

July 23, 1997

To: All Board Members
From: Ken Roth
Re: HRW Associate Director

I am very pleased to announce that Susan Osnos has agreed to become our new Associate Director. As those of you who have worked closely with Susan undoubtedly know, she has precisely the experience, wisdom, insight and temperament that we need to help us maintain the complex organization that Human Rights Watch has become. Having completed a search that attracted over 600 candidates, I am more convinced than ever that Susan is ideal for the job.

Among Susan's principal responsibilities will be working with the Board to engage it more regularly and meaningfully in the issues facing the organization. She will also help address a broad range of staff selected and institutional issues. I know that she would welcome your advice in setting her initial priorities.

The only bad news in all this is that we will have to replace Susan as Communications Director. We will begin a search shortly, and will circulate a job description to you for any help you can provide in identifying candidates. In the meantime, Susan will continue to run the Communications Department as she begins to assume her new Associate Director responsibilities.