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Page 5

1 **Meet the Fund's new Diversity Advisor**

4 **The Fund welcomes John Lipsky**

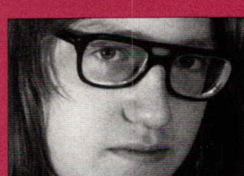
5 **Celebrating his return to health**

Page 8

7 **From Gutenberg to Google**
Sean M. Culhane

8 **A conversation with Méda Mládková**
Aleš Bulíř

12 **A tribute to Frank Havlicek**
Friends & Colleagues of Frank



Page 16

13 **Staff notes**

14 **New staff**

16 **Class reunion**

Kedibone Letlaka Rennert

Meet the Fund's new Diversity Advisor

Kedibone Letlaka Rennert, the Fund's new Diversity Advisor, discusses recent developments in the Fund's diversity program.

What was it that first interested you in the question of diversity?

Growing up in South Africa, I became acutely aware of issues such as equity, justice, and nonracialism. We moved a lot. When I was nine months old, my parents left South Africa and we lived in Lesotho, Zambia, the Democratic Republic of the Congo, and then in England, before I returned to Africa as a sixteen-year-old. I was always the outsider, so I've had to manage across differences throughout my life. I have a multiracial and multicultural family. So diversity is something that's close to my heart, and something that I care deeply about.

What's your professional background?

I hold a Ph.D. in clinical psychology from George Washington University. I worked in academia initially, and then switched to human resource management in corporate South Africa with an American multinational, Hay Management Consultants. I also worked for Standard Bank in South Africa before starting my own human resource management consulting firm specializing in diversity management training and organizational transformation.

The Diversity Council is a new development for the Fund. Why was it established?

HRD came to the realization that the Fund needed a more inclusive response to the whole issue of diversity. Diversity councils are considered best practice, so it seemed like a good way to go. The purpose, really, was to make diversity an integral part of the way we do business and make it a broader responsibility—specifically, increase the involvement of the line managers, who must ultimately be responsible for diversity management. The council has broad representation. Deputy Managing Director Takatoshi Kato is the Chair, and HRD Director Liam Ebrill and I are ex officio members. The Staff Association Committee is also represented. The other council members were chosen because they are experienced and well-respected staff members who can help influence the process through a wider network.

What is your view on quotas?

At the Fund, we don't have quotas for people. We use internal and external benchmarks to guide our efforts to improve the balance on the staff. The 2003 Enhanced Diversity Action Plan developed indicators to help us gauge our progress on diversity. If you don't measure it, you can't manage it.

We plan to keep abreast of our current situation, decide what we would like our future state to be, and develop concrete proposals that would help move us to this goal and monitor progress over time.

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Kedibone Letlaka Rennert: "Ultimately, managers have to be held more accountable when it comes to diversity."

But without losing sight of the need for merit-based promotions?

That's right. Performance-based promotions will not be compromised.

How do you propose to raise the numbers of underrepresented staff?

The institution is not growing. But there are many ways in which we can look at our stock and develop the talent we have. We'll have to make sure that we're supplying the pipeline adequately. You can't expect miracles to happen at the top if you haven't taken care of that pipeline and fed it adequately so that, come the time for the next generation, diverse staff members are ready to compete for those positions. There will be internal initiatives, and we will also look at how we can give people exposure externally so that they can come back into the Fund with enhanced skill sets.

Besides focusing on the numbers, will you also address the more subtle aspects of Fund culture that might be influencing these numbers?

Yes, together with the Diversity Council, we plan to address these issues. We have to be aware of micro-inequities, discrimination, and biases that are sometimes so subtle that they're difficult to measure, but that operate nonetheless. Another issue is preference—often decisions in the workplace are made based on preference, as opposed to requirements for the job. We have to foster a culture that understands the difference. We hope to raise awareness around these kinds of issues.

Should there be a system of incentives for managers to advance diversity objectives?

We recently invited a guest speaker to address the Diversity Council on how to achieve change. He quoted his professor, a behaviorist, as saying, "There are two ways to make people change. You can do it through pain, or you can do it through pleasure." I think incentives are very important. As we charge people with the responsibility of being successful diversity managers, we should be prepared to reward and recognize them for their efforts. Ultimately, managers have to be held more accountable when it comes to diversity. This is something the Diversity Council is going to address.

Will the Fund's current budget environment pose challenges for you in meeting your objectives?

Diversity costs money, and we have to be aware of that—there's no sidestepping the issue. But the price of ignoring diversity is even higher. When we look at how we're going to spend our limited resources, we'll have to be aware of the need for that balance. The business case for diversity is clear: the Fund is a knowledge-based organization operating at the center of a multilateral system, so it's important for us to have a richness of ideas, experience, and perspective within our own ranks to be able to navigate that optimally. But it's going to cost time, effort, and money to do so.

Anything else?

I'm happy to be on board here. The Fund doesn't realize what a valuable brand it is—it's an honor and a privilege to be part of that brand. The Fund staff should know that the Diversity Office is here, and that they should feel free to come and talk to us. Our door is always open! ◆

The Fund's Diversity Council (l–r): Liam Ebrill (HRD), Christina Daseking (SAC), Masahiko Takeda (APD), Kedibone Letlaka Rennert (HRD), DMD Takatoshi Kato, Teresa Ter-Minassian (FAD), Samuel Itam (AFR), Lorenzo Perez (MCD), and Caroline Atkinson (WHD).

The Fund welcomes John Lipsky

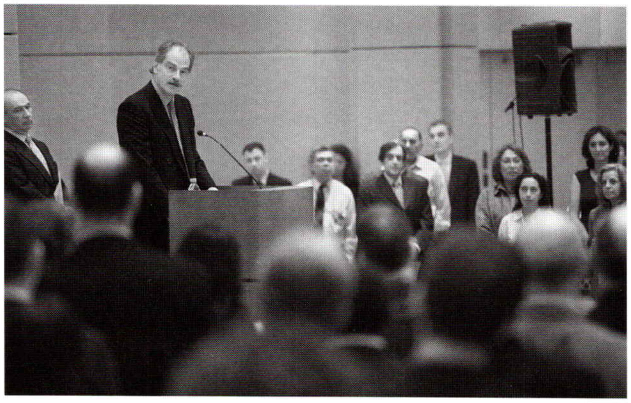
FDMD Lipsky meets staff at his welcoming reception. Below, he addresses staff, noting how the institution has changed his previous time here.

