

**Subject: Susan Osnos**

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**From: Ken Roth <rothk@hrw.org>**

**To: Hrwall Mailing List <hrwall@hrw.org>**

I am very sorry to report that Susan Osnos has told me of her desire to step down from her post and leave HRW in mid-July. After sixteen years, mostly as our long-time communications director and more recently as our associate director, Susan plans to work as a communications consultant for non-profits.

Susan's contributions to HRW as we know it today have been immense. As our first and, for many years, only communications director, Susan was instrumental in establishing HRW's extraordinary visibility in the press. For many journalists, Susan was the first person they would turn to for advice and direction on a human rights story.

Three years ago, Susan took on the difficult job of associate director. Her many tasks included serving as liaison with our Board, coordinating our long-range planning process, heading various staff committees, and helping to improve and professionalize in many ways our budgeting, planning, and general operations. Her overall and quite challenging task can be fairly summed up as helping us improve the management and running of our increasingly complex organization at a time of rapid growth. She has helped us take numerous important steps along this difficult path.

Perhaps most important, as so many have appropriately noted, Susan provided that essential personal touch and sensitivity that helped hold our organization together despite occasional stresses and strains. Those many, like me, who trusted her wisdom and judgment - and those many others who benefited from her innumerable contributions to our organization and cause - will miss her deeply. Susan promises to remain closely involved in HRW.

We will launch a search shortly - if not exactly to replace Susan, than to hire someone to do some of the work she has done. Rather than look for another associate director, we are considering recruiting a director of operations to oversee the non-programmatic running of our increasingly complex organization. But this is still a work in progress. I would welcome ideas from you about how this job should be conceived.

Ken

