



DSCU's mission is to advance the knowledge and practice of Security Cooperation through the education, training, and development of the U.S. Security Cooperation workforce and through the education, training and institutional capacity building of partner nations; and to produce research, analysis, and lessons learned that expand the intellectual foundations of Security Cooperation.

University Insights

I hope this second issue of the DSCU Report Card finds you well. This is a pivotal time for the security cooperation enterprise and the DSCU team of more than 470 personnel! I am excited to share the many advancements and changes within our University. Most notably, Section 1204 of the FY2024 National Defense Authorization Act (NDAA) establishes DSCU as a legal entity in U.S. code. Recognizing the growing importance of security cooperation as a primary tool of policy, especially in the context of multiple global crises, Congress also expanded DSCU's responsibilities.

DSCA and DSCU now have a legal mandate from the Congress to establish the Defense Security Cooperation Service (DSCS) and a Foreign Military Sales Center of Excellence. Speaking of FMS, I encourage you to explore DSCU's latest learning tool, the [FMS Wall Walk](#), which provides a primer on the FMS process.

With NDAA '24 and a suite of initiatives within the National Defense Strategy (NDS) as our directives, the DSCU team is hard at work advancing the profession of security cooperation and continuing to manage and implement impactful institutional capacity building (ICB). Notably, DSCU is refining the training and education of the security cooperation workforce; transforming the way personnel performing security cooperation work in U.S. embassies worldwide are organized and managed; and building robust research, scholarship, and lessons learned capabilities to inform the theory and practice of security cooperation in the decades to come.

You will find in this issue our latest news, links to stories about our ICB partnerships, faculty academic work, diversity initiatives, collaboration opportunities, and ways we are maintaining accountability. Importantly, this edition provides an overview of the NDAA '24 Section 1204 provisions and NDS security cooperation initiatives, including details about Certification 2.0, the DSCS, and the DSCU Research, Analysis and Lessons Learned Institute.

Lastly, I want to say a special welcome to our new teammates at the Defense Resources Management Institute who joined DSCA/DSCU in September 2023.

In the next issue, I look forward to sharing with you even more information about Certification 2.0, including launching new, competency-based curriculum.

Dr. Celeste Gventer

Dr. Jason Fritz Assumes DSCU Vice President Role



In this senior position, Dr. Fritz will continue to be DSCU's Chief Academic Officer as well as provide leadership and oversight for the University's internal functions, including academics, accreditation, finance, planning, student affairs, enrollment, advancement, and other key areas. As the Vice President, Dr. Fritz will emphasize academic rigor, innovation, and increased efficiencies across DSCU's five components and three headquarters elements. Dr. Fritz brings more than twenty years of national security experience in government, academia, and the private sector.

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- Accountability
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University News

[DSCU Marks 4 Years of Growth, Change](#)

[DRMI Joins DSCU](#)

[Future Vision: Panel Discusses Way Ahead for DOD National Guard State Partnership Program](#)

[DSCU Launches Research Grant Program](#)

[DIILS Resident Course Hosts Record Number of Participants](#)

[DSCU Prepares 250 SCO Personnel in 2023](#)

[ISG Wins Fourth Secretary of Defense Maintenance Award](#)

[Fifteen Students Complete Immersive Strategic Advisor Course](#)

[Delivering on the Promise: The 2023 Security Cooperation Conference](#)

[DSCU Presents Newest Course: Civilian Harm Mitigation and Response](#)

Students from 19 different countries completed SSCS's International Partner Security Cooperation Logistics and Finance course in Dayton, OH.



DRMI welcomed 36 participants from 21 allied and partner nations to the first convening in FY24 of the ten-week International Defense Management Course in Monterey, CA.

Security Cooperation Directives & Initiatives

Development of a highly professional and competent security cooperation workforce (SCW) is critical to achieving U.S. foreign policy and NDS objectives. As part of NDAA '24 and NDS implementation, the following initiatives are aimed to strengthen the SCW and professionalize the field of security cooperation for decades to come. These initiatives will empower the SCW to collaborate with partner nations, understand their challenges, and be able to provide partner-focused security cooperation solutions.

Defense Security Cooperation Service

The DSCS is an NDAA '24 and Secretary of Defense directed organization. It will be established within DSCA with the intent to transform the organization and management of personnel performing security cooperation work in U.S. embassies worldwide. DSCU will serve as the incubator for the DSCS until FY25 at which time DSCS will transition to a separate directorate reporting to the Director of DSCA.

