
Front Lines

U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

AUGUST 1995

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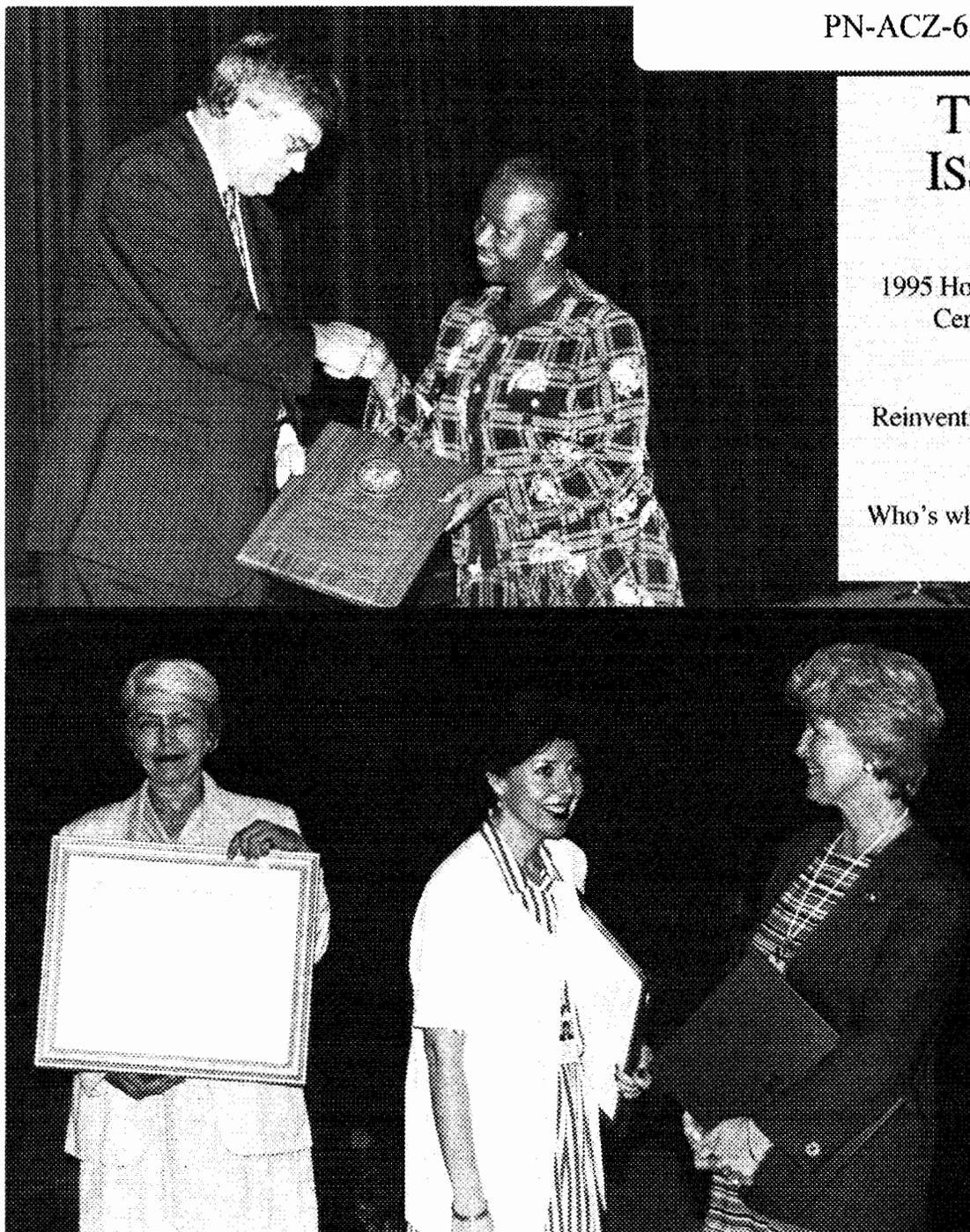
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AUGUST 1995

U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

VOLUME 35, NO.6

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USAID Hot Shots

Tell me more, tell me more . . .



Representatives from 18 USAID country programs went to the Seattle Lessons Without Borders conference. USAID/Philippines sent Pat Dugan, rural development and forestry adviser for USAID, the World Bank and the Asian Development Bank (shown here summarizing his team's recommendations at the closing ceremony). The April conference was hosted by Seattle Mayor Norman Rice and attended by local environmental professionals and Deputy Administrator Carol Lancaster.



Photo Credits: Dolores Weiss, cover, pages 2 and 3; Jaycee Pribulsky, inside front cover; Betty Snead, pages 5 and 9.

Cover Photo: (Clockwise from top:) Nomea Masihleho accepts the Distinguished Unit Citation from Administrator Brian Atwood on behalf of the Community Development Division of USAID/South Africa; Liliana Ayalde, chair, Special Awards Committee, congratulates Christina Schoux, director, LAC/SPM, on her Superior Honor Award; and Georgene Hawe, secretary, ES, received the Administrator's Distinguished Career Service Award. See story on page 2.

