator, Peter Whaley, at (202)

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663-3600. For more information on Day on the Hill, contact AFSA's Marc Goldberg at Goldberg@afsa.org or call him at (202) 338-4045, ext. 506. □

AFSA LAUNCHES PAC

Toward a Strong, Effective Foreign Service

The AFSA Governing Board, after months of study and intense deliberation, has voted to establish a Political Action Committee, AFSA-PAC. The purpose of the PAC, which will enhance AFSA's already significant lobbying efforts on the Hill, is to make the U.S. Foreign Service a more effective agent of U.S. international leadership by helping to elect senators and representatives who support adequate resources for a strong, effective Foreign Service.

We have all heard this refrain, usually in explanation of some damage

done to the Foreign Service: "The Foreign Service just doesn't have a domestic political constituency." Political constituencies are made, not born. People, money and effort must be dedicated to gaining congressional support at the micro level and public support at the macro level.

AFSA has traditionally enjoyed good access to congressional staffers who appreciate AFSA for its role as the "voice of the Foreign Service." AFSA has had success in recent years, largely through the efforts of our Legislative Affairs staff, in securing legislative changes on behalf

of the Foreign Service and in encouraging support for increases in funding for diplomatic readiness.

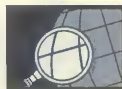
However, AFSA has found it difficult to find opportunities to make the case directly to the busy senators and representatives who ultimately decide legislation. Congressional staffers have often

Continued on page 3



Focus on Elderhostel.
See pages 6-7.

AFSA NEWS BRIEFS

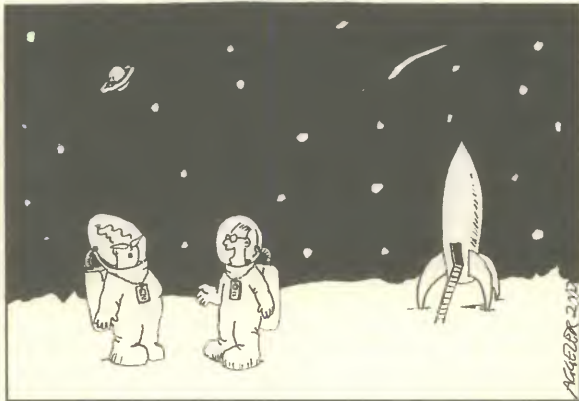


Specialists Can Join USAA

The United Services Automotive Association, known by the acronym USAA, is a company providing insurance, banking and related services to active military personnel and their families. Foreign Service generalists have long been eligible for membership as well. Specialists have been denied insurance and services from USAA because they did not meet membership criteria. During a January meeting with Secretary Powell, AFSA requested that he use his contacts with USAA to make the case for USAA membership for Foreign Service specialists. The secretary agreed that specialists should be given access to USAA services. A phone call from the seventh floor to USAA senior leadership resulted in a change in policy. Department of State specialists who wish to apply for USAA insurance will be able to do so as of the fourth quarter of 2002. Implementation details will be available in the coming months.

Life in the Foreign Service

■ BY BRIAN AGGELER, FOREIGN SERVICE OFFICER & CARTOONIST



"SURE, IT'S A BIT OUT OF THE WAY, BUT AT LEAST WE QUALIFIED FOR THE BUSINESS-CLASS UPGRADE ON THE WAY OUT HERE!"

Positive Pouch News

The department announced in mid-March that the U.S. Postmaster General approved the State Department's request that a private non-government (non-irradiated) zip code be created for employees serving at the 110 pouch-mail posts. This mail will not be sent to Ohio for irradiation. The request for a private zip code, supported by AFSA, had previously been denied by the Postal Service. A breakthrough occurred after a senior State Department official appealed directly to the Postmaster General. AFSA applauds the State Department officials who persevered on this issue in order to "take care of the troops." AFSA will keep members informed on the implementation of this new decision.

AFSA Pushes for Pouch Allowance

Prior to the decision to create a new zip code for pouch posts, AFSA proposed to management a new allowance for employees headed to pouch posts. Mail troubles for AFSA members and other USG employees overseas at pouch posts have not abated. All mail headed to official USG zip codes (including 20521) is still being sent to Ohio for irradiation before being forwarded to its destination, leading to weeks of delay and damaged mail.

In true Foreign Service fashion, employees have shown themselves remarkably patient and innovative in coping with this hardship. However, employees are incurring additional costs for commercial mail services, faxes and international calls. Some employees are using stateside mailing addresses of relatives who forward mail via commercial carriers such as DHL or FedEx.

AFSA believes the department should help employees with the increased financial burden of coping with the mail problem. To this end, AFSA formally proposed to the director general that, beginning with the 2002 summer transfer cycle, the transfer allowance be increased for all employees going to pouch posts. AFSA proposed the allowance for a 3-year posting be \$750 for a single employee and \$1,250 for a family.

AFSA is making a separate request regarding compensation for employees and families already at pouch posts.

Briefs continued on page 4.

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told AFSA staff that AFSA legislative proposals are solid and reasonable, but AFSA lacks a member of Congress at the table during the legislative end-game who can tell colleagues that it is personally important to him or her that it be included in the final bill. Most lawmakers simply do not view Foreign Service issues as constituent issues. AFSA should be able to get on their radar screen through the activities of a PAC.

Let's face it: members of Congress spend a lot of time raising money to get re-elected. AFSA-PAC will be able to host events attended by members of Congress, during which AFSA can make the case on

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key professional as well as "bread and butter" issues. The primary objective of the PAC will be to ensure appropriations sufficient to enable the professional Foreign Service corps to carry out its worldwide responsibilities.

AFSA will maintain its traditional bipartisan stance, and AFSA-PAC contributions will be evenly divided between the two major political parties. Resources for the PAC will come entirely from voluntary donations from individuals. AFSA membership dues have no connection to the PAC. No dues will ever be transferred to the PAC.

Anyone who wants more information about AFSA-PAC can e-mail afsapac@afsa.org or call Marc Goldberg at (202) 338-4045 ext. 506. □

V.P. VOICE: STATE ■ BY LOUISE CRANE

Are You Being Served?

Recently, I had to seek help from our consulate at an overseas post. In February, I flew abroad with my son to see his father who was gravely ill. He subsequently died. It fell to me to get the required paperwork — the permit to take his ashes out of the country, the death certificate, a lawyer to handle his effects, etc.

It helped that I had previously served at this mission. But as I took my number and waited to be called, I thought about those Americans who had no contacts to reassure them. Among those in the waiting room were several senior citizens whose passports had been stolen and someone like me who needed a death certificate for the sudden death of a loved one. Most of us were sad or distressed. There was one happy citizen — he wanted a passport for his newborn son.

As I waited, I was reminded that American Citizen Services provides one way to build a constituency for the Foreign Service. AFSA works hard to get the Foreign Service the recognition and appreciation you deserve. We have an outreach program to inform Americans why foreign policy is important and why the Foreign Service deserves their support. At many posts, there is a regular flow of Americans through ACS. When there is a problem like a death or theft, they turn to the embassy staff. The embassy can't always solve their problems — but staff can sympathize, offer advice and, above all, listen. Even I, an FS veteran, who knew the country and the language, found the process of seeking a death certificate and coping with an alien legal system confusing and distressing.

I am happy to report that although the waiting room was impersonal and shabby, and the bulletproof glass intimidating, we citizens were given time to explain our problems. The local staff's explanations of the procedures for replacing lost passports and obtaining death certificates were clear. The staff expressed sympathy for our losses and took the time to ooh and aah over the baby. This is the human side of diplomacy and it's critical. It is our job to serve those who pay our salaries, the American taxpayers.

There's another way to get attention: lobbying the men and women who make the legislative decisions (i.e., congresspersons) on issues important to us. Readers who are AFSA members have received a letter from AFSA President John Naland announcing the formation of a PAC. This is not a dirty word! A PAC is a useful device to get AFSA past the receptionist into the solon's inner sanctum where AFSA can make the case on issues that affect us, like comparability pay for all of you dealing with American citizens in distress overseas.

AFSA-PAC will make us more effective in representing you on the Hill. Now that campaign finance reform has passed this session, PACs will gain even more respect from legislators, those who sponsor the legislation and round up the votes. □



This is the human side
of diplomacy and it's critical.
It is our job to serve those
who pay our salaries,
the American taxpayers.

Grooming the Next Generation

The USAID Foreign Service is changing rapidly. At an annual attrition rate of 10 percent, one-half of its present cadre will likely be gone within five years. As the primary intake vehicle for the USAID Foreign Service, the New Entry Program has recruited approximately 180 FSOs since 1999, mainly at the FS-04 level, with plans to recruit another 102 by March 2003. The long-range plan is to recruit approximately 90 NEP FSOs per year. Will this present course alone be enough to meet agency FSO human resource needs over the medium and long term?



Human Resources provides some short-term, backstop-specific training to new hires and is striving to provide all new hires with management training. But the lack of adequate training resources, as well as an acute shortage of mid-level FSOs, compels the agency to recruit new hires who already have substantial technical skills. They are not, however, experienced in USAID management and teamwork style or familiar with the responsibilities of a direct-hire officer in the overseas environment. To acquire these skills, on-the-job experience under a mentor is essential. Furthermore, Washington-based Civil Service and Administratively Determined officers have no regular way to acquire first-hand experience of the unique challenges of working in an overseas mission. This is the one common work experience that can best form a strong diverse agency workforce.

The agency will have to recruit at more junior levels soon if it is to avoid a new bulge in workforce demographics that will only lead to another staffing crisis within 10 years. Junior recruits can best match career aspirations to agency needs and grow professionally within the agency.

The agency in turn has greater opportunity to spot and cultivate leadership and technical talent early in an FSO's career. Recruiting junior officers at the FS-06 and FS-05 levels with relatively little hands-on experience means structured on-the-job training (OJT) under the tutelage of a mentor in an overseas mission will be essential.

Some posts, by virtue of size, program type and overall staff, are better suited to provide an initial OJT experience. The "Training Mission" concept is not new. It has been used with varying success in such posts as Cairo, Botswana and Nairobi. Without a serious long-term commitment to a network of training missions, USAID will not be able to deliver the required number and types of trained staff to meet agency needs. The positive and negative considerations in the use of training missions need to be examined. Issues such as resource requirements (additional operating expenses, higher staffing levels) and ambassadorial clearances must be resolved. The State Department correctly identified and argued for more U.S. direct-hire positions. USAID must do the same.

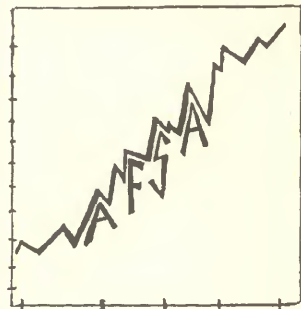
Consideration of all the factors relating to creation of a training mission program again points to the importance of strengthening workforce planning. One HR stalwart cannot do it alone. There is not enough staff time available to develop the training mission, or any other similar concept, to the point of a go-no go decision. Moreover, watershed decisions like this must be made with active participation of senior management. The training mission may not be the only answer to grooming the next generation of Foreign Service leaders. But the time to find those answers is now. □

Junior recruits can best match career aspirations to agency needs and grow professionally within the agency.

AFSANEWSBRIEFS

More New Members

During the first week of March, AFSA welcomed more new-hire members than in any previous week in its 78-year history. During four separate luncheons for new employees, AFSA signed up 122 dues-paying members: 10 FCS officers (66 percent of attendees); 26 FS specialists; and 86 FSOs (91 percent of attendees). As of March 1, membership stood at 11,150. AFSA's goal is to reach 12,000 by year's end.



Long-Term Care

The Office of Personnel Management has posted a calculator for employees and retirees to use to find out the cost of long-term care. Go to <http://opm.gov/insure/ltc/calculator/index.htm>

AFSA Wins Favorable Judgment for Member

A four-year-long AFSA effort to assist a member resolve a personal property claim dispute with the State Department ended in March. The employee received a \$4,500 judgment in her favor.

SDFCU Sending Credit Cards Commercially

Some employees at pouch posts were receiving melted credit cards in the mail following irradiation. In part due to AFSA efforts, the State Department Federal Credit Union has stopped sending out credit cards through the U.S. postal system. Cards are now delivered via commercial carrier and are not irradiated.

Get the Real Scoop

You've read the official post report. You've checked books out of the library. You've visited the Overseas Briefing Center. You've done everything you can to research that post you're thinking of bidding on.



But have you gotten the real scoop? The honest talk? The word on the street? *Real Post Reports*, a feature of the Web magazine *Tales from a Small Planet* (www.talesmag.com), give you uncensored commentary from Foreign Service personnel and others in more than 100 cities worldwide. With insightful, truthful and often humorous answers to questions such as "What do you wish you'd brought with you?" *Real Post Reports* will round out your research on overseas postings and entertain you as well.

You can find *Real Post Reports* on the Web at www.talesmag.com and www.realpostreports.com. Tales Editor Francesca Kelly welcomes input from Foreign Service visitors to the site. Let them know what's real where you're posted. The more opinions they get on each city worldwide, the better, because, one person's dream post can be another's nightmare assignment.

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Briefs continued on page 8.

Overseas Locality Pay Makes Sense

Wanted: some common-sense management of Foreign Service compensation. I am talking about the lack of locality pay for officers serving overseas. When I began my last foreign assignment, locality pay did not exist. Thus, I arrived at post with the same salary I had when I left Washington, D.C., a few days earlier. This situation has dramatically changed, as officers and families overseas are experiencing first-hand. Today, an officer arriving at post will earn nearly 12 percent less than a colleague working in Washington, D.C. As locality pay continues to rise, financial common sense will force a growing number of officers, especially those approaching retirement, to remain Stateside, rather than continue to put their considerable Foreign Service experience to work for our country overseas.



We joined the Foreign Service to serve overseas. As we move from post to post, we become more effective at what we do. We develop language skills and unique expertise critical to our overseas missions, and our families become adept at adjusting to new cultures. Our professional development is a major investment, on our part and that of our colleagues and agencies. Absent change, however, our compensation system will increasingly force senior employees to return home earlier than they would otherwise in order to avoid losing thousands of dollars in retirement income. Absent change, employees in the United States nearing retirement will seek to remain in the U.S. Absent change, employees serving overseas will continue to incur a financial penalty that will increase annually. In sum, absent change we all lose, individually and as a service. Will the Foreign Service be mortally damaged if change is not forthcoming? Probably not. The vast majority of us enjoy our work and will continue to request overseas assignments, even as the salary penalty for doing so increases. But, we should not be thrust into this situation.

