

Front Lines



U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

JULY 1992

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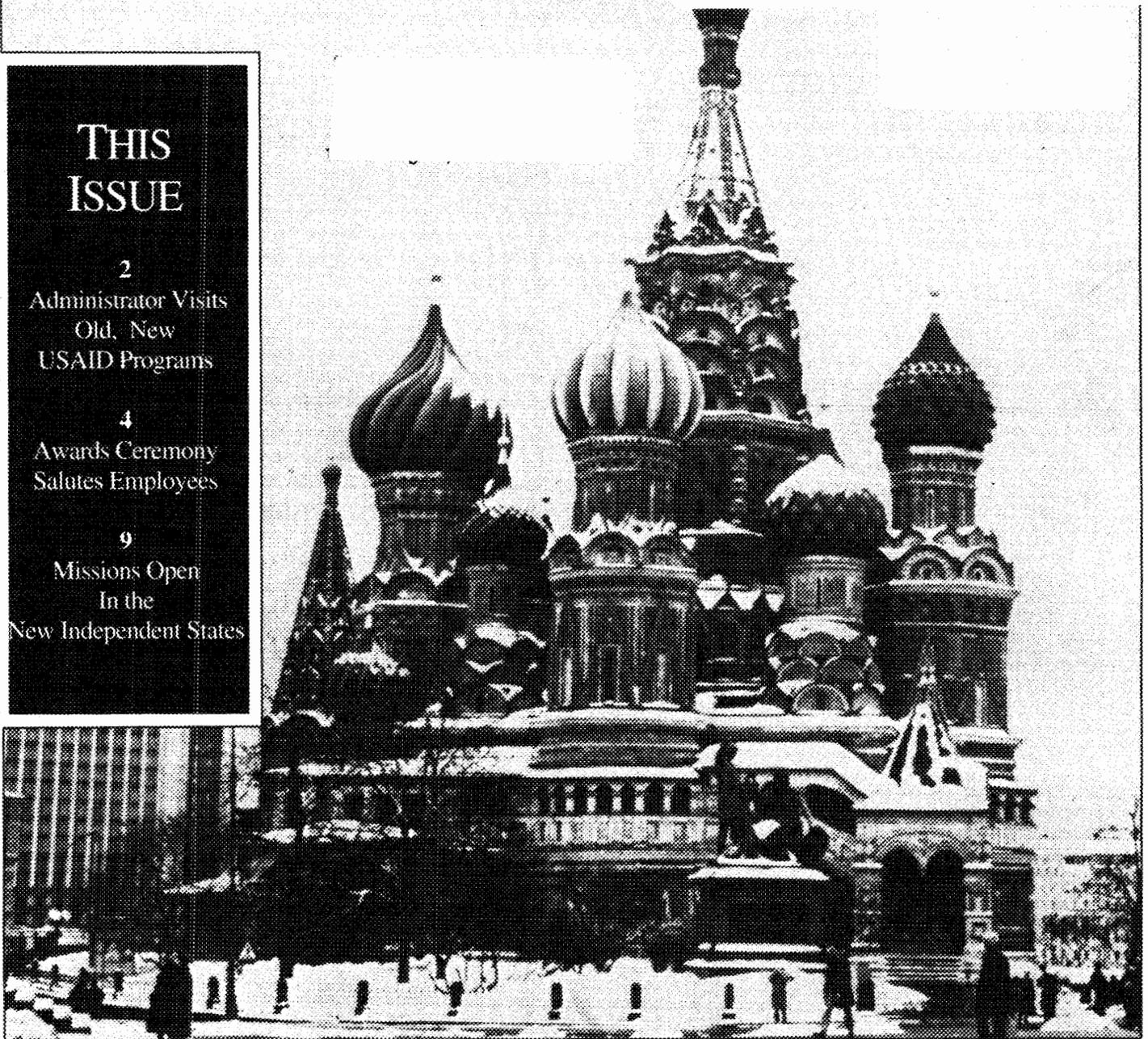
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New Independent States





JULY 1992

U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

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QUOTABLES

"Today the freedom of America is being upheld in Russia. . . . Russia is a founding member of the Commonwealth of Independent States, which has averted uncontrolled disintegration of the former empire, and the threat of a general inter-ethnic bloodbath. . . . I am inviting you, and through you, the people of the United States, to join us in partnership in the quest for freedom and justice in the 21st century."

Russian President Boris Yeltsin, addressing a joint session of Congress, June 17

"If exports to Caribbean Basin nations could be doubled—which is possible with sufficient "relief" and development aid to boost real growth—the U.S. trade deficit could be substantially reduced. Foreign assistance has a substantial multiplier effect because almost 75 cents of every dollar of aid is spent on purchasing technology, trucks, vehicles, tractors and equipment from the United States for important development projects. With U.S. assistance, the Caribbean nations can overcome underdevelopment and achieve sustainable, economic growth."

Richard L. Bernal, Jamaica's ambassador to the United States, discussing the need to foster market-driven economic growth in the Caribbean and Latin America through President Bush's Enterprise for the Americas Initiative, in a column that appeared in the June 25 edition of The Washington Times



Photo Credits:Cover: Dr. Farmer, Mike McClen-don, page 2; USAID/Bolivia, page 3; Clyde McNair, pages 4, 5, 12, 14, 15, 17; Ted Bratrud, page 9

Cover Photo: The Agency begins a new era of assistance as it opens four missions in the New Independent States. The missions will be located in Russia, Ukraine, Kazakhstan and Armenia. See story on page 9 and related articles on page 10 and 12.



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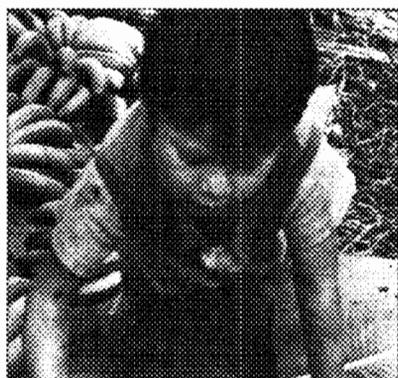
Front Lines

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Roskens Cites Progress During Visits to USAID Countries

BY JULIE CROMER

Countries representing USAID's past and future challenges were part of Administrator Ronald W. Roskens' agenda in May.

In a three-week trip that included visits to Cambodia, South Korea, Czechoslovakia and Russia, Roskens met with foreign representatives to discuss economic policy, democracy and development issues.

Cambodia, with a per capita gross national product of \$110 per year, is one of the poorest countries in the world. To compound the poverty, the country has been at war for the last 20 years.

A U.N. peace accord that was agreed to by all Cambodian factions offers an opportunity for Cambodia to rise from the ashes and begin the arduous task of recovery. The plan is the United Nations' largest and most complex effort ever. In the past

year, USAID has been promoting the peace accord and providing Cambodia with humanitarian assistance.

While inspecting USAID-funded projects in Cambodia, Roskens met with Prince Norodom Sihanouk and other officials in Phnom Penh. Sihanouk stressed his commitment to Cambodian peace and the sustained growth of a liberal democracy.

Roskens also met with the U.N. Secretary General's Special Representative Yasushi Akashi, to whom Roskens reaffirmed continued U.S. support for the implementation of the Paris Peace accords and efforts of the U.N. Transitional Authority of Cambodia.

Roskens also traveled to Korea, one of the first countries to "graduate" from the U.S. foreign assistance program. USAID established a mission in Korea when the Agency was created in 1961. Since then, Korea's gross national product has in-

creased more than 25 times, unemployment has dropped, and trade has increased from \$357 million to about \$153 billion per year. This progress enabled USAID to end its foreign assistance program in 1980.

Korea currently ranks as the sixth largest export market for the United States, the fourth largest agricultural product importer and the seventh largest trading partner. The country now provides both funding and training assistance to more than 90 other countries worldwide.

The administrator congratulated Korea for accomplishing the move from aid recipient to donor. Roskens discussed setting up an internship program at USAID/Washington with officials of the Korean International Cooperation Agency, Korea's development assistance program. Roskens also visited the USAID-sponsored institutions that have led to advances in technology, education and research in Korea.

Also included in the administrator's itinerary was a stop in Czechoslovakia. About 75 percent of U.S. assistance to Czechoslovakia targets economic restructuring, including macroeconomic support, investment and trade, human resources, energy and industry. USAID takes an active role in large-scale privatization, which now is entering its first phase. Assistance includes some 30 advisers who review economic proposals and management training programs in American universities.

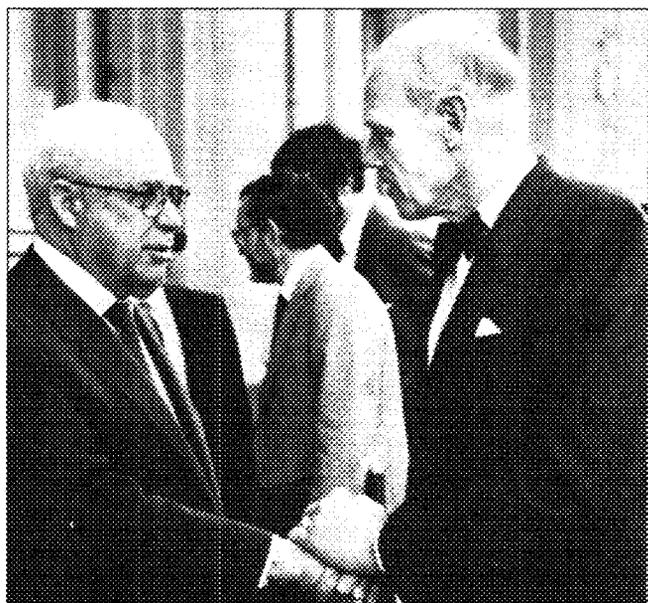
In Prague, Roskens joined Deputy Secretary of State Lawrence Eagleburger and his delegation. Together they met with President Vaclav Havel and Minister of Privatization Tomas Jezek.

