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PLAY THIS GAME?"

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THE FOREIGN SERVICE JOURNAL

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Can't Anybody Here Play This Game?

BY ERIC RUBIN

“Can’t anybody here play this game?” With a nod to the late, great baseball manager Casey Stengel, who asked this question about the 1962 New York Mets, it is getting harder to avoid asking the same question about our country’s senior diplomatic staffing.

As I write in early October, we face a situation with more than 40 U.S. ambassadorships unfilled nearly two years into the Biden administration. More than half are pending confirmation in the Senate, some having been stuck for well more than a year. The other half are positions for which no one has yet been nominated by the president.

No other country that I know of fails to fill its key diplomatic positions to this extent. In some cases, we have had ambassadorial positions vacant for as long as five years. It should go without saying that we are facing a dangerous, complicated set of challenges in an unstable world and need to field the strongest possible team.

In Brazil, *where we have no ambassador*, critical elections are being held and the incumbent has threatened not to recognize the results. In Italy, *where*

we have no ambassador, a government led by the far-right wing is taking power, with key parts of its coalition hostile to NATO and

European Union support for Ukraine and sanctions on Russia.

In India, *where we have no ambassador*, we are struggling to gain New Delhi’s support for pressure on Russia to end its aggression in Ukraine and working to develop greater ties to the second-most populous country on earth (on track to become the most populous soon).

In Colombia, *where we have no ambassador*, the fragile gains of the now-shaky peace process are threatened by narcotraffickers. In Haiti, *where we have no ambassador*, national collapse and meltdown seem all too possible. In Ethiopia, which has descended into civil war and mass human suffering, *we have no ambassador*.

These are just a few of the countries with no U.S. ambassador in place; and there is not even a nominee for any of those posts except Brazil and India (where the two nominees involved have faced long delays in getting a floor vote).

The list of posts with nominees awaiting action and confirmation by the Senate is long and includes critical countries such as Saudi Arabia and Russia.

AFSA’s ambassador tracker illustrates the state of affairs and is updated daily: www.afsa.org/ambassadorlist.

We do have superb, talented, and dedicated chargés d’affaires in every country without a U.S. ambassador. A few are experienced senior diplomats with previous ambassadorial experience who have been sent to run our missions in the interim. But in most cases, the chargés

are career officer deputy chiefs of mission (DCMs) who are effectively doing two jobs at once. This amounts to tying one hand behind our back in the diplomatic arena.

Foreign countries value the presence of a U.S. ambassador who has been nominated by the president and confirmed by the Senate, thus carrying the authority and endorsement of both branches of government. U.S. ambassadors get high-level access in foreign capitals as well as in Washington; chargés frequently do not.

U.S. multiagency teams at our missions abroad look to the ambassador to coordinate policy, advance priority objectives with the host government and Washington, and mediate interagency disputes and conflicts. Chargés have the authority of the State Department behind them, but that is by no means equivalent.

Further, our career colleagues overseas need the guidance and support of a confirmed ambassador, whether career or political, along with the mentoring and training that can best be provided by senior confirmed chiefs of mission.

I am reminded of a quote from another late, great baseball icon, Yogi Berra: “If you don’t know where you are going, you’ll wind up somewhere else.”

Do we know where we are going diplomatically in today’s world? It is high time to get serious about fielding a full team overseas. ■



Ambassador Eric Rubin is the president of the American Foreign Service Association.

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Telling Your Story

BY SHAWN DORMAN

Welcome to our annual celebration of books by members of the Foreign Service community—“In Their Own Write”—and books “Of Related Interest” to the community. This year’s catalog includes 81 books.

Highlights include a stirring memoir by longtime FSN Charles Ndibui, who survived the 1998 terrorist bombing of U.S. Embassy Nairobi; active-duty FSO Chris Smith’s tome on Ukraine and the 2014 Euromaidan protests; Masha Yovanovitch’s powerful memoir; and an assortment of intriguing books in our new How-To & Self-Help category—from an international affairs career guide for young Black leaders to a résumé-building guide and a manual for learning the “real” Indonesian language.

Once inspired by these books, you’ll no doubt want to consider writing one yourself. USAID FSO (ret.) Frank Young is here to tell you how to approach the daunting task of “Memoir Writing: The Art of Telling Your Story.”

Our cover story introduces, through excerpts from AFSA President Eric Rubin’s Inside Diplomacy interview with Senior FSO Jennifer Bachus, the State

Department Cyber-space and Digital Policy Bureau in “New Bureau, New Cyber Priorities in Foreign Affairs.”

In Speaking Out,

FSO Robert Domaingue tells us “Why the State Department Needs an Office of Diplomatic Gaming.” Let us know if you agree.

In “Machiavelli on How to Be a Good Diplomat,” Ambassador (ret.) David Shear reveals a less ruthless side of this 16th-century political philosopher—Machiavelli as an exiled statesman, giving advice to his enemy’s representative to Spain on, first and foremost, the importance of contact work.

Sébastien Perrot-Minnot, honorary consul of Guatemala in Martinique, shares news and photos from ceremonies honoring those lost 120 years ago in a disastrous volcanic eruption on the island, in “Memorializing the U.S. Consular Presence in Martinique.”

In Letters-Plus, former Career Minister James Goodby offers thoughts on the legacy of Mikhail Gorbachev in “Who Lost the USSR?” And in the Reflection, FSO (ret.) Charles Gurney recounts the harrowing story of the time war came to Liberia in 1989.

In his President’s Views column, Ambassador Eric Rubin calls out both the administration and Congress on the painfully slow pace of nominations and confirmations, asking, “Can’t Anybody Here Play This Game?”

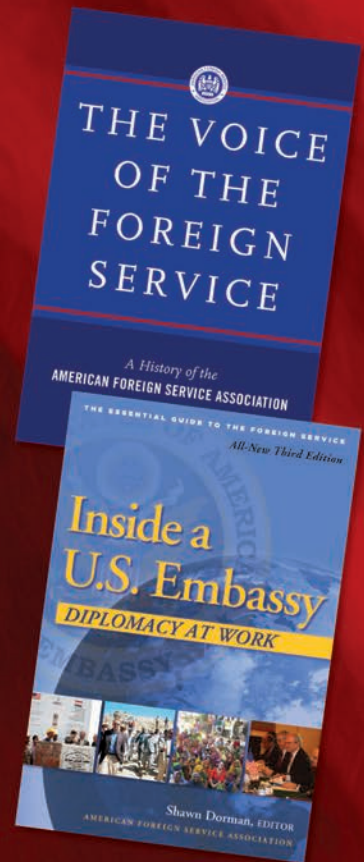
We hope you enjoy this edition—there’s sure to be something in this book collection for most everyone on your holiday list! And as always, we want to hear from you. Send responses to *FSJ* articles—or pitch your own for a future edition—to journal@afsa.org. ■



Shawn Dorman is the editor of The Foreign Service Journal.

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SecState Visits to Africa

Thank you for the focus on engagement with Africa (September 2022 *FSJ*). I want to mention that Secretary of State Antony Blinken's most recent trip to Africa, pointed to in the Letter from the Editor, was not his first time on the continent as Secretary.

My team and I hosted him here in Abuja, Nigeria, in November 2021. It was my second time hosting him at a post after leaving his protection detail.

The first time I hosted Secretary Blinken was in September 2021 as a regional security officer in Doha, Qatar, during Operation Allied Refuge (OAR). He and Secretary of Defense Lloyd

J. Austin III came to Al Udeid Air Base to visit with the scores of volunteers and assigned personnel staffing the OAR mission.

There, the Secretaries took time to meet our team, including our Afghan interpreters, who had been evacuated from Kabul yet stayed on in Doha, separated from their families, to assist us and their fellow Afghans.

We had a great team.

Nico Figueroa

Special Agent/Assistant Regional Security Officer

U.S. Embassy Abuja, Nigeria

Reading Tolstoy in Tehran: Family Endures

Reading Fletcher Burton's excellent article on the diplomats in *War and Peace* ("Diplomacy, the Third Strand of War and Peace," July-August 2022 *FSJ*) reminded me of my own encounters—17 years apart—with Tolstoy's masterpiece.



ROINY PRZYSIJKA

A candid shot from the Abuja Airport right before Secretary of State Antony Blinken departed in November 2021. From left to right: Special Agent in Charge John Keith, Assistant to the Secretary of State Evan Glover, Figueroa, and Secretary Blinken.



I first read it in a college course, "Dostoyevsky and Tolstoy." For whatever reason—perhaps my determination that classes not interfere with my education—I failed to get much from that reading.

Discovery and appreciation came 17 years later, in a basement room at the U.S. embassy in Tehran. In

December 1979, as our hopes

for any resolution of the hostage crisis were disappearing fast, my family sent me a care package that included copies of *War and Peace*, *The Brothers Karamazov*, and George Eliot's massive work, *Middlemarch*. Average length of each: 1,000 pages.

The message was clear. "You aren't going anywhere soon. You will have plenty of time to read these epics." The Russian novels were most welcome. I must confess, however, that I could never get beyond the first 150 pages of

Middlemarch. Too boring for me, even under those circumstances.

Re-reading *War and Peace*, however, was a revelation and delight. So many riches in its pages! I found myself so captivated that I had to put the book down and ration myself to reading only 30 pages a day.

What did I discover? Others have noted Tolstoy's views of history, diplomacy, and historical personalities. For me, the attraction was different. It was his narrative of family and its power. I found myself riveted by the fortunes of the Rostovs, Bolkonskys, Bezukovs, and, of course, the depraved Kuragins and Dolokhovs.

As war and destruction raged across the world, family became all. When the degenerate Anatole Kuragin's friend, the villainous Fyodor Dolokhov (a character based on Tolstoy's cousin Fyodor), cheats the young and naive officer Nikolai Rostov out of 43,000 rubles at cards, the boy's father, Count Ilya Rostov, never hesitates.

His family had already faced disgrace when the same Kuragin almost seduced the count's daughter, the beautiful and innocent Natasha. But family honor is all. Debts are to be paid. The count never reproaches his son but sells and mortgages what he must to pay the debt and save his son (and his family's) good name.

In 1979, amid the madness that ruled Tehran at the time, what better way to find sanity and fight despair than to

savor slowly the nobility and depravity, the honor and dishonor, and the strengths and weaknesses of Tolstoy's amazing characters and their families? Amid chaos and insanity, humanity and family endure.

John Limbert
Ambassador, retired
New York, New York



Retirement for the Rest of Us

I enjoyed reading your May 2022 feature by Donna Gorman, “The Last Assignment: Moving into Retirement,” about the retirement realities for some Foreign Service officers. But I was disappointed that the information seemed to be aimed at a very specific kind of retirement—namely, one that involves the original (and far more generous) Foreign Service Pension System (FSPS), two spouses, and a career that runs right up to the mandatory retirement age.

The truth is, many FSOs I speak to need to plan for a very different kind of retirement.

First, according to a March 2021 cable from the Bureau of Global Talent Management, 27 percent of the Foreign Service is single, whether through death, divorce, or never marrying.

How does retirement planning look when there is only one person, but also only one salary? I didn’t see anything in the article about retiring while single, despite it being the reality for a large and growing number of FSOs.

In fact, there’s even a line that reads, “She [Carolyn Connell] recommends that both spouses make separate lists of everything that is important in a new town,” which assumes there’s always a spouse. In 2022, that approach is quite simply a relic.

Next, I wonder if the State Department realizes how many FSOs who will have retirement eligibility at age 50 (or earlier) plan to take that option. With fewer benefits, fewer resources, and more demands from Washington, retirement at earliest eligibility is a wish for many.

What does a 40-something FSO looking at retirement in five to 10 years need to consider to make it work for them?

There are more of those “retirees” out there than the Foreign Service might be expecting.

Last, we know that the FSPS, itself less generous than the system that preceded

it, becomes even less generous over time.

My pension will not be as useful as the pension of someone who joined in 1985, and someone who joined in 2018 will have a pension even less useful than mine.

With this reality facing future retirees, do we need to make other consider-

ations, such as additional investments, to realize our retirement plans? What about those who might not feel they can rely on their pension at all, and aren’t figuring it into their plans?

Retirement is no longer something that happens at 65 with a spouse and a generous pension. Many FSOs are planning for a very different kind of retirement. I’d like to see the *Journal* provide information that can inform these officers, as well.

Tanya R. Brothen
FSO
Arlington, Virginia

Oxford Comma

Editor’s Note: Thank you to everyone who wrote in with praise for the adoption of the Oxford comma. We heard from no naysayers. A few examples of the comments:

I’m so pleased that *FSJ* style will now include the Oxford comma (September 2022 *FSJ* Letter from the Editor). I’ve been a supporter of it forever. Maybe the popularity of AP style—no Oxford comma—

is waning along with printed newspapers? No need to save on all those commas when publishing digitally, right?

Clarity really is improved with the Oxford comma.

Regards from a former *FSJ* Editorial Board member.

Julie Gianelloni Connor
SFSO, retired
Publisher, Bayou City Press
Houston, Texas

Speaking of commas, do you know the difference between a cat and a comma? One has claws at the end of its paws; the other is a pause at the end of a clause.

John Limbert
Ambassador, retired
New York, New York

Thrilled by your Oxford comma decision. Really wise move.

Margery Thompson
Publishing Director, ADST
Arlington, Virginia

Congratulations on the adoption of the Oxford comma, which is wise, helpful, and overdue.

Harvey Leifert
FSO, retired
Bethesda, Maryland



Share your thoughts about this month's issue.

Submit letters to the editor:
journal@afsa.org

RESPONSE TO OCTOBER 2022 PRESIDENT'S VIEWS, "MORE DIPLOMACY, NOW"

Who Lost the USSR?

BY JAMES E. GOODBY

An era has ended with the passing of Mikhail Gorbachev," Ambassador Eric Rubin rightly states in his October 2022

President's Views. As an individual who witnessed some of the defining moments of that era close up, I offer some thoughts.

George Kennan reportedly called Mikhail Gorbachev a "miracle." And so he was. He was a political leader whose belief system was evidently based on universal values, and he did his best to act on those values in his conduct of public business. For such a man to emerge from a political system created by Joseph Stalin is, indeed, a miracle.

Yet, today many deem Gorbachev foolish for trying to do something that he should have understood was impossible. He set out to reform the governance of the USSR and to bring Soviet policies into line with the principles of the Helsinki Accords of 1975, of which his country was one of the signatories. It is said that he was naive in attempting to do these

things, and that history should judge him a failure.

One does not have to be a cynic to see Gorbachev as an unusual phenomenon at the top of any political system. So I argue that it was also a miracle that such a man as Gorbachev was paired in the United States with two men who were really quite unusual within the context of the American political system: President Ronald Reagan and Secretary of State George Shultz.

Shultz often told of the winter weekend soon after he had become Secretary of State when he and his wife, Obie, were invited to have supper at the White House with the Reagans because the weather had forced the Reagans to cancel their planned weekend at Camp David. At that private discussion, Shultz said, he realized for the first time that Reagan had never met a senior Soviet official, and that he really wanted to do so.

That conversation led to Reagan's meeting from time to time with the Soviet Union's ambassador in Washington and,



ultimately, to several meetings between Reagan and Gorbachev.

Shultz was Reagan's intellectual and political partner in thinking that the Soviet Union could be changed. They differed with most of the president's advisers in thinking that U.S. policies might help end the Cold War. Reagan used an arms buildup as one method of bringing pressure on Moscow. Another of the ways they sought to bring about change was to build personal trust between American and Soviet leading officials.

Soviet Foreign Minister Eduard Shevardnadze was Shultz's counterpart, and Shultz set about establishing in his dealings with Moscow that his own word was his bond, and that he respected his adversaries in Moscow. The two ministers built a relationship that lasted the rest of their lives.

"Trust is the coin of the realm" was George Shultz's recipe for achieving results in diplomacy. One of the several tragic consequences of the incumbency of Russia's current president, Vladimir Putin, and his decision to invade Ukraine is that trust between Russian and American leaders no longer exists. It will be hard to restore. It will probably take another miracle.

Shultz thought of himself as carrying



James E. Goodby joined the Foreign Service in 1952 and rose to the rank of Career Minister. During his career, he was engaged in international security negotiations with the USSR and later with the Russian Federation, including tours as head of the U.S. delegation to the Conference on Confidence- and Security-Building Measures and Disarmament in Europe, part of the Helsinki Process, and as chief negotiator for Cooperative Threat Reduction (the Nunn-Lugar program). He served in U.S. missions to the European Community and to NATO, and was appointed deputy assistant secretary of State for European affairs and then ambassador to Finland. He worked with George Shultz at Stanford University's Hoover Institution from 2007 until Secretary Shultz passed away in February 2021. He is currently an Annenberg Distinguished Visiting Fellow at the Hoover Institution.

out the president's policy and often said so. When asked by British Prime Minister Margaret Thatcher after the Reykjavík Summit how he, "a man with his feet on the ground," could have let Reagan talk with Gorbachev about eliminating nuclear weapons, Shultz replied: "Maggie, he's the president. Besides, I agree with him."

Reagan's loathing of the idea of using nuclear weapons in war led him to declare in his 1984 State of the Union Message: "A nuclear war cannot be won and must never be fought." Those words were repeated in a joint statement issued by Reagan and Gorbachev in 1985 when they met for the first time at a U.S.-Soviet summit meeting in Geneva.

In 1986, Reagan and Gorbachev met

in Reykjavík, Iceland, and seriously discussed the elimination of nuclear weapons. In 1987, building on the Reykjavík meeting, a U.S.-Soviet treaty was concluded that resulted in the elimination of all U.S. and Soviet intermediate- and short-range nuclear weapons delivery systems. Work on a strategic arms reduction treaty was well along when the Reagan administration ended, and Shultz left office.

The treaty was concluded during the single term of George H.W. Bush. An interesting sidelight of the first President Bush's attitude toward the dissolution of the Soviet Union was a statement he made in Ukraine, urging that country not to seek independence at all costs. He was concerned about centralized control of

the Soviet stockpile of nuclear weapons. For this, his speech became known as "the Chicken Kiev speech."

In 1988 Reagan met with Gorbachev in Moscow. Walking with Gorbachev through Red Square, Reagan was asked by a reporter about the speech in which he had condemned the Soviet Union as an "Evil Empire." His reply: "You are talking about another time, another era."

Gorbachev's major and perhaps most lasting achievement was his freeing of the nations of Eastern Europe to join or not to join alliances. This is a provision of the Helsinki Final Act, which Leonid Brezhnev, one of his predecessors as General Secretary of the Communist Party of the Soviet Union, had signed. Soviet leaders prior to Gorbachev had

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Mikhail Gorbachev (at left) and Ronald Reagan talk during a walk in Washington, D.C., where they signed the INF Treaty on Dec. 8, 1987.

ignored or resisted the provision when necessary to preserve their domination over their European neighbors.

The miracle that George Kennan recognized came to an end in August 1991 when a group of senior hardline Communist conspirators, including Gorbachev's vice president, staged a coup to oust Gorbachev. At the time, Gorbachev was proposing a new union treaty among the republics of the Soviet Union. It would have devolved certain powers of governance from the central government to the republics. Whether that or anything else could have saved the USSR from the dissolution that soon followed can never be known.

It is typical of many politicians to look for blame elsewhere than in themselves, and so it has been in Russia. Critics and rivals of Gorbachev found it easy to cast blame on him for the end of the Soviet Union in December 1991. Those who

now accuse Gorbachev of presiding over the downfall of the Soviet Union—an inevitable result of his actions, they say—should instead look for blame to the hardline Communists within Gorbachev's government.

Gorbachev mistakenly thought he could count on their support in reforming Soviet governance. Their clumsy effort to overthrow him failed, but the chaos they created was the proximate cause of the events that led to the formal dissolution of the Soviet Union. In that chaos, an ambitious and democratically inclined Russian Federation President Boris Yeltsin declared the independence of the Russian Federation and, with Ukraine and Belarus, formed the Commonwealth of Independent States on Dec. 8, 1991. Other republics of the USSR soon followed, and the Soviet Union was declared to exist no longer on Dec. 26, 1991. ■



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Tracking Senior Staffing

Since our last update in the September *FSJ*, 10 ambassador nominations have been announced, all but one of which are career members of the U.S. Foreign Service. A political appointee was announced for Barbados, and career nominees were selected for Russia, the United Arab Emirates, Montenegro, Guyana, Cabo Verde, Estonia, Timor-Leste, Ecuador, and Kuwait.

Senior FSO Lynne Tracy, the nominee for U.S. Embassy Moscow, received approval from the Russian government in mid-September, just before her nomination was announced. Currently the U.S. ambassador to Armenia, she previously served as a senior adviser for Russian affairs in the Bureau of European and Eurasian Affairs and as deputy chief of mission in Moscow; she has also held several posts in Central and South Asia. Her nomination is awaiting Senate action.

The Biden administration's record is now 56 percent career nominees versus 44 percent political appointees. AFSA is currently tracking 43 ambassador vacancies across the globe, 25 of which have a nominee. Follow the ambassador tracker for real-time updates at <https://afsa.org/ambassadorlist>.

There have also been a few confirmations: career FSOs to Namibia, Nicaragua, and the Kyrgyz Republic, and the United Nations Special Political Affairs position at the U.N. mission in New York, as well as the assistant secretary of State for energy resources; and political appointees for Morocco, the Netherlands, Panama, Belize, Trinidad and Tobago, and the USAID assistant administrator position for Asia.

NBC News reported on Sept. 16 that Senator Rick Scott (R-Fla.) has placed a blanket hold on all ambassador nominees in the Caribbean and Latin America,

blocking the confirmation of at least 10 nominees, over objections to some of the Biden administration's policies relating to Cuba. Nonetheless, four of those being blocked were confirmed on Sept. 29.

Three senior positions at the State Department have nominees who have yet to be confirmed. AFSA remains concerned that no nominee has yet been announced for many positions, including for inspector general. (See the President's Views column on page 7.)

Notably, there is still no nominee for the post of ambassador to Italy, which, in late September, elected a coalition led by a political party that traces its origins to Benito Mussolini. The position has been vacant for almost two years.

At USAID, two nominees remain unconfirmed, and one position lacks a nominee. One of the unconfirmed is the candidate for the role of inspector general, nominated more than a year ago. This delay is also cause for concern. Finally, the CEO of the U.S. Agency for Global Media was confirmed in late September.

Blueprints for a More Modern Diplomatic Service

A group of former ambassadors and foreign policy experts has released a new set of blueprints for change within the U.S. Foreign Service.

Led by co-chairs Ambassadors Marc Grossman and Marcie Ries and Executive Director Ambassador Charles Ray, and coordinated by Arizona State University's Leadership, Diplomacy, and National Security Lab, "The American Diplomacy Project—Phase II" proposes

a plan of action based on four key pillars, or blueprints, offering a concrete plan of action for a new generation of American diplomats.

At the launch event held on Sept. 8 at ASU's Barrett and O'Connor Center in Washington, D.C., the blueprint authors presented their recommendations, as well as the proposed regulatory language, added by legislative drafter Charlie Armstrong, to help make the proposals a reality.

Blueprint #1, "Mission and Mandate: Clarity, Strength, and Professionalism," introduced by Ambassador (ret.) Michael Polt, addresses the mission and mandate of the Foreign Service. It proposes enhanced authority for chiefs of mission, including the introduction of a new presidential letter of authority.

Blueprint #2, "State Department Professional Education and Training," presented by Ambassadors (ret.) Joyce Barr and Dan Smith, proposes an investment in more robust diplomatic education and the creation of a training complement that represents 8 percent of the total workforce. This float would prioritize mid-career and higher-level training to improve leadership skills.

Blueprint #3, "Personnel," presented by Ambassador (ret.) Jo Ellen Powell, discusses establishing a personnel system to recruit and retain a modern and diverse workforce, and expanding professional opportunities for FS family members.

Finally, Blueprint #4, "Diplomatic Reserve Corps," was introduced by Ambassador (ret.) Patrick Kennedy. It proposes building a 1,000-person reserve corps made up of retired State Department professionals and subject matter experts from outside of government, modeled after the U.S. Armed Forces reserves.



The next step is for this document to gain champions on Capitol Hill and within the Biden administration to enact the proposed changes.

Find the complete set of blueprints at <https://bit.ly/ADPblueprints>.

State Releases DEIA Road Map

On Sept. 13, the State Department released its five-year strategic plan, developed in response to President Joe Biden's June 2021 "Executive Order on Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Workforce," a governmentwide diversity initiative.

Specifically, State's plan includes: establishing DEIA advancement as a part of employees' job performance and promotion criteria; using an evidence-based approach to identify barriers to equitable career outcomes; targeting underrepresented groups in recruitment efforts; conducting a DEIA climate survey across the department; enhancing reasonable accommodations for employees with disabilities; creating a retention unit to address attrition; and ensuring greater transparency in all areas, particularly telework policies, assignments, evaluations, and promotions, and legal obligations for reasonable accommodations.

Chief Diversity and Inclusion Officer Ambassador Gina Abercrombie-Winstanley will work with leaders across the department to oversee the implementation of the plan, which runs through 2026.

The State Department has taken a series of steps under the current administration to improve diversity and accessibility: Amb. Abercrombie-Winstanley was appointed the department's first-ever CDIO in April 2021; a new core precept was introduced earlier this year for formally integrating DEIA principles into employee performance evaluations; and

Contemporary Quote

ee We have to take a bigger part of our responsibility in securing security. ... We did not believe that the war [in Ukraine] was coming. I have to recognize that here, in Brussels, the Americans were telling us 'They will attack, they will attack,' and we were quite reluctant to believe it. **”**

—High Representative of the European Union for Foreign and Security Policy Josep Borrell, in a speech to E.U. ambassadors at their annual conference in Brussels, Oct. 10.

two new fellowship programs geared toward underrepresented segments of society were announced in August 2022.

Ukraine Pushes Back

Ukrainian troops made significant gains during their Kharkiv counter-offensive in early September, executing what *The Economist* called "the most consequential military action of the war since Russia abandoned northern Ukraine in March."

By Sept. 11, the country's forces had retaken more than 1,100 square miles in under 48 hours. But a swift end to the war remains unlikely; Russian troops still hold about a fifth of the country, and mass burial sites uncovered near the liberated town of Izium demonstrate the Kremlin's willingness to target civilians and commit atrocities. Hundreds of bodies have already been exhumed, many showing signs of violence and torture, Reuters wrote.

On Sept. 21, Russian President Vladimir Putin announced a partial military mobilization of at least 300,000 Russian citizens with military backgrounds. The announcement sparked protests in dozens of cities, prompted a flood of Russian men to flee the country, and brought an uptick in attacks on military recruitment centers.

In a "60 Minutes" interview on CBS, Secretary of State Antony Blinken said he and other leaders in the West will not recognize the results of illegal annexation ref-

erendums in Russian-occupied provinces of Ukraine. By Sept. 28, Kremlin proxies announced that Donetsk, Luhansk, Zaporizhzhia, and Kherson had all voted to join Russia.

Ongoing Struggles for Afghans

On the one-year anniversary of the Taliban's ban on Afghan girls attending secondary school, the United Nations mission to the country repeated its demand for the ban to be overturned immediately.

Markus Potzel, acting head of the U.N. Assistance Mission in Afghanistan, described the anniversary on Sept. 18 as "tragic, shameful, and entirely avoidable" with "no credible justification and no parallel anywhere in the world."

The U.N. estimates that more than 1 million girls have been barred from attending school over the past year, despite international condemnation and promises from Taliban authorities that the situation would improve.

Foreign Policy reported in early August that more than 77,000 Afghans who have applied for a special immigrant visa (SIV)—many of whom worked alongside U.S. troops—are still trapped in Afghanistan, where they fear being targeted and killed by the Taliban. Only about 10,400 of those applicants have received chief of mission approval.

In July, the Biden administration announced changes to the SIV program to decrease wait times and expanded the number of personnel overseeing Afghan SIV applications. Under the new guidelines, SIV applicants file their petitions through the State Department alone, without sending separate paperwork to the U.S. Customs and Immigration Service (USCIS).

Despite these improvements, tens of thousands of Afghans are still awaiting safe passage to the U.S. Many of those who have managed to land on American soil since the U.S. withdrawal in August 2021 hold a special humanitarian parole status, which is not a pathway to citizenship and leaves individuals at the mercy of the asylum system. According to *Government Executive*, USCIS currently has a backlog of more than 400,000 asylum cases.

Article 5: Do Cyberattacks Count?

Recent cyberattacks on NATO member countries have some wondering how the organization's paramount principle—that an attack on one is considered an attack on all—applies to the cybersphere. The question was recently brought to the fore when several member countries saw critical systems attacked by state-backed and criminal hacking groups.

Albania, which joined NATO in 2009, cut diplomatic ties with Iran and expelled the country's embassy staff in early September after learning that Tehran was behind a July attack on Albanian government networks, the AP reported.

The ransomware event destroyed government data and temporarily disabled digital services. Another attack in September targeting the country's Traveler Information Management System caused chaos at the border.

100 Years Ago

Secretary Endorses Rogers Bill

An important step towards the reorganization of the foreign service was taken on October 13, when Secretary [of State Charles Evans] Hughes addressed a letter to Representative John Jacobx Rogers, of Massachusetts, endorsing, in unqualified terms, the Rogers Bill, which was introduced by Mr. Rogers in the House of Representatives on September 1. ...

[From] Mr. Hughes' letter:

My dear Mr. Rogers,

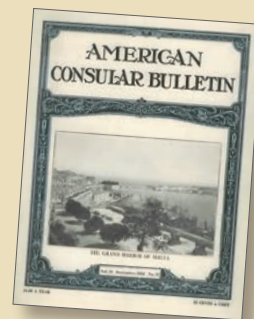
I have devoted considerable attention to the needs of the foreign service. Post war conditions have rendered a general betterment of the present organization so imperative that failure to provide for reorganization along constructive lines would be tantamount to retrogression.

The Diplomatic Service is greatly underpaid; the salaries are so low that the choice of candidates is largely restricted to young men of wealthy families. ... There must be an increase in the salaries as a means of broadening the field of selection and permitting the relative merits of candidates to be adjudged on the basis of ability alone.

Furthermore, if young men of the greatest ability and intellectual ambition are to be attracted to the service there must be the prospect of career, recognition and distinction; they must feel that conspicuous ability and fidelity will be rewarded by promotion to the higher grades.

... I am deeply interested in the developing of the foreign service as a prerequisite to the successful conduct of foreign affairs. It is with great pleasure, therefore, that I can assure you of my hearty support in securing the enactment of the legislation which you have proposed.

—Excerpted from the lead article of the same title in the November 1922 issue of The American Consular Bulletin (which was renamed The Foreign Service Journal in 1924).



Albanian Prime Minister Edi Rama called the cyberattacks “state-sponsored aggression,” citing investigations aided by Microsoft and the FBI that provided evidence that four Iranian government-backed groups were responsible. Tirana’s response is the first known case of a country cutting ties over a cyberattack.

On Aug. 17, NATO member Slovenia reported a cyberattack against one of its national security administration systems, *The Slovenia Times* reported. Days later, government systems in Montenegro—

a NATO member since 2017—were crippled by a ransomware group, according to Reuters.

Since February, an independent Russian hacking group called Killnet has declared “war” on 10 countries, and has led cyberattacks on websites in Lithuania, Germany, Italy, Romania, and Norway—all NATO members. The targeting often takes place after a country offers support for Ukraine, *Wired* noted.

NATO has pledged to create a cyber rapid response force and to bolster mili-

tary partnerships with civil society and industry to respond to cyber threats.

In an interview with NPR on Sept. 13, John Hultquist, an intelligence analyst for global cyber threats, said: “Cyberattacks live in a very interesting space because they’re nonviolent. And because a lot of their effects are reversible, the actors who use them probably recognize that this may be a tool that they can use without necessarily launching some sort of Article 5 response.”

Moscow Signal Documents Declassified

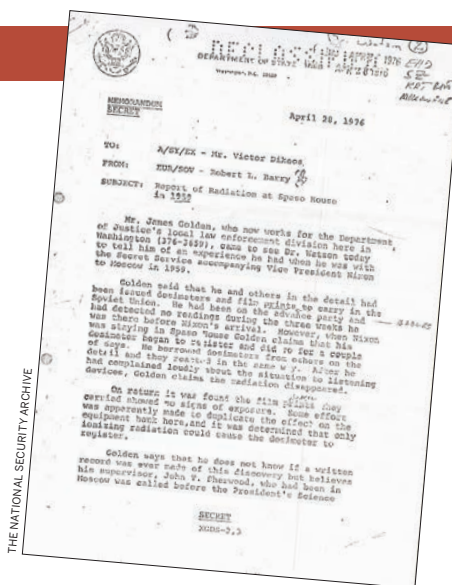
A special collection of documents released in September by the National Security Archive, a nongovernmental organization, in three declassified tranches may prompt new revelations on the Cold War-era phenomenon known as Moscow Signal.

The documents, now publicly available at <https://bit.ly/NSA-MoscowSignal>, span three decades when Soviet intelligence was bombarding the U.S. embassy in Moscow with microwave transmissions.