Absent change, employees serving overseas will continue to incur a financial penalty that will increase annually.

Civil service colleagues often ask why Foreign Service employees should receive locality pay when we receive post differentials and free housing. The question reveals a basic misunderstanding of the difference between locality pay and overseas benefits. Post differentials are an attempt to compensate for differences in living costs between Washington and overseas locations. Housing is provided to ensure that adequate, safe lodging is available for a highly diverse (single, married, married/single with children), transient American community. In contrast, the purpose of locality pay is to bridge the gap between public and private sector salaries, so the government has at least a shot at being a competitive employer. Thus, locality payments are based on differences in public and private sector salaries, not consumer prices or the cost of living.

What must be done? Locality pay should not be left on the airport tarmac. FS employees must arrive at post with their salaries intact. To this end, AFSA must continue to press for change in locality pay legislation. We must continue to work with key management leaders to convince Congress to extend locality pay to employees overseas. To their credit, top management in some departments appears to realize change is needed and are working with us to get it done. It makes common sense. □

This is the second article in our series, "Retirees in Action," which focuses on Foreign Service retirees making a difference, promoting awareness of foreign affairs issues and support for the Foreign Service.

RETIRES IN ACTION

Mullin Pioneers AFSA Elderhostel Program

BY SHAWN DORMAN

The AFSA Elderhostel program exists because of the leadership and dedication of retired Foreign Service officer Lillian Peters "Petey" Mullin. It is one of AFSA's key outreach programs, serving to educate the American public about the important role of the Foreign Service. The program has already succeeded in reaching over 2,500 participants, in 46 states, since its inception in 1996.

Elderhostel is the country's largest educational travel organization for adults age 55 and over. It is a non-profit organization that provides a wide variety of programs to about 250,000 people per year.

It was 1994 when Mullin attended her first Elderhostel program, as a participant. She found that the other participants were as interested in her Foreign Service experiences as they were in the program for which they had signed up. "Most people had no idea what the Foreign Service was," she told *AFSA News*, but there was tremendous interest. She had the same experience during another Elderhostel program in 1995. She decided Elderhostel might provide an ideal vehicle for "getting the word out" about the Foreign Service and American diplomacy.

Mullin approached Elderhostel leadership at their Boston headquarters and pitched her idea. The response was positive, but they told her she would have to go directly to the state office closest to the program location. Mullin received an enthusiastic response from the Virginia coordinator, who asked, "Do you know what you're getting into?" Mullin admitted she had only a loose idea of what it might take to get a program up and running. She and retired ambassador and AFSA supporter Bill DePree gathered together about 25 retired FSOs to meet with

the Virginia organizers to figure out if the idea would fly. It did. Many hundreds of work-hours later, Mullin now knows what she was getting into — but she also knows it was worth the effort.

The first Foreign Service-related Elderhostel program was held in 1996, and Mullin served as the coordinator. It was a

The first Foreign Service-related Elderhostel program was held in 1996, and Mullin served as the coordinator. It was a great success. As AFSA Retiree Liaison Ward Thompson puts it, "If this was a pilot program, then Petey was the pilot."



great success. As AFSA Retiree Liaison Ward Thompson puts it, "If this was a pilot program, then Petey was the pilot." Mullin helped define and refine the program, which always consists of three main components: an explanation of what the Foreign Service is; a focus on one specific country of interest; and case studies in diplomacy.

In early 1997, AFSA became the official sponsor of the program. As of April 2002, 60 AFSA Elderhostel programs had been held, 39 in the Washington, D.C. area and others in Florida, Arizona, New York, Georgia, California and Texas. Mullin has served as coordinator and "den mother" every time, staying in the hotels with the participants and being present throughout the program. Sometimes she

participates as an official lecturer as well.

Thompson says, "Petey is responsible for the fact that by the end of the program, the participants are ardent supporters of American diplomacy." As one participant wrote in an evaluation, "Thank you, Petey, for making us proud of our government and particularly the Foreign Service." Another wrote of his "renewed faith and confidence in the Foreign Service."

Prior to bringing the Foreign Service to Elderhostel, Mullin had an outstanding career in the Foreign Service. She passed the

Bringing the Foreign Service to America's Retirees

BY SARAH MARTIN, AFSA NEWS INTERN

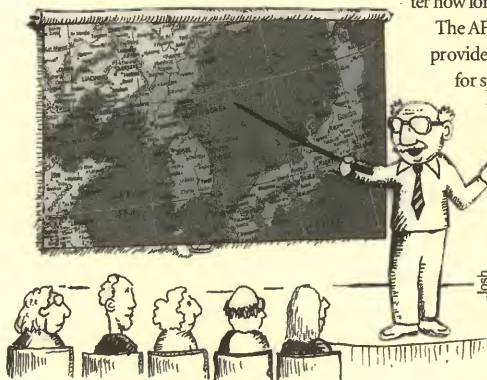
Foreign Service written exam in the late 1940s. While awaiting her oral assessment, she went to work at the Pentagon and took a position as a geographer in Germany. While there, she met and married Harry J. Mullin, Jr., a Foreign Service officer, at which point she was removed from the FS candidate list. (At that time, female Foreign Service employees had to resign if they married.) She accompanied her husband to postings in Bavaria, Australia, Romania, South Africa, and Morocco.

In 1960, the year her daughter Catherine was born, Harry Mullin died in a car accident. Petey returned to the U.S. with her baby and her 10-year-old son Harry, and joined the Foreign Service as a consular officer in 1961. She served in Rotterdam, Hamburg, Hamilton (Bermuda), and the Inspector General's office in Washington. She served as Consul General in Winnipeg, Manitoba from 1981 to 1985. Her last post was as Counselor of Embassy and Consul General at Embassy Bonn, where she served from 1985 until her retirement in 1989.

Among her many achievements, she highlights her 1978 participation in efforts to improve junior officer readiness, and her role in expanding the consular course. She gets the credit (or some may say, the blame) for the fact that all junior officers are now mandated to serve one year in a consular job. She still strongly believes that the exposure to the local community and language that a consular section offers is a key element in the development of a successful officer.

Mullin currently serves as a reserve officer for the Office of the Inspector General, and as an interviewer for the Foreign Affairs Oral History Program. When she is not accompanying an Elderhostel group, she resides in Princeton, N.J. She works with Princeton University foreign graduate students and visiting scholars and audits several courses there each semester. □

The AFSA Foreign Service Elderhostel program was created in 1996 in an effort to help AFSA raise public awareness of the Foreign Service and the need for effective American diplomatic resources. The program caters to enthusiastic and inquisitive students over age 55 who seek to learn more about the Foreign Service. Elderhostel participants come from across the country for programs in Arlington, Va.; San Diego, Calif.; St. Petersburg, Fla.; Tucson, Ariz.; Atlanta, Ga.; and Chautauqua, N.Y. In 2001, AFSA sponsored 17 weeklong Elderhostel



programs, reaching a total audience of 900 people from 40 states.

Students include mostly retired professionals active in their own communities. During the scheduled seminars, participants receive an in-depth look at what happens behind the scenes in the Foreign Service. Programs typically have a regional or country-specific theme, but always cover general Foreign Service topics as well, including case studies in diplomacy.

In March, AFSA sponsored an Elderhostel program in Arlington, with a focus on Turkey. Participants were taken on a tour of the State Department, the Library of Congress, the Foreign Service

Institute, and they attended an event at the Turkish Embassy. After a discussion about defense, one participant remarked, "It was absolutely fascinating."

AFSA retirees are strongly encouraged to participate in the program as lecturers. Sessions last 90 minutes and usually provide ample time for questions from the audience and more informal discussions. Foreign Service family members are also welcome to speak about their experiences overseas. Elderhostel participants are always eager to hear "real life" accounts from Foreign Service veterans, no matter how long they have been retired.

The AFSA Elderhostel program provides an ideal environment for spreading the word about the Foreign Service to the public. Participants tend to be well-educated and active in their home communities. The engaging atmosphere encourages participants to inquire about particular topics of interest and relate them to their friends,

families, and communities. By drawing attention to the Foreign Service, the program helps generate public support for U.S. diplomacy. An increasing number of retirees around the country are participating as organizers and lecturers for the AFSA Elderhostel program.

AFSA greatly appreciates the Foreign Service retirees who have made the program a success, and encourages others to volunteer for future programs. For more information about the AFSA Elderhostel program, contact AFSA Retiree Liaison Ward Thompson by e-mail: retirees@afsa.org or by phone (toll-free): 1-800-704-3272, ext. 528. □

Call for Book Contributions — Your Best Day in May

Do you have an interesting job in an interesting embassy or consulate? If so, please consider writing an account of a day in May.

AFSA is currently re-doing the book *Inside a U.S. Embassy: How the Foreign Service Works for America*. The middle section of the book, "A Day in the Life of a U.S. Embassy," seeks to illustrate how an embassy actually works by following a number of employees through a real day. In the new version of the book, rather than picking a few embassies to

Volunteer Award Winners

AFSA would like to congratulate the winners of the Associates of the American Foreign Service Worldwide/Secretary of State's Award for Outstanding Volunteerism Abroad. Winners will be honored during Foreign Affairs Day, May 10.

Bureau	Post	Winner
African Affairs	GABORONE	LAURIE BOPP
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European Affairs	BUCHAREST	CAROL AYERS
Near Eastern Affairs	JERUSALEM	ANN STAAL
South Asian Affairs	ISLAMABAD	EDWARD R. BROWN
Western Hemisphere Affairs	LIMA	ELEANOR GEIGER

highlight, we want to chronicle one day in the life of a number of people in different types of positions around the world.

Submissions should be written in hour-by-hour format. The chosen day should be one that involves work that can illustrate typical activities of some-

one in your type of job. Aside from being typical, however, the day should also be interesting.

Submissions should be no more than 600 words, and will be subject to editing. Please send submissions by e-mail to "Inside Embassy" Editor Shawn Dorman at Dorman@afsa.org by June 7. □

FS VOICE: FAMILY MEMBER MATTERS ■ BY VICTORIA HESS

Security Matters, Family Matters

Life in the Foreign Service is usually a family affair. In recent years, the State Department has provided increased services to family members. But we need still more help on the information front. Communication of security information and embassy news to families is a critical service that embassies must provide, but too often the information does not get through. Unfortunately, too many embassies still rely entirely on employees to pass information to their families. With today's technology, there is no excuse for maintaining this limited form of communication.

For family members, access to timely and accurate information can increase both safety and morale. There are more than 200 Foreign Service posts, and probably dozens of different methods used to communicate with family members. At best, it can be vexing for family members who feel they do not get adequate information from their missions. At worst, it can be dangerous. It is not unusual for family members to find themselves in the middle of a demonstration, or another dangerous situation, that embassy employees had earlier been warned to avoid.

Too often, we hear that it is the employed spouse's responsibility to get post information home. This is an imperfect system at best. Even the most dedicated employee is not always in a position to get critical information home in a timely fashion. People travel (this is becoming more frequent with the advent of regional posts), have meetings or get distracted by important embassy business, and critical information does not make it home

until too late. Related to the need for better communication on security issues is the need for posts to do better at getting other kinds of information to family members: community events notices, newsletters and job announcements, all of which have a tremendous effect on community morale.

It would be relatively easy to close the communications loop. With e-mail almost universally available, most families could receive regular and timely communication of embassy affairs with only the click of a key. A "Home E-Mail Group" could be created on embassy address books just as easily as an "Embassy E-mail Group." Outlook, almost universally available, makes this easy. After creating the address list, it is just a matter of prioritizing its use for any notices that need to go home to families. This does not mean only the CLO would be forwarding notices, however. For one thing, CLOs are not always available either. Messages could be sent by their originators, making it more likely that the message will get home in a timely fashion. Some missions have done this, but not enough.

Is this a perfect answer? No. But would it improve what is at best a shaky communication system for family members? Yes. And any steps to improve communications with all members of the embassy community can only benefit the Foreign Service as a whole. □

Victoria Hess is stationed in Harare. She has previously accompanied her FS husband to Baghdad, Bonn, Bombay, and Peshawar. Victoria is the Editor and Webmaster for Real Post Reports, at www.realpostreports.com.

Q&A

Retiree Issues

A CONVERSATION WITH
STATE DEPARTMENT RETIREMENT OFFICE
DIRECTOR CECELIA A. COOPER

A: FSA works closely with the State Department Retirement Office in addressing member needs. At last year's Foreign Affairs Day, Office Director Cecelia A. Cooper chaired a session on retiree services, which have expanded significantly under her direction. Expanded services include new annuity deduction options such as automatic deduction for AFSA membership. AFSA Retiree Liaison Ward Thompson recently asked her about some other retiree concerns raised at last year's meeting.

Q: At last September's Foreign Affairs Day you mentioned that your office would have a Web page. How is that coming along?

A: I am pleased to say that HR/RET is now included on the

department's Web site at www.state.gov/m/dghr/ret. There you can find information on retirement issues and on new benefits like long-term care. There are also useful links to other sites. The content of our site is expanding rapidly. For example, we are looking at ways to include more information on the Federal Employees Health Benefits Program in the next open season. Annuitants have indicated that they would like to be able to fill out the Health Benefits Registration Form (Form 2809) online. This may not be possible, but we will continue to look for improvements. And we are always open to suggestions for additional online topics. Please let us hear from you at retirement@state.gov.

Q: Should I address my e-mail to a specific retirement counselor?

A: Although telephone inquiries and regular mail should be directed to the counselor assigned to cover your part of the alphabet, for e-mail it is better just to use the retirement mailbox, retirement@state.gov. This mailbox is reviewed by four senior people in the office, to ensure that these communications receive timely responses. Workload changes often mean that a specific counselor will not be available to review the

e-mail promptly. The e-mail system is working well and we are experiencing an increase in on-line inquiries.

Q: Can I receive information without using e-mail?

A: Yes. If your assigned counselor is not available, there is a back-up assigned. If your question is a general one, HR/RET has up-to-date handouts which we will mail to you. For individual benefits questions, a counselor will respond to you as soon as possible. Employees and annuitants living in or visiting the D.C. area may also make appointments to call on their counselors.

Q: Are retiree ID cards being issued?