On September 1, John Lipsky assumed the post of First Deputy Managing Director of the Fund. At a September 5 reception, Managing Director Rodrigo de Rato introduced Lipsky to the staff and welcomed him back to the Fund.

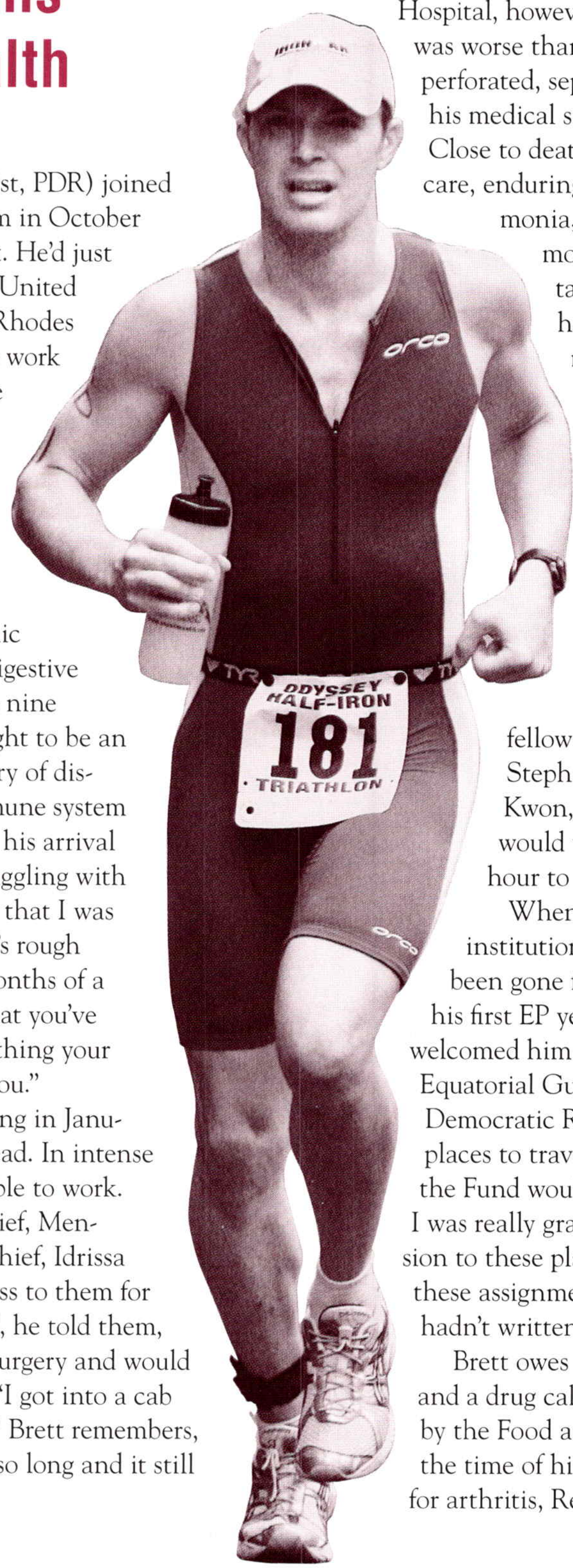
Following the Managing Director's introduction, the new First Deputy Managing Director addressed the staff. "I'm immensely pleased and proud to be back at the Fund," said Lipsky, who worked here from 1974-84.

Lipsky talked about how the institution had changed since his previous time here, noting that it had grown in terms of membership, staff, and physical plant, and that it had become much more transparent. Lipsky also had high praise for Fund staff. "There is no equivalent group anywhere that can match the mix of nationalities and backgrounds coupled with world-class technical expertise, dedication, and energy," he said.

Lipsky spoke briefly about the challenges facing the institution going forward. "The explosive growth of international capital markets has dramatically altered our world, calling into question old judgments about surveillance and sustainability, and calling for new techniques of crisis prevention and crisis resolution." Noting the many facets of the Fund's Medium-Term Strategy, Lipsky said, "This isn't going to be business as usual, and the challenges are anything but straightforward." On the other hand, he said, "If this were easy, we wouldn't be needed." ◆



Celebrating his return to health



When Brett House (Economist, PDR) joined the Fund's Economist Program in October 2000, his future looked bright. He'd just left Oxford University in the United Kingdom, where he'd been a Rhodes Scholar, and was enjoying his work in AFR. But three days before he was scheduled to leave on his first mission to São Tomé and Príncipe in January 2001, he realized something was terribly wrong.

Brett had been diagnosed with Crohn's Disease, a chronic inflammatory disease of the digestive or gastrointestinal tract, some nine years earlier. (Crohn's is thought to be an autoimmune disease, a category of diseases in which the body's immune system attacks its own tissues.) Since his arrival in Washington, he'd been struggling with worsening symptoms. "I knew that I was getting sicker," he says, "but it's rough when you're in the first few months of a new job. You want to prove that you've got stamina and can take anything your employer's going to throw at you."

