

Front Lines



U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT ■ SEPTEMBER/OCTOBER 1994

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SEPTEMBER/OCTOBER 1994

U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

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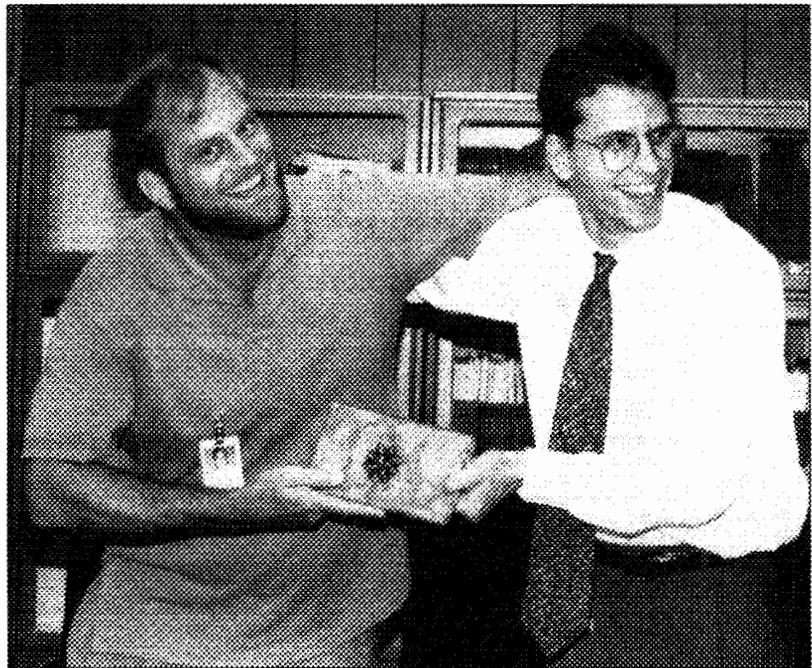
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USAID Hot Shots

Around the world in 365 days



Dan Cassidy, ES (right), has taken a year's leave from the agency to fulfill his dream to see the world leisurely. In an LPA sendoff, Chief of Staff Chris Phillips wishes him bon voyage and presents him with a travel journal to record his trip.



Photo Credits: Renee Bafalis, cover and page 2; Victoria Jaffe, inside cover; Betty Snead, page 3; USAID/Philippines, page 4; Alison Hayes, page 5 (top); Clyde McNair, pages 5 (bottom), 6 and 7 (top); Jaycee Pribulsky, page 7 (bottom).

Cover Photo: A woman shields her face from the stench and smoke of the campfires in the Kibumba refugee camp, Goma, Zaire. See story on page 2.



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Front Lines

NEWS & FEATURES

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Suddenly, chaos

The following excerpt is from an op-ed by Administrator Brian Atwood that appeared in *The Washington Post* on July 31.

Bosnia, Haiti, Rwanda. These troubling and unique crises in disparate regions of the globe share a common thread. They are the dark manifestations of a strategic threat which increasingly defines America's foreign policy challenge. Disintegrating societies and failed states with their civil conflicts and destabilizing refugee flows have emerged as the greatest menace to global stability.

Containment of communism defined our national security policy for nearly half a century. A previous generation of Americans built new institutions, alliances and strategies in the wake of World War II to meet the demands of that era. Now, we must forge the tools and policies needed to meet a threat that can best be summarized

by the word "chaos." It is a threat that demands a response far more complex than the zero-sum arithmetic of the Cold War.

Increasingly, we are confronted by countries without leadership, without order, without governance itself. The pyre of failed states is being fired by common fuels: long-simmering ethnic, religious and territorial disputes; proliferating military stockpiles built dangerously high during the Cold War; endemic poverty; rapid population growth; food insecurity; environmental degradation; and unstable and undemocratic governments.

Pre-crisis Rwanda was the most densely populated nation in Africa; per capita food production was in decline, land was in dispute and political power was jealously guarded. Extremists exploited these volatile conditions, precipitating the orgy of genocidal violence that ensued.

The horror of Rwanda is but the latest of the many faces of chaos. The debate over

this tragedy has led us to ask critical questions about the nature and speed of our response. Was it too little, too late? Is U.N. machinery adequate to handle disasters of this magnitude? Should we have sent peacekeepers into a civil war? These questions are inevitable in a democracy and they are important. But they deal with our response to crisis, not to any efforts to prevent it. If we do not question our collective responsibility to treat the causes of such societal implosions, we are doomed to a future of ever-escalating global trauma.

Failed states and the human misery they create are extracting an unprecedented price. The international community spent more on peacekeeping operations in 1993 than in the previous 48 years combined. In that same year, investments in development declined by 8 percent. Reversing this trend—and reducing the security risks, human suffering and economic losses it represents—will require a much greater emphasis on prevention.

This effort is already under way. The Clinton administration has made crisis prevention a central theme of its foreign policy. The U.N. secretary general has embraced the need for preventive diplomacy. Our common objective is clear: to help societies build the capacity to deal with the social, economic and political forces that threaten to tear them apart.

The building blocks of a successful Cold War foreign policy were military alliances, nuclear deterrence, international organizations and a body of international law that formed a framework for cooperation, dispute resolution and inter-state relations. Geostrategic considerations dominated the policy approach, and relative power, measured in economic, political and military terms, was a constant measure of success.