A: HR/RET will issue an ID card to any annuitant in the Foreign Service retirement system. Cards are now being issued upon retirement. If you are already retired and do not have a card, we will issue you one on request if you provide us with the necessary photo. Although these retiree ID cards are not an accepted means of documentation for the purpose of entering State Department buildings, I understand that many retirees like to have a card as evidence of having been in the Foreign Service. We are happy to issue them as long as our workload permits. □

THE FOREIGN SERVICE GOES PRIMETIME

AFSA Stands Ready to Help If "Embassy" Flies

BY MIKKELA THOMPSON

A: FSA governing board members and staffers attended the preview screening and reception of the Fox-TV series pilot "The American Embassy" on March 7 at the National Cable and Telecommunications Association. The producers and the star of the show were on hand to discuss the appeal and authenticity of the fictional show with several former ambassadors as well as AFSA Governing Board members John Naland, Louise Crane, Tom Boyatt, Bill Harrop, Bill Farrand and Lisa Kierens. Kierens previously served as a consular officer in London, where the series is set. State Department spokesman Ambassador Richard Boucher also attended.

"The American Embassy" drew on some real (as well as contrived) stories from the London embassy, and depicted varied



From left: Ambassadors Tom Boyatt, Bill Harrop, and Bill DePree give the inside story to "The American Embassy" star Arika Bareikis.

straight and quirky aspects of the consular duties and personal life of junior officer Emma Brody. As Arika Bareikis, the star of the series, said, it is "merely television," and numerous liberties were taken to maintain a "mod" story line that will hopefully attract sufficient viewership to justify Fox extending the series for the full season next fall. In that event, AFSA will be well positioned to suggest to the producers varied positive treatments of the Foreign Service life and career.

NOTE: It did not fly. As we go to press, Fox has informed AFSA that "The American Embassy" has been cancelled. □

EXPERT EXPATRIATES

Two Foreign Service Spouses Team Up to Write Book

Here's a novel idea: write a book with a co-author you have never met in person, while each of you is living in a different country. This is what Foreign Service spouses Melissa Hess and Patricia Linderman have done, all via the Internet. The result of their unusual collaboration is a book called *The Expert Expatriate: Your Guide to Successful Relocation Abroad*, which has just been published by Nicholas Brealey in association with Intercultural Press.

Hess, who is the managing editor of the Associates of the American Foreign Service Worldwide Web site, www.aafsw.org, met Linderman through the AAFSW site's e-mail group for Foreign Service family members. At the time, Hess was living in Kiev and Linderman was in Leipzig. The two started corresponding by e-mail and

Melissa raised the idea of writing a book to help newcomers adjust to expatriate life. Patricia agreed. After many months of dividing up chapters, e-mailing drafts back and forth between the two countries, and revising and putting on the finishing touches, the book is now a reality.

The Expert Expatriate is a comprehensive, up-to-date guidebook that provides step-by-step guidance, support, and encouragement for anyone moving abroad. The 10 chapters give in-depth coverage to issues such as moving with children, confronting a new culture, adjusting to life in a new country, and preparing for re-entry to the U.S. Hess and Linderman draw upon more than 30 years of combined overseas experience, along with anecdotes and advice from expatriates all over the world, to provide a clear, honest picture of the obstacles and opportunities of expatriate life.

Alma Powell wrote the foreword to the book. Hess and Linderman will donate a portion of the proceeds from book sales to The Senior Living Foundation, an organization that assists elderly, retired Foreign Service employees and their spouses. Interested readers can learn more about the book at www.expatriateguide.info, and can order the book online through www.amazon.com or www.interculturalpress.com. □



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Back in 1957, the vast majority of Foreign Service officers were men. Until 1972, spouses were considered government employees and their representational contributions were included in the FS employee's evaluations. A 1972 State Department directive ended that practice, leaving spouses posted abroad more freedom to host or not host representational events, but not, in many countries, free to find employment.

Until 1972, female FS employees had to resign if they married. Today, while the Foreign Service still has a male majority, the ratio is changing, and entering FS classes are more evenly split between men and women. September 2001 data from the department show that today's Foreign Service is made up of about 66 percent men and 34 percent women, out of a total of 9,333 employees. There are about 450 tandem couples in the State Department, and an additional 81 "interagency tandems," in which one spouse works for another foreign affairs agency.

Data from about 150 posts surveyed for the Family Liaison Office (FLO) Family Member Employment Report in 1999 showed that 55 percent of eligible family members were not working, 33 percent were working inside the mission, five percent held jobs in education, one percent worked for an American company, three percent were doing freelance work, and three percent were in other kinds of jobs.

Most FS spouses today are well-educated and, in many cases, just as professionally qualified in their own fields as their FS employee husband or wife. A survey from a few years ago found that 83 percent of FS family members had college degrees and 29 percent had advanced degrees.

Foreign Service spouses may be willing partners in the representation role and may spend some years not working outside the home in order to care for children, but

Shawn Dorman is the Journal's AFSA News editor. She was an FSO from 1993-2000. Her accompanying husband, Shawn McKenzie, worked in the public health field during postings to Bishkek, Jakarta and Washington.

***"I've actually found
being an FS spouse an
opportunity, career-wise,
rather than a hindrance."***

— *Francesca Kelly, writer, editor
& FS spouse*

they are less likely to sign on for a lifetime of non-employment than were the spouses of generations past.

Can An FS Spouse Have a Career?

As with so many questions about the Foreign Service, the answer is "it depends." An informal survey of FS spouses and discussions with Foreign Service officials concerned with spousal employment lead to the following conclusion: most FS spouses not part of a tandem couple will not have "normal" careers, but can, with a combination of the right skills and the right postings, have a series of rewarding jobs in their chosen fields, if those fields are ones that lend themselves to Foreign Service life. Almost all spouses will have inevitable gaps in employment as the Foreign Service lifestyle dictates frequent moves, as well as transition periods for training and home leave.

FS spouse Melissa Hess says that a spouse cannot have a career in the traditional sense, "but spouses can build a 'career path' by taking jobs in their chosen areas of interest, whenever possible." Hess has held many jobs teaching and training adult learners, and is currently the director of education and staff development at an Arlington hospital. Her overseas experience played a key role in landing her this job. She's also just published a book, *Expert Expatriates*, along with fellow FS spouse Patricia Linderman.

While some FS spouses find a peripatetic lifestyle either ends or puts a significant damper on a career, others, like Francesca Kelly, find it works well for those seeking less traditional careers. Kelly told us, "In many ways, I've actually found being an FS spouse an opportunity, career-wise, rather than a hindrance, but that's because I've never felt like a true 9-to-5-er. I come from a long line of independent contractors, freelancers, entrepreneurs and starving artists. I also did not want to have to work when I started producing offspring, so being an FS spouse allowed us to live on one income and I have been able to be home for the kids."

Many FS spouses choose to stay home with children for some years. As FS spouse Jan Fischer Bachman notes, "If you want to stay at home with kids, the FS

makes it possible because of perks like free housing. The stay-at-homeers-by-choice are probably among the happiest group of FS family members."

Associates of the American Foreign Service Worldwide (AAFSW) President Mette Beecroft, who notes that she has "made a career of not having a career," explains that most FS spouses cannot have a regular career path in any occupation in which the work is anchored in a company or a place and in which there is a prescribed progression of positions: "If people are coming in with expectations of being able to have a regular career, they will be bitterly disappointed." Beecroft said that back in 1978, when she was part of the efforts that opened the FLO and established it in the department, she suggested to the board of examiners that recruits be told more about the reality of spousal employment. She remembers a negative response: they might lose people that way.

Today's recruiters, while anxious not to paint too negative a picture, are trying to provide more useful information so people can make the right choice about whether to join. Special Coordinator for Diplomatic Readiness Niels Marquardt says, "Through pre-employment communications, we strive to portray to prospective employees the reality of spousal employment in the FS. We recognize this to be the leading issue for some potential recruits and have no interest in misleading anyone. We say quite honestly that 'the Foreign Service is not for everyone — but it may be for you.'"

Ray Leki, of the Foreign Service Institute's Transition Center, said spouses can definitely have careers, but those careers are "probably not going to be the ones they envisioned." He said that on the second day of junior officer training, representatives from the Transition Center and related organizations spend several hours with spouses. "We all want our new-hires and families to start out with realistic expectations, but this is an area of communication that is inherently problematic. It deals with aspirations and expectations that are formed without context. Most people will not have a good idea of what they are getting themselves into until after their first assignments."

Even though the State Department recruiting site has

***Having a career while
serving as a Foreign
Service spouse depends on
a combination of the right
skills and the right
postings.***

links to the FLO, and the FLO site does provide spousal employment information, many incoming FS employees still complain that they were not informed about the spousal employment situation. FLO's Employment Program Specialist Debra Thompson acknowledged this is still a problem and says FLO is currently putting together a special guide for the recruiting office to use in helping

better inform recruits about employment options for FS spouses. It should be ready soon.

In early 2001, the FLO published the second edition of a useful book called *Employment Options for Foreign Service Family Members*, which provides information on job search techniques, portable careers and skills, federal government employment and other employment options for the FS family member. It is available in the FLO office and on the FLO Web site (www.state.gov/m/dghr/flo). The introduction is perhaps a little too rosy: "Before 1972, being a Foreign Service spouse was a career. Today, the question is not whether a Foreign Service spouse should have a separate career, but how the spouse manages a career along with the other requirements of the mobile Foreign Service lifestyle." But in the middle of the book, the section on portable careers gives a more realistic picture: "Since the definition of a 'career' means successive jobs with higher levels of responsibility and increased pay, few careers lend themselves to FS life. The best definition of a 'portable career' might be finding employment in one's area of training on a regular basis."

The Canadian Foreign Ministry is up-front about letting people know what the reality is for its Foreign Service. Displayed prominently on its Web site is this note about spousal employment, which seems just as relevant for its American counterparts: "Continuous professional employment overseas is usually not possible for spouses. In many countries, despite the lifting of formal barriers, it is difficult for spouses to find work due to linguistic and economic restrictions on the employment of foreigners. Some spouses find salaried work with an international agency, an embassy or an international school; others do volunteer work or studies related to their careers or personal interests. Self-employment has

been the approach taken by those with an entrepreneurial bent and portable skills."

The Bilaterals

In order for an FS family member to work legally outside the U.S. mission while posted overseas, a "Bilateral Work Agreement" or a "De Facto Reciprocal Work Arrangement" must be in place for that country. A bilateral is an official agreement between the U.S. government and the host country enabling family members to seek employment on the local economy. It is established through a formal exchange of diplomatic notes. At present, there are 84 countries that have signed bilaterals with the U.S. (See chart on p. 39.)

The de facto reciprocal work arrangement also allows family members to legally work on the local economy, but the permission is not based on any official signed agreement, but established by precedent. In these countries, there is established practice for family members to apply for and receive work permits. There are 53 countries with de facto arrangements in place. This leaves about 30 countries in which we have a mission but no work agreement.

Although the FLO supports efforts to establish bilateral and de facto agreements with all countries, the FLO's Thompson says it is the post itself that must take the lead on negotiating an agreement with the foreign ministry of the host country. The FLO provides posts with all the necessary supporting documentation. The critical ingredients for successful completion of a bilateral work agreement are post commitment and host country willingness. Some agreements take years to become final, and negotiations can be knocked off course by changes in host-country governments or by departure from post of whoever was taking the lead on the issue.

Spouses at posts in countries without bilateral agreements complain about lack of concern from post management. It is often the Community Liaison Officer who takes the lead on negotiating a bilateral, but without support from the front office, the CLO — who does not hold an official diplomatic position — is unlikely to succeed. Many FS employees and spouses point out that a strong and clear mandate from Washington could encourage, or force, post leadership in countries where there either is no agreement, or where there is a faulty

Many spouses feel underappreciated and underpaid in their mission jobs.

one, to put it higher on the agenda.

Complicating this issue is the fact that in many countries that do have an agreement in place, there are few local economy jobs available to spouses, and those that are available are often at pay far below U.S. standards. In addition, some of the official agreements that are in place do not function effectively, while in some countries where no agreement is in place, FS spouses are able to work outside the embassy anyway.

Best-Bet Professions

Having a career while serving as a Foreign Service spouse depends on attitude, flexibility, transportable skills, strategic bidding, and luck. There are certain professions that do lend themselves to the mobile and not always predictable FS lifestyle. A basic list (not in rank order) might read like this:

- Teaching, training, translating/interpreting, writing/editing, Web design, Web-site management, information technology, consulting and project management, public health, accounting and finance, law, art, freelancing, and home-based businesses.

There are, of course, many caveats that go with each type of occupation on the list. For example, there are teaching jobs all over the world, but salaries are low. Wendy Schmitz, a certified K-8 teacher and FS spouse, said, "When my husband joined the Foreign Service, we were told I would not have a problem finding work. To date this has been true. What everyone failed to tell us was that I would be on a different salary tier than my 'international hire' counterparts with the same qualifications." The FLO's Thompson confirms that teaching is one of the most portable and marketable professions, but poor salaries and extremely limited benefits are consistent problems for educators.

Attorney spouses have mixed experiences finding employment overseas, and much depends on the kind of law they practice and the specific country situation. Lawyer Steve Payne, married to a former USAID lawyer and now practicing in Washington, told us, "There are opportunities for lawyers in civil society, democracy, legal reform and human rights programs in many countries. The work is most suitable for lawyers with litigation experience. In more commercial places, such as Indonesia, there are also opportunities in corporate law." (Indonesia

is not one of the countries with a work agreement in place, but that has not stopped many spouses from working outside the mission there.)

Writers don't usually make a lot of money, but writing can be a rewarding profession that is highly portable. Some of the FS spouses who seem most at peace with Foreign Service life are the writers. Francesca Kelly told us that "Nowadays, being overseas, especially in a posting with reliable Internet connections, is perfect for a writer — you can't help having all these incredible experiences that you want to put on paper, and even the bad days are fodder for essays and articles." Kelly, along with Fritz Galt, was the founder of the *Spouses Underground Newsletter*, the SUN, which served to support and connect spouses and give a forum for satire and humor. It evolved into the *Tales from a Small Planet* Web site (www.talesmag.com), which has a broader scope.

The field of public health can offer a highly flexible career path for the FS spouse, offering employment or consultancy options with international organizations, USAID or USAID contracting organizations, and with nonprofit organizations. Public health professionals with expertise in traditional international health areas such as child survival, maternal health and family planning have done well in developing countries, but find that jobs in more-developed countries are scarce. In addition, technical skills in health education, epidemiology, needs-assessment, and program design are in demand in many developing countries.

According to the FLO's Thompson, more spouses are finding ways to take their jobs with them when they go overseas, arranging contracts with their home-base employers for work that can be done remotely via the Internet. Even some spouses working for the federal government have found success with this approach.