The administrator commended the privatization of more than 26,000 small businesses and more than 1,300 large businesses in the country.

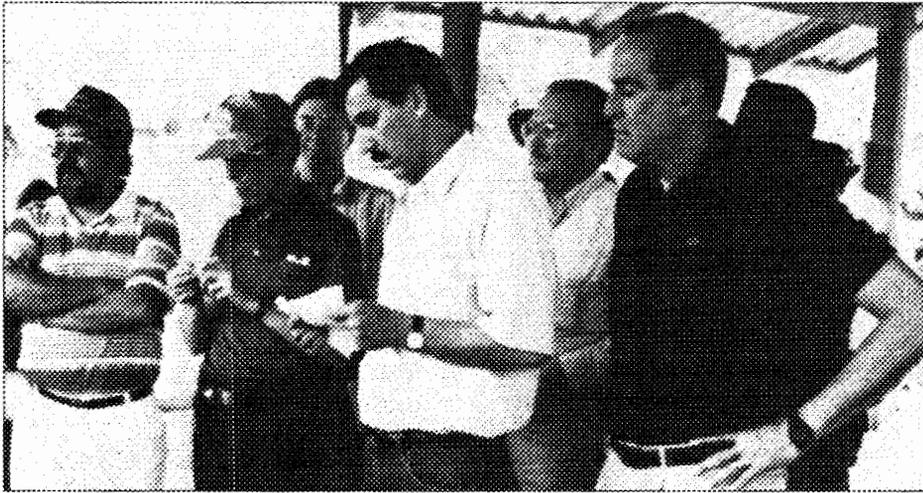
Roskens continued with the Eagleburger delegation to Moscow, where they met with U.S. Ambassador Robert Strauss and First Deputy Prime Minister Yegor Timurovich Gaidar.

Roskens pledged his support to the economic development of the New Independent States, offering USAID assistance and exploring the possibility of future programs.

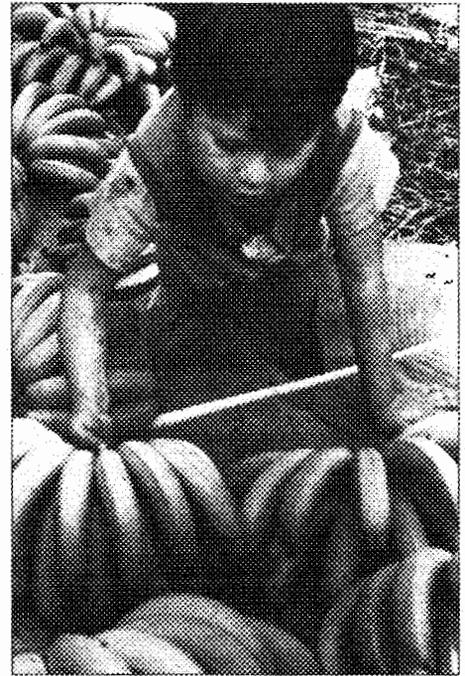
Cromer is an intern in the Office of External Affairs.



Administrator Roskens (right) meets with Ambassador Robert Strauss in Moscow.



U. S. Ambassador to Bolivia Dick Bowers (right) and Bolivian government officials inspect one of 12 new packing and storage facilities for bananas, the first product to be exported under the USAID-funded Alternative Development Program. The project helps farmers in the Chapare Valley earn a living from non-coca crops.



Some 15,000 to 20,000 families of the Chapare Valley participate in the USAID-supported Bolivian crop substitution program.

Bolivia Accelerates Crop Substitution Plan

BY FERNANDO ROLLANO

United States Ambassador Dick Bowers, USAID/Bolivia Mission Director Carl Leonard and Bolivian government officials recently inaugurated 12 packing plants and one chilling and storage facility for bananas produced in Bolivia's Chapare Valley, an area infamous for its production of coca and the illegal drugs derived from that plant.

These facilities mark another step forward in the joint U.S.-Bolivian effort to help farmers move from their dependency on the production of coca to diversified, stable and legitimate economic activities. The packing plants and storage and chilling facility will ensure that Chapare bananas are of the quality demanded in international markets, thereby helping Bolivia generate export earnings to replace illegal income from the coca-cocaine industry.

The inaugurations are part of a broad range of Bolivian alternative development activities supported by USAID. The five-year, \$120 million Cochabamba Regional Development Project provides credit, training, technical assistance, extension services, marketing promotion and infrastructure development to encourage Chapare farmers to eradicate coca and replace it with alternative crops. The project also provides alternative sources of income and employment throughout the Cochabamba Department by expanding markets and sales outlets and improving farm-to-market roads. With support from USAID (planting materials, technical assistance and trucks for transportation to markets), 988 hectares (2,470 acres) now are being farmed for banana export production and another 600 hectares (1,500 acres) will be farmed next year.

The program's success is demonstrated by the fact that the Chapare

farmers, once engaged almost exclusively in coca cultivation, have begun to export bananas to northern Chile, pineapples to Argentina and turmeric to Venezuela. Other crops that offer alternatives to coca cultivation include achiote (a natural food colorant), star fruit, macadamia nuts, hearts of palm and black pepper. Research into sustainable alternative crops and support for their cultivation and marketing are central to USAID's development program in the Chapare. Other key considerations in the crop substitution program are protection and preservation of the region's environment, badly damaged by two decades of coca cultivation and drug production.

Alternative development projects are important not only in the Chapare, but also in the high valleys of Cochabamba Department, the area from which many Chapare residents migrated in the '70s and '80s. USAID is supporting water and soil conservation programs, livestock breeding projects, crop diversification programs

(continued on page 13)

Agency Honors Employees

BY JOE BUKOVAC

USAID employees gathered June 2 in the Dean Acheson Auditorium for the 23rd annual USAID Awards Ceremony to recognize co-workers who have helped the Agency accomplish its goals.

Administrator Ronald W. Roskens delivered the opening address, and Anthony Caunterucci, director of the Office of Human Resources and Development, served as master of ceremonies. The U.S. Naval Band provided entertainment before the event, and Leslie Simpson of the U. S. Navy sang the national anthem after the Presentation of Colors by the Armed Services Color Guard.

"Our mission is so simple to explain: to enable people around the world to enjoy freedom and opportunity," Roskens said. "Political and economic freedom is what we're seeking . . . and we've made tremendous progress. One could cite country after country in which circumstances, even as short a time as a year ago, were vastly different in the context of freedom and opportunity for the people . . . of that country than they are today."

The following individuals were USAID honorees:

The Outstanding Secretaries Award, which consists of an engraved plaque and \$3,000, was presented to Wendy Reddick of the Office of Equal Opportunity Programs and Thelma Barnes of USAID/Ghana. Reddick received the award for her outstanding performance and dedication to tasks and to the mission of the entire office. Barnes was recognized for her outstanding devotion to duty during a long USAID career and for setting an example to junior secretaries in the mission.

For her sustained outstanding performance and critical contribution to the Afghanistan program, Soviet Union desk officer Elisabeth Kvirashvili was awarded the C. Herbert Rees Memorial Award. The

award is given to those whose performance at a mid-career level demonstrates potential for continued growth and ability to assume greater responsibility. Roger Heller, executive officer of USAID/Sudan, received the Michael H.B. Adler Award, which recognizes a mid-level career Foreign Service officer who has demonstrated excellence and potential for continued growth.

The Agency's Superior Honor Award is granted by the administrator for outstanding service to the U.S. government or to the Agency in furthering its objectives; for outstanding results and increased productivity, efficiency and economy of operations; for outstanding leadership and professional competence; and for a superior creative service or contribution. The award, which

EUR/DR/DPI; Alexander Newton, regional legal adviser, USAID/Ecuador; Joseph Pastic, project development officer, EUR/PDP; Richard Brown, mission director, USAID/Sri Lanka; Robert Bakley, USAID Representative for Afghan Affairs, USAID/Afghanistan; Robert Nachtrieb, deputy director, EUR/RME; Denny Robertson, project development officer, ASIA/DR/PD; Paul Krumpe, senior program manager, FHA/OFDA/PMP; and Andrew Sisson, program economics officer, USAID/India.

The Administrator's Distinguished Career Service Award is the Agency's highest award to recognize exceptionally distinguished careers and is presented only upon departure from the Agency. The award includes a certificate, a gold medal and a gold lapel pin. The 1992 honoree is Kenneth Kauffman, an economist for the former Bureau for Program and Policy Coordination. Kauffman received the award for "superb technical, policy and managerial performance for three decades of dedicated public service providing economic analysis and assisting policy formulation . . ."