This system and those considerations cannot be abandoned overnight, nor should they be. We are just beginning to wrestle with the necessities, and the frustration, of



Two orphaned boys in the Kibumba refugee camp in Goma, Zaire, were among more than 350,000 people seeking shelter after fleeing Rwanda.

multilateral diplomacy. We are still in the process of defining the elements required to combat the new, multidimensional threats.

Some of the components are clear. We cannot prevent failed states with a top-down approach. No amount of international resources or organizational capacity can serve as a substitute for building stable, pluralist societies. New partnerships and new tools are needed to strengthen the indigenous capacity of people to manage and resolve conflict within their own

The horror of Rwanda is but the latest of the many faces of chaos.

societies. Technology should be better exploited and shared to empower individuals and enhance the networking of non-governmental groups, increase food supplies, slow population growth and preserve global natural resources. Sustainable development that creates chains of enterprise, respects the environment and enlarges the range of freedom and opportunity over generations should be pursued as the principal antidote to social disarray.

Finally, we need to acquire a quality we Americans are not known for—patience. We will not transform societies overnight. Dramatic victories will be rare and setbacks common. Consensus building and development require long-term commitments and staying power. These are the techniques of crisis prevention, and our political system will have to accommodate them or we will fail in these endeavors.

President Clinton has sent me on two missions to East Africa in the past two months. The first was to marshal international support to prevent a drought from triggering a famine. The second was to survey the dimensions of the massive human tragedy in Rwanda. The first mission gained less attention, but it could save more lives, for it was an exercise in crisis prevention, not crisis response. ■



In an Aug. 8 ceremony on Capitol Hill, Administrator Brian Atwood (right) presided over a \$1 million USAID grant signing ceremony to help children displaced and orphaned by the Rwanda civil war. UNICEF Executive Director James Grant (center) accepts and signs the agreement on behalf of UNICEF, while Rep. David Obey (D-Wis.), chairman, House Appropriations Committee, witnesses the signing.

Where have all the children gone?

The civil war in Rwanda broke up hundreds of thousands of families through death or separation, leaving many children extremely vulnerable. Estimates put unaccompanied Rwandan children at 200,000. The majority of these children are in Rwanda, but many are refugees in Tanzania, Uganda, Burundi or Zaire.

To help these displaced children, USAID gave \$1 million to UNICEF on Aug. 8 at a ceremony on Capitol Hill. The grant comes from the "Displaced Children and Orphans Fund," which provides approximately \$10 million per year for worldwide assistance for street children, HIV/AIDS orphans and separated and unaccompanied children affected by war.

"The international community has never been faced with a refugee crisis of such proportions in such a short period of time," Administrator Brian Atwood said. "We are acting in Rwanda both out of humanitarian concern and to contain unrest that has the potential to destabilize the entire region."

Since May, USAID has worked with UNICEF, the U.N. High Commissioner for Refugees and the International Committee of the Red Cross to develop a three-year plan of action to reunite as many Rwandan

children as possible with their families.

The grant seeks to ensure that all children separated from their parents and families are registered and, as soon as possible, reunited with their immediate, extended or appropriately screened substitute families. Grant funds will be used to ensure that all separated or unaccompanied children living within or outside of interim child care centers have access to critical services. These services include potable water and adequate sanitation facilities; complete immunizations; access to oral rehydration solution, vitamin A and general curative health services; adequate nutrition and shelter; and access to education.

The grant also will help Rwandan authorities develop comprehensive policies regarding the full range of issues relating to unaccompanied children. In addition, it will help ensure the protection and respect for the basic rights of children separated from their families.

Participating with Administrator Atwood in the ceremony were UNICEF Executive Director James Grant and Reps. David Obey (D-Wis.), Bob Livingston (R-La.), and Tony Hall (D-Ohio). ■

Getting off the street and on track

More than 2 million Philippine children between the ages of 7 and 15 live or work on the street. In Manila alone, 75,000 children spend their days trying to earn a living instead of going to school. Fourteen-year-olds earn an average of \$1.85 to \$2.22 a day while younger children earn about 37 cents a day. More than half of the children are school drop-outs, and a few have never gone to school.

Through USAID/Philippines' assistance to the Daughters of Mary Help of Christians (Salesian Sisters), hundreds of Manila's street children can now look forward to a new life.

In 1992, USAID/Philippines provided a \$300,000 grant to the Salesian Missions Inc. to implement the Integrated Development Program for Street Children in Metro Manila. This project provides assistance to Manila's street children to learn skills including dressmaking, high-speed sewing, culinary arts, computer literacy and basic office skills.

To provide care and training to Manila's street children, the Salesian Sisters established the Laura Vicuna Foundation (LVF) in 1990. The foundation promotes total human development that seeks to restore the children's faith in themselves and in others,

and, more importantly, restore the dignity of the poor through independence.

The foundation maintains two drop-in centers and one residential center. The drop-in centers are in Barangay Magsaysay in Tondo and Sta. Mesa in Manila. The residential center is located in Cubao, Quezon City. The Tondo drop-in center serves about 65 street children and the Sta. Mesa center about 85 to 100 children.

The children have the option to "come and go" and use the basic services provided by the centers. They are provided food and supplies for personal hygiene and participate in recreational and cultural activities. In addition, the children, including their families, get regular medical and dental checkups and treatment. They also receive extra income through the livelihood projects contracted by the Salesian Sisters from several Philippine companies. For example, during the previous Christmas season, the children made 3,000 Christmas cards to sell at 10 pesos each.