Language barriers to good jobs on the local economy can be significant for many spouses who were unable to study the language of the country before arriving at post. Although the Foreign Service Institute tries to include spouses in language classes, many spouses are unable to study while still in the U.S. either because of a lack of space in a class or for financial and other reasons. Many if not most spouses find themselves in-country before

***It may never be possible
for the FS spouse's
career to take top
billing in a Foreign
Service family.***

beginning study of the local language. In certain parts of the world the spouse without the local language will have an extremely difficult time finding a job on the local economy. This problem seems to be most acute in countries where Spanish or French is spoken.

Jobs in the Mission

Mission employment is an option for FS spouses in many posts around the world, though these positions are, more often than not, "support" jobs and come with artificially low salaries. Paula Riddle, FLO's employment program coordinator until recently, told AAFSW in an interview that "We are painfully aware of low salaries and are currently addressing this in our active working group. The Eligible Family Member positions were classified a number of years ago and we feel that many need to be reclassified."

Many spouses feel underappreciated and underpaid in their mission jobs. FSO Roger Street put it bluntly, "The department more or less takes this deep and diverse pool of talent for granted, tapping into it at the department's pleasure and assuming that these folks will take anything that is offered."

Many spouses working inside U.S. missions work on Personal Service Contracts in positions that come with no benefits and that are not considered long-term positions. Others work as PITs (part-time, intermittent or temporary appointments), who are eligible for only limited benefits.

The good news is that many mission jobs are now being designated Family Member Appointments as part of a program that started in 1998. FMAs are eligible for full benefits including annual leave and retirement, which accrue with each subsequent FMA job. The FLO's employment data from 150 participating posts in 1999 showed that of family members working inside U.S. missions, 39 percent were on PSCs, 34 percent were in FMA positions, 18 percent were in PIT positions, and nine percent were working for mission recreation associations. Some FMAs fill FSO slots in short-staffed consular sections. However, spouses are worried that with the major increase in hiring currently under way at State and USAID, these and other FMA jobs may become scarcer as junior officers retake some of those positions.

Work Agreement Status in Countries with an American Presence

Bilateral Work Agreements

Albania
Antigua & Barbuda
Argentina
Australia
Azerbaijan
Barbados*
Belarus
Benin
Bolivia**
Bosnia-Herzegovina
Botswana
Brazil
Bulgaria
Cameroon
Canada
Chad
Colombia**
Congo (Brazzaville)
Costa Rica
Croatia
Czech Republic
Denmark
Djibouti
Ecuador
El Salvador
Estonia

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Ghana
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Ireland
Israel
Italy
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Kazakhstan
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Latvia
Liberia
Liechtenstein
Lithuania
Macedonia
Malawi
Mali
Malta
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Namibia
Nepal
Netherlands
New Zealand
Nicaragua
Norway
Panama
Peru
Philippines
Poland
Romania
Rwanda
Samoa
Sierra Leone
Slovakia
Slovenia
Spain*
Sri Lanka
Sweden
Switzerland
Trinidad/Tobago
Turkey***
Turkmenistan
Uganda
Ukraine
United Kingdom
Venezuela
Zambia
Zimbabwe

* Limited number of family members permitted to work.
** Offer of employment required.
*** Restricted employment fields.

De Facto Agreements

Austria
Bangladesh
Belgium
Belize
Burkina Faso
Burundi
Republic of Cape Verde
Central African Republic
Chile
Cote D'Ivoire
Cyprus
Dominican Republic
Egypt
France
Gabon
The Gambia
Germany
Guinea
Haiti
Hong Kong
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Paraguay
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Seychelles
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Sudan
Suriname
Swaziland
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Togo
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Uruguay
Yemen

* Spouses Only

No Work Agreement in Place

Afghanistan
Algeria
Angola
Armenia
The Bahamas
Bahrain
Brunei
Burma

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China
Congo (Kinshasa)
Cuba
Eritrea
Fiji
Guatemala
Holy See
Indonesia
Laos
Malaysia
Marshall Islands
Federated States of Micronesia
Nigeria
Oman
Pakistan
Palau
Saudi Arabia
Tajikistan
Tanzania
Thailand
Uzbekistan
Vietnam
Yugoslavia

(Based on October 2001 FLO data.)

What Is Being Done?

What is being done for the FS spouse who wants to have a career, including employment with each posting? A lot but, perhaps, still not enough.

State management finally seems to realize that there is a connection between "recruitment and retention" — priority issues for the Foreign Service under Secretary Powell — and spousal employment opportunities. This appears to be leading to increased attention to spousal employment. However, as the FLO's Thompson puts it, "there is no silver bullet."

There are many spouses and FS employees who complain that State management has not done enough on the spousal employment front and has never made it a

top priority. One FS spouse, who declined to be named, expressed dismay at the lack of interest she still sees from State: "State views spouse employment as something to work on after everything else is done, which is never."

To be fair, the FLO and the others tasked with working on this issue have a daunting task. Each host country has different issues influencing work opportunities. Each FS spouse is also unique, with his or her own priorities, goals, skills, and employment interests. FLO's efforts on the spousal employment front have expanded in recent years, and more information and assistance for FS spouses is becoming available, especially via e-mail and the Web.

The FLO's Mexico Spouse Assistance pilot program, known as MESA, was established in Mexico City, Monterrey and Guadalajara in 2000 to assist FS spouses seeking local economy employment in their professional fields. The assistance, according to the FLO, "is in the form of culturally-specific job search tips and techniques along with an established network of professional contacts." The MESA program has not received rave reviews, however, in part because some family members mistakenly thought it was a job placement service rather than the less ambitious employment assistance program it was.

The pilot program has been expanded into a new program called SNAP, the Spouse Networking Assistance Program, and is being extended to include London, Brussels, Warsaw, Krakow, Tokyo, Seoul, Singapore, Cairo, Buenos Aires and Santiago. There is interest from State management in making it work, and the program has received significant funding for the expansion. Representatives from the FLO will visit each participating post this coming summer to check on the status of program implementation.

State management has also formed a Family Member Employment Working Group made up of employee relations personnel from the FLO and related human resources offices. The group meets weekly to discuss spousal employment issues and the policies that impact on spouse employment. According to Thompson, the group has come up with new ideas and solutions to problems, and has encouraged more open communication about the issue.

There are currently 162 posts participating in the FLO's Family Member Employment Report program. The FAMER database is a collection of information about local employment options from posts around the world. It lists current vacancies as well as positions held by family members inside and outside the mission. Data are collected by each participating post's CLO. The database can be accessed via State's Intranet site (<http://hrweb.hr.state.gov/flo>), but not via the Internet.

The FLO also publishes family member employment-related newsletters, now available by e-mail. The

Today's recruiters are trying to provide more useful information so people can make the right choice about whether to join.

Global Employment Monthly is published monthly for family members seeking jobs overseas. *Network* is published twice monthly and is for family members seeking employment in the Washington, D.C. area. (Subscribe to the GEM at www.state.gov/m/dghr/flo/7236.htm. To subscribe to *Network*, replace 7236 with 7237.) Family members can find more employment information on the FLO Web site, and can link to related FLO publications from the page: www.stat.gov/m/dghr/flo/c1959.htm. FLO also welcomes employment questions from family members via phone: (202) 647-1076, or e-mail: flo@state.gov.

A Final Reality Check

Employment for FS family members has become an increasingly critical issue for recruiting and retaining FS employees as the dynamics of American society have changed over the last several decades and more and more families are two-career households. However, State and the other FS agencies will never be able to ensure every spouse will have the kind of work he or she is seeking.

Here's what the agencies can do to make spousal employment programs a priority:

- Create as many post-specific networking and job-search tools as possible (especially those accessible on the Internet) so families can know the situation on the ground in every country on a bid list.
- Push all posts without functional bilateral work agreements to prioritize getting them in place.
- Provide realistic information on spousal employment to all recruits and new FS employees so that they can make informed decisions.

As was true in 1957, the nature of the Foreign Service career still dictates that not only the FS employee, but the whole family accompanying him or her, represents the U.S. abroad. It may never be possible for the FS spouse's career to take top billing in a Foreign Service family. But what has changed since 1957 is the notion that an FS spouse cannot have a separate and meaningful career of his or her own. The real trick now is figuring out how to make it work. ■

GOING WITH THE FLO... A TALK WITH DIRECTOR FAYE BARNES

The Family Liaison Office, with an unassuming name and a staff of just 14, has a mandate to provide services to all U.S. government employees and their families posted abroad. The responsibilities are broad, and the constituency large — this past year, for instance, an in-house demographic study revealed that there are 10,000 Foreign Service children overseas! And the Diplomatic Readiness initiative, with 1,200 new hires over three years, is boosting FLO's client base sharply. Associate Editor Susan Maitra learned in a talk with Family Liaison Office Director Faye Barnes at her office on March 26.

Ms. Barnes came to the FLO directorship in 1998. In overseas tours earlier with husband Richard L. Barnes, a retired FAS officer, Ms. Barnes served as the Community Liaison Office Coordinator in London, Mexico City and Bonn. She speaks Spanish and German, and previously worked in public relations. The Barnes have two daughters, both born abroad.

FSJ: What are the top three problems for Foreign Service families in 2002?

FB: The top concern, probably number one, as corroborated by the McKinley Study and other reports in the last couple of years, would be spousal employment, and the expectation that many of our spouses have about maintaining some kind of career continuity. Working for the U.S. government has gotten a little more appealing since the last time you interviewed our office [in 1994], because we now have something called the Family Member Appointment program, adopted in 1998. Now, when American citizen family members

are hired in Department of State positions overseas, they are hired under a contract that gives them full benefits. This has definitely made continuity more of an issue, and it has given a leg up to embassy employment. But for spouses who have a specific skill set, who are professionals and want to maintain an active career, it remains difficult. We continue to work to establish bilaterals and informal work arrangements that make it possible for our family members to work on the economy in a country. But just getting out there and finding the job is difficult, and that's why we have undertaken the SNAP employment assistance project.

Probably the number two concern today is security — the stress that goes with moving, and worry about the safety of the environment. Since the 1998 bombings in East Africa, we were all aware of transnational terrorism. And, of course, we have all been made much more aware of it since the events of Sept. 11.

And number three, I would say, would be education of children. It's always a big concern because schools overseas are private institutions, and not all of the schools will have the programs that meet a family's needs.

FSJ: The role of the community liaison officer seems to be expanding. Could you give us some background on this?

FB: We laugh about this — what came first, the chicken or the egg? Both the FLO and the CLO were created, independently, in early 1978, but this office very quickly became the functional office for the CLO program as they were working hand in glove. At its inception, the CLO's responsibilities were limited to welcoming and orientation and organizing social events. Now there are 175 CLOs, and it's a paid position, with eight areas of responsibility including securi-

ty liaison, education liaison, and employment advocacy for all family members at a post.

Now, when there's a crisis at post, the CLO will get the community prepared, get the new information to share with them, organize a contingency planning workshop: how to get your papers in order, what to do with a pet, what to pack in your suitcase. So there's a very substantive role today for the CLO.

One other CLO area of responsibility where we've seen an increase in activity is guidance and referral. People can come in and just chat informally; the CLO has a pledge of confidentiality that has to be posted in the office. Or, if needed, we have excellent regional psychiatrists on call.

FSJ: *In December 2000 State issued a guidance cable on assistance to individuals forming part of a Foreign Service employee's household who do not fit the definition of eligible family members (EFMs), such as aging parents, other relatives or adult children, unmarried partners, gay or lesbian partners. What services does the FLO offer to such Members-of-Household (MOH)?*

FB: I wouldn't say we have any specific services. But when we train CLOs we do a little segment on MOH, reminding them that anybody who is designated as an MOH at your post is part of your community. Whether they are elderly parents, boomerang kids or partners, they should be included in any of the activities you plan. At the FLO, our role is getting people the information they need to make the right decisions. If an FSO's partner wants information from us, we see them like we would any other client. If an officer is taking an elderly family member on a tour overseas, we would, for instance, advise the employee to be sure to have insurance because Medicare does not apply overseas, and the parent will not be eligible for medical assistance in the mission under our medical program.

FSJ: *Since our last talk with your office, in 1994, the communications revolution — with e-mails, instant messaging and the Internet — has burst upon the stage. How has this affected your work?*

FB: People can get to us much more easily, and we can supply people with information much more

*There is a very
substantive role for
the CLO today.*

easily. We were in fact one of the first offices in State to get an Internet Web site, and we also have an Intranet site. We have family member employment reports on the Intranet that can be accessed to see what kinds of jobs are available at

the next mission. There's a bulletin board showing when jobs are advertised, a childcare report, and so on.

We get a lot of direct e-mail from our Web site and through related links, such as the AAFSW's Lifelines, that comes in to flo@state.gov; and we have a publications coordinator who monitors this and directs the e-mails to the appropriate people in the office to answer. We get a lot of e-mails from new recruits as well, because we are linked to the State Department's Careers Web site (foreignservicecareers.gov). We get a lot of emails from people thinking about joining the Foreign Service, asking questions. For evacuees, FLO has set up e-mail networks to keep everybody informed of what's happening back here, give briefings, and keep them together as a community.

FSJ: *What are your plans for the future?*

FB: Well, first of all, we really want the SNAP program to work. We are putting a lot of effort into that this fiscal year and the next. It's an exciting project, and, quite frankly, it's a risky one; it's a pilot. We are quite hopeful and optimistic that we're going to have success, but we need to concentrate our efforts on that.

Professionalization of the CLO core is another one of our key goals. This year we will be increasing the length of the CLO training from 5 to 7 days. We have changed CLO training over the past two years to incorporate a lot of new segments — for example, the crisis management segment has been augmented — and have reached a situation of information overload for trainees. And because employment for spouses is so important we are planning to spend one whole day, rather than just three hours as is done now, on employment issues. We will begin the extended training in the fall.

Finally, setting up a subscription database is something that we're looking at for the future, so we can fill the orders for our publications via the Web site more easily. ■

THE FOREIGN SERVICE SPOUSE NETWORK: A GLOBAL RESOURCE

The first words we heard were "You won't want to enroll your oldest child into the embassy-supported school here — the first graders aren't learning to read." "Don't let GSO put you and your three little children into that apartment building with the open staircases and water only three days a week." "Even if you can type, don't ever mention it when you're looking for an embassy job."

The year was 1983, at the start of our first tour, and I was welcomed and initiated with unexpected warmth and candor into the Foreign Service spouse network. Drawing on the excellent advice of an experienced, savvy group of spouses, we chose a private school and found more suitable housing; I even found a part-time job in my field. That first experience was my vivid introduction to the important role spouses have traditionally

taken on — that of accurately assessing realities, sharing information with one another, and working together for the benefit of the entire FS community at post.