Clifford Block, acting deputy director, Bureau for Research and Development (R&D), was presented with one of the two Outstanding Career Achievement Awards, the Agency's second highest award presented upon departure from USAID. The award consists of a certificate, a silver medal and silver lapel pin. Block received the tribute for his "persistent vision of the importance of modern communications technology" and for his "untiring efforts to realize this vision in classrooms everywhere." Hattie Jarmon, an education specialist and academic adviser for R&D, received the honor at a ceremony earlier in the year in recognition of more than 31 years of contributions to the Participant Training Program and for achievements in



Wendy Reddick of the Office of Equal Opportunity Programs accepts the Outstanding Secretaries Award from Administrator Roskens at the Agency Awards Ceremony June 2.

consists of a certificate, a silver medal and a silver lapel pin, was presented to Henry Cushing, regional affairs officer, USAID/REP Afghanistan; William Hamumink, project development officer, AFR/PD/CCWAP; Jim Hester, environmental protection specialist, LAC/DR; Molly Kux, environmental protection specialist, ASIA/DR/TR; Donna Frago, program analyst,

the field of higher education and international student exchange that have brought honor to the Agency.

The following awards were presented to groups and units:

The Economic Policy Support Office of USAID/Indonesia was presented the Administrator's Implementation Award in recognition of the impact its staff made on policy changes with the government of Indonesia in furtherance of the country's economic restructuring. The employees of the office are: Edwin Faris, William Frej, Peter Gajewski, Michael Hammig, Hermi-nawati Hartanto, Roland Roberts and Lee Ann Ross.

The Distinguished Unit Citation, the Superior Unit Citation and the Meritorious Unit Citation recognize organizational units for performance far above and beyond what is expected. USAID/Ethiopia was awarded the Distinguished Unit Citation for furthering vital U.S. humanitarian objectives in Ethiopia; the Superior Unit Citation was presented to USAID/Nicaragua, USAID/Philippines and USAID/Uganda. The Meritorious Unit Citation was awarded to the Office of Security in the Inspector General's Office, USAID/Peru, the Training and Development Division of the Office of Human Resources Development and Management and USAID/Colombia.

At the conclusion of the ceremony, an unannounced individual award was presented "to an employee whose responsible leadership serves as an example of the commitment to professionalism, excellence and Agency goals that we all admire," said Cauterucci.

Before announcing the honoree, he also noted that the award had unusual support from Agency employees and that the nomination was sponsored by the Managers Network and Women's Action Organization. For her efforts as vice president of the American Foreign Service Association, Foreign Service Officer Priscilla Del Bosque was presented with a Certificate of Appreciation "for tireless and courageous leadership in enhancing the pride of [Agency] employees by reaffirming publicly their integrity and effectiveness in executing the development mission of the Agency."



Grace Agana



Victor Guzman



Rudolph Kanski



Boubacar Keita



James Okong'o



Raka Rashid

FSNs Continue Outstanding Tradition

Each year the Agency honors Foreign Service Nationals (FSNs) whose special dedication enables USAID to fulfill program goals around the world. This year, six individuals were recognized for their outstanding work, receiving a plaque, a trip to Washington and \$1,000.

Grace Agana of USAID/Philippines, is a secretary in the Office of the Deputy Director. She was honored for her devotion to duty during the country's recent earthquake and volcanic eruption and other crises.

Victor Guzman, supply supervisor for USAID/El Salvador, has performed his duties the past 12 years in the midst of a civil war that has torn his country apart. Guzman was recognized for his thorough experience and knowledge of property management. It was through him that the El Salvador mission's \$5.6 million non-expendable property has been inventoried and reconciled.

A general services officer supervisor for USAID/Haiti, **Rudolph Kanski** received his award for handling a volatile situation with courageous action. "I express appreciation in receiving this prestigious award. Dr. Roskens' comments on

the goals of USAID—democracy and improved living conditions—are what Haitians long for. It is my hope that democracy can return to Haiti and her people," Kanski said upon receiving his award.

Boubacar Keita is chief accountant for USAID/Guinea. He conducted an Inspector General's audit on Guinea economic policy reform and helps maintain a good working relationship between the government of Guinea and the Agency. "I am sincerely pleased and touched to be selected for this award. Others deserve to share in my honor—Mission Director William Kashak, Controller Mario Rocka and my friends in the Guinea," Keita said.

A 28-year FSN veteran of USAID/Kenya, **James Okong'o** is the mission's communications and records management supervisor. "I feel greatly honored. It is the best news my family has ever received," said Okong'o. Okong'o began working for USAID/Kenya in 1964 as a junior mailing clerk. He is the first Kenyan to win the award.

Raka Rashid of USAID/Bangladesh was praised for the difference she made in the effectiveness of USAID's programs. Rashid is the Women in Development program officer for the mission.

Toni Christiansen-Wagner

Facing New Challenges in Central America

BY JANE SÁNCHEZ

Despite finding much to cherish in Golden, Colo., the foothills city near Denver where she was born, Toni Christiansen-Wagner says she always felt the call of the outside world.

"There are many things I love about Colorado—the crisp morning air, the clear blue skies, the sun on the snow-covered mountains, the meadows of wildflowers, the beauty of the aspens in the fall—but I felt confined by those mountains," she says. "I wanted to experience the world beyond them."

Christiansen-Wagner answered the outside world's call in 1979, when she left a teaching career at the secondary school level in the mountains of Colorado to join USAID as an International Development Intern (IDI).

Today, as deputy director of the Office of Central American Affairs in the Bureau for Latin America and the Caribbean (LAC/CEN), Christiansen-Wagner finds herself working with a fast-changing region that in the last 10 years has seen five of the six countries elect civilian governments and all six countries make significant adjustments in their economic policies to reverse the economic decline of the early 1980s. She joined the Office of Central American Affairs in 1989 as assistant director and was appointed deputy director in 1990.

"The most interesting aspect of Central American Affairs is that nothing has been constant," she says. "It has been a situation of incredible flux and change, and we face new challenges on a daily basis."

Shortly after Christiansen-Wagner joined the LAC/CEN office, for example, a major offensive in El Salvador forced the evacuation of Agency personnel from the mission, requiring significant levels of coordination. In 1990, "Operation Just

Cause" swept Manuel Noriega from power in Panama, and Christiansen-Wagner became involved in designing a new Agency program for the country.

When Violeta Chamorro was elected president of Nicaragua in February 1990, ousting the Sandinista government, Christiansen-Wagner became the point person for LAC/CEN. She led a shadow mission in Washington, putting together the immediate aid package for Nicaragua until a director was named for the new mission.

"Helping the people of Central America to realize their goals of democracy and development has thus far led to a tremendously rewarding three years," says Christiansen-Wagner.

In the wake of the recent signing of the peace accords in El Salvador, she now devotes much of her time to the U.S. response to the El Salvador National Reconstruction Plan. Christiansen-Wagner and her office also are heavily involved with coordinating international donor community assistance. She has worked very closely with the European Commission to encourage its increased involvement in El Salvador. Recently, at the request of the Japanese International Cooperation Agency (JICA), she accompanied a JICA representative for a joint project evaluation in El Salvador, a precursor to re-establishment of Japanese official development assistance to El Salvador.

"The Japanese haven't had a formal official program in El Salvador since late 1979," she says. "Now that peace has been reached, we are especially pleased that the Japanese have decided to return to El Salvador and have committed to providing substantial resources for the post-war reconstruction program."

According to Christiansen-Wagner, her interest in other countries and cultures comes from her family background and upbringing.

Her father, Nils, was born and brought up in Manila, the Philippines, the son of a Danish sea captain working for the U.S. Geodetic Survey and a Filipina of Spanish descent. Her mother, Charline, was the granddaughter of English immigrants who had settled in Colorado during the Gold Rush.

"The influence of my father was very important in my life," says Christiansen-Wagner. "He encouraged us to be very independent, and he instilled in my sisters and me the importance of seeing the world and finding our own opportunities, as he himself had done."

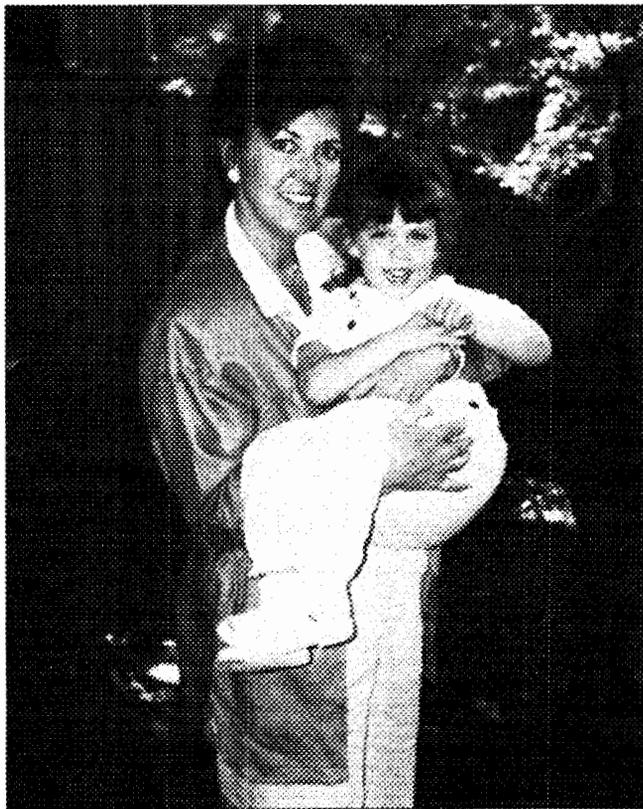
Growing up, Christiansen-Wagner was well-prepared to be independent and a self-starter. Her father, a professional engineer, expected his daughters to help him do construction work, drive heavy equipment and work on their own cars.

