



ACADEMY REVIEW

December 2018



OTHER EFFORTS

In July, in response to the news about US administration considering a request by the Russian government to question Ambassador (ret.) Michael McFaul and several other State Department officials, the Academy together with the Council of American Ambassadors issued a [public statement](#) affirming that the protection of diplomatic immunity is vital for US national interest. The statement was featured by *Politico* in an [article](#) on the situation. Following widespread public pressure, the administration denied Russia's request.

We continued to keep a watchful eye on congressional developments that impact the Department. In September, several Academy Board members engaged with the office of Senator Jeanne Shaheen (D-NH) to provide advice and feedback for the proposed "[Enhancing America's Core Diplomatic Capabilities Act of 2018](#)." In the end, the Senate was not able to take up the legislation.

The Academy also carefully monitored the confirmation process of several key Department positions. In November, we sent a letter to the Senate Foreign Relations Committee urging its members to find a way to resolve their differences and move forward with the nomination of Brian Bulatao for the Under Secretary for Management position, a key position that has been empty for nearly two years.

PROTECTING INSTITUTIONS OF DIPLOMACY

NEWEST PROJECT: Strengthening the Department of State

After assuming the top leadership position at the State Department, Secretary Pompeo declared that he wanted to see the Department "get its swagger back." The Academy has welcomed some of his actions, such as lifting the hiring freeze and offered support. A major project, which actually would support the Secretary's agenda is a new study the Academy is doing with funding from Mr. Hushang Ansary. In cooperation with the Partnership for Public Service our new project is titled Strengthening the Department of State. The key goal of the project is to deliver a set of recommendations soon enough for them to be useful in this administration. We are focusing particularly on reinforcing and amplifying the Department's existing desire for a more flexible, agile, mobile workforce, , thus taking advantage of Pompeo's desire for institution building.

The project was officially launched on September 4 with the meeting of the Advisory Group, which was headed by AAD Chairman Tom Pickering and included two other former Undersecretaries for Political Affairs, two former Director Generals and a mix of other experts with extensive experience including Secretary Pompeo's former executive director from the CIA.

The project focuses on four key areas: field forward deployments; Civil Service; Foreign Service Specialists; and professional education and training. Project director Alex Karagiannis, a retired senior Foreign Service officer, will bring his extensive human resources experience to bear particularly on the areas of field forward deployments and specialists. Ambassador (ret.) Robert Beecroft will concentrate on professional education and training assisted by John Naland, both of whom have extensive experience and writing on these areas. The Partnership will bring their expertise to the area of Civil Service. One key area of analysis will focus on the lift/impact matrix. That is, how difficult will certain reforms be to accomplish vs. their benefit. This approach may assist the Academy in strengthening the viability of its recommendations to the Department.

Following three months of extensive research, data collection, interviews and discussions with various current and former members of the State Department, the project is now in the draft stage and the Academy plans to finalize the report by early 2019.

PODCASTS

The two podcast series - *The American Diplomat: Real Stories Behind the News* and *The General and the Ambassador: A Conversation* – have achieved great results this year thanks to the continued partnership with the Una Chapman Cox Foundation and the efforts of the podcasts’ hosts and the Advisory Group. The other great news is that the Cox Foundation has extended its partnership on the Podcast project by one more year.

To date, the two series produced a combined total of **82 episodes**. *The American Diplomat* podcast, hosted by Pete Romero and Laura Bennett, has recorded a total of **65 episodes featuring former diplomats** with perspectives on serving in such diverse places as Venezuela, Mongolia, Turkmenistan, Columbia, Russia, Afghanistan, Oman, Saudi Arabia and the Marshall Islands. The podcast’s episodes have covered all State Department “cones,” including consular and commercial. It also introduced a new thematic arc called “Is It Happening Here?” to help situate its episodes vis-à-vis current events. *The General & the Ambassador* podcast, led by Deborah McCarthy, has released a total of **17 episodes featuring 34 distinguished military and civilian US leaders** on a variety of topics, from AFRICOM to NATO and from Moscow to Haiti.



“A real ‘must’ for anyone who lives to travel or cares about foreign policy and the world we live in. Great ‘behind-the-scenes’ discussions about life in the US diplomatic corps.”

