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## EDUCATION

**2013. Ph.D. - Conflict Analysis & Resolution.** School for Conflict Analysis and Resolution, George Mason U. Dissertation – “Assessing Interventions Stalled in Negative Peace: A Model for Peace & Stability Operations” Field research in Bosnia: Mixed-method, scheduled-structured interviews/survey (50 nationals/50 internationals). Developed a framework and model to analyze the status of structural and relational elements of conflict transformation in a peace and stability operation environment in negative and positive peace terms.

**2010-12. Point of View Residential Fellow.** School for Conflict Analysis and Resolution. George Mason U.

**2000. M.S. - Conflict Analysis and Resolution.** Institute for Conflict Analysis and Resolution (ICAR). George Mason U. Thesis – “Peacemaking in Human Realism Terms: Integrating Positive Peace Processes into Humanitarian and Peace Operations” (incl. prototype Field Guide for Conflict Briefings with models & worksheets).

**1981. B.A. - International Relations.** San Francisco State University.  
Policy Analysis, Government, Management, Economics, International Law, Middle East area studies.

EXPERIENCE: Concurrent with Ph.D. and M.S. degrees.

### **Crisis, Stabilization, and Governance Officer. (FSL-02). USAID. Afghanistan Apr 2011-Apr 2012**

Primary assignment as Governance Officer with interagency District Support Team embedded with U.S. Army at Forward Operating Bases in Shinwar and Orgun Districts. Collaborated with and advised U.S. military and civilian colleagues and local officials on non-lethal counter insurgency measures, the roles, resources, and expectations of the international community and local officials and citizens alike regarding governance and stabilization project implementation and monitoring. Consulted with and mentored District Governor and local officials and elders on initiation of transparent budget and management, and delivery of local government goods and services.

### **Civil Affairs Officer (P-4). United Nations Interim Mission in Kosovo (UNMIK) Nov 2000-Jan 2004**

Assigned as Local Communities Officer in Kosovo: carried out administrative, supervision, monitoring, mentoring, advocacy, protection, and meeting facilitation tasks for support/protection of minority communities in the sectors of security, housing reconstruction, property issues, access to public services/jobs, projects, return and reintegration, and capacity building. Advocated for civil and human rights, civic participation, community strategic and financial planning, and inter-community dialogue. Liaised with, briefed, and advised local, international, civilian, military, and community groups and organizations (UNHCR, OSCE, KFOR, CIVPOL, UNMIK, NGOs) and local authorities regarding all above issues. Facilitated the establishment of mandated minority related committees and office. Periodically served as Officer-in-Charge or Acting Municipal Administrator/Representative.

EXPERIENCE: Prior to Ph.D. and M.S. degrees.

**Senior Operations Officer** (P-4). **International Organization for Migration, E.&C. Africa, Apr 1995-Jul 1998**  
(1) As of **Apr 1995: Head of IOM Somalia Office (Mogadishu/Nairobi)**. UNOSOM dissolved; UN IDP operations mandate transferred from UNOSOM to IOM: IOM hired me to continue managing IDP operations in Somalia. Co-established IOM Somalia Office. Carried out IDP Camp Surveys, budget management, supervision of local staff of 13 in Mogadishu, and coordination with agencies/NGOs/donor and local governments. Wrote IDP return and reintegration strategic plan/proposal. Represented IOM at UN/NGO/donor government meetings. Led intergovernmental fact-finding mission in Somalia. Consulted/briefed officials up to and including ministers, ambassadors, and warlords.  
(2) As of **Aug 1996: Desk Officer (Geneva)** Regional Bureau for Africa & M.E. Monitored budgets and activities of field offices. Frequent travel in support of field missions. Served as resident expert for intergovernmental discussions on Somali return and reintegration (Geneva, Brussels, Stockholm). Wrote and presented proposals. Wrote report assessing mediation and negotiation activities by IOM Chiefs of Mission in Africa. (3) As of **Jan. 1998. Regional Project Coordinator (Nairobi)**. Assisted Regional Representative in establishing new regional office in Nairobi. Held discussions in E. and Cen. Africa with local and national authorities up to and including ministerial level. Consulted/briefed donor government officials up to and including ministers and ambassadors.

**Humanitarian Affairs Officer** (P-3). **United Nations / UNOSOM. Somalia. May 1994-Mar 1995.**

(1) **May 1994-Nov 1994.** Advised and liaised with UN Zone Director and agency/NGO/local officials and authorities on humanitarian aid matters. Provided coordination as needed. Developed and supervised small scale community projects and small scale economic development projects.  
(2) **Dec 94-Mar 95. OIC for UNOSOM IDP Resettlement Section** having authority and responsibility for joint UNOSOM/IOM resettlement operations in Somalia. Supervised 2 international staff and 13 local staff. Directed planning, budgeting, implementation. Liaised/coordinated with U.N. agencies, military contingents, Civilian Military Operations Center (CMOC), international/local NGOs, elders, local authorities, faction leaders. Jointly supervised resettlement convoys with military (up to 6,000 IDPs/100 Vehicles). Led joint UN/NGO resettlement assessment missions. Participated in/led UNOSOM/NGO Security/Program Briefings. OIC for UNOSOM Division for the Coordination of Humanitarian Affairs in the absence of the Acting Coordinator and Chief of Relief.