According to Sister Marivic Sta. Ana, LVF assistant secretary and project manager, the foundation's outreach is not limited to providing food or temporary

shelter, but also includes efforts to reconcile the children with their families and help parents upgrade their standards of living.

The Cubao residential center is home to about 40 abandoned street girls, 39 of whom attend school on full scholarship. In the center, they experience day-to-day family life and receive full medical and dental treatment.

The story of Amelia Sardena, a 20-year-old senior high school student living at the Cubao center, is one of the successes of the foundation. Sardena decided to ask the help of the Salesian Sisters when she left her job as a bass player in one of Manila's nightclubs, where she earned about \$1.50 a night. When her parents separated, they sent five of their six children to live with relatives, but Sardena was left with her mother.

Because of poverty, she dropped out of school in the fifth grade and was forced to fend for herself at 14. She learned from a friend that the Salesian Sisters, through the foundation, provides help to young women who are in difficult situations. At the residential center, she resumed her studies and qualified to be accelerated from the fifth grade to junior high school. Next year she will graduate from high school and plans to go to college.

"I have learned how to bake in the center, and we sell the baked products to earn extra income," Sardena said. "I have already saved a small amount in the bank."

The Salesian Society Inc. (Salesian Missions) of Arlington, Va., a registered private voluntary organization with USAID, has been working in the poorest sector of the Philippines society since 1955. Overall, the Daughters of Mary Help of Christians has 11 youth centers nationwide licensed by the Philippine Department of Social Welfare and Development to serve the needs of poor young women in several localities. ■



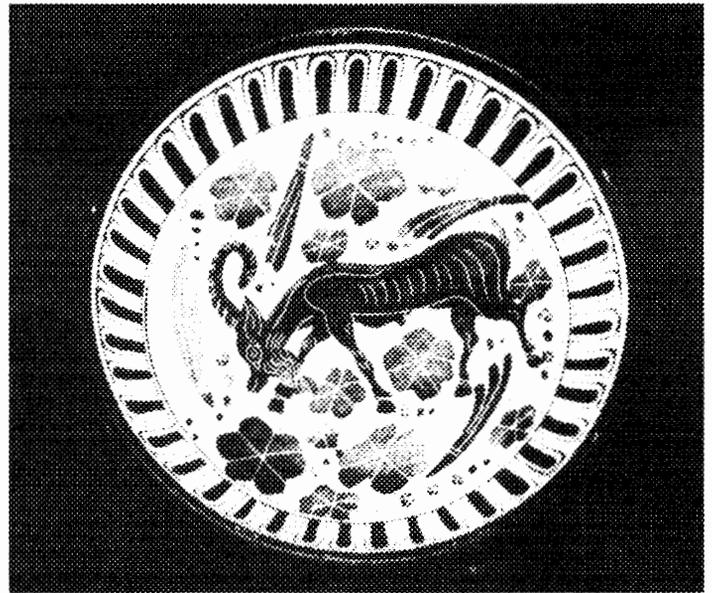
A class of young women learns dressmaking at a Laura Vicuna Foundation center in Manila.

Manuel-Santana is the special assistant for public affairs, USAID/Philippines.



Books and much more!

The American Association of Foreign Service Women will host the 34th annual bookfair in the Exhibition Hall of the State Department beginning on Oct. 14 with "Family Night" from 4 p.m. to 7 p.m. The fair will be open to those with access to the State Department from Oct. 17-21 from 11 a.m. to 3 p.m. The public can visit on the weekends of Oct. 15 and Oct. 22. Books, coins, stamps and artwork from around the world will be displayed for sale. ■



A Greek ceramic "tazza" is one of the many pieces of art to be featured at the AAFSW bookfair. ■

Farbman begins 17th year at USAID in Morocco

Michael Farbman was sworn in to head the USAID mission in Morocco on Aug. 3 at the State Department.

He directs a \$22 million USAID program in Morocco with a portfolio of activities including health and population, economic growth and urban environmental programs.

Farbman began his career with USAID as an economist in 1977 in the Technical Assistance Bureau. Subsequently, he served as chief of the Employment and Enterprise Development Division and as the director of the Office of Small, Micro and Informal Enterprise. During the start up of USAID programming in the New Independent

States of the former Soviet Union, he served temporarily as acting director of USAID/Russia and USAID/Kazakhstan.

He has three degrees in economics: a bachelor's from Indiana University and a master's and doctorate from Cornell University.

Farbman and his wife, Susan, have three children. The eldest, Matthew, is a second-year student at the University of Chicago. Their two daughters, Emily and Madeline, will accompany them to Rabat and will attend the Rabat American School. ■