Front Lines

NEWS & FEATURES

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A celebration of excellence in development



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1995 Honor Awards Ceremony

A celebration of excellence in development



Administrator Atwood presents keynote speaker Rep. Donald Payne (D-N.J.) with the agency's first Administrator's Domestic Partnership Award.



The administrator congratulates Denise Murray, Office of Strategic and Economic Analysis, ANE, for her Outstanding Secretary Award.

Music from the steel-band combo "Shadow Union" greeted employees as they entered the Dean Acheson auditorium on July 25 for the 1995 Honor Awards ceremony. The lively music added a festive note to honor employees at the first annual "celebration of excellence in development."

Frank Almaguer, M Bureau deputy assistant administrator for human resources, welcomed everyone to the ceremony. "We have much to celebrate," Almaguer said as he spoke of the reinvention and rebirth of the agency and the work of USAID employees from Haiti to Cambodia to the Horn of Africa to the NIS.

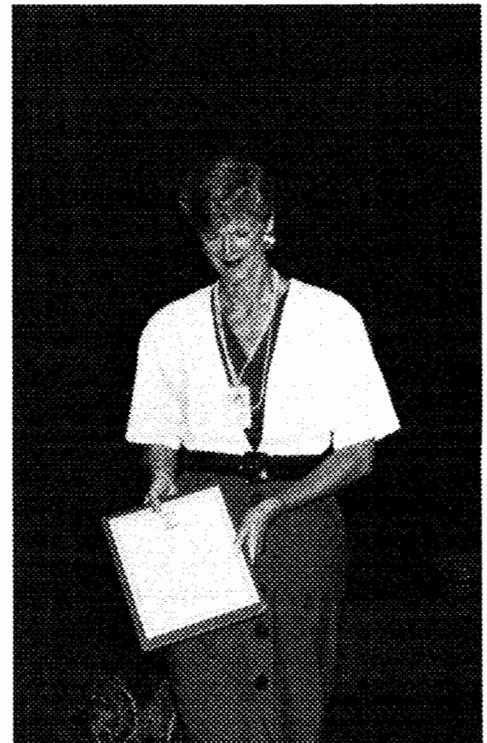
Administrator Brian Atwood began his remarks by reading a letter from First Lady Hillary Clinton, who expressed her appreciation to the agency. She told of her experiences in South Asia and wrote "the future of our nation is inexplicably tied to the future of the developing world."

"I have never been more proud of the people of this agency than I am today," Atwood said. "You continue to transform your concern for the people of the world into measurable deeds and moving achievements."

Atwood presented keynote speaker Rep. Donald Payne (D-N.J.) with USAID's first Administrator's Domestic Partnership Award. The administrator also announced that a Lessons Without Borders program will be held in Newark, which is in Payne's district.

Payne, a member of the Committee for International Relations, Economic and Educational Opportunities, and chairman of the Congressional Black Caucus, has been an active supporter of USAID's programs and mission. He was elected to serve as New Jersey's first African-American member of Congress in 1988.

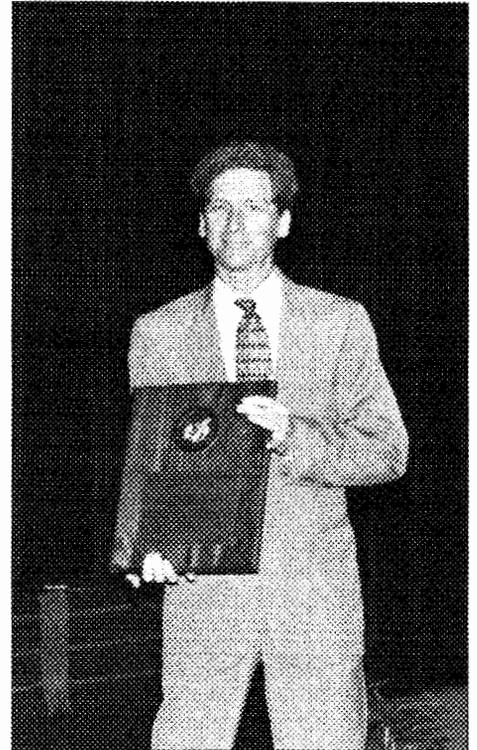
Calling the world "one global village," Payne told employees: "I salute you for your tireless pursuit of excellence here and around the world." He welcomed Lessons Without Borders to his district as a way in which Americans can learn how to deal with local problems based on experiences and solutions the agency has applied overseas.



Linda Lloyd Brown, country development officer, AFR/EA, received a Superior Honor Award for her work in shaping programs for Burundi and Rwanda and "supporting the evacuation of the USAID/Rwanda personnel and non-essential employees from USAID/Burundi."



Among the Foreign Service Nationals honored this year are from left to right: Gabriela Gonzalez, USAID/Guatemala, Outstanding Secretary Award, and Foreign Service National of the Year winners: Maria Elena de Mora, USAID/Ecuador; Rasheed Ibrahim, USAID/Sudan; Aniko Varadi, USAID/Hungary; and Karlygash Makatova, USAID/Kazakstan.