In those distant, pre-electronic message times, however, the spouse network's strength and effectiveness were accessible only at individual posts, and the system relied on personal contacts and everyday interactions. Post reports were typically years out of date and aimed as much to avoid host country sensibilities as to provide useful information. Unless you knew someone who had served there, solid, practical, current information about other posts was not available until you got there and could take direct advantage of the spouse network. Nor could you

even call the post unless you paid personally for the call. And even then, would the personnel officer really be willing to discuss the realities of life at post candidly?

While the thrill of the unknown is part of the FS lifestyle, a little knowledge gives a measure of comfort that statistics, generalities and vague assurances don't. After all, who knows the outside community, the job possibilities, the cultural considerations surrounding local employment better than the spouses on the scene? Who else can describe the local schools' weaknesses and strengths, as well as the local transportation system and the local markets, as authoritatively? And who can advise new families what they need to bring with them to post and what they should be prepared to order?

We have fewer non-working spouses at posts today, but their traditional role as information-sources is as important as ever. Fortunately, the digital age has provided new opportunities for spouses to expand and solidify their network into a global forum.

By consolidating forces and channeling energies into online projects, the traditional spouse networks at each post are now linking together to become a powerful cyberspace network, exchanging information and providing support for all interested in overseas life, whether they are in Washington or overseas, at small, medium or large posts, all around the world.

**SPOUSE NETWORKS AT EACH POST
ARE NOW LINKING TOGETHER
ONLINE TO FORM A CYBERSPACE
NETWORK THAT PROVIDES SUPPORT
FOR ALL INTERESTED IN OVERSEAS
LIFE, WHEREVER THEY ARE.**

By PAT OLSEN

Extending a Lifeline

Foreign Service Lifelines was the first electronic venture of FS spouses who recognized the potential for extending the information-rich spouse network into a unified, powerful resource and making it available worldwide. Created by Melissa Hess, an FS spouse, in 1998,

the Web site was initially privately financed, expanding through continued collaboration from spouses near and far. *Lifelines* now has a permanent home on the Web site of the Associates of the American Foreign Service Worldwide (AAFSW), www.aafsw.org. The articles and resources, contributed by spouses with been-there-done-that knowledge of overseas living, address the practical side of life in the Foreign Service that has traditionally been at the heart of the spouse network agenda. Managing editor Melissa Hess and webmaster Kelly Midura, another FS spouse, propel from local to worldwide distribution the sharing of information and the posing of questions, as spouses contribute articles on their own experiences and opinions. Through the site's archives, resources remain available on the wide variety of topics that active Foreign Service personnel and families address every month on *Lifelines*.

An online discussion group, *Livelines*, is a vital part of the site. Subscription is free, and because it is a moderated group restricted to family members and employees of the Foreign Service, the online discussions are direct and frank, with all participants free to address the highs and lows of FS life. This private, unofficial forum is proving to be a particularly valuable resource for new hires and their families, who are full of questions and anxious to tap the resources of knowledgeable people. Information management specialists have started their own online forum as a result of initial discussions on *Livelines*. (You can subscribe to the discussion group by clicking on the *Livelines* icon on AAFSW's home page.)

Meanwhile, the *Spouses' Underground Newsletter*, started by FS spouses Francesca Kelly and Fritz Galt as a small print publication in 1991, has also reinvented itself and expanded into cyberspace under the new name

Pat Olsen is currently in Chisinau, where her husband Norm is DCM. Previous postings with their three children have included Geneva, Tel Aviv, Majuro, Oslo, Kingston and Washington. Her article "Homeschooling FS Kids? It Worked for Us" appeared in the December 2000 Journal. She also recently completed a revision of The Essential Guide to Moldova, published by the International Women's Club of Moldova.

***We have fewer
non-working spouses
at posts today, but
their traditional role
as information-sources
is as important as ever.***

Tales from a Small Planet (www.talesmag.com), providing an online resource for overseas living not just for the FS, but for the world community of expatriates. Now assisted by a team of volunteer managers, Editor-in-Chief Kelly's compilation includes the accurately named "Real Post Reports": up-to-date, first-hand descriptions of what it's like to live in many cities around the world, written by those who have lived there.

Editor Victoria Hess (no relation to Melissa) offers a writer's template to encourage and simplify submissions about each post. The "webzine" portion of *Tales from a Small Planet* offers essays, fiction, poetry and humor about surviving overseas life, a cheerful forum both for those who like to read and those who like to write. The site's discussion group, *abroadview*, follows the ups and downs of expats who share their personal experience and perspectives. (You can sign up from the talesmag.com home page.)

Electronic Collaboration

The global electronic spouse network continues to generate new resources, too. In March, Intercultural Press published *The Expert Expatriate: Your Guide to Successful Relocation Abroad*, with a foreword by Mrs. Colin Powell. The two authors, Melissa Hess and Patricia Linderman, both FS spouses, developed the book proposal, exchanged chapter drafts back and forth between their posts in Germany and Ukraine, submitted the manuscript, and received the publisher's acceptance entirely by e-mail. In fact, the writers first met each other face-to-face only at a pre-publication meeting at their publisher's office.

Drawing from the authors' wealth of experience living overseas in the FS, *The Expert Expatriate* is a persuasive example of the possibilities opening up for FS spouses to share their knowledge and expertise through both electronic and print communication. Authors Hess and Linderman were so struck by the ease and power of electronic collaboration that they have decided to join forces as editors on a second book, *Realities of Foreign Service Life*, to be published by AAFSW later this year. This compilation of essays, written from the individual perspective of Foreign Service spouses located in posts around the globe (who submitted their material to Hess and

F O C U S

Linderman electronically), will address such topics as spouse employment, culture shock, foreign-born spouses, kids, pets and transitions. It is worth noting that these issues are of particular interest to newcomers to the Foreign Service, as well as those considering a Foreign Service career.

Societal changes are increasing the need for such conduits to unprecedented levels. If spouses ever were completely content to flit from hither to yon with their own options severely limited, they are no longer. Now many couples are desperately looking for ways to keep two careers thriving, despite the transitory and overseas lifestyle required by an FS career. Similarly, single employees want and expect access to such information just as much as families and couples.

Fortunately, the lore of the spouse network is now

The spouse network is now more accessible than we could have imagined even a decade ago, when most of us did not have e-mail.

more accessible than we could have imagined even a decade ago, when most of us did not have e-mail. It's already hard to remember, even for FS veterans, the posting when we didn't have a telephone at home, and the days when we couldn't check the bank balance until the diplomatic snail mail crept ashore. And for the new generation of FS spouses and employees, global communication is already a fact of life. Secretary of State Powell's mandate that every State desktop have Internet access will only encourage the continuing growth of an Internet network accessible to everyone in the Foreign Service.

Precisely because global networking allows the sharing of questions, insights, ideas and empathy, FS spouses will continue to find innovative ways to carry on the irreplaceable tradition of the Foreign Service spouse network. ■

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GLOBALIZATION AS POLITICAL THEATER

LOOKING AT THE QUEBEC CITY PERFORMANCE OF THIS LONG-RUNNING PLAY
FROM DIFFERENT PERSPECTIVES YIELDS INSIGHTS INTO GLOBALIZATION
AND ITS VOLUMINOUS LITERATURE.

By DONNA MARIE OGLESBY

Globalization as made for media political theater burst onto the world stage in "Seattle 2000." Fresh, raw and shocking, the performance captured public attention. The whys began: Why is this happening? Where did it come from? What does it mean? Where will it all go from here?

After Seattle, the spectacle went on tour playing under the media spotlight in Washington, D.C., Prague, Davos, Quebec and finally — tragically — in Genoa. Admittedly, the death of a protester in Genoa rocked the touring company, and script changes will no doubt be made by the time the G-8 treads the boards on the isolated snow peaks of Kananaskis, Alberta on June 26. Still, the questions linger from the performances to date, and the answers offered depend on the frames used to view the world spinning before our filtered eyes.

Quebec City, the only walled city in North America and the venue for the Third Summit of the Americas in April 2001, unquestionably provided the best stage for this play of the new century. Why it worked so well as narrative and how it lent itself to interpretation provides us insight into both the globalization road show and the

globalization literature inundating us today. Let's revisit Quebec and see what we can see.

The Basic Story

Quebec City, the old walled city in the French-speaking province of Quebec, in the predominantly English-speaking country of Canada, high astride the Western Hemisphere, is the perfect setting for the globalization drama. The kind of political, cultural and geographical ironies inherent in the play are built right into the set. The cast of characters features 33 men and one woman in suits; some 50,000 casually-clothed environmentalists, union workers, students, "Raging Grannies" and indigenous people; and several hundred helmeted, shielded officers of the law, clothed all in black.

The plot is straightforward. The 33 men and one woman in suits — the elected heads of state and government of the 34 democratic countries of the hemisphere — meet behind closed doors within the walls of Quebec's old city to discuss tearing down the barriers to trade between the countries in the Americas to create a Free Trade Area of the Americas (FTAA). For them, borderless trade means prosperity, modernity and democracy. It is good.

The anti-globalization forces in the Americas — the thousands of environmentalists, unionists, students, enraged grandmothers (also known as "Raging Grannies" or Little Old Lady Activists, LOLAs), indigenous peoples, and others — go to Quebec because they do not want the trade barriers between nations removed. They insist that the only protection against multinational corporate assault on workers and the environment lies in the sovereignty of states. For the "antis," unfettered trade means environmental destruction, poverty and the eradication of cultural diversity. It is bad.

Donna Marie Oglesby served with USIA for 26 years, retiring in 1996 after three years as Counselor of Agency. Earlier in her career she served as Director of Latin American Affairs and in embassies in Brazil, El Salvador, Paraguay, Austria and Thailand. Her awards include: Edward R. Murrow Award for Excellence in Public Diplomacy, Presidential Honor, USIA Distinguished Honor and the Alliance for International Educational and Cultural Exchange Award for Outstanding Service. Since 1997 she has been teaching international affairs at Eckerd College in St. Petersburg, Fla.

To prevent the anti-globalization protesters from disrupting the closed deliberations of the democratically elected leaders of the hemisphere, the government of Canada builds new, higher walls around the summit site within the old walled city of Quebec. When anti-globalization protesters try to tear down those walls around the closed discussion about the removal of walls, the officers of the law are sent in to repel them with tear gas.

A riot ensues.

Audience Perspective

Now, we know this story because the media spotlight shone on the battle of the walls in Quebec City. It gave great visuals — full color, close up, and moment-to-moment — that swept round the globe instantaneously. And we are all familiar with the classic story line about insiders and outsiders and the walls between them. Of course, where we find the good and the evil in this drama depends on our personal values.

But is that it? Is this all there is to the great globalization drama? Is it the same old story with a new title? Are we to pass it off as multinational soap opera — “McTheater”? According to some, it’s just that simple.

Others, such as London School of Economics Professor of Political Science David Held, contend the globalization drama is more than cliché. Held and his colleagues offer a useful guide to the meaning of the globalization theatrics in their book *Global Transformations* (1999, Stanford University Press). The professors see three distinct patterns of argument in the globalization debate: the first is associated with what they call the hyper-globalist school, the second with the skeptical school, and the third with the transformationalist school. All three perspectives were on display in the battle of walls in Quebec.

The Hyper-Globalist View

Let’s take another look at our story. This time we will put on “hyper-globalist” glasses and watch events unfold through the eyes of scholars of this first school.

If nation-states have become impossible business units in a global economy and the discipline of the marketplace demands that people everywhere conform to economic logic by “denationalizing” production, trade and finances and creating in their place transnational

networks, then one might characterize the Summit of the Americas as a major step on the road to the global age. That age will arrive when there is one perfectly integrated global economy — one open market — one borderless, one-price world.

From this perspective, apolitical technological and economic forces compelled democratically elected, sovereign leaders to come together to relinquish some state power. This was necessary to secure greater well-being for the people who elected them by creating a larger economic space within which private forces could employ the magic of the marketplace and create opportunity for individuals to improve their lot in life.

As Tom Friedman would say, the heads of state and government in the Americas had no choice; they were compelled by globalization to put on a “Golden Straightjacket” designed by global technology and economic forces and act in this fashion (see his *The Lexus and the Olive Tree*). Friedman says this one-size-fits-all

jacket shrinks politics and makes the economy grow, however uncomfortable the fit for certain groups. According to neo-liberals, the concepts stitched into the “Golden Straightjacket” mark the triumph of individual autonomy and market principles over

state power and are the welcome consequence of globalization. One can hear this view, celebrating the freedom-enhancing properties of trade, in the official rhetoric of the Summit of the Americas.

From a radical or neo-Marxist perspective, globalization is accurately described as a necessary product of economic forces, but it hardly represents the triumph of the individual over the state; it is, rather, the triumph of an oppressive global capitalism that reinforces structural inequality between people within countries and between poor and rich countries along the north-south divide. You can hear this rhetoric in the declarations of many protesters and read it on their signs.

Neo-Marxist and neo-liberal characterizations of globalization are flip sides of the same coin. Both groups share the same understanding of the globalization process. They both see it as a matrix in which capitalism rules; they simply value it differently. David Held calls those who hold this view of globalization, as an economically driven process, “hyper-globalist.” The dance of the walls in Quebec City was portrayed this way in most of the media coverage because both the summit’s official rhetoric and much of the anti-global-

Is the globalization drama simply multinational soap opera, McTheater?

ization protest rhetoric framed the story in this fashion.

Skeptical Shades

Now, if we take off our hyper-globalist eyeglasses and put on the shades of the skeptical school — reflecting the second line of argument about globalization — we will see events in Quebec differently.

Through skeptical lenses, the Summit of the Americas is not seen as progress along the road to one world market. The formation of an American free trade area does not indicate that a new and different laissez faire global age is dawning. On the contrary, it is proof positive that there is no such thing. It is one more indication among many that old-fashioned trade blocs are being created by still-strong nation-states as a way to regulate the international economy and defend their state interests.

From this perspective, the very strong government of the United States of America is trying to build a hemispheric trade bloc to do economic battle with the European Union and Asia. The real focus of the FTAA is not the removal of trade barriers within the hemispheric trade zone — although that would help the U.S. dominate the region. Instead, the point is to effectively create barriers around the hemisphere to impede European and Asian economic penetration of the Americas. Seen this way, the FTAA is a 21st-century Monroe Doctrine. There is nothing new there. We have seen American hegemony before.

Not surprisingly, this view of the Summit of the Americas is on display in the European media. In the context of their own process of integration into the European Union, Europeans see the FTAA as an American attempt to respond in kind.