The first tranche of files concern Project Bizarre, a highly classified component of the Pentagon’s Project Pandora and the apt codename for a program of radiation experiments conducted on monkeys to determine if Moscow Signal was intended to degrade the abilities of U.S. personnel to function at the mission.

In the second tranche, telegram and telephone records reveal diplomatic efforts by Secretary of State Henry Kissinger and President Gerald Ford in 1975, plus additional back-channel negotiations, to end the radiation deployed toward the embassy as the Soviets increased the microwaves’ intensity.

The third tranche recounts Vice President Richard Nixon’s visit to Moscow in 1959, when he and his wife



This Secret (declassified) memo, dated 1976, recounts reports of radiation at Spaso House in 1959.

were exposed to ionizing radiation that penetrated Spaso House, the U.S. ambassador’s residence, where the couple was staying.

According to the archive website, the complete collection is currently being scrutinized by a high-level panel tasked by the Biden administration with investigating Havana syndrome, the mysterious brain trauma experienced by dozens of U.S. diplomats and intelligence officials over the past five years.

The National Security Archive plans to post a larger special collection of supplementary documentation on the full history of Moscow Signal “in the near future.”

Strides on Reproductive Health Care

Since the publication of USAID Foreign Service Officer Andrea Capellán’s Speaking Out in the May *FSJ* calling for improved access to reproductive health care overseas, the State Department has taken a series of steps to provide equitable treatment to Foreign Service members.

The article (<https://bit.ly/dip-health-care>) was based on a letter signed by more than 200 FSOs and recounted the experiences of dozens of female employees and family members who were denied access to reproductive medical

care by the Bureau of Medical Services (MED) at post abroad while experiencing women’s health challenges.

In December 2021, the FSOs sent the letter to then-acting Under Secretary for Management Carol Perez, but it went unanswered. Capellán’s *FSJ* article months later drew attention to the issue, which subsequently received coverage in media outlets including NBC News, Bloomberg, and *Foreign Policy*.

The *FSJ* provided an advance copy of the article to MED as a courtesy, inviting a response. The bureau declined to respond. Soon after, in April, Capellán received a response from MED addressing some of the demands in the group’s original letter and establishing a survey to serve as a permanent feedback channel to MED. Find that here: <https://bit.ly/MEDFeedbackSurvey>. MED also adjusted their all-male top leadership team to include one woman in a leadership role.

In mid-May, MED announced to its units across the State Department and USAID that it would centrally supply emergency contraception (EC) to all posts with health units and would work to standardize its availability.

The messaging also clarified that EC should be made available to any patient who requests it, replicating its over-the-counter availability in the U.S. While provision of EC is not a new service for MED, in practice many health units did not stock it reliably at missions worldwide.

In June, the original letter’s signatories sent a follow-up letter calling for additional improvements, including a more transparently articulated and equitably implemented medical evacuation policy. They asked for a timely appeals process for final medevac determinations in cases where decisions by MED contradict the recommendations of other medical experts and insurance providers.

Site of the Month: <https://burnbag.buzzsprout.com>

Self-described as “the hottest national security and foreign policy podcast,” The Burn Bag features conversations with leading policy practitioners and thinkers. In each weekly episode, co-hosts A’ndre Gonawela and Ryan Rosenthal open a topical “burn bag” to consider new developments and ongoing challenges with these experts.

In one recent episode, Rosenthal sits down with J.R. Seeger, former Alpha Team leader, to discuss the CIA’s 2001 entry into Afghanistan. Other episodes cover democratic decline in Turkey under President Recep Tayyip Erdogan, a comparison of the legacies of Soviet leader Mikhail Gorbachev and Britain’s Queen Elizabeth II, and an interview with Paul Massaro of the U.S. Helsinki Commission on kleptocracy and America’s anticorruption efforts at home and abroad.



The appearance of a particular site or podcast is for information only and does not constitute an endorsement.

The group also asked that all overseas health units maintain accurate and up-to-date lists of local health care providers, including OB/GYN services, and that rape kits be stocked, and provided when needed, at every post, in accordance with Foreign Affairs Manual (FAM) guidelines. The letter cited specific examples of health unit failure to adhere to FAM guidance in both areas.

The issue has drawn the engagement of Senator Jeanne Shaheen (D-N.H.) and the State Department’s Office of Diversity and Inclusion, all urging further action and reform.

USAID has since convened two related working groups, led by Deputy Administrator for Management and Resources Paloma Adams-Allen, to determine how to better support FSOs.

And most recently, in mid-September, the State Department announced the creation of the interagency Women’s Health Working Group, chaired by Ambassador (ret.) Carol Perez and comprising representatives from the Office of the Under Secretary for Management, MED, the Bureau of Global Talent Manage-

ment, the Office of the Legal Adviser, and USAID’s Office of Administrative Management Services.

The group has pledged to listen to women’s concerns and propose solutions that will improve access to health care services for employees and family members serving abroad. However, no drafters of the letters have been invited to join the group.

Foreign Service Mourns Traffic Fatalities

The Foreign Service community mourns the loss of three of its members in late summer when active-duty officers Shawn O’Donnell and Sarah Langenkamp and recently retired FSO Timothy Fingarson were killed in traffic-related accidents in the Washington, D.C., area.

O’Donnell, who joined the Foreign Service in 2019, was cycling to the State Department on July 20 when she was hit by a truck at the corner of 21st and I streets Northwest. She had recently celebrated her 40th birthday and was preparing for her next assignment in Istanbul.

According to *The GW Hatchet*, the intersection where the crash took place has been the site of multiple calls for repairs and safety improvements as far back as 2018. A new traffic signal—which locals believe could have prevented the crash—was completed and functional on July 29, about a week after O’Donnell was struck.

In response to a growing number of similar accidents, on Sept. 20 the D.C. Council voted in favor of the Safer Intersections Act, which would ban right turns at all red lights in the district by 2025.

Fingarson, a 66-year-old Foreign Service retiree who returned to work with the State Department as an independent contractor, had survived riots in Yemen, dodged explosives in Iraq, and narrowly escaped from the U.S. embassy in Turkey before a suicide bombing nine years ago, according to *The Washington Post*.

On Aug. 3, while crossing Virginia Avenue NW, he was struck and killed by a driver who had just exited the 23rd Street underpass.

Langenkamp, a 42-year-old FSO who had recently returned from Kyiv, was killed on Aug. 25 when a flatbed truck struck her on River Road in Bethesda, Md. The accident took place when the truck driver turned right across the bike lane to enter a parking lot.

A GoFundMe page started by her husband, Foreign Service Officer Dan Langenkamp, kicked off a campaign to improve road safety conditions that has already raised more than \$275,000 to help organizations working on bike safety.

The *FSJ* will share more about the lives of these diplomats in the January-February issue’s In Memory section. ■

This edition of Talking Points was compiled by Julia Wohlers.

Why the State Department Needs an Office of Diplomatic Gaming

BY ROBERT DOMAINGUE

Serious games, also known as decision or policy games, are used by many different organizations to deal with complex problems. They can be used to promote strategic thinking, conduct analysis, perform training, and advance diplomatic goals.

The Department of Defense (DoD) and the intelligence community (IC) routinely use games to examine assumptions, test concepts, and explore alternative courses of action. The Department of State, however, is lagging far behind in the use of policy gaming, and this hinders the department's ability to proactively engage on issues rather than reacting to them as they occur.

There is no centralized office at State devoted to supporting the use of gaming to enhance decision-making. Various offices have used tabletop exercises (TTX) to explore important issues, but they have relied on DoD and IC designers to create and run the exercises. State needs a dedicated office with the capacity to design, facilitate, and utilize its own policy games, but it does not have one.

This was not always the case. The Foreign Service Institute's Office of Special

Like generals preparing for war, senior diplomats can take advantage of policy games to examine alternative decisions and the consequences of those decisions.

Programs, headed by Fred Hill from 1986 to 2006, advanced some of these capabilities. It developed high-level policy games on such topics as the possible collapse of the Soviet Union, transitions in various governments, potential war between countries, nuclear programs in specific countries, and conflicts in different regions. But the FSI office closed in 2007, and the State Department never replaced it.

Hence, this proposal.

Structure and Staffing

The new Office of Diplomatic Gaming needs to be located where it is seen as serving the entire department. However broad-minded bureau leadership may be, parochial interests inevitably arise, and the larger departmentwide mandate is often subsumed to more immediate local interests (as happened to the FSI Office of Special Programs). To avoid this fate, the new office should be located

under the Secretary (S) and organized to support small teams of serious game designers within each bureau.

The centralized office would provide training (train-the-trainer) and design advice to the bureau teams who, in turn, support the offices within the bureaus. Expertise will be developed at both the office level (and in embassies) and at higher levels. Capacity for designing and utilizing decision games will eventually be spread throughout the entire department.

Like the best offices at State, the Office of Diplomatic Gaming will take advantage of the diverse talents represented by different categories of employees. Civil Service staff will provide the core continuity in the office, while Foreign Service and political appointees provide their unique experiences. Important expertise will come from serious game designers detailed from the war colleges and the intelligence community.

Another important source of expertise for the office could come from the Pentagon's Joint Staff J8 Studies, Analysis, and Game Division (SAGD), which has run a number of games for the State Department. To build knowledge and experience, it would be appropriate to also have



Robert Domaingue is a retired Foreign Service officer who served with the State Department from 1998 to 2021. He served in Bangladesh, Ireland, Ethiopia, Iceland, and Nepal. In Washington, D.C., he worked in environmental diplomacy with multiple offices. His last assignment was as lead conflict game designer with the Bureau of Conflict and Stabilization Operations. Currently, he helps local organizations utilize serious games to explore creative solutions to complex problems.

Many DoD games proceed without any State Department input, which hurts both State and DoD.

State Department staff detailed to the wargaming offices of the war colleges, Pentagon, and other organizations.

Serving Multiple Functions

The Office of Diplomatic Gaming will serve multiple functions. Like the former FSI office, it will design and run games on issues for the highest levels of the department. These policy games will examine the thorniest issues confronting the United States and its partners, and allow senior leaders to experiment with different approaches to addressing them.

Like generals preparing for war, senior diplomats can take advantage of policy games to examine alternative decisions and the consequences of those decisions. Serious games are not just tools for senior leaders, however. They have a role to play at every level of the organization. Whenever a new technology is implemented or a plan developed, serious games can be used to test the rollout or find gaps within the plan.

Matrix games are argument-based seminar games that are ideally suited to these kinds of issues. They work with small groups (ideally 6-8 people), can cover a wide range of subjects, and can be developed very quickly. Establishing the use of Matrix games is one of the quickest ways to spread the adoption of serious games throughout the department.

The Office of Diplomatic Gaming will also be a one-stop-shop for other organizations seeking State Department participation in their games. DoD often seeks State Department participation in

their wargames, but because there is currently no centralized office to field such a request DoD has to rely on personal acquaintances at State.

As a result, many DoD games proceed without any State Department input, which hurts both State and DoD. Greater State Department participation in wargames (which include pol-mil, gray zone, malign influence, and competition games) will enhance the quality of those games and also spread knowledge of the value of the games within the State Department.

To date, the State Department has relied on expertise from outside organizations, and the new Office of Diplomatic Gaming should continue to deepen those relationships. The National Defense University's wargaming office (CASL) has provided training and consulting advice to department staff, and the office has created a new Wargaming Fellow Program that trains Foreign Service officers in the design and facilitation of serious games.

State Department staff have also participated in the Naval War College's Wargame Design course. Likewise, staff have participated in the Air Force's Advanced Wargaming course. The Army Command and General Staff College at Fort Leavenworth is the only school offering a master's degree in wargame design. Foreign Service officers have gone through this program in the past, and we need more Foreign Service and Civil Service graduates of the program in the State Department.

There are numerous other possibilities for training staff in the use of serious

games. These opportunities need to be shared more widely throughout the department.

Achieving Diplomatic Goals

Games can be used to achieve diplomatic goals. This application is underdeveloped, but it has great potential. How does it work?

One might, for example, teach serious game design (Matrix game design would be ideal) to diplomats from a collection of small countries that suffer aggression from a larger neighboring country. The diplomats would learn to design and facilitate decision games that experiment with different approaches to addressing the aggression and developing countermeasures that build resilience to that aggression in their countries.

This network of smaller countries could share ideas on game design among themselves, which might lead to cooperation in other areas. In this way, game design helps build resistance to authoritarian aggression.

Another example could be working with close partners to design a board game dealing with malign influence in a fictional country. Though the country in the game is fictional, the techniques used by malign actors are real. The game could educate a general population (or be used in specialized workshops) about manipulation techniques. Research has shown that this type of "inoculation" can build greater resilience in communities.

Serious games have an additional beneficial quality: They bring together experts from different backgrounds and promote collaboration across bureaucratic boundaries. The need for this is highlighted in the whole-of-government efforts to address, for instance, climate change or pandemics, where gaming is

an essential tool to deal with the complexity of the phenomenon.

Take Climate Change, for Instance

The Pentagon's SAGD ran an inter-agency climate change game called "Elliptic Thunder" that examined the security considerations of climate-driven extreme events. The game found important gaps in policies, authorities, and organizational abilities to deal with the new threats. The game also highlighted the critical role of effective diplomacy and strategic messaging.

At State, efforts have been made to create working-level linkages to deal with climate change that cut across bureaucratic boundaries. The Gaming Climate Change Network is one example. The number of climate change-related problems that must be gamed is enormous, and includes such things as the impacts on State Department operations, emerging conflicts, disruption of trade networks, migration flows, and food security.

For instance, what will the State Department do if a small country or non-state entity begins geoengineering atmospheric cooling (high-altitude aerosols)? It is better to game that situation now, rather than wait to react to events.

Gaming is the tool of choice when facing uncertainty, and the State Department needs an office that can coordinate and build capacity for using this tool. ■

Speaking Out is the *Journal's* opinion forum, a place for lively discussion of issues affecting the U.S. Foreign Service and American diplomacy. The views expressed are those of the author; their publication here does not imply endorsement by the American Foreign Service Association. Responses are welcome; send them to journal@afsa.org.

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New BUREAU *New* CYBER PRIORITIES *in Foreign Affairs*

The July 14 AFSA Inside Diplomacy event featured Senior Foreign Service Officer Jennifer Bachus in an interview with AFSA President Eric Rubin. Bachus had recently taken on the position of principal deputy assistant secretary (PDAS) and the senior official in the State Department's newly created Cyberspace and Digital Policy Bureau. Here are excerpts from their discussion.



Here, Senior FSO Jennifer Bachus explains what the creation of State's cyber bureau—a long-awaited development—means for U.S. foreign policy and the Foreign Service.

AFSA President Eric Rubin: I'm particularly glad to be able to do one of our Inside Diplomacy talks on a topic that has attracted so much interest, and we are very lucky that AFSA can help highlight the new bureau very early on.

This past April, the Department of State's new Cyberspace and Digital Policy Bureau (CDP) began operations. It's a key piece of Secretary [of State Antony] Blinken's agenda for the modernization of American diplomacy.

Cyberspace affects all of our lives in ways sometimes we don't even realize. The new bureau is requiring structural changes and modernization within the State Department, reshaping and expanding previous structures, and adding more diplomatic personnel and expertise toward the new priorities.

I hope that today's discussion can help focus better understanding about what this long-awaited development means for U.S. foreign policy priorities, for all of our colleagues in the foreign affairs community, and, in particular, what it means for our Foreign Service workforce.

I'd like to start out by introducing Jennifer Bachus, someone I have known for a very long time who has had a tremendous Foreign Service career. At State, she is the new senior bureau official and principal deputy assistant secretary for the new Cyber-space and Digital Policy Bureau. She previously served as chargé d'affaires and deputy chief of mission (DCM) at U.S. Embassy Prague. Before that, she served as office director for the Central Europe Office in the European Bureau. She was special assistant in the Office of the Under Secretary for Economic Growth, Energy, and the Environment. She also served as DCM at U.S. Embassy Pristina, political economic counselor at U.S. Embassy Astana, and as head of our American presence post in Toulouse.

Jennifer Bachus: It's really a pleasure to be here, as an AFSA member since 1998 when I joined the Foreign Service. I appreciate all the work that you all do and events such as this and other speaker programs where I've had the opportunity to be in the audience. It's a real honor to be the person speaking.

AFSA: The State Department started formally building cybersecurity expertise in 2011, but it wasn't until last year that the new cyber bureau was proposed, and this year it actually came into being. What changed to make it possible?

JB: Ultimately, Secretary Blinken came in and said, "I want to do a real rethink about the State Department modernization agenda, writ large"—and that included cyberspace and digital policy. His team met with stakeholders in the State Department, on the Hill, and in the interagency, academia, and civil society; they did a big listening tour.

After a really intense period of focus, they decided that they were going to build a bureau that looks at the national security, economic, and human rights elements of cyberspace and digital policy, and that for the first year we will report to the Deputy Secretary of State.

AFSA: How does the State Department and your new bureau's efforts and structure mesh with the overall U.S. government effort to promote cybersecurity around the world?

JB: There is not one U.S. government agency that doesn't touch on cybersecurity and digital policy.

There's this whole ecosystem [including the National Security Council, Defense Department, Department of Homeland Security, Department of Commerce, USAID]. But the State Department is the lead foreign affairs agency, and the job of our bureau in the State Department is to lead, coordinate, and elevate cybersecurity and digital policy for the U.S. government.

AFSA: Secretary Blinken said the new bureau would include a reorientation of our foreign policy, in particular a focus on its effect on American lives. How do you see this playing out?

JB: We all remember the 2021 shutdown of the Colonial Pipeline [due to a ransomware attack]. This year, there was a cyberattack on [U.S. satellite communications provider] Viasat, which affected some elements of the European energy grid.

How do we work in coordination, in collaboration with our partners and allies to protect ourselves from this enormous threat? How do we lay out the rules of the road? When something happens, can we bring a coalition together to call it out? And then, how do we react? This is critically important for the American people.

We play an important role in the ransomware initiative run by the White House, in terms of building diplomatic coalitions.

On the economic side, we see the importance of the internet. How can we make sure that we continue to have access to this technology regardless of where we are in the world? If you're an American tourist in China, can you check your Facebook? Do you get caught up in an internet shutdown in Kazakhstan or India? If you're using your cell phone in Europe, is your cell phone data going to be siphoned off by an adversary?

These are huge, important questions that need to be addressed and that ultimately touch on American lives, both in the United States and abroad.

I always put diplomacy at the center of everything we do. We want to build coalitions, look to our allies, figure out ways we can share information better.

And we can't forget the important role that the private sector plays in all of this. They are often our early warning systems. Microsoft is probably going to know where they have a problem before we do. So, how do we make sure that Microsoft is sharing that information and that they're figuring out how to patch it, and that we are building coalitions around the world to advance this idea?

We brought together a large coalition to attribute the Viasat attack. We did it with the Europeans at the center, but not just the Europeans. Can we build a bigger tent to call out bad behavior? That's what we're looking at—how do you get into the deterrent element? It's something we've looked at for many years; Russia's invasion of Ukraine has really brought this to the forefront.

AFSA: How do you see the bureau developing leadership in this area internationally?

JB: We have had really great people working on these issues for many years. By staffing up the bureau, we can actually do what

The job of our bureau in the State Department is to lead, coordinate, and elevate cybersecurity and digital policy for the U.S. government.

they wanted to do, which is to elevate this, to be more proactive, to have a forward-leaning vision.

A challenge we face is that we have less legislation in the United States on cyber and digital issues than Europe has. So, we can talk about our values; we can talk about the vision we have for the internet. But it is harder to say to a country, here's how you should or should not regulate content moderation when we don't have that legislation.

We do look to Congress and the White House to set the national-level policy. And while we're waiting for that, we have things like the Declaration for the Future of the Internet [launched in April 2022 with 60 countries signed on], which sets out broad-based principles. We can all agree that internet shutdowns are a bad thing. And so, we need to engage on things like internet shutdowns, even if we don't have domestic legislation on that.

AFSA: What top priorities, both structural and strategic, are you focusing on right now?

JB: If we look at the three pillars of our work—national security, economics, and human rights—first of all, we're trying to integrate all of what we're doing [into] a functional bureau strategy.

We're extremely involved in the United Nations Open Ended Working Group [on Developments in the Field of Information and Telecommunications in the Context of International Security], which sets the norms for how states should behave in cyberspace.

On economics, I think we have to continue to really focus on the security aspect. How can we secure our entire internet ecosystem? 5G remains critically important, but it goes beyond 5G. It goes to things like undersea cables. It goes to data centers. There's a whole range of things we're doing there. We are trying to engage with Europe and with Asia on regulations in standards

to make sure that our companies and our vision for the internet continue to play an important role.

Then, on the democracy front, again, it's this question of addressing content moderation, privacy, surveillance, helping to create the internet of the future that we want to see. There are a lot of priorities, and we have to figure out how to integrate them all.

AFSA: Can you discuss how data science fits into the goals for the bureau?

JB: That is an active question in the bureau. We have the three policy units, and then we have a strategic planning and communications office that does bureauwide functions. We've talked about whether or not we're going to hire a data scientist into that office; but pending that, we're working with M/SS, the Office of Management Strategy and Solutions. They have a whole data science group.

AFSA: How do you see this new bureau being an asset or collaborator with bureaus at State handling human rights issues?

JB: We have the digital freedom unit, which is the smallest of our units. It has a coordinator, not a deputy assistant secretary. The design was that we collaborate and integrate closely with the Bureau of Democracy, Human Rights and Labor (DRL). We have to look at where we can lean in and where the nugget of the issue is cyberspace and digital policy, as opposed to human rights.

We've been looking at content moderation, information integrity, privacy, surveillance, these sorts of issues, again in very close cooperation with DRL. Another good example would be the Freedom Online Coalition (FOC), which the U.S. is going to chair in 2023. [The FOC is a partnership of 34 governments working to enhance internet freedom that was founded in 2011 in the Netherlands at the initiative of the Dutch Foreign Ministry.] DRL will be the hub of FOC work, but we will feed into and advise and support DRL in doing so.

AFSA: How will the State Department ensure that cyber norms are more than just a piece of paper where countries like Russia or China are concerned?

JB: That is probably *the* question of the future, and it cuts across so many levels, not just cyberspace. Russia invaded another country. Its adherence to any norms has to be called into question. The question gets to the deterrence piece.

Once you know what the norms are, you can call out a violator. Can we get a coalition together to call out who violated the norm? Okay, we've done that. What's [our] reaction? Is it

sanctions? Is it another element of deterrence? What are the real reactions you can have, especially in something that doesn't essentially rise to the level of an act of war?

It's really complicated, and we're trying to create a conversation with our partners, friends, and allies: [What happens] beyond attribution, what's next? I don't have the answer to that, which is what I say to everybody, including our friends, partners, and allies. We have to work together to find the answer. We, the United States, can bring the group together. But if we try to just impose an answer, I think we're not going to be as successful.

AFSA: How will this new bureau, this new coordination, affect the Foreign Service workforce in terms of positions, hiring, training, and budget and staffing?

JB: We're trying to make sure we have a balance between the Foreign Service and Civil Service in the bureau, to have leadership positions as well as entry-level and mid-level positions for the Foreign Service.

We advertised the deputy assistant secretary (DAS)-level position that's responsible for the economics team. We will do the same on the security team, and we did it for the digital freedom unit, as well. We are looking at Foreign Service officers, as well as Civil Service and Schedule Cs for those positions. Once we look across the broad range of applicants, we will select the best person for the job. I think just having a transparent process in which the Foreign Service can compete is a huge leap forward.

We had somebody on a Y tour here who's in the Information Management specialty. She was a great addition to the office. You have to cast the widest net possible for who can bring the skill sets you need in order to do the job. You have a pre-Foreign Service IT background. I want to know about it. You worked in gaming, venture capital, et cetera, those are all super interesting backgrounds that we need to better leverage within the Foreign Service.

For people in the field, we have this amazing cybersecurity toolkit that our staff created. If you're serving overseas and you want to figure out how to work on cybersecurity and you haven't had a lot of training and it's one of 10 things in your portfolio, what do you do?

So we created a toolkit that's very practical and user friendly. We're trying to elevate it and make sure that officers touching on these issues are aware of it.

We're providing toolkits and information. We have [Microsoft] Teams chats and listservs and all these ways to try to connect people and provide them the training they need. We're also looking into the future as we build up the bureau, to have regional trainings, to bring people together from the Europe region or the

A challenge we face is that we have less legislation in the United States on cyber and digital issues than Europe has.

Africa region. Again, these are things that will take some time because of our staffing.

[Note: Nate Fick was confirmed September 15 to the newly created position of Ambassador at Large for Cyberspace and Digital Policy.]

AFSA: How do I apply to work in your bureau? Is there a way to reach out to your team or your bureau to learn more about these efforts?

JB: There's a SharePoint site that we are attempting to keep updated with announcements. The creation of the bureau is like starting up the crank, right? The crank turns a little slower than maybe we would like, but we are getting jobs classified, and we should be getting more and more jobs posted on FS Bid. There are some Foreign Service jobs in the digital freedom unit that are "now" jobs, and there are Foreign Service jobs in the strategic planning and communications office that are "now" vacancies.

We've brought in a number of Y tours, as well—people who are providing targeted support as we get the bureau up and running. We have somebody working on change management.

We have "now" vacancies, and we'll have vacancies for summer 2023. And it will just go on from there. For students, we are looking at Presidential Management Fellow rotations, and we are looking at interns.

We're looking at every hiring mechanism you can imagine, because we need to hire about 40 to 50 people eventually. We are putting positions on USAJobs, particularly at the GS-14 and -15 level to provide the opportunity for people in the Civil Service to move up. If you name a hiring mechanism, we're probably trying to use it.

If there's something you're interested in and it's not posted today, please come back around and look again because it might be there in the future. If you're Foreign Service, you should let us know if you're bidding on one of the jobs that shows up as CDP consultative staffing. ■

FOCUS ON FOREIGN SERVICE AUTHORS

IN THEIR OWN WRITE



Introduction

The *Foreign Service Journal* is pleased to present our 21st annual Foreign Service authors roundup.

We compile “In Their Own Write” for publication to celebrate the wealth of literary talent within the Foreign Service community, and to give our readers a chance to support colleagues by sampling their wares. The collection of titles here, in particular the memoirs, are also a terrific resource for anyone contemplating a career in international affairs. And it comes to you in time for holiday shopping.

Each entry contains full publication details along with a brief commentary. All listings are for the paperback edition unless there is only a hardcover edition, and where an e-book is available, that is noted.

This year our list of books written, edited, or translated by Foreign Service personnel and their family members stands at 62, down from 100 last year when, we assume, the products of COVID-19 isolation and the inspiration to put pen to paper were still in the pipeline. The list is not a definitive record of works by FS authors; as always, we rely on the authors themselves to bring their books to our attention. If your recent book is not presented here, please let us know so we can add it to next year’s collection. We accept submissions for the

November *FSJ* all year, by mail to AFSA, 2101 E St., NW, Washington, D.C., 20037, or email to journal@afsa.org. For inclusion, books must be available for purchase.

To better manage page space and keep the presentation balanced, we introduced a new policy this year on multiple books by one author: We feature only one, chosen by the author, and list other titles in the author note.

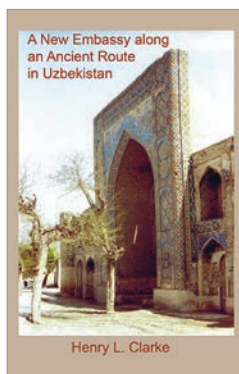
In addition to 8 works of history or biography, we have 5 books on policy and issues, 19 memoirs, 14 works of poetry and fiction, 5 novels for young adults, and 3 children’s books. Another 8 titles under “How-To & Self-Help” include a Ukrainian cookbook and a variety of guides for everything from learning the Indonesian language to relocating to Africa as an African American.

We also include a selection of recent books “of related interest” to diplomats and their families that were not written by FS authors.

It takes a village to put this collection together. This year, it was written and assembled by Publications Coordinator Hannah McDaniel, Managing Editor Kathryn Owens, Senior Editor Susan Brady Maitra, and former *FSJ* staff Dmitry Filipoff and Donna Scaramastra Gorman.

—Shawn Dorman, Editor in Chief

HISTORY & BIOGRAPHY



A New Embassy along an Ancient Route in Uzbekistan

Henry L. Clarke, New Academia Publishing, 2022, \$28/paperback, print only, 238 pages.

Creating new embassies was a significant aspect of strategic engagement with newly formed republics after the disintegration of the Soviet Union. In *A New Embassy along an Ancient Route in Uzbekistan*, Ambassador (ret.)

Henry L. Clarke discusses the process of forming and strengthening new diplomatic ties through his experience as the first U.S. ambassador to Tashkent.

The formation of new countries and establishment of new embassies are not everyday occurrences. From weathering conflict with neighboring nations to the shift in the nation’s official language and alphabet, the road to stability after gaining independence involved many challenges, and U.S. support across political, economic, humanitarian, and other sectors proved crucial. This book is the 75th volume in the ADST-DACOR Diplomats and Diplomacy Series.

Henry Clarke obtained degrees from Dartmouth and Harvard before entering the Foreign Service in 1967. In addition to Uzbekistan, he served in Germany, Nigeria, Romania, Russia, Israel, and Washington, D.C. He also worked as an adviser to the National War College at Fort McNair and contributed to restitution of property seized by Nazis and communists in Eastern Europe. In retirement, he worked in various capacities on U.S. missions to Bosnia-Herzegovina and Iraq. He now resides in Virginia.



Need to Know: World War II and the Rise of American Intelligence

Nicholas Reynolds, Mariner Books, 2022, \$29.99/hardcover, e-book available, 512 pages.

Need to Know is a detailed history of the origins of America’s intelligence capability. Before 1940 the United States had only a few codebreakers and no organization. Author Nicholas Reynolds traces how the intelligence

establishment we know today was built “from scratch” starting during the run-up to the Second World War. The storyline is supported by extensive research and includes an overview of the most notable characters involved, from Vincent Astor

to Herbert Yardley, in addition to comprehensive primary sources, glossary of terms, and abbreviations list.

Former CIA Deputy Director and Acting Director Michael Morell asserts: “*Need to Know* is the most thorough and detailed history available on the origins of U.S. intelligence.” Says *Library Journal*: “Based on extensive primary research, this striking and compelling account should be read by anybody interested in the development of U.S. intelligence agencies and special operations during World War II.”

Nicholas Reynolds, a historian and former CIA agent, grew up in the Foreign Service. His father, retired FSO George Edward Reynolds, served from 1945 to 1974; his mother, Ilona V. Reynolds, was a Foreign Service National working in the legation in Budapest in 1947. Reynolds is also the author of the bestseller *Writer, Sailor, Soldier, Spy: Ernest Hemingway’s Secret Adventures, 1935-1961* (HarperCollins, 2017).



Ukraine’s Revolt, Russia’s Revenge

Christopher M. Smith, Brookings Institution Press, 2022, \$39.99/hardcover, e-book available, 384 pages.

Chris Smith was serving at U.S. Embassy Kyiv when the Euromaidan protests broke out. The anti-corruption and pro-European Union protests of 2013-2014 culminated in the ouster of the

Russian-leaning leader of Ukraine, Viktor Yanukovich. Russia’s seizure of Crimea followed, and soon the two nations were at war in the Donbas.

Smith’s unique account of these events is a mixture of high policy and street-level politics. He offers accounts of the embassy’s reporting and observations as developments were unfolding in real time, highlighting the valuable role of diplomats posted on the front lines of history-making events. Struggles of truth versus lies, pro-democracy versus pro-authoritarian forces, and competing nationalisms characterized the interplay between Russian and Ukrainian interests then, as they do today. In this sense, the book is a firsthand look at the modern origins of the crisis that erupted with the February 2022 Russian invasion of Ukraine and points to how the broader conflict grew from festering disagreements on the future of the Ukrainian nation.

Christopher M. Smith is a career U.S. Foreign Service officer who is currently posted at the National Defense University. He has served in Estonia, Lesotho, China, Ukraine, and Washington, D.C.



Saint Johnsbury Vermont Images

Lawrence Dolan, independently published, 2021, \$12.95/paperback, print only, 82 pages.

The county seat of Caledonia County, Saint Johnsbury, Vermont, is a quaint riverside town surrounded by hills and greenery. Originally established in the late 1700s, Saint Johnsbury was once an important railroad junction

and center of the Connecticut Valley’s machine tool industry. *Saint Johnsbury Vermont Images* takes the reader on a visual tour of the area from 1890 to 1920, the town’s “heyday,” through an antique postcard collection that includes both photographs and illustrations. Commercial and residential views—for example, the power and pumping station, the Fairbanks Scale Factory, and scenic viewpoints from the edge of town—are all presented. Tourism remains an important part of the Saint Johnsbury economy, and author Lawrence Dolan compiled this collection to support those establishments catering to that trade.

Lawrence Dolan is a retired Foreign Service officer who designed and managed education programs throughout Southeast Asia, South Asia, and Africa with USAID. His interest in Saint Johnsbury’s history and development stems from being an urban planner by training. He currently resides in Saint Johnsbury, where he is a member of the town’s Planning Commission.