Gary Vanderhoof accepts the Superior Unit Citation for NIS Privatization, ENI, for "superior performance in organizing critical USAID assistance to the mass privatization program in Russia."



Henry Welhous, USAID/Dominican Republic, a Foreign Service National of the Year, receives his award from the administrator for his leadership of the mission's Program Development Office and for his performance of duties "far exceeding his normally assigned responsibilities."



Administrator Atwood awards the Distinguished Unit Citation to LPA for "communicating a new sense of purpose to the agency's employees, the Executive Branch, the Congress, the news media and, most important of all, the American people." Accepting the award on behalf of the bureau are Kathy Morris, administrative operations assistant, and Jill Buckley, assistant administrator, LPA.

Reinvention round-up

Customer service from the Office of Equal Opportunity Programs

Bishop Buckley thinks he and his staff are not helping you, his customer, enough.

Buckley, chief of the affirmative employment unit of the Office of Equal Opportunity Programs (EOP), joined USAID in November 1994 and understands the tremendous challenges now facing the agency. He believes that there should be many more requests from managers for EOP assistance and training during these difficult days.

"Dealing with change can be devastating," Buckley said. He acknowledged that over the past three years the number of discrimination complaints filed in the EOP office have steadily increased. "An increase in the number of grievances is another indicator something is wrong in the agency," he said.

Buckley actively promotes the belief that a positive work environment is essential to the happiness of employees within any agency. "As we reinvent the agency, we must maintain a focus on the needs of people coping with change," he said.

He believes that training, especially for managers, plays a key role in fostering a positive work environment.

The EOP staff recently conducted a workshop for managers in the Human Resources Office on "Maintaining a Positive Work Environment," which was so well-received that Buckley hopes the workshop can be repeated throughout the agency.

"Supervisors don't use training as they should," Buckley said. "Many training resources are

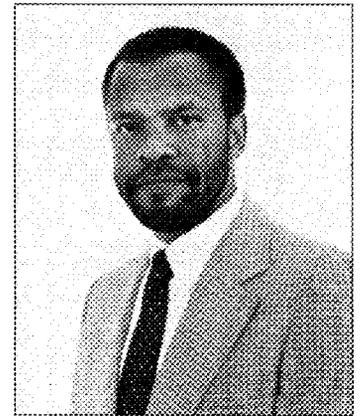
available to help them with the difficult task of maintaining a positive work environment."

He explained that a major objective of training is to provide managers with some of the tools necessary to maintain strong employee morale during a period of possible staff reductions and reinvention initiatives.

"Supervisors and managers are being challenged more and more in today's workplace to enhance efficiency and productivity while at the same time improving diversity. The EOP office is available to help assist managers in meeting these

positive work environment by maintaining diversity training for all employees and developing team-building opportunities. He stressed that all employees should be treated with respect. "Avoid stereotyping people and provide a means for receiving feedback," he said.

EOP also works with managers on such issues as upward mobility; glass-ceiling barriers; and accommodations for people with disabilities. Buckley points out that these are part of services provided by the EOP Office, which include the management of the agency's equal employment opportunity



Prior to coming to Washington in 1991, he was the deputy equal employment opportunity officer at the Portsmouth Naval Shipyard, Portsmouth, N.H., and worked in personnel staffing and classification and employee development.

Before joining the federal government in 1980, he worked for the National Education

"Supervisors and managers are being challenged more and more in today's workplace to enhance efficiency and productivity while at the same time improving diversity."

challenges," he said.

Buckley and the EOP staff trained supervisors in the Office of the Inspector General and managers in the Human Resource Office on maintaining a positive work environment. They also held a workshop in March for the overseas executive officers' conference held in Leesburg, Va., on the topic of preventing sexual harassment. All training sessions received praise from participants.

Topics covered in the workshops on maintaining a positive work environment included employee relations issues; preventing sexual harassment; preventing discrimination; and conflict resolution.

Bishop noted that managers should actively promote a

complaints process and the affirmative employment program. He urges USAID/W and the missions to take full advantage of EOP training and other assistance. Buckley already has received invitations from several missions in Africa to provide customer-focused EEO training.

Buckley comes to USAID with extensive experience in training, personnel, labor-management negotiations, and conflict management. Before joining the agency, he served at the Department of Navy, Human Resources Center, Naval Sea Systems Command in Crystal City as the director for Affirmative Employment Programs and as a supervisory personnel management specialist.

Association in Michigan and Texas in the areas of collective bargaining, grievances, legislative affairs, conflict management and training.

Buckley, who is a strong believer in training and education, began his career as a history teacher at an inner-city high school in Michigan where he taught for 10 years.

He grew up in Maine and has a bachelor's degree from the University of Texas and a master's from Michigan State University.

Contact Buckley or the Office of EOP for additional information at (202) 663-1329 or fax (202) 663-1331.

—By Betty Snead

Hotlines elevate customer service to a new standard

The service teams in USAID's Office of Administrative Services (AS) strive to provide top-notch service to each customer every day. Occasionally, however, a service or product may not be provided as expected. When this happens, M/AS customers now have a formal channel through which they can express their concern, ask a question or make a suggestion. That channel is the M/AS Hotline, which is available by E-mail or phone.