According to this line of argu-

*By occupying
the media space, the
protesters framed
the story for our
consumption.*

ment, globalization is not a technologically driven economic process of integration into an actual one-world framework; it is a politically driven fragmentation into several worlds. The drivers of this changing world are not market forces; they are governments for whom power and culture matter. What we see today is nothing more than a solidification of power by governments that are extending their hegemony in their neighborhoods. By this account, some would agree with Samuel Huntington's thesis that we are engaged in a clash of civilizations, not the borderless one-world of the hyper-globalizers.

Kaleidoscopic Lenses

For the third and final version of what happened in Quebec and why it defines globalization, we must remove our skeptical shades and put on new-fangled kaleidoscopic lenses. They move us to another plane where the whole panoply of contradictions and ironies in the globalization debate begins to come into focus.

Let's look at the case of Quebec. Many in Quebec would like to erect sovereign walls around their province, separating it from the rest of Canada, which is English-speaking, and making Quebec a French-speaking nation-state. Some Quebec separatists believe they will gain ground

under the proposed FTAA in much the same way Wales and Scotland achieved some degree of home rule from England when Great Britain joined the European Union. If trade walls come down in the hemisphere and nation-states within the Americas are weakened, new nation-states — a Free Quebec for example — might be born. Interestingly, the Quebec separatists have already announced they would join the FTAA.

At the same time, we note that the Cree and Inuit, peoples indigenous to the land now encompassed by the province of Quebec in the state of Canada, oppose the FTAA. They are only two of 11 indigenous peoples in Quebec and although they occupy two-thirds of the land in the province, they are few in number. They have long wanted greater sovereignty. If Quebec were to become a nation-state, representatives of these so-called "First Nations" say their interests would not be served. They would prefer to be autonomous within the larger Canada. They oppose any weakening of Canadian sovereignty by which they might lose ground in their struggle to retain their cultural and political autonomy. Therefore, some native Canadians — along with representative indigenous peoples from Brazil, Mexico and Colombia — joined environmentalists and workers in protests against the creation of an FTAA.

These internal conflicts raise an obvious question. Despite the fact that there were as many as 50,000 anti-globalization protesters — including workers, environmentalists, Little Old Lady Activists and Native Americans — on the outside of the wall and only 34 democratically elected heads of state and government meeting inside the wall, the wall held. Why?

The answer comes from the third school of thought on globalization.

Professor Held calls this the transformationalist school. Their answer is that the wall was porous and didn't need to be breached — the boundary wasn't really there at all in the first place.

Thus, on some level, the anti-globalization protesters knew they were engaged in theater. They called it a carnival and catapulted teddy bears and hearts over the fence. They went to Quebec not to occupy the Summit of the Americas conference hall, but rather to capture media attention. The media love controversy, and the dance of the walls in the only walled city in North America was great television. By occupying the media space, the protesters framed the story for our consumption. They got inside.

A New Political Space

Look further. The U.S. Steelworkers Union, which led the 50,000-strong

***Globalization
transforms global
politics in ways we are
only beginning
to imagine.***

people's march down the streets of Quebec, did not have to join the Black Bloc and the Anti-Capitalist Convergence militants and throw their muscles against the barricades around the Summit of the Americas because they, too, were already inside. They were inside because their political muscle back home in the U.S. Congress had stripped the president of fast track authority,

making it impossible for him to deliver a Free Trade Area of the Americas Agreement without first taking it back to Congress. There, congressional allies of the environmental and labor forces could battle to reshape it to their liking.

In similar fashion, the non-governmental organizations from Brazil, Mexico and Chile that co-hosted the People's Summit in opposition to the FTAA were also outside the summit but inside the political space. Their new lease on democracy within their nation-states gives them a voice at home, just as communication technology and cheap air travel give them the means to carry their voices abroad and network with others who share their values and interests. Being seen in Quebec in association with a network of like-minded people enhances their power both in the domestic political arena and in the

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global fora where their values and interests are at stake.

The "secret" text of the FTAA was liberated from the closed deliberations of the heads of state and government by some enterprising mole and placed on the Internet for all to read. So now, wherever we are in the Americas or in the world, we can evaluate for ourselves the merits and flaws of the FTAA and step into the political space where the agreement is debated, aligned with whichever group articulates our values or serves our interests.

This, say the transformationalists, is globalization. It transforms global politics in ways we are only beginning to imagine because it liberates politics and society, as well as economics, from territorial limits. Because this transformation of identity and interest is happening with speed and force and depth, it is a tumultuous process creating unpre-

*It is a tumultuous
process creating
unpredictable change
and unexpected
effects in a very
uncertain world.*

dictable change and unexpected effects in a very uncertain world. It challenges each of us to sit up and take notice, and refocus our sights to clearly comprehend the new realities.

For my part, having retired my diplomatic suits five years ago to don

the casual clothes of a college professor, I find that the kaleidoscopic glasses fit me best. I align myself with this third camp because I no longer believe that the "suits" — either corporate or state — are in control of the forces that democracy, technology and capitalism have unleashed. Holding the next G-8 meeting in far-off Kananaskis may give the host nation greater control over a single meeting site, but it will do nothing to make the self-selected G-8 seem more legitimate, democratic or fair to the uninvited, onlooking world. Seen through my not-necessarily-rosy refraction, globalization is anything but a linear process because over six billion human beings with appetites and dreams are colliding and congregating in patterns and at a velocity not seen before on this planet.

It is going to be quite a show; keep your glasses handy. ■

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U.S. POLICY TOWARD CUBA: IS CHANGE COMING?

THERE HASN'T BEEN A SERIOUS DEBATE OVER CUBA POLICY IN YEARS. BUT THAT COULD BE CHANGING, WITH AN ADMINISTRATION READY TO TAKE ANTI-CASTRO POLICY TO NEW HEIGHTS.

BY GEORGE GEDDA

After the first year of the Bush administration, there was grumbling in some Miami precincts that little had changed in U.S. policy toward Cuba. Tough rhetoric had not been accompanied by actions, prompting one disaffected Cuban-American leader to complain that, at least as far as Cuba policy was concerned, Bush's first year in office looked more like President Clinton's ninth year.

As an example, Bush maintained the Clinton-era policy of refusing to allow Americans to sue people or companies who control property in Cuba confiscated from Americans 40 years ago when Fidel Castro took over. Hard-liners in Miami and elsewhere were disappointed. But Bush, like Clinton, knew that a policy change would cause an uproar in Europe because Europeans would be the target of most of the ensuing lawsuits. There also would be resentment among Europeans that Washington was trying to impose its anti-Castro policy on them.

But accommodation with Havana is hardly what the administration has in mind. Just before Bush's first anniversary in office, Otto J. Reich, a former ambassador to Venezuela and a Miami community favorite, took charge of the State Department's Bureau of Western Hemisphere Affairs. With his installation came the promise, at least, of a more pro-active Cuba policy. Reich's opponents in the Senate, notably Christopher Dodd, D-Conn., had successfully blocked a Senate Foreign Relations Committee confirmation hearing for Reich on grounds that he was unqualified for the post. But Bush stood by Reich, granting him a recess appointment in January.

Reich's long wait was finally over; he had been tapped for

the job the previous spring and spent much of the interim period working out of a small, windowless first-floor office at State. In January, he was finally able to move up to more elegant and spacious surroundings on the 6th floor. He was the only unconfirmed regional assistant secretary, but there was no doubt that he had the unwavering support of both Bush and Secretary of State Colin Powell.

Bush, of course, knows that a get-tough policy with Castro is good politics in Florida. Without the Cuban-American vote, Bush might well have lost Florida in 2000 and would be sitting in Austin, Texas, instead of the cockpit of the free world. As an added incentive to keep pressure on Castro, Bush's brother, Jeb, is up for re-election as Florida governor this fall. At any sign of a tolerant policy toward Castro by the president, Cuban-Americans in Florida could well retaliate by sitting out the election, possibly delivering the governorship to the Democrats.

The president's resolve on Cuba was demonstrated not only by his decision to stick with Reich, even though he could not be confirmed, but also by his appointment to senior positions of other officials with a well-documented opposition to Castro. These include Lino Gutierrez, a former ambassador to Nicaragua, as Reich's top deputy, and Emilio Gonzalez as a Cuba specialist on the National Security Council. Gonzalez is a former West Point instructor who recently served at the U.S. Southern Command in Miami. Like Reich, he and Gutierrez are Cuban-Americans.

As the top official for Latin America, Reich has to keep tabs on 34 countries. He has to bone up on the finer points of a dispute with Canada over lumber imports, make recommendations on Argentina's efforts to overcome its financial crisis, and keep up-to-date on environmental problems along the U.S.-Mexican border.

But how Reich handles Cuba may well define his tenure as assistant secretary. He is more identified with that issue than any of his predecessors. He fled the island with his fam-

George Gedda is the State Department correspondent for the Associated Press.

ily after the 1959 revolution and, like many others who followed the same path, is revolted by what Fidel Castro has wrought. Partly because of Reich, the Bush administration projects a more anti-Castro image than any previous administration since President Reagan's early months in office, when then-Secretary of State Alexander Haig famously threatened in 1981 to "go to the source" of the turmoil in Central America — meaning Cuba. Reagan eventually backed off this stand, contenting himself with more peaceful ways of trying to weaken Castro.

Just how far the Bush administration will go in its effort to hasten Castro's demise is not clear. Not long after Reich assumed his duties, the State Department initiated a review of Cuba policy to determine the extent to which Havana has the potential to harm U.S. interests. One area of inquiry is Cuba's reputed involvement in terrorism.

But there are powerful currents in Congress pushing in the opposite direction. Traditional critics of the embargo have been joined by many lawmakers from farm states who believe Cuba has the potential for becoming a significant market for U.S. farm products. They also favor an end to restrictions on travel to Cuba by Americans. Supporters of change have banded together in a "House Cuba Working Group," which, like the administration, has undertaken its own review of Cuba policy.

The Charm Offensive

Castro, of course, has been watching these developments in Washington with interest. He appears to be taking steps to give encouragement to the advocates of change. He has promised Cuba's full cooperation concerning the Arab and Afghan detainees incarcerated at the U.S. naval base at Guantanamo, pledging to send back any who manage to escape. He also

offered last fall to begin joint cooperation with Washington in fighting the smuggling of Cubans to the United States and in combatting both drug trafficking and terrorism. In March, Havana said it was holding Rafael Miguel Bustamante Bolanos, an alleged Colombian drug trafficker wanted by U.S. officials. It expressed a willingness to deport Bustamante to Washington if a countermarcotics agreement with the United States were signed. But the State Department showed no interest, suggesting that Cuba could not be counted on to be a reliable law enforcement partner.

In January, Raul Castro, Fidel Castro's brother and the No. 2 official in the Cuban hierarchy, said recent visits by U.S. lawmakers and business people "have demonstrated there can be mutually beneficial rapprochement, done respectfully and without interfering in anyone's internal affairs." This prompted State Department

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spokesman Richard Boucher to say that U.S.-Cuban relations cannot be mended by greater cooperation but rather by democratic change in Cuba.

The issue, he said, is "the Cuban government's continued denial of basic human rights." Relations won't improve until Cuba has free elections, releases political prisoners and repeals laws that permit the imprisonment of Cubans who criticize the government, he said.

Castro projects different images to different people. He can be a charmer, as Sen. Maria Cantwell, D-Wash., discovered in January when she and about 40 other women from Washington state visited Havana. Castro conferred with Cantwell for two hours, leaving her anxious about making her afternoon flight back home. Showing gentlemanly instincts, Castro personally escorted her to the airport in his black Mercedes Benz.

Don't be taken in by such gestures, say Castro's critics, pointing to his role

as an architect of the Cuban missile crisis in 1962, his delivery of thousands of criminals and mentally ill Cubans to U.S. shores in 1980 and his recent designation by the Committee to Protect Journalists as one of the 10 worst "enemies of the press" worldwide. The committee said Castro has engaged in a "scorched earth assault on independent journalists."

The signs that the U.S. Congress is willing to re-examine Cuba policy come at a fortuitous time for Castro. Last year was a dismal one for the island, with a dropoff in tourism resulting from the post-Sept. 11 fallout. Even worse, a hurricane struck the island on Nov. 8, devastating crops and causing extensive damage to housing and other structures. Beyond that, Russia decided days after the hurricane to begin closing down an intelligence-gathering facility south of Havana, depriving Cuba of \$200 million in annual rent.

The Bush administration is deter-

mined to block any effort by Congress that could rescue Castro from his plight. The most menacing proposal, as the administration sees it, relates to allowing Americans to travel freely to the island, filling Castro's hotels — not to mention his depleted coffers. This, officials believe, would end any hope of reform and give Castro the wherewithal to resume international adventurism.

Over the past decade, they say, he has had to scale back on these campaigns, usually directed at the United States, because he has been too broke. To the extent that he has adopted reforms, including legalizing dollars and allowing private business on a limited scale, it is because of the embargo, they say. These officials also say that Castro is as irretrievably anti-American now as he has been all his life. He has not retreated, they contend, from the sentiments he expressed in a letter he wrote to a friend at age 31, in June 1958, during

Year-End Roundup of FOREIGN SERVICE AUTHORS

As we have done the past two years, the *Foreign Service Journal* once again will present a list of recently published books by FS authors in an end-of-the-year special section: "In Their Own Write." FS authors who have had a book published either by a commercial or academic publisher in the past two years (2001-2002) that has not previously been featured in the roundup should send a copy of the book, along with a press release or backgrounder with information on the author, to:

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the final phase of his guerrilla war against the military dictatorship then in power. "I am going to launch another much longer and bigger war against them (the United States). I realize now that this is going to be my true destiny."

He seized power six months later and, remarkably, after four decades he is still there, his anti-Americanism still intact — even on the rare occasions when the United States and Cuba agree. Two years ago, when U.S. immigration agents seized Cuban refugee Elian Gonzalez from his anti-Castro relatives in Florida, Castro did not thank the Clinton administration for its assistance. Instead, he proclaimed: "This is a day of glory for our people. Tomorrow the struggle continues."

Next Steps

Just what the Bush administration has in store for Castro is not clear. In March, Powell talked about Cuba policy during a ceremonial swearing-in of Reich that attracted more than 300 of Reich's friends and colleagues. "We seek a democratic transition in Cuba," Powell said. "And we intend to achieve that goal." The remark drew enthusiastic applause and left the impression that perhaps the administration has a plan in mind to dislodge Castro. Days later, however, Powell said he simply believed that "historic forces" — such as those contributing to the spread of democracy in the hemisphere — will eventually determine the outcome in Cuba. In Reich's own first public comments on Cuba after taking office, he said the United States can speed a democratic transition in Cuba by "not throwing a lifeline to a failed, corrupt, dictatorial, murderous regime."

