



# 2018 SUMMER REVIEW

This is the semi-annual review of the American Academy of Diplomacy as we continue to try for regular updates on activities, past and coming.

## Protecting the Institutions of Diplomacy

The Academy has continued working on issues concerning the problems in the State Department. There are some hopeful signs, but the destruction of the past year is large and some problems are not easily repaired. We have kept in close touch with AFSA President Barbara Stephenson and Tony Wayne, the head of the AFSA PAC, as they work budget issues with Congress. AFSA has some "bread and butter" issues particular to the Foreign Service that are not ours, but on the broad budget and staffing issues, our interests overlap and we can be mutually reinforcing.



In our last update, I described the major effort the Academy was undertaking to oppose the nomination of Stephen Akard to be Director General of the Foreign Service. That effort succeeded. It was spearheaded by Lorne Craner and Mike Van Dusen, with help from many members. We had privately told the Administration that we were not opposed to the man, only his nomination for this particular position, which was a major step away from a professional Foreign Service. When one Senator's office called on behalf of the White House to seek assurance that we would not oppose Akard for another job, I knew we were making an impact. The nomination for DG was pulled and Akard was re-nominated as Director of Foreign Missions. We wish him well.

Secretary Pompeo lifted the hiring freeze. We congratulated him on this decision. Interestingly, our Tweet on the subject was repeated by the State Dept. Spokesperson, and had 17K impressions. However, lifting the hiring freeze is complicated by budget numbers and distortions in the work force caused by the long freeze. Figuring out the way ahead is proving complicated for the bureaus. Still, our latest information is that the Department is making a concerted effort to hire FSOs, FFS, and Civil Service.

**Top Tweet** earned 17.3K impressions  
"This decision is a positive step that will significantly help the State Dept work effectively & will be good for morale. The freeze has distorted staffing, prevented flexibility in responding to crisis, & increased workloads for no reason." - #AAD President, Amb. Ronald Neumann



Secretary Pompeo  
@SecPompeo

I'm pleased to announce that I'm lifting @StateDept hiring freeze on Foreign Service and Civil Service employees. We need our men and women on the ground executing American diplomacy and representing our great nation.

The A-100 class numbers for this year have been increased from the 101 intended by former Secretary Tillerson to 273, approximately equaling attrition and reflecting a level influence by Congress. When Secretary Pompeo had his first hearings after confirmation, we provided the relevant House and Senate committees with our views of significant questions to pose. You can find that letter [here](#). The situation at State is evolving. We are looking for ways to be helpful and will remain engaged with Congress.

## New Project in Security Training

As I mentioned in our last update, we have designed a project to produce a number of scenarios for simulation training by small groups in the ambassadors and DCM courses. Our advisory group saw and commented on the draft of one scenario in May. We should be seeing the updated version soon. The finished product will be turned over to the Department. Support and interest continues from the acting DG, FSI and the new assistant secretary for DS. In partnership with the Una Chapman Cox Foundation, we will produce the scenarios in cooperation with the McCain Institute of Arizona State University. Other funders include the Replogle Foundation, the Sisco Family Fund, the Delavan Foundation and GardaWorld Federal Services.

## Podcasts

Our podcast program is now going very strongly thanks to a new partnership with the Una Chapman Cox Foundation. We expect to produce 63 new podcasts over the course of a year.



Deborah McCarthy's series, [\*The General and the Ambassador\*](#), uses the interaction between a commander and an ambassador to showcase how diplomacy actually works. Among the recent releases is a discussion of how Jim Jeffrey and General Lloyd Austin teamed up to fight not only the Iraqi insurgency but a good part of the bureaucracy of Washington; a tale well worth hearing. This episode can be heard [here](#).



Pete Romero's [\*American Diplomat\*](#) series has now fielded 37 of podcasts and is turning out fascinating stories at the rate of one a week with the help of his assistant Laura Bennett who is now supporting both programs. As part of the expanded effort, we have retained a marketing specialist to help increase the listenership of both programs. An advisory committee with members from the private sector has joined the effort with enthusiasm and is giving excellent advice. I encourage you to try out some of these short interviews, which can be found [here](#).