This spirit of self-reliance and interest in the outside world led Christiansen-Wagner to make international studies the focal point of her academic pursuits. She has a bachelor's degree from the University of Colorado and a master of science in curriculum and instruction with an emphasis in Soviet studies from the University of Northern Colorado, where she also completed most of her courses toward a doctorate.

As a teacher, Christiansen-Wagner continued her own international studies, spending summers in the Soviet Union, Greece and India. She studied in India twice, in 1974 on a Fulbright scholarship and in 1976-77 with a University of California/Berkeley Professional Studies scholarship, pursuing doctoral studies in curriculum and administration.

Her work involved writing curriculum for U.S. students to explore other cultures in a way that would lead to better understanding of differences by breaking down stereotypes.

"It's a real weakness of our education system that language requirements have been dropped, that international studies are not required and that students have limited awareness of geography," she says. "As a teacher, I tried to expand my students' horizons. I took groups of students to



Toni Christiansen-Wagner with her daughter, Kristin: *"Helping the people of Central America to realize their goals of democracy and development has thus far led to a tremendously rewarding three years."*

Mexico and Hawaii, and I was involved in Outward Bound."

Christiansen-Wagner became interested in USAID when she met Agency staff in India. She applied to the Agency as an education and human resources officer.

"When I came in, I applied for Asia because of my family background and because that is where most of my experience had been at that point," she says. "But I was assigned to the Latin America and Caribbean Bureau."

After her IDI training, Christiansen-Wagner served in USAID's Regional Development Office in Barbados as a human resources and general development officer.

"One of the most absorbing lessons I learned working in the Caribbean is that all the islands are different—each has its own character," she says. "We Americans tend to group together the Caribbean islands, but their heritage differs markedly from island

to island. We worked with 13 English-speaking countries, and it was a fascinating experience to know the peoples of such a tiny part of the world, to see how incredibly diverse they are and to understand and work with those varied cultures."

Christiansen-Wagner found her academic background and experience very useful when she was posted to the Dominican Republic in 1983, where she spent five years. She was an education and human resources officer for the first two years and served three years as chief of the Human Resources Division.

"One of the most satisfying projects I worked on in the Dominican Republic was in radio education along the Dominican border with

Haiti, where children of primarily migrant families working in the coffee or fishing industries learned basic reading and math by radio," she says. "Communities built simple shelters out of palm leaves and poles, and the children sat on rocks or whatever else was available. They were so enthusiastic and excited as they awaited the broadcast of their daily lesson."

"The Dominican Ministry of Education recognized credits earned by the students, a unique characteristic of the program. If the children later left the area, this government policy enabled them to enroll in a regular school and transfer credits from the radio program. It afforded an excellent opportunity for children who otherwise may not have received an education."

After her tour in the Dominican Republic, Christiansen-Wagner returned to Washington, D.C., as a visiting Fellow in

international business diplomacy, economics and finance at Georgetown University. She gave birth to her daughter, Kristin Alexandra, two weeks into her long-term training.

"I was probably the most pregnant 'Fellow' my classmates had ever seen," she says. "Fortunately, we live within walking distance of Georgetown, and I was able to balance the demands of motherhood and studying and completed the program."

Christiansen-Wagner met her husband, Robert Wagner, while returning to Denver from her first USAID interview. He had been working for the summer in Washington on a presidential review of solar energy.

Wagner is a financial industries consultant with his own company in Washington. He has moved with his wife to her different postings, working as a banking and economic development consultant. Christiansen-Wagner says that her husband always has been extremely supportive of her career and, along the way, has tried to help other spouses adjust to overseas life and to find meaningful work while living abroad.

"Having a two-career family, with each member holding high aspirations but only one in the Foreign Service, is sometimes difficult. We have been able to work it out, but it's not easy for non-Foreign Service spouses to pack up every four years and try to re-establish business links in a new country."

As a distraction from the demands of her work, Christiansen-Wagner turns to sports and cultural events. Under the tutelage of her father, who was an Olympic swimmer for the Philippines in 1936, she began swimming competitively at age 7, swam through college and still enjoys the sport today.

"I also enjoy horseback riding and skiing, despite a few breaks and bruises," she says.

Reflecting on the fulfillment of many of her own dreams through her career with USAID, Christiansen-Wagner recalls what she told her students while teaching in Colorado: "Expand your horizons so you can begin to understand the worlds beyond the surrounding mountains."

Senegal Sponsors Governance Seminar

BY LAURA LORENZ HESS

The regional seminar, "Governance in Africa: Issues in Local Participation and Community Development," held recently in Dakar, Senegal, was a striking example of democracy at work.

Attended by leading African professionals and international experts and co-sponsored by USAID's African Training for Leadership and Advanced Skills Project (ATLAS) and the African-American Institute (AAI), the April conference provided a forum for African academicians and practitioners to exchange ideas and develop new ways of looking at governance and democracy in Africa.

"This seminar represents the first time that U.S.-trained alumni of [USAID-sponsored] AAI programs have gathered to discuss substantive issues and explore ways in which they can further contribute to fostering the development aims of their countries," said Vivian Lowery Derryck, president of AAI. The ATLAS project, administered by AAI, is designed to strengthen management and technical skills of highly qualified African leaders.

The seminar participants included 20 business, government and non-governmental organization leaders from Mali, Niger, Togo, Madagascar and Senegal, most of whom have received USAID or other U.S.-funded training at leading U.S. universities.

They emphasized the need for more participation, communication and decentralization for better governance in Africa and the importance of interdependent relationships among economic reform, economic development and democracy.

"We came to the realization during the seminar that the problems we face in our countries are not all that different," said Abdoulaye Ndiaye, USAID/Senegal

project officer. "They manifest themselves in different ways But we all face the same issues of communication, participation and decentralization and their relevance to democracy and governance in our societies."

The regional seminar was followed by a three-day national colloquium titled "Governance and the Process of Economic and Social Development: The Case of Senegal." Co-sponsored by USAID/Senegal, ATLAS and AAI, the colloquium, also held in Dakar, was attended by more than 275 U.S.-trained Senegalese professionals, brought together for the first time in the 30 years since USAID began development assistance to Senegal. In the past 13 years, USAID has provided short- and long-term training for more than 700 Senegalese.

Sponsorship of the seminar and colloquium illustrates a new direction in training for USAID's Africa Bureau. Funding for ATLAS participants comes from the missions, where they determine the fields of training in order to better support their program strategies. ATLAS complements training by sponsoring follow-up activities, including workshops and a newsletter.

"Training really begins once the participant has returned home," said Yvonne Anduallem, senior training adviser in the Africa Bureau and ATLAS project manager. "The completion of the degree is not the final outcome—it is an interim outcome. We are interested in the application of that learning in-country."

International presenters at the two events included Achille Mbembe, research scholar at The Brookings Institution; Peter Anyang'Nyong'o, African Association of Political Scientists; and Goran Hyden, professor of political science at the University of Florida.

Presenters at the colloquium included Iba Der Thiam, former minister of educa-

tion and former professor at the University of Dakar; Fatou Ndoye, technical adviser to the Senegalese presidency; and Jacques Bugnicourt, director of the French non-governmental organization, ENDA Third World.

"Senegal is a model of democracy," says USAID/Senegal Mission Director Julius Coles. "It is one of the few countries in Africa that has kept an elected government since independence. What is interesting about democracy in Senegal is the fact that it is dynamic, not static."

Senegal President Abdou Diouf recently announced the creation of elected regional assemblies for the country's 10 regions to increase local participation in the

"What is interesting about democracy in Senegal is the fact that it is dynamic, not static."

political and economic development of the regions. In addition, the national assembly recently passed a new electoral code, worked out in collaboration with all political parties, that provides, among other things, secret ballots and separation of assembly and presidential elections.

Senegal's alumni association of former U.S.-trained participants is working to increase respect and appreciation in Senegal for U.S. degrees and training. The association proposed the idea for a national colloquium last year.

"I didn't realize that so many people here in Senegal had studied in the United States," said Issa Ndiaye, who has an MBA from the University of Illinois and is director of new projects in the government electric company, SENELEC. "It has been helpful and interesting to make contacts with the people here, some of whom I haven't seen for 20 years and didn't know had studied in the States. And the topic is relevant," he said. "It is not often that we have the opportunity to debate these questions of democracy and governance."

Hess is a freelance writer based in Guinea.

U.S. Missions Open In Independent States

BY TED BRATRUD

The dramatic revolution that swept away Soviet communist governments in 12 new nations also laid the groundwork for an event no one could have dreamed of—setting up USAID missions in the newly independent republics of the former Soviet Union.