While the hotline staff does not actually deliver the product or service, the team helps customers get a quick status report on their request and

ensures that everything possible is done to meet their needs.

Once someone on the customer service team receives the request for assistance, he or she forwards it to the responsible M/AS service division within one business day. The division chief then contacts the customer within two business days to discuss the situation and indicate when and how it will be resolved. After five business days, the customer is contacted again to determine if the requested assistance was furnished or if further help is required.

Since the hotline became available agencywide on Jan. 3, 1995, the M/AS customer service team has coordinated more than 70 requests, averaging five days each. To reach the M/AS hotline via E-mail, type

"HOTLINE" then "AS," or call (703) 516-1874.

Several other new USAID hotlines also are available. The human resources hotline deals with questions and concerns about personnel issues. Its E-mail address is "Hotline HR." To find out who to contact for a particular HR service, call (202) 663-1310. If you have a concern about an HR service or if HR staff have failed to respond to your communication, call (202) 663-1315.

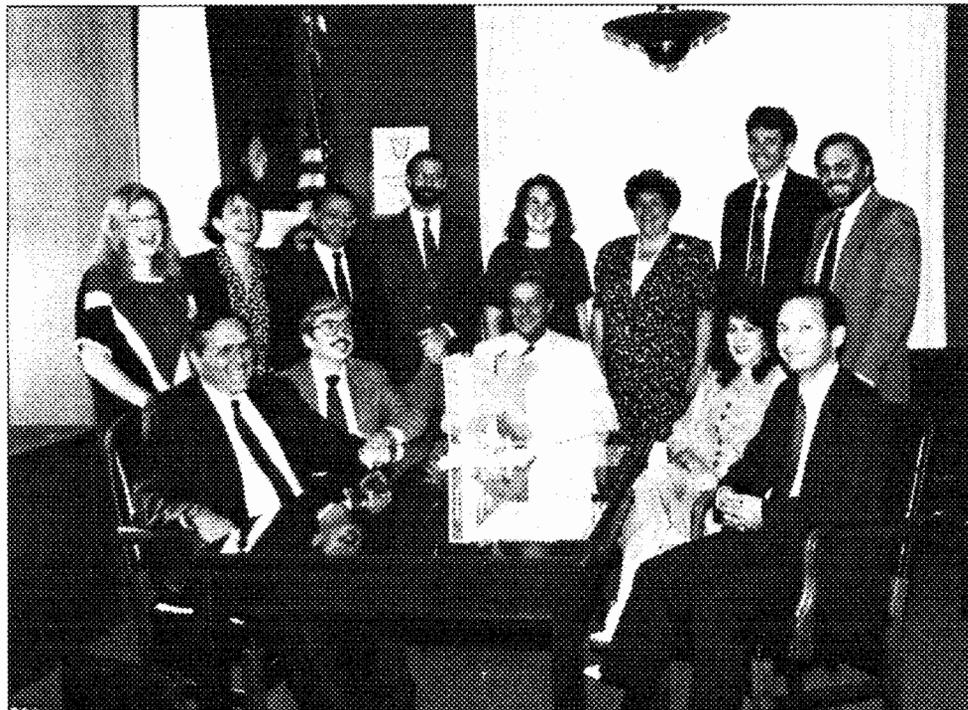
The IRM Ombudsman Hotline is available when the agency's regular procedures for dealing with automation and information systems do not work. You can reach it by E-mail at "Hotline IRM Ombudsman" or by calling (703) 875-1111.

The PME Hotline (formerly

the PRISM Hotline) is administered by PPC/CDIE/PME (performance, measurement and evaluation). It provides information, advice and referrals on strategic planning, performance measurement, data collection methods and evaluation. This service is available to USAID staff and their development partners. Partners should submit their requests through their USAID contacts. This service can be accessed on E-mail at "Hotline PME" or by calling (703) 312-7540, extension 12.

USAID's new hotlines are there for you. Have a question? Need help? Give them a try. ■

—By Marcia May, member of the Customer Service Team in M/AS/COOS



Streamlining policies

Under the direction of Phyllis Dichter-Forbes, deputy assistant administrator in the Management Bureau, three teams (shown here) developed new directives to supersede USAID Handbook 3 and replace parts of Handbooks 1, 4, 7, 8, 9 and 10. All agency handbooks will be replaced by new directives by Oct. 1, 1995. These new directives, which are part of the Automated Directives System (ADS), place greater emphasis on results, teamwork, customer service, accountability and employee empowerment. The ADS will clarify agency policies and procedures, provide general guidance and substantially reduce regulations.