The reception of the two podcast series has been very positive as demonstrated by stellar ratings and positive reviews. Here is what some of the listeners are saying about the podcasts: “Timely, smart and fun!”, “A real ‘must’ for anyone who lives to travel or cares about foreign policy and the world we live in. Great ‘behind-the-scenes’ discussions about life in the US diplomatic corps.”, “Great set of podcasts. Very listenable, informative and filled with human stories that make diplomacy come alive.”, “Such a cool idea, this is a great way to engage wider audiences on issues of diplomacy that aren’t always accessible to all. Very important for this kind of work to be supported! I look forward to future episodes and conversations.”

Both podcast series significantly grew their reach and listener base this year. For *The American Diplomat* the total episode downloads went from 7,000 to 45,000, and for *The General & the Ambassador* the total grew from less than 2,000 to over 9,200. Both series also have started to cultivate an audience on social media.

Next year, in order to continue growing the podcasts further both series plan to work with a public relations firm and organize a number of live audience recording, especially with regard to reaching the Mid-Western audiences. This is also the area where every member of the Academy can help as well. You do not need special apps or programs to

listen to these podcasts, just click on the links that the Academy sends in its email updates. However, if you do have a social media account on Facebook, Twitter, LinkedIn or Instagram, please help the Academy spread the word! Both podcasts are featured on [iTunes](#), Libsyn, and on the American Academy of Diplomacy’s [website](#). The [American Diplomat](#) and [The General and The Ambassador](#) podcast episodes can also be viewed on their own sites.



AMBASSADOR SECURITY TRAINING PROJECT

In the past six months, the Academy continued to implement its Ambassador Security Training Project, which aims to develop a five-stage small-group simulation designed to train new ambassadors and DCMs in pre-crisis decision-making. In partnership with the Una Chapman Cox Foundation, the project team, which includes the Academy, the McCain Institute and the ASU's Decision Theater Network / School for the Future of Innovation in Society, solidified concrete topics and specific narrative details of all five scenarios, making sure that they are both realistic and instructive. The design team also identified key educational objectives and learning outcomes associated with each scenario. Finally, game design experts at ASU made a lot of progress in terms of the technical simulation design.

Throughout the process, the Academy and the project's Advisory Group, including members with expertise in diplomatic security and prior experience with similar scenarios, provided extensive advice to the design team to help them realistically capture the flow of information and decision-making experienced by an ambassador in a pre-crisis situation. Representatives of the FSI's Leadership and Management Team and DS's training division have also closely participated in the Advisory Group meetings. We have kept senior leadership of FSI and DS briefed on the project. At this stage, the project team is working on refining the simulation facilitation materials, after which the team will go through a couple of initial trial runs of the simulation with participation of volunteers. We believe that if used this training can save lives.

OUTREACH PROGRAMS

Arthur Ross Discussions of American Diplomacy at Monticello

On October 27, the Academy and the Robert H. Smith International Center for Jefferson Studies co-hosted yet another successful Discussion of American Diplomacy at Monticello. This year's conference was on the topic of *Tribalism and*



the Perils of Self-determination. During the morning session, Ambassadors Robert Beecroft, Ryan Crocker, and Linda Thomas-Greenfield led a panel discussion focused on the broad issues of tribalism and democratization in the context of their experiences in Bosnia and Herzegovina, Iraq, Syria, and South Sudan respectively. In the afternoon, Ambassador Wendy Chamberlin delivered the keynote address in which she explored the divisions in American politics and whether a polarized superpower can lead the world. Nearly 100 attendees, including community members and local high school students, participated in the event.

SUPPORT FOR DS

The Academy continues to send two former chiefs of mission to FSI to speak to each diplomatic security class for agents preparing for their first field deployment. For many ARSOs this will be their only chance to get a Front Office perspective.

Academy members who gave of their time to participate in the program were:

Patricia Butenis	Edmund Hull
John Campbell	Cameron Hume
Stephen Engelken	James Jeffrey
Gerald Feierstein	Tom Krajewski
Gordon Grey	Charles Ray
Maura Harty	Lange Schermerhorn

DONORS

The Academy would like to extend a sincere thank you to our donors and supporters. Without you, we wouldn't be able to host the programs we do today.