It's as if the Agency has come full circle—the Marshall Plan was born of the economic chaos and destruction of Europe during World War II. Now the historic events in the former Soviet Union and the end of the Cold War present the Agency with exciting new challenges.

In April, Administrator Ronald W. Roskens approved the establishment of four USAID missions to be located in Russia, the Ukraine, Armenia and Kazakhstan. USAID also has established a task force, which is headed by Malcolm Butler, to coordinate assistance activities to the New Independent States (NIS).

Three of those missions—Russia, Kazakhstan and Ukraine—are now officially open for business, and USAID is filling some 24 direct-hire staff positions in those missions. Foreign Service officer Jim Norris has been nominated as the mission director for USAID/Russia.

The first generation of USAID projects to the NIS were authorized using the fiscal 1992 reprogrammed Economic Support Funds of \$85 million. An additional \$150 million is expected to be available soon.

On April 1, President Bush announced a comprehensive proposal to “bury” the Cold War and open American trade and investment in the new republics. The Freedom Support Act is currently pending in Congress. If passed, the act would provide \$12 billion in assistance to the republics of the former Soviet Union.

Given the challenges ahead to support republic governments in the NIS committed to democratization and free markets, the president has established a set of priorities



Workers process meat at a factory in Kazakhstan. USAID assistance to the New Independent States will help the new republics as they make the transition to market-based economies.

for U. S. assistance. These are food distribution and marketing; energy and environment; financial and economic institution building; democratic institution building; and defense conversion.

USAID assistance will facilitate the economic transformation by involving U.S.

(continued on page 17)

Spotlight on USAID/Kazakhstan

On May 13, USAID opened its temporary office in Alma Ata, Kazakhstan. This regional office will serve the republics of Kazakhstan, Kyrgyzstan, Tajikistan, Uzbekistan and Turkmeniya. USAID's first interim representative to the central Asia region, Ted Bratrud, recently visited Kazakhstan, Uzbekistan and Kyrgyzstan to discuss the Agency's plans for providing technical assistance to help transform centrally planned and directed economic systems to market economies. The office is now staffed with three Kazakh Foreign Service nationals, an interim USAID representative and a temporary duty executive officer.

Several NIS projects now are under way in Central Asia. The Energy Efficiency Project provides energy sector advisers and program support for pricing and institutional reform, oil and gas production and delivery systems, improved energy efficiency and environmental technology. In agriculture, the first activity involves the decollectivization of a large state farm in the Oblast of Taldy-Kurgan, northeast of Alma Ata and some 150

kilometers (90 miles) from the China border. U.S.-funded advisers are developing fruit and vegetable production and marketing co-op programs. In health, an emergency program to immunize more than 500,000 children has begun. The funding has been made available to help develop indigenous pharmaceutical production in Central Asia. All medicines previously came from Russia and now are available only sporadically and only with scarce foreign exchange. USAID-funded shelter sector advisers have visited Kazakhstan to work on policies and programs that can lead to privatization of housing and development of indigenous housing construction and finance capabilities. The Trade and Development Program has sent a mission and is considering feasibility studies in the energy sector that can lead to joint ventures with U.S. companies.

In response to specific requests from host country officials for privatization experts, USAID is sending advisers to Kazakhstan and Kyrgyzstan later to work with the newly established privatization agencies in Bishkek and Alma Ata.

Agency Doctor Weighs Health Needs in NIS

BY BETTY SNEAD

An American doctor is in the forefront of medical assistance to the New Independent States (NIS) of the former Soviet Union.

For years he headed the Gastroenterology Department and chaired the Department of Medicine for a leading U.S. clinic. He helped establish an international center for visiting health professionals, lectured in more than 30 countries and wrote some 240 papers. He also led medical tours to the Soviet Union, China and other countries.

After 30 years of practice, when most people would be ready to hang it up and retire to relax, play golf and enjoy the good life, Dr. Richard Farmer, formerly of the Cleveland Clinic, took on a new challenge—public service. “The week before I arrived in Washington to start work with the Agency, the Soviet Union fell apart. One of my first assignments was to serve as USAID’s medical adviser at the Washington conference on the former Soviet Union called by Secretary Baker.”

Last December, Baker invited all the ministries of health worldwide to assess the needs and assistance for the NIS. He then called a conference of nations in January to discuss and act on this assistance.

The Washington Coordinating Conference on Assistance to the New Independent States drew representatives from 54 nations. The Medical Working Group at the conference identified major medical problems in the NIS: high disease and death rates, particularly for infectious diseases; shortages of critical medicines (including vaccines) and medical supplies; and a phar-

maceutical industry unable to meet standards or produce needed quantities.

To help remedy these problems, the medical group drew up a four-point action plan:

- coordinate the provision of medicines and basic medical supplies;
- encourage hospitals and health care insti-

“One of the most rewarding parts of this job is that it has important ramifications for world peace in addition to health care and humanitarian concerns.”

tutions to participate in Partnership Hospitals, which link the hospitals and institutions of participating countries in one-on-one relationships with health facilities in the NIS:

- promote private sector involvement to re-establish indigenous pharmaceutical, medical supply and health care services; and,
- coordinate technical assistance in health care.

As a result of the conference, a Medical Working Delegation went to the NIS to visit and assess the needs of the individual republics. The delegation of 30 health care professionals from 13 countries and various organizations such as the World Health Organization assembled at NATO Headquarters in Brussels, Belgium, in February to begin a five-week NIS tour. Jerry Norris, USAID health officer for the Bureau for Europe, accompanied Dr. Farmer. NATO provided a Boeing 707 airplane for the delegation for the entire tour.

The NATO plane departed with two-thirds cargo of medical supplies and one-third passengers. Farmer, co-chairman of

the delegation with doctors from Japan and France, calls the use of the NATO plane a “godsend” since it simplified traveling the 10,000 miles within the NIS.

Once in Moscow, the delegation divided into three subgroups—public health, hospitals and pharmaceuticals—to focus on specifics and cover more territory. The delegation briefed government officials at the end of each visit to 10 NIS republics.

“There was a tremendous sense of idealism on our mission,” Farmer says. “We worked seven days a week without a break. The weather was often cold and miserable, but we bounced off the plane excited about going to the next republic.

We stayed up nights and pounded out reports. It was exhilarating.

“Professional relationships developed quickly, and there was instant rapport among the delegation members and medical personnel in every republic,” he notes.

“On paper, the health care system in the former Soviet Union is awesome,” Farmer says. “In the new republics, the system remains the same—free health care is available to all citizens anytime. As a consequence, the system is colossally overused. The average person sees a doctor roughly five times as often as a someone in the United States.”

According to Farmer, the NIS health care system involves a network of hospital facilities from small to large, city to rural, to a two-room station with a paramedic.

“The system is highly organized and pervasive. Thousands of health care personnel are readily available, and, in fact, there are more of them per capita than in the United States,” he says.

Farmer stresses the importance of the health care system to these new countries’ social systems. “This may be one key element in their transition from socialism to democracy,” Farmer notes.

All hospitals now are run by doctors. “This is not necessarily a good thing because many doctors have very little managerial, financial and personnel backgrounds,” Farmer says. “Suddenly,

they have this awesome responsibility, and they don't know what to do with it. This is a magnificent opportunity for us to help them at relatively low cost by providing hospital management training."

The medical group visited about 75 hospitals, averaging three to five hospital visits a day. "We saw dedicated hospital personnel as we went unannounced on the wards," Farmer says. "Although they lack medical supplies and, in some cases, medical knowledge, the caring, humanitarian concern for patients is still strong."

According to Farmer, the short-term need in the NIS republics is for medicine and medical supplies. The long-term need is for the NIS to break out of their isolation from the rest of the world to learn the latest medical knowledge and techniques in treating illness.

Farmer says he was stunned by the lack of information regarding modern medicine resulting from the isolation of the former Soviet Union. "They didn't have access to medical journals outside the Soviet Union," Farmer says. "Most countries around the world have the medical knowledge, if not the technology. Anywhere I go around the world, doctors are familiar with the same medical articles, books and information that I have. For example, when I was in China last year, I observed they were up-to-date on the latest medical information. They may or may not have the technology, but they had the latest knowledge. This is not true in the NIS.

"The problems seemed much worse in the republics," he continues. "For example, treatment of ulcers, which we consider fairly routine and not necessarily life-threatening, is a more serious problem there. This is partly because of isolation from medical knowledge and partly because of the lack of modern drugs for regular treatment." As in the United States, cardiovascular disease and cancer are the most prevalent problems in the NIS. "Only there, death rates are much higher and people die younger," Farmer says.

"Lifestyle modification to improve



Dr. Farmer arrives in Russia as part of the delegation assessing health needs in the New Independent States.

one's health hasn't reached them yet," Farmer says, citing high rates of smoking and alcohol consumption as major contributors to illness.

Although the diseases may be the same, medical treatment in the NIS is often vastly different. "They are big on water and shock therapy and ultraviolet radiation (exposure to sunlight)," Farmer explains. "They ascribe mythical and curative measures to water, in particular, with certain chemicals in it. This seems hard to believe from a Western perspective and certainly from a scientific or medical perspective. On the other hand, if it is not doing any harm and people feel better, it is not serious.

