



# USAID Alumni Association

## February 2023 Newsletter

### Note from the UAA Board

As predicted in our note last month, the new year started out busy and productive. And we expect that with our new line up of Committees and energetic Co-Chairs 2023 will continue to be challenging and rewarding!! Among the outstanding events in January were:

- A well-attended DACOR/UAA-sponsored event on Careers in International Development with Aaron Williams;
- UAA's Quarterly meeting with USAID to track progress on our MOU-related activities; although Deputy Administrator Paloma Adams-Allen was unable to join the meeting, Clinton White, the Agency Counsellor ably represented USAID along with leaders from HCTM, PPL and LPA; among our priorities for the coming year are support for mentoring and for FSNs and coaching for USAID Missions;
- A No Host Happy Hour for USAID's New Field Leaders at the Elephant & Castle attended by all the USAID trainees along with UAA members who expressed their appreciation for the opportunity to meet former colleagues newly-minted as Agency Mission Directors or Deputies;
- UAA's first ever regional outreach event and potential chapter launch in Sarasota, Florida; and
- Training of new UAA mentors and USAID mentees in Cohort 12.

As part of UAA's efforts to support USAID and strengthen DEIA, we are seeking alumni who attended a Minority Serving Institution (MSI) as part of potential outreach efforts together with USAID. If you attended an MSI and would like to support such efforts, please contact Chris Milligan at [t.chris.milligan@gmail.com](mailto:t.chris.milligan@gmail.com)

Stay tuned for announcements of DACOR/UAA jointly-sponsored events, Development Issues Committee sessions, Winterfest and other social events in the months to come. We look forward to seeing you and strongly encourage you to renew your UAA membership if you have not already done so.

## Calendar of Upcoming UAA Events

- **NEW!** At a UAA/DACOR Development Dialogue lunch **at DACOR on February 10, 2023, from 12 noon to 2:00 pm, Dan Runde**, CSIS senior vice president and director of the Project on Prosperity and Development, will speak about his new book ***The American Imperative: Reclaiming Global Leadership through Soft Power*** which makes the case for building a new global consensus through vigorous internationalism and the judicious use of soft power. He maps out many of the steps that we need to take--primarily in the non-military sphere--to ensure an alliance of stable and secure, like-minded, self-reliant partner nations. Dan will be engaged in conversation by active UAA member **Ambassador Jim Michel**. Please note this will be a "hybrid" program. We urge all to attend in person if they can. To sign up for this event please use [this link](#).
- **NEW! Sunday, March 5, 2023, 3:00 to 6:00 p.m. UAA alumni are invited to bring their spouse or a guest to the ninth Annual Winterfest.** Frank and Antoinette Almaguer have graciously offered to again host at their residence in Vienna, Virginia. This is a free event for UAA alumni. We also encourage you to bring or invite those eligible to become members. RSVP: Please send acceptances no later than February 15 so that we can place orders and plan accordingly. Click [here](#) for details and for the registration link.

## New! USAIDAlumni.org

**In Memoriam:** Edward Howard "Bear" Winant, William David McKinney, David "Dave" Howard Pritchard, Irwin "Irv" A. Levy, John Thomas Rifenbark, Jr., Dana Austin Lund, Sue Janssen, Ann Richards, Wayne Tate.

### Articles

- **7 numbers to watch in 2023**, by Liz Schroyer, USGLC, 27 Jan 2023.
- **An Ode to Congressional Staffers**, Letter to the Editor, *Washington Post*, by Desaix Myers, 23 Jan. 2023.

### Bulletin Board

- **From Frank Almaguer: The attached from the AFSA website contains a compilation of articles about USAID going back to the early 1960s.**
- **UAA Makes New Inroads Across Peninsula Florida**, by Miles Toder, January 27, 2023

- **A Memorial Service for John Thomas Rifenbark** will be held at 12 noon on Friday, February 24, at Vienna Presbyterian Church, 124 Park St. NE, Vienna, VA.
- **Former USAID officer, Amb. Liliana Ayalde (Ret.) Speaks about Brazil Today** on Feb 13th, 6:30pm EST
- **Ann Richards passed away on January 5, 2023.** Her family is planning a Celebration of her life on Friday, April 14, 2023, from 4 to 7 p.m. at The Hill Center, 921 Pennsylvania Ave. SE, Washington, DC 20003.