WHO'S WHO

In The Field

Africa

Botswana Gaborone
Director Howard Handler

Burundi Bujumbura
Director Myron Golden

Ethiopia Addis Ababa
Director Margaret Bonner
Deputy Director Walter E. North

Ghana Accra
Director Barbara Sandoval
Deputy Director William Jeffers

Guinea Conakry
Director John Flynn (designate)
Deputy Director Thomas E. Park

Kenya Nairobi
Director George Jones
Deputy Director Kiertsak Toh

Lesotho Maseru
Director Gary E. Lewis (acting)

Madagascar Antananarivo
Director Donald R. Mackenzie
Deputy Director Karen Poe

Malawi Lilongwe
Director Cynthia Rozell

Mali Bamako
Director Joel E. Schlesinger
Deputy Director Bruno Kosheloff

Mozambique Maputo
Director Roger Carlson
Deputy Director James T. Smith

Niger Niamey
Director James Anderson

Rwanda Kigali
Director Myron Golden (acting)

Senegal Dakar
Director Anne Williams
Deputy Director Douglas Sheldon

South Africa Pretoria
Director Leslie A. Dean
Deputy Director Henry Reynolds

Somalia Mogadishu
Director Ron Ulrich

Swaziland Mbabane
Director Jack Royer (acting)

Tanzania Dar es Salaam
Director Mark Wentling
Deputy Director Grant W. Anderson

Uganda Kampala
Director Donald Clark
Deputy Director Leticia Diaz

Zambia Lusaka
Director Joseph F. Stepanek

Zimbabwe Harare
Director Peter Benedict
Deputy Director Carole Scherrer-Palma

USAID Offices

Angola Luanda
USAID Representative William Martin (coordinator)

Benin Cotonou
USAID Representative Thomas F. Cornell

Cape Verde Praia
USAID Representative Barbara Kennedy

Chad N'Djamena
USAID Representative Barnett Chessin (acting)

Eritrea Asmara
USAID Representative Glenn Anders (coordinator)

The Gambia Banjul
USAID Representative Robbin Burkhardt (acting)

Guinea-Bissau Bissau
USAID Representative Michael F. Lukomski

Liberia Monrovia
USAID Representative Lowell E. Lynch

Namibia Windhoek
USAID Representative Edward Spriggs

Sections of Embassy

Nigeria Lagos
USAID Affairs Officer Stephen Spielman

The Sudan Khartoum
USAID Affairs Officer Larry Meserve (coordinator)

Regional Economic Development Services Offices

East & Southern Africa (REDSO/ESA)

Kenya Nairobi
Director Keith Brown
Deputy Director Ronald Harvey

West & Central Africa (REDSO/WCA)

Cote d'Ivoire Abidjan
Director Willard Pearson
Deputy Director Kimberly Finan

Regional Center for Southern Africa (RCSA)

Botswana Gaborone
Director Valerie Dickson-Horton
Deputy Director Wendy Stickel

Asia

Bangladesh Dhaka
Director Richard M. Brown
Deputy Director Lisa Chiles

India New Delhi
Director Walter G. Bollinger
Deputy Director Desaix B. Myers III

Indonesia Jakarta
Director Charles F. Weden Jr.
Deputy Director Vivikka M. Moldrem

Nepal Kathmandu
Director Frederick Machmer
Deputy Director T. David Johnston

The Philippines Manila
Director Kenneth Schofield
Deputy Director Gordon West
USAID Representative to ASEAN Dennis C. Zvinakis

Sri Lanka Colombo
Director David A. Cohen
Deputy Director (vacant)

Thailand Bangkok
Director Linda Lion
Deputy Director Eugene Morris Jr.

USAID Offices

Cambodia Phnom Penh
USAID Representative Joseph Goodwin

Mongolia Ulaanbaatar
USAID Representative Charles Howell

Near East

Egypt Cairo
Director John Westley
Deputy Director Duncan R. Miller

Jordan Amman
Director William T. Oliver Jr.
Deputy Director Dianna L. Swain

Morocco Rabat
Director Michael Farbman
Deputy Director James Hradsky

Tunisia Tunis
Director David Painter (acting)

West Bank/Gaza Tel Aviv
Director Christopher D. Crowley

Yemen Sanaa
Director William McKinney

USAID Office

Oman Muscat
USAID Representative Kenneth Randolph (acting)

Europe

USAID Offices

Albania Tirana
USAID Representative Dianne M. Blane

Bulgaria Sofia
USAID Representative John A. Tennant

Croatia/Slovenia Zagreb
USAID Representative Charles R. Aanenson

Czech Republic Prague
USAID Representative James F. Bednar

Estonia Tallinn
USAID Representative Adrian L. deGraffenreid

Hungary Budapest
USAID Representative Thomas Cornell (designate)

Latvia Riga
USAID Representative (vacant)

Lithuania Vilnius
USAID Representative John Cloutier

Macedonia Skopje
USAID Representative Linda R. Gregory

Poland Warsaw
USAID Representative Suzanne Omdia

Romania Bucharest
USAID Representative Richard J. Hough

Slovakia Bratislava
USAID Representative Patricia Lerner

New Independent States

Russia Moscow
Director James Norris
Deputy Director Roger Simmons

Ukraine Kiev
Director Gregory F. Huger
Deputy Director David M. Sprague

Regional Mission for Central Asia

Kazakhstan Almaty
Director Craig G. Buck
Deputy Director Patricia Buckles

USAID Office

Armenia Yerevan
USAID Representative Fred E. Winch

Latin America and the Caribbean

Bolivia La Paz
Director Lewis Lucke (acting)