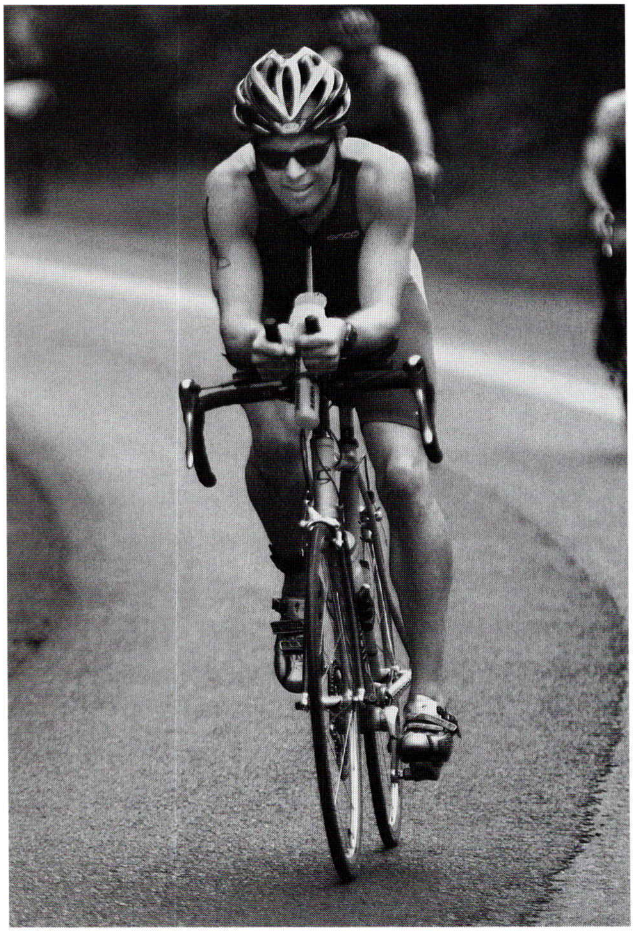
But on that Monday morning in January, the situation came to a head. In intense pain, Brett found himself unable to work. He went to see his division chief, Menachem Katz, and his mission chief, Idrissa Thiam, and disclosed his illness to them for the first time. In all likelihood, he told them, he'd have to have emergency surgery and would be back in three weeks' time. "I got into a cab and sobbed all the way home," Brett remembers, "because I had fought this for so long and it still wasn't enough."

At the emergency room of Georgetown University Hospital, however, Brett learned that his condition was worse than he'd realized. His intestine had perforated, septicemia was starting to set in, and his medical state began to deteriorate rapidly. Close to death, Brett spent a month in intensive care, enduring four surgeries, a bout with pneumonia, and numerous infections. Four months after checking into the hospital, he was released to convalesce at home. Ten months after that fateful morning, he returned to work.

During his illness, the outpouring of support from the Fund community was incredible, Brett says—despite the fact that he'd arrived in Washington only a few months earlier. AFR colleagues, such as Katz, Thiam, Brett's co-desk Ulrich Bartsch, and his assistants Marta Linares and Yamina Haddi, visited him frequently. His fellow EPs also rallied to his cause. And Stephan Danninger's (EUR) wife, Nancy Kwon, then a nurse at Georgetown, would visit Brett most days on her lunch hour to fill him in on Fund gossip.

When Brett returned to work, the institution was similarly supportive. Having been gone for 10 months, he had to repeat his first EP year. But his mission team in AFR welcomed him back. "My first missions were to Equatorial Guinea, Niger, São Tomé, and the Democratic Republic of the Congo—all tough places to travel to," Brett says. "While many at the Fund wouldn't relish the difficult conditions, I was really grateful for the chance to go on mission to these places. I love working in Africa and these assignments were a sign to me the Fund hadn't written me off as a cracked vessel."

Brett owes his recovery to a devoted family and a drug called Remicade, which was approved by the Food and Drug Administration around the time of his surgeries. Originally developed for arthritis, Remicade was proven in clinical tri-



als to be effective in helping Crohn's patients. Fortunately, the drug works for him and he tolerates it well. But Crohn's is a chronic disease, and Brett refers to himself as in remission, not cured. "Were I to stop taking this medication, the symptoms would come back," Brett says.

Brett also partly attributes his recovery to his excellent physical condition. Living with Crohn's in the 1990s, he ran several marathons, including the Boston Marathon, loving the endorphin rush, the sense of accomplishment, and the distraction from his pain that running provided. The running also paid off in other ways—when he was critically ill in 2001, his strong marathoner's heart was key to his survival, Brett's doctors said.

And so it is fitting that, to celebrate his fifth year of remission from Crohn's Disease, Brett has chosen to compete in a series of endurance races. In the three-month period from mid-June to mid-September, he completed seven triathlons. Brett took on the challenge of these triathlons, in part, because he'd never done one before. "I was always afraid of the swim, so I decided to throw myself at it as many times as I could this summer," he explains. In his seventh triathlon—the Odyssey Half Ironman in Lake Anna, Virginia, on September 16—he finished third in his age group. Brett then capped off his racing season with an impressive

In his own words

Brett's decision to compete in eight grueling endurance races to celebrate his return to health is an admirable one. But why eight? And why such tough tests? Here is Brett's explanation, in his own words:

- Because I made a lot of bargains with my body when I was lying in that hospital bed, and this is the payback.
- Because running is clean, simple, and honest. Because triathlons are complicated, orchestrated, and actually do require some technique.
- Because there is a kind of thinking that happens at mile 24 that doesn't happen anyplace else.
- Because sometimes a long run is the only way to stop thinking, and other times the only way to start.
- Because despite all the competition, there is incredible camaraderie on a race course.
- Because it knocks me out of bed in the morning and gives me an excuse to spend at least an hour of every day outside.
- Because sometimes life asks you to walk through walls, and it's easier if you're already accustomed to running through them.
- Because even the worst days in the lakes, on the roads, or on the trails are better than the best days with uncontrolled Crohn's.
- Because I never know if the Crohn's will come back, or if the side effects of the Remicade will sideline me, so I'm taking advantage of every experience I can.
- Because in nearly every race I hear of a fellow competitor who's had it harder than me.
- Because Crohn's is underfunded and overstigmatized.
- Because it allows me to celebrate the incredible contributions that so many family members, colleagues at the Bank and Fund, physicians, nurses, and friends have made to getting me back on my feet.

3:18 finish in the New York City Marathon on November 5. Not bad for a guy who was at death's doorstep a mere five years ago.