## **Jobs & Volunteer Opportunities**

### **• UAA Membership Committee Seeks Administrative Assistant**

The UAA Membership Committee seeks to hire an Administrative Assistant, part-time, to assist the Committee while coordinating with the UAA Administrative Systems Manager, concerning the review and reporting of monthly membership statistical information and the identification and implementation of new data-gathering tools to enhance UAA customer satisfaction. Qualifications sought include a proficiency in computer technology and experience with Constant Contact or similar tool, and experience in creating and analyzing surveys. UAA membership is preferable. Interested job applicants should write to the UAA Membership Committee at [office@usaidalumni.org](mailto:office@usaidalumni.org). For the full announcement please click [here](#).

### **• Foreign Service Grievance Board**

The AFSA Governing Board is seeking Foreign Service annuitants to serve on the Foreign Service Grievance Board (FSGB). Members of the FSGB must be independent, distinguished citizens known for their integrity, who are not current employees of a foreign affairs agency, including as a Re-Employed Annuitant (REA/WAE). The term of appointment is two years beginning in October 2023, but the selection process takes months as AFSA and the agencies must agree on a slate of nominees, who then must be approved by the Secretary of State. The FSGB adjudicates grievances filed by Foreign Service employees and retirees as well as implementation disputes filed by AFSA and the foreign affairs agencies. Most work is done remotely via email or conference call. The time commitment varies during the year depending on workload, but normally averages 8-12 hours per week at the EX/IV pay rate (currently \$87.93 per hour). For the full announcement please click [here](#). **The deadline for applying is Monday, February 20, 2023.**

### **• Call for Nominations: 2023-2025 AFSA Governing Board**

Volunteering for service on the AFSA Governing Board means that you can represent your colleagues and help ensure that the voice of the Foreign Service is heard on the Hill and around the country. You will participate in the

management and modernization of a multimillion-dollar organization with a large staff and real impact in Washington, including securing Congressional funding for the Foreign Service, working to tell the story of diplomacy to our fellow Americans and ensuring that all members of the Foreign Service are treated with fairness.

If this sounds like something you would be proud to do, **please consider joining the next AFSA leadership team by running for a position on the 2023-2025 AFSA Governing Board.** The Committee on Elections encourages members of all backgrounds to consider running; diversity is a core strength of any governing body. For the full announcement, click [here](#). **The deadline for nominations is February 15, 2023.**

#### • **Strategies for International Development (SID)**

##### **Board Member to Backstop the Women's Program**

Strategies for International Development (SID), is a U.S. nonprofit that designs, proves, and promotes better methods for helping poor farmers make the transition from subsistence to sustainable commercial farming. **We are looking for new Board members to expand our Board of Directors.** We are interested in candidates who have a strong interest in women's equality and who will pay particular attention to our women's component. This is a volunteer position. In all our programs we have a women's component that helps women advance their income and leadership at the same time. They build family-farm enterprises and become leaders in their communities. Personal growth and business growth encourage and reinforce each other, and both increase their equality. For the complete job description, please click [here](#).

## **Update on UAA Committees and Co-Chairs**

UAA's work is done through its committees and 2022-2023 is a year of transition. We have a new crop of Co-Chairs and the energy that comes with their enthusiasm. We are particularly pleased that the Executive Committee now includes broader geographic participation with a Board Member in Florida and two Committee Co-chairs in California.

The Mentoring Program Committee is now ably Co-Chaired by **Denise Rollins** and **Sharon Pauling**; **Tom Nicastro** has been joined by **Barbara Bennett** as a Co-Chair of the Membership Committee; **Steve Wingert** and **Patricia Rader** have taken over as Co-Chairs of the AGM Committee; and **Karen Freeman** and **Margot Ellis** have quickly taken on the role of Co-Chairs of the newly established Social Events Committee. **Beth**

**Hogan** remains Co-Chair of the Public Outreach Committee and has just been joined by **Christine Sheckler** as Co-Chair.

Those new Co-Chairs join **Steve Haykin** and **Gail Pence** who are Co-Chairs of the Development Issues Committee, as Steve Giddings rotated off; **Bette Cook** who is Chair of the Awards Committee (a sub-committee of the Membership Committee); **Alex Shakow** and **Carol Peasley** who are Co-Chairs of the USAID History/ADST Committee, and **Carol Dabbs** who is Chair of the Finance and Administration Committee.

And while the Newsletter is being well-managed by **Nancy Tumavick** on an interim basis, we are seeking a volunteer to take on this important role of managing editor. Please contact Nancy Tumavick if you would like to contribute to UAA by volunteering for this important function.

All Committees appreciate UAA members' active involvement; if you have an interest in the activities of one or more of these committees that you have not already indicated an interest in through the membership survey, let the Co-Chairs know!! You can stay updated on the latest regarding Committees and Co-Chairs by checking the UAA website [here](#).