One issue under study by the administration, according to a senior official, is the role he says Cuba plays in international terrorism. Cuba has long been on the State Department

terrorist country list, a designation based on ties it maintains with other countries on the list, including Iraq, and the haven it provides for foreigners linked to alleged terrorist organizations. As a result of the policy review, the administration may add to the rationale for keeping Cuba on the list. A key unanswered question is what action the administration would take against Cuba if the policy review concludes the island represents a genuine threat to American interests.

Castro, of course, argues that Cuba itself has been the victim of a Miami-based terrorism campaign that dates back 40 years and has claimed, he says, thousands of lives. On this basis, he believes the United States lacks the moral authority to level terrorism charges against Cuba. Nor is he the only one who feels that way. Writing in the *Los Angeles Times* in July 1998, Robert Scheer said, "We have isolated Cuba on the assumption that the tiny island is a center of terrorism. And year after year we gain new evidence that the U.S. has terrorized Cuba and not the other way around."

Such arguments leave the administration unmoved. As part of the policy review, officials are considering a possible indictment of Castro for the 1996 shootdown by MiG fighters of two Miami-based private planes near Cuban air space. Three U.S. citizens and one resident alien — all Cuban-Americans — were killed.

The administration weighed the indictment option last year, and the senior official said the matter has not been dropped. (However, one unresolved issue is whether a foreign head of state can be indicted.) The matter is in the hands of the Justice Department.

Also on the agenda is whether Cuba is developing a potential to use the Internet to interrupt U.S. mili-

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tary communications. Vice Adm. Thomas Wilson, director of the Defense Intelligence Agency, told Congress a year ago that Cuba has the means to use "information warfare or computer network attack" to disrupt "our access or flow of forces to the region."

There has been no public comment on the subject since then but a senior official said the issue is still alive. Castro has ridiculed Wilson's suggestions as "craziness."

The View from the Hill

Meanwhile, the administration is facing a Congress that is more disposed to re-examine Cuba policy than any in recent memory. "Quite simply, our Cuba policy has failed," said Rep. Jeff Flake, R-Ariz., a member of the House International Relations Committee. "After 40 years, U.S. policy toward Cuba has yielded few results. I think it's time to try something new."

Appearing with like-minded colleagues at a news conference on March 21, Flake said that only through engagement can the United States promote democracy and improve human rights in Cuba. He recommended an end to restrictions on travel by Americans to Cuba, but offered the suggestion in a way that made clear he was not interested in helping Castro. "Every American should have the right to see firsthand what a mess he has made of that island," Flake said.

Rep. William Delahunt, D-Mass., said it was an anomaly for the government to bar most Americans from visiting Cuba while allowing them to visit Iran and North Korea. "By my calculation, that's two-thirds of the axis of evil," Delahunt said, referring to the description of Iran, Iraq and North Korea by President Bush in his State of the Union address.

Flake and Delahunt are both members of the House Cuba

Working Group, whose two main legislative priorities are lifting travel restrictions and permitting private financing for agricultural sales to the island.

Cash sales of food to Cuba were permitted starting in 2000 but financing by the U.S. government or private entities was barred. Nevertheless, Cuba began importing U.S. food last fall following hurricane-induced crop failures. As of March, total sales were in the \$70 million range.

According to a study, Arkansas farmers could export goods worth \$500 million to Cuba, more than any other state. California would rank second with \$287 million. Rep. George Nethercutt, R-Wash., says Cuba is a potential \$1 billion market for U.S. farm products. However, the administration maintains Cuba is too poor to be a major market.

Critics of the current no-holds-barred stance toward Cuba say a new policy would be good politics domestically. Rep. Vic Snyder, D-Ark., says the policy should not be guided "by a couple of counties in South Florida." As an example, he points out that Arkansas, like Florida, is a swing state but that support for reconciliation with Cuba is strong. The governor and all six House members, he says, want to see the embargo lifted, since it "has provided Castro with an excuse for his own failed government."

Rep. Jim McGovern, D-Mass., says the embargo has done nothing to promote democracy in Cuba. And he even questions the mental stability of the many U.S. government officials who, he says, "have a Castro fixation that prevents them from thinking rationally and reasonably."

There hasn't been a serious debate over Cuba policy in years, but that could be changing, with soft-liners in Congress arrayed against an administration that is ready to take anti-Castro policy to new heights. ■



BOOKS

What's In A Name?

Place Names: How They Define The World — And More

Richard R. Randall, 2001, Scarecrow Press, \$35.00, hardcover, 153 pages.

REVIEWED BY STEVEN ALAN HONLEY

When we look at a map, an atlas or a globe, wherever it was produced, we tend to take it for granted that the borders are drawn correctly, the various population centers and natural landmarks are labeled accurately, and the depiction enjoys universal approval. But as Richard Randall explains in *Place Names: How They Define The World — And More*, the achievement of such precision and the standardization of place names were literally centuries in the making, and face constant challenges even today.

Randall, who earned a Ph.D. in political geography from Clark University, not only has impeccable credentials to address this subject but draws upon a wealth of professional experience. In 1973, he was simultaneously appointed the geographer of the U.S. Defense Mapping Agency and the executive secretary of the U.S. Board of Geographic Names, holding both positions until his retirement 20 years later.

As the author explains, the BGN is a small, relatively obscure interagency body created in 1890. It might well have disbanded many years ago, were it not for one power it alone (not the State Department or White House, as one might suppose) has: the authority to decide which place names the U.S.

Randall hits his stride in the middle section of the book, when he focuses on the international standardization of place names.

government will recognize and use, both at home and abroad. (Incidentally, all you trivia buffs out there will be interested to know that the BGN — in conjunction with its British counterpart, the PCGN — has also codified how we English-speakers transliterate Cyrillic languages such as Russian into our Roman alphabet.)

Even today, the BGN and its counterparts around the world and at the United Nations still have plenty on their agendas. Like the periods following the end of World Wars I and II, the post-Cold War era also caused dozens of countries to change their names (and borders, in some cases). For example, the collapse of the Soviet Union gave birth to some 15 countries collectively known as the New Independent States. And the ongoing breakup of Yugoslavia into its constituent republics over the past decade has created (or reincarnated) Serbia and Montenegro, Bosnia and Herzegovina, Croatia, Slovenia, and Macedonia — which, at Greek insistence, is formally known as the

Former Yugoslav Republic of Macedonia, to avoid confusion with the Greek province also known as Macedonia.

Randall notes that when the Burmese junta seized power in 1990, one of its first acts was to change the name of the country from Burma to Myanma (the subsequent change to “Myanmar” was supposedly for ease of pronunciation) — though the United States has continued to refer to the country as “Burma” to emphasize the illegitimacy of its government. And following the 1997 ouster of long-time dictator Mobutu Sese Seko, the country formerly known as Zaire (capital: Kinshasa) reverted to its earlier identity as the Republic of the Congo — promptly creating widespread confusion with the “Democratic Republic of the Congo,” whose capital is Brazzaville.

The book gets off to a somewhat slow start, as Randall rather pedantically explains how people, places and things are named and depicted on maps. But he hits his stride in the middle section, when he focuses more on the international aspects of the subject, including the State Department’s role in the process and efforts by the U.N. to standardize geographic nomenclature. And as a bonus, he concludes the volume with amusing chapters listing “names in dispute” and “unusual and unacceptable names.”

Overall, while it addresses a relatively prosaic topic, *Place Names* is a useful and interesting book — and not just for geography buffs, either. ■

Steven Alan Honley is editor of the Journal.



IN MEMORY

The Foreign Service community offers condolences to Foreign Service specialist Milton Green, his family and friends on the tragic death of his wife, **Barbara Green**, and step-daughter **Kristen Wormsley**, victims of a terrorist attack on the Protestant International Church in Islamabad, Pakistan on March 17. The *Journal* received this news as we were going to press.

Enid H. Long, 71, widow of Amb. William R. Rivkin, founder of the American Foreign Service Association's Rivkin Award, and humanitarian activist, died of cancer Jan. 27 at her winter home in Rancho Mirage, Calif.

Ms. Long (nee Hammerman) grew up in Glencoe, Ill. Following graduation from New Trier High School in 1948, she attended Sarah Lawrence College in Bronxville, N.Y. In 1952 she left college to marry her childhood sweetheart, John Dreyfus, who died of cancer five years later. In 1959, Ms. Long married Chicago attorney and Democratic political organizer William R. Rivkin, who served as U.S. ambassador to Luxembourg from 1962 to 1965, and to Senegal, where he died suddenly of a heart attack in 1967.

One year after his death, in memory of her husband, Ms. Long established the William R. Rivkin Award for mid-level Foreign Service officers who demonstrate the qualities

of independent thought and intellectual courage that were so greatly admired and valued by Amb. Rivkin. Ms. Long convinced AFSA to sponsor the award for "creative dissent" in the belief that U.S. policy is best served by open and vigorous debate, thus pioneering the AFSA institution of "Constructive Dissent Awards." Ms. Long continued to support and promote the Rivkin Award, recruiting prominent individuals to serve as judges and personally presenting the award each year at the AFSA awards ceremony at the State Department.

Ms. Long, who also lived on Chicago's Near North Side, was widely known for undertaking humanitarian causes over the last 25 years with her third husband, Chicago obstetrician Dr. John S. Long. The Longs were among the founders of the American Refugee Committee, which helps relocate international refugees. Beginning in the early 1970s, the Longs provided medical care and assistance in Peru, Thailand, Cambodia and several African countries. Three years ago, after her cancer diagnosis, they worked in a refugee camp in Macedonia.

After her marriage to Dr. Long in 1971, Ms. Long completed her bachelor's degree, graduating from Chicago's Columbia College in communications in 1973. She later joined the board of trustees, where she became known as a persistent voice for students' concerns, and served the college until illness forced her to resign.

Ms. Long also had a brief stint in

television, hosting the WLS-Channel 7 "A.M. Chicago" show in 1967. In 1983, the Longs produced a medical education video, "Take Charge of Your Pregnancy," narrated by Candice Bergen.

"She was a very elegant woman," said her son Robert Rivkin. "She was at home in the White House and in the embassies and palaces of Europe, and yet equally at home serving refugees in the jungles of Thailand and the mountains of Peru." According to her children and grandchildren, her constant reminder was: "Bloom where you are planted! Wherever you find yourself, do your best."

Survivors include husband Dr. John Long; two daughters, Laura Ledford and Julia Wheeler; two sons, Robert Rivkin and Charles Rivkin; a sister, Joanne Alter; 10 grandchildren; six stepchildren; 21 step-grandchildren, and one step-great-grandchild.



Frederick Dent Sharp III, 83, retired FSO, died Dec. 14, 2001, at Hospice by the Sea in Boca Raton, Fla.

The son of Colonel Frederick Dent Sharp, Jr. and Ellanor Longstreth, he was born Sept. 3, 1918, at Ft. Sill, Okla. and spent his primary years traveling as an "army brat" to various military posts. While his father was stationed at Ft. Myer he attended Sidwell Friends School in Washington, D.C., and completed his secondary schooling at The

IN MEMORY

Hoosac School in Hoosick, N.Y. He attended Bard College (then part of Columbia) and graduated in 1940.

Mr. Sharp went to work for First National City Bank and was initially stationed in Buenos Aires because of his language fluency. World War II brought an abrupt end to his first career as he returned to New York and enlisted in the U.S. Army Air Force. Trained as an air intelligence specialist, he figured prominently in the success of the Italian campaign at the Po River and retired as a captain at the conclusion of the war.

Mr. Sharp then embarked on a long career in the Foreign Service that took him all over Latin America, Spain and North Africa. He held a variety of positions ranging from economic development to nation-building, political-military affairs and intelligence, eventually rising to the position of DCM. His proudest achievement in 26 years of service was his position paper on the strategic insignificance of the Panama Canal after the advent of the super aircraft carrier.

In 1973, Mr. Sharp was awarded the Superior Service Medal and retired from the State Department. He returned to his initial banking profession, joining the National Savings and Trust Company in Washington, D.C. After retiring for a second time in 1983, Mr. Sharp lived briefly in Irvington and then Reston, Va. before finally settling in Yarmouth, Maine in 1985. In 1995, Mr. Sharp made contact with an old Foreign Service friend, Suska Massey, and the two were inseparable from that point on. They enjoyed the warmth and social life of South Florida where both were active members in the Boca Raton International Club.

Besides Ms. Massey of Boca Raton, Mr. Sharp leaves a daughter,

Lisa Sharp Borger of Jacksonville, Fla.; a son, Alexander Van Leer Sharp of Portland, Ore.; seven grandchildren; and one great-grandchild. A requiem mass was held at St. Peter's Anglican Church in Deerfield Beach on Jan. 9, with final interment in Arlington National Cemetery.

William E. ("Bill") Wanamaker, 62, retired FSO, died Nov. 7, 2001, of a heart attack at his home in Sanibel, Florida.

A native of California, Mr. Wanamaker graduated in 1960 from Cal-Poly Pomona with a degree in business administration. He worked for the state of California in the administrative management area prior to accepting an assignment in the Foreign Service with USAID in 1967.

Mr. Wanamaker began his USAID career in personnel management, but later moved into general administration, serving as executive officer the last several years prior to retirement. He was assigned to seven countries, including Vietnam, Afghanistan, Kenya, Yemen, Somalia, Nepal and the Philippines (twice), as well as Washington, D.C. He retired in 1994, but continued consulting with USAID on an intermittent basis, mostly in Eastern Europe, until his death.

After retirement, he enjoyed life to the fullest. He was an avid scuba Divemaster, artist (using oil as his medium), ultralite plane pilot, active tennis player, race walker (he usually won any event he entered), and ham radio operator.

He is survived by his wife of 29 years, Linda Hooper, who is also retired from the USAID Foreign Service; two daughters, and his father.

Clarence Adami Wendel, 89, retired FSO, passed away Dec. 29, 2001, at Evergreen Nursing Home in Missoula, Mont. following a long struggle with Alzheimer's disease.

He was born in Butte on June 21, 1912, to Mary Mamie Adami and Andrew John Wendel. The fourth of five siblings, he helped his father, a stonemason, transport the large pieces of granite to the foundry during his teenage years. He graduated in 1930 from Butte High School with honors, which he continued to achieve during his years at the Butte School of Mines, earning a B.S. in mining engineering and an M.S. in geological engineering.