Being able to voluntarily test his body's limits is a luxury Brett can now afford. But his racing has a second purpose—to provide a fundraising vehicle for the Crohn's and Colitis Foundation of America, which conducts research on Crohn's and related diseases. Through his races, Brett has been able to raise nearly $15,000 (at the time of this writing). This money will go toward funding graduate student fellowships for young people working in laboratories on Crohn's research. Each fellowship, worth about $3,000, will be named in honor of Brett's friends and family.

Brett's overarching aim is to raise awareness of Crohn's Disease and related illnesses. "Crohn's is an incredibly underfunded disease—it's hard to talk about it because its symptoms are distasteful, so it doesn't get much attention." Yet there are roughly one million sufferers of Crohn's and ulcerative colitis in North America, Brett says, many of whom experience the same chronic, debilitating pain he once did.

Brett plans to continue doing races and raising money for Crohn's research. Sometimes, when he's reached the most difficult part of a race, his mind will flash back to being in the intensive care unit in 2001, giving him the strength to rally for the finish. Right now, he's not taking anything for granted.

"I don't know if the Crohn's will come back, or if the side effects of the Remicade will sideline me, so I'm grabbing every experience I can," he says. And he's well aware that some are less fortunate than he. "Remicade doesn't work for everyone. And the long-term consequences of this drug are not clear at all. So more research is definitely needed." ◆

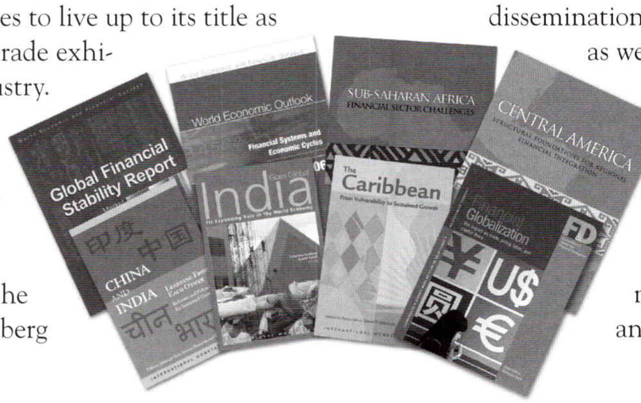
For more information on Brett's fundraising efforts for the Crohn's and Colitis Foundation of America, please see his website: *www.firstgiving.com/bretthouse*

From Gutenberg to Google

Jeanette Morrison, Lori Newsom, and I (all from EXR's Editorial and Publications Division) represented the IMF at the Frankfurt Book Fair this year from October 4–8.

The fair was attended by 286,400 visitors from 101 countries. The physical scale of the venue was equally impressive, with 6 million square feet of exhibition space housed in 8 permanent pavilions on a "campus" covering more than 300 acres. For these reasons, the Frankfurt Book Fair continues to live up to its title as the most important annual trade exhibition in the publishing industry.

Begun as a trade fair for printers in the late 15th century, the Frankfurt Book Fair boasts a rich history. The event takes place just a few kilometers from Mainz, the town where Johannes Gutenberg invented the printing press.



The Frankfurt Book Fair in its modern form, however, is very different from what it was even 15 or 20 years ago. Once the exclusive domain of book publishers and literary agents, the list of exhibiting firms at the fair now includes major players in content repurposing and electronic dissemination, such as Google, Océ, and hundreds of others, discussing Internet licensing, tools for data aggregation and distribution, and the development of new technologies and best practices for the industry.

For the Fund, participation in the Frankfurt Book Fair serves two core communications functions. Given the size and highly diverse nature of participants at the fair each year, it is an essential venue for the global dissemination of IMF information products, as well as a unique opportunity for outreach to key Fund constituencies represented in Frankfurt—the local financial services sector; academics, students, and the general public; and members of the press corps and broadcast media.

Sean M. Culhane

A conversation with Méda Mládková

Aleš Bulíř (Senior Economist, INS) spoke with Méda Mládková, widow of Jan Mládek (see box, page 11) and founder of Prague's Kampa Museum, in late September 2006.

Many Fund staff have heard of your husband, Jan Mládek. Can you say a few words about him?

Jan Mládek was an exceptional person, bright and very driven. When the Fund was founded, Jan was named Executive Director for Czechoslovakia, Poland, and Yugoslavia. Jan was also a great patriot—he resigned as Executive Director after the Communists took over Czechoslovakia in 1948 and joined the Fund staff. He rose very quickly in the Fund—he was Director of the Paris office at the time of the Suez Crisis, and later founded and headed two IMF departments: first, the African Department and, later, the Central Banking Department.

But Jan was not just an economist, he was truly a Renaissance man, writing poetry and having a fine sense of art and aesthetics. Had he lived in a more peaceful time and had he had the chance to be a filmmaker, a writer, or a minister, he probably never would have become an IMF economist.

Where did you two meet?

We met in the mid-1950s, after I'd finished my Ph.D. in economics in Geneva. A few of my friends and I started a publishing house in Geneva for Czech books banned in Czechoslovakia after the 1948 Communist putsch. We had two types of prints: a cheap paperback and a white leather-bound volume that was considerably more expensive. Jan, at that time the Director of the IMF's Paris Office, would buy only the paperback edition. I went to see him one day in person and, with youthful directness, asked why he, a man in such a prestigious position, was opting for the cheap version. He felt terribly ashamed, mumbling that he was not aware of the leather-bound print, and promised to start buying it. To make amends, he invited me for a drink, then for dinner. Two years later, we were married.

You say your husband was a patriot. What did it mean in the 1950s to be a "patriot"?

When Jan left Czechoslovakia in 1948 and refused to serve as the Executive Director for a Communist government, he knew that he would not be able to go back home. He returned to Czechoslovakia for the first time in 1975—27 years after he had last seen it. He was heartbroken about the Communist takeover, and he thought that his generation should have fought harder to prevent it from happening. All that was left was to try to preserve the Czech cultural heritage.