## 2023 Winterfest!

UAA alumni are invited to bring their spouse or a guest to the ninth Annual Winterfest. We look forward to a casual afternoon gathering to catch up, share adventures and plans and fortify ourselves to get through the remainder of the cold winter weeks with an eye to welcoming spring. Join us and enjoy sitting by the fire with old friends and colleagues. Do bring your ideas for things that you'd like to see us do together in the future. This is a free event for UAA alumni. We also encourage you to bring or invite those eligible to become members.

Date: Sunday, March 5, 2023

Time: 3:00 to 6:00 p.m.

Location: Residence of Frank and Antoinette Almaguer in Vienna, Virginia.  
Specifics will be provided along with confirmation of sign-up for this event.

Covid Requirement: Masks are respected but no requirements unless we hear otherwise in the interim.

Dress: Smart Casual

RSVP: Please send acceptances, no later than February 15 so that we can place orders and plan accordingly.

Click [here](#) to sign up for this event.

If the weather threatens, the "snow" date is Sunday March 12. If needed, those who have RSVP'd will be notified by email. You may also check the UAA website for any change in plans.

## UAA Members Celebrate with Newly Minted USAID Mission Leaders

UAA members appreciated engaging with the 18 recent attendees of the New Field Leaders Seminar at a Happy Hour on January 20th. Designed for first time Mission Directors, Deputy MDs and Country Reps, this two week course builds the leadership skills and tools useful for being a successful senior field leader. Those UAA members who attended included former Deputy Administrator Jim Kunder, 4 former Counselors, and 3 former A-AAs. The course leader, Sheryl Stumbras, the Senior Advisors to Senior Leadership Group (SLG) Lit Tazewell and Sarah Wines joined in as well. The lively conversations and networking continued well into the early evening. Many thanks to Carol Peasley who provided each NFLS participant with references from the Oral History Project tailored to their onward assignments.



Shawn Jones, new Country Rep for Cote d'Ivoire with UAA Jim Bever



Shawn Jones. Sarah Wines (SLG Coordinator), Sharon Pauling (UAA Mentoring Program Co-chair), Melissa Jones (Mission Director, Nigeria) and Denise Rollins (UAA Board Member)

## UAA Makes New Inroads Across Peninsula Florida

UAA's Public Outreach Committee met January 27th with USAID Retirees in Florida as a first step in starting the first-ever regional chapter of UAA. On the margins of Foreign Service Retirees Association (FSRA) Annual General Meeting on January 27<sup>th</sup> in Sarasota Florida, where the keynote address was delivered by the national American Foreign Service Association President Ambassador Eric Rubin, UAA organized an in person and virtual meeting with our Florida based development professional friends and colleagues.

The UAA effort was spearheaded by UAA Public Outreach Co-chair Beth Hogan, USAID retiree Frank Young (President of FSRA), UAA Board Member Miles Toder (in Sarasota), and UAA Senior Advisor for Outreach Jim Bever. Read more [here](#).



Ambassador Eric Rubin



UAA Members Alan Van Egmond and Ron Levin with Beth Hogan

## 2023 Membership Contributions Are Due!

If you haven't already responded to the UAA's January message encouraging you to join or renew your 2023 membership, you can still do this by clicking on the [MEMBER 2023](#) icon now. You will be able to enjoy all UAA activities during the UAA membership year, January 1 to December 31, 2023. For membership eligibility, contribution levels, payment options, and how to join, see the listing on the left side of the home page of the UAA website: <https://www.usaidalumni.org>.

You can submit your credit card data online by clicking the member icon above, or send a check made out to USAID Alumni Association to Treasurer, USAID Alumni Association, DACOR, 4<sup>th</sup> Floor, 1801 F Street NW, Washington, DC 20006. The whole process, should take less than 10 minutes.

Take a moment to become a 2023 contributing member!

## UAA Partnership with American University Library Archives

Since 2019 the American University Library Archives have welcomed donations of AID alumni personal memorabilia of their USAID service. The UAA has now established a partnership with the Archives to support the preparation, processing, and making available to researchers of these papers, including those donated by the UAA and by individual alumni and others. We envision the program will continue for five or more years; after two years the Archivist and UAA will assess the program's effectiveness before committing for the additional years.