The establishment of the DSCS will consolidate the support infrastructure of the DOD's critical security cooperation organization (SCO) personnel at U.S. embassies into a single organization to ensure appropriate allocation of limited personnel resources

across a global demand. The DSCS will:

- ✓ Be the global line of support for training, assistance, and resources to all SCO personnel.
- ✓ Ensure combatant commanders retain operational control of SCO personnel.
- ✓ Provide the DOD with comprehensive oversight, management, and analysis of global SCO staffing levels, personnel requirements, and assignments.
- ✓ Implement a civilian SCO program to reduce future staffing burdens on the military services.

Security Cooperation Research and Lessons Learned Institute

DSCU's Research, Analysis, and Lessons Learned Institute serves the security cooperation enterprise through research, critical inquiry and scholarship that advances knowledge and practice of Security cooperation. The Institute's vision is a connected security cooperation community that uses evidence-based knowledge to continuously learn and improve the field of security cooperation.

NDAA '24 gives DSCU the authority to both give grants and receive them. DSCU's Research, Analysis, and Lessons Learned Institute administers these grants. Learn more about the [DSCU Grant Program](#), including eligibility and how to apply.

DSCU's Research, Analysis, and Lessons Learned Institute:

- ✓ Promotes analysis, research, scholarship, and critical inquiry that advances the field of security cooperation
- ✓ Develops and maintains a network of subject-matter experts to serve as an enterprise-wide resource
- ✓ Partners with security cooperation stakeholders to develop, acquire, share, and apply security cooperation knowledge
- ✓ Expands the culture of learning, innovation, and experimentation across the field of security cooperation, to include management of security cooperation lessons learned

Certification 2.0

The Certification 2.0 Program, an element of the DOD Security Cooperation Workforce Development Program (SCWDP) prescribed by 10 U.S.C. § 384 and revised in NDAA '24 § 1204, is required to ensure DOD personnel assigned to statutorily defined SCW positions have the competency-based training and experience necessary to carry out assigned security cooperation responsibilities.

DSCU initiated a rolling start of Certification 2.0 on Sept. 30, 2023. The first year of implementation (FY'24) is a transition period in which completion deadlines do not apply. Now is the time for SCW members to learn about Certification 2.0, ensure positions are coded in manpower systems of record by March 31, 2024, and identify assigned functional areas and certification proficiency levels.

Four Elements of Certification 2.0



Visit the [DSCU Certification 2.0 page](#) to view:

- ✓ [The Interim Implementation Guidelines for the DOD Security Cooperation Workforce Program 2.0](#)
- ✓ [Certification 2.0 Overview Video](#)
- ✓ [Certification 2.0 FAQ](#)
- ✓ [Security Cooperation Position Coding Guide](#)

“Now is the appropriate time to build on the foundation of the past to continue the professionalization of the security cooperation workforce...Certification 2.0 is more academically robust, more effectively aligns security cooperation competencies to functional areas, and fulfills the intent of NDAA 2017 and 10 U.S.C. 384.”

- James A. Hursh, DSCA Director

Accountability: Certification 2.0 Curriculum

DSCU holds itself accountable to a higher standard of security cooperation education and practice by building and using evidence-based knowledge to inform DSCU's revamped curriculum.

A note from DSCU's Vice President, Dr. Jason Fritz:

Since the timeline pause for the Security Cooperation Workforce in the fall of 2022, DSCU has been working hard at developing the training and education that fulfills not only what was asked of DSCA in Section 384 of Title 10, but also the training and education required to fully realize the National Security and Defense Strategies.

The conflict in Ukraine has highlighted to the Department the importance and urgency of security cooperation to achieve U.S. national security objectives. The DSCU curriculum supporting Certification 2.0 breaks from its

predecessors by building explicitly from the workforce competencies and it will be more closely tailored to the varied fields and proficiencies within the workforce.

DSCU is also adapting its approach to curriculum delivery to reflect the latest research in adult occupational training and education. Certification 2.0 curriculum will engage interactively with real case studies and focus more on the things workforce members do in their jobs every day.

The new curriculum, developed by the faculties of the School of Security Cooperation and the College of Strategic Security Cooperation, will better and more fully prepare the workforce for their jobs so they better serve U.S. national interests and partner capabilities while also preparing them to plan and develop their own career paths within our community.

Interested in joining our team and being part of these exciting initiatives? DSCU is hiring for key positions around the globe!
www.dscu.edu/careers

Agility: Where in the World is DSCU?

ISG partnered with the Colombian Office of Defense Cooperation and Vice Ministry of Defense for Human Rights, and U.S. Embassy Colombia to deliver a seminar on Women's Integration into the Armed Forces in Bogota.



A DIILS team traveled to Georgia to meet with members of the Georgian military to conduct a seminar on Human Rights and the Law of Armed Conflict.