## Speaking Programs

1. Our topic of **"The Administration's Foreign Policy One Year In: A selected scorecard"** for our [Omaha](#) and [Texas Tech](#) Ambassadors Forums was even more timely than we had guessed when we set it up nearly a year ago. The programs were held April 3 and April 14, 2018, respectively with panel discussions with Ambassadors Deborah McCarthy, Marcie Ries, Tony Wayne and Susan Ziadeh, moderated by Jim Collins in Omaha and Ron Neumann in Lubbock. Our three year grant funding for Texas Tech has expired but we are working on fund raising with them and are hopeful that we will be able to continue.

2. Our next program at **Monticello**, in cooperation with the Thomas Jefferson Foundation, will look at ***Tribalism and the Perils of Self-determination*** on the morning of October 27, 2018. Bob Beecroft will look at the issue in Bosnia, Jim Jeffrey will consider Iraq and Syria, and South Sudan will be another perspective given by Linda Thomas-Greenfield. Wendy Chamberlin will handle the keynote. If any of you are inclined to join, I urge you to make hotel reservations soon as hotels in Charlottesville have repeatedly filled up early.
3. In the fall we will start a new program with **Hotchkiss**, a private high school in Connecticut. Our agreement with Hotchkiss is to make this a yearly event with an Academy member spending a day with the students. This follows a model developed by Bob Beecroft, who suggested and helped organize the program. I'll be the first speaker to get the lay of the land. We're looking for other schools that might be interested in developing a similar program, so if any of you are graduates of such high schools, you might sound out their interest. Since we do not have the means ourselves to expand such programming, we are focusing on private schools that can fund them.



ABOVE - OMAHA AMBASSADORS FORUM 2018

## Cooperation with DS

With the great voluntary support of members, we continued our program of sending two former chiefs of mission to speak to each graduating class of ARSO's before they begin their first overseas tour. DS welcomes this program, the only chance new security officers have to hear a front office perspective before their deployment. Speakers so far this year have been: Edmund Hall and James Jeffrey, Cameron Hume and Charles Ray, and Gerald Feierstein and Thomas Krajewski.

## New Members

The new members gathered for lunch with the Academy leadership and Committee Chairs in March, to learn about what we do and possibly get involved with our work. We are beginning the 2018 nomination process for new members, and you will soon see a request for nominations. Please do help with nominations for outstanding potential candidates.

**MEMBERS OF  
THE 2017 NEW  
MEMBER CLASS  
GATHERED FOR  
LUNCH TO  
LEARN ABOUT  
AAD ACTIVITY  
AND MEET THE  
COMMITTEE  
CHAIRS**



## Member Lunches

The Academy periodically organizes member lunches at DACOR, during which one of our members addresses a subject of his or her expertise. The program has been popular and we have expanded its frequency. Speakers this year have been:

- **Bob Einhorn** on the North Korea Nuclear Challenge
- **Nancy Powell** on India
- **John Tefft** on Russia



**ABOVE - AMBASSADOR EINHORN SHARED LUNCH WITH FELLOW ACADEMY MEMBERS BEFORE MAKING HIS REMARKS**

**LEFT - AMBASSADOR NANCY POWELL SPOKE TO ACADEMY MEMBERS ON US – INDIA RELATIONS AT THE APRIL MEMBER LUNCHEON**

## Annual Meeting

The Academy held its Annual Meeting on May 1, 2018, at DLA Piper/The Cohen Group, with over 90 members and guests in attendance. Instead of having a keynote speaker, we decided this year again to share perspectives on what we know about reorganization in State, our own efforts to engage in the reform and budget issues, and to solicit ideas from the members for further work.



LEFT - ACADEMY'S ANNUAL MEETING IN  
MAY 2018

Following a presentation of the Academy's activities during the past year, as well as of the efforts carried out to protect the institutions of diplomacy, a Q&A session was held with the members.