Iranian Immigration to Israel: History and Voices, in the Shadow of Kings

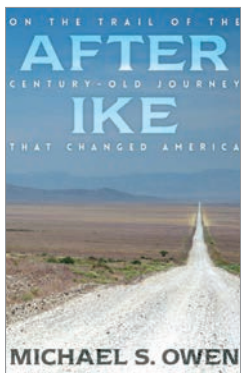
Ali L. Ezzatyar, Routledge, 2022, \$160/hardcover, e-book available, 250 pages.

A demographic often oversimplified in the public sphere, Iranian Jews and their descendants make up a sizable portion of today’s Israeli population and have a rich, unique

history that tends to be overshadowed by association with the broad *mizrahim*, or Middle Eastern Jewish population. Ali L. Ezzatyar demystifies the migration patterns, revolutionary events, and cultural distinctions of the Iranian Jewish community from biblical periods through the present in this, his latest book.

Utilizing personal interviews alongside archival research, Ezzatyar explores the different experiences Iranians making their way to Israel had before and during its establishment as a nation, as well as modern attitudes and ongoing shifts in the Iranian Jewish identity.

Ali L. Ezzatyar is an attorney adviser with USAID. Before joining the Foreign Service, he practiced law at a number of prominent international firms and served as executive director of the AMENA Center for Entrepreneurship and Development at the University of California–Berkeley. He is the author of *The Last Mufti of Iranian Kurdistan: Ethnic and Religious Implications in the Greater Middle East* (2016) and has contributed articles to numerous global news outlets including Al Jazeera, BBC World, and NPR.



After Ike: On the Trail of the Century-Old Journey That Changed America

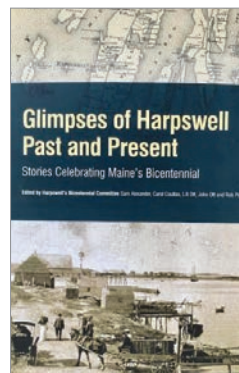
Michael S. Owen, independently published, 2022, \$14.95/paperback, print only, 280 pages.

Running more than 3,000 miles from New York City to San Francisco, the Lincoln Highway was the first trans-continental road for automobiles in the United States. In 1919, on the eve

of the automobile age, a U.S. military convoy set out on a historic journey to travel the entire route; one of the convoy's officers was 28-year-old Dwight "Ike" Eisenhower. Author Michael Owen traces Ike's journey using logbooks and other original materials from the convoy to tell the story of a trip that, as he puts it, "changed the United States and continues to impact us all."

Though private motorists had made the journey before, the 1919 expedition was by far the largest and best-documented trip to date. It was intended, in part, to publicize the War Department's participation in the "Good Roads Movement" to encourage further construction of highways as a military asset. Owen's description of the roads of Washington, D.C., in 1919 will likely fascinate today's commuters; history buffs will appreciate his depictions of life along the original route.

Ambassador (ret.) Michael S. Owen served in Africa and Asia during a 30-year Foreign Service career, including as ambassador to Sierra Leone from 2010 to 2013. He and his wife, Annerieke, live in Reston, Virginia.



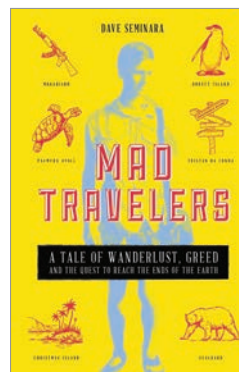
Glimpses of Harpswell Past and Present: Stories Celebrating Maine's Bicentennial

Edited by Sam Alexander, Carol Coultas, Lili Ott, John Ott, and Robert Porter, Merriconeag Grange & Harpswell Historical Society, 2021, \$42/paperback, print only, 308 pages.

A collaborative anthology of a Maine town's social, political, and cultural history, *Glimpses of Harpswell Past*

and Present celebrates the state's 2020 bicentennial anniversary. Local residents of Harpswell, Maine, penned the book's 18 chapters discussing the community's demographics, livelihoods (with an emphasis on fishing and farming), architecture, natural surroundings, and more. Pre-statehood Harpswell and the town's relational struggle with Massachusetts are also examined. Historical and recent photographs are included, and a collection of poems written by residents, "Harpswell in Verse and Rhyme," makes up the concluding chapter. Forty local resident volunteers contributed to *Glimpses of Harpswell Past and Present*, including the Maine Bicentennial Committee editors, and the book was both a finalist in the anthology category for the Maine Writers and Publishers Association Book Awards and a nominee for a Historic New England Book Award.

Robert Porter, one of the five editors of this book, joined the Foreign Service in 1976 and served in Asia, Africa, and Europe before retiring to Maine in 2006, where he now resides. During his Foreign Service career, he held the positions of deputy chief of mission in Hanoi, Phnom Penh, and Bamako. A history enthusiast, Porter is a former member of the Board of the Harpswell Historical Society.



Mad Travelers: A Tale of Wanderlust, Greed and the Quest to Reach the Ends of the Earth

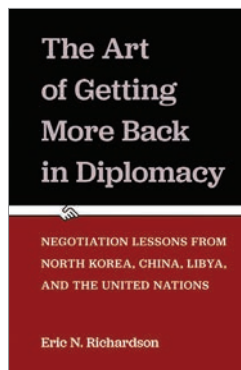
Dave Seminara, Post Hill Press, 2021, \$17/paperback, e-book available, 256 pages.

Mad Travelers centers on the life of one William Simon Baekeland (actually Jesse Simon Gordon), a scam artist who preyed on certain wealthy individuals' desire to travel to the world's most challenging destinations. During the short life of his Atlas Travels & Expeditions, from 2015 to 2017, Baekeland demonstrated great

skill at taking huge sums of money from wealthy, thrill-seeking people determined to travel everywhere. In time, however, even the con artist's sheer boldness could not maintain his status as the "rock star" of extreme travel; he disappeared, his company went under, and his story now figures as an episode in HBO Max's docuseries "Generation Hustle." With the punch and dynamism of a detective thriller, this book is also a cautionary tale.

Former FSO Dave Seminara, a member of the Foreign Service from 2002 to 2007, is a journalist. *Mad Travelers* is his fourth book. Also passionate about photography, he took second place in *National Geographic Traveler's* annual photo contest in 2003. He resides in Florida with his wife and two sons.

POLICY & ISSUES



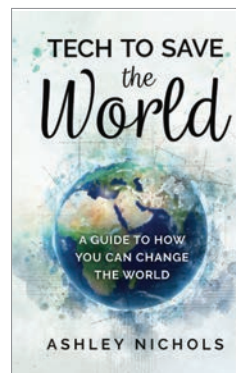
The Art of Getting More Back in Diplomacy: Negotiation Lessons from North Korea, China, Libya, and the United Nations

Eric N. Richardson, University of Michigan Press, 2021, \$29.95/paperback, e-book available, 198 pages.

Drawing on case studies from North Korea, China, Libya, and the United Nations, *The Art of Getting More Back in Diplomacy* offers an insider's account of the tactics that lead to more effective problem-solving at the diplomatic negotiation table. Eric N. Richardson examines integrative and distributive negotiation theories, highlighting specific methods from each to provide a comprehensive guide to best practices. Real-world examples from human rights negotiations, atrocity prevention cases, and peace processes support his argument. "For anyone interested in international human rights and negotiations, this book makes a great contribution," says Sarah Schechter of the U.C. Berkeley School of Law. "It is a fascinating read, with implications extending far beyond the world of international relations."

Retired FSO Eric N. Richardson, an attorney specializing in international human rights law, served in China, Korea, Libya, Tunisia, New Zealand, Israel, the Palestinian Territories, and the U.S. Mission to the U.N. In 2017 the U.N. Association of the United States named him Outstanding Human Rights Diplomat for his role in Sudan. He is currently a senior adviser at the Centre

for Humanitarian Dialogue, a professor of international law at the University of California in Berkeley, and runs the NGO INHR.org.



Tech to Save the World: A Guide to How You Can Change the World

Ashley Nichols, New Degree Press, 2021, \$15.99/paperback, e-book available, 224 pages.

Many civic-minded individuals are driven by a sense of public service to better the world. But the methods to do so are often unclear and confusing. *Tech to Save the World* is a conversa-

tional guide on how to use technology to foster positive change, one that can be accessed even by those who are not tech savvy.

Tech to Save the World shares stories of how businesses, nonprofits, and everyday individuals harnessed simple technological tools to make a difference. A doctor pioneered a way to save patients using a Solar Suitcase, and a college student helped those suffering with PTSD by creating a smartwatch application. These stories help illustrate how anyone can harness these tools to better lives and communities. The book features blueprints and instructions to help one get started.

Ashley Nichols joined the Foreign Service in January 2022 as a public diplomacy officer. Currently in language training, she will head to her first post, Haiti, in December. She was previously a consulting executive with a global technology company, and before that worked in government, higher education, nonprofits, and communications. She lives with her very old and very grumpy calico cat, Keisha, and her boyfriend, Matt.



Stabilizing Fragile States: Why It Matters and What to Do about It

Rufus C. Phillips III, University Press of Kansas, 2022, \$44.95/hardcover, e-book available, 348 pages.

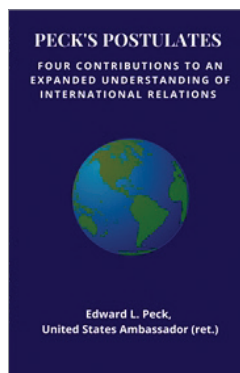
The record of success in stabilizing failing and conflict-ridden states is mixed; the effort has been plagued by mismanagement, strategic ambiguity, and convoluted interagency processes. In

this book, the 73rd volume in the ADST-DACOR Diplomats and Diplomacy Series, Rufus Phillips, who died in December 2021, examines critical lessons learned from his career that spanned

a wide array of stabilization efforts from Vietnam to Afghanistan. In the May 2022 *FSJ* review of *Stabilizing Fragile States*, retired FSO Keith Mines described Phillips as one of America's "most creative foreign policy thinkers, who worked until his last moments to argue for a new approach to dealing with failed and fragile states."

Phillips emphasizes that stabilization work defies standard definitions of war or diplomacy. Flexible thinking is a necessity, and a nuanced understanding of specific context is fundamental to making results last, he argues. Phillips recommends that a specialized cadre of stabilization experts under the State Department and USAID be formed to address these challenges.

Rufus Phillips served as a U.S. Army officer, CIA case officer, USAID official, and consultant to the Department of State. He is also the author of *Why Vietnam Matters: An Eyewitness Account of Lessons Not Learned* (Naval Institute Press, 2008).



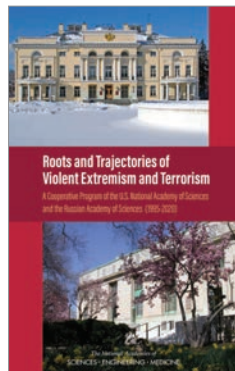
**Peck's Postulates:
Four Contributions to an
Expanded Understanding
of International Relations**

Edward L. Peck, Association for Diplomatic Studies and Training, 2022, \$15/paperback, e-book available, 57 pages.

Ambassador (ret.) Edward L. Peck presents a concise, organized framework for navigating international relations in

Peck's Postulates, a new volume in the Association for Diplomatic Studies and Training Memoirs and Occasional Papers Series. With touches of gentle humor, the author offers four concepts, each explicated with supporting statements and examples. Written as an introduction to the conduct of international relations, the work has, in the author's view, broader relevance. He states: "Since it is people who decide what nations should do or not do—at whatever level and under whatever political structure—these postulates also apply to individuals' everyday lives."

Amb. Peck graduated from high school at 17 and served in the U.S. Army as a second lieutenant and, later, paratrooper and first lieutenant during the Korean War before joining the Foreign Service. He served in Sweden, Morocco, Algeria, Tunisia, and Egypt, in addition to ambassadorships to Iraq and Mauritania. Since retiring in 1989, he has been engaged in matters of diplomacy and diplomatic education as executive secretary of the American Academy of Diplomacy and as a lecturer at the Foreign Service Institute, at conferences, and on cruise ships.



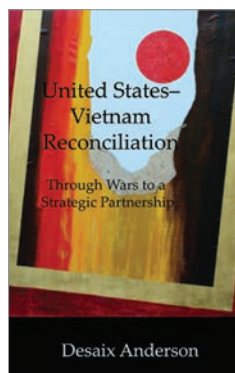
**Roots and Trajectories
of Violent Extremism
and Terrorism**

Glenn E. Schweitzer, National Academies Press, 2022, \$40/hardcover, e-book available, 162 pages.

This report is based on a joint effort between the U.S. National Academy of Sciences and the Russian Academy of Sciences that spanned 25 years to understand the roots of ethnic violence, extremism, and terrorism. Both countries have employed thousands of experts with hands-on analytical experience in understanding these issues and in service of this cooperative effort. This report presents the multifaceted lessons learned to help policymakers and practitioners better manage these threats. It features chapters on securing transportation infrastructure, adequately protecting sensitive radiological storage facilities, and ethnic turmoil in the Middle East. It also discusses critical factors that, if not effectively addressed, could exacerbate conflict in the future.

Glenn E. Schweitzer, a Foreign Service officer from 1956 to 1969, is director of the Office for Central Europe and Eurasia of the National Academy of Sciences. From 1992 to 1994, he was on leave to serve in Moscow as the chair of the Preparatory Committee for the Establishment of the International Science and Technology Center (ISTC), created by the governments of the United States, the European Union, Japan, and Russia. He then served as ISTC's first executive director. He resides in Menlo Park, California.

MEMOIRS



**United States–Vietnam
Reconciliation: Through Wars
to a Strategic Partnership**

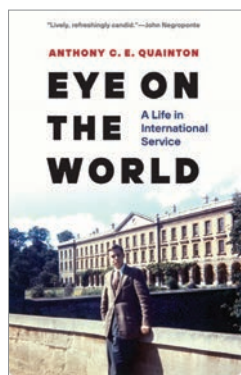
Desaix Anderson, New Academia Publishing, 2021, \$30/paperback, print only, 458 pages.

Based on Princeton University seminars conducted by author Desaix Anderson in the Vietnamese capital of Hanoi, *United States–Vietnam Reconciliation* examines the Vietnam War in

terms of its historical origins and effects. It is the 37th volume in the Association for Diplomatic Studies and Training Memoirs and Occasional Papers Series.

“Only Desaix Anderson could have written ... the definitive history of Vietnam’s tempestuous relationship with the United States,” says Ted Osius, a career FSO and U.S. ambassador to Vietnam from 2014 to 2017. With more than four decades of personal and professional experience in Vietnam, Anderson reflects on the evolution of U.S.-Vietnamese relations with a critical lens, incorporating Vietnamese points of reference and encouraging the reader to consider the limits of American power.

Desaix Anderson died in February 2021, just before the publication of this book. After service in the U.S. Navy, he joined the Foreign Service in 1962 and first served in Nepal. Then came six assignments in Vietnam, including as the first chargé d’affaires during the 1995 opening of U.S. Embassy Hanoi, and service as deputy chief of mission in Tokyo. He is the author of *An American in Hanoi: America’s Reconciliation with Vietnam* (2002) and was the longest-serving board member in the history of the Maureen and Mike Mansfield Foundation.



Eye on the World: A Life in International Service

Anthony C.E. Quainton, Potomac Books, 2022, \$34.95/hardcover, e-book available, 336 pages.

Ambassador (ret.) Anthony C.E. Quainton served for more than 30 years in the U.S. Foreign Service under eight administrations, from 1960 to 1997. His assignments in 11 countries on six continents included four ambas-

sadorships. *Eye on the World*, the 72nd volume in the ADST-DACOR Diplomats and Diplomacy Series, is his autobiography.

Not simply the story of his upbringing and career, *Eye on the World* is a candid reflection on the making of foreign policy during eventful times, including U.S. policy toward India and Pakistan in the 1970s, covert wars in Latin America during the 1980s, and counternarcotics policies in Peru in the 1990s. In Ambassador (ret.) John Negroponte’s view, the book “should be of strong interest to those who lived the period as well as those aspiring to diplomatic careers of their own.”

Amb. Anthony Quainton is Distinguished Diplomat in Residence at American University in Washington, D.C. During his Foreign Service career, he served as U.S. ambassador to Peru

(1989-1992), Kuwait (1984-1987), Nicaragua (1982-1984), and the Central African Republic (1976-1978). In Washington, D.C., he served as coordinator for counterterrorism, deputy inspector general, assistant secretary of State for diplomatic security, and Director General of the Foreign Service.



Chocolates for Mary Julia: Black Woman Blazes Trails as a Career Diplomat

Judith Mudd-Krijgelmans, Xlibris, 2022, \$20.99/paperback, e-book available, 424 pages.

This memoir begins in 1975, when the author, a Black woman who came of age in the Jim Crow era, joins the United States Information Agency (USIA) and moves to New Delhi, India, with her 5-year-old half-Indian daughter, Rekha. *Chocolates for Mary Julia* shares details of life and work in the Foreign Service of the 1970s and 1980s. Judith Mudd-Krijgelmans writes with humor and grace about meeting then-Prime Minister Indira Gandhi and learning how to edit videos in the American Center when USIA first began experimenting with this new format. She also writes about her struggles as a working single mom (How will Rekha cope when I take a monthlong assignment in another Indian city?), as an overweight woman looking for the right style (That belted leather jacket was a serious mistake!), and as a Black woman in a mostly white man’s world (How can I convince the boss to develop a program about civil rights after *Roots* is published in the United States?).

Retired FSO Judith Mudd-Krijgelmans served in New Delhi, Mumbai, Dhaka, Taipei, Hong Kong, Brussels, Libreville, Bujumbura, and Brazzaville. She also wrote *Flowers for Brother Mudd* (2018).



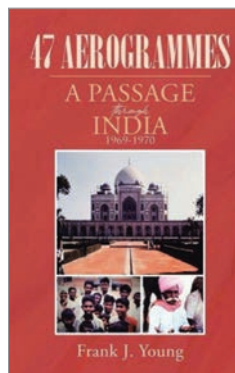
Death in Wartime China: A Daughter's Discovery

Judy Goodman Ikels, Wheatmark, 2022, \$14.95/paperback, e-book available, 235 pages.

Judy Goodman Ikels’ father, Bill Wallace, died before she was born in 1944. A World War II pilot, he sacrificed himself to save his seven crew members when he knew his plane was going down over China. Her mother

remarried three years later, and Ikels never gave much thought to her birth father until 2015, when a stranger emailed her looking for information about Wallace. The unexpected email started her on a journey to find out everything she could about her birth father's life and untimely death. The result is this memoir of her experiences following his wartime path through China, along with photos, letters, and even a pudding recipe from that time.

Judy Goodman Ikels spent 28 years as a civil servant with the State Department. Her late husband, Larry Ikels, was a Foreign Service officer with USAID. During their careers, the couple and their two children were posted in El Salvador, Colombia, Venezuela, Mexico, Brazil, and Greece. Her story of connecting with her father first appeared in the May 2016 edition of *State* magazine.



47 Aerogrammes: A Passage through India, 1969-1970

Frank J. Young, Page Publishing, 2022, \$17.95/paperback, e-book available, 292 pages.

As a teenager living in small-town California, Frank Young dreamed of getting away. He got his chance at Callison College, which required its students to spend a year in India.

Young traveled to Bangalore in 1969, faithfully writing "aerogrammes" back home, and became hooked on the idea of living overseas. Not long after college, he joined the U.S. Agency for International Development (USAID) as a Foreign Service officer.

Years later, visiting his mother in California, he found the collection of aerogrammes stashed away for safekeeping. The discovery prompted him to look again at the rough manuscript typed hastily, if passionately, on his return from

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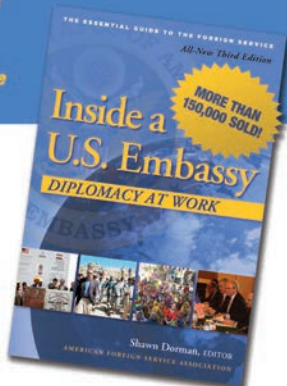
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that life-changing sojourn. The result was ultimately this book. The author's reflections on that pivotal year are enriched by his subsequent experiences in India as USAID deputy program officer in New Delhi from 1981 to 1984 and, in 2011, on a temporary assignment as acting director for the USAID mission in Delhi to prepare for then-Secretary of State Hillary Clinton's strategic dialogue with India. If you've been posted to India, you'll no doubt recognize the country in his occasionally heartbreaking descriptions and compelling prose.

Frank Young retired in 2005 after a 33-year Foreign Service career. He served in India, the Philippines, Bangladesh, and Ghana. He lives in Sarasota, Florida, with his wife, Patricia Oxley Young. For insight into how he wrote this book, see Young's article, "Memoir Writing: The Art of Telling Your Story," on page 56.



Lessons from the Edge: A Memoir

Marie Yovanovitch, Mariner Books, 2022, \$30/hardcover, e-book available, 416 pages.

Marie "Masha" Yovanovitch's *New York Times* bestseller is heralded as "moving and illuminating" (Ambassador Eric Rubin, April 2022 *FSJ*) and, in the late Secretary Madeleine Albright's words, "essential reading for current policy-

makers, aspiring public servants, and anyone who cares about America's role in the world."

A powerful narrative of personal and professional resilience, *Lessons from the Edge* encompasses Ambassador (ret.) Yovanovitch's experiences as a contemplative young scholar, a determined diplomat in a male-dominated field, and an iconic public figure in former President Donald Trump's impeachment inquiry. Her commitment to integrity, accountability, and the enduring value of democracy throughout these events and as she was called to testify against Trump after her duplicitous removal from Ukraine earned her admiration at home and worldwide.

Marie Yovanovitch's 33-year diplomatic career included ambassadorships in Ukraine, Armenia, and Kyrgyzstan. In 2020 she retired from the State Department and now is a nonresident fellow at Georgetown University and a senior fellow at the Carnegie Endowment for International Peace.



The Memoirs of Ambassador J. Graham Parsons: A Foreign Service Life

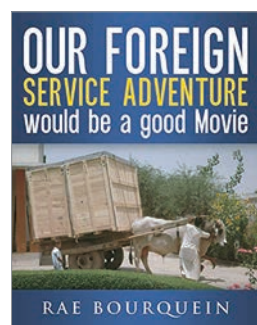
Edited by Robert D. Eldridge, Cambridge Scholars Publishing, 2022, £78.99/hardcover, print only, 411 pages.

Highly respected yet private and reserved, J. (Jeff) Graham Parsons (1907-1991) kept detailed personal records of his Foreign Service career

spanning a tumultuous 40 years punctuated by World War II. During assignments that included Japan, China, Cuba, Washington, D.C., India, Japan, Laos, and Sweden (the latter two as ambassador), he interacted with some of the most famous figures of the 20th century and was known for his "old school" commitment to policy and diplomatic principles.

In this work, historian Robert Eldridge has organized what Parsons called "a hodgepodge of about fifty 'vignettes' of varied character" into an absorbing chronicle of one diplomat's life, including a very helpful preface and introduction. Parsons discusses his professional development and his interactions with prominent political leaders, but also notes: "My little sketches serve to remind that a life in diplomacy is not just a succession of great historical events but is full of unmemorable minutia seldom mentioned in memoirs but often quite entertaining."

Robert D. Eldridge, a historian of Japanese political and diplomatic history, has lived and worked in Japan for almost 30 years. He is the author of *The U.S. Marine Corps and Disaster Response in the Indo-Pacific Region* (2020) and *The History of U.S.-Japan Relations* (2017).



Our Foreign Service Adventure would be a good Movie

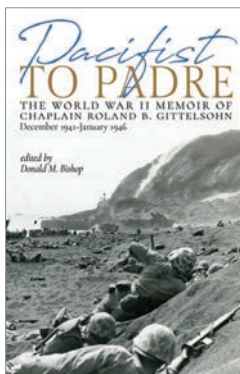
Rae Bourquein, independently published, 2021, \$5/paperback, e-book available, 136 pages.

This self-published memoir details a USAID family's travels from the 1960s through the 1980s. The author opens by stating that such a life "is not possible anymore, since the

world has changed so much." Indeed, current Foreign Service members may gape at the description of traveling first class on a cruise ship to their first posting, in Tokyo, where the author's husband was assigned to the General Accounting Office.

The couple later served in Pakistan, Bangladesh, Indonesia, Kenya, Sudan, and the Philippines, and the author devotes a chapter to each location, along with chapters on life in Virginia from 1965 to 1967 and 1974 to 1978. The writing throughout calls to mind a personal diary rather than a book, but it is full of small details about Foreign Service life all those decades ago—from leaving calling cards for an ambassador’s wife, to adopting children in Taiwan, to coaching boys’ soccer in Fairfax, Virginia—making it an engaging read.

Rae Bourquein’s husband, Bob Bourquein, served in the Foreign Service and at the World Bank. Rae Bourquein taught elementary school and held other interesting jobs overseas. The Bourqueins now live in Lakeland, Florida.

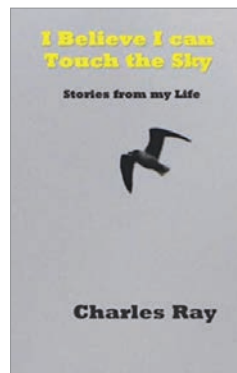


**Pacifist to Padre:
The World War II Memoir of
Chaplain Roland B. Gittelsohn,
December 1941–January 1946**
Edited by Donald M. Bishop, Marine
Corps University Press, 2021, available
(free) online: www.usmcu.edu, 376
pages.

Rabbi Roland B. Gittelsohn was a remarkable figure for several reasons—his dedication to his faith, his dual identity as a pacifist and a World War II Navy chaplain, and his forthright manner of speaking and writing in all contexts.

Donald Bishop presents Gittelsohn’s story and, with the help of historians and Navy experts, provides supporting remarks on his influence as a leader and, at times, activist. *Pacifist to Padre* not only documents Gittelsohn’s experiences; it also, as Bishop notes, “provides insight into the world of an unusual American space that has been naturalized as normal: of government-sponsored and managed religion. And it brings that world into focus from the vantage point of a man who never would have predicted pinning the Jewish chaplain’s tablet insignia to his collar.”

Retired FSO Donald Bishop served as a public diplomacy officer for 31 years. His postings included Bangladesh, Nigeria, China, and Afghanistan. He also served as foreign policy adviser to the 34th Commandant of the Marine Corps, General James T. Conway. An Air Force veteran, Bishop served in Vietnam and Korea, and on the faculty of the U.S. Air Force Academy. Currently, he is the Donald Bren Chair of Strategic Communications at Marine Corps University in Quantico, Virginia.



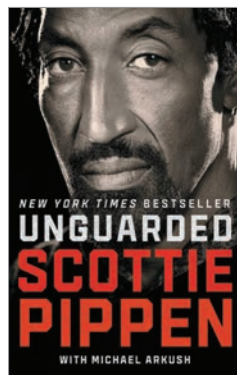
I Believe I Can Touch the Sky: Stories from my Life

Charles Ray, Uhuru Press,
2022, \$15.99/hardcover,
e-book available, 186 pages.

Ambassador (ret.) Charles Ray is back with a memoir he describes as “not stories of the author’s life, but *from* that life.” He writes of growing up impoverished in rural East Texas at a time of legal segregation, joining the

Army a mere 13 years after it was integrated, and then joining the U.S. Foreign Service just two years after the Foreign Service Act of 1980 required it to diversify. Amb. Ray sets the story of his life as a Black man in the margins of a world always on the brink of change. He recounts vague memories of his childhood years, when he first “touched the sky” by designing a glider and jumping from a roof, destroying his mother’s best sheets in the process. He paints vivid pictures of a bygone era as he defends himself against bullies, slaughters animals on the family farm, and develops his interest in the outside world after discovering a *National Geographic* article about China.

A prolific writer, Charles Ray is the author of numerous mysteries, law enforcement and Western series, and leadership books, including many additional titles published this year. He served for 20 years in the U.S. Army and 30 years in the Foreign Service, including as U.S. ambassador to Cambodia and Zimbabwe, before retiring in 2012. For more of Ray’s work, visit <https://charlesray-author.com/>.



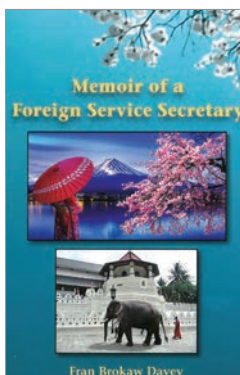
Unguarded

Scottie Pippen, with Michael Arkush,
Atria Books, 2021, \$18.99/paperback,
e-book available, 320 pages.

Michael Arkush’s sixth *New York Times* bestseller follows basketball star Scottie Pippen’s journey from his upbringing in the small town of Hamburg, Arkansas, to NBA and Olympic legend. Co-written with Pippen, *Unguarded* reveals the many life obstacles Pippen has confronted, including family tragedy, disregard by collegiate basketball scouts, and even disrespect as he rose to fame with the Chicago Bulls. Kirkus calls it a “closely observed and uncommonly modest” memoir. Pippen shares his experience of growing up with 11 older siblings, as well as

behind-the-scenes stories from famous games and interactions with other all-stars such as Michael Jordan, Phil Jackson, and Dennis Rodman.

Michael Arkush is the spouse of retired Foreign Service Officer Pauletta Walsh. While with Walsh on assignments in St. Petersburg and Kyiv, Arkush wrote books. He has authored or co-authored 16 published works, including *Losing Isn't Everything: The Untold Stories and Hidden Lessons Behind the Toughest Losses in Sports History* with Curt Menefee (2016) and *The Big Fight: My Life In and Out of the Ring* with Sugar Ray Leonard (2011). Arkush also regularly contributes to *The New York Times*. Arkush and Walsh currently reside in Oak View, California, where he continues to write, and she works for the State Department as a reemployed annuitant.



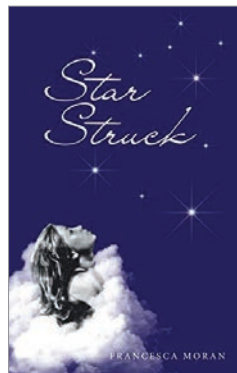
Memoir of a Foreign Service Secretary

Fran Brokaw Davey, independently published, 2021, \$12.95/paperback, print only, 94 pages.

In 1959, Frances (Fran) Brokaw Davey received the call offering her a Foreign Service secretary position with exuberance and a touch of doubt—was she ready to leave Cleveland, Ohio, for an unpredictable life abroad?

Davey's professional journey takes her far from the Midwest, offering an abundance of cultural experiences and personal growth opportunities. Whether bonding with her first-ever roommate, Dotty, in Washington, D.C., or getting married in Mexico, Davey shares her story with appreciation for each "learning curve" and unexpected encounter—from contending with "a variety of uninvited critters" in Ceylon (now Sri Lanka) to learning to drive her first car in Tokyo traffic. Once a self-described "timid Cleveland girl," Davey exhibits an enthusiasm for the Foreign Service life that enables her to get further out of her comfort zone than she imagined possible and inspires those around her, as well.

During a 20-year career in the Foreign Service, Fran Davey lived and worked in 11 countries, including Ethiopia, Argentina, Israel, and Egypt. Her husband, Richard Davey, also held a position at State during this time. The Daveys have two children and currently reside in Washington state and Arizona, seasonally. To purchase this book, email rafdavey@gmail.com.



Star-Struck

Francesca Moran, Authorhouse, 2022, \$13.99/paperback, e-book available, 138 pages.

Francesca Moran's 2019 memoir *Blown by the Wind* chronicled her and David Moran's love story from their first meeting through David's descent into vascular dementia in 2013 and his death in 2017. Her latest work, *Star-Struck*, is a sequel, in which Moran

chronicles her grieving and its vast, imaginary landscape. In the first chapter, memories, love letters, and dreams memorialize the couple's history together as global citizens; but with chapter 2, a different, fantastic dimension opens. The couple becomes, as Moran writes, "ghosts, discovering new life forms on a new planet" and exploring the limits of time and space. Together they encounter stunning landscapes, Indigenous tribal members, and even another human couple, Jackie and Henry, on what Moran describes as "the lost planet" before witnessing a vicious battle and returning to earth years later.

Francesca Moran was born in Saigon in 1943. While attending The George Washington University in 1969, she met and eventually married FSO David Moran (now deceased), who was then studying for his assignment with the Civil Operations and Revolutionary Development Support Pacification program in Vietnam. The Morans and their two children, Betsy and Danny, traversed the globe together until David's retirement.



Peru After Chamba

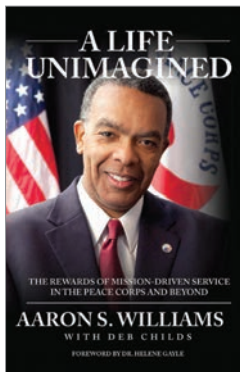
Judith Ravin, Tresmitades, 2022, available (free) online: www.tresmitades.com, 92 pages.

Peru After Chamba—or after "work," from Peruvian slang—explores the people and spaces of Peru through a series of 30 short, descriptive reports. Infused with "wonder, reflection and humor," each narrative adds an element to the complex cultural

fabric observed by the author, Judith Ravin, during her time in and around Lima. For example, there is an abrupt but friendly exchange with a fuel station attendant and an enlightening experience trading and selling clothing with women in the local marketplace. Ravin's journalism background aids in capturing visual details, and each setting is presented deliberately and

carefully, from the gray skies of Lima to the social tension around translation issues. Also included are pieces from Ravin's travels to Tanzania during the pandemic and her return to Peru.