Following graduation he traveled from mining town to mining town, wherever work could be found in those Depression times. In 1938 he married Helen Giller of Grass Valley, Colo. They had two sons, Terence Barton and Tracy Giller. During this period of his life, he was offered a position at the Office of Price Administration in Washington, D.C. Shortly thereafter, his wife died of nephritis, leaving him to raise his two small sons.

In 1947, Mr. Wendel joined the Department of State as an international mineral and nuclear energy specialist. This paved the way for a long career of overseas appointments in various capacities. In 1951, he was sent to Bonn as consultant to the U.S. High Commissioner in occupied West Germany.

When that work was completed, he returned to the United States with the boys and settled in Washington, D.C., where he found a position with the National Academy of Sciences. It was at this time that he met Nancy Nickerson Ford, a divorced lady with three sons. In time they decided to meld

IN MEMORY

their families of boys, and married in 1959.

Hungering to return to the Foreign Service, he applied for and received a posting with the Department of State to Ankara, Turkey, for a period of eight years as Regional Minerals Attache for the Middle East. His travels took him to Iran, Syria, Lebanon, Jordan, Pakistan, and Israel.

Following the end of his tour in Turkey, he was posted to Rio de Janeiro until his retirement in 1974, at which time the family returned to the United States to settle in the Rattlesnake Valley in Missoula. There he found time to enjoy his hobbies of fishing and hunting. He also enjoyed working with Friends of the Rattlesnake and several other environmental committees.

Mr. Wendel was preceded in death by his first wife; two brothers, Herbert and Clifford; two sisters, Helen and Ruby, who also died of Alzheimer's disease; son Tracy; and a grandson, Barton Giller of Silver Spring, Md.

At Mr. Wendel's request, there was no formal service. Cremation has taken place, and there will be a gathering of family at a time convenient for all, at which time his ashes will be scattered in the Rattlesnake Wilderness Area he loved so dearly.

He is survived by his wife, Nancy, of Missoula; sons Terence, Charles, John, and Richard; and grandsons Christopher, Cory, Basil, Elliot, Stephen, and Geoffrey.

Franklyn E. Stevens, 74, retired FSO, died on Jan. 24 in Bellingham, Wash.

Following service in the U.S. Army and graduation from the

University of California with a degree in anthropology, Mr. Stevens entered the Foreign Service as a junior officer in 1956. He served in Mexico City, Seoul, Yokohama, Barranquilla, Vancouver, Frankfurt, Vienna, London, Ciudad Juarez, Tokyo, and Caracas, as well as in Washington, and retired in 1985. Most of his service was in the consular field, and he was consul general at his last three posts.

Mr. Stevens is survived by his wife Soonai, whom he married in 1960, his daughter Susan Robinson, his son David, and his dog Jessica.

Mary Elisabeth Bagnal, 75, wife of retired Foreign Service specialist John E. Bagnal, died Jan. 7 at Fairfax Hospital in Fairfax, Va. following complications after recent surgery.

Mrs. Bagnal accompanied her husband on assignments to Japan, Germany, Bulgaria, the Philippines and Hong Kong. She is survived by her husband John of Arlington, Va., her son John E. Bagnal, Jr., her daughter Menefee and her brother John Sasfai.

James Ragan Gustin, 86, retired FSO, died at Martin Luther Manor in Bloomington, Minn. on Jan. 19. He was a devoted husband, beloved father, grandfather and great-grandfather.

Mr. Gustin graduated from the U.S. Naval Academy in 1937, and was a decorated combat veteran of World War II Pacific Theater campaigns. He retired as a captain in the U.S. Naval Reserve. In 1947 Mr. Gustin joined the Foreign

Service, and served proudly as an officer in Istanbul and Ankara, Turkey; Hong Kong; and Washington. In 1967 he retired from the Foreign Service to serve as assistant dean of the Graduate School at the University of Wisconsin-Milwaukee. Mr. Gustin was a former president of the United Nations Association's Wisconsin Chapter.

His wife of 57 years, Madge (Kenneda) Gustin, and his brother John preceded Mr. Gustin in death. A Mass of Christian burial took place on Jan. 22 at Roncalli Newman Center in LaCrosse, with interment at Green Mound Cemetery in New Amsterdam, Wis.

Mr. Gustin is survived by his sister Elizabeth Hinkley of Portage, Wis.; sons John, Lawrence, Thomas, Frederick, and Richard; grandchildren Kennedri, Melissa, Matthew, David, Michael, Johanna and Kate; great-grandchildren Christian and Gabriel; and three nieces and nephews.

Charles 'Gray' Bream, 87, retired FSO, died Dec. 8, 2001, in Arlington, Va.

Mr. Bream was born in Albion, Ind., son of the late Rev. Charles S. and Margaret (Lott) Bream. He graduated from Midland College in Nebraska, and went on to receive his doctorate from the University of Chicago in 1941. He joined the Foreign Service and from 1941 to 1948 served as vice consul in Halifax, Godthaab (Greenland), Stockholm and Copenhagen. He returned to Washington in 1948, and in 1952 married Eleanor Harbison. Following his wedding, he was posted to Dacca, and thereafter served in Amsterdam and Bonn.

IN MEMORY

In 1960, Mr. Bream was named chief of the Western and Southern European Division of the State Department, serving also as deputy director of the Office of Research and Analysis for Western Europe. He was posted as a political officer to Geneva in 1966. After retirement from the Foreign Service in 1968, he taught history and political science at Loyola University in Chicago for several years.

Going to Nag's Head Beach in North Carolina, visiting the Tetons, and hunting and fishing were among Mr. Bream's great loves.

His wife of 49 years preceded him in death: Eleanor Harbison Bream died at age 86 on Aug. 2, 2001, of pneumonia at the hospital in Arlington, Va. Mrs. Bream was cremated, and her remains are interred at Highland Cemetery in Casper, Wyo. beside Mr. Bream's. Two sisters, Ruth Reeder and Sarah Dissette, and one brother, Howard Bream, also preceded him in death.

Survivors include Mr. Bream's stepmother, Noma Bream of Casper; and numerous nieces and nephews, great-nieces and grand-nephews, and great-great-nieces and -nephews. The family is planning a celebration of life in early summer in Casper, and requests that memorials be made to a charity of the donor's choice.

George P. Newton, 89, retired FSO, died Nov. 28, 2001, of a heart attack in Klamath Falls, Ore. He had been ill for some time with Alzheimer's disease.

Mr. Newton received his law degree in 1949 from the Northwestern College of Law in Portland. He then went into pri-

vate practice as an attorney, and was county district attorney from 1951 to 1955.

He served the U.S. government for 25 years, as both a civil servant and FSO. Following almost a decade of government service with, first, the Agriculture Department and later the Housing and Home Finance Agency, Mr. Newton joined the Foreign Service in 1958. He served with the International Cooperation Administration in Port-au-Prince from 1958 to 1961. From 1962 until his retirement in 1974, Mr. Newton served with USAID in Bolivia, Brazil, Vietnam and Washington, D.C.

He is survived by his wife Mignon W. Newton of Klamath Falls, Ore.; four daughters: Carolyn Gueffroy, Mignon Kirishian, Elizabeth Von Gunten, and Victoria Dulaney; seven grandchildren; and seven great-grandchildren.

Nicholas Gilman Thacher, 86, retired FSO and former ambassador to Saudi Arabia, died at a San Francisco hospital on March 11 of pulmonary fibrosis.

A native of Kansas City, Missouri, Nicholas Gilman Thacher was the son of John H. Thacher and a descendant of the Thachers who had settled in Kansas after the Civil War. His mother, Edith Gilman, was from Cambridge, Mass. Nick was a graduate of Lawrenceville School, Princeton University and Fordham University Law School. His early employment was with Banker's Trust Company in New York. Entering officer training school at the outset of World War II, Nick spent four years on a cruiser in the South Pacific, the

USS Pensacola, which suffered heavy battle damage.

Nick joined the Foreign Service in 1947, the same year he married Jean-Louise Naffziger, and together they explored the world. His first assignment was in Karachi, capital of the newly created state of Pakistan. Subsequently, he served in Calcutta, where two of his children were born. He was posted to Baghdad for two years before and during the Iraqi revolution in 1958, and subsequently to Jeddah. For five years he was Deputy Chief of Mission in Tehran, and then returned to Saudi Arabia as United States ambassador from 1970 to 1973, when he retired from the Foreign Service.

Returning to San Francisco, he became absorbed in activities that drew on his knowledge of the Middle East. He was employed for several years as vice-president in the International Department of Wells Fargo Bank and also taught undergraduate seminars on the Middle East for several years at Stanford University. He gave many public talks on the Middle East. An ardent student of international affairs, he served for two years as the president of the World Affairs Council of Northern California and was a member of its board of trustees. He served on the boards of many organizations concerned with the Middle East and the welfare of its people, and, most recently, the American Near East Refugee Aid.

A season ticket holder of the San Francisco Opera for 25 years, Nick also enjoyed music and theater. He pursued his wide-ranging intellectual interests as an active member of the "Chit-Chat" Club. Although Nick traveled the world, he shared his wife's love of The Cedars, a

IN MEMORY



retreat near Lake Tahoe, and spent many happy summers there among family and friends.

A memorial service was held March 21 at Grace Cathedral Episcopal Church in San Francisco. For those wishing to make a memorial gift, the family suggests Grace Cathedral Episcopal Church in San Francisco, the American Near East Refugee Aid in Washington, D.C., or the Tenderloin Neighborhood Development Corp. in San Francisco.

In addition to his wife of 54 years, Jean-Louise, Mr. Thacher is survived by three children, all in California: Edith Thacher of Sacramento, Scott of Costa Mesa, and Adam of Piedmont. Mr. Thacher also has six grandchildren. ■

Year-End Roundup of FOREIGN SERVICE AUTHORS

As we have done the past two years, the *Foreign Service Journal* once again will present a list of recently published books by FS authors in an end-of-the-year special section: "In Their Own Write." FS authors who have had a book published either by a commercial or academic publisher in the past two years (2001-2002) that has not previously been featured in the roundup should send a copy of the book, along with a press release or backgrounder with information on the author, to:

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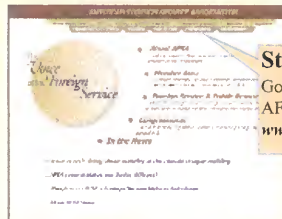
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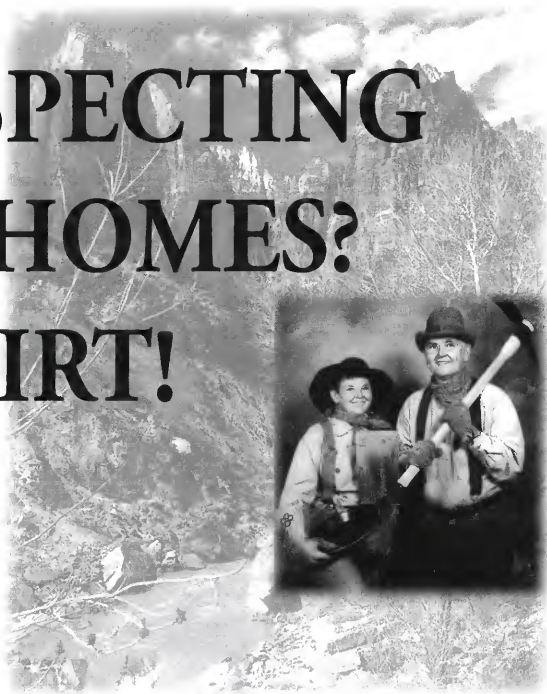
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POSTCARD FROM ABROAD

Colombian Pet Tricks

BY JULIET GOLE

The next time Miss Colombia appears on David Letterman's show, I hope she will present an alternative view of her capital city. Yes, Bogota has a bad rep; images of Bogota surely conjure up visions of violence. Qué pena — such a pity — as they say here. But why focus on drugs, violence and kidnapping when one can discuss more pleasant things, such as puppy dogs?

Colombian dogs are well-loved members of the family. Every morning, evening and weekend, one can wander through the grassy, tree-lined parks of northern Bogota and see purebred, stunningly healthy, vibrant, and exceedingly well-mannered pooches exercising with their wealthy owners. Colombians of all ages dress in workout clothes to walk, jog, bike, and socialize along the paved paths. Others perform tai chi or yoga in the sun. Meanwhile, their tail-wagging children socialize, rolling on the ground, chasing each other, play fighting, sniffing...

My wealthy Colombian neighbors are wonderful, friendly, polite people and these tendencies extend to their pets. Signs have been planted in public areas and in front of apartment buildings instructing people to "pick up what your pets leave

Juliet Gole is a vice consul on her first tour in Bogota. The stamp is courtesy of the AAFSW Bookfair "Stamp Corner."

*The pooch
emerged in the
lobby alone,
walking himself.*



behind." And many people actually do! Many of the people who walk the dogs and clean up after them are not just uniformed maids and professional dog walkers, but also my wealthy neighbors themselves.

In the morning, I see a pack of puppies come to my building to get the chocolate Lab who lives upstairs. A boxer, a terrier and a couple of retrievers lie on my front step, patiently waiting beside their adult caretaker. The doorman calls upstairs to let the Lab's owner know that the doggy's friends and walker have arrived. The owner puts one end of the leash on the collar and the other end in the dog's mouth. She then puts him into the elevator alone and presses the button for the ground floor. The pooch emerges in the lobby, walking himself. The doorman opens the door, the waiting animals calmly stand up, the newcomer gives the others a good morning genital sniff, and they all walk off

in a most organized fashion to pick up the next client.

Once I saw the most amazing animal feat I've ever seen outside of Letterman's "Stupid Pet Tricks." An open-backed pickup full of large, happy, panting dogs, drove past me. Some of them stood, others sat, but none tried to jump out. The little truck pulled up to an apartment building and the driver got out. He opened the back, and a single black Lab leapt out while all the other puppies stayed put. The driver waved his arm toward the door, and the dog trotted toward the entrance of the building. The doorman opened the door to allow the resident pooch in. Meanwhile, the driver closed the back of the truck and drove on to the next customer's residence.

A few minutes later I saw the same truck. It seemed the driver was both picking up and dropping off. He instructed the large white pup that he had just retrieved from the apartment building to pee on a tree, which it did. Then he opened up the back and the doggie jumped in to join his friends. They all drove off happily, ready for either their romp in the fresh air or for their ride to their respective homes. How can you not love a city in which you see pickups full of smiling, well-behaved doggies going for a ride to the park? Letterman should come and see for himself. ■



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