

RELEASE IN PART  
B6

---

**From:** H <hrod17@clintonemail.com>  
**Sent:** Wednesday, November 4, 2009 8:43 PM  
**To:** 'millscd@state.gov'  
**Subject:** Re: CA Promotion Board

I don't understand the significance of this. Just landed. When can we talk?

----- Original Message -----

**From:** Mills, Cheryl D <MillsCD@state.gov>  
**To:** H  
**Sent:** Wed Nov 04 17:30:33 2009  
**Subject:** FW: CA Promotion Board

Remind me to discuss with you tomorrow.

Scroll down to bottom and read up

cdm

**From:** Powell, Nancy J  
**Sent:** Wednesday, November 04, 2009 4:23 PM  
**To:** Mills, Cheryl D  
**Cc:** Kennedy, Patrick F  
**Subject:** RE: CA Promotion Board

Cheryl, hope these help. Let me know if you need more/different. Nancy

**From:** Mills, Cheryl D  
**Sent:** Wednesday, November 04, 2009 1:44 PM  
**To:** Powell, Nancy J  
**Cc:** Kennedy, Patrick F  
**Subject:** RE: CA Promotion Board

Thanks –

Several questions:

1. How many career positions are there? The Foreign Service Act does not specify the number of Career Ambassadors. Since 1980, we have had between one and seven Career Ambassadors serving at a time. Right now, we have two active duty Career Ambassadors.
2. How many are currently career ambassadors now? We have two active duty Career Ambassadors – Bill Burns and Anne Patterson. Ryan Crocker and Richard Boucher have recently retired.
3. What is the purpose of the committee? The Board will review the performance files of the eligible candidates to determine if any qualify for the conferral of the rank of Career Ambassador.
4. Does the Secretary receive the names of all candidates who were considered? The Secretary will receive only the names of those who are recommended for Career Ambassador. You have the list of eligibles from the earlier email so it is not too hard to figure out who didn't make it.
5. What is the nature of the recommendation? The recommendation will include a written review of the Board's justification for its decision for each candidate.
6. Can you provide me with previous memos from 2007 in this regard? We have the files from the 2007 Board and will send you a copy for reference.
7. Are there other promotions besides to career ambassador that S is supposed to be considering and if so, is the process ad hoc like this one or is there a more systematic process? The conferral of the rank of Career Ambassador is the only promotion process that involves the Secretary directly.
8. Can you give me an update on where we are in the other processes (Ambassadors, DCMs, etc) and the anticipated timeline for meetings, etc. I've requested a meeting and can run through the schedule with you. We are currently soliciting expressions of interest, which will be completed on Friday. Anticipated meeting date for the D committee is mid-December.
9. Can you advise if there are any other steps, meetings or actions S should be advised us so that she is a good partner in the process of supporting the progression and appointments of our career officials? Will do – there may be a number of things from our QDDR recommendations that will take her support and we will need to focus on getting ready for next year's D committee (ambassadorial assignments for 2011) after the first of the year.

Thanks so much.

cdm

From: Powell, Nancy J  
Sent: Wednesday, November 04, 2009 1:30 PM  
To: Mills, Cheryl D  
Subject: CA Promotion Board

Cheryl, let me know if you need more than this/have questions. Please note that the Bill rather than Pat is chairing.  
Nancy

The board is scheduled to meet on November 13, 2009. U/S Burns(who is a Career Ambassador) is chairing. Other members are U/S Kennedy, retired Career Ambassador Ruth Davis and retired Career Ambassador Marc Grossman(replacing [redacted] The six Career Ministers who will be considered: [redacted]

B6

The Career Ambassador selection is not part of the regular Selection Board process. A CA board is set up on an as-needed basis. The last Board met in 2007. With the retirement of four CA's in 2009, HR proposed a board for this year to consider conferring the CA rank on the current eligible individuals. We now have two serving CA's, U/S Burns and Ambassador Anne Patterson.

Nancy J. Powell

Director General of the Foreign Service

and Director of Human Resources

Room 6218

202-647-9898