The Una Chapman Cox Foundation
Sisco Family Fund
Nelson B. Delavan Foundation
Luther I. Replogle Foundation
Johnston-Hanson Foundation
Black & Veatch Corporation
Walter and Leonore Annenberg Foundation
Arthur Ross Foundation
The Dillon Fund

OUTREACH PROGRAMS (CONT.)

The Hotchkiss School Ambassador Speaker Series

This fall, the Academy began its collaboration with the Hotchkiss School in Lakeville, Connecticut on a program originally suggested by Ambassador Robert Beecroft. During a two-day program Ambassador Neumann gave a talk titled “Role of Diplomacy: What Can Diplomacy Achieve?” and led discussions in five different classes on topics including diplomacy as a policy tool, diplomacy as a career, anatomy of a revolution, and case studies of Afghanistan, Syria, Algeria and Iran. We will repeat the program next year and are seeking other locations. Ideally, we would like to do this kind of work with public high schools more broadly. However, we don’t have the resources for that, so we are concentrating on finding private schools that can defray our expenses and provide a bit of help to the Academy.

2018 Joseph J. Sisco Memorial Forum

This year’s Sisco Memorial Forum took place on November 28 at the National Defense University before an audience of over 600 students from the War College, the Eisenhower School (formally ICAF) and international students. It was part of NDU’s presidential lecture series and focused on the topic of *Civilian-Military Relations in the Field: Achieving the Missions*. The panel discussion was structured in a Q&A style moderated by Ambassador Deborah McCarthy and brought together diverse perspectives from General Raymond Odierno, USA (Ret.), General Lloyd Austin, USA (Ret.), and Ambassadors Ryan Crocker and Dawn Liberi. The speakers reflected on how civil-military relations work at the command level, weaving in personal stories of collaboration with each other at various points in their careers. Be sure to catch the recording of the panel discussion in two upcoming episodes of *The General and the Ambassador* podcast.



Do you have a connection with your high school alma mater?

Would you like to bring more discussions about diplomacy there?

Let Academy staff know!

The panel discussion was structured in a Q&A style moderated by



2018 NEW MEMBERS AT A GLANCE

- 22 new members
- 32% women, 18% African Americans, 4% Hispanic
- U.S. Agencies: State, Agriculture, Agency for International Development, Treasury and the U.S. Army.
- International and Regional Organizations: the UN, NATO, OSCE, OECD, and the African Union.

NEW MEMBERS

In 2018 the Academy welcomed 22 new members into its ranks. The Membership Committee, chaired by Shaun Donnelly, received and reviewed numerous nominations, ultimately approving 25 to be put to a vote by the Academy’s membership. In their decision, the Committee particularly considered two priorities: identifying exceptionally qualified candidates and, within that requirement, increasing the overall diversity of the membership by professional background as well as gender and ethnicity. Notwithstanding these points, the need for members to have had practical diplomatic experience continues to guide us. Another noteworthy fact is that this year’s election saw a record participation with 59% of eligible to vote members casting their ballots.

Congratulations to Shaun, the rest of the Membership Committee, and to the Academy’s newly-elected members for another great year! Starting in 2019 the Membership Committee will see a change in leadership with Shaun Donnelly stepping down and Janice Jacobs assuming the responsibilities of the Committee’s Chair. The Academy wishes her and the rest of the Committee success in the New Year.

MEMBER LUNCHESES



After stopping for the summer, the Academy resumed its informal member lunches, which give the members an opportunity to connect with each other and hear from their colleagues on a subject of his or her expertise. In September, 48 members came out to hear Anne Patterson speak on her time in Egypt during the Arab Spring, and in December, 36 members attended the lunch and discussion by Jeffrey Feltman on the UN's approach to peace and security issues. These lunches remain extremely popular, perhaps because the level of these off-the-record discussions among professionals is very different from normal, public programs. Look for the announcements of forthcoming programs. Also, if you have topics you would like to hear about at one of the future member lunches, please contact the Academy's staff.