Hospital facilities are comparable to those of the United States in the 1950s, he observes.

Farmer is very keen on the USAID-funded hospital partnership efforts now under way. "These partnerships should have direct, immediate and measurable effect on patient care," Farmer says. "For example, the incidence of heart attack in the NIS is two or three times what it is here. Just teaching modern methods on how to care for patients is very important."

The first partnership links the Children's Hospital of the King's Daughters of

Norfolk, Va., with Children's Hospital Number One in Moscow. USAID is providing a \$1.5 million grant to the Norfolk hospital. The grant will be used for exchanges of medical staff between the two hospitals, diagnostic equipment and a small neonatal intensive care unit for the Moscow hospital. The Hospital Partnership Program is part of an overall \$16.5 million effort to help improve the health care in the NIS.

The health system network in the NIS is invaluable, Farmer notes. "We can use the health care system already in place to have a multiplier effect on teaching new methods," Farmer says. "For example, in the United States, if I lecture in a city, there is not necessarily an opportunity for a doctor several

hundred miles away to know what I said unless it was taped or printed. But in the former Soviet Union, this is automatic. Hospitals are linked to other hospitals, and the word goes out immediately. We can use the system to everyone's advantage."

Developing the pharmaceutical industry would benefit the more than 284 million people in the NIS.

"There is lot of interest by American companies in helping because they recognize the need and also the potential value for their companies," Farmer says.

"One of the most rewarding parts of this job," Farmer concludes, "is that it has important ramifications for world peace in addition to health care and humanitarian concerns.

Farmer is enthusiastic about the ways in which the United States can offer assistance to its former adversary.

"This is the nuclear power that we spent trillions of dollars protecting ourselves from in the Cold War. Now, with the breakup of the former Soviet Union, it is equally important to help them stabilize their new democracies. One of the new republics, Kazakhstan, is the fourth largest producer of nuclear power in the world. Stabilization is critical if we are to continue to have world peace."

Employees Ease Language Blockade

BY JOE BUKOVAC

With the New Independent States a focal point of Agency assistance, Russian language skills are a big asset these days. More than 40 Agency employees possess Russian language capabilities. Linda Bernstein and Elisabeth Kvitashvili are just two of those who are helping to bridge the language gap as USAID launches assistance programs to the former Soviet republics.

Bernstein works for the Europe Bureau's Office of Development Resources as a program officer in the Democratic Pluralism Initiatives Division. Her responsibilities include activities in Armenia, as well as throughout Eastern Europe. She first became interested in the Russian language as a freshman at Douglass College (Rutgers University) in New Brunswick, N.J. She majored in Russian area studies and lived in the special dormitory for Russian majors where all dorm life was conducted in Russian, and there were special Russian cultural activities, such as the brewing of a sort of near-beer made from dark brown bread called "kvass." Tatiana Ivanovna, the Russian immigrant resident house mother, saw to it that kvass was appreciated best when accompanied by Russian folk songs and Russian foods.

Bernstein studied the literature, history, politics and geography of the then Soviet Union, read *Anna Karenina* and

Crime and Punishment in the original, among other works of literature, and traveled to Russia during the summers following both her sophomore and senior years. She visited Moscow, Yalta, Kiev, Leningrad, Novgorod, Volograd and Rostov-on-Don.

Three weeks after graduating, Bernstein began to use her Russian language skills in Washington as an intern at the Department of Commerce in the Sino-Soviet Division. She then accepted a position working for the U.S. Department of Agriculture's (USDA) Economic Research Service as a foreign regional analyst and then as an economist in the East Europe/Soviet Union Division, where she researched agro-economic production and trade issues in rotating assignments that included not only the USSR, but also all the East European countries, and even China and Cuba. She published articles in *Foreign Agriculture Magazine* and wrote situation reports, based on information gleaned from Russian newspapers and technical journals.

She also deciphered statistics available only in Russian and worked with the secretariat of USDA's U.S.-USSR Agricultural Exchange Program with the Soviet Union. After seven years at USDA she left government for the private sector, working first for the private voluntary organization World Hunger Education Service and then as international representative in FMC Corporation's Government Affairs Office. She became a liaison with export sales managers, embassies and foreign delegations and lobbied in support of the U.S. foreign aid program.

In 1980, she joined USAID. She has served as a project development officer in

the Near East Bureau and in REDSO/East in Nairobi. She has also served as a commodity management officer, dealing with USAID's Commodity Import Programs in Egypt, Zimbabwe and Pakistan and USAID's Transportation Division, chartering vessels to carry fertilizer and food aid, and recently air and sea shipments of depoliticized textbooks to



Elisabeth Kvitashvili (left) and Linda Bernstein are two of some 40 Agency employees with Russian language capabilities.

Albanian schoolchildren following Secretary of State Baker's visit there in 1991.

At USAID, her first opportunity to use Russian came when she volunteered for the USAID relief team sent into Yerevan, Armenia, several days after the Dec. 7, 1988, earthquake. The disaster left at least 25,000 dead and thousands homeless, leveled more than 50 cities and villages and severely damaged another 100. "I was very proud to be part of a USAID team that provided the first U.S. government assistance to the former Soviet Union (Armenia) since World War II," Bernstein says.

Bernstein transferred to the Europe Bureau last February. She traveled to Moscow in February and March as part of USAID's advance team for the International Medical Delegation to the New Independent States and stayed a month before returning to Washington. "It is tremendously exciting to me at this point in my career

"It is tremendously exciting to me at this point in my career to work in support of democratization and privatization in Eastern Europe and the former Soviet Union."

to work in support of democratization and privatization in Eastern Europe and the former Soviet Union," says Bernstein. In her non-work time, she assists, as well, in the transition of Russian immigrants to the United States.

For Elisabeth Kvitashvili, Russian language training began at home. Her mother was Russian, and her father was Georgian. In addition to learning Russian at home, she studied Russian in school.

Kvitashvili majored in international political science at the University of North Carolina, studied at the Paris Institute of Political Science and La Sorbonne. She received a graduate degree in Near East studies at the University of London in 1979.

She began her career at USAID directly out of graduate school as a secretary, advancing to a program analyst in the Asia Bureau. She became a project development officer for Nepal and Afghanistan in 1984. Joining the Foreign Service in 1986, she went to USAID/Honduras as a project development officer.

Returning to the Asia Bureau in 1989, she initially served as the Philippines desk officer and later became the Afghanistan desk officer. It was for her work on the

Afghanistan program that she was awarded the C. Herbert Rees Memorial Award in June at the USAID Awards Ceremony.

"The award is a welcome postscript to several years of satisfying work on the Afghan humanitarian assistance program, which despite its many obstacles, brought enormous amounts of relief to thousands of suffering Afghans. My role, however, was small compared to the efforts of others involved in the program, especially those in the field," says Kvitashvili.

In the spring of 1991, Kvitashvili was named unofficial Soviet Union desk officer. Though no such program existed, one was about to be created.

The U.S. government, through USAID, was already providing assistance under two programs. In August of 1991, she officially became the desk officer for the Soviet Union for the Europe Bureau.

In addition to serving as desk officer, she became project manager for the program to assist Armenia. Some \$10 million worth of assistance goes to the earthquake victims of Armenia. Assistance is provided by seven private voluntary organizations.

Also, in December 1990, Kvitashvili became involved in the President's Medical Initiative managed by Project Hope, which provides medical assistance to the former Soviet Union. U.S. pharmaceutical supplies donated by U.S. companies are provided to key cities throughout the NIS.

"More than \$35 million in medical supplies to all 12 republics of the NIS and the Baltics have been distributed to date," Kvitashvili says.

Kvitashvili has had two temporary duty assignments in the NIS. She helped provide humanitarian assistance to victims of the Chernobyl nuclear disaster in October 1991. In December 1991, she worked on an assessment in Armenia of the efforts to date of private voluntary organizations.

Beginning in September, Kvitashvili will be assigned to the new USAID mission in Moscow.

As USAID expands its work in the New Independent States, USAID employees like Bernstein and Kvitashvili are sure to be valuable assets in breaking down the language blockade.

U.S. Helps Ethiopia Economy

The United States is moving to help the transitional government of Ethiopia revive its agricultural-based economy, devastated by years of civil strife and drought.

USAID will provide \$13 million in cotton and wheat this year to help Ethiopia address short-term food requirements and reduce chronic food deficits by helping to restart productive enterprises. It is part of an overall three-year plan which, depending on the availability of U.S. resources and the performance of the Ethiopian government, could total \$95 million.

Bolivia

(from page 3)

and infrastructure support to stem the flow of migration and encourage the return from the Chapare of many former high valley residents who have been trapped in the exploitative boom or bust cycle of coca cultivation. USAID's alternative development program supports three fundamental U.S. policy objectives:

- aid for Bolivian democratic processes and institutions;
- aid for sustainable, broad-based economic growth; and,
- assistance for Bolivia's counternarcotics program.

These objectives are interdependent; if one element fails, the other two will be threatened seriously. USAID support for alternative development in Bolivia's primary coca-producing region encourages farmers to remove themselves from the drug production chain; offers them a stable and legitimate income; and, by making them a part of the country's legitimate economy, invests them with a genuine stake in Bolivia's democratic, economic, social and political institutions.