**Consultant. Baidoa Orphanage Foundation.** Cape May, New Jersey; **Baidoa, Somalia. Jan-Feb 1994**

1) Assisted local government in Baidoa in establishing self-sustaining orphanage and regional multipurpose facility. Drafted administrative policies, procedures, responsibilities and job descriptions. Participated in selection of local NGO for implementation of USAID monetization fund projects. Advised on NGO management practices. Assisted local NGO with project proposal development. Drafted cooperation/security agreements signed by District Commissioner, Governor, chiefs and elders. 2) Served as informal advisor to District Commissioner, Regional Planning and Development Committee, and Governor on related matters.

**Emergency Reconstruction Project Manager.** **International Medical Corps, Baidoa, Somalia. Apr-Sep 1993**  
Emergency Employment and Reconstruction Project (USAID funded). Managed reconstruction of former Ministry of Health CHW Training Center and an orphanage complex. Negotiated contracts and monitored work for 18 structures. Handled reporting, accounting, and budgeting. Coordinated NGO activities and security discussions pertaining to the project with UNOSOM civilian/military officials. Negotiated agreements with clan chief/elders and local government regarding program, employment and security issues. Project completed on budget, on schedule.

**Service Agent. DHL World Wide Express. San Francisco, California. Jun 1989-Mar 1993**

Shipped and recovered express packages and airfreight. Also, as Designated Trainer, prepared course materials/flip charts, instructed federal and company mandated courses.

**Field Director. Medical Volunteers International. Sudan. Dec 1987-Apr 1989**

Responsible to Director in San Francisco, CA. for MVI's Sudan Child Survival Project. Administered reports, budget, payroll, and personnel matters for local and expatriate staff of 14. Handled security matters. Managed logistics, communications, vehicle and property contracts and maintenance. Responsible for relations with local, provincial, and national government officials and NGO's, USAID, and UNICEF.

**Assistant Director. Mayor's Citizen Assistance Center. San Francisco, California. Mar 1984-Nov 1987**

Identified problems, trends and sensitive issues. Apprised Mayor and department heads of office findings and recommendations. Co-interviewed, trained and directed staff of 10 to perform case analysis and respond on behalf of Mayor to inquiries, complaints, and requests for assistance. Utilized knowledge of local, state, and federal laws and functions when responding to public or coordinating with officials to solve problems. Wrote letters for Mayor's signature. Directed development of training and reference materials. Responsible for office in absence of Director.

**Chairman (1986-87), Vice Chairman of Programming (1980-81), Member (1978-87).****International Forum of World Affairs Council. San Francisco, California. 1978-1987**

(Volunteer) As executive officer of the younger member volunteer branch (under forty), directed production of world affairs public education programs. Moderated programs. Prepared monthly agenda and program plans. Presided over steering committee of thirty members, directed analysis of program needs and proposed objectives. Coordinated committees. Directed Forum reorganization. Represented the Forum on Board of Trustees and Executive Committee. Liaised between Forum and Council Executive Director and staff.

**Campaign Staff Officer. Louise Renne Congressional Campaign, and****Mayor Dianne Feinstein No-Recall Campaign. San Francisco, California. 1982-1983**

(Volunteer and paid, part-time and temporary) As Phone Bank Manager and Staffer respectively, planned and implemented phone bank administrative and operational policies. Created documentation and instruction forms. Computed and analyzed poll results. Trained and supervised up to sixty volunteers.

**Visa Applications Clerk. U.S. Immigration and Naturalization Service, S. F., CA. Aug 1976-Jul 1978****Military**

**1970-74 Jet Aircraft Mechanic.** U.S. Air Force. Sergeant. Crew Chief. Duty in Viet Nam, Thailand, and Germany. **1976-78** Active USAF Reserve, Staff Sergeant. Travis, AFB, California.

**Certificates**

2007. Certificate in Conflict Resolution Design, Monitoring, and Evaluation. Georgetown U.  
 2004. Certificate for General District Court Referred Mediation, State of Virginia (expired).  
 2000. Certificate in Victim/Offender Conferencing. Prince William Co.VA, Restorative Justice Prg.  
 2000. Certificate in Workplace Mediation. Northern Virginia Mediation Service.  
 2000. Certificate in Family Mediation. Northern Virginia Mediation Service.  
 2000. Certificate in Conflict Resolution Processes. Northern Virginia Mediation Service.  
 1999. Certificate of Completion: History of UN Peacekeeping Operations 1945-1987.  
 UN Institute for Training and Research, Correspondence Instruction.

**Memberships**

2014- Network for Peacebuilding Evaluation (DME)  
 2013- Conflict Prevention and Resolution Forum  
 2009- Alliance for Peacebuilding (AfP)  
 2000-08 Association for Conflict Resolution (ACR)  
 1978-87. World Affairs Council of Northern California, San Francisco, CA.

**Volunteer**

2000. Mediation facilitation for Prince William County, Virginia. Restorative Justice Program for juvenile offenders utilizing victim/offender conferencing.

**Publications**

"Bosnia: Stabilization Stalled in Negative Peace," Building Peace Magazine, Alliance for Peacebuilding, Washington, DC, Sept. 2014. <http://buildingpeaceforum.com/