Costa Rica San Jose
Director Richard Whelden (acting)

Dominican Republic Santo Domingo
Director Marilyn Zak
Deputy Director Michael Deal

Ecuador Quito
Director John Sanbrailo
Deputy Director Michael Jordan

El Salvador San Salvador
Director Carl Leonard
Deputy Director Henry Reynolds

Guatemala Guatemala City
Director William S. Rhodes
Deputy Director Hilda M. Arellano

Guyana, Georgetown
Director Pat McDuffy

Haiti Port-au-Prince
Director Larry Crandall
Deputy Director Sarah Clark

Honduras Tegucigalpa
Director Elena Brineman
Deputy Director (vacant)

Jamaica Kingston
Director Carole H. Tyson
Deputy Director Donald Smith

Nicaragua Managua
Director George Camer
Deputy Director Mark Silverman

Panama Panama City
Director David Mutchler

Peru Lima
Director George Wachtenheim
Deputy Director Donald Boyd

**Regional Development Office/
Caribbean (RDO/C)**
Barbados Bridgetown
Director Paul Bisek

USAID Offices

Belize Belize City
USAID Representative Robert T. Dakan

Brazil Brasilia
USAID Representative Ed Kadunc

Chile Santiago
USAID Representative Thomas Nicastro

Colombia Bogota
USAID Representative Lawrence Klassen

Mexico Mexico City
USAID Representative Arthur Danart

Paraguay Asuncion
USAID Representative Richard Nelson

INTERNATIONAL ORGANIZATIONS

U.S. Mission to the U.N. Food and Agriculture Organizations (including FAO, WFP, WFC, IFAD)

Rome, Italy
Food Aid Attache—David Garms
U.S. Executive Director to the International Fund for
Agricultural Development (IFAD)—Hugh Smith

U.S. Mission to the Organization for Economic Cooperation and Development

Paris, France
Development Assistance Committee Chairman—James H. Michel
U.S. Representative to the Development Assistance Committee—
Lee Roussel

U.S. Embassy

Tokyo, Japan
Counselor for Development Cooperation—Paul White

U.S. Mission of the European Union

Brussels, Belgium
USAID Coordination Representative—John Cloutier

Donors prioritize goals at Development Assistance Committee meeting

USAID has played a lead role in recent months with donor countries to affirm sustainable development as a key foreign policy objective for the post-Cold War period.

At the annual high-level meeting of the Development Assistance Committee (DAC) in Paris last May, 21 donor countries issued a statement on the "Priority for Development Cooperation in the New Global Context." Deputy Administrator Carol Lancaster led the U.S. delegation and praised the donor community for joining ranks to assure that domestic concerns and budgetary pressures not jeopardize international development cooperation.

This set the stage for foreign and finance ministers from 26 industrialized countries to endorse the DAC statement at a meeting later that month at the Organization for Economic Cooperation and Development (OECD) in Paris.

Building on their work initiated at the DAC, in early June, President Clinton and his G-7 counterparts held a summit

a new definition and understanding of development assistance as an investment in our national and global interests.

new emphasis on partnership, participation and accountability; recognition that development benefits all—not just developing countries; and greater understanding to bolster public and legislative support for development. ■

—By Jerome Sherry, economist in
PPC/DC

Since the end of the Cold War, donors have increasingly felt the need for a new definition and understanding of development assistance as an investment in our national and global interests.

meeting in Halifax, Canada, stressing the importance of continued commitment to sustainable development and resolved to work for funding development programs.

With USAID in the lead, the United States has worked hard and long to build this new international consensus on development and commitment to development cooperation. Since the end of the Cold War, donors have increasingly felt the need for

Looking beyond the recent round of important agreements, senior political-level donor officials are now engaged in a process to put together a charter that will set the framework for development into the 21st century.

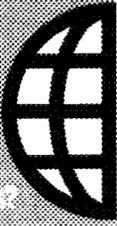
Essential features of the new consensus on development include: renewed importance of development in poor countries as globalization more and more integrates country economies;

Plan ahead!

The next retirement planning seminar offered by the State Department for personnel of foreign affairs agencies is Oct. 2-6 in the Loy Henderson conference room. Contact Jennifer Caldwell, M/HR/TD at (703) 875-1630 to register.

WHERE

In The
World
Are
LEAD
Employed?