ANNUAL AWARDS LUNCHEON

The Academy's 29th Annual Awards Luncheon, jointly sponsored with Deputy Secretary of State John Sullivan, drew the largest attendance yet with over 135 participants. During the presentation, the Academy honored the former Secretary James A. Baker, III with the Walter and Leonore Annenberg Award for Excellence in Diplomacy. Though Secretary Baker was unable to accept the award in person, his prerecorded video address went far beyond a customary "thank you" and gave an excellent speech on the importance of diplomacy. Videos don't often draw applause from a live audience but this one did. If you missed it you can find it [here](#).



The Arthur Ross Media Award for journalism was won by Pamela Constable of *The Washington Post*, who came back especially from Afghanistan and Pakistan to receive it. Carol Giacomo of *The New York Times* took the Ross Media Award in the commentator category. The Douglas Dillon Book Award went to Benn Steil for *The Marshall Plan: Dawn of the Cold War*. Although several on the book committee started reading with reservations about awarding yet another book on Marshall, the result of reading the work overcame the initial reaction.

This year the Book Award Committee also took an unusual step to recognize not just the author but also the subject of a book. They presented a special certificate to Jenny and Sherry Thompson for the book about their father titled *The Kremlinologist: Llewellyn E Thompson, America's Man in Cold War Moscow* in recognition of the contribution that his life and their book have made to diplomacy.

LOOKING FORWARD

The Academy continues to grow in both activities and in influence. We are a regular source for journalists writing on diplomacy and the State Department. Our name has increased recognition on Capitol Hill.

We will be continuing our speaking programs next year, including the Ambassadors Forums at the University of Nebraska at Omaha and Texas Tech University at Lubbock, as well as our cooperation with the Thomas Jefferson Foundation.

FINANCIAL CONDITION

With the aid of several large programs the Academy has closed the budget deficit with which it began the year and ended with a small surplus, which will expand our reserves. However, it is clear that we have been benefiting from a very strong, upward stock market and that that trend may be increasingly uncertain. The historic level at which the Academy draws from its funds may well not be sustainable over the long term. The Board and the Finance Committee have had extensive discussion about how to prudently prepare to maintain our activities in the future. **Expect important decisions and announcements in 2019.**

LOSS OF MEMBERS

This year, the Academy lost several great friends and colleagues. We honored their friendship, service, and memory with a moment of silence at the Awards Luncheon.



Frank Carlucci
June 3, 2018

Princeton Lyman
August 24, 2018

George Landau
October 9, 2018

WEBSITE AND SOCIAL MEDIA

To promote its mission and to widen outreach, the Academy continued to grow its online presence this past year. On Facebook, the Academy started the year with 1,555 followers and ended with 1,773, which translates in a slightly higher than average growth of 14%. On Twitter, the Academy saw a more substantial growth from 1,360 to 1,982 followers by the end of the year (45.7% growth, which is substantially higher than a non-profit average).

We understand that not all of the Academy's members use social media, but we have taken many approaches to reach broader audiences and appeal to those who are frequent users of social media. If you do follow us, you will notice that the Academy shares many of our member's articles, features different members each week, and posts content to interact with those interested in diplomacy and the Foreign Service.

If you engage on social media or if you have an account but have not yet engaged, we ask that you re-tweet, like, share, and comment on our posts. This would greatly help the Academy reach audiences far beyond our individual efforts.

Also, if you have published new books, taught new courses, or recently updated your bio, please let us know so that we can update those sections on the Academy's website. You can email your updates to academy@academyofdiplomacy.org.

STAFF

With the loss of Isabel dePrado and Summer Minden, the Academy has welcomed Maria Reissaus as the new Program Director and Destiny Clements as the new Program and Finance Assistant. They have been incredibly busy this fall and have performed incredibly well. That we do all we do with three staff (including Ron Neumann) and a part time intern seems pretty impressive to us.

This fall our intern was Nick Needham, a 3rd year student from George Washington University. Starting in January of 2019 the Academy will welcome two new interns: Fatu Dukuly from Belmont University in Nashville, Tennessee and Sarah Moon from George Washington University here in Washington, D.C.