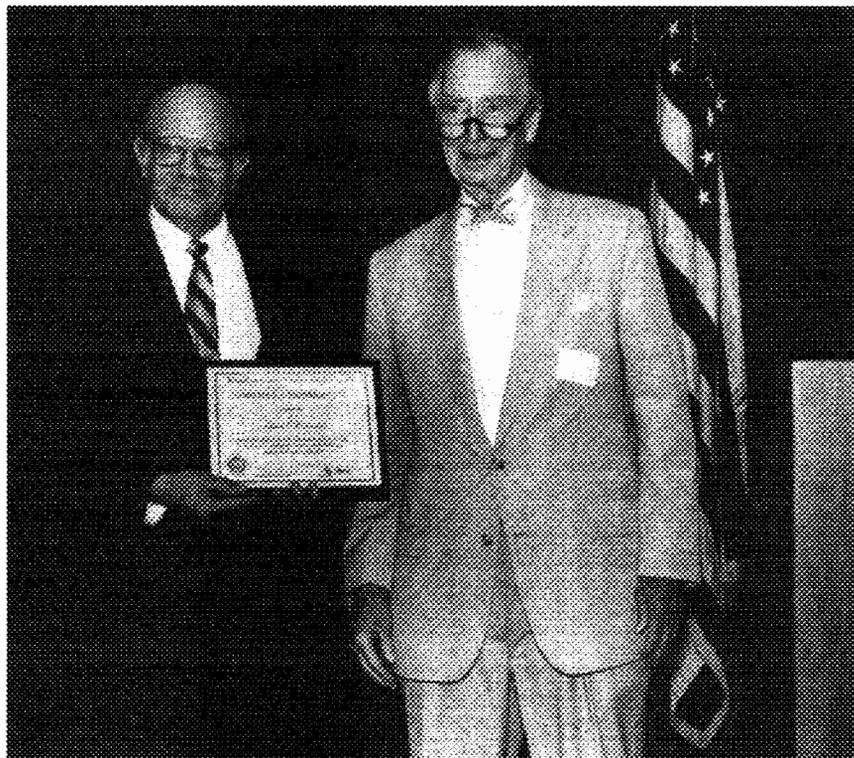


On the road with OSDBU

The Office of Small and Disadvantaged Business Utilization/Minority Resource Center (OSDBU/MRC) sponsors one-day outreach conferences in selected cities throughout the United States to inform U.S. small businesses, disadvantaged enterprises and minority-owned firms how to do business with USAID.

This year conferences were held in Dallas on May 11 and in Bellevue, Wash., on June 27. More than 200 people attended and participated in the Bellevue conference, including representatives from the Small Business Administration and the Department of Commerce's Minority Business Development Agency. Representatives from the offices of Sen. Patty Murray (D-Wash.) and Rep. Jim McDermott (D-Wash.) also attended, together with representatives from local and state agencies. The Dallas conference attracted more than 180 people.

A new workshop on subcontracting opportunities was added to this year's conferences and proved popular with the attendees. Nine USAID prime contractors attended the conferences at their own expense and participated in workshop panels and in counseling prospective subcontractors.

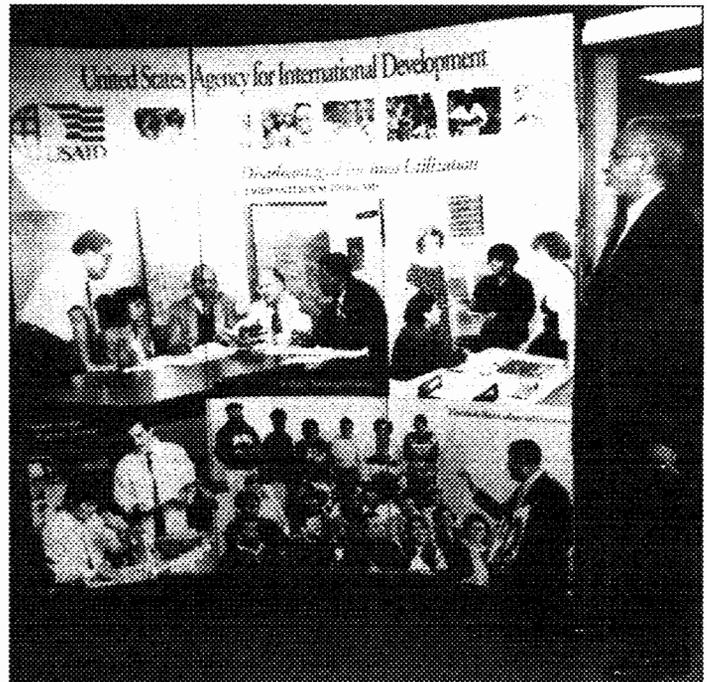


AFSA honors Richardson

At the American Foreign Service Association awards presentation on June 28, Robert Richardson (left), director of the Commodity Management Division of the Office of Procurement in the Management Bureau, received the Christian A. Herter Award from Christian Herter Jr. in recognition of Richardson's accomplishments as a senior Foreign Service officer. Richardson also was honored for his commitment to improving commodity import programs.

In its continuing effort to reach out to the U.S. private sector, OSDBU/MRC sponsored a "Developing and Implementing a Subcontracting Plan" seminar on July 14 at the Department of State. More than 30 USAID prime contractors attended, representing a portfolio of more than \$1 billion in USAID-financed contracts. Assistant Administrator for Management Larry Byrne addressed the seminar and emphasized the importance of diversity in procurement and human resources development.

OSDBU/MRC plans to expand its outreach program in FY 1995. ■



Ivan Ashley, OSDBU/MRC director, reviews the display that is a standard part of his office's outreach to the U.S. private sector.

Obituaries

Henry B. Cushing III died of complications from cancer on July 10 at age 65 in Emerald Isle, N.C. Cushing, a U.S. Marine Corps veteran, served USAID and the State Department in Vietnam, Afghanistan and the Philippines. His last assignment at the agency was in Pakistan, where he coordinated the Afghanistan cross-border humanitarian assistance program.

Fernando Mario Devoto, who worked for the government for 24 years, including the past 18 years in USAID's Office of Procurement, died on Aug. 7 at Sibley Hospital in Washington, D.C. at age 69.