Moved On

Abdullah, Aaliyah, COMP/YOC/COOP
Barnes, Tommie, IG/I&S/PS
Bazemore-Feeling, Linda, PPC/DP
Celaya, Enrique, IG/I&S/SAC/WFO
Etube, Christine, Cameroon
Garrett, Teresa, IG/I&S/PS
Grossman, Sandra, SUMMER/COMP
Grosz, Ron, G/HCD/PP
Pattin, Janaya Lee, COMP/YOC/COOP
Rogers, John, Czech Republic
Sullivan, Louise, Philippines

Promoted

Bellamy, Cherie, ANE/ENA/E, international cooperation specialist
Berns, Deborah, COMP/YOC/COOP, student trainee (program analyst)
Brock, Alfred, M/AS/ISS, mail management specialist
Cornelius, Richard, G/PHN/FPS, program manager
Cowan, Jennifer, ENI/ECA/ST, international cooperation specialist
Dorsey, Tajuana, M/IRM/TCO, program analyst
Gilmer, Ronnie, BHR/OFDA/PS, program analyst
Gray, Brenda, M/IRM/PMA, computer specialist
Henning, Michael, COMP/YOC/COOP, student trainee (program analyst)
Keasley, Monica Denise, ENI/ED, secretary (office automation)
Kiefel, Erik Dale, COMP/NE/OJT, presidential management intern
King, Joan, M/FM/LM, supervisory accountant
McNeal-Thomas, Jacqueline, M/B/OD, secretary stenography
Nichols, Donnell, COMP/YOC/COOP, student trainee typist
Rodman, Fabiola, M/HR/POD/S, administrative operations specialist
Snowden, Timika, COMP/YOC/COOP, student trainee typist
Stevens, Pamela Beth, COMP/YOC/COOP, student trainee (procurement/contract)
Steward, Tarneisha, COMP/YOC/COOP, student trainee typist
Vogler, Benjamin, M/OP/A/FAO, contract specialist

Reassigned

Alter, Dinsmore, REDSO/ESA/PDPS, project development officer,

to supervisory project development officer, ENI/PD/PSA
Armstrong, Paul, RIG/A/Singapore, supervisory auditor, to RAO/EUR
Asselin, Robert Jr., Uruguay, USAID representative, to foreign affairs officer, COMP/SEPARATION
Bennett, Carlton, Pakistan-Afghanistan, supervisory contract officer, to contract officer, M/OP
Bisson, Jerry, Indonesia, supervisory natural resources officer, to biologist, G/ENV/ENR
Blackton, John, Pakistan-Afghanistan, mission director, to foreign affairs officer, COMPL/STRNG
Blair, Courtney Brooke, Tanzania, IDI (private enterprise), to project development officer
Bonnaffon, Robert, Honduras, controller, to Egypt
Brady, Larry, Philippines, supervisory financial management officer, to controller
Braunstein, Arthur, Egypt, population development officer, to health development officer, Mali
Brineman, Elena, Honduras, deputy mission director, to mission director
Carolus, Carol, AFR/SD/SA, program economics officer, to Nepal
Cook, Gary, Guatemala, supervisory general development officer, to health population development officer, G/PHN/FPS
Cowles, David, Hungary, USAID representative, to supervisory regional development officer, ENI/ECA
Davidson, Oliver, COMP/DETAIL SUP, international disaster adviser, to PPC/DC
Deffer, Julie, Bangladesh, supervisory project development officer, to project development officer, Czech Republic
Dempsey James, ANE/RI, supervisory special projects officer, to director, office program planning evaluation, BHR/PPE
Donovan, Francis, M/OP/E, contract officer, to REDSO/ESA
Edwards, Christopher, El Salvador, IDI (program), to program officer
Fort, Vernita, RDO/C/PD, program economics officer, to Jamaica
Franklin, Douglas, Egypt, controller, to COMP/FSLT
Gowen, Daniel, RIG/A/Dakar, supervisory auditor, to COMP/REASS/G/W
Harris, Timm, Nicaragua, project development officer, to Morocco

Hellyer, Robert, AFR/WA, program officer, to supervisory project development officer, Panama
Homziak, Jurij, Nicaragua, IDI (natural resources), to natural resources officer
Johnson, Victorial, A/AID, secretary (office automation), to secretary stenography, M/IRM/OD
Kindred, Walter Jr., RIG/A&I/San Jose, supervisory inspector, to inspector, IG/I&S/AS
Kleinjan, Mary Alice, COMP/FSLT, legal officer, to Egypt
Lierecke, Terrence, Sri Lanka, deputy mission director, to foreign affairs officer, COMP/SEPARATION
Liskov, Adele Helene, BHR/PVC, program manager, to PPC/DC
Lombardo, Joseph Jr., PPC/DC, program officer, to supervisory project development officer, Peru
Lyons, Christine, M/OP/ENI/EE, contract specialist, to commodity management officer, REDSO/ESA
Martin, John, Pakistan-Afghanistan, supervisory executive officer, to executive officer, M/HR/POD
Martin, Linda, ENI/FS, financial management officer financial analyst, to financial management officer budget/analyst, M/PM/PPC
McDonald, Kathleen, ENI/HR/HP, health population development officer, to health development officer physician, G/PHN/AN/PSR
McFarland, Cecil, M/AS/OMS, executive officer, to supervisory executive officer, Egypt
Medish, Mark Christian, ENI/PCS, program analyst, to AA/ENI
Mertens, Frank, BHR/PVC, private enterprise officer, to agricultural development officer, ENI/ED/AG
Morawetz, Susan, BHR/FFP/ER, Food for Peace officer, to program analyst, BHR/FFP/DP
Nelson, Richard, Paraguay, USAID representative, to foreign affairs officer, COMP/SEPARATION
Nichols, Scott, RIG/A&I Egypt, inspector, to IG/I&S/SAC
Nindel, James, LAC/SPM, program analyst, to ENI/HR/EHA
Obasiolu, Emmanuel, Haiti, financial management officer financial analyst, to financial management officer budget/analyst, Indonesia
Olds, Kim Carolyn, M/OP/A, secretary (office automation), to administrative operations assistant (office automation), M/HR/OD
Phillips, Robert Allan, Uganda, program economics officer, to supervisory regional development officer, ENI/NCA
Picur, Gregory, IG/I&S/SAC/WFO,