Judith Ravin currently serves as consul general at U.S. Consulate General Chennai in India. She served previously in Peru, Pakistan, Dominican Republic, Sudan, Cameroon, and Mexico. Before joining the Foreign Service in 2003, she worked as an editor, journalist, and translator. She has written and contributed to numerous other published works, including *Beyond Our Degrees of Separation: Washington Monsoons and Islamabad Blues* (2017) and *Ballet in the Cane Fields: Vignettes from a Dominican Wanderlogue* (2014).



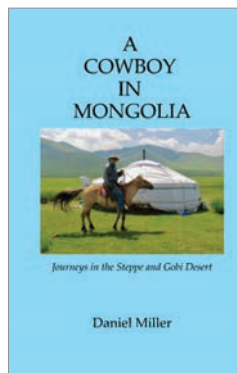
**A Life Unimagined:
The Rewards of Mission-Driven
Service in the Peace Corps
and Beyond**

Aaron S. Williams, with Deb Childs, International Division, UW Madison, 2021, \$30/hardcover, e-book available, 258 pages.

Aaron S. Williams' story is an unconventional one, beginning on the South Side of Chicago and eventually encompassing the directorship of the Peace Corps. His story conveys the complexity of U.S. foreign policy and development efforts while spotlighting how the American ethos of hard work and determination can come to fruition.

Williams was a public school teacher before joining the Peace Corps and serving in the Dominican Republic. He then joined the USAID Foreign Service. Work as a USAID FSO took him to many parts of the developing world on challenging missions of international development. He retired after 22 years in the Foreign Service and was appointed director of the Peace Corps in 2009, serving until 2012. Throughout these experiences Williams emphasizes the value of following one's intuition, having a willingness to take risks, and how notions about what is important in life must account for the unexpected.

Aaron S. Williams is a senior adviser emeritus for international development and government relations at RTI International. The recipient of numerous career service awards and honorary degrees, he lives in Virginia with his wife, Rosa. They have two sons and five grandsons.



**A Cowboy in Mongolia: Journeys
in the Steppe and Gobi Desert**

Daniel Miller, Blurb Books, 2022, \$12.99/paperback, print only, 168 pages.

A wealth of anthropological and ecological insights and lived experiences combine in Daniel Miller's *A Cowboy in Mongolia: Journeys in the Steppe and Gobi Desert*, which explores through both narrative and photo essays Mongolian grasslands and herdsman who live off them. Miller draws comparisons to other distinctive landscapes he has worked on from the plains of Montana to the Tibetan Plateau. Known to some as the "wild yak man," Miller notes: "Despite the vast distance that separates the ranges they ride across taking care of livestock, the herders of Mongolia and the cowboys of the American West still speak the same basic language."

Daniel Miller grew up on a dairy farm in southern Minnesota and served as a Peace Corps volunteer in Nepal. He studied rangeland ecology at the University of Montana and worked as an outfitter before contributing to development projects with the Asian Development Bank, World Bank, and other organizations. He joined the Foreign Service in 2003 and served as a USAID agricultural officer with postings in Afghanistan, India, Philippines, Pakistan, and Mongolia. After retiring in 2017, he worked as an adviser to Mongolians raising cattle and settled in his current "home on the range" in Buffalo, Wyoming.



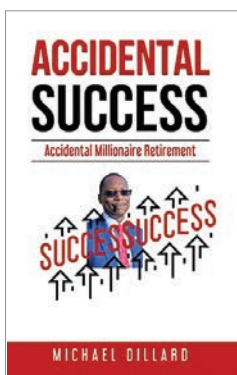
**The Island in Winter:
Living Year Round
on Kelleys Island**

Alexi Panehal, University of Toledo Press, 2021, \$19.95/paperback, print only, 132 pages.

The largest island on Lake Erie, Kelleys Island has for decades been a small hub for those in search of a sunny, easygoing getaway during the summer months. Residents who brave the winters there, however, face a test of "planning skills and psychological fortitude"—against harsh weather and without certain modern amenities or regular access to mainland Ohio. Retired Foreign Service Officer Alexi Panehal speaks to both experiences in *The Island in Winter: Living Year Round on Kelleys Island*. A lifelong visitor, she now looks through the

lens of a permanent resident alongside only about 150 others. Finding comfort in the isolated periods as well as the community's more vibrant moments, such as local holiday celebrations, Panehal combines her personal lessons learned with a detailed guide of the island's culture, wildlife, history, and character.

Alexi Panehal worked for USAID for more than 35 years before retiring as a member of the Senior Foreign Service. She is a graduate of Georgetown University's School of Foreign Service, Harvard University's Kennedy School of Government, and the National Defense University's National War College.



**Accidental Success:
Accidental Millionaire
Retirement**

Michael Dillard, independently published, 2021, \$9.99/paperback, e-book available, 241 pages.

An “accidental diplomat” from humble beginnings, Michael Dillard shares his life experiences and the skills gained as they relate to long-term financial success in this motivational guidebook.

Dillard traces his childhood years in Germany and Tennessee before enlisting in the U.S. Army. He speaks to the value of leadership, fortitude, and opportunity through his Army and college experiences, where grueling schedules and limited freedom only strengthened his sense of determination. This, in turn, translated directly to his practice of “failing forward” in his young professional years, as he transitioned from appliance testing to banking and sales before landing on his feet in a position with USAID. The second part of the book contains a collection of recommendations for developing a “Vision Plan.” In part 3, Dillard offers guidance for building lifelong financial stability.

Michael Dillard is a trainer and financial controller with USAID's Africa Bureau. Since 2010, he has served in the Dominican Republic, Zambia, Afghanistan, the Democratic Republic of the Congo, and South Africa. Prior to the Foreign Service, he served in the U.S. Army. He is also the author of *Build Generational Wealth: Retire Early* (2022) and *Achieve Your Goals* (2021). For more information and leadership/finance coaching, visit www.madillard.com.



**Every Day an Adventure:
Cuentos de Mexico**

Robert Downes, Balcarres Books, 2022, \$14.95/paperback, e-book available, 255 pages.

Collected over a period of nearly 50 years, Robert Downes' *Every Day an Adventure: Cuentos de Mexico* is an assortment of anecdotes “more or less in chronological order” from his experiences working and living in

Texas, Mexico, and various parts of Latin America. Many stories follow the Texan tradition of telling playfully embellished “tall tales,” according to the author, yet convey the reality of how “small, at the time seemingly insignificant decisions can have a major impact on the direction of one’s life.” Elements of surprise, humor, and, often, brushes with danger find their way into almost every chapter, whether the author is dealing with unusual characters seeking consular assistance in Mexico or witnessing the chaos around election fraud in Venezuela.

Robert Downes spent more than 37 years in federal service, primarily with the State Department. Downes’ postings included Mexico, Guatemala, Nicaragua, Venezuela, Thailand, Australia, and Germany. Following his retirement as a Senior Foreign Service officer, he returned to Texas, where he currently spends his time contributing to local and international organizations as well as reading, writing, and kayaking.

FICTION & POETRY



Convergences

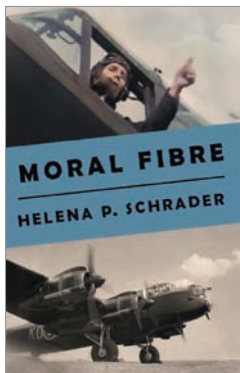
Ruth Obee, Clausen Books, 2020, \$24.95/paperback, print only, 142 pages.

Ruth Obee's latest book, a collection of poetry, was named a finalist for the Colorado Book Award in 2022. The author describes *Convergences* as a “poetic memoir” that draws on both

her overseas experiences as a Foreign Service family member and her current life in Colorado. Some of her poems are centered in Africa and the American Southwest, while others focus on political and cultural figures from Stephen Hawking to Nelson Mandela, whom the author met while posted in

South Africa. In “Heroes,” which reads more like an essay than a poem, she describes Dr. Anthony Fauci as “made up of pure sinew and bone, fit as a well-seasoned fiddle.” Through her poems, the author explores Mt. Kilimanjaro, Victoria Falls, and—closer to home—Pikes Peak and the Colorado River.

A Foreign Service spouse, Ruth Obee served in India, Nepal, Pakistan, Tanzania, South Africa, and Washington, D.C., with her husband, FSO Kent Obee, who retired in 1995 after a 31-year career with the U.S. Information Agency. She is a former teacher, edited the monthly publication of the Association of American Foreign Service Women, and has published three other books. Obee currently lives in Colorado Springs.



**Moral Fibre:
A Bomber Pilot's Story**

Helena P. Schrader, Cross Seas Press, 2022, \$19.95/paperback, e-book available, 436 pages.

In this full-length historical novel, author Helena Schrader combines fine storytelling with an in-depth knowledge of Germany in World War II. The mission that Flying Officer Kit Moran (a bomber pilot) and his crew—all in

their early 20s—undertake against Adolf Hitler gives them a 50 percent chance of survival. Moran, who earlier as a flight engineer had been cited LMF (Lacking in Moral Fibre) for refusing to fly after a raid on Berlin that killed his best friend and skipper, is in love with his dead friend's fiancée. With their fears, courage, and hopes for the future, the characters are all well drawn, and the battle scenes are accurately detailed. The result is a highly engaging work that is, as the author intended, a tribute to those who fought for freedom.

Helena P. Schrader, a career FSO who served primarily in Africa and Europe, earned a Ph.D. in history from the University of Hamburg with a dissertation about a leading member of the German Resistance to Hitler. She retired from the U.S. Foreign Service in 2018 and now writes full-time from an island in Greece. Also recently published are a nonfiction book, *The Holy Land in the Era of the Crusades: Kingdoms at the Crossroads of Civilizations, 1100-1300* (2022), and *Grounded Eagles* (2021), an anthology of three novellas set during World War II.



**The Hong Kong Gambit:
A Plot to Buy Thailand**

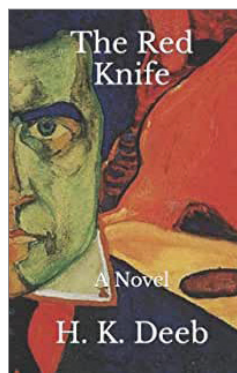
Phillip Church, Fulton Books, 2022, \$20/paperback, e-book available, 354 pages.

In this thriller from retired Foreign Service Officer Phillip Church, three friends, all retired government workers, plan a relaxing fishing trip in Thailand. But when hijackers attempt to take control of their flight to Bang-

kok, the trip takes a turn into chaos. Soon the friends—a retired CIA officer, a former naval fighter pilot, and a retired commercial attaché—find themselves in the middle of a plot by Chinese organized crime members to bring down Thailand's economy.

The story, set around the time when the British transferred administration of Hong Kong to mainland China, explores the ties between international finance, economic growth, and human trafficking. The author says his intent was to “place the reader in the middle of contemporary concerns about how global economic growth has too often benefited the few at the expense of the many.”

To weave this dramatic tale of illicit commerce and sex trafficking, Church has drawn on his experiences designing technical assistance programs in South and East Asia with the U.S. Agency for International Development from 1970 to 1995. He resides in Northern Virginia.



The Red Knife: A Novel

H.K. Deeb, independently published, 2022, \$10.99/paperback, e-book available, 227 pages.

In his fourth novel, which is listed on Amazon under “occult horror,” author H.K. Deeb tells the story of Thomas and Angelo, former classmates who were once in love with the same woman. Ten years before the novel begins, the woman, Ella Kessel, dies

under mysterious circumstances. After her death, the two men go their own ways until Angelo, a lawyer who suffers from mental health issues, encounters the supposedly dead woman while on a business trip to Italy. She tells Angelo to pass a message about a red knife to Thomas; and Angelo, confused by the meaning at the heart of the message, consults with a “biographer of the vanished.”

Foreign Service Officer Hadi Deeb is currently posted in Kuwait with his family. He has served in Mexico City, Moscow, Baku, Manila, and Tashkent. Deeb is also the author of *The Black Forest* (2019), *A Banker's Tale* (2018), and *The Haven* (2017).



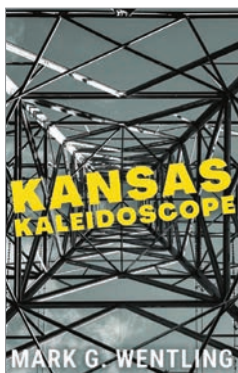
The Negotiator's Cross

Kenneth Dekleva, independently published, 2022, \$17.99/paperback, e-book available, 150 pages.

Diplomacy, crime, and mystery combine in Kenneth Dekleva's debut novel about a Catholic priest caught in the cross fire of an international geopolitical conflict. Originally from San Antonio, Texas, Father Ishmael "became a priest both by accident and

by calling" after serving in the military. When one of his parishioners goes missing, Father Ishmael's past vocational skills are called upon by the local authorities in Mexico City, where he has been preaching to a community of primarily ex-patriots. Before long, he is swept up in the thrilling pursuit of information and individuals linked to a complicated array of criminal activities from Mexico to Russia. Bestselling author Paul Vidich calls *The Negotiator's Cross* a "magical story ... [that] speaks to the emotional wisdom of listening to one's heart while moving through a dangerous and uncertain world."

Kenneth Dekleva, a former member of the Foreign Service, is a practicing psychiatrist in Dallas, Texas. From 2002 to 2016, he served as a regional medical officer/psychiatrist with the State Department in Moscow, Mexico City, New Delhi, Vienna, and London. He is also a senior fellow at the George H.W. Bush Foundation for US-China Relations and a professor and director of psychiatry at University of Texas Southwestern Medical Center.



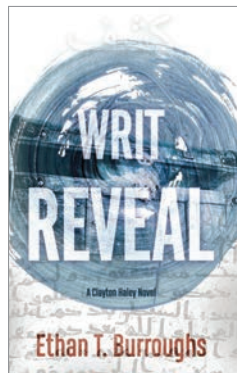
Kansas Kaleidoscope

Mark G. Wentling, Wild Lark Books, 2022, \$19.99/hardcover, e-book available, 186 pages.

Growing up in small-town Kansas has its charming moments—community turtle races and soap box derbies, little league games, and Western film matinees. But for young "Marky," adolescence also comes with a series of confusing and harrowing experiences that test his courage and conviction as a young man.

Years of explosive altercations between his parents lead his mother to abruptly uproot him and three of his six siblings. Ultimately, the boys find themselves in the foster care system and a life of indentured servitude on a desolate farmstead. Marky weathers this with uncompromising fortitude, maintaining his academic performance and involvement in school sports against all odds, until one day, an iconic acquaintance from his past catches up to him by surprise. This coming-of-age novel offers a stirring portrait of an individual, a place, and an era.

Mark G. Wentling retired from the Senior Foreign Service in 1996. During his career with USAID, Wentling served as mission director in six African countries and has spent time in all 54 countries across the continent. Prior to joining the Foreign Service, he both volunteered and held leadership positions with the Peace Corps. Wentling is a regular contributor to *The Foreign Service Journal* and has published eight books, including a three-volume *Africa Memoir* (2020). He now resides with his family in Lubbock, Texas.



Writ Reveal:

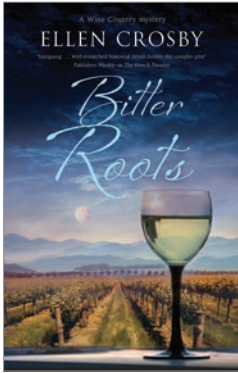
A Clayton Haley Novel

Ethan T. Burroughs, Morgan James Fiction, 2022, \$16.95/paperback, e-book available, 288 pages.

The 2022 winner of a Silver Literary Titan Award, *Writ Reveal* is the second installment in Ethan Burroughs's Clayton Haley series. The novel picks up where *Messianic Reveal* left off, with Haley entering a new phase of his diplomatic

career in Kuwait. The exhumation of human remains near the Iraqi border leads him on a challenging journey to salvage ancient writings hidden during the Mongol siege of Baghdad in 1258. With the aid of longtime Green Beret and intelligence colleagues, Haley skillfully evades angry mercenaries in his determination to uncover politically and religiously inconvenient truths. "In *Writ Reveal*, Ethan Burroughs weaves a web of real history and smart fiction, with captivating action, and a professional's eye of how governments and societies work in the Middle East," says Clifford Smith, Washington director of the Middle East Forum.

Ethan Burroughs (a pseudonym) is a U.S. Army veteran, political consultant, former teacher, and current member of the Foreign Service. He has studied and served in Saudi Arabia, Iraq, Jordan, Kuwait, Israel, and the Palestinian Territories. His interest in the history and cultures of the region as well as his appreciation for the unsung patriots he has worked with there are driving forces behind his writing.



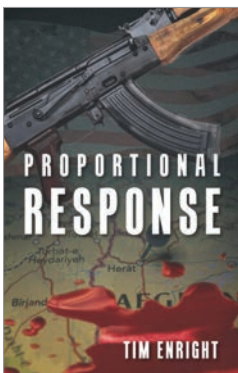
Bitter Roots

Ellen Crosby, Severn House, 2022, \$17.95/paperback, e-book available, 240 pages.

In the twelfth book of Ellen Crosby's wine country mystery series, vineyard owner Lucie Montgomery is preparing to get married, but the vineyard she's chosen as a wedding venue is mysteriously dying off. Local growers suspect the nursery supplier is at

fault for the dying vines there and in the surrounding fields, and neighbors begin trading blame and accusations. When a beautiful nursery worker is killed, Lucie is forced to investigate the murder while also solving the mystery of the dying vines. Along the way she discovers her soon-to-be husband's connection to the dead woman—what can it mean?

Ellen Crosby is a former journalist. In addition to the wine country series and a two-part series on international photojournalist Sophie Medina, she wrote the stand-alone novel *Moscow Nights* (2000), which was based loosely on her time as a Moscow correspondent in the late 1980s. She is married to André de Nesnera, a Foreign Service officer who retired from the Voice of America in 2015. She and her spouse have lived in England, France, Switzerland, Spain, Italy, and the former Soviet Union. They now reside in Northern Virginia.



Proportional Response

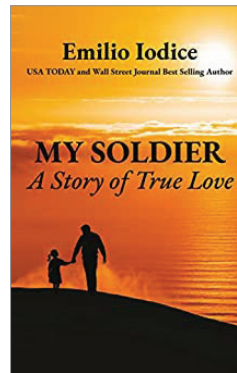
Tim Enright, Birch Forest Publishing, 2021, \$18.95/paperback, e-book available, 434 pages.

In a thrilling examination of the psychological, relational, and political dimensions of terrorism and the U.S. response, Tim Enright's novel follows the heroic actions of Ben Brownwell, a Foreign Service officer in Afghanistan. After an American soldier executes the grandson

of a powerful Afghan minister, revenge-seeking Afghan officials and their Iranian allies plan a suicide attack; Brownwell finds himself hurriedly working to gain understanding and diplomatic control of the situation before more lives are lost. He is assisted by fellow national security professionals and a British diplomat as his skills are put to the test amid chaos, unpredictability, and an increasingly complex network of international actors.

Tim Enright joined the Foreign Service in 2005 and is currently

a stabilization adviser at the Department of State with a focus on West Africa. He has served in Iraq, Russia, the United Arab Emirates, Afghanistan, Nigeria, Albania, and Turkey, in addition to a stint with the Peace Corps in Kazakhstan.



My Soldier:

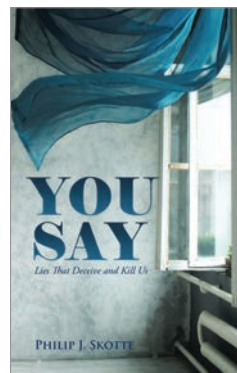
A Story of True Love

Emilio Iodice, independently published, 2022, \$15/paperback, e-book available, 182 pages.

Set on the island of Ponza, Italy, in 1944, *My Soldier* follows the experiences of Maria, only 3 years old at the time of the bombing and invasion of Anzio. World War II rages across Europe and mainland Italy while

the residents of Ponza struggle with dwindling resources on the island, especially food. The arrival of Allied soldiers brings some relief to Maria's community and for Maria, a life-changing encounter with a kind American officer. Inspired by a true story, this work is connected to the storyline of author Emilio Iodice's World War II thriller *Liberation* (2021), another work of historical fiction.

Retired FSO Emilio Iodice served in Brazil, Mexico, Spain, and Italy. He retired in 1998 and subsequently served as vice president of Lucent Technologies and director and professor of leadership of the John Felice Rome Center of Loyola University until 2016. He serves on the board of Marymount International and is a professor of leadership at LUISS University in Rome and director emeritus of Loyola University Chicago's campus in Rome. Other books by Iodice include two nonfiction works, *Transformation: Hardwire Your Mind for Success and Leadership* (2021) and *The Commander in Chief* (2020). He lives and works in Italy.



You Say: Lies That Deceive and Kill Us

Philip J. Skotte, LifeRich Publishing, 2021, \$11.99/paperback, e-book available, 120 pages.

Philip Skotte is back with his fourth book, *You Say: Lies That Deceive and Kill Us*. Set in 2030, the novel follows a Christian who dies in an accident and expects to go to heaven. Instead the protagonist finds himself on a "journey

to Old Town,” a purgatory where dead humans go to recover from “modernosis,” a hubristic disease that causes modern individuals to think their technology makes them superior to those who came before them. The newly dead passengers travel through Old Town as they try to heal from the disease so they can enter heaven. En route the protagonist meets odd characters and moves through dreams as he attempts to make sense of his life on earth.

During a nearly 30-year Foreign Service career, Philip Skotte served in Manila, the Vatican, Hong Kong, Budapest, Moscow, and Shanghai, in addition to Washington, D.C. He recently retired and, with his wife, Maribeth, moved to Long Island, New York, where he enjoys tending to the trees in area state and national parks in his spare time. Skotte has also penned *20 Things to do After You Die* (2020), *Begat: Tales of Disappointment* (2020), and *Why Jesus Won't Go Away: A Diplomat Reflects on Faith* (2014).



The King's Corsair

Ryan Peterson, independently published, 2022, \$12.99/paperback, e-book available, 294 pages.

James William Shaw, a decorated British Royal Navy lieutenant, is given his most dangerous assignment yet. He must infiltrate the bloodthirsty crew of pirates led by the infamous Black Lion of the sea, Captain Charles Darrow.

After scouring the seas of the Caribbean and plundering commercial ships for years, Darrow and his vicious crew have amassed a secret fortune unlike anything seen in the New World.

Shaw must find and join this crew in an undercover mission to find the secret treasure and, ultimately, eliminate the dastardly Captain Darrow. As a clandestine agent, Shaw will find his loyalties ruthlessly tested, friends and foes presenting themselves in unexpected moments, and he will struggle to stay true to himself while living a double life.

Ryan Peterson, an American lawyer and diplomat, joined the U.S. Foreign Service in 2012 and currently serves as deputy consular chief in Phnom Penh. He has lived and worked in Ciudad Juarez, London, and Bucharest. He lives with his wife and two children in Cambodia. *Conquistador* (2018) was Ryan's first novel; his second novel, *Madrugada*, was published in 2019. He also published *The Brave Mice of Molgreen*, a book for early readers, in 2022.



Dirty Commodities:

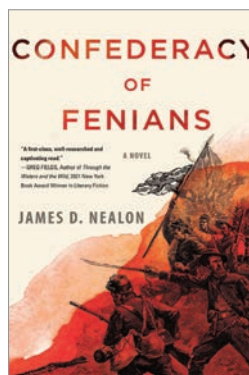
Tricked, Trapped and Terrified

George Alfred Kennedy and Yvonne D. Merrill, SETAF Publishing, 2022, \$20/paperback, e-book available, 276 pages.

Retired Foreign Service Officer George Kennedy joins forces with writer Yvonne Merrill for their second joint novel, *Dirty Commodities*. Professor Angelica Suarez, an expert in human trafficking,

is working at the U.S. embassy in Moldova, where she is trying to halt the flow of refugee women from Ukraine and other neighboring countries who are at risk of being trafficked. Shortly after arriving in Moldova, the professor is herself kidnapped by a Russian mafioso and drug kingpin, and she finds herself a victim of the very criminals she has spent her career working to stop. The story traces the professor's journey from Moldova to Central America as a prisoner of unknown criminals while the State Department, the FBI, and her university colleagues work together to try to track her down—giving an insider's view of the ways various agencies and embassies work together in emergency situations.

George Kennedy spent 35 years in the State Department, retiring as a Senior Foreign Service officer after assignments in seven countries, a stint as a deputy assistant secretary, and an assignment as senior adviser to Ronald Brown, the first African American Secretary of Commerce. Kennedy currently lives in Arizona.



Confederacy of Fenians: **A Novel**

James D. Nealon, Koehler Books, 2022, \$19.95/paperback, e-book available, 320 pages.

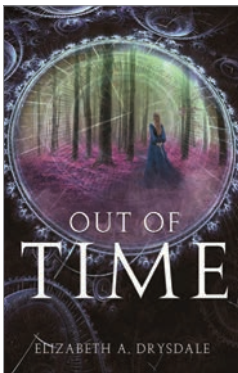
Confederacy of Fenians reimagines the Civil War in a surprising and provocative way. Lee wins at Gettysburg, the British enter the war in support of the Confederacy, and the Fenian Brotherhood, a secret society of Irish revolutionaries based in New York, make a move to secure Irish independence after the war.

Of the four main characters who play themselves, one, a leader of the Fenians, was the author's real-life ancestor. The fictional character, Viola, a free Black woman fighting the Civil War in her own way, channels the author's voice.

"[James] Nealon's beautifully written first novel will cause the reader to question his assumptions and what might have been (and give Irish patriots a smile). A must-read," says Ambassador (ret.) Thomas Robertson about this book. "A perfect book for fiction lovers who love history, or history buffs who love fiction," says author David P. Wagner.

Ambassador (ret.) James Nealon served at 10 posts in Europe and in North and South America, including as chief of mission in Honduras, during a 33-year diplomatic career. He retired in 2017. Prior to joining the Foreign Service, he was a history teacher. He has published numerous works on foreign policy and immigration and resides in Exeter, New Hampshire.

YOUNG ADULTS



Out of Time

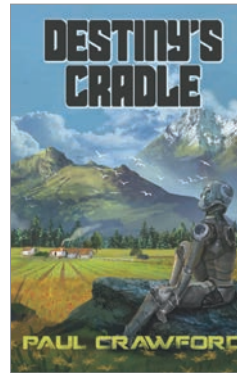
Elizabeth A. Drysdale, Sweetwater Books, 2021, \$16.99/paperback, e-book available, 248 pages.

Seventeen-year-old Sophronia, or "Soph," has grown up resigned to an existence as only moderately skilled in comparison to her family members, all witches. Not fully sharing her relatives' magical aptitude, she is still affected by a dark curse that has plagued the

family for generations. Soph often feels as if she is an outsider among both the magical and nonmagical communities.

When an opportunity arises for Soph to put her limited abilities—which allow her to engage in time-travel—to use, as well as potentially end the curse on her family, she faces a series of tough decisions. *Out of Time* follows Soph through this challenging journey from the struggles of a 21st-century teenager to the ominous threats of witch trials in 17th-century New England.

Elizabeth Drysdale is an award-winning author of young adult fiction and the daughter of a Foreign Service officer and Air Force veteran, Clay Allen. She accompanied her father on tours across Asia. Her first novel, *Curse of the Forgotten* (2021), was a Swoony Award finalist. She resides in a small town in Northern Utah with her husband and three sons.



Destiny's Cradle

Paul Crawford, CreateSpace, 2019, \$11/paperback, e-book available, 366 pages.

Science fiction meets drama in Paul Crawford's multidimensional novel for young adults, *Destiny's Cradle*. A work of "hard science fiction"—i.e., based on scientific fact and inspired by "hard" natural sciences like chemistry, physics, and astronomy—the book also

features well-developed characters and a compelling story.

When a stranger emerges unexpectedly near their cotton field one afternoon, teenage farm-dwellers Ben and Tessa are shocked and intrigued. In time, however, the newcomer, Thomas Morgan, becomes their ally in a tense conflict between the citizens of Ben and Tessa's rural community and their more technologically advanced ancestors. Set in a picturesque if rigidly delimited biosphere contained within a single starship that is on a thousand-year journey to colonize a distant planet, the story follows the three characters as they boldly uncover the mysteries of how and why they came to be in this space—and what they must do to protect the future of their own existence.

Retired FSO Paul Crawford served in the Peace Corps in Colombia before joining the USAID Foreign Service in 1983. From various locations across Latin America and Africa, he worked to promote agriculture and natural resources programs over the course of a 33-year career. He resides in Ann Arbor, Michigan. For more sci-fi in the form of short stories by Crawford, visit <https://paulcrawford-scifi.com/>.



Luminous

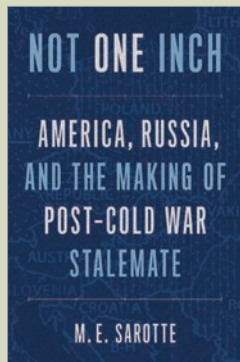
Mara Rutherford, Inkyard Press, 2022, \$11.99/paperback, e-book available, 384 pages.

Revered as "wonderfully lush and enthralling" and "a beautiful, enchanting tale" by acclaimed authors within the same genre, *Luminous* is a captivating fantasy centered on a young witch, Liora, and the obstacles she must face to rescue her sister and her closest

friend. In Liora's world, having magical powers is a status that carries with it the constant risk of being identified and forced to serve the king's devious warlock, Darius, who seeks to expand

(*Young Adults section continued on page 51*)

OF RELATED INTEREST



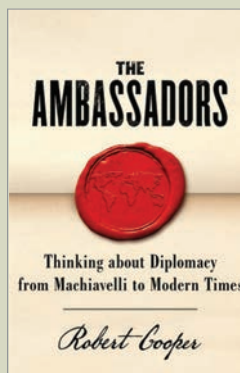
Not One Inch: America, Russia, and the Making of Post-Cold War Stalemate

M.E. Sarotte, Yale University Press, \$25/paperback, e-book available, 568 pages.

The period immediately following the end of the Cold War and preceding the presidency of Vladimir Putin was critical for NATO-Russia relations. Drawing on numerous memos, letters,

briefs, and once-secret documents, Mary Elise Sarotte examines the behind-the-scenes diplomacy of 1990s-era NATO expansion. She carefully documents the decision-making and rationales that drove this sensitive and controversial policy. As war currently rages between Russia and Ukraine, *Not One Inch* provides critical context in understanding the modern origins of Russian insecurity and its wary perceptions of a growing NATO alliance.

Mary Elise Sarotte is the inaugural holder of the Marie-Josée and Henry R. Kravis Distinguished Professorship of Historical Studies at Johns Hopkins University. She is the author or editor of six books, including *1989: The Struggle to Create Post-Cold War Europe* (2014) and *The Collapse: The Accidental Opening of the Berlin Wall* (2014), both of which were selected as Books of the Year by *The Financial Times*.



The Ambassadors: Thinking about Diplomacy from Machiavelli to Modern Times

Robert Cooper, Weidenfeld & Nicolson, 2021, \$22.99/paperback, e-book available, 576 pages.

In *The Ambassadors*, Robert Cooper ambitiously traces more than 500 years of diplomacy through the lens of its most famous (or infamous) practitioners, including Niccolò Machiavelli,

Charles Maurice de Talleyrand, Konrad Adenauer, Jean Monnet, Dean Acheson, George Kennan, and Henry Kissinger. Using a present-tense narrative style, Cooper vividly recounts the actions of these leaders, bringing readers into the past.

Given the professional diplomat's penchant for declining to trumpet accomplishments, many fall through the cracks of history only to be remembered as faint background actors.

In this book lesser-known names become decisive figures as Cooper illuminates their consequential roles. While examining the diplomacy and leaders of various eras, he also weaves in valuable lessons on diplomatic tradecraft and statesmanship that have proven timeless.

Sir Robert Francis Cooper served in the British diplomatic service for more than 30 years and in the European Union. He is a member of the European Council on Foreign Relations.



Cold War Radio: The Russian Broadcasts of the Voice of America and Radio Free Europe/Radio Liberty

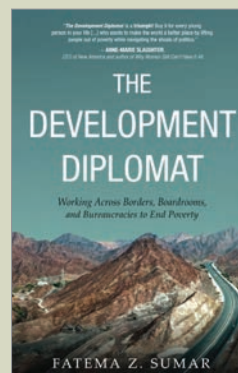
Mark G. Pomar, Potomac Books, 2022, \$34.95/hardcover, e-book available, 344 pages.

The Voice of America (VOA) and Radio Free Europe/Radio Liberty (RFE/RL) were an integral part of U.S. strategy for competing in the Cold War. Mark Pomar

incisively examines these institutions and their Russian broadcasting to assess their impact on East-West relations, from NATO-Warsaw Pact competition to the dissolution of the Soviet Union.

Ambassador Eric Rubin writes in his September 2022 *FSJ* review that the author's "stellar career in the Soviet and post-Soviet world makes him an ideal teller of this compelling story." Pomar moves beyond this role, however, and also offers lessons for managing the informational dimensions of competition that have only grown in importance since the Cold War.