Buford H. Grigsby, who worked at the agency for 17 years, died at age 85. He was an agronomist and served in Sri Lanka, Nigeria, Vietnam, Bangladesh and Tunisia.

Patricia R. Putman, wife of Foreign Service officer Warren Putman and mother of Diana Putman, died in New Holland, Pa., on Aug. 14. She raised three children while living in Africa and the Caribbean and her daughter is currently a Foreign Service officer in Tanzania.

James G. Snell died of a heart attack on July 10 at age 59 at his home in Reston, Va. He was the chief of the agriculture and agribusiness division of the Office of Enterprise Development in the Bureau for Europe and the New Independent States. He joined USAID in 1984 as an agricultural economic officer in Lusaka, Zambia. ■

Stepanek directs Zambia mission

Joseph Stepanek was sworn in at the State Department on Aug. 1 to head USAID's mission in Zambia.

Stepanek, a career Senior Foreign Service officer with 23 years of experience in international development, oversees the agency's \$20.7 million economic assistance program in Zambia that concentrates on broad-based economic growth, health and population activities and democracy building programs.

Before his new assignment, Stepanek worked for two years as the director of the Latin America Bureau's Office of Development Planning and

Programs and for three months as an adviser in the Program and Policy Coordination's evaluation office.

Stepanek joined USAID in 1971 as an economist on the Pakistan/Bangladesh desk. He has held numerous positions

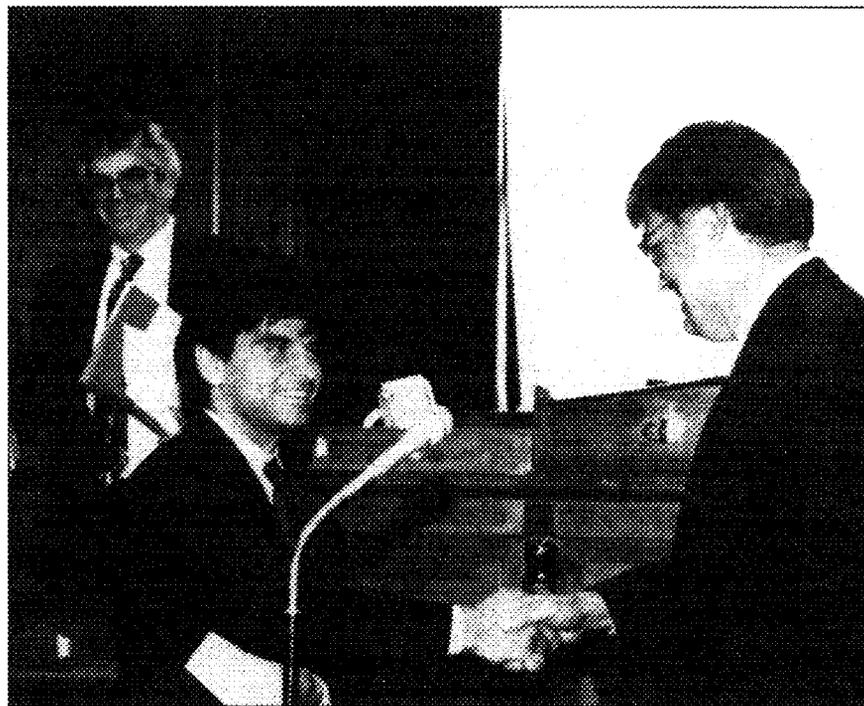


overseas including mission economist in Bangladesh from 1972 to 1977; mission economist in Indonesia from 1979 to 1983; program officer in Kenya from 1983 to 1987; and mission director in Tanzania from 1987 to 1991.

Stepanek received three degrees in economics: a bachelor's and a doctorate from the University of Colorado and a master's from the University of Minnesota.

He received the first annual C. Herbert Rees Memorial Award in October 1976 for his work in Bangladesh.

Stepanek is married to the former Caroline Holmes, and they have three daughters. ■



Microenterprises maximize results

White House official George Stephanopoulos congratulates Administrator Brian Atwood (right) at a Capitol Hill ceremony on June 22. Atwood, Rep. Sam Gejdenson (D-Ct.) and other members of Congress signed a charter making microenterprise development a prominent part of USAID's economic growth strategy. "Microenterprises are an effective way to help the world's 2 billion poor people acquire incomes and assets. This kind of assistance produces significant, measurable results," Atwood said. Observing the ceremony is Senior Deputy Assistant Administrator for Legislative and Public Affairs Bob Boyer. ■

WHERE

In The
World
Are
USAID
Employees?



Moved Up

Chan, Carol, M/OP/A/P, contract specialist

Cross, Mary, COMP/FS/REASSGN, secretary

Escalona, Julia, ES, program analyst

Ingram, Richard, M/HR/WPRS/PS, office automation assistant

Konka, Paul, M/OP/B/OCC, contract specialist

Lentini, Joseph, M/OP/B/PCE, contract specialist

Ngo, Peggy, Guinea, secretary

Rarick, Marcus, M/B/SB, supervisory budget analyst

Sallie, Rodney, ENI/FS, program operations assistant

Smith, Sharon, IG/A, secretary stenography

Tran, Oai, COMP/YOC/COOP, student trainee accountant

Walton, Maxine, Egypt, secretary

Wimbish, Bertha, ENI/ED, executive assistant

Reassigned

Arogbokun, Adebola, RDO/Caribbean supervisory financial management officer, to financial management officer financial analyst, Jamaica