inspector, to SAC/CAIRO/FO
Pressley, Donald, Poland, USAID representative, to foreign affairs officer, AA/ENI
Rea, Samuel, G/HCD/FSTA, supervisory education development officer, to foreign affairs officer, COMP/LT TRNG
Reynolds, William, Philippines, contract officer, to Egypt
Jay Reed, RIG/A/Cairo, auditor, to IG/A/SPEC RPTS
Ross, Lee Ann, ANE/SEA/SPA, supervisory program officer, to Kenya
Seong, John, REDSO/ESA, IDI (financial management), to financial management officer financial analyst
Shepherd, James, G/PHN/HN/PSR, health development officer physician, to supervisory general development officer, Jamaica
Smith, Mark Arthur, Senegal, supervisory agricultural development officer, to agricultural development officer, ENI/ED/AG
Snowden, Carol, Egypt, personnel officer, to executive officer, M/HR

Songer, David, REDSO/ESA, IDI (financial management), to Food for Peace officer
Stalla, Stanley, Sri Lanka, project development officer, to rural development officer, Peru
Steele, Gloria, AA/PPC, senior adviser, to program analyst officer, ENI/PD
Sullivan, Peter, Egypt, legal officer, to Thailand
Tresch, Phillip, COMP/NE/OJT, contract officer, to Egypt
Wallach, Bradley, Philippines, private enterprise officer, to West Bank/Gaza
Walsh, Michael, Egypt, contract officer, to supervisory contract officer, M/OP/A/AOT
Warren, Marion, AA/LPA, special projects officer, to director, office field support and technical assistance, G/HCD/FSTA
Warshaw, Gail Heston, COMP/FSLT, contract officer, to Mozambique
Webber, Richard, REDSO/ESA, contract officer, to COMP/SEPARATION

White, Phyllis, M/FM/CONT, secretary (office automation), to G/HCD/FSTA
Wingert, Stephen, Costa Rica, mission director, to foreign affairs officer, COMP/SEPARATION
Wise, Louise Berry, Uganda, supervisory general development officer, to program officer, AA/G
Wood-Stervinou, Theodora, Nepal, deputy mission director, to foreign affairs officer, COMP/FS/REASSGN
Yamashita, Susumo, Ecuador, supervisory health population development officer, to population development officer, G/PHN/POP/FPS
Zoghby, Samir, Chad, general development officer, to supervisory special projects officer, Namibi

Retired

Armstrong, George, ENI/EEU/NR, environmental protection specialist, 9 years
Brown, Marshall, Honduras, mission director, 30 years
Buchan, Marilyn, SWZ/LSO/OD,

contract officer, 12 years
Davison, John, LAC/RSD, special projects officer, 12 years
De Marcken, Baudouin, Latvia, USAID representative, 11 years
Erdahl, William, ENI/ECA, program officer, 27 years
Gordon, Alan, COMP/SEPARATION, controller, 25 years
Laudato, George, AA/ANE, deputy assistant administrator, 29 years
Mathia, Robert, Panama, supervisory project development officer, 12 years
Moore, Wanda, M/IRM/PA, computer specialist, 28 years
Reed, Ruth, M/IRM/OD, secretary stenography, 20 years
Rifkin, Norman, G/HCD/PP, supervisory program officer, 17 years
Stamberg, Louis, BHR/PVC, program manager, 33 years
Stephan, Theresa, COMP/SEPARATION, executive officer, 29 years
Stonebrook, Edward, RIG/A/San Jose, supervisory auditor, 29 years
Years of service are USAID only.

Targeting sophomores for USAID careers



Pictured above are this summer's sophomore college students who are part of the Intern Investment Program, along with Pam White, head of recruitment.

This summer 41 interns are working with the agency in Washington as part of the Intern Investment Program (IIP). The agency actively recruits college

sophomores for the program, which is designed to prepare and encourage qualified students (especially women and minorities) to embark upon a Foreign

Service career when they graduate. The agency seeks outstanding students majoring in health, environment, public administration/policy, interna-

tional development, business administration, economics, sociology, finance/accounting, agricultural sciences, anthropology, demography, natural resources, law, commerce-trade and other fields.

After two summers with the agency, the students are evaluated by their supervisors and the Recruitment Branch. Those who have the highest marks and are accepted into graduate school are invited to participate in short internships in USAID overseas missions between their college graduation and their first year in graduate school.

IIP students automatically qualify for interviews for the International Development Intern program upon successful completion of their USAID overseas mission internship. ■

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