This is why you and he became famous collectors and promoters of Czech artists—above all, František Kupka.

Jan was always very interested in art, even though he never had the time for serious collecting. When I wanted to buy the work of some of the Czech émigré artists who lived in Paris, he gave me *carte blanche*. He said, "Yes, go and buy." We spent pretty much all of our disposable income during the Paris years on the work of Czech artists living in France. During that time, we bought almost all Kupka's pieces that are in our collection.

We are sitting in your museum in Prague, and the collection is truly amazing. Was your husband's salary enough to buy all these treasures?

No—the few pieces bought during our life in Paris were just the timid beginning. After we moved to Washington from Paris, I started buying old houses in Georgetown, remodeling them, and then renting them. Pretty much all the money I earned this way went into buying art.

So your collection continued to grow during the 1960s, after your move from Paris?

Yes, but slowly. Remember, the political and cultural contacts between the U.S. and Central Europe were limited. However, in 1967, Jan finally let me go back home. He didn't want to have anything to do with the Communists in Czechoslovakia, but he agreed to let me go. I had a letter from the Director of the Guggenheim Museum addressed to the Director of the Czechoslovak National Gallery stating that I simply wanted the freedom to buy Czech art and that I promised not to get involved in politics.

How did that arrangement work?

It worked surprisingly well. I had little respect for the now "reformist" Communists, but they craved recognition and the opportunity to travel to the West. And 1967 and 1968 were fascinating years—it was the time of the Prague Spring. During this brief period I met with many legendary artists, such as Jiří Kolář, Eva Kmentová, and Otakar Slavík.

At that time, American collectors and American museums were starting to get interested in Central European art, and the Corcoran Gallery in Washington commissioned me to organize a large exhibition of Czech modern art. The preparations took several months, but I assembled a truly unique collection. It was finally ready in late 1968, a few weeks after Soviet tanks rolled into Czechoslovakia. The exhibition went ahead, but my preface to the catalog displeased the new rulers, and the Czech Embassy threatened the Corcoran to prosecute the participating artists if my article remained in the catalog. The Corcoran complied, secretly removing my preface from the catalog.

It was a scandal, but this was not the end of the story. Jan protested, ridiculing the Corcoran's reaction to pressure from a Communist regime. *The Washington Post* picked up the story, putting pressure on the museum. In the end, the Corcoran relented, and my preface was restored.

That was a sweet victory!

The real problem was when we had to figure out what to do with all that wonderful art after the exhibition ended. The Communist authorities did not want it back in Prague. I guess we could have organized a fire sale and sold individual pieces to buyers in the U.S., but that would mean scattering this unique collection. We decided to take out a loan to buy the entire exhibition. The purchase of this exhibition was the true beginning of our collection.

L–r: Czech National Bank Governor Zdeněk Tůma listens to Mládková outside the Kampa Museum.

Mládková gives a tour to members of the Czech National Bank's External Research Committee.

The Soviet invasion in 1968 was surely the end of your contacts with Czech artists.

Surprisingly not—the Communist regime needed the dollars. I was still allowed to go back to Czechoslovakia to meet artists and buy art, at least until 1984, when the borders closed for me again. I continued preparing exhibitions, organizing a few in New York and a big one at the Hirshhorn Museum in Washington. I received support from George Soros, who directed my attention toward Hungarian and Polish art and Central European art in general.

Tell me more about the brief period of the Prague Spring of 1968. Could you really stay out of politics?

It was impossible. Jan and I started a scholarship program in 1967 to bring young opinion-makers to visit the United States with the help of the Ford Foundation for the Humanities, and I was charged with the selection of participants. One of the first people to come was Václav Havel, who became the first president of free Czechoslovakia in 1989.

During the Prague Spring, I was also contacted by economists who were working on a reform blueprint for the socialist economy. They wanted me to put them in contact with my husband, hoping that Jan could help them. These high-level reformers were at a total loss as to how to move from a planned economy to a market one. Of course, all that stopped when Soviet tanks rolled into Czechoslovakia in August 1968.

Your husband retired from the IMF in 1976. What did you do during his retirement?

I was still busy buying houses and remodeling them. As before, the money I earned was quickly spent on art during my trips to Prague. Or, I should say, *our* trips—in 1975 Jan finally agreed to accompany me. My husband during his retirement years worked on the theory of economic reform, hoping to distill all his practical experience from reforms in various countries. Over the years, he had been involved in the reforms in Yugoslavia and in various African and Asian countries. But these were frustrating years for him: to formulate a "general theory of economic reform" was clearly more difficult than he had imagined initially. Unfortunately, Jan died in 1989 and was never able to see his homeland free or the reforms start.

But you became quite a celebrity in Czechoslovakia after 1989.

I returned in late 1989 and offered to the new Czechoslovak government and the city of Prague my whole collection of Czech art, provided they gave me a building of my choice for exhibiting it.

Quite a bold request—I'd expect the government would want your collection to be part of the National Gallery.

That's exactly right—that's what they wanted, but I disagreed. I wanted to have an exhibition space that would contain our entire collection—I didn't want any pieces sitting in a depository. Moreover, I wanted to create a modern museum that was fully independent, that had its own long-term program, and that was capable of self-financing. I'm proud to say that this is the only independent, fully self-financed art museum in the Czech Republic and perhaps in the whole of Central Europe.

That couldn't have been easy.

It wasn't. But let's not talk about the bureaucratic hurdles. Here we are, on the bank of the Vltava River, sitting in this wonderful building. The museum was originally a 15th century hammermill and flourmill and it took us years to get the architectural changes approved and done. The museum was ready for opening in mid-2002. And then the devastating floods of August 2002 swept through Prague and our museum. Although we lost only a few pieces left on the lower floor, it took us two more years before we could reopen the museum.

What should a visitor expect to see?