Atwood, Grover, ANE/RI/SI, supervisory agricultural development officer, to G/EG/AFS/FP

Bagassao, Paula, M/HR/EM, special assistant, to AA/PPC

Baker, Arnold, POL/PAR, program analyst, to G/PDSP

Baldwin, Rhonda, PRE/I, secretary, to G/EG/DAA

Blank, Herbert, NE/DR/EPS, engineering officer, to project development officer, ANE/RUG

Bolstad, Eric, LAC/RSD, program analyst, to democracy specialist, G/DG

Borns, Jeffrey, Bolivia, legal officer, to supervisory general development officer, Peru

Boyer, Bruce, IG/A/Policy, auditor, to supervisory auditor, RIG/A/Cairo

Brewer, Alfreda, Kenya, private enterprise officer, to COMP/RTS

Brown, Terrence, AA/PPC, director directorate policy, to assistant to the administrator

Caropreso, Frank, Honduras, supervisory financial management officer, to Bangladesh

Carr, Frances, POL/SP, program analyst, to senior adviser, PPC/DP

Castro, Roberto, R&D/EID/IDM, agricultural economics officer, to private enterprise officer, G/EG/BD

Chiles, Lisa, Philippines, legal officer, to deputy mission director, Bangladesh

Church, Phillip, PPC/CDIE/POA, assistant to the administrator, to program economics officer

Clark, Robert William, IG/A/PSA, auditor, to RIG/A/Singapore

Conley, Ralph, Nicaragua, natural resources officer, to COMP/RTS

Conly, Jonathan, ENI/PCS, supervisory program officer, to PPC/CDIE/POA

Cope, Linda, M/AMS, program analyst, to administrative officer, GC/ADM

Cornello, Bruno Jr., Philippines, private enterprise officer, to supervisory private enterprise officer, South Africa

Crawford, Paul, REDSO/WCA, supervisory program officer, to COMP/RTS

Cusumano, Vincent, Honduras, supervisory agricultural development officer, to COMP/RTS

Dailey, Thomas, COMP/FSLT, supervisory program officer, to program officer, Egypt

Deal, Michael, El Salvador, supervisory project development officer, to deputy mission director, Dominican Republic

Dempsey, James, ASIA/DR/PA, supervisory project development officer, to supervisory special projects officer, ANE/RI

Depp, Rose Marie, AA/LPA, special projects officer, to USAID representative, Gambia

Diaz, Deborah, PRE/IBD, supervisory general business specialist, to general business specialist, G/EG/BD

Dirks, Delphia, PRE/ADM, administrative officer, to international cooperation specialist, ENI/NCA/CAR

Dixon, Shirley, NE/DR, secretary, to program operations assistant, ANE/ENA

Dorcus, Harry, Panama, controller, to REDSO/AFR

Douglas, Jennifer, POL/SP, program analyst, to senior adviser, PPC/DP

Downing, Lance, Haiti, supervisory program officer, to COMP/RTS

Drilling, Charles, Haiti, supervisory executive officer, to Nepal

Dumm, John, COMP/FS/REASSGN, supervisory health development officer, to program officer, AA/G

Duncan, Forest Jr., PRE/SMIE, international economist, to economist, G/EG/EIR

Edwards, Corwin Jr., Lesotho, supervisory executive officer, to India

Elliott, James, LAC/DPB, program economics officer, to program economist, ENI/PER/ER

Ferrara, Antoinette, RDO/South Pacific, program officer, to special projects officer, Cambodia

Figueredo, Roberto, NE/DR/HR, special projects officer, to democracy officer, G/DG

Fineberg, Deborah Renee, IG/A/PSA, auditor, to RIG/A/San Jose

Fu, Piere Patrick, R&D/EID/IDM, program analyst, to democracy specialist, G/DG

Fulgham, Alonzo, Jordan, IDI, to private enterprise officer

Gale, Steven, POL/CDIE/E/SS/D, social science analyst, to program analyst, PPC/CDIE/PME

Garber, Larry, POL/SP, program analyst, to senior adviser, PPC/SA

George, Gene Vincent, COMP/FSLT, supervisory project development officer, to energy officer, Russia

Gettier, Joseph, BHR/FFP/ER, Food for Peace officer, to REDSO/AFR

Gillespie, Duff, R&D/POP, director, to deputy assistant administrator, G/PHN

Goode, Jeffrey, Egypt, program economics officer, to COMP/FS/REASSGN

Goodwin, Joseph, Ghana, mission director, to supervisory regional development officer, AFR/SA

Gordon, Catherine, R&D/H/AP, health science specialist, to social science analyst, G/PHN/HN/PSR

Granger, William, Guatemala, supervisory executive officer, to M/AS/OD

Green, Catherine, NE/DR/EPS, office/automation assistant, to M/OP/CIMS

Grieser, Deborah, Rwanda, IDI, to Guinea

Grohs, Roy, ENI/PCS/PS, program economics officer, to program officer, Slovakia

Guin, Kenneth, IG/I&S/SAC/WFO, inspector, to RIG/A/Nairobi

Hale, Joanne, Malawi, supervisory agricultural development officer, to supervisory regional development officer, AFR/SA