Mark G. Pomar is a former assistant director of the Russian Service at RFE/RL, director of the USSR division at VOA, and executive director of the Board for International Broadcasting. He was the founding CEO and president of the U.S.-Russia Foundation in Moscow.



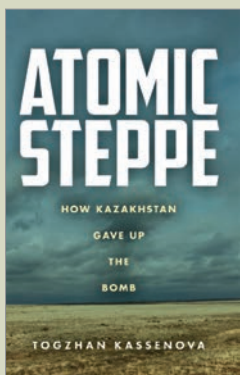
The Development Diplomat: Working Across Borders, Boardrooms, and Bureaucracies to End Poverty

Fatema Z. Sumar, New Degree Press, 2021, \$19.99/paperback, e-book available, 384 pages.

First-generation Muslim American Fatema Z. Sumar has served the U.S. government as a diplomat, political aide, and development expert.

In *The Development Diplomat*, Sumar focuses on her time fighting poverty and promoting economic opportunity in the developing world. She recounts deeply personal stories of coming face-to-face with stark deprivation while emphasizing cross-disciplinary approaches for managing government development efforts. *The Development Diplomat* offers critical lessons for reforming the challenging and convoluted methods of international development based on her multifaceted experience in the field and in Washington.

Fatema Z. Sumar is the vice president of compact operations at the Millennium Challenge Corporation. She previously served as a deputy assistant secretary of State for South and Central Asia and as a senior professional staff member for the U.S. Senate Foreign Relations Committee. Ms. Sumar sits on advisory boards for Princeton, Cornell, and Indiana universities.



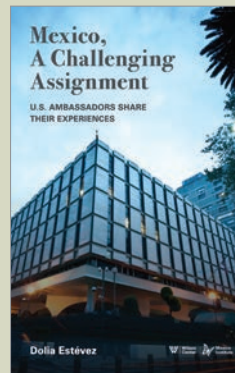
**Atomic Steppe:
How Kazakhstan
Gave Up the Bomb**

Togzhan Kassenova, Stanford University Press, 2022, \$30/paperback, e-book available, 384 pages.

For more than 40 years, the Soviet Union used Kazakhstan for nuclear testing; with the breakup of the USSR in 1991, Kazakhstan became overnight

a country with the fourth-largest nuclear arsenal in the world. Author Togzhan Kassenova documents how the country gave up this nuclear inheritance through diplomacy. The author's "knowledge of the international nuclear world allows her to place this story ... within the context of the global nonproliferation regime and the geopolitical pull and tug of the Cold War and its aftermath," writes Ambassador (ret.) Laura Kennedy in her April 2022 *FSJ* review of this book.

Dr. Togzhan Kassenova is a Washington, D.C.-based senior fellow with the Project on International Security, Commerce, and Economic Statecraft (PISCES) at the Center for Policy Research, State University of New York at Albany, and a nonresident fellow in the Nuclear Policy Program at the Carnegie Endowment for International Peace. From 2011 to 2015, she served on the U.N. secretary-general's Advisory Board on Disarmament Matters.

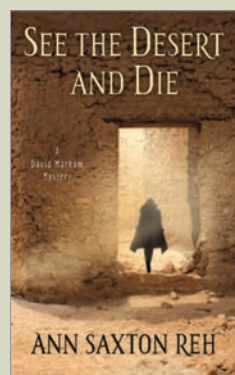


**Mexico, A Challenging
Assignment: U.S. Ambassadors
Share Their Experiences**

Dolia Estévez, Woodrow Wilson International Center for Scholars, 2022, available (free) online: www.wilsoncenter.org, 263 pages.

This is a valuable sourcebook on diplomacy and the history of U.S.-Mexico relations. At its core are 12 interviews—one with each of the U.S. ambassadors to Mexico from 1977 to 2021, both career and political, through three Democratic and four Republican administrations. A historical overview of the U.S.-Mexico relationship and contextual details relating to the post-1977 period helpfully frame the interviews. As the author explains in her introduction, the book is neither an assessment of the ambassadors' performances nor an analysis of U.S. policy toward Mexico: "It is rather an original work of journalism that tells the story of 45 years of U.S.-Mexico relations from the unique perspective of these key actors." We hear their voices and see Mexico through their eyes.

Dolia Estévez is a senior independent journalist and analyst based in Washington, D.C. She has been reporting on U.S.-Mexico relations since the late 1980s for both Mexican and U.S. print and radio outlets.



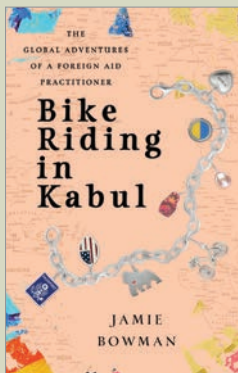
**See the Desert and Die:
A David Markham Mystery**

Ann Saxton Reh, Prospect Street Press, 2022, \$12.99/paperback, e-book available, 313 pages.

The titled hero in Ann Saxton Reh's mystery series is a Foreign Service officer. The first volume, *See the Desert and Die*, follows ethnographer Layne Darius into the Arabian Desert in 1980 to answer why and how her mother disappeared there years ago. Layne sets off from Riyadh with her stepbrother, also an ethnographer. Not far into the desert, the two run into mechanical and logistical problems. Fortunately, they cross paths with FSO David Markham who builds a powerful connection with Layne.

Ann Saxton Reh has lived in Bermuda, England, Libya, India, Saudi Arabia, and Greece, owing to a parent and spouse in military service. Her fascination with other cultures and ancient civilizations informed her teaching and now writing career,

as she creates stories “that reflect memory of places and experience.” Two more installments in the series, *Meditating Murder* and *A Killing in Kasauli*, are forthcoming.



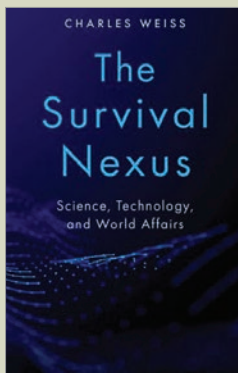
**Bike Riding in Kabul:
The Global Adventures of
a Foreign Aid Practitioner**

Jamie Bowman, Boyle & Dalton, 2022, \$16.99/paperback, e-book available, 333 pages.

Jamie Bowman’s memoir is an entertaining yet introspective chronology of her experiences as a legal consultant in post-conflict and emerging market countries, including Kosovo, Ukraine,

Bangladesh, Russia, South Sudan, Rwanda, and Afghanistan. Bowman confronts uphill professional battles, unusual and strong-willed characters, messy living situations, and, frequently, general tension around the role of U.S. involvement in post-conflict states. Kirkus Reviews notes: “She writes with a great lucidity and a breezy, anecdotal charm. ... A splendid and intelligent recollection of an eventful law career.”

Jamie Bowman, a California native, has worked as a legal consultant for the past 20 years. Skilled in the areas of anti-corruption, financial inclusion, and gender equality, she has worked to advance laws around these issues in conjunction with major multilateral organizations such as USAID, the World Bank, and the Asian Development Bank. She now resides in Washington, D.C. *Bike Riding in Kabul* is her first book.



**The Survival Nexus: Science,
Technology, and World Affairs**

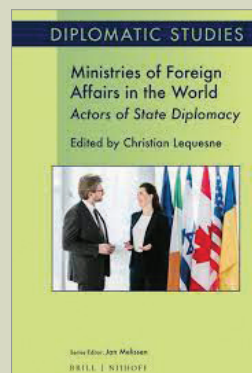
Charles Weiss, Oxford University Press, 2021, \$39.95/hardcover, e-book available, 384 pages.

The intersection of science, technology, and global policy has become a critical focal point for international security and prosperity. Understanding the interconnected nature of these areas will prove indispensable for those

managing challenges such as climate change, cybersecurity, and pandemics. Author Charles Weiss highlights the need to consciously mobilize science and technology toward addressing policy challenges on a global level. Governments and policymakers must be deliberate in their efforts to harness ongoing scien-

tific and technological revolutions for the public good. Policy debates and public campaigns will need to be sensitive to ethical considerations as many emerging technological opportunities could clash with closely held principles.

Charles Weiss is Distinguished Professor Emeritus at the Walsh School of Foreign Service at Georgetown University, where he directed the Program in Science, Technology, and International Affairs. The first science and technology adviser to the World Bank, he is co-editor of *Technology, Finance, and Development* (1984) and co-author of *Structuring an Energy Technology Revolution* (2012).



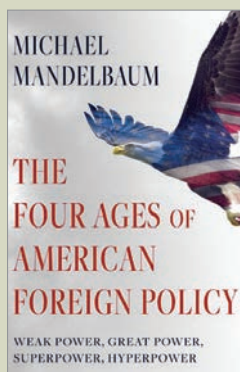
**Ministries of Foreign Affairs
in the World: Actors of State
Diplomacy**

Edited by Christian Lequesne, Brill, 2022, \$150/hardcover, e-book available, 412 pages.

Scholars of diplomacy come together in this edited volume to analyze numerous ministries of foreign affairs and conceptualize their role in international relations. This book is not

an expansive history text; rather, it is deliberately situated in the post-Cold War era, to capture a significant time of change for the ministries. Both comprehensive and comparative, the essays seek to not only advance the literature on the topic but also emphasize the importance of understanding the broader political context in which these institutions, especially those in authoritarian states, must function.

Christian Lequesne is a professor of political science at the SciencesPo Center for International Studies (CERI), where he specializes in European studies and diplomacy. He is principal investigator on a European Union project examining the challenges to European foreign policy. He previously served as deputy director (2000-2003) and director (2009-2013) of CERI.

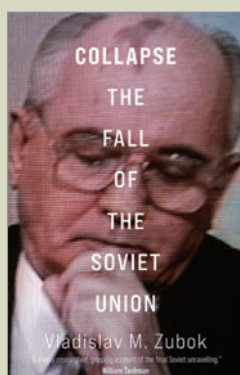


The Four Ages of American Foreign Policy: Weak Power, Great Power, Superpower, Hyperpower

Michael Mandelbaum, Oxford University Press, 2022, \$34.95/hardcover, e-book available, 624 pages.

Michael Mandelbaum offers a sweeping look at American history and international influence in *The Four Ages of American Foreign Policy*. He divides American foreign policy into four distinct periods, each with its own inflection points: a weak power (1765-1865), a great power (1865-1945), a superpower (1945-1990), and the world's sole hyperpower (1990-2015). The book highlights continuity and change across these eras, including steadily growing U.S. power relative to other states and its norms. As retired FSO Joseph Novak states in his October 2022 *FSJ* review, "Foreign affairs professionals would be wise to use it as an essential reference."

Michael Mandelbaum is the Christian A. Herter Professor Emeritus of American Foreign Policy at the Johns Hopkins School of Advanced International Studies. He is the author of 16 books, including *The Rise and Fall of Peace on Earth* (2019), *Mission Failure* (2016), and *That Used to Be Us* (2011).



Collapse: The Fall of the Soviet Union

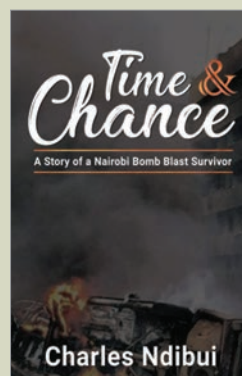
Vladislav M. Zubok, Yale University Press, 2022, \$25/paperback, e-book available, 560 pages.

The collapse of the Soviet Union was a seismic historical event. Festering for decades, the forces that brought about this superpower's dissolution came together during 1990-1991. In *Collapse: The Fall of the Soviet Union*, professor

Vladislav Zubok offers a reinterpretation of the decisive moments of this process. Refuting the notion that the collapse was inevitable, he asserts that reformist Mikhail Gorbachev's particular leadership and agenda were the true culprits. It was Gorbachev's efforts, he argues, that led to a state deprived of governmental resources and rising separatism, factors that set the stage for the new Russian Federation in the tumultuous 1990s.

Vladislav M. Zubok is professor of international history at the London School of Economics and Political Science. His most

recent books are *The Idea of Russia: The Life and Work of Dmitry Likhachev* (2017) and *Dmitry Likhachev: The Life and the Century* (in Russian, 2016).



Time and Chance: A Story of a Nairobi Bomb Blast Survivor

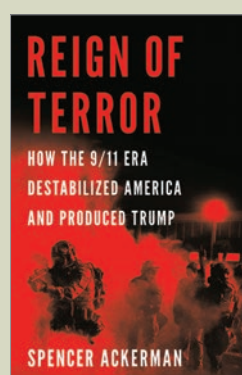
Charles Ndibui, independently published, 2021, \$15/paperback, e-book available, 139 pages.

For 41 years, Charles Ndibui worked as an accountant at the U.S. embassy in Kenya. With wit, humor, and wisdom, he conveys the story of his life and professional career, including miraculously surviving the 1998 embassy

bombing, in *Time and Chance*.

Through perseverance and good fortune, Ndibui went from humble beginnings to a successful career in public service. "If there is nothing else you have taken from my story, please take this," he implores his readers. "Always believe in yourself, and never stop dreaming irrespective of your background. If I, Charles Ndibui, a simple boy from a simple village, managed to make something of myself, you can too. All by the grace of God."

Charles Ndibui served as a Foreign Service National at U.S. Embassy Nairobi from 1975 to 2016.



Reign of Terror: How the 9/11 Era Destabilized America and Produced Trump

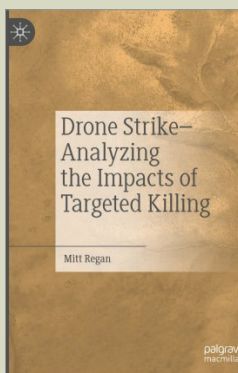
Spencer Ackerman, Viking, 2022, \$18/paperback, e-book available, 448 pages.

The 9/11 attacks changed America in ways overt and unforeseen. As the U.S. went to war abroad, national security surveillance, heated rhetoric, and elements of xenophobia shaped

the domestic front. In *Reign of Terror*, journalist Spencer Ackerman examines how national security policy may affect civic life. Following the 9/11 attacks, notions of nativism gained greater hold in parts of the country. This, he argues, paved the way for politicians to capitalize on divisive beliefs for political gain, and these factors laid the foundation for Donald Trump to rise to the presidency.

Spencer Ackerman has been a national security correspondent for publications such as *The New Republic*, *WIRED*, *The Guardian*,

and currently *The Daily Beast*. He shared the 2014 Pulitzer Prize for Public Service Journalism for *The Guardian's* coverage of the leaks of NSA surveillance information by Edward Snowden in 2013.



Drone Strike—Analyzing the Impacts of Targeted Killing

Mitt Regan, Palgrave Pivot, 2022, \$49.99/hardcover, e-book available, 423 pages.

Drone strikes remain a highly controversial tool for counterterrorism. The discourse on this kind of warfare requires more nuanced analysis to better understand whether drone strikes actually work. In this book, Mitt

Regan rigorously reviews the quantitative and qualitative data on the effects of drone strikes and provides insight based on these empirical findings. According to Daniel Byman, a professor at the Walsh School of Foreign Service, “Examining effects ranging from deaths of civilians to Al Qaeda’s leadership cohesion, Mitt Regan’s balanced answers will please neither drones’ champions nor critics, but they should inform when and how policymakers use drones in the years to come.”

Mitt Regan is McDevitt Professor of Jurisprudence, director of the Center on Ethics and the Legal Profession, and co-director of the Center on National Security at Georgetown University Law Center. He is a senior fellow at the Stockdale Center for Ethical Leadership at the U.S. Naval Academy.



Rebuilding Arab Defense: US Security Cooperation in the Middle East

Bilal Y. Saab, Lynne Rienner Publishers, 2022, \$95/hardcover, e-book available, 249 pages.

Security assistance and cooperation efforts are at the forefront of U.S. national security policy in many hot spots. The U.S. has provided significant amounts of assistance to Middle

Eastern militaries, especially in recent decades. Why have these efforts often fallen short of expectations, and how can the U.S. better help partners build their defense institutions? Bilal Saab examines these questions through in-depth case studies focusing on specific U.S. partners. According to retired Secretary

of Defense and Marine General James Mattis, “Saab correctly diagnoses the problems of security cooperation on both our end and that of our Arab partners and provides bold yet applicable solutions.”

Bilal Y. Saab is a senior fellow and director of the Defense and Security Program at the Middle East Institute. Saab served as senior adviser for security cooperation in the Pentagon’s Office of the Under Secretary of Defense for Policy, with oversight responsibilities for U.S. Central Command (CENTCOM).



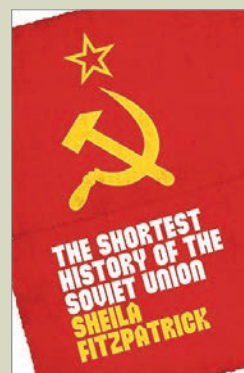
History, Disrupted: How Social Media and the World Wide Web Have Changed the Past

Jason Steinhauer, Palgrave Macmillan, 2022, \$27.99/paperback, e-book available, 168 pages.

History is a critical source of context and continuity in shaping the identities and policies of nations. It serves an important purpose in how they

understand themselves. Access to objective history is essential for having engaged and informed citizens, and a democracy. The growth of social media and the internet has reshaped how history is captured, told, and distorted, and can lay the foundations for political strife and destabilize civil society through misinformation. As Jason Steinhauer argues, we must better grasp how these technologies shape our understanding of the past—and what that can mean for our future.

Jason Steinhauer, a global fellow at the Wilson Center, was the founding director of the Lepage Center for History in the Public Interest at Villanova University. He is the founder of the History Communication Institute and the creator of the field of history communication, which examines history on the web.



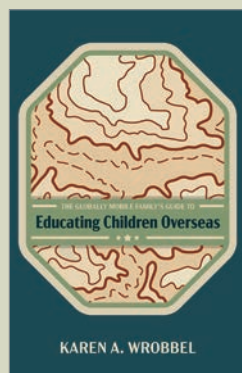
The Shortest History of the Soviet Union

Sheila Fitzpatrick, Columbia University Press, 2022, \$25/paperback, e-book available, 256 pages.

The rise and fall of the Soviet Union were characterized by the ascendance of the world’s first communist state, victory in total war, and worldwide geopolitical competition that ended in

state collapse. Sheila Fitzpatrick vividly distills this complex history with wit—and brevity. Highlighting the many ironies of Soviet life, Fitzpatrick traces the trajectory of Soviet history from Vladimir Lenin to Vladimir Putin. Historian Alexis Peri, a professor of Russian and Soviet history at Boston University, describes the book as “a clear and engaging account of Soviet history ... extremely readable, mind-bogglingly brief, and relentlessly insightful.”

Sheila Fitzpatrick is Distinguished Service Professor Emerita of Russian History at the University of Chicago, honorary professor at the University of Sydney, and a professor in the Institute for Humanities and Social Sciences at the Australian Catholic University. Among her previous books are *On Stalin's Team: The Years of Living Dangerously in Soviet Politics* (2015) and *The Russian Revolution* (third edition, 2007).



The Globally Mobile Family's Guide to Educating Children Overseas

Karen A. Wrobbel, Wipf & Stock Publishers, 2021, \$21/paperback, e-book available, 160 pages.

Moving overseas can be the start of many personally and professionally enriching experiences. But for many parents, planning for the education of their children in a foreign

country can be a daunting and complex task. This book aims to serve as a valuable tool for parents living overseas and help them assess educational options and opportunities. Chapters focus on weighing the benefits and challenges of global living, learning how to define educational goals and values, and crafting plans to meet these aspirations. The book also includes insight into fulfilling special education needs, facilitating transitions, and understanding the unique context of expatriate communities.

Karen A. Wrobbel (EdD) lived with her family in three countries over a 20-year period, and worked as a teacher, administrator, school board member, and agencywide coordinator for children's education. She is currently academic dean and professor of education at Trinity International University in Deerfield, Illinois.

(Young Adults section continued from page 45)

his own power through the energy of others. Channeling her magical strengths to save her loved ones is a challenge to both Liora's character and courage.

Mara Rutherford is a California native and a Foreign Service family member currently on her sixth tour in Brussels, where her husband is a political officer for USNATO. She has lived all over the world with her husband and their two sons. Rutherford began her writing career as a journalist but pivoted to fantasy quickly. Her other published novels include the *Crown of Coral and Pearl* duology (2019, 2020) and the forthcoming *The Poison Season*, due to be released this December.



The Mark of the Bear Clan: The Far Northern Land Saga Book 1

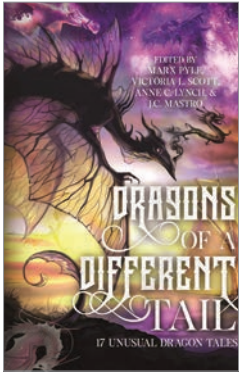
David Allen Schläefer, Dartfrog Books, 2021, \$16.99/paperback, e-book available, 366 pages.

This is the story of two young heroes, whose lives intertwine as they battle Löhi, a powerful sorceress and the Far Northern Land's ancient enemy. One hero is Ulla: From a remote village in

Iron-Age Finland, she is mauled by a bear and, though healed by a famous wizard, is left with a stunning scar that evokes an ancient prophecy. The other, Prince Egan, is thrust into power when his father is killed by a horrific shade from hell.

In developing the saga, the author has drawn on Finnish mythology and the world of the Kalevala, Finland's national epic. An avid fantasy fan, David Schläefer immersed himself in Finnish language and folklore and joined the Kalevala Society during a four-year tour in Helsinki. He wrote the Far Northern Land Saga over the course of the next several years. Book II, *The Heir of Lemminkäinen*, was published in March 2022, and the trilogy's final installment, *The Queen of Pohjola*, is expected soon.

David Allen Schläefer, a member of the Senior Foreign Service, is the acting deputy chief of mission and senior assistance coordinator at U.S. Embassy Kyiv. He has served in Brazil, Mexico, Finland, Iraq, Japan, and Romania. His website is www.davidschlaefer.com.



Dragons of a Different Tail: 17 Unusual Dragon Tales

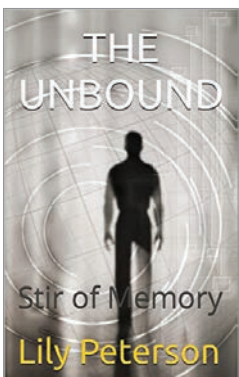
Edited by Marx Pyle, Victoria L. Scott, Anne C. Lynch, and J.C. Mastro, Cabbit Crossing Publishing, 2021, \$17.95/paperback, e-book available, 346 pages.

Former Foreign Service Officer Katharine Dow's story, "The Brooklyn Dragon Racing Club," is included among 17 unique tales in this col-

lection by a mix of award-winning and emerging authors. The stories range from tales about dragons with wings as long as continents and dragons conquering outer space, to dragons in London, in Brooklyn, and roaming a post-apocalyptic earth. They are grouped in four categories: Dragons of Antiquity; Dragons of Now-ish ... & Beyond; Dragons of The Stars; and Dragons of Other Realms. From science fiction to epic fantasy, to mystery thrillers and Westerns, the collection features a wide array of settings and literary genres, considerably broadening the scope of storytelling centered on these enduring mythical creatures.

Katharine Dow's "The Brooklyn Dragon Racing Club" is about a young woman who buys herself a racing dragon and learns the sport of dragon racing from a veteran. This story, inspired by the local pigeon races the author learned about while living in Brooklyn, addresses change and bias in a big city.

Former FSO Katharine Dow served as a democracy, human rights, and governance officer with the U.S. Agency for International Development in Kenya, Afghanistan, Armenia, and Washington, D.C., from 2008 to 2020. She lives in New York state.



The Unbound: Stir of Memory

Lily Peterson and Jeremy Peterson, independently published, 2022, \$6.99/paperback, e-book available, 244 pages.

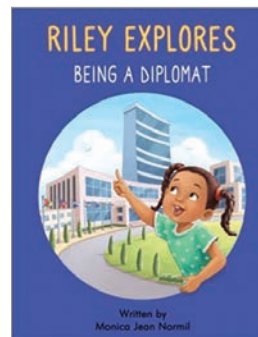
Theo, an orphaned teenager living with his grandparents in Shanghai, suddenly develops the ability to shapeshift into a wolf. When a mysterious government organization discovers his newfound abilities, they whisk him away

to Geneva to join their ranks and help him learn how to control his powers. The group hides their own abilities and agenda from outsiders, keeping secrets from Theo even as they teach him to fight alongside them. But as the group he joined begins to battle

with other groups of shapeshifters, he is forced to ask if he is fighting for the right team.

The father-daughter team of Lily and Jeremy Peterson decided to write this dystopian children's book when 13-year-old Lily discovered there weren't any books about shapeshifters in the library and her father, a Foreign Service officer currently serving as a deployment and optimization manager in Washington, D.C., challenged her to write one herself. Jeremy Peterson joined the Foreign Service 11 years ago; the Peterson family has served in Suriname, China, El Salvador, and Thailand, in addition to Washington, D.C.

CHILDREN'S BOOKS



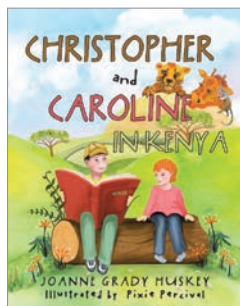
Riley Explores Being a Diplomat

Monica Jean Normil, independently published, 2022, \$15.99/paperback, e-book available, 33 pages.

Unlike some of her classmates, 9-year-old Riley doesn't have an immediate answer when her teacher asks what each student might want

to be when they grow up. Curious to see what people who "look just like [her]" do for a living in the big, busy city she calls home, Riley befriends Kennedy, who works as a diplomat for the "United Countries." Riley learns from Kennedy all about diplomacy and the different forms it can take, including economic diplomacy, which piques her interest as a mathematics enthusiast. A diplomat's life is not easy, yet Riley and Kennedy agree that opportunities to see new places and meet people from all around the world make it a unique and rewarding experience.

Monica Jean Normil, an information management specialist currently posted in Lomé, Togo, joined the Foreign Service in 2019. Her first assignment was in Trinidad and Tobago. Prior to joining the Service, she worked in the fields of IT and operations management with several private companies and with the Peace Corps/USAID WASH project in Ghana. She is also the author of a cookbook inspired by her travels, *Road to Table: Cooking My Way Around the World* (2021).



Christopher and Caroline in Kenya

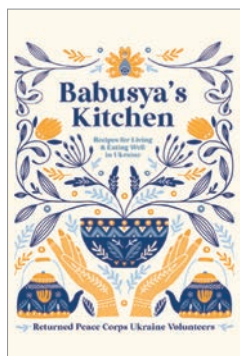
Joanne Grady Huskey, illustrated by Pixie Percival, Xlibris Us, 2022, \$14.99/paperback, e-book available, 32 pages.

This book, delightfully illustrated by Pixie Percival, is the story of a 6-year-old boy and his 3-year-old sister who

live for three years in Africa with their Foreign Service parents. In Nairobi, Kenya, they come to know and appreciate the different foods, animals, birds, vegetation, tribes, songs, and traditions of this faraway land. The author's first children's book, *Christopher and Caroline in Kenya*, is dedicated to children everywhere who are curious and want to learn about people and cultures different from their own. As the author says: "It will open your heart and your mind."

Joanne Grady Huskey is a cross-cultural coach and educator and one of the co-founders and vice president of iLive2Lead Young Women's Leadership Summit. She has lived and worked all over the world alongside her husband, retired FSO James Huskey. She is the author of *The Unofficial Diplomat*, a volume in the Association for Diplomatic Studies and Training's Memoirs and Occasional Papers Series published in 2010, and co-author, with Holly Rodgers Wescott, of *iCAN!—A Young Woman's Guide to Taking the Lead* (2018). A memoir of her childhood, *Growing Up Grady*, was published in 2021. She lives and works in Northern Virginia.

HOW-TO & SELF-HELP



Babusya's Kitchen

Sandra Jacobs, with Returned Peace Corps Volunteers, Alliance for Ukraine, 2022, \$30/hardcover, print only, 216 pages.

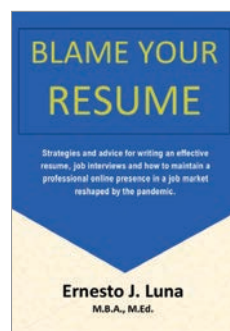
Babusya's Kitchen was originally written by and for Peace Corps volunteers in Ukraine, many of whom wanted to learn to cook local cuisine as well as recreate favorites from home. After Russia invaded Ukraine in February 2022,

former volunteers who wanted to help their Ukrainian friends and colleagues decided to sell their cookbook to the general

public and donate the proceeds to humanitarian organizations operating in Ukraine.

The book contains all the recipes you might miss from your own time in Ukraine, including *borshch*, *syrniky* (a sweet and cheesy pancake), and *chebureky* (deep-fried meat pastries), along with favorites from home that can be made with Ukrainian ingredients, such as tortilla soup and banana bread. It also includes language tips, ingredient substitutions, and other details that add local flavor, as well as numerous ways to dress up that Ukrainian staple, the humble potato. If you've been posted to Ukraine, these recipes will remind you of your former "home." If you've never been there, you can still try them and know that you're helping Ukrainians through your purchase.

FSO Sandra Jacobs is a former Peace Corps volunteer in Ukraine. Currently deputy political-economic chief at U.S. Embassy Tashkent, she compiled this edition of the cookbook with her spouse. The book is available for purchase at allianceforukraine.org.



Blame Your Resume

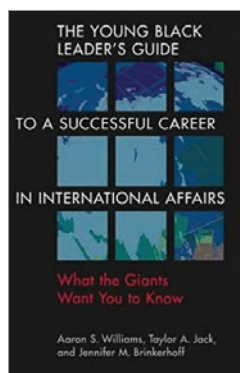
Ernesto J. Luna, independently published, 2021, \$12.95/paperback, e-book available, 173 pages.

Job hunting is one of the most difficult yet essential challenges for many professionals, and every effort should be made to distinguish oneself as the most competitive candidate. Central to any application is the résumé, detailing valuable experience, skills, and know-how that highlight the applicant's uniqueness and suitability for the role.

But, like the individuals they represent, résumés are always evolving, and there are countless formats and best practices. *Blame Your Resume* is a step-by-step guide for creating the most competitive and appealing résumé for any position. *Blame Your Resume* also goes far beyond this critical document to include developing strategies for job interviews and cover letters, building a professional LinkedIn profile, and navigating the preferences of automated software that scans multitudes of applications on behalf of employers.

Ernesto J. Luna is an award-winning Hispanic American educator with more than 13 years of experience teaching around the world. He is married to Public Diplomacy Officer Janelle Luna and received the Secretary of State's Award for Outstanding Volunteerism Abroad in 2016 for creating an English-language program for the Slovak police force. Luna, who has an MBA,

started his business career working for Fortune 500 companies and later transferred this experience to the public sector.



The Young Black Leader's Guide to a Successful Career in International Affairs: What the Giants Want You to Know

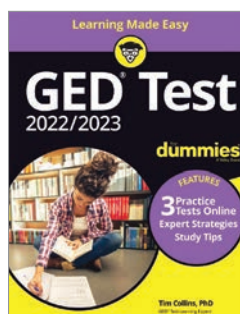
Aaron S. Williams, Taylor A. Jack, and Jennifer M. Brinkerhoff, Lynne Rienner Publishers, 2022, \$26.50/paperback, e-book available, 271 pages.

A retired FSO, a development expert and former Peace Corps volunteer, and a university professor teamed up

to write this guide to inspire young people to pursue careers in international affairs and, more specifically, to “ensure that Black students and early- and mid-career professionals have the guidance they need to succeed” in the foreign policy arena. In compiling the guide, the authors turned to those in international affairs—Ambassador Gina Abercrombie-Winstanley, now the State Department’s chief diversity and inclusion officer (CDIO), wrote the foreword; and other ambassadors and senior-level Foreign Service officers including Ambassadors Linda Thomas-Greenfield, Johnnie Carson, and Ruth Davis, provided input on topics such as how to gain professionally relevant experience, dealing with racism, and facing the challenges of leadership.

Although intended for early-career Black professionals, the guide offers useful advice for anyone hoping to attain a leadership position within the government or foreign affairs community.

Co-author Aaron Williams spent 22 years at USAID, retiring as mission director for South Africa, and served as director of the U.S. Peace Corps from 2009 to 2012. Former Peace Corps volunteer Taylor Jack now works for an international development consulting firm, and Jennifer Brinkerhoff is professor of public administration and international affairs at The George Washington University.



GED Test 2022/2023 for Dummies

Tim Collins, John Wiley & Sons, 2022, \$26.99/paperback, e-book available, 480 pages.

A comprehensive guide to preparing for the General Education Degree test, *GED for Dummies* presents a detailed overview of each section of the test,

including grammar, punctuation, mathematical reasoning, social studies, and reasoning through language arts. Each part of the book contains practice questions and explains various test-taking skills, such as managing one’s time, solving questions with and without a calculator, and preparing for a successful experience on the day of the test. In addition, two complete practice exams and access to digital resources through the companion mobile app are provided. The final chapter helpfully discusses how to use the GED after testing, taking the reader through practical steps from maintaining self-esteem to exploring new job opportunities.