Although most visitors come to see the collection of František Kupka, one of the pioneers of abstract art, his paintings are only a part of our collection that includes works of leading Central European artists from the 1960s to the late 1990s. The museum has a unique collection of 17 sculptures by cubist Otto Gutfreund, more than 200 pieces by Jiří Kolář, and so on. And we organize exhibitions of living artists from the Czech Republic and other Central European countries. Those who want to visit our museum can learn more about it at *www.museumkampa.cz/new/en/*. ◆

Aleš Bulíř

Aleš Bulíř met with Méda Mládková in late September when she hosted a dinner in her museum for the participants of the External Research Committee of the Czech National Bank. This committee, which meets annually with rotating membership, was established six years ago to help assess the research agenda of the Czech National Bank and individual research projects. Besides the author of this article, some past and present members of this committee have included Steve Cecchetti, Lásló Halpern, Ignazio Angeloni, Laban Mahadeva, David Mayes, and Nicoletta Batini.

"If a nation's culture survives, then so too does the nation."–Jan Mládek

Jan Mládek played a key role in the Fund's history. After studying at Cambridge University under Lord Keynes, Mládek participated in the Bretton Woods Conference and the 1946 inaugural meeting of the Fund's Board of Governors in Savannah. Mládek also served on the Fund's first Executive Board, representing his native Czechoslovakia as well as Poland and Yugoslavia. After joining the Fund staff in October 1948, Mládek served as head of the Fund's Office in Paris from 1953 to 1959, Director of the newly created African department from 1961 to 1964, and Director of Central Banking Services from 1964 to 1976.

Jan Mládek (circa 1950)

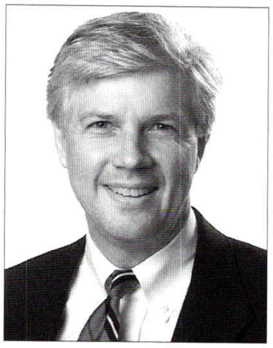
Mládek's contribution to the Fund was profound and lasting. The first Director of AFR, he has been called the "architect of the Fund's operations in Africa," owing to his central role in helping a number of newly independent African countries build key macroeconomic institutions. Former IMF Secretary Leo van Houtven went on his first Fund mission to Conakry, Guinea, in the summer of 1959, with Mládek as his mission chief. Van Houtven remembers observing Mládek's skill at gaining the Guineans' trust. "He was the perfect diplomat," he recalls. Later, as the first Director of the Fund's Central Banking Service, Mládek led the Fund's critical technical assistance efforts in the newly independent Congo, successfully finessing this highly delicate situation.

A cosmopolite equally at ease in Czech, French, Polish, Croatian, Spanish, or English, Mládek was a man of great culture. His love of art—reinforced by that of his wife, Méda—was well known. The walls of his office were adorned with paintings of such high quality, Fund legend has it, that the Director of Administration once came to see him fretting that the Fund was not insured for such valuable art.

Together, the Mládeks founded the Central and East European Art Foundation in the 1970s, enabling artists from Communist bloc countries to continue working and sell their art in Western markets. Their Georgetown home, according to Jan Mládek's *Washington Post* obituary, was "one of the most active art salons in the city."

Mládek died only weeks before the start of Czechoslovakia's 1989 "Velvet Revolution," which overthrew the Communist regime that Mládek so deeply opposed. Shortly thereafter, Méda began making plans to found a museum in Prague that would house the art collection the couple had spent a lifetime building. In both the IMF and the Kampa Museum, Jan Mládek's legacy lives on. ◆

A tribute to Frank Havlicek



Frank Havlicek left us on a hot summer evening without prior warning. His generous heart, which seemed so big and indefatigable, failed him. The news of his passing left all of us—his friends, colleagues, and family—with a profound sense of loss.

For the past five years, Frank enriched the work and life of INS in many ways. His creativity, enthusiasm, cheerfulness, and skill at getting the job done brought an energetic buzz to his work milieu. He led the work on the Institute's program catalog and greatly improved it (the 2004 program catalog won an award for our colleagues in Multimedia Services). His legal background was invaluable to the ongoing work on copyright issues and in drafting Memoranda of Understanding between INS and its partners in the regional training programs.

Frank's successful missions to the Fund's training centers in Austria, India, and Singapore won him many friends and admirers in those places. His recent trip to India was instrumental in launching INS's newest joint venture—the India-IMF Training Program (ITP). A subsequent e-mail from one of his Indian interlocutors captures it all: "He was brilliant and could assess a situation and people in minutes...and, yet, was so warm and helpful. There is a lot I have learned from him. The ITP would not have seen the light of day had it not been for Frank."

Frank was a gentleman of the first order and a real "people person." He was genuinely interested in everyone he met—always curious about other viewpoints and naturally respectful of diversity. These qualities, coupled with his steadfast professionalism, made Frank a much-treasured colleague, not to mention a popular lunch partner.

Frank's legacy—that of a quintessential optimist who was confident we could make the world a better place—is reflected in the many e-mails sent to INS from Fund colleagues. We lack the space to include all the anecdotes and accolades here, but all agreed that Frank was a real friend, an extraordinary professional, a thoroughly decent person, and someone who could always be trusted. He had a profound commitment to education at all levels—not just to INS's economics training programs, but also in mentoring young people, talking to high school students about world affairs, recruiting youth for the Louis August Jonas Foundation's Camp Rising Sun, and contributing substantially to the success of American University's international relations program for mid-career professionals.

Notwithstanding his dedication to his work and the breadth of his interests and activities, Frank was enormously devoted to his family. They were always in his conversations. He took pride in both of his children and was passionately engaged in all of their activities. In describing Frank, his wife, Louise, said, "Man's goodness is evident in the beauty he sows." Frank elevated the lives of all those who worked with him, and we are fortunate to have had the privilege of knowing him.