The UAA has pledged an initial sum of \$10,000 over two years (\$5,000 each year) to finance student interns to help prepare and organize these papers and make them more easily available. The funding for this program is drawn entirely from contributions made to the AID history project, which included the clear hope that the book would stimulate further study and understanding of AID's more than 60 years of development history. AID alumni are strongly urged to consider donating their memorabilia to this collection. (See <https://usaidalumni.org/uaa-and-american-university-archives-opportunity-for-usaid-alumni/>)

## UAA DACOR Development Dialogue



On January 17, at a joint DACOR/UAA "hybrid" session, Aaron Williams, Taylor Jack, and Jennifer Brinkerhoff, authors of **The Young Black Leader's Guide to a Successful Career in International Affairs: What the Giants Want You to Know**, discussed the origins of the book, the many important voices included, and themes of particular relevance to mentoring others. They were introduced by Hannah Jackson, cofounder of the Elliott School of International Affairs Young Black Professionals in International Affairs student

organization. The event was also an opportunity to recognize the many members of DACOR and USAID Alumni Association who volunteer their time and experience to serve as mentors. View the video [here](#). For more information on the Generations Dialogue Project for supporting a more representative American foreign policy, please see a short video [here](#).



## UAA Collaboration with ADST on Oral Histories

The Association of Diplomatic Studies and Training (ADST) has more than 2,000 oral history transcripts posted on its website, including around 200 of former USAID officers: <https://adst.org/oral-history/oral-history-interviews/#k>. Most have been done thanks to three grants from USAID to ADST beginning in the mid-1990s. They include interviews with former Foreign Service Officers, Civil Service Officers, and Foreign Service Nationals.

The interviews are often highlighted in ADST's weekly newsletter. Sign up for their newsletter and you'll see lots of fun and interesting stories: <https://adst.org/contact-us/>. Also, ADST often highlights former USAID officers in its "Moments in Diplomatic History." For example, check out this "moment" describing some of Ken Sherper's work in Yemen: <https://adst.org/2022/09/the-development-process-is-never-static-reorienting-and-expanding-family-planning-in-yemen/>

UAA volunteer interviewers are expecting to interview at least 70 former USAID officials under the current grant. Interviews are in process – and a few have been completed and transcripts posted. You might want to check out the recently posted interviews of former Administrator **Brian Atwood, Cameron Bonner, Peter Kranstover, Joy Riggs-Perla, and Anne Tinker. More to be posted within days.** Also, be sure to look for the interview of **Andrew Natsios** done a few years earlier.

For those of you who like puzzles, can you guess whose oral history talks about renaming a private sector program "economic opportunity" to gain support of a new Administration? Program activities remained the same, but a name change saved the project. Oral history interviews help define the term "creative bureaucrat!" Bottom line: reading oral history interviews can be fun!

## Alumni Profile: Jim Kunder



When interviewed for this *USAID Alumni Profile*, **Jim Kunder** joked that most readers would consider it an “oddball choice,” given that he was a political appointee during his thirteen years of service at USAID. So, how does a “political” with no formal training in international development, and service in the U.S. Marine Corps, rather than the Peace Corps, end up at USAID? Jim’s reply was “serendipitously!”

After three years as a Marine infantry platoon commander, with a GI Bill ticket to a master’s program at Georgetown

University, Jim had only one career goal: service as a State Department foreign service officer. But, after “miserably failing” State’s oral exam, he ended up on Capitol Hill, as a legislative director for two U.S. Representatives from his home state of Pennsylvania.

In 1987, after an unsuccessful campaign for Congress himself, he was back on the Hill, working for a Senator. He unexpectedly heard from a former staff colleague offering a job at an agency with which Jim was totally unfamiliar: The U.S. Agency for International Development. That “serendipitous” phone call initiated two tours of duty at USAID, spanning twenty-two years in the Reagan, Bush I, Clinton, and Bush II Administrations.

Jim was assigned to what he describes as “some of the highest profile, most challenging, most compelling, and most humbling” positions at USAID: Director of the Office of Foreign Disaster Assistance; co-chair of the team establishing the Office of Transition Initiatives; re-opening the Mission in Kabul after the fall of the earlier Taliban; Assistant Administrator for Asia and the Near East; and Deputy Administrator. He found most gratifying his 2008-09 role in driving the Development Leadership Initiative to rebuild USAID’s Foreign Service staffing levels, after the preceding disastrous downsizing.

Jim’s current association with USAID takes two forms. He serves on the Steering Committee at the Modernizing Foreign Assistance Network, and he teaches a USAID course he designed titled “Building Interagency Capacity and Skills.” His objective in the course is “to ensure USAID knows enough about interagency ‘players’ like the Hill, State, Defense, and the National Security

Council to ensure the Agency sits at 'the big kids table,' and that U.S. foreign and national security policies are informed by a development perspective.”

Jim lives with his family in the Washington area, although his son is currently serving as an officer on a U.S. Navy destroyer in the Pacific. Jim would welcome hearing from his UAA friends and colleagues at [jimkunder@hotmail.com](mailto:jimkunder@hotmail.com).

**Make Your 2023 UAA Membership Contribution**  
**USAID Alumni Association**

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