Some takeaways from the discussion:

- The Academy has welcomed and offered the Academy as a resource to newly appointed Secretary of State, Mike Pompeo.
- We expected that reorganization plans and hiring policies at the State Department would change under new leadership and this is beginning.
- The personnel crisis at the State Department has chilled interest among college students who were once interested in joining the Foreign Service. The Academy aims to connect with younger audiences through the new podcasts.
- It is important to note that the atmosphere can be unwelcoming for international diplomatic visitors who visit the United States.

## Website and social media

The Academy has made a significant effort to increase our social media presence, as a way to reach broader audiences and increase our outreach. We ask for your help in keeping our website sections up-to date: [books published by members](#), [teaching resources](#), and [member biographies](#). Some of the bios are out of date, as many of you continue to add to your laurels. Please do send us your updates at [academy@academyofdiplomacy.org](mailto:academy@academyofdiplomacy.org).

We also ask for your help in “spinning the wheel” of our social media handles, particularly Twitter, where the impact of a re-tweet from you surpasses many hours of our own efforts!

Follow us: [Twitter](#) | [Facebook](#) | [LinkedIn](#) | [YouTube](#)

**Top Tweet** earned 4,199 impressions

"No president can engage in direct #diplomacy [alone]... without a massive amount of high-quality, systematic effort [from the #StateDepartment & #Pentagon]." Amb. Robert Hunter reflects on #Trump's plan to meet w/ #KimJongUn. @LobeLog lobelog.com/trump-and-kim-... pic.twitter.com/FHTDPvcrvE

View Tweet activity      View all Tweet activity

## Financial Condition and staff

Good but not good enough is the bottom line. We start every year with a projected deficit and while we ended last year - as we have most years - in the black by finding new funds, we are not positioned for long term sustainability. The market is uncertain and our long term reserves are not adequate for trouble nor able to grow to keep up with our growing program needs. The finance committee has looked intently at the situation. On the basis of their recommendations, the board made several decisions. The two major ones are:

**Dues increase:** After two years without any change, the board decided that we need to keep up with inflation. Accordingly, there will be a slight increase in dues in 2019 to catch up from the last change in 2016. I expect this to be a very small amount and that a similar pattern will be followed in subsequent years to keep up with inflation.

**Capital Campaign:** We are beginning discussion of how to organize a major capital campaign later in the year. We simply must build a stronger endowment and will ask for your help. Stand by for details and appeals.



THE ACADEMY'S STAFF POSE WITH SPRING 2018 INTERNS. FROM L TO R, SUMMER MINDEN, KEIAN RAZIPOUR, RON NEUMANN, INGRID RADULESCU, ISABEL DE PRADO



Managing Director Isabel de Prado and Program & Finance Assistant Summer Minden continue to do a marvelous job supporting me and all the committee heads while keeping everything else moving. In the last six months we have had excellent help from a number of interns:



**Ingrid Radulescu** was born in Romania and raised in the United States. Due to being raised between two cultures and frequent travels, her interest in international affairs sparked at an early age. Ingrid has dedicated her undergraduate career studying the great works of Shakespeare and recently presented her ongoing research concerning Shakespeare and Romanian National Identity at the National Collegiate Honors Council. After completing her undergraduate studies in Literature, Political Science, and French she plans to attend graduate school in hopes of pursuing a career in global affairs.

**Keian Razipour** is a third year student at the George Washington University studying International Affairs. After finishing his undergraduate experience, Keian hopes to pursue a career in the field of foreign affairs and diplomacy, particularly in the area of democracy promotion and human rights advocacy. He aspires to one day join the U.S. Foreign Service.



**Laura Carty** is a rising junior at Amherst College where she majors in Sociology. Laura enjoys learning about the role that art and the media play in constructing our understanding of other cultures and groups. She is currently interested in studying transnational families and analyzing how the gender and legal status of migrants impacts the economic and emotional well-being of their children in the home country. Laura is proficient in French and learning Spanish.

## Donors

The Academy would like to thank [our donors and supporters](#):

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

All the very best to all of you,

Ron Neumann

President