Friends and colleagues of Frank

Frank Havlicek with daughter Lee, son Ray, and wife Louise

imfstaff 35 years

Hans M. Flickenschild

imfstaff 30 years

Paul Gleason
Elizabeth C. Lichner
G. Russell Kincaid

imfstaff 25 years

Renee A-Jaoudi
Charles Collyns
Curtis Hatch
Ahsan Mansur
Anne van Wylick

imfstaff 20 years

Gerardo G. Bocar
Francis P. Harrison
Marta Linares
Paul Mathieu
Leda Montero
David Nellor
Alfredo T. Yumping

Separations

Ziauddin R. Ahmed
Marc Auboin
Renzo Giovanni Avesani
Richard D. Bell
Krzysztof Bledowski
Rosa B. Estevez
David J. Goldsbrough
Robert A. Gregory
Ragnar Gudmundsson
Amit Kabra
Cecilia Joseph Marian
Pura I. Mohan
Maria S. Obias-Bonnefoy
Alexander Rahe
Birgit Reichenstein
Marc Yvon Robert
Calvin David Schnure
Norman J. Schroeder
Sumiya Shibasaki
Juraj Sipko
Mazen Mahmoud Soueid
Katsiaryna Svirydzenka
Hidetoshi Takeda
Charles L. Vehorn
Jian Jun Xu
Yuji Yokobori

Transfers

Laurence Allain to MCD from AFR
Khanjar Wabel Abdallah to MCD from STA
Shekhar Shankar Aiyar to APD from PDR
Mariza Arantes to EUR from SEC
Vivek B. Arora to APD from AFR
Michael W. Bell to AFR from EXR
Roberto R. Brauning to EXR from UNO
Maria T. Daban Sanchez to FAD from AFR
Amy Einspahr to INS from HRD
Hamid Faruqee to RES from EUR
Valeria Fichera to AFR from APD
Alvin Hilaire to AFR from PDR
Dennis G. Jones to PDR from AFR
Meral Karasulu to APD from WHD
Paulo S. Lopes to FAD from AFR
John Norregaard to FAD from EUR
Nienke Anke Oomes to MCD from PDR
Gonzalo C. Pastor to STA from AFR
Steffen A. Reichold to APD from PDR
James Arthur Roaf to ICM from EUR
Marco Rodriguez Waldo to PDR from WHD
Christiane Roehler to AFR from FAD
Edgardo Ruggiero to EUR from AFR
Alex Segura Ubiergo to AFR from FAD
Abebe A. Selassie to AFR from WHD
Jonathan H. Shields to FAD from AFR
Sukhwinder Singh to PDR from APD
Lars Soderling to WHD from MCD
Wipada Soonthornsima to AFR from STA
Janet G. Stotsky to AFR from FAD
Theo D. Thomas to APD from FAD
Harry J. G. Trines to OIA from FIN
Gijsbertus van Selm to EUR from AFR
Nancy L. Wagner to WHD from FIN

newimfstaff

Florine Sandrine Baba
A U.S. national, is a Staff Assistant, AFR. She attended the University of Maryland, and lists playing with her children and swimming among her interests.

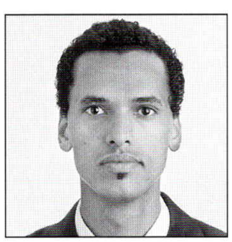
Barbra S. Calañgi
Filipina, is a Staff Assistant, INS. Formerly a secretary at the Kuwait Liaison Office/Embassy of Kuwait, she holds a B.A. in behavioral studies from the University of the Philippines (Manila). She enjoys food, travel, and spending time with family and friends.

David Crabbe
A U.K. national, is a Senior Translator, TGS. Previously a translator/revisor for the European Union, he holds a B.A. in law and German from Sussex University. He lists art history among his interests. He is married and has three children.

Angeliki Economopoulos
Greek, is a Budget Officer, MCM. Previously a contractual Research Officer in PDR, she holds a master's degree in actuarial mathematics from George Mason University.

Caroline Freund
A U.S. national, is a Senior Economist, RES. Formerly a senior economist in the World Bank's Research Department, she holds a Ph.D. from Columbia University.

Ahmed Fekry Ibrahim
Egyptian, is a Translator, TGS. Previously a teaching assistant at Georgetown University, he is a Ph.D. candidate in Arabic and Islamic studies at Georgetown University. He lists soccer, chess, traveling, and reading among his interests.



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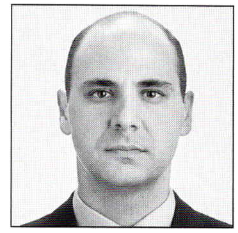
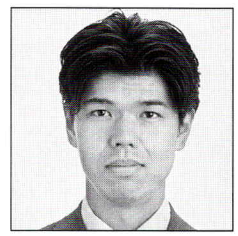
Mohamed W. Jaber
Lebanese, is an Economist, MCD. He holds an M.B.A and Ph.D. from The George Washington University.



Marek Jakoby
Slovak, is an Advisor to the Executive Director, OED. Previously an advisor to the Minister of Finance of the Slovak Republic, he holds an M.A. in economics from the University of Bratislava, Slovakia. He enjoys travel, ice hockey, tennis, squash, downhill skiing, and good food and drink. He is single.

Ryo Kato
Japanese, is an Economist, PDR. Previously a deputy director at the Bank of Japan, he holds a Ph.D. from Ohio State University. He enjoys cooking and collecting Chinese tea leaves. He is married.



Laura Lipscomb
A U.S. national, is an Economist, PDR. Formerly a foreign exchange intervention manager and senior trader at the Federal Reserve Bank of New York, she holds an M.A. in international finance and Asian studies from Johns Hopkins University (SAIS). She collects photos of central banks around the world.

Debbi Marzouk
A U.S. national, is a Senior Human Resources Officer, HRD. She received a B.A. in mathematics from the State University of New York at Binghamton. She enjoys golf, working out at the gym, and cooking. She has two teenaged children, and is married to an Egyptian.

Jonathan Palmer
Australian, is Associate Director and Chief Information Officer, TGS. Previously the Deputy Australian Statistician at the Australian Bureau of Statistics, he received a B.A. in Computing Studies from the University of Canberra.