Rollano is a development communications specialist for USAID/Bolivia.

EEO Counselors Named

BY DAVID GRIM

The Office of Equal Opportunity Programs has selected and trained 12 new Equal Employment Opportunity (EEO) counselors. These new counselors, whose two-year terms began on June 8, are available to those employees or applicants who think that they have experienced discrimination in their employment at the Agency.

The counselors, selected from among many employees nominated by Agency bureaus and offices, demonstrated their ability and willingness to serve in this sensitive capacity. Counselor training included sessions on cross-cultural interaction, fact-finding inquiries, dispute mediation and pertinent statutory and regulatory documents. As federal agencies increasingly use alternative dispute resolution techniques, the calibre of these 12 individuals assures that USAID will keep pace with this trend.

The regulations that govern the EEO complaint process require contact with an EEO counselor by individuals who believe they have been the victims of discrimination based on race, color, religion, national origin, sex, age or handicap. It is also a violation of law to take reprisal action against any employee or applicant who has filed a discrimination complaint or participated in the complaint system. Generally, individuals must contact an EEO counselor within 30 days of the alleged discrimination.

An EEO counselor who has been contacted by an aggrieved employee has two main functions—to conduct a fact-finding inquiry into the circumstances



Administrator Roskens (center) meets with Equal Employment Opportunity Program Director Jessalyn Pendarvis and the Agency's counselors. They are (from left to right, first row): Teresa Vandergriff, Alexandria Panehal, Rhovetta Walters, Gladys Brooks, Rasheedah Ahmad, (second row), Johnny McLean, Louise Pierce, Phillip Church, Janet Rudasill-Bey, Alan Swan and Denise Armstrong.

related to the complaint and to attempt to reach an informal resolution of the problems through negotiation of a settlement agreement. When an agreement is reached, the Agency is served well by the early resolution of personnel problems and the increased sensitivity that the counseling process brings to involved individuals. However, should a settlement not be possible, then the counselor's inquiry forms the basis of a future investigation if the counseled individual decides to file a formal complaint of discrimination.

It is required that all Agency employees cooperate fully with EEO counselors. Failure to provide necessary information will delay the process and may result in an adverse finding against the Agency if a formal complaint is filed. All Agency employees must understand their responsibilities in this regard and act accordingly.

For counselors to be effective, they must be able to gather sufficient information so that they can file a complete report and make appropriate suggestions for resolution. At all times, EEO counselors function as neutral third parties, representing neither complainants nor Agency manage-

ment but focusing instead on achieving what is best for the Agency.

Administrator Ronald W. Roskens met with the new counselors on June 5, as they completed the last day of a five-day training course. Not only did the administrator restate his strong support for equal employment opportunity at the Agency, but he specifically endorsed the counselors' role in early resolution of employee disputes. Roskens praised the composition of the group, noting that their average number of years in government (16) and their average years at USAID (12) would make them more effective in resolving a variety of problems. The administrator also acknowledged that the counselors represented the spectrum of grades and functions within the Agency, as well as a good mix of Foreign and Civil Service personnel.

For those employees of the Agency or applicants for employment who may have an EEO complaint, information is available from David Grim, chief, Complaints Adjudication, at (202)663-1333, or Sandra Winston, counselor coordinator, at (202)663-1086.

Thomas to Head USAID/Guinea

Wilbur Thomas was sworn in June 16 as the director of USAID's mission in Guinea.

Thomas, a Foreign Service officer with 24 years experience in the private sector and international development, will direct a \$30 million development assistance and food aid program in Guinea.

The program focuses on improving the country's food production capacity, public sector management, health programs, human resource development, basic education, private sector participation and protection of the natural resource base.

Thomas joined USAID 15 years ago, beginning his Foreign Service career in



Senegal as a livestock project officer. In 1980 he became a supervisory agriculture development officer in Niger and later in Mali.

He was appointed deputy mission director in Mali in 1986. Most recently, Thomas served as USAID's representative to Burkina Faso.

A native of Muskogee, Okla., Thomas received a bachelor's degree in agriculture from Oklahoma State

University, a master's and doctorate in animal science from the University of Illinois, and a master's in public administration from Syracuse University.

Kadunc Named Representative To Colombia

Edward Kadunc, a 17-year veteran of the Agency, was sworn in June 10 as the Agency's representative to Colombia.

Kadunc, who has served in Bolivia as director of development and implementation since 1987, will direct a \$60 million program of economic assistance in Colombia.

The program is central to President Bush's Andean counternarcotics initiative and includes USAID's largest project to support reform in the judicial sector.

Kadunc, a native of Cleveland, Ohio, joined USAID in 1975 as a health consultant. In that position, he served in Nicaragua and Bolivia.

He transferred to Peru in 1979 to



serve in the project development office.

In 1984 Kadunc joined the Jamaica mission as director of project development where he remained until his transfer back to Bolivia in 1987.

Kadunc received a bachelor's degree in history and Spanish from John Carroll University in 1965 and a master of public health in administration and planning from the University of Michigan in 1974.

Dean New Director To South Africa

Leslie Dean, a career Foreign Service officer, was sworn in May 19 as the mission director to South Africa.

A veteran of 22 years with USAID, Dean will direct an \$80 million economic assistance program that includes education, human rights, private enterprise, health, AIDS prevention, housing and community development.

Dean joined USAID in 1970 as an International Development Intern and held posts in Laos, Nepal, Pakistan and Tanzania before becoming assistant mission director in Zambia in 1985 and then mission director in 1988.

He has served in Washington since 1990 as director of the Office of Southern Africa Affairs.

A graduate of the University of Illinois, Dean received a bachelor's degree in economics, political science and mathematics in 1963 and a master's in development economics and history in 1966. He pursued further graduate studies in economic development at the University of Pittsburgh in 1968.

Dean was born in Indianapolis, Ind., and raised in Joliet, Ill.



IG Hotline

Use the USAID Inspector General Hotline to report the theft or misuse of Agency resources: (703) 875-4999.

WHERE



In the World
Are USAID
Employees?

Moved On

Alvarez, Gina Song, TDP/PEP
Atkinson, Roberta, GC/LAC
Buxton, Jason Gray, COMP/YOC/COOP
Draper, Danielle, COMP/YOC/COOP
Farrell, Ann, COMP/CS/RECRUIT
Gentry, Karen Yvette, SUMMER/COMP
Gonson, Jana Perry, Poland
Gourlay, Peter, R&D/OIT/PP
Haynes, Jamise, COMP/YOC/COOP
Hoelscher, David, Guatemala
Jones, Brenda, PMC
Jones, Tonya, COMP/YOC/COOP
Kimball, Frank Bennett, PMC
McMillon, Shanda, COMP/YOC/COOP
Mead, Robert Alan, COMP/YOC/COOP
Morris, Betty, Chad
Schweitzer, Jeff, POL/SP
Smith, Willette, COMP/YOC/COOP

Promoted

Bolstad, Irma Urzua, FA/HRDM/EM, personnel assistant (typist)
Bowman, Lari Nicole, FA/HRDM/SCD/SA, staff assistant (typist)
Brown-Wood, Patricia, POL/CDIE/E, program operations specialist
Burnett, Sonya, FA/AMS, administrative operations assistant (office automation)
Caldwell, Jennifer, COMP/YOC/COOP, student trainee typist
Crawford, Willie, FA/AS/ISS/PG, printing specialist
Davis, Charlotte, EUR/RME/ECA/PDS, program operations assistant (office automation)
Ellis, Victoria Lynn, R&D/POP/R, program operations specialist
Fisher III, Wilbur, XA/PL, public affairs specialist
Fulmer, James Wesley, COMP/YOC/COOP, student trainee typist
Gardin, Jeanetta, FA/FM/A/OE, financial operations specialist
Glenn, Della, TDP/PEP, contract specialist
Gold, Ricki Ann, AFR/EA/H, program analyst
Greene, Bradford, FA/B/PB/C, program analyst
Hairston, Zanetta, NE/DR/PIE, clerk typist
Hendon-Davidson, Linda, PRE/DP, program analyst
Harris, Ronda, AFR/SA/SALAN, secretary typist

Helphinstine, Kimberly, FA/HRDM/OD, administrative operations assistant (office automation)
Herbert, Mary, FHA/PVC/MGD, program analyst
Ingram, Richard, FA/HRDM/PSPE, clerk (office automation)
Johnson, Tyrone, TDP/PEP, administrative operations clerk typist
Mavlian, Sally, FA/HRDM/LER, employee relations specialist
McConnell, Janet, LEG/PD, legislative program specialist
McDonald, Beverly, FA/FM/A/OE, financial operations specialist
McNeal-Thomas Jacqueline, AFR/ARTS, secretary typist
Nelligan, Jeffrey, XA/OD, special assistant
Pierce, Louise, IG/A/PPO, program analyst
Podrasky, Mary, GC, secretary (office automation)
Rader, Owen Patrick, COMP/YOC/COOP, student trainee (computer)
Richardson, Cynthia, FHA/ASHA, program operations assistant (office automation)
Savage, Wilma, GC/LE, secretary typist
Scrivner, Tracy, R&D/OIT/RS, secretary typist
Shrader, Hans, COMP/YOC/COOP, student trainee
Smith, Sharon, IG/A, secretary stenographer
Spence, Ambrose Edward, FA/FM/A/NPA, accountant
Spikes, Teresa, FA/HRDM/SCD/SP, personnel staffing specialist
Twyman, Lanier, AFR/MRP/OS, administrative officer
Way, Torina Yvette, IG/A/PPO, secretary typist
Whately, Cherrese, NE/DR, secretary typist
Wilbanks, Tonya Suzanne, R&D/PO/AE, secretary typist
Williams, Carrie Mae, ASIA/DR/PD, analyst