Regional English Language Officer (RELO) Tim Collins, Ph.D., has worked in the field of education for more than 40 years. He has specialized in materials development for the GED test for more than 25 years and has helped countless learners prepare for and pass this life-changing test. He is currently posted in Kinshasa, where he supports English-language programming in the Democratic Republic of the Congo (formerly Zaire) and 10 other countries: Congo-Brazzaville, Burundi, Rwanda, Gabon, Zambia, Malawi, Cameroon, Nigeria, Niger, and Equatorial Guinea. Collins previously served in Kyiv and Kazakhstan.



Live Your New Story: Discover Your Best Self and Live Your Best Life

Dominique Narciso, Outskirts Press, 2020, \$15.95/paperback, e-book available, 118 pages.

Based on the experience of overcoming personal and professional challenges as a Foreign Service spouse, *Live Your New Story* offers a guide for redefining success in varying environ-

ments. Dominique Narciso’s seven-step framework—reflect, explore, challenge your beliefs, grow, transform, thrive, and awaken—is designed to empower and motivate, while guiding individuals to embrace their life’s own seasons. “No matter what stage of life you are in, shifting your identity and reinventing yourself is a journey inward as much as it is a journey outward,” says Narciso, who describes herself as a “recovering perfectionist” and is a certified high-performance coach.

Dominique Narciso is the founder of the Narciso Kim Group and host of the podcast “The Positive Success Show.” She specializes in coaching diplomats, entrepreneurs, social innovators, and other professionals and has lived and worked in Costa Rica, Venezuela, Peru, Indonesia, South Korea, California,

and Washington, D.C. She now resides in Seoul with her wife and daughters.



**The Blaxit Effect:
The African-American's Guide
to Relocating to Africa**

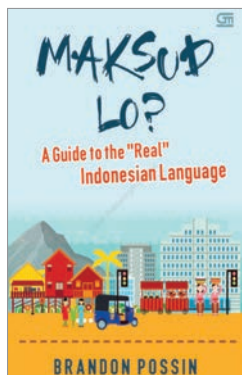
Noelle Ojo, independently published, 2022, \$24.99/paperback, e-book available, 170 pages.

The word “Blaxit”—a play on the term “Brexit”—describes the migration of Black people to Africa to escape racism or uncover their roots. In this guide, author and experienced Africa hand

Noelle Ojo takes readers through the process of successfully relocating to sub-Saharan Africa.

The guide offers tips on deciding where to move, finding employment and housing once you arrive, staying safe, and adapting culturally to your new location. “If you show up without a plan and a solid footing,” writes Ojo, “there is a good chance you will be packing up your belongings and heading right back home within a matter of months.” She encourages readers to consider everything from the broad question of “why” they want to make this move to the more specific “how”—how to budget for the journey is an important early step.

USAID Foreign Service Officer Noelle Ojo is currently the division chief for development programming and partnership in USAID’s Office of Diversity, Equity, Inclusion, and Accessibility. She has lived in Kenya, Nigeria, Cameroon, Senegal, and Ghana over the past 20 years, both as a young single woman and as a married mother of two. The book contains a “bonus” section on making the move with children.



**Maksud Lo? A Guide to the
“Real” Indonesian Language**

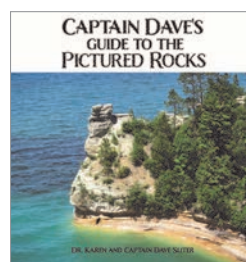
Brandon Possin, Gramedia Pustaka Utama, 2020, \$34.99/paperback, e-book available, 74 pages.

Like many tongues, the Indonesian language has more layers than meet the eye because of the combined influences of Javanese, English, Arabic, Sundanese, Chinese dialects, and modern Indonesian social media.

Mastering the most useful, if not the most proper, terminology and phrasing is critical for anyone seeking to communicate

effectively, and this pursuit steers Brandon Possin’s *Maksud Lo? A Guide to the “Real” Indonesian Language*. His manual for speaking “everyday Indonesian” helps the reader understand the definitions, purpose, and principles behind slang in order to “let visitors make deeper connections” with native speakers and avoid confusion or being perceived as *baku*, or “too stiff.”

FSO Brandon Possin is currently a health, space, bioeconomy, technology officer posted to Embassy Tokyo. Prior to that, he served in the Venezuela Affairs Unit at Embassy Bogotá, coordinating humanitarian aid delivery to Venezuela. A Wisconsin native, he joined the Foreign Service in 2008 and has served in Argentina, Pakistan, and Indonesia. He became a dedicated student supporter of Indonesian culture following his experiences with the tradition of *gotong royong*, or “mutual self-help,” on his travels throughout that country. A portion of the proceeds from the sale of this book go to BASAbali, an Indonesian organization educating underprivileged children in local resource conservation, as well as Orangutan Foundation International, a bilateral nonprofit dedicated to conserving rainforest habitat in Kalimantan.



**Captain Dave's Guide to the
Pictured Rocks**

Dave Sliter and Karen Sliter, Paradise Point Press, 2022, \$14.99/hardcover, print only, 78 pages.

For almost 40 years, Captain Dave Sliter has been entertaining the tourists who visit Pictured Rocks National

Lakeshore, on the shore of Lake Superior in Upper Michigan. After years of pointing out the area’s unique rock formations from the helm of his boat, he decided to collaborate with his wife, Karen Sliter, a retired Foreign Service officer, to compile a guidebook of facts and photos about the region. This guide will entertain those who have visited this stunning area and remember it fondly; it might also encourage new visitors to explore the area. The authors give pointers for staying safe while kayaking in Lake Superior, share photos of the area’s numerous caves, and offer suggestions for where to kennel your pets if you decide to join a boat cruise and take in the sites from offshore.

Dave Sliter is a boat captain with Pictured Rock Cruises. He is married to Karen Sliter, DVM, a veterinarian and diplomat who, with her husband, four daughters, and numerous cats, horses, and dogs, served in the Animal and Plant Health Inspection Service’s Foreign Service for nearly 30 years. Dr. Sliter retired from APHIS in 2021 as a Career Minister. ■

Memoir Writing The Art of Telling Your Story

**The decision to write a memoir is not to be taken lightly.
Having done it, a retired USAID FSO shares his experience.**

BY FRANK J. YOUNG

Heading into retirement, it's natural to look back and reflect on one's career and life over a job span that, in the Foreign Service, may be 25 years or longer. There is great temptation to want to commit memories and events to paper to show family and friends what you experienced in your many assignments and at many posts.

Perhaps you want to write about a seminal experience that influenced you in ways that explain the life path you chose, or simply catalog a life well lived in service of your country.

There are many reasons why any of us may be tempted to

write our story. They are not likely to include matching literary wits with a William Faulkner or Toni Morrison, or making *The New York Times* Bestseller List. Yet writing about one's life can be such a heady experience that it's easy to forget the point of it. Eric Idle once mused in his own memoir, *Always Look on the Bright Side of Life*, that writing a memoir is at once thrilling and a bit shameful.

But that doesn't mean it's not a meaningful enterprise. My memoir about my year in India at age 19, which was published this past January, took 11 years, 22 drafts, and eight copyedits to complete. Two years into the process, in 2013, I took a memoir writing course that helped me figure out how to write a book that someone (even if only family members) would pick up off the bedside table. It took me five years to settle on a title. My family had doubts that I would stick with it. Let's face it: writing a book about yourself is hard. It takes energy, tenacity, and focus.

Before You Write: Questions to Ponder

Here are questions for you to ponder before embarking on what may be the most challenging thing you ever do: Why am I writing this? What is the story I want to tell? Why would anyone,



Frank J. Young retired from the Foreign Service after 33 years with the USAID. He is former mission director to Ghana and deputy assistant administrator in USAID's Africa and Asia bureaus in Washington, D.C. Overseas, he has served in the Philippines, India, Bangladesh, and Ghana. He is currently chair of the Foreign Service Retirees Association of Florida.



FRANK YOUNG

A ghat on the Ganges River in Varanasi, December 1969. The holy city along the sacred river has nearly 100 such flights of riverfront steps, where religious rituals are regularly performed. Inset: An elderly Rajasthani man in Hyderabad, February 1970.



outside of my family, want to read about me? They are easy questions to ask, but you may struggle to come up with answers that will justify the time, effort, and psychic anguish that writing your own story will entail.

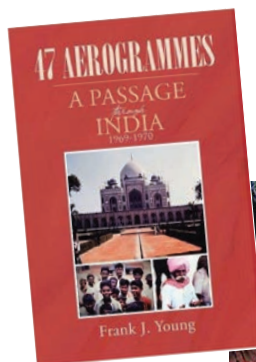
How did I do it? I started with the draft I hurriedly typed in the summer of 1970 after my return from Bangalore, India. It was raw but contained the passion and emotion of an experience that was still fresh in my mind. I didn't do much with that draft. My parents and friends were never allowed to read it. The storage box of paper quickly found a shady space in my bookcase and then followed me, unopened, for the next 40 or so years as I moved from California to the East Coast and through four different overseas posts. When I first retired, in 2005, I thought about resurrecting the manuscript but had yet to find the creative spark needed for a rewrite.

July 2011 provided that spark. I was returning to India on temporary duty as USAID director. As I emerged from the customs hall at Indira Gandhi Airport on that hot Delhi night, the assault of the sights and smells on my senses brought me back to that earlier India experience, a moment both surprising and intense. It was now time to revisit the fading pages of my 1970 manuscript.

After returning from India, I pulled my manuscript from the storage box but didn't begin writing right away. Instead, I read two useful manuals about memoir writing: *The Situation and the Story* by Vivian Gornick and *Writing About Your Life* by William

Zinsser. There are many useful guides to writing memoirs, but these two were the ones that helped me the most. Both guides laid out the basic principles of memoir writing, chief among them: Don't write a travelogue.

Then, I asked myself the three questions cited earlier. I knew my family would be interested in my experience living in South India in the late 1960s, but would it appeal to a broader audience? Would writing it for more mass appeal contribute to a cause that I feel passionately about—namely, study abroad and cross-cultural education? Did I have the discipline to finish the book? It took my return to India in 2011 to find the answers to those questions that had eluded me for four decades.



FRANK YOUNG

The author's Indian family on the veranda of their home in Visweswarapuram, a neighborhood in Bangalore, 1969.

When You Write: Crafting Your Story

That's when the heavy lifting began. I needed to understand exactly what I was writing about. The word "memoir" is derived from 15th-century Anglo-French, meaning "something written to be kept in mind." The teacher in my 2013 memoir writing course cautioned me not to write a Fodor's-like account of my life or do a copy and paste of my journals and letters home. She suggested that I take that raw material, and my earlier draft, and turn it into a compelling story using the voice of who I was then. The story had to have a protagonist (me); an arc that lays out the path for the story to follow that knits me, other people, and events together; a conflict; and a *dénouement*. If this sounds like writing a three-act play in the first person, then you get the picture. But that was only the start of how to think through the memoir's framework. Decisions about structure, characters, and interpretation were essential before I could go any further.

Organization and timeline were among the most difficult narrative elements. I decided early on that the memoir would not have a chronological flow, and instead start in the present day and then loop back to February 2011 with the critical discovery of my letters home (aerogrammes in those days) hidden in my mother's house. These letters provided the connective tissue linking my memories to my journals. I then chronicled my arrival in Delhi on temporary duty in July 2011 that had sent me into a time warp, back to my days living in Bangalore in 1969. I used that moment of overwhelming nostalgia to describe how it energized the writing process. From there, I took the reader to the day of departure for India, Aug. 24, 1969, and let the story unfold.

As I was creating the book's structure, I also began to develop the main character: me. Here, the challenge was to make my character relatable, authentic, and credible. I wanted the reader to identify with my character to the extent that anyone following my life during those eight months in India could imagine having the same experience. If the reader could say, "Yes, I can see that," or if friends and colleagues who have lived in South Asia could say, "Oh gosh, I remember feeling the same way," I knew the sweet spot had been hit.

Authenticity is critical; then the people, places, and events in the book live in the moment. To achieve that, the facts have to be accurate and correct, especially place names and descriptions of streets, markets, weather, ceremonies, and cities. This required considerable research to ensure my memories had not distorted the facts. When in doubt, I reached out to others who were there at the same time to verify details. One chal-

lenge to being a credible narrator was how I chose to describe the experiences and behaviors of other people with whom I shared experiences. While I described the reactions of others in the moment, I avoided trying to interpret their feelings or imprint mine on them.

Then, there is the act of writing, which everyone will approach differently. I learned that composing in haste and falling in love with the initial draft is unwise, because a memoir can easily turn into a college term paper. Avoiding that may require drawing on materials beyond one's diaries, journals, and letters. One of my main sources of inspiration was a trove of almost 1,000 Ektachrome slides.

As I perused their fading and mildewed images, Paul Simon's song "Kodachrome" rang in my ears; these pictures helped me bring the reader into my world by creating visual reflections of the sights, sounds, and smells of every waking moment of every day in South India. They helped my narrative describe how the surroundings there profoundly influenced my daily life. I remembered the mantra repeated constantly in my memoir writing course: "Your memoir isn't just about you; it's also about where you are."

Finally, constructing the actual story provided its own unique challenges during the writing process. The arc of my story was twofold: how my eyes were opened by the energy, poverty, culture, and rhythm of India; and how that experience inspired a career of service with USAID. There were moments of humor borne of improbable encounters, and moments of anger, frustration, and tearful sadness—all of which came together for a coming-of-age story. It had been the most consequential year of my young adult life. The focus and trajectory changed in subtle, unpredictable ways as the story unfolded, surprising me as I continued to write. I kept asking myself, Will I succeed in telling this story in such a way that the reader will identify with it? Making your personal journey accessible to a reader is the real metric of success. Achieving that objective carries its own surprises, and you will be amazed, as I was, at what people take away from their reading. It may be far different from what you expect.

After You Write: Getting Published

Of course, there are the publishing and marketing steps to consider. Rarely does a first-time author start with a contract and advance from an established publisher. There are other options for publishing short of that.

In my case, I contacted a friend who had experience with a vanity publisher. A vanity publisher handles editing, publish-



Above: A tea estate in Darjeeling, West Bengal, in the foothills of the Himalayas. **Inset:** The author (left) with classmates on an eight-hour pony trek to Yiga Chhiweli (also known as Yiga Choeling) monastery outside Darjeeling in 1969.

COURTESY OF FRANK YOUNG

ing, and limited marketing with the author shouldering or, in my case, sharing the cost of these services. At first, my publisher said they weren't interested in memoirs, and I might not hear back from them for months. I submitted the manuscript anyway, and within a week I received an email saying they wanted to publish it and immediately assigned me a liaison to work with editors, graphics people, and their art department. The editing process took almost eight months. I spent another month with the art department on the cover and back flap before I saw a galley of the final product.

I was on a walk with my neighbor in early February of this year when I pulled up the Amazon website on my phone and saw the book for sale. Further searching revealed that it could be bought on almost any bookseller's website. When a box of 10 copies arrived on my doorstep from the book distributor a few days later, I could barely control my excitement. The elation I felt holding the printed book in my hands is indescribable.

But as I stared at the cover, I realized I had to figure out how to market the book to reach a broader audience. Keep in mind that vanity publishers do very limited marketing and promotion, which is mostly left up to the author. My publisher provided excellent guidance on how to get started on social media platforms, design a personal website, and leverage other marketing

channels such as local press and media. I used all of these, including YouTube.

I soon found that the official press release of my book reached companies that eagerly promised grand sales figures if I purchased their marketing services. Their sales packages often ran into the thousands of dollars with no actual guarantee of sales. I am still figuring out how to push the audience for my book beyond friends, colleagues, and family without getting enmeshed in such expensive schemes. One way is to participate in bookfairs sponsored by a local independent bookstore. Another is to create an account with Publisher's Weekly or Publishers Marketplace. Both sites provide advice on ways to promote your book.

If I could offer a final bit of advice to anyone contemplating writing a memoir, it is this: It's difficult, it takes far more time than one expects to do it right, and it's important to be honest with both oneself and one's reader. Anyone embarking on this venture should be prepared to encounter new discoveries along the way when mining old memories. Whether you decide, as I did, to publish for a broader audience or limit it to family is a deeply personal decision. If you feel compelled to tell your story, you should. ■

Machiavelli on How to Be a Good Diplomat

Machiavelli's advice to a new ambassador five centuries ago reminds us that the experience and wisdom of the diplomatic practitioner are unique and timeless.

BY DAVID B. SHEAR

In 1522 Niccolò di Bernardo dei Machiavelli (1469-1527) dispatched a letter on how to be a good diplomat to Raffaello Girolami as the young man prepared to serve as the Florentine ambassador to Emperor of Spain Charles V. "Having had some experience in [diplomatic] affairs," Machiavelli wrote to this son of a close friend, "I shall tell you, not in presumption but in affection, what I have learned about them."

Machiavelli was, indeed, an experienced diplomat. He had joined the Florentine Signoria, responsible for the city-state's foreign affairs, in 1498, and during a 14-year career there he had been sent on multiple diplomatic missions within Italy, as well as to France and Germany. The Signoria's records are replete with Machiavelli's diplomatic correspondence.

By the time he wrote to Raffaello, however, the "Florentine Secretary," as Machiavelli liked to be known, had been in exile for a decade. His Medici enemies had returned to Florence on the apron strings of a Spanish invasion in 1512, abolished the Florentine Republic, and reinstituted family rule. The Medici



David B. Shear spent 32 years in the Foreign Service. He served in Sapporo, Washington, D.C., Tokyo, Beijing, and Kuala Lumpur, and finished his State Department career as U.S. ambassador to Vietnam (2011-2014). Ambassador (ret.) Shear also served as assistant secretary of Defense for Asian and Pacific security affairs from 2014 to 2016.

imprisoned, tortured, and finally exiled the statesman to his suburban estate. To Machiavelli's enduring despair—albeit to the benefit of modern political thought—he never returned to public life. It was during this time that he wrote two major works, *The Prince* and *Discourses on the First Ten Books of Titus Livius*.

He also took pen in hand to coach a new Florentine ambassador. Why would the exiled statesman, likely still bitter, have wanted his enemy's representative to Spain to succeed?

Machiavelli clearly treasured Raffaello as the son of a friend, so it must have been partly out of such sentiment that he offered his advice. But perhaps it was also out of a continued love of his country and a wish for its survival in the emerging, deadly, game of nations—despite the fact that the city-state remained under his torturer's rule.

An Ambassador or a Prince?

The elder statesman begins his “confidential instruction” by remarking that the greater the difficulties Raffaello faced as an ambassador, the greater the honor his countrymen would confer on him. Machiavelli continues: “Above all, a representative must strive to get reputation, which he does by striking actions which show him an able man and by being thought liberal and honest, not stingy and two-faced, and by not appearing to believe one thing and say another.” Those diplomats who are judged by their hosts to be duplicitous soon lose all trust as well as their sources of information, he explains.

This does not sound like the Machiavelli we thought we knew. That would be the much-maligned author of *The Prince*, who argues: “One sees from experience ... that the princes who have accomplished great deeds are those who have thought little about keeping faith and who have known how cunningly to manipulate men's minds; and in the end they have surpassed those who laid their foundations upon sincerity.” Perhaps Machiavelli is making a distinction between ruling as a prince and conducting diplomacy as an ambassador. For, as we shall see, the task of the ambassador is not to establish rule over his rivals, but to build bonds of trust with the host-country elite.



Niccolò di Bernardo dei Machiavelli (1469-1527).

Or maybe there's not that much difference between the prince and the ambassador, after all. Machiavelli does not urge Raffaello to *be* a good and just man, but to “[act] on every occasion *like* a good and just man” (emphasis mine). Here we recall a passage in *The Prince* in which Machiavelli argues: “It is not necessary for a prince to possess all of the above-mentioned [virtues], but it is very necessary for him to appear to possess them. Furthermore, I shall dare to assert this: that having them and always observing them is harmful, but appearing to observe them is useful.”

Returning to the letter, Machiavelli seems to certify the latter interpretation by counseling Raffaello: “And if ... sometimes you need to conceal a fact with words, do it in such a way that it does not become known or, if it does become known, that you have a ready and quick defense.”

What Makes a Good Ambassador?

But what, for Machiavelli, makes a good ambassador? In his book *The Arts of Power* (USIP, 1997), former Ambassador to Saudi Arabia Chas Freeman enumerates the tasks of the modern diplomat. According to Freeman, diplomats act as agents of their government. They are advocates of their government's policies and negotiate on its behalf. They establish facilitative relationships with host-country elites, report on and analyze local developments, and recommend to their government courses of action designed to advance national interests. Diplomats protect their compatriots, promote trade, and cultivate a positive image of their home country, Freeman adds.

The ambassador's job as Machiavelli describes it in the letter to Raffaello, however, has a narrower scope. He focuses on conducting contact work, arriving at judgments on the basis of information derived from contacts, and reporting these effectively to the home government. Perhaps the mentor limits the ambassador's field of play to these three areas to keep things simple given Raffaello's inexperience, which Machiavelli points out at the opening of the letter. The functions of the chief of mission had not been fully established in Machiavelli's day, and it isn't clear what powers the Medici had conferred on Raffaello. The text

Resource Notes

The quotes from Machiavelli and descriptions of his advice to Raffaello are from *Machiavelli, The Chief Works and Others*, Volume 1, Allan Gilbert, translator, Duke University Press, 1989. The quotes from Machiavelli's *The Prince* are from the edition translated by Peter Bondanella and with an introduction by Maurizio Viroli (Oxford University Press, 2008).

does not reveal whether he had been assigned only to report on events in Madrid or whether he had the power to negotiate and conclude agreements.

Developing contacts is Machiavelli's first concern, and the ambassadorial contacts most worth knowing are the sovereign and the courtiers immediately around him who know his thoughts and his character and who could obtain a good reception for the new chief of mission. "Any difficult business, if one has the ear of the prince, becomes easy," according to Machiavelli. In other words, access is everything. But Machiavelli continues later on that the king and his immediate advisers should not be the only objects of the ambassador's attention. Royal courts are always filled with busybodies, Machiavelli says, who make it their business to know what is going on, or at least to know what is rumored to be going on, and these people can be cultivated with banquets and entertainments.

The goal of contact work is to obtain information, or intelligence, on what important actions have been decided, what actions are in the process of being decided or are under negotiation, and what will likely happen in the future. While it should be easy to determine what decisions have already been made, diplomatic decisions of great importance to the home government, such as the conclusion of a secret alliance detrimental to the ambassador's prince, are very difficult to uncover. The ambassador can only use his judgment to conjecture or surmise what may be happening in his host court, and Machiavelli suggests, vaguely, that the way to do this is to develop hypotheses based on contacts and to test those hypotheses on the basis of further contact work.

Finding out what your own capital needs to know is crucial. In Raffaello's day, as at present, knowing who in the host-country court is doing what to whom was an important piece of the puzzle. Machiavelli urges Raffaello to observe the emperor's character and intentions toward Italy closely, find out what kind of men he relies on for advice and whether or not they can be

bribed, determine the extent of Spain's current relations with France, assess conditions in Spain and its territories, and judge the possible effects on Florence. To get something, you have to give something. Diplomats and courtiers are not in the habit of providing information for nothing. Machiavelli therefore urges Raffaello to ensure that home office officials provide him with as much background on events in Florence and other capitals as possible, because a "city which wants her ambassador to be honored can do nothing better than to provide him abundantly with reports, because men who see that they can get something are eager to tell him what they know."

Effectively reporting what you know is also crucial. According to Machiavelli, ambassadors with all the right judgments may yet tarnish their reputations if they fail to report what they know. Machiavelli suggests that the newly arrived ambassador report his first meeting with the emperor immediately, following up with a broader report containing more general first impressions of his new host country. Machiavelli continues that regular, periodic reporting on Spanish conditions will greatly facilitate decision-making in Florence and enhance Raffaello's reputation. Machiavelli even offers advice on how to couch embassy judgments in individual reports, explaining that in uncertain circumstances it would appear presumptuous for an ambassador to make an outright prediction as to what might happen. Rather, Machiavelli urges Raffaello to disguise his judgments as "the views of thoughtful local observers."

Ageless Wisdom

In their book *Diplomatic Theory from Machiavelli to Kissinger* (Palgrave Macmillan, 2001), G.R. Berridge, M. Keens-Soper, and T. Otte claim that the Florentine Secretary's missive "is little more than a codification of the conventional wisdom of the age." But the text still speaks to us because we practice such an ancient art. As diplomats, we face the same kinds of challenges that Raffaello faced almost five centuries ago. Newly confirmed American ambassadors, some career professionals, some political appointees, depart for post all the time, just like Raffaello. Their predecessors offer up advice, just as Machiavelli did. Now, as in Machiavelli's day, new chiefs of mission must gain the confidence of their hosts, scour capitals for information, and furnish their home governments with reliable judgments about how the news of the day affects their national interests.

More deeply, now as then, home offices' insatiable need for diplomatic reporting poses timeless problems in knowledge, judgment, and action. An ambassador facing a crisis in the host country never has all the information necessary to make

a perfectly informed decision. The problem of knowledge is compounded, as Machiavelli well understood, by the tendency of governments to veil their communications and decision-making. The able ambassador's only choice in a situation characterized by ignorance is to spread the contact net as widely as possible, draw in every bit of information available, even the wildest rumors, and form a hypothesis that can be further tested about what might be happening on the basis of the information available and on the ambassador's best instincts. The use of an embassy's entire staff in the effort is essential.

The new American ambassador or the inquiring American diplomat, curious about the intellectual foundations of his or her calling, may be tempted to turn first to international relations theory for an understanding of the relations among states. Or one might turn to think tank or war college strategists for a view of how they, as diplomats, relate to the other tools of statesmanship: the economic policymaker, the military officer, and the spy. Or one might explore American diplomatic history to determine how our policymakers have addressed historic issues in U.S. for-

The task of the ambassador is not to establish rule over his rivals, but to build bonds of trust with the host-country elite.

eign relations. But all of these avenues converge in the thoughts and actions of the actual practitioners of diplomacy, and it is the experience and wisdom of the practitioners, like Machiavelli or Benjamin Franklin, any of the Adamses, or Henry Kissinger, that have the most to tell us.

And because we practice such an ancient art, the words of Machiavelli seem as fresh to us now as they no doubt did to Ambassador Raffaello Girolami. ■



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Memorializing the U.S. Consular Presence in Martinique

On the anniversary of the 1902 disaster in the French outpost, ceremonies honor those lost and celebrate French-American relations.

BY SÉBASTIEN PERROT-MINNOT

The 120th anniversary of the May 8, 1902, volcanic disaster in Martinique was marked by French-American commemorative events there.

St. Pierre, a small and quiet town in the northern part of the island, is world renowned for having suffered one of the worst volcanic disasters in modern history: On May 8, 1902, an eruption of

Mount Pelée destroyed what was then the economic and cultural capital of the French colony, a brilliant city known as the “Little Paris of the West Indies.”

The catastrophe took the lives of approximately 30,000 people, including Mayor Rodolphe Fouché, Governor of Martinique Louis

Mouttet, and consular officials serving the interests of the United States of America, the United Kingdom, the United Kingdoms of Sweden and Norway, the Netherlands, Belgium, and Italy.

U.S. Consul Thomas T. Prentis and his colleague, Vice Consul J. Amédée Testart Grosval, appointed to St. Pierre in 1900 and 1898, respectively, were among the victims of the eruption, although their remains have never been recovered. [For more on Consul Thomas T. Prentis, see the article by Senior Foreign Service Officer William Bent, “The Unlucky Consul,” published in the May 2020 issue of *The Foreign Service Journal*.]

Prentis and Testart were honored by the U.S. Department of State and the American Foreign Service Association, their names engraved on the AFSA Memorial Plaques in the State Department lobby. Later, in 1935, the American engineer and volcanologist Frank Alvord Perret dedicated a memorial to Consul Prentis in St. Pierre; and in 1984, U.S. Ambassador to France Evan Griffith Galbraith had a plaque affixed to the monument in memory of Prentis’ wife and two daughters and Vice Consul Testart. That monument has, however, deteriorated with the passage of time.

Under the circumstances, the Municipality of St. Pierre decided to commission a new memorial, dedicated to all members of the Prentis and Testart families who died in the 1902 eruption: Consul Thomas T. Prentis, his wife Clara Louisa,



Sébastien Perrot-Minnot, an archaeologist, is a research associate of several scientific institutions and a lecturer in the Department of History at the University of the French West Indies. In addition, he is the honorary consul of Guatemala in Fort-de-France,

Martinique. An associate member of AFSA, Dr. Perrot-Minnot was an adviser to the Municipality of St. Pierre for the French-American commemorations of May 8, 2022.



L.G. STAHL

Above: The United States Consulate in St. Pierre in the late 19th century. The photo is from William A. Garesché's *Complete Story of the Martinique and St. Vincent Horrors* (1902). Right: St. Pierre in ruins after the 1902 volcanic disaster.



ANGELO HEILPRIN



HILDA MAYORGA

Mayor of St. Pierre Christian Rapha, at center with official sash, and American and other official representatives at the dedication of the memorial in the Louis Ernault Garden in St. Pierre, May 8, 2022.

their daughters Mary L.L. and Christine H., Vice Consul J. Amédée Testart Grosval, and his daughter Marie Louise.

The new memorial, created by the Martinican artist Hervé Beuze with volcanic rock, was placed in an area intended to become a memorial for the consular corps in the beautiful Louis Ernault Garden behind the cathedral. It was inaugurated

on May 8, 2022, the 120th anniversary of the 1902 catastrophe, as part of annual monthlong celebrations, "May of St. Pierre." Mayor of St. Pierre Christian Rapha presided over the French-American commemorative ceremony, which featured U.S. Consul to Barbados and the Eastern Caribbean (also accredited to Martinique) Ms. Jessica A. Hartzfeld, who read a letter from U.S. Ambassador to France Ms. Denise Campbell Bauer.

The mayor took the opportunity to recall the generous assistance provided by the United States to a suffering Martinique in 1902. The aid was provided under the leadership of President Theodore Roosevelt and the U.S. Congress, and with valuable onsite assistance from Louis H. Aymé, U.S. consul in Guadeloupe and acting U.S. consul in Fort-de-France, the capital of Martinique, following the disaster. Another memorial stone in the Louis Ernault Garden, also carved by Mr. Beuze, refers to this American solidarity.

On May 8 another memorial plaque was unveiled, this one at the location of the former United States consulate in St. Pierre, next to Place Bertin, the square on the seafront. Founded as early as 1790 by George Washington, this consulate represents the privileged relations built up by the United States and France since the American Revolutionary War. It played a critical role in the development of exchanges between the United States and Martinique and contributed significantly to the international prestige of St. Pierre. Some consuls expressed a great attachment to Martinique,



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HILDA MAYORGA

Ceremony at the location of the former U.S. Consulate in St. Pierre, May 8, 2022. From left: Consul Jessica A. Hartzfeld, U.S. Embassy Bridgetown; Mayor of St. Pierre Christian Rapha, and Sub-Prefect of Trinité and St. Pierre Nicolas Onimus.

including William A. Garesché, who served from 1886 to 1891, and wrote: “The island itself was a dream of Paradise.”

Besides Mayor Rapha, Consul Hartzfeld, and the U.S. consular agent in Martinique, Leah McGaw Maurice, the ceremonies were attended by various personalities, including the subprefect of Trinité and St. Pierre, the president of the Assembly of Martinique, Senator Catherine Conconne, other mayors, the consular minister of the Embassy of India in France, and the honorary consuls of Brazil, Guatemala, Italy, and Seychelles in Fort-de-France. Such a gathering of consular officials is unusual in Martinique and shows that today’s St. Pierre, labeled “Town of Art and History” by the French Ministry of Culture, has the desire to remain open to the world.

Next year, May 8, 2023, will be another anniversary of the 1902 catastrophe; but it will also be the centenary of the rebirth of the town of St. Pierre (which had been removed from the list of the municipalities of France in 1910). At that time, the municipality will pay a general tribute to the seven consular officials who died in the eruption of Mount Pelée, as well as to the 10 consulates established in the Little Paris of the West Indies before the volcanic disaster: those of the United States, the United Kingdom, the United Kingdoms of Sweden and Norway, Denmark, the Netherlands, Belgium, Italy, Spain, Haiti, and the Dominican Republic. ■

MOVING?

TAKE AFSA — AND THE FSJ — WITH YOU!

Send your address updates to member@afsa.org

AFSA Recognizes Foreign Service Youth

AFSA joined the Foreign Service Youth Foundation and the Global Community Liaison Office in honoring excellence in Foreign Service youth at the 2022 Youth Awards Ceremony. The event took place on Aug. 24 in the State Department's George C. Marshall Center.

More than 100 guests attended the ceremony, which was hosted by the Foreign Service Youth Foundation to celebrate the achievements of the children of U.S. foreign affairs agency employees.

AFSA Treasurer John O'Keefe and Executive Director Ásgeir Sigfússon presented the association's 2022 merit scholarships to the seven recipients who joined for the ceremony.

FSYF President John Naland, who is also AFSA's VP for retirees, then presented the foundation's merit scholarships and essay and art awards to the five recipients who were able to be in Washington, D.C., for the event.