[DIILS Engages with Nigeria](#)

[SSCS MTT Conducts FMS Training with Lithuanian Partners](#)

[DIILS Partners with the Dominican Republic](#)

[ISG Panama Team Leads Strategic Workshop](#)

[SSCS MTT Engagement with Romania](#)

[ISG Facilitates Seminal South Asia Regional Disaster Response exercise and Exchange](#)

[DIILS Engages with Royal Bahamas Defence Force](#)

[ICB at Work in Sri Lanka Focused on Maritime Security](#)

[DSCU Participation in 2023 Interallied CIOR](#)

[ISG and DIILS Marshall Islands MARSEC](#)

Academic Excellence: Faculty Publications and Achievements

We take pride in the quality and diversity of research and scholarly work by DSCU's faculty, and their many achievements. In the DSCU Strategic Plan, the President directs civilian faculty members to increase and expand their published research and analysis to improve the quality and professionalism of the security cooperation workforce. A few recent examples of DSCU faculty's work and achievements include:

ISG: Dr. Whitney Grespin, ISG Africa Regional Program Lead, received an appointment as a Visiting Research Fellow in the Defence Academy of the United Kingdom, within the Faculty of Social Science and Public Policy at King's College London.

DIILS: Cara Condit, "[Shifting the Climate Security Narrative: How the Department of Defense Can Lead](#)," New Security Beat, Wilson Center, September 18, 2023.

SSCS: Barbara Lopez, "[Integrating Women, Peace, and Security Into Security Cooperation](#)," Joint Forces Quarterly, Vol 110, 3rd Quarter 2023, pages, 98-107.

DSCU: Dr. Thomas-Durrell Young's, the DSCU Senior Academic Analyst, most recent book, "The Economics of Defense Industry: Contemporary Prospects and Challenges," was published by Routledge. Dr. Young served as editor and wrote an in-depth, stage-setting introduction on the economics of contemporary defense industry.

The views and opinions presented herein are those of the author and do not necessarily represent the views of DSCA/DSCU or its organizations. The appearance of external hyperlinks does not constitute DSCA/DSCU endorsement of the linked websites, or the information, products or services therein.

Community: 50 Years of Service

The DSCU team recently celebrated the momentous milestone of Ms. Constance "Connie" Stokesbury's 50 years of federal service. Ms. Stokesbury has been part of the DSCU team since March 1981. The DSCU team joins Ms. Stokesbury's family in thanking her for her dedication, kindness, and amazing work ethic. [Read More](#)



Collaboration: 2023 Security Cooperation Conference

DSCU and the George Washington University Elliott School of International Affairs co-hosted the second annual Security Cooperation Conference, “Delivering on the Promise of Security Cooperation” October 12-13, 2023, in Washington, D.C. The Conference examined the practice of security cooperation to inform U.S. policymakers, planners, and implementers responsible for advancing the NDS through global partnerships and international cooperation.

The conference included 253 participants from 67 different organizations, including three U.S. Government departments, five combatant commands, four military services, five Department of Defense regional centers, three congressional committees, and fourteen universities.

Please read the [2023 Security Cooperation Conference Report](#) for an analytic account of the conference.



From left to right: Dr. Alyssa Ayres, Dean, Elliott School of International Affairs; Ms. Madeline Mortelmans, Performing the Duties of Assistant Secretary of Defense for Strategy, Plans, and Capabilities; and Dr. Celeste W. Gventer, President, DSCU gather at the 2023 Security Cooperation Conference.

Diversity: LEAD Forward

LEAD Forward, DSCU’s Diversity, Equity, Inclusion, and Accessibility (DEIA) Council, and the DSCU Chief of Staff initiated a civility training DSCU-wide this summer. Utilizing one of DSCU’s learning resources, LinkedIn Learning, everyone was asked to complete “Teaching Civility in the Workplace” by Catherine Mattice Zundel to prompt reflection and discussion on how what we say and how we say it in our post-COVID, fast-paced workplace might impact our relationships with colleagues, as well as the institutional culture.

Why is cultivating civility in the workplace important? One reason is that civility is an element of DEIA that can contribute to establishing a “One DSCU” ethos. In addition, promoting civility in the workplace promotes collaboration and collegiality (two of DSCU’s performance elements); feelings of value, respect, and inclusion; innovation, and the recognition that not all employees experience interactions in the same way.

What might incivility in the workplace look like? Incivility may contribute to a culture resistant to learning (Walsh & Magley, 2020), decreased employee engagement (Abid, et al, 2018), decreased productivity (Turek, 2023), intolerance, employee attrition, and poor morale, for example.

Inputs from component discussions on the civility training will contribute to a DSCU Civility Code to be implemented.

LEAD Forward invites anyone interested in advancing DEIA initiatives throughout DSCU to please contact LEAD Forward, dsca.wright-patt.dscu.list.lead-forward@mail.mil.