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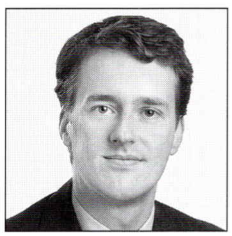
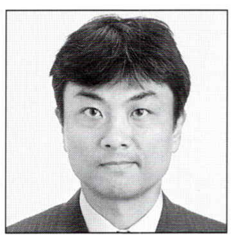
Sindhu Rajan
Indian, is an Information Technology Officer, TGS. Previously the director of IT customer service at Hughes Network Systems, she received an M.B.A from the University of Maryland.

Andrea Rieck
German, is an Advisor to the Executive Director, OED. Previously an economist at Deutsche Bundesbank in Germany, she holds an M.A. in economics from the University of Giessen, Germany. She lists mountain biking, jogging, and traveling among her interests.

Thomas Rookmaaker
Dutch, is an Advisor to the Executive Director, OED. Formerly a senior economist with the Financial Stability Division, De Nederlandsche Bank, he holds an M.A. in economics from the University of Amsterdam and an M.A. in South Asian studies from Leiden University in the Netherlands.

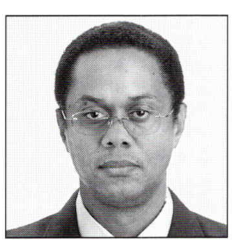


Seiichi Shimizu
Japanese, is a Senior Economist, MCM. Previously a manager for strategic planning at the Bank of Japan, he holds an L.L.M. from the University of Virginia School of Law. He is interested in traveling. He is married and has two children.



Michael C. Strauss
A U.S. national, is a Counsel, LEG. Previously an associate with Cleary Gottlieb Steen & Hamilton LLP, he holds a J.D. from Stanford Law School. He enjoys music and design.

José Sulemane
Mozambican, is an Advisor to the Executive Director, OED. Formerly the national director for research and policy analysis at the Ministry of Planning and Development of Mozambique, he holds a Ph.D. in economics from the University of Notre Dame in Indiana. He is married and has three children.



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Geneviève Verdier
Canadian, is an Economist, INS. Previously an assistant professor in the Department of Economics at Texas A&M University, she holds a Ph.D. in economics from the University of British Columbia in Vancouver. She is of Haitian origin.

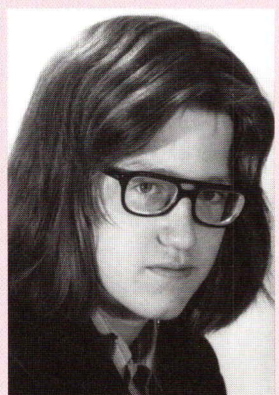
Warren J. Young
Australian, is a Division Chief, TGS. Formerly the head of Security at the Asian Development Bank in Manila, he holds an M.B.A. from the University of Southern Queensland. He is married to Dominique.

Luis-Felipe Zanna
Colombian, is an Economist, PDR. Previously an economist with the Board of Governors of the Federal Reserve System, he holds a Ph.D. from the University of Pennsylvania.

Erik De Vrijer (Division Chief, MCD) has done many things in his life, but appearing on reality T.V. was not on his list of accomplishments. Until last summer, that is—that's when Erik was contacted by the producers of the popular show "The Reunion" on the Dutch television network KRO. An upcoming episode of "The Reunion" was focusing on his 1973 high school class at Gemeentelijk Lyceum in Einhoven, the Netherlands, and the show's producers wanted Erik to be among the members of the class profiled.

"I had never seen the show before," Erik says, "so they sent me an e-mail link to it. The show seemed very respectful and considerate, so I thought, why not?"

"The Reunion" tracks down a high school class from decades ago and profiles four of its members in their current lives. The classmates are then reunited in the television studio and shown the profiles of their fellow students. The show's host, a well-known Dutch television personality, tries to get the classmates to reminisce about the past, talk about how their own lives have turned out, and discuss how the others have changed.


Erik De Vrijer: Then...


... and now

In contrast to some reality T.V. shows, "The Reunion" does not aim to embarrass its participants. The show does, however, try to select interesting and varied alumni—not simply the most successful. Previous episodes have highlighted people whose lives have taken peculiar, or tragic, turns. One show featured a man who was a recovered crack addict; another profiled a woman with terminal cancer. "I am probably among the more boring people they've featured," Erik said.

To film a day in Erik's life, the show's producers came to D.C. in mid-June. Because the segment on Erik partly focused on his Fund job, he had sought clearance from EXR and his own department, MCD, in advance.

The segment takes a lighthearted approach, showing Erik stride into the Fund's lobby and up the atrium stairs with tongue-in-cheek, official-sounding music in the background. One minute he's in his office talking with his assistant, Desiree Amon; the next he's in the Board Room explaining as succinctly as possible the Fund's work and his own role in it. The film then cuts to Erik in his car driving around downtown D.C., the monuments streaming past, then at home enjoying a spaghetti dinner with his wife, Cornelia, and his children, Tim and Lillian. Though the filming took several hours, the final profile was edited down to a five-minute segment.

How does Erik's life compare to those of the other classmates profiled for the show? One classmate worked as a journalist in Baghdad, where she founded a newspaper a few years ago with her Iraqi husband, also a journalist. Another has devoted her life to working with mentally and physically handicapped children. A third classmate lives in the Netherlands and seemed, in most respects, perfectly ordinary—until the viewer learns that she is a Zorro fanatic, with an entire room of her house devoted to all manner of Zorro paraphernalia (Zorro comics, statues, masks, etc.).

All in all, Erik thoroughly enjoyed the "Reunion" experience. In particular, he found it fun to link up with people he knew very well but had not seen for years. But did seeing his old classmates make him regret having left the Netherlands? "Not at all," says Erik. "I'm very happy with the choices I made. But you do see that you can still lead an eventful life staying close to home." ◆

Erik's "De Reünie" episode aired on September 24. To view it, visit the following link: *http://reunie.kro.nl/uitzendingen/2006-2/Gemlyceumeindhoven_sept.aspx.*