Secretary of State Antony Blinken's letter of congratulations to the awardees was read aloud, and the Bureau of Global Talent Management's Principal Deputy Assistant Secretary of State Nina Maria Fite delivered the keynote address.

Each year AFSA awards merit scholarships in the categories of academic achievement, art merit, and community service to graduating high school seniors. Awards range from \$1,000 to \$3,500 and go



2022 Youth Award winners were recognized by Foreign Service Youth Foundation President John Naland (third from left) and GTM PDAS Nina Maria Fite (center).



Recipients of AFSA's 2022 Merit Award scholarships pose with GTM PDAS Nina Maria Fite (center) and AFSA Treasurer John O'Keefe (second from right).

toward alleviating tuition costs for recipients.

This year the AFSA Scholarship Program awarded \$263,000 in need-based Financial Aid scholarships, divided among 74 students, and distributed \$143,500 in 48 Merit Awards going to 38 students, some of whom received awards in more than one category.

After two years of ceremony cancellations due to the pandemic, the FSYF was pleased to congratulate award recipients in person this year. Next year, the foundation hopes to live-stream

the event worldwide so all winners and their families can view it.

AFSA thanks the members of the AFSA Scholarship Committee and 44 other AFSA members who volunteered their time to judge this year's merit scholarship submissions.

For more information on AFSA's Scholarship Program, please visit www.afsa.org/scholar or email scholar@afsa.org. Detailed information on all the 2022 Merit Scholarship recipients can be found in the September issue of *The Foreign Service Journal*. ■

CALENDAR

Please check www.afsa.org for the most up-to-date information.

November 11
Veterans Day
AFSA offices closed

November 14 - December 12
Federal Health Benefits Open Season

November 15
12-1 p.m.
Webinar: 2023 FEHB Insurance and Benefits, including Medicare coordination

November 16
12-2 p.m.
AFSA Governing Board Meeting

November 24-25
Thanksgiving Holiday
AFSA offices closed

December 1
AFSA Scholarship Applications Available

December 1
Time TBD
Webinar: Reviewing Your Retirement Plan

December 7
12-2 p.m.
AFSA Governing Board Meeting

December 26
Christmas Day Observed
AFSA offices closed

January 2
New Year's Day Observed
AFSA offices closed

January 15
Governing Board Election Cycle for 2023-2025 Board Begins



The Foreign Service Reform Agenda

Since the last time I addressed Foreign Service reform in my column (see the July/August 2021 FSJ), there have been several major developments.

First, AFSA has submitted to the State Department and all AFSA foreign affairs member agencies its list of reform priorities, the most important of which are calls for funding “to launch and sustain growth in positions and personnel” and establishing a permanent “training float” of 15 percent.

Second, Congress has signaled its intent, in a bipartisan manner, to increase Fiscal Year 2023 funding to the department and other foreign affairs agencies.

Third, in early September the American Diplomacy Project (ADP), led by former high-ranking department officials, including Ambassadors Marc Grossman and Marcie Ries, issued its Phase II report, “Blueprints for a More Modern U.S. Diplomatic Service” (viewable at <https://bit.ly/ADPblueprints>). AFSA generally supports the blueprints, many of which reflect what we would like to see done.

No Overhaul of the FS Act of 1980. While there had been talk in 2021 of completely overhauling the Foreign Service Act of 1980, the consensus within AFSA and, I believe, elsewhere in the foreign policy community is now to advocate for more tar-

geted and discrete changes. This would focus attention on the most urgent needs in the near term and have a better chance of gaining support and being implemented.

The same is essentially true of the ADP final report, which helpfully includes detailed legislative language to amend the FS Act and other laws and regulations. There are no revolutionary provisions, such as abolishing the coning system or revamping the EER process to include, for example, mandatory 360-degree reviews that are standard practice in the private sector.

Focus on Training. The ADP report advocates mandatory training at all career points, especially the critical mid-level. It further notes that while the department now has a one-week “core” mid-level course, it should be made mandatory and last at least two to three weeks.

To support this and other proposed training, the report argues that a training float, or complement, of 250 more personnel in each of the next four years would be needed. (The request in the original draft of 15 percent more personnel was cut to 8 percent in the final report over fears that too many positions too quickly might create another “pig in the python” phenomenon.)

AFSA agrees with the thrust of these proposals, especially the emphasis on

changing department culture so that training is truly valued, including in EERs and by promotion boards.

I like the provision mandating that employees on long-term details outside the department, where there is no suitable Foreign Service rating or reviewing officer, have their EERs prepared by a senior department official who is knowledgeable about the subject matter of the detail. This would typically be an office director as rater and deputy assistant secretary as reviewer.

We were also pleased that the report cited and supported an AFSA proposal that would make a professional development tour mandatory for entry into the Senior Foreign Service and would extend it to the Senior Executive Service, as well.

The Military as a Model. A common theme that runs through the report is its focus on training and ensuring a broad, well-rounded career experience—hallmarks of the U.S. military’s approach to grooming its next generation of leaders.

In particular, the section titled “Creating a Diplomatic Reserve Corps (DRC)” borrows heavily from this approach. Creating such a corps is not a new idea, but this is the most elaborate blueprint for it, including detailed legislative language.

The plan is to establish a 1,000-member ready reserve

of trained, on-call State Department professionals appointed for three years. Like the military reserve, DRC members who are not retired from the department would participate in one weekend per month and one two-week session per year of training. Those who are retired would participate in new subject matter and refresher training as necessary.

Lots of questions still need to be answered, including whether there is appetite in Congress to fund what is estimated to cost \$8 million in year zero to \$42 million in year five, when the corps would be at full strength.

But there could be tangible benefits to creating this body. No longer would surge capacity have to occur in an ad hoc and costly manner, at the expense of training and jobs left vacant by those FS members who volunteer. We are still feeling the negative effects of the surges in Iraq and Afghanistan—effects that might have been mitigated had such a corps existed back then.

I encourage you all to read the ADP report, and let us know your thoughts by writing to us at member@afsa.org. ■



USAID and a New Chief Human Capital Officer

USAID has been seeking (again) a new chief human capital officer (CHCO) to oversee the Office of Human Capital and Talent Management (HCTM). By my informal count, this will be at least the fifth acting or permanent CHCO since 2013, for an average of 1.8 years per CHCO. Even the AFSA USAID vice president usually lasts longer!

Joking aside, I hope the agency hires a seasoned, smart, and dedicated professional who knows development and U.S. government systems, and has deep experience managing large, global, complex institutions.

Indeed, the Office of the Inspector General's May 2022 audit of strategic workforce planning opens with: "For nearly 30 years, USAID has worked to improve the efficiency and efficacy of its strategic workforce planning, yet despite these attempts, human capital management has remained one of the Agency's top challenges." A top challenge!

It is a tough market for attracting talent. And, exacerbating the situation, USAID does not endow the CHCO with the needed authority to carry out its statutory duties. This administration has further undermined the position by creating a political "assistant to the Administrator" for HCTM that sits above the CHCO and reports directly to the Administrator!

The CHCO job announce-

ment prompted me to consider the scope of this position.

The Chief Human Capital Officers Act of 2002 outlines the CHCO's responsibilities, including to advise and assist the head of the agency and its officials in selecting, developing, training, and managing a high-quality, productive workforce, and to implement the regulations of the president, the Office of Personnel Management, and the laws governing the Civil Service within the agency.

Congress laid out the CHCO's authorities, including: (1) setting the agency's workforce development strategy; (2) assessing workforce characteristics and needs; (3) aligning human resources policies with mission, strategic goals, and performance; (4) developing a culture of continuous learning to attract and retain employees with superior abilities; (5) identifying best practices; and (6) measuring intellectual capital and identifying links to agency performance and growth.

Here are some questions that I would ask if I were interviewing for the CHCO position:

1. Who does the CHCO report to? The CHCO Act says the CHCO advises and assists the head of the agency, but in November 2021, USAID created an "assistant to the Administrator for HCTM" who reports

to the Administrator and is responsible for the management of the office and all personnel activities.

Doesn't this contravene the CHCO Act? Why did the agency create a political role? Shouldn't the deputy Administrator for Management and Resources oversee staffing?

2. Shouldn't USAID, as a foreign affairs agency, have an FSO as CHCO?

Until 2013, the USAID CHCO was a Senior FSO, and the State's head of Global Talent Management is still an SFS officer. But USAID reserves the CHCO job solely for the Senior Executive Service.

USAID's mission is field-driven, so why does the agency exclude the Foreign Service from the CHCO position? Why not eliminate this policy, which limits the agency's flexibility?

3. Does the CHCO have authority over USAID's entire workforce? A friend told me that most of USAID's 1,100-plus personal service contractors (PSCs) are hired directly by bureaus and missions, with some bureaus operating parallel HR systems focused solely on PSC hiring and management; that hundreds of institutional support contractors are hired through bureau-level contracts; and that many FS Limited employee hirings are driven by bureau-level decisions and budget constraints.

How can the CHCO carry out their duties without the

authority to manage the entire workforce? How does USAID conduct strategic workforce planning with a fragmented workforce and no central authority?

4. What is the CHCO's role in developing and advocating a culture of continuous learning? Continuous learning is critical to the professional development of FSOs. But USAID closed the Washington Learning Center, its dedicated training facility, and a lot of training is now only virtual.

Did you consult with FSOs, FSNs, and the unions before closing the center? Was there an assessment of the impact of its closure on learning and professional development?

5. How does USAID implement the president's executive order calling on agencies "to protect, empower, and rebuild the career federal workforce"? USAID's Global Development Partnership Development Initiative (GDPI) seeks to "shift away from an overreliance on the use of term-limited, non-career, and often non-U.S. direct-hire (NDH) mechanisms."

What steps is the agency taking to integrate career employees into the bureaus made up of 80 or 90 percent noncareer hires? What is the agency doing to empower career FSOs, particularly in Washington where they are the minority?

6. Did I get the job? ■



Capitalizing on a Recovering FAS Foreign Service

As talented, experienced Foreign Service trainees (FSTs) continue to board flights for their first assignments as FSOs, one can almost hear the Foreign Agricultural Service (FAS) breathe a sigh of relief: its attrition crisis has reached a turning point.

From the early 1990s to 2016, because of insufficient hiring restricted to internal candidates, the size of our Service plummeted by more than 25 percent. In response to the problem, with strong AFSA support, FAS began hiring healthy classes of FSOs from all sources in 2013. FAS leadership should be commended for this decision, which safeguarded the long-term health of our Foreign Service.

Now that we've emerged from life support, we must ensure that all FSOs have meaningful assignments, both overseas and in Washington, D.C. Assuming relatively static overseas positions, continued success in FS growth will lead to increased representation at headquarters.

While most agree this is necessary to meet the FAS mission and increase cohesion, it underscores the need for HQ assignments to advance FSOs' varied skill sets, be career-enhancing, and fulfill meaningful roles for FAS.

The table below outlines current versus targeted staffing based on the widely held view that having two-thirds of FSOs overseas and one-third in Washington represents a healthy FAS Foreign Service.

	Current	Target
Number of FAS FSOs	148	180
Number of Overseas Positions*	118	120
Percent (#) of FSOs Overseas	77 (114)	66.7 (120)
Percent (#) of FSOs at HQ	23 (34)	33.3 (60)

*Includes intentionally vacant positions in Caracas, Moscow, and Rangoon.

Figures based on FAS reports as well as AFSA analysis and projections.

The successful rebuilding of our service is revealing a new challenge for managing FSOs in Washington: providing opportunities for a D.C.-based officer corps that is projected to almost double in the coming years. Many HQ-based FSOs feel disadvantaged, with less opportunity for promotion and onward assignments.

Our small numbers prevented us from occupying many coveted positions in a recent reorganization. In addition, some managers are reluctant to hire FSOs for fear we will quickly return overseas, despite the fact that turnover is an agency-wide norm.

Unlike other foreign affairs agency FSOs, we don't bid on HQ and overseas assignments at the same time. Instead, FSOs not assigned overseas are scheduled to work in Washington without knowing what job they will fill until just weeks before arriving.

In recent years, the list of available positions has been quite meager, with very few supervisory offerings. This is disappointing, since holding a supervisory position at HQ is currently an eligibility requirement for promotion into the Senior Foreign Service. It is unreasonable to expect FSOs to be excited about returning to HQ amid these uncertainties.

In AFSA's view, the solution is to have FSO-designated positions across FAS program areas, which we would bid on at the same time as overseas positions. The number of designated positions would be linked to the number of FSOs at each rank, based on a formula negotiated with AFSA.

This determination would be part of the upcoming renegotiation of the FAS-AFSA collective bargaining agreement, which was last substantively renegotiated in 1995.

Such an approach would likely require the empowerment of existing positions and the creation of new ones to tackle emerging challenges. It is also essential that FSOs have multiple options for details outside FAS—including on Capitol Hill and at the Office of the U.S. Trade Representative, regulatory agencies, and the Codex Alimentarius.

In addition, FSOs need long-term training opportunities to develop leadership and other essential skills. These opportunities would present a win-win scenario: the agency would be a more effective voice within the U.S. government to serve our stakeholders, and FSOs would be better equipped for future assignments.

As FAS works through this growth phase, it is essential that it also manage the high expectations of its promising new FSOs, who primarily seek to serve overseas. Our growth will only be sustainable if we retain them. This requires a focus on morale and retention, including a significant increase in the number of meaningful HQ positions at all levels.

In addition, clearly communicating how these FSOs' careers may differ from those above them—including why serving multiple tours in Washington is both likely and beneficial—is critical.

Thanks to insightful decisions made a decade ago and a new cadre of talented FSOs, we are well positioned to navigate the growing complexities of agricultural trade. FAS must now build on its success by leading an agencywide cultural shift toward reserving influential seats at the table for experienced FSOs in Washington. ■

FSJ Wins New Awards

The Foreign Service Journal received gold and bronze awards, known as Tabbies, from Trade, Association and Business Publications International (TABPI) in recognition of two of its 2021 issues.

The gold, recognizing editorial excellence in a “special section,” went to the FSJ’s September 2021 focus section, which examined 9/11 after 20 years. Featured in that edition are several articles from current and retired FSOs about one of the United States’ grimmest days and all that followed.

In their feedback, TABPI judges characterized it as an “incredibly compelling piece of reflection” with “thoughtful and useful insights [that]

transcend 9/11 to lessons learnt for the future.”

(The September edition had also been recognized in March with a silver TRENDY award for publishing excellence in the “Monthly Professional Society Magazine” category, presented by Association TRENDS.)

TABPI’s bronze award, which highlights the best single issue and is the competition’s most comprehensive category, was given to the May 2021 FSJ focusing on the opportunities and challenges of Arctic diplomacy.

Featured in that issue are articles by Arctic experts, a U.S. senator, and an Arctic Council official, as well as an interview with Senior Foreign Service Officer James



Tabbie Award trophies celebrate trade and association journalism serving niche professionals and leaders.

with a “clean layout and clear writing on an array of critical topics [and] drawing much-needed attention to a region undergoing transformation.”

The “Tabbie Awards”

celebrate trade and association journalism in English-language publications around the world. It has been presenting annual awards for nearly 20 years. ■

DeHart, then serving as the State Department’s coordinator for the Arctic region.

Judges described this edition as “masterfully packaged, from cover to finish”



AFSA Governing Board Meeting, September 21, 2022

The board met in person at AFSA headquarters.

New Representative: The Governing Board accepted the resignation of current USAID representative Sharon Carter as she moves toward retirement and approved the appointment of Jaidev “Jay” Singh to serve as USAID representative for the duration of this board’s term.

Associate Members: The board approved the applications of three new associate members.

Disbursement: At the recommendation of the Legal Defense Fund Committee, the board authorized the disbursement of up to \$10,000 from the fund to an AFSA member. ■

Foreign Service Grievance Board Appointments

Congratulations to the retired Foreign Service members appointed by Secretary of State Antony Blinken to the Foreign Service Grievance Board for two-year terms starting Oct. 1, 2022.

As required by the Foreign Service Act of 1980, the candidates were jointly nominated by AFSA and the five agencies utilizing the Foreign Service personnel system.

Reappointed members are: Ambassador (ret.) Frank Almaguer, Ambassador (ret.) Gregory Delawie, and Stuart Hatcher. New members are: Kristen Bauer and Ambassador (ret.) Donald Yamamoto.

AFSA thanks departing members Ambassador (ret.) Lino Gutiérrez and Lawrence Mandel (outgoing FSGB chair) for their years of service and welcomes professional mediator Charles Carron as the new FSGB chair. ■

New Airline Guidance on Family Seating

Good news for families with young children: In early July, the Department of Transportation's Office of Aviation Consumer Protection (OACP) issued a notice urging U.S. airlines to ensure that children are seated next to an accompanying adult, at no additional charge, on all flights.

The notice states: "Airlines should do everything that they can to ensure the ability of a young child (under age 13) to be seated next to an accompanying adult (over age 13) family member or other accompanying adult, without charging fees for adjacent seating."

As airlines have increasingly charged for advanced seat assignments and seat selections in recent years, it

has become more challenging for families to ensure seats together, even when ticket bookings are placed simultaneously.

This is a common problem for Foreign Service families, who regularly take lengthy flights to and from overseas posts and must either pay out of pocket for costly seat upgrades or put themselves at the mercy of other passengers to swap seats.

Although the Department of Transportation (DOT) says it receives a low number of complaints from customers about family seating compared to complaints received in other categories, there continue to be reports of instances where young children, including a child as

Currently, FS families must either pay out of pocket for costly seat upgrades or put themselves at the mercy of other passengers to swap seats.

young as 11 months, are not seated next to an accompanying adult.

DOT states that an adult chosen by the airline to look after the child does *not* qualify as an accompanying adult.

Airlines were given four months from the date of the notice to adjust seating practices. In November, OACP plans to initiate a review of airline actions and consumer complaints. If seating policies continue to act as barriers to a child sitting next to an adult family member or other accompanying adult,

DOT has pledged to consider additional action.

OACP began tracking family seating complaints as a separate complaint category in 2017. In 2019, 2.4 percent of air travel service complaints (230 complaints total) against U.S. airlines concerned family seating.

While that figure was lower in 2020 and 2021, family air travel also plummeted to its lowest level in decades during the pandemic.

Family seating issues on U.S. airlines can be reported to DOT at <https://bit.ly/SeatingComplaint>. ■

NEWS BRIEF

New Rabies Vaccine Program for Dogs

In an amendment to the National Defense Authorization Act for FY23, Representative Dean Phillips (D-Minn.) has proposed the creation of an overseas rabies vaccine program that may help ease restrictions on bringing dogs into the U.S. from abroad.

The program is to be administered by the State Department and the Centers for Disease Control and Prevention (CDC). It applies exclusively to the pets of U.S. government employees assigned overseas in the 113 countries from which the CDC prohibited dog importation last year.

The ban, which was introduced in July 2021 and went into full effect in October, is intended to

prevent animals at high risk of rabies from entering the country. The CDC said it was introduced after the pandemic surge in dog adoptions led to a spike in falsified health documents from international pet importers.

Since then, AFSA has received numerous messages of concern from Foreign Service members with pets and has raised the issue at the highest levels of the State Department and directly with the CDC. In December, revised regulations saw the number of approved ports of entry airports increase to 18 and some allowances extended to dogs reentering the U.S. who meet certain criteria. To learn more, visit <https://bit.ly/CDCdogimport>. ■

AFSA Launches New Tracker

■ POLICY > AMBASSADOR TRACKER > PRINCIPAL OFFICER TRACKER

Updated September 12, 2022

Total Positions: 88

Principal officers are heads of diplomatic missions below the level of an embassy - generally consulates and consulates general.

The list below is alphabetized by city name. Click on a letter to jump down to the first city on the list whose name begins with that letter.

A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | V | W

Post	Principal Officer	Career/Political
Adana	Amanda Pilz	Career
Almaty	Caroline Savage	Career
Amsterdam	Kate Nanavatty	Career
Apia	Jonathan L. Yoo	Career
Auckland	Sarah Nelson	Career
Banja Luka	Brianna Powers	Career
Barcelona	Katie Stana	Career
Belfast	Paul Narain	Career
Bordeaux	Alexander Lipscomb	Career
Busan	Nolan Barkhouse	Career
Calgary	Holly Waeger Monster	Career
Cape Town	Todd P. Haskell	Career
Casablanca	Lawrence M. Randolph	Career
Chennai	Judith Ravin	Career
Chiang Mai	Lisa A. Buzenas	Career
Ciudad Juarez	Eric S. Cohan	Career

AFSA's newest tracker provides data on principal officers, or heads of diplomatic missions below the level of an embassy.

In response to the suggestion of an association member, AFSA has launched a new resource on its website: a principal officer tracker.

Made up primarily of consuls and consuls general, this list is the most comprehensive one available of U.S. diplomatic missions below the embassy level and can be found at <https://afsa.org/principal-officer-tracker>.

It joins AFSA's many resources tracking diplomatic positions and leadership roles, including the ambassador tracker, current deputy chiefs of mission, assistant secretaries since 1973, special envoys, representatives and coordinators, female U.S. ambassadors, ambassadors to the U.S. from other nations, U.S. ambassador appointments by administration dating back to President Gerald Ford, and many more.

By tracking, publishing, and updating these public records, AFSA compiles current data that's readily available to legislators, journalists, fact-checkers, students, historians, and the entire foreign affairs community. ■

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■ **Mohammad Ali Alnajadah**, 37, husband of Foreign Service Officer James B. Fennell, passed away suddenly at Hunterdon County Hospital in Flemington, N.J., on May 8, 2022.

Born on March 27, 1985, in Kuwait City, Kuwait, Mr. Alnajadah graduated with a B.S. in computer science from Kuwait University in 2009 and then attended the Sterling Business School in Perth, Australia. He was most recently working as a senior software developer for Metas Solutions in Hyattsville, Md.

In 2006 in Kuwait, he met the love of his life, James B. Fennell, then on his second overseas tour and serving as press attaché at U.S. Embassy Kuwait City. They were married in Washington, D.C., on Nov. 1, 2013, and became parents on March 12, 2022, with the birth of their son, George Fennell-Alnajadah.

Mr. Alnajadah was known and cherished for his bright disposition, his genuine warmth, and his sense of adventure. A world traveler, he lived with his husband in Kuwait, Peru, India, and Washington, D.C., and traveled to more than 40 countries on six continents. He also enjoyed time with his family and his many friends, body-building, and Japanese anime.

In addition to his husband, infant son, and two cats (Silvestre and Sheharezad), Mr. Alnajadah is survived by his loving family in Kuwait and his extensive American family in New Jersey, including his mother-in-law, brothers- and sisters-in-law, and 22 nieces and nephews.

■ **Richard N. Blue**, 86, a retired Senior Foreign Service officer, died on June 22, 2022, at home in Vero Beach, Fla., with his wife, Susan Holloran, his son, Daniel, and grandsons Finn and Enzo Blue by his side.

Richard Blue was born on June 21,

1936, to Harry and Pauline Blue of Portland, Ore. He served during the Korean conflict as an intercept operator with the Army Signal Corps in Germany. The experience sparked international interests that continued throughout his life, in academia, in the U.S. Agency for International Development, and beyond.

After earning his Ph.D. in 1968 at Claremont Graduate University in California, he began his career as a professor of political science and South Asian studies at the University of Minnesota.

In 1975 he joined USAID and was interviewed for recruitment by former Secretary of State Dean Rusk to lead a team supporting professional development for officers.

Subsequently, he led an agencywide impact evaluation initiative (the Impact Evaluation Series), worked on Capitol Hill drafting content and strategy for revision of the Foreign Assistance Act, directed the Office of Egypt Affairs, and served in other leadership roles.

After his retirement from USAID in 1994, Dr. Blue joined the Asia Foundation where he served as a representative for Thailand, Laos, Cambodia, and Vietnam. In recognition of his work in Thailand, he was appointed an "Officer of the Noble Order of the Crown of Thailand" by the king of that country, a highly unusual honor.

On return to Washington, D.C., he helped grow a global management consulting firm and worked with others in the field, traveling extensively in Eastern and Central Europe. He relished recounting his adventures from these travels.

In 2013 he shifted his focus to preserving the legacy of his brother, James Blue, another storyteller and an innovative, award-winning filmmaker who died at age 49, leaving an impressive body of work now archived at the University of Oregon.

With the help of his son, Daniel, Dr.

Blue created the James Blue Alliance to preserve, restore, and disseminate his brother's films, including "The March," "Les Oliviers de la Justice" (initially released in France; remastered and released in 2022), and "Who Killed Fourth Ward?"

At the time of his death, he was working to develop and fund a teaching syllabus for his brother's films, including many made for the U.S. Information Agency in the 1960s and 1970s, to be part of the curriculum in schools throughout the country and around the world. A memorial fund in honor of Richard Blue will be set up to promote this work.

Friends and family members remember Dr. Blue, above all, as a teacher, an exceptional mentor, colleague, friend, and inspiration to many whose lives he touched professionally and personally. A natural leader, voracious reader, lover of classical music, and student of history, he was always curious and interested in people and their personal histories, and connected easily with everyone through engaging conversation.

His kindness, open-heartedness, and respect for others amplified a formidable intellect and shone through all his personal relationships.

Dr. Blue is survived by his wife of 41 years, Susan Holloran; daughter Michelle Blue Benedict; son Daniel Blue (and wife Jodi); and grandchildren, Sarah Benedict, Todd Benedict, Finnigan Hawley-Blue, Rio Blue, and Enzo Blue.

■ **Paul Joseph Byrnes**, 95, a retired Senior Foreign Service officer, died on Aug. 4, 2022, in Sarasota, Fla.

Born in Frostburg, Md., Mr. Byrnes enlisted in the Army Air Corps in 1944 and served at the Lowry and Buckley Army Air Corps bases in Colorado. Following military discharge, he graduated

from Frostburg State Teachers College in Maryland in 1950. He briefly taught junior high school in Gaithersburg, Md., while working on his master's degree at the University of Maryland.

Offered a position as special agent in the Federal Bureau of Investigation, he readily accepted and served in Washington, D.C., San Francisco and Stockton, Calif., and Chicago, Ill.

In 1957 he joined the Department of State's Bureau of Diplomatic Security and served in a variety of positions, including, memorably, as part of the security detail for Queen Elizabeth II and Prince Philip when they visited Washington and Williamsburg in 1957.

Commissioned as a Foreign Service officer in 1970, Mr. Byrnes worked with international organizations in Washington, D.C., and New York. From 1970 to 1974, he was the U.S. representative to the United Nations Food and Agriculture Organization and the World Food Programme in Rome.

Returning to Washington, he became director of international conferences. During this time, his office supported the Camp David peace negotiations between Israeli Prime Minister Menachem Begin and Egyptian President Anwar Sadat.

From 1979 to 1982, Mr. Byrnes served in Antigua, opening a consulate general covering five Eastern Caribbean countries and transitioning it to an embassy following Antigua and Barbuda's independence from the United Kingdom.

After resuming duties in Washington, Mr. Byrnes was dispatched to a U.N. World Tourism Conference in New Delhi, where he helped pass a resolution condemning the destruction of an unarmed civilian Korean aircraft. As a result of that success, he was offered a position as assistant secretary-general of the U.N. World Tourism Organization in Madrid.

In 1988 Mr. Byrnes retired to Sarasota, where he organized and led an active Christopher Columbus Quincentenary Jubilee Commission. He joined the United Nations Association and the Foreign Service Retirees Association of Florida, serving seven years as board chair of the latter. He helped restart the Sarasota Sister Cities Association and served as vice president for three years.

He also began a real estate career and volunteered on several homeowner association boards, with arts and political groups, and at Doctors Hospital of Sarasota. He had been a member of Incarnation Parish since 1988 and of American Legion Post 24 in Frostburg since 1944.

Mr. Byrnes is survived by his wife of 54 years, Hope; three children, Paul, Kate (also an FSO, most recently serving as ambassador to North Macedonia), and Sean, and their spouses; three grandchildren; and many nieces and nephews.

■ **Sidney Leonard Hamolsky**, 95, a retired Foreign Service officer, died from acute kidney failure on Jan. 19, 2022, in Portland, Ore.

Born in Malden, Mass., on Oct. 31, 1926, Mr. Hamolsky grew up in nearby Lynn and served as a wartime translator in the Pacific theater during World War II. He lied to officials about his profound colorblindness to enlist as a 17-year-old private in the U.S. Army.

In 1954 he joined the U.S. Information Agency and was promptly sent to Mexico City to direct, and to teach English in, the USIA Binational Center. While there, he also wrote his first textbook on language acquisition, a popular departure from texts of the time that focused exclusively on grammar or translation.

It was also in Mexico City that Mr. Hamolsky met his future wife, Esperanza, who was one of his language students.

She was lively and beautiful, and he fell in love with her at once. They were married for 66 years.

In 1961, Mr. Hamolsky obtained his first master's degree, in American social and intellectual history from Brown University in Providence, R.I. He earned a second master's in 1971 at the University of California-Los Angeles, in Latin American politics and economics with a focus on Puerto Rico.

Mr. Hamolsky relished his work within the binational centers at post, particularly at the start of his career, when he was often the single serving American official in Concepción, Athens, or Kyoto, and thus given almost infinite latitude and creativity in program design.

Mr. Hamolsky also served in Bogotá, Brasília, Tokyo, and Mexico City as the cultural affairs officer. He turned down three offers of promotion to the role of public affairs officer to further the work he enjoyed most.

Whether escorting the entire Count Basie Orchestra from concert to concert in Greece; attending Urasenke, the renowned Japanese school of tea ceremony founded in the late 1500s, as an honored guest; being featured as a patron of a tatami restaurant in the Time Life book series, "Foods of the World: The Cooking of Japan" (USA Time Inc., 1968); or overseeing a concert for American violinist and music ambassador Daniel Heifetz in Bogotá, Mr. Hamolsky seamlessly transitioned from one diplomatic engagement to the next. He ushered dignitaries through fires, floods, typhoons, and an 8.0 magnitude earthquake.

Highlights of his time overseas included the opportunity to host Frances Perkins, his greatest hero and exemplar; Sandra Day O'Connor; Robert and Edward Kennedy; and then-Senate Foreign Relations Committee chairman

from Delaware, Joe Biden. In Tokyo, Mr. Hamolsky escorted evangelist Billy Graham on a tour of the American embassy.

Mr. Hamolsky also enjoyed meeting new colleagues. He formed lasting friendships with many, and maintained interest in their careers and travels throughout his life.

After retiring from the Foreign Service in 1986, Mr. Hamolsky and his wife continued to travel and explore the world. They eventually settled in San Diego, Calif., where Mr. Hamolsky returned to his first passion: teaching.

Reprising his role as an English instructor to non-native speakers, he taught at the University of California–San Diego, San Diego State University, and MiraCosta Community College north of San Diego. His classes, along with his advocacy for the Mexican and Latin American agricultural workers who tended and harvested area crops by day and studied at MiraCosta by night, were highly lauded, receiving mention more than once in *The Los Angeles Times*.

Mr. Hamolsky was preceded in death by his wife, Esperanza, in December 2021. He is survived by their children and grandchildren: daughter Monica Hamolsky and grandsons Alex Hamolsky Hilvert and Andres Alberto Hamolsky Hilvert of Zurich, Switzerland; son George Hamolsky of Portland, Ore.; and daughter Sharon Hamolsky of Solana Beach, Calif.

■ **David Ingersoll Hitchcock Jr.**, 94, a retired Foreign Service officer, died peacefully at Ingleside at King Farm in Rockville, Md., on Sept. 4, 2022.

Born in Salem, Mass., to David I. Hitchcock and Margaret (Ballou) Hitchcock, Mr. Hitchcock grew up in New Haven, Conn., attended the Foote School, Choate Rosemary Hall, and Pomfret School, and

graduated from Dartmouth College in 1950. His lifelong love of hiking, singing, and joyful fraternizing was honed at these institutions among other boys who became and remained his dearest friends.

After a two-year stint in the U.S. Army, during which he was commissioned as a second lieutenant, Mr. Hitchcock went to work in the mailroom of CBS News, where he occasionally glimpsed his hero, journalist Edward R. Murrow, giving nightly broadcasts in the tense days of McCarthyism.

In 1956 he married Rachel Lee Williamson of Chestertown, Md., and landed a job as legislative assistant to Senator H. Alexander Smith (R-N.J.).

In 1957, at Senator Smith's urging, Mr. Hitchcock joined the newly formed United States Information Agency (later directed by Murrow) and began his 35-year career as a public affairs officer (PAO).

Though USIA was established during the Cold War to promote U.S. interests overseas, Mr. Hitchcock believed his job was to embody what he considered the best American values: optimism, generosity, open-mindedness, and intellectual curiosity. His first assignment took him to Hue, Vietnam.

In 1960 USIA sent Mr. Hitchcock to language training in Tokyo. He immediately fell in love with Japan, mastering the language well enough to make friends and dazzle restaurant owners and country inn proprietors with his idiomatic command of Japanese.

In what became a two-decade-long association with Japan, Mr. Hitchcock helped build American studies and Fulbright programs at Japanese universities, championed U.S.-Japan cultural exchange, built ties to journalists and intellectuals, and, with Lee as his gifted partner, enlivened countless evenings

with dancing, songs, and merriment for their ever-larger circle of friends.