Reassigned

Adler, Michael, A/AID, special assistant, to AA/EUR
Atcherry, David, Mali, program officer, to project development officer
Baker, Arnold, FA/B/PB/C, program analyst, to POL/PAR
Bolstad, Eric, COMP/NE/OJT, contract specialist, to FA/OP/W/HP
Brooks, Michael Martin, Guatemala, supervisory financial management officer, to special projects officer, EUR/RME/ER/ED
Brown, Karen, FA/FM/FPS, financial policy analyst, to international cooperation specialist, EUR/RME/ECA/BAL
Chan, Carol, COMP/NE/OJT, contract specialist, to FA/OP/COMS/P
Cogdill, John, IG/MS, inspector, to supervisory inspector, RIG/IANEW
Cohen, Monique, PRE/H, employee development specialist, to health development officer, AA/R&D
Cusack, Mary Ann, Haiti, special projects officer, to COMP/FS/REASSGN
Dean, Leslie, AFR/SA, supervisory regional development officer, to mission director, South Africa
Deege, Leonard, IG/A/FA, auditor, to supervianditor
Degraffeuried, Adrian, EUR/PDP, supervisory project officer, to USAID representative, Estonia

Dinkler, Dona Mari, RIG/I/LAA/W, inspector, to IG/MS
Dirks, Delphia, FA/HRDM/SCD/SP, personnel staffing specialist, to administrative officer, PRE/ADM
Dworkin, Dorothea, POL/PAR, clerk typist, to R&D/MGT
Egan, William, COMP/FS, special projects officer, to project development officer, Peru
Elmendorf, Calvin, COMP/FS/REASSGN, supervisory general development officer, to housing/urban development officer, PRE/H
Fields, Vera, PRE/DP, secretary typist, to AFR/ONI
Frendach-McNerney, Angela, COMP/NE/OJT, contract specialist, to FA/OP/W/R
Gettier, Joseph, FHA/OFDA/DRD, special projects officer, to Food for Peace officer, FHA/FFP/AFR
Gibson, Ernest, COMP/FS/REASSGN, supervisory agricultural development officer, to agricultural development officer, AFR/ARTS/FARA
Giddings, Stephen, COMP/FS/REASSGN, supervisory housing/urban development officer, to housing/urban development officer, PRE/H
Hagelman III, C.W.T., Sudan, special projects officer, to project development officer, Burundi
Hamby, Herbert, IG/A/PSA, auditor, to RIG/A/I/Egypt
Harley, James, FA/IRM/PMA, program analyst, to computer equipment analyst, FA/IRM/TCO
Ice, Janet, R&D/H, program operations specialist, to program analyst, EUR/PDP
Johnson, Jay, Cameroon, mission director, to foreign affairs officer, COMP/FS/REASSGN
Jones-Patron, Katherine, COMP/FS, health development officer, to supervisory health/population development officer, REDSO/WCA
Jordan, Patricia, Philippines, project development officer, to program officer, POL/CDIE/E/POA
Kassebaum, Cary, COMP/FS/REASSGN, supervisory program officer, to COMP/DETAIL SUP
Lane, Sandra, COMP/NE/OJT, contract specialist, to FA/OP/W/FA
Lawhead, Carl, NE/DR/HR, special projects officer, to regional development officer, AFR/ARTS/SIE
Lee, Jeanette, LAC/DR/RD, program operations assistant typist, to secretary typist, LAC/DI
Lee, Suk Han, COMP/YOC/COOP, student trainee (computer), to program analyst, EUR/PDP
Leinen, Gary, R&D/POP/FPS, population development officer, to Kenya
Mabrey, James, RIG/A/I/Egypt, supervisory inspector, to inspector, RIG/IANEW
Matechak, Jason, COMP/NE/OJT, contract specialist, to FA/OP/O/LAC
McCarthy, Margaret, RIG/A/I/Singapore, executive officer, to supervisory executive officer, Zimbabwe
McDuffee, Lois, COMP/NE/OJT, contract specialist, to FA/OP/O/AFR
McIntyre, Darell, Bolivia, supervisory agricultural development officer, to Mozambique
Miller, Frank, NE/ENA, program officer, to project development officer, ASIA/DR/PD/EA
Moline, Howard, RIG/I/LAA/W, inspector, to supervisory inspector, IG/LT
Morris, Thomas, POL/PAR, economist, to social science analyst, R&D/POP/FPS

Mullally, Kevin James, Haiti, supervisory agricultural development officer, to Bangladesh

Painter, James, FA/B/PB, program analyst officer, to chief program budget division, FA/B/PE

Poe, Karen, Haiti, supervisory special projects officer, to supervisory general development officer

Post, Glenn, AFR/ARTS/HHR, health population development officer physician, to supervisory health population development officer physician, LAC/DR/HPN

Rauch, Eugene, Tunisia, supervisory project development officer, to project development officer, Egypt

Reece, Claude, Zimbabwe, project development officer, to COMP/FS/REASSGN

Robbins, Gary, COMP/NE/OJT, IDI (program), to COMP/FS

Russell, Donella, COMP/NE/OJT, contract officer, to IDI (contract specialist), Pakistan

Schill, James, COMP/DETAIL SUP, trade development officer, to COMP/FS/REASSGN

Schwartz, Karl, EUR/DR, supervisory human resources development officer, to supervisory program officer, Bangladesh

Smith, Scott Eric, EUR/PDP, supervisory program officer, to special projects officer, AA/AFR

Solem, Richard, EUR/RME/ER/ED, program analyst, to financial analyst, AFR/ONI/TBCV

Sposato, Stephen, AFR/ARTS/EA, program economics officer, to agricultural economist, EUR/DR/Tanamy, Mary Ellen Duffy, LAC/DR/HPN, health population development officer, to health development officer, Egypt

Tanamy Mohamed, FA/FM/CMP, supervisory financial management officer financial analyst, to controller, Jordan

Thomas-George, Lula, COMP/CS/RECRUIT, staff assistant (typist), to FA/HRDM/SCD/SC

Twentyman, Lee, Indonesia, deputy mission director, to AID representative, Cambodia

White, Pamela, Egypt, supervisory executive officer, to COMP/FS/REASSGN

Williams, Cheryl, LAC/DPP, program analyst, to ASIA/FPM

Wooten, John, RDO/Caribbean, supervisory project development officer, to Senegal

Retired

Brown, Donald, DHAKA/FA, supervisory agricultural development officer, after 14 years

Coggins, Ross, COMP/FS/REASSGN, Food for Peace officer, after 12 years

Dougan, Jeanne, OPS/PRC, secretary typist, after 12 years

Hunter, Carolyn, FA/HRDM/PPM/PMC, position classification specialist, after 3 years

Smith, Patricia, COMP/FS/OS/DS, personnel officer, after 25 years

Tartaro, P. Helen, FA/OP/PS/SUP, program operations specialist, after 18 years

Wilder, Bernard, OFC/Cbad, AI representative, after 18 years

Years of service are USAID only.



People at USAID

Controller Michael Usnick (left) and Sandy Owens (right) of the Office of Financial Management congratulate Ray King of their office on being named the 1992 recipient of the National Education and Training Award by the Association of Government Accountants. King was cited for "exceptional interest in and dedication to his work and... a thoroughness and professionalism which is exemplary." A 25-year veteran of the Agency, King has promoted financial education while at USAID. In 1987, while serving as controller of the Africa Bureau, King put together courses on the basics of financial management for Foreign Service Nationals in three African countries. In 1990, as a controller, King adopted staff development and training classes for more than 1,500 financial employees in Washington and 60 developing countries. During 1991, he designed a two-week course on USAID accounting and a two-week course on payment procedures. Currently, he is developing a new mid-level course on USAID controllership targeted to Foreign Service officers who either recently have become mission controllers or who are expected to advance to that post in the next two years.

NIS Missions

(from page 9)

business and institutions in areas in which they have a comparative advantage. The Agency is providing advisers to aid the transition to market-based systems who will work with host governments on finance, foreign exchange, trade policy and banking sector reform.

The Agency's new program is an important part of a collective international effort initially being carried out through close international collaboration that involves the establishment of technical work-

ing groups during the first of three international conferences.

President Bush and Secretary of State James A. Baker III both addressed the first conference, which was held in Washington, D.C., last January. A second was recently concluded in Lisbon, and the third is planned for October in Tokyo. USAID also is coordinating closely with the World Bank and the International Monetary Fund.

Bratrud is on detail to the State Department as a special assistant to Ambassador Richard Armitage, deputy coordinator of U.S. policy and all technical and humanitarian assistance to the NIS.

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