Harrington, Catherine, COMP/FS/REASSGN, secretary, to ENI/PER

Hogan, Raymond, M/OP/PS/OCC, contract specialist, to procurement analyst, M/OP/E

Holleran, Erin, COMP/NE/OJT, IDI, to Nicaragua

Holt, Roosevelt Jr., IG/A/FA, auditor, to RIG/A/Nairobi

Hubbard, Peter, Tunisia, executive officer, to supervisory executive officer, Indonesia

Hubbard, Reuben Jr., IG/A/PSA, supervisory auditor, to RIG/A/Singapore

Hunt, Yvonne, R&D/OIT/RS, participant training specialist, to program operations specialist, G/HCD/POSS

Hunter, Shirley, Jamaica, financial management officer financial analyst, to controller

Jackson, Dora, G/DG, program operations specialist, to program analyst

Johnson, Deborah Ann, NE/DR/HR, secretary, to program operations assistant, ANE/SEA/IRM

Johnson, Pamela, R&D/H/AP, supervisory social science analyst, to supervisory public health adviser, G/PHN/HN/EH

Johnston, Gerald, Nepal, supervisory executive officer, to executive officer, Poland

Jones, Kerri-Ann, ASIA/DR/TR, physical scientist, to program analyst, ANE/CLS

Kerr, Graham, POL/CDIE/E/SS/D, supervisory program officer, to program officer, PPC/CDIE/PME

King, Rosa, M/OP/OD, secretary stenography, to administrative operations assistant typist, M/OP/COM

King, Wayne, Zimbabwe, USAID affairs officer, to COMP/FS/REASSGN

Kirk, Gloria, M/AS/OMS, general services officer, to management staff officer, M/MPI/MIC

Klassen, Lawrence, ROCAP, deputy regional director, to USAID representative, Colombia

Kranstover, Peter, Costa Rica, supervisory project development officer, to El Salvador

La Voy, Diane Edwards, POL/SP, social science analyst, to senior adviser, PPC/DP

Laperu, Peter, Ecuador, supervisory trade development officer, to supervisory project development officer