From 1977 to 1981, Mr. Hitchcock served as PAO in Tel Aviv, arriving just in time to get a front-row seat to the Egyptian-Israeli peace process that resulted in the 1978 Camp David Accords.

Concluding his USIA career in Washington as deputy director for management and then director of East Asian and Pacific affairs, he retired in 1992 with the rank of Career Minister.

Mr. Hitchcock then threw himself into fundraising for Neve Shalom/Wahat-Al-Salam, or "Oasis of Peace," a cooperative village in Israel dedicated to peaceful coexistence between Arabs and Jews.

He spent long summers in New London, N.H., swimming and sailing on Lake Sunapee, as well as wielding chainsaws and loppers to tame the verdant fields of his beloved Red House on Burpee Hill. Every evening at sundown he gathered with friends and family, made icy martinis, talked and talked a little more, and laughed.

A passionate student of music with regular tickets to the symphony, he also delighted in bellowing out the humorous songs of Gilbert and Sullivan, Cole Porter, and Pete Seeger. Even as dementia began to cloud his memory, his love of his family and dear wife never faded, and photo albums jammed with happy faces of those he knew and loved piled up by his bedside.

In addition to his wife of 66 years, Lee, Mr. Hitchcock is survived by his children: Charles Wellman Hitchcock, Evelyn Taylor Hitchcock (and husband Nick Black), Lucinda Lee Hitchcock (and husband Thomas Brendler), and William I. Hitchcock (and wife Elizabeth Varon); and grandchildren: Rachel Lee Black, John Phillip Black, Benjamin Lee Hitchcock, Emma Taylor Hitchcock, Phoebe Lee

Hitchcock Brendler, and Violet Ballou Hitchcock Brendler.

■ **Jerry Powell Lanier**, 70, a retired Foreign Service officer and former ambassador, passed away on Aug. 16, 2022, in Charleston, S.C., following a courageous struggle with Alzheimer's disease.

Mr. Lanier grew up in Chadbourn, N.C., and excelled at sports, especially baseball. He was recruited to pitch on the farm team for the Philadelphia Phillies but turned down the offer to focus on his studies, intending to become a university professor. History was his passion; he earned a bachelor's degree in the subject from Pembroke University, as well as a master's degree, also in history, from the University of North Carolina-Chapel Hill.

After a brief teaching stint at UNC-Charlotte, he began a long and distinguished career with the State Department as a Foreign Service officer, eventually serving as ambassador to Uganda (2009-2012) and chargé d'affaires in Sudan (2014-2016).

He also served in the Philippines, Thailand, Kenya, Bosnia, Ghana, and Germany, in addition to multiple assignments in Washington, D.C.

Mr. Lanier worked with the military as a political adviser (POLAD) in Bosnia and later contributed to the planning for Africa Command, then serving as its first POLAD in Stuttgart, Germany, from 2007 to 2009. Among his many assignments in Washington, he was especially shaped by his work as special assistant to then-Assistant Secretary of State for Africa Herman "Hank" Cohen.

During his first year as chief of mission in Uganda, Ambassador Lanier dealt with an al-Shabaab terrorist attack on a World Cup viewing party in Kampala that killed 74 people, spurring an international investigation and media

frenzy. He later led an intensive inter-agency effort to locate Joseph Kony and his Lord's Resistance Army.

However, he was most proud of leading Embassy Kampala's efforts to block the passage of a law that would have made homosexuality punishable by death.

Perhaps his single greatest contribution was in Sudan, when the embassy secured the release of a Sudanese woman who gave birth while imprisoned for apostasy. The embassy provided sanctuary for her and her family for a month until they could be safely evacuated in a secret nighttime operation to Rome, where the Pope had requested to meet her.

Ambassador Lanier retired from the Foreign Service in 2016.

Always a good storyteller with a keen sense of humor, he liked to joke that he took the Foreign Service Officer Test because it was free. He thought coming from a small Southern town was ideal preparation for being a diplomat: Do your best to get along with people, and don't burn any bridges.

Those who knew him will remember him as someone who always wanted to be helpful to others and who believed deeply in the power of diplomacy to deescalate conflict and avoid war.

Amb. Lanier was predeceased by his parents, Buell Lanier and Helen Lanier (Giard) of Chadbourn, and a brother, Buell Edward (Eddie) Lanier, also of Chadbourn.

He is survived by his wife, Dr. Catherine Kannenberg, of Charleston, S.C.; children Julianne Hollingsworth (and husband Robert) of Burlington, N.C., Peter Lanier (and wife Emily Freedner) of Silver Spring, Md., Claire Lanier of Charleston, S.C., and Jordan Lanier (and wife Erin) of Charleston, S.C.; brothers

Terry Lanier (and wife Ann) of Whiteville, N.C., and Gary Wayne Lanier (and wife Becky) of Angier, N.C.; and former spouse, Jackie Lanier of Charleston, S.C.

Amb. Lanier is also remembered as a loving grandfather to Sierra, Anna, Lucy, Penny, Henry, and Nora.

■ **John Roy Oleson**, 91, a retired Senior Foreign Service officer and development adviser, died on July 6, 2022, in Towson, Md., of complications related to dementia.

He was born on Oct. 12, 1930, in Waukesha, Wis., to Emil Oleson, a dairyman, and Arline Oleson (née Wittig), and was raised with a sister, Monica Steger. After the family moved to New Jersey, he attended public schools in Elizabeth and Cranford.

Mr. Oleson went on to attend Harvard College, where he was elected to Phi Beta Kappa and graduated with high honors in economics in 1952.

After attending the University of Copenhagen in Denmark for a year on a Fulbright fellowship, he entered Harvard Law School. There he was elected to the Board of Student Advisors and graduated with honors in 1956. He was admitted to the Illinois bar and became an associate at a major Chicago law firm.

While in law school, he met Mary Elizabeth Russell of Saco, Maine, then attending Wellesley College, and they married in 1957.

In 1958 he joined the Foreign Service of the Department of State. He had assignments in the Bureau of Economic Affairs in Washington, D.C., and in its overseas missions in Bilbao and Mexico City.

In 1965 Mr. Oleson transferred to the U.S. Agency for International Development. Initially working as an attorney adviser to the Bureau of Latin American and Caribbean Affairs, he became the

regional legal adviser to the USAID missions in Colombia and Ecuador while stationed in Bogotá.

He later became assistant director for operations at the USAID mission to Colombia until his return to Washington in 1970 to attend State's senior seminar in foreign policy.

On graduating the following year, he undertook a series of overseas assignments as director of the USAID missions to Paraguay (1971-1973), Bolivia (1973-1976), and Honduras (1979-1981), and as deputy director of the USAID mission to Egypt (1976-1979).

His time in Egypt spanned the several years leading to and just after the Camp David Accords, during which the U.S. assistance program to Egypt was increased enormously.

The Olesons returned to the D.C. area early in 1982, residing in Chevy Chase, Md. After serving as director of the Office of Central American Affairs and the Office of Andean Affairs in USAID's Bureau of Latin American and Caribbean Affairs, Mr. Oleson became that bureau's deputy assistant administrator for programs.

He retired from the Senior Foreign Service in 1985 with the rank of Minister Counselor.

Remaining in the D.C. area, he undertook a career in consulting. He was particularly active in efforts in Latin America to reform the justice sector. He retired from consulting work in 2000, and he and his wife moved to Baltimore.

John and Mary Oleson loved to visit museums and attend theater, concerts, and opera in Baltimore, Washington, D.C., and New York City. They maintained their lifelong love of travel both throughout the U.S. and abroad; and they delighted in attending and following the activities of their three grandsons.

Mr. Oleson was predeceased by his

parents and his sister, Monica Steger Rusk, as well as her husband, Daniel Rusk. He is survived by his wife of 64 years; daughter Lisa Meagher and her husband, Brendan; sons Neil and Eric Oleson; and grandsons Declan and Finnian Meagher and Jasper Davenport.

■ **Rosemary Dorothy O'Neill**, 79, a retired Foreign Service officer, died on July 20, 2022, surrounded by family.

Born on March 20, 1943, in Cambridge, Mass., Ms. O'Neill was the daughter of the late Speaker of the House, Thomas P. "Tip" O'Neill and his wife, Millie. She grew up in North Cambridge and attended the Ellis School, St. John's Elementary, and Matignon High School.

Following her family's legacy and commitment to public service, Ms. O'Neill enjoyed a distinguished career at the State Department. After graduating from Dunbarton College in Washington, D.C., she became the special assistant to George Feldman, U.S. ambassador to Malta and Luxembourg. Amb. Feldman was a wonderful mentor, and the two remained close friends until his death in 1994.

Ms. O'Neill served at the department's headquarters in Washington until she was posted to Morocco in 1980.

Her Foreign Service career involved extensive human rights work, including traveling to the USSR and other countries as a special assistant to the assistant secretary for human rights and humanitarian affairs in an effort to promote and protect human rights for people with disabilities.

As an adviser with the director of policy planning on Northern Ireland issues, she was instrumental in convincing the State Department to assemble a prominent group of Irish American leaders for meetings with the president's spe-

cial envoy to Northern Ireland to update them after each visit to that country.

In 1992, as elected chair of the Secretary's Open Forum, an internal and confidential channel for Foreign Service officers established in 1967 by Secretary of State Dean Rusk for free flow discussion and debate on U.S. policy, Ms. O'Neill revitalized the Speaker's Program as well as the Open Forum Working Group on Conflict Resolution, Civil Society and Democracy.

Her final assignment prior to retiring was establishment of the Afghan Women's Program, providing Afghan women and girls with educational opportunities.

Remaining close to former colleagues, she joined them on Zoom each week during the pandemic closures to discuss issues around the world, particularly Ukraine and its fight for freedom. Her history of involvement and participation in global issues regarding women and the underserved will have continuing repercussions long after her death.

Ms. O'Neill's great loves in life were, first and foremost, her family and friends, followed by Democrats, Ireland, and Cape Cod. She retired to Harwich Port along the Nantucket Sound in 2004, serving on the Harwich Democratic Committee and as chair of the board of the Family Pantry of Cape Cod.

She frequently traveled to Ireland to maintain relationships with the Northern Ireland Women's Coalition and to Mallow, County Cork, which was the ancestral home of her father's family. In 2017 she served as the Grand Marshall of the St. Patrick's Day Parade in Mallow.

Ms. O'Neill is survived by her siblings, former Lt. Gov. Thomas P. O'Neill III and his wife, Shelly, of Boston; Susan O'Neill of Washington, D.C.; and Christopher (Kip) O'Neill and his wife, Stephanie, of Washington, D.C. She also leaves behind

many nieces, nephews, and their families, as well as treasured cousins.

She was predeceased by her parents, her brother, Michael, and her former brother-in-law, Bruce Daniel.

■ **Elizabeth Raspolic**, 83, a retired Senior Foreign Service officer and former ambassador, died on May 26, 2022, following a brief illness.

Born in Wilksburg, Penn., in 1939, Ms. Raspolic graduated from Bennington College in 1960. She went on to attend Arizona State University and the Universidad Nacional Autónoma de México.

She began her career as a Peace Corps staff member in Lahore, Pakistan, followed by more senior Peace Corps positions in Thailand and Tunisia. The work exposed her to U.S. embassy operations in those countries and inspired her to pursue a Foreign Service career.

After passing the Foreign Service entrance exam, Ms. Raspolic joined the Department of State in August 1973 as one of only four women in an entering class of 25. She excelled in training and received a highly sought-after assignment in Lyon, where she was the only consular officer at a two-person post. She learned by doing.

Her next assignment was in Seoul, where she was one of many consular officers and learned a broad range of skills that served her well throughout her career.

She then moved on to Addis Ababa, then in the midst of the brutal oppression and mass killings known as the Red Terror. She recalled dinners interrupted by gunfire and American residents caught up in the violence who sought the embassy's help.

She returned to Washington, D.C., in 1981 for a position on the Executive Secretariat.

After two years of Mandarin language training, Ms. Raspolic oversaw a busy consular section at the consulate in Guangzhou from 1983 to 1986 in the early years after the normalization of U.S.-China relations.

Working conditions were awful; in an interview with the Association for Diplomatic Studies and Training, she recalled the fleas in the carpeting and the rats and cats that fought in the ceiling, occasionally falling through onto a workspace.

But the job was worthwhile and fulfilling, and she was rewarded with a promotion to the role of consul general in Beijing.

In 1991 Ms. Raspolic returned to Africa as deputy chief of mission in Ouagadougou, where she served as chargé d'affaires for several months in 1993. She was then selected to attend the yearlong Foreign Service Senior Seminar in 1995, and arrived in Gabon as ambassador in 1996.

She returned to Washington in 1998 to head the Office of Senior Assignments, but took leave without pay to spend time with her seriously ill brother, Anthony (known to the family as "Sonny"), until his death in 2000.

Ms. Raspolic retired from the State Department in 2001 and relocated to Tucson, Ariz., but was recalled in 2008 to be chargé d'affaires in Conakry at a tumultuous time. She was commended for her unflappable presence and her support of embassy staff during the crisis.

In retirement, she divided her time between Phoenix, Ariz., and Santa Fe, N.M.

She was a lifelong avid reader and a supporter of education and the arts, spending her final years collecting art and Native American jewelry, going to exhibits, and volunteering at local museums. She always made time for the Santa Fe Opera,

which she looked forward to attending each year to keep in touch with friends and former colleagues.

Ms. Raspolic always found time to visit her family in Pittsburgh, New York, and Cleveland. She also provided love and affection to a succession of cats she shared her home with. Relatives fondly remember her for family gatherings growing up and the detailed repository she kept of the family's history.

She is survived by her cousins Catherine Jelkovic (Raspolic), Lillian Carrara (Raspolic), Norman Raspolic, Judy Burch, and their families. She was preceded in death by her father, Anton Raspolic, her mother, Mildred Raynovich Raspolic, and her brother, Anthony "Sonny" Raspolic.

■ **Wilma Lewis Scerback**, 99, wife of retired Foreign Service Officer Clement Godfrey Scerback, passed away at the Delaware Hospice in Milford, Del., on June 27, 2022, following a short illness. She was one month shy of her 100th birthday.

Ms. Scerback was born on July 29, 1922, in Columbus, Ohio, to Mary Shaub Lewis and William Thomas Lewis and graduated from Reynoldsburg High School in 1940.

She met her husband when the two worked together at a movie palace in Columbus, and they married in 1944 while he was a pilot flying B-24 bombers in the Army Air Force. They relocated to Cleveland, Ohio, in 1950.

Mr. Scerback joined the U.S. Information Agency in 1955, and Ms. Scerback and Sharon, their daughter, joined him in Belgrade for a four-year tour. Later postings included Linz, Graz, Vienna, Washington, D.C., and Budapest.

Ms. Scerback supported her husband in whatever way was needed throughout his career, from hosting near-weekly

dinner parties to participating in embassy social functions such as plays and ladies' groups, bridge games, and her daughter's Brownie troop. While she attempted learning Serbian, German, and Hungarian, second languages did not come easily to her; but her home was always open to international guests.

In 1972 the Scerbachs retired to the St. Petersburg, Fla., area, where Ms. Scerback continued to enjoy her passion, bridge, as well as golf and social life around the community. The couple relocated to Columbia, Md., in 2002 to be near their daughter.

After her husband died in 2005, Ms. Scerback continued an active, independent life of bridge, friends, and travel until 2015, when she relocated to the Bethany Beach, Del., area where her daughter had moved.

Since May 2020, she had been living with her daughter and son-in-law, Dennis. She enjoyed going for walks, reading novels, biographies, and the newspaper, and watching the evening news. She kept up with professional tennis and golf and was an avid fan of the Baltimore Ravens and the Tampa Bay Buccaneers.

Ms. Scerback is survived by her daughter, four grandchildren, four great-grandchildren, and several nieces and nephews. She will be laid to rest at Arlington National Cemetery with her husband.

■ **Thomas Tonkin**, 86, a retired Foreign Service officer, passed away after a short illness on Aug. 17, 2022, in Sarasota, Fla.

Mr. Tonkin was born in 1935 in Chicago and earned a bachelor's degree in history and political science from Northwestern University.

He joined the Foreign Service in 1959 and was posted to Rio de Janeiro. In 1962

he was transferred to Washington, D.C., and worked for the State Department's Secretariat/Policy Planning Staff.

In 1963, he was detailed to study Latin American affairs at Stanford University and was subsequently assigned to Panama City as a political officer from 1965 to 1968. Mr. Tonkin served in the same capacity in Buenos Aires from 1968 to 1972, followed by two years as chief of Argentine affairs in Washington.

At this point, he took early retirement from the Foreign Service and went to work for the DuPont company in São Paulo and then Wilmington, Del., from 1974 to 1985.

He then rejoined the Foreign Service in 1985, and was posted to Caracas as labor attaché for three years.

From 1988 to 1990, he served as political counselor in Guatemala before serving as deputy chief of mission in Dublin, where he remained until 1992. He then returned to Caracas as political counselor from 1993 to 1996.

His final posting was a two-year stint as political counselor at the U.S. mission to the Organization of American States, after which he retired with his wife, Peg Tams, also a retired Foreign Service officer, to Sarasota, Fla. They lived there happily for 24 years.

When asked how he would characterize his life in the Foreign Service, Mr. Tonkin said, with his characteristic wry humor: "I had a great time mostly; sometimes not so much."

An avid reader, he volunteered with the Literacy Council, the Sarasota Library, and the All Faiths Food Bank during retirement. He and his wife continued to travel extensively, enjoying vacations, trans-Atlantic cruises, and other trips while his wife did consular work as a reemployed annuitant in Italy, Colombia, Brazil, Mexico, Ecuador, and India.

In his final months, Mr. Tonkin particularly enjoyed corresponding with many of his Foreign Service friends.

He is survived by his wife, Peg; his daughter, Vanessa Tonkin; and his son, Tom Tonkin.

■ **James Coit Whitlock Jr.**, 82, a retired Foreign Service officer, died peacefully on June 8, 2022.

Born in 1939 in Johnson City, Tenn., Mr. Whitlock was raised in Maxton, B.C. Upon graduating from Duke University in 1961, he joined the U.S. Foreign Service as a political officer.

He served in Uganda, where he met his equally adventurous wife, Carol; India; the Dominican Republic; Denmark; Germany, where he served as consul general in Hamburg during the fall of the Berlin Wall; and, finally, South Korea.

During this period, he also earned a law degree from The George Washington University. He retired in 2000.

With boundless intellectual energy, Mr. Whitlock mastered seven languages. He turned his penchant for writing extensive vocabulary lists into a Chinese-Korean dictionary, *Chinese Characters: A Radical Approach* (Ilchokak, 2003), wrote a generational chronicle for his children, and more.

Prior to his final posting in South Korea, he was diagnosed with Parkinson's disease, but that did not hold him back.

Remembered by friends and family as a diplomat in the truest sense of the word, he loved bringing people together to help them overcome their differences. And he firmly believed that the best way to do so was through a good party. His "wine hunts," where hundreds of guests would descend on an unsuspecting volunteer's estate to search for hidden wine bottles, were the stuff of legend.

Above all, he was a caring, kind man, supportive of his family, principled in his integrity, generous of spirit, and with a mischievous sense of humor to boot.

Mr. Whitlock is survived by his wife, Carol, of Chevy Chase, Md.; his three children, Charlie of Boston, Mass., Joe of Falls Church, Va., and Happy of Winchester, Calif., and their spouses; and three grandchildren.

■ **Brooks Wrampelmeier, 87**, a retired Foreign Service officer, died at home in Washington, D.C., on Feb. 9, 2022, following a short illness.

Mr. Wrampelmeier was born in Cincinnati, Ohio, on Sept. 27, 1934, and moved not long after to the nearby town of Wyoming, where he grew up and attended high school. He graduated from Princeton University magna cum laude in 1956 with a bachelor's degree in Near Eastern studies, having spent his junior year at the American University of Beirut.

He later received a master's degree in international public policy from Johns Hopkins School of Advanced International Studies in 1977.

Mr. Wrampelmeier joined the Foreign Service in 1956 and moved to Washington, D.C., where he met his wife on a blind date. The couple were married in May 1958.

His diplomatic career focused on the Middle East, rotating between assignments in Washington and abroad. After he attended the FSI Arabic Language School in Lebanon, his overseas diplomatic postings included Jordan, Saudi Arabia, Zambia, the UAE, and Kuwait. His final post was as consul general in Dhahran, Saudi Arabia, after which he retired in September 1989.

Upon retirement, he continued to work part-time for the State Department assisting with Freedom of Information Act requests.

Known for his self-deprecating sense of humor, Mr. Wrampelmeier was kind, generous, and thoughtful. He was unfailingly polite to all he met and is remembered by friends and family with great affection. He enjoyed reading, crosswords, genealogy, and classical music. He also served his D.C. community for many years as an election worker and, later, as a precinct captain on the District of Columbia Board of Elections.

He is survived by his loving wife of 63 years, Ann Dartsch Wrampelmeier; his daughter, Susan Atkinson (and husband Robert); sons Peter and Christopher (and wife Hortencia); four grandchildren, Claire Atkinson, and Cole, Claudia, and Holly Wrampelmeier; brother Kent Wrampelmeier (and wife

Linda); brother-in-law, Floyd White; and numerous nieces and nephews. He was predeceased by his parents and sister, Holly White.

In lieu of flowers, contributions may be made to American Near East Refugee Aid (ANERA), Bread for the City, or a food bank of your choice. ■



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Fear Descends on Liberia

BY CHARLES GURNEY

War came to Liberia on Christmas Eve, 1989. The new decade swept in like a hurricane—uprooting people, cities, entire cultures. It was unleashed by Charles “Gankey” Taylor, a former minister of finance, under President Samuel Doe, who had fled to the United States in 1986 after his corruption was exposed. Taylor was arrested in Massachusetts but escaped out a window by tying bedsheets together. When he returned to Liberia through the jungle in remote Nimba County, he was accompanied by Libyan-trained fighters and pursued a personal vendetta against Doe.

The safety of American citizens was U.S. Embassy Monrovia’s first concern. More than 5,000 resided in every corner of Liberia, including Peace Corps volunteers, missionaries, and USAID contractors. The missionaries’ radio network was indispensable in spreading word of the incursion and beginning successive waves of evacuations. Sometimes, a personal appeal was needed.

Embassy calls for Americans to leave became more urgent as the incursion swelled into a regional rebellion. Doe’s army swarmed into villages along the border and indiscriminately slaughtered members of the Gio ethnic group suspected of aiding Taylor, who claimed

It would take months for the city to dismiss the government propaganda that the incursion posed no threat, and realize the country was being destroyed.

dubious ties to the tribe. Gio men flocked into Taylor’s camp, driven by revenge and ancient ethnic hatreds. In Monrovia, an eerie calm prevailed. It would take months for the city to dismiss the government propaganda that the incursion posed no threat, and realize the country was being destroyed.



As the political/military officer at the embassy, I was responsible for compiling the daily situation report to Washington. Contacts were often impossible to reach, and my military contacts were wary of the U.S. government’s refusal to fully support Doe’s bloody response to the incursion. I ran into an influential Liberian general I regarded as a friend on the street in Monrovia.

“When is the U.S. coming to help us?” he implored.

“General, we can’t help when the army is committing atrocities in Nimba County,” I responded.

“But they are rebels, armed by Libya!”
“They became a threat because their families were killed. Why does the army have to kill all of the women and children?”

“You don’t understand,” he said quickly and frankly. “They are all enemies. The women have children, who grow up to be fighters. The old people

take care of the children and teach them to hate. They are all enemies.”

There were no good guys in this fight, and the State Department advocated a regional response. But embassy personnel would get used to the plea—no, the expectation—that the “American father” step in and stop the tragedy. The belief in U.S. omnipotence encouraged complacency among some long-term residents who had lived through the coup in 1980, when Sergeant Doe took power and executed the former ministers on the beach via firing squad.



As stories from the front filtered back to Monrovia, fear finally descended on the city. Relatives told of whole villages wiped out. Children were being recruited, many recently orphaned, and they expressed slavish devotion to Gankey Taylor. Fleeing villagers described drugged rebel soldiers fighting fearlessly because they were immune to bullets. The famous “Commander Buck Naked” augmented these powers by charging into battle sans clothing. These tales continued, largely owing to the inept marksmanship of the Liberian army, and helped build fear and support for Taylor’s forces, who were also guilty of ethnic atrocities against the ruling Krahn tribe.



Charles Gurney joined the Department of State in 1984 and served primarily in Africa during a 32-year Foreign Service career. He currently lives in Knoxville, Tennessee.

Exit from Liberia was becoming increasingly hazardous. Roberts International Airport was still open, but few flights operated. The embassy was advising Americans to leave immediately. The Peace Corps had been evacuated weeks before, and most missionaries had withdrawn into Monrovia. Liberia was collapsing. My hopes and dreams of living in authentic Africa were replaced with a fear that traditional Africa would not survive. When our own families were evacuated and most embassies closed, Liberians who could afford to leave fled the country.

But not all of them. Kevin, a former Peace Corps volunteer in his 50s, married to a Liberian woman and with several young children, lived in a small village outside Tapita, a city that would soon face the rebel advance. The consular section knew of him, but he had “gone native” and did not respond to embassy warnings. I teamed up with Consular Officer John Desrocher to make the dangerous trek into the interior with a last-minute appeal.



We left Monrovia in the early morning, worried more about government troops at the many checkpoints than the threat of rebels. Our white Suburban with tinted windows immediately identified us as an official vehicle, and we weren’t popular among the government forces; the U.S. defense attaché had recently been kicked out of the country. Before turning off Liberia’s only paved road into Bong County, I had to pay my respects to a Liberian colonel who was leading Liberian troops upcountry. I needed information about any remaining Americans in the region, but I hoped to get a firsthand look at the government’s defenses.

We could tell immediately that we were not welcome in the Liberian army camp. All talk stopped as we approached

My hopes and dreams of living in authentic Africa were replaced with a fear that traditional Africa would not survive.

the colonel, who was sitting with his top advisers in a clearing. The bottle of Scotch I proffered, normally a suitable gift to break the ice with Liberian officers, was not well received. He glared at me.

“We don’t drink here,” he stated through bleary and suspicious eyes. It would have been a poor time to engage in a discussion of the conflict. John asked if he knew of any resident Americans in the area, but he dismissed us with a wave. Many of the soldiers were in rags, some were bandaged. Morale was clearly low. The war was close. We made a hasty exit.



While many Liberians had embraced the invading rebels, discipline in the rebel ranks declined as their numbers grew. As cultural norms disintegrated, traditional African secret societies like the Poro, which serve as nongovernmental governing bodies, crumbled. Government authority fled, and schools hadn’t operated in months. Society had broken down, and chaos reigned. Many armed orphans and youth raised in a kleptocracy valued only money. “Now is the time when things are free,” one AK-toting kid told me when I asked where he got his tape recorder.



John and I confirmed the directions to Kevin’s village with a Lebanese shopkeeper in Tapita, which was almost deserted. We hoped Kevin and his family would choose to leave immediately, and we were prepared to take the whole family in the Suburban if needed. But nobody from the embassy had seen Kevin in a couple years.

The road to his village was abysmal, like most roads in Liberia, and was probably impassable in the rainy season. The village was very old, as evidenced by the erosion around the thatched roof huts. Few villages upcountry had electricity or running water, but this one looked especially impoverished. It seemed empty, but villagers feared outsiders and probably had fled into the forest; officials who roared up in trucks typically collected taxes and took away young men to join the army.

We found Kevin surrounded by his children in front of his mud wattle hut. He seemed impressed, even amazed to see us, and became a bit self-conscious about his appearance. With long straggly hair and beard, he looked much older than 50, naked except for a pair of ragged shorts. He seemed to live as other villagers without modern conveniences and had no communication with Monrovia.

I explained that rebels were advancing toward his village as we spoke. The situation was extremely dangerous, and options to get out were closing fast. John explained that the U.S. government would arrange for his whole immediate family to leave and cover the expense if needed. Kevin nodded but said nothing for a while.

“I’ve been here 20 years,” he began. “This is my home, the only place my family has ever known. I’ve been through lots of turmoil, coups, tribal wars. I’m not leaving.” His wife listened silently in the doorway.

“It’s different this time,” I anxiously tried to explain. “This isn’t just a replacement of government. It’s civil war of the worst kind. Death has become casual, and a U.S. citizen can be targeted for cash or ransom.

Your entire family is in grave danger!”

John added his appeals, relaying stories that came back to Monrovia from the killing fields. We stressed that there was little time to consider options. We had no access or contact with those behind rebel lines; and within days that would include his family. He was unmoved. I could see that the thought of returning to the U.S. had little appeal to him.



John and I returned to Monrovia in silence. Our mission was a failure, and we felt defeated. But there was no time to worry about Kevin's fate. Liberians' pleas quickly changed from “stop the war” to “help us escape.” All embassies except the U.S. embassy had left; the Brits dropped off the keys to their adjoining compound on Mamba Point on their way out. The remaining Americans were usually of mixed origin, their stories murky. Kids who were born in America but never lived there suddenly acquired huge families who all demanded evacuation. Lebanese traders reluctant to leave their life's work, stranded Europeans, missionaries who stayed to minister to Gios hiding in Monrovia, all descended on the U.S. embassy.

Several embassy colleagues broke down in tears as the stress of living in a sea of desperation overcame them. Local employees and contacts went missing, and the embassy housing compound was overrun by Liberians seeking some measure of safety. About two dozen Liberians lived in my carport, eking out nutrition from the garden my wife had started. My Gio housekeeper and her children lived in a spare bedroom, and my Guinean tailor, who turned out to be a valuable scout, lived on my back porch with his mother. They would soon flee the city.

There was no water or electricity in

Monrovia. At night, I would sometimes lay on the roof, and watch the tracer bullets overhead. Trucks would snake out of the grounds of the executive mansion, which provided the only lights in a blacked-out city. The president hid behind his loyal Krahn guards who would prowl through the streets and arrest “rebel sympathizers,” who were never seen again.

One night, embassy personnel listened in on our radio network as a priest at the Don Bosco Catholic Training Institute described a visit by soldiers to their compound. The priests were sheltering dozens of terrified Gio people and refused entry to the troops. The furious soldiers said they would return with more weapons and men and kill all the occupants of the compound. It had happened at a church a few nights earlier, a grisly mass killing of more than 200 Gio people that finally made the news in the U.S. We listened in tears as the priests gave instructions for contacting their loved ones. But the troops did not return.



A Marine Armed Readiness Group (MARG) had taken up position just over the horizon, and it became our only escape option. When Prince Johnson, one of several warlords, occupied Mamba Point, alarm bells went off. Johnson's troops now surrounded the embassy. He had made no hostile moves, but clearly intended to use his position. When he threatened to take American hostages, the MARG swung into action. We cut down the basketball goals to make a landing pad for the helicopters, and I was evacuated along with hundreds of foreigners the very next day. A small contingent, including our outstanding Chargé D'Affaires Dennis Jett, remained as the only official foreign presence in the country.

It took a while to get over the trauma of

the Liberian Civil War. I would sometimes go on a crying jag for no apparent reason, and I suspect I suffered from PTSD. I was overjoyed to be reunited with my family, yet strangely alienated by normality. I wanted to put the conflict behind me, but I felt drawn to it like a suffering child. I now worked a nice, calm job in the State Department's oceans and environment bureau, and mourned for a destroyed country, and my own destroyed idealism about Africa. After a year, I was recruited to be the new desk officer for Liberia, a promotion I accepted with some reluctance.

Things hadn't really changed much. Johnson had killed President Doe, but fighting continued and had recently spread to Sierra Leone. The State Department was promoting a peace process, but many grim years lay ahead. The insertion of an African peacekeeping force had prevented Taylor from taking Monrovia, but he would eventually be elected president before being tried and imprisoned by the International Criminal Court for war crimes.

I got lots of calls from the public, often accusing the U.S. of abandoning Liberia. So I was surprised to get one from California, which began, “I want to thank you for saving my life.” It was Kevin, who had fled his village with his family of five the day after our visit. His wife had convinced him to leave, he said, arguing that those American men would never venture so far into the bush unless the danger was real. He had resettled in Los Angeles, where he was doing well but having trouble adjusting. He asked for John Desrocher's contact info so he could thank him, as well.

Much of the U.S. embassy's work overseas is unknown and unappreciated. We often don't get to see the results of our efforts, or even know whether they mattered. It was a high point of my career to learn that sometimes they do. ■



My family and I visited Belize's Placencia Peninsula during Easter week this past April. We stayed in a cabana in the Seine Bight area and sailed in a catamaran out of nearby Moorings Base to enjoy the reef. After dinner one night, our family strolled down toward some dinghy docks and were captivated by the lighting and colors of this fruit and vegetable stand. ■

Joan Cristini, a retired Foreign Service officer, served in Minsk, Canberra, and Beijing where Overseas Building Operations hired her to manage the embassy build. She also worked as a child abduction officer for the Middle East region. After retiring in 2007, she and her partner, Michael, now live on a small barrier island close to Sanibel/Captiva, Florida, and travel extensively. This photo was taken with an iPhone 13.

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