- Lauer, Dennis**, AFR/AM, supervisory program analyst, to administrative officer
- Lee, John**, ANE/US-AEP, secretary, to executive assistant
- Leonard, Robert**, REDSO/AFR, controller, to AFR/MRP/CONT
- Lew, Mary**, Gambia, controller, to financial management officer
- Lewis, Doris**, M/OP/PS/OCC, contract specialist, to procurement analyst, M/OP/E
- Lewis, Jeanette Agnes**, AA/ANE, secretary stenography, to secretary
- Lord, John**, RIG/A/Nairobi, inspector, to IG/I&S/SAC/WFO
- Luephang, Kenneth**, Philippines, project development officer, to contract officer, M/OP/B/HNE
- Lunenburg, Robert**, COMP/FSLT, program officer, to AFR/WA
- Mahoney, Roberta**, POL/PAR, agriculture adviser, to program officer, PPC/PC
- Mahoney, Timothy**, COMP/FS/REASSGN, supervisory program officer, to ENI/NCA
- Malcolm, John**, R&D/AGR/RNR, agriculturist, to agronomist, G/EG/AFS/ST
- McClelland, Donald**, POL/CDIE/E/POA, supervisory program analyst, to program analyst, PPC/CDIE/POA
- McChusky, Robert Stone**, G/DG, program analyst, to education development specialist, G/HCD/PP
- McFarland, Debra Dewitt**, LAC/RSD, special projects officer, to democracy officer, G/DG
- McKeever, Judy**, R&D/OPI/RS, supervisory management analyst, to management analyst, G/HCD/POSS
- Mehen, Thomas**, R&D/EID/IDM, supervisory social science analyst, to social science analyst, G/EG/AFS/AEMD
- Meriwether, Robert**, India, supervisory executive officer, to Guatemala
- Merrill, Henry**, PRE/DP, supervisory program officer, to G/EG/PS
- Method, Francis**, R&D/ED, supervisory social science analyst, to social science analyst, G/HCD/PP
- Moh, Kermit**, Panama, supervisory private enterprise officer, to COMP/FSLT
- Morse, Ted**, Zimbabwe, mission director, to foreign affairs officer, COMP/FS/REASSGN
- Myers, Desaix III**, COMP/FSLT, program officer, to deputy mission director, India
- Neifert, Paul**, COMP/FS/REASSGN, private enterprise officer, to ENI/ED/SB
- Novick, Paul**, AFR/EA/PAS, program economics officer, to supervisory special projects officer, AA/AFR/DRC
- Nussbaum, Jay**, ASIA/DR/PD/EA, supervisory financial analyst, to program analyst, ANE/ORA/O
- O'Dell, Bruce**, REDSO/AFR, deputy regional director, to foreign affairs officer, COMP/FS/REASSGN
- Oot, David**, Nepal, supervisory health/population development officer, to foreign affairs officer, G/PHN/HN
- Ose, Victoria**, R&D/R, secretary stenography, to secretary, AA/G
- Ottke, John**, IG/A/FA, supervisory auditor, to RIG/A/Cairo
- Palmer, Douglas**, P/A, supervisory health development officer, to health development officer, Philippines
- Panther, Dennis**, ASIA/DR/TR, agricultural development officer, to G/EG/AFS/AEMD
- Patalive, Charles**, M/HR/POD/CD, supervisory private enterprise officer, to program officer, M/IRM/OD
- Patrick, Henderson**, NE/ME, program officer, to supervisory project development officer, ANE/ORA/O
- Prickett, Glenn**, POL/SP, program analyst, to senior adviser, PPC/SA
- Proctor, Myra**, ASIA/EMS, information analyst, to management analyst, ANE/EMS
- Ramsey, Patricia**, COMP/FSLT, legal officer, to GC/ANE
- Rathbun, Daniel**, ENI/ED/SB, private enterprise officer, to supervisory private enterprise officer
- Reddy, Ray**, Rwanda, executive officer, to Romania
- Rifkin, Norman**, LAC/RSD, supervisory general development officer, to supervisory program officer, G/HCD/PP
- Roche, Elizabeth**, R&D/PO/PR, supervisory program analyst, to program analyst, G/PDSP
- Rosenberg, Richard**, AA/G, supervisory private enterprise officer, to foreign affairs officer, G/EG/DAA
- Roussel, Lee**, Czech Republic, USAID representative, to US representative to DAC
- Rugh, Michael**, POL/PAR, supervisory program officer, to program officer, PPC/PC
- Sandoval, Barbara**, Belize, USAID representative, to mission director, Ghana
- Scherrer-Palma, Carole**, COMP/LT TRNG, foreign affairs officer, to deputy mission director, Zimbabwe
- Schlesinger, Joel**, Tanzania, deputy mission director, to mission director, Mali
- Schwitzer, Samuel**, G/ENV/EET, physical scientist, to energy analyst
- Sharma, Dennis**, LAC/RSD, trade development officer, to agricultural development officer, ENI/ED/AG
- Sheidon, Lynn**, El Salvador, supervisory special projects officer, to program officer, ENI/HR/EHA
- Siegel, Robert**, POL/PAR, supervisory economist, to economist, PPC/DP
- Sillers, Donald**, POL/PAR, economist, to PPC/DP
- Silva, Alan**, ANE/SEA/SPA, project development officer, to supervisory general development officer, ENI/HR
- Slocum, Glenn Jr.**, COMP/LT TRNG, foreign affairs officer, to supervisory regional development officer, AFR/EA
- Smith, David**, Egypt, engineering officer, to COMP/RTS
- Smith, Dee Ann**, Ethiopia, supervisory executive officer, to M/AS/TT
- Smyer, Ida**, RSM/EA, legal officer, to COMP/RTS
- Soules, Donald**, Honduras, supervisory program officer, to COMP/RTS
- Spielman, Stephen**, Zimbabwe, deputy mission director, to USAID affairs officer, Nigeria
- Stepanek, Joseph**, LAC/DPB, supervisory program officer, to mission director, Zambia
- Stephens, Judith**, AFR/MRP/OS, program operations, to administrative aide, AFR/AM
- Stevenson, Marcus**, Ecuador, contract officer, to foreign affairs officer, M/OP/OD
- Strange, Kenneth Richard**, IG/I&S/SAC/WFO, inspector, to RIG/A/San Jose
- Tanamly, Mohamed**, Jordan, controller, to supervisory financial management officer, Egypt
- Taylor, George II**, ASIA/DR/TR, natural resources officer, to G/ENV
- Taylor, Scott**, Honduras, supervisory private enterprise officer, to project development officer, Peru
- Horup, Cathryn**, POL/SP, social science analyst, to senior adviser, PPC/DP
- Tiffany, Terrence**, Costa Rica, supervisory general development officer, to health development officer, Russia
- Tsitos, Diunne**, PRE/H, housing/urban development officer, to supervisory housing/urban development officer, ENI/EEUD/UDH
- Tucker, John**, Pakistan, supervisory human resources development officer, to COMP/RTS
- Tyson, Carole**, COMP/LT TRNG, foreign affairs officer, to mission director, Jamaica
- Uphaus, Charles**, Morocco, supervisory agricultural development officer, to agricultural development officer, ENI/ED/AG
- Van Den Bos, James**, LAC/CEN, program officer, to ANE/SA/NS
- Vanderhoof, Gary**, COMP/FS/REASSGN, private enterprise officer, to ENI/PER/NISP
- Van Dusen, Roxann**, R&D/H, director, to deputy assistant administrator, AA/G
- Wagner, Karen**, LAC/CEN, program operations assistant, to secretary, AA/LAC
- Walker, Dwight**, NE/DR, natural resources officer, to G/ENV/EET
- Wallin, Robbie**, M/HR/WPRS, management analyst, to international cooperation specialist, ENI/NCA/R
- Ward, Mark**, Pakistan, legal officer, to Philippines
- Warren, Marion**, AFR/SD/HRD, supervisory general development officer, to special projects officer, AA/LPA
- Wentling, Mark**, Somalia, mission director, to Tanzania
- West, Gordon**, ENI/WA, supervisory private enterprise officer, to deputy mission director, Philippines
- Wisecarver, Steven**, REDSO/WCA, supervisory contract officer, to program officer, AFR/WA
- Wolters, Curt**, Pakistan/Afghanistan, supervisory program officer, to COMP/RTS
- Young, Frank**, Bangladesh, deputy mission director, to supervisory project development officer, ANE/ORA/O

Retired

- Corbett, Kenneth**, AA/LAC, administrative officer, 29 years
- Jepson, Lance**, Senegal, supervisory agricultural development officer, 19 years
- Langlois, Joseph III**, COMP/FLST, development training officer, 25 years
- Martin, Kenneth**, COMP/DETAIL SUP, regional development officer, 29 years
- Sherper, Kenneth**, A/AID, foreign affairs officer, 29 years
- Walton, R. Max**, Swaziland, executive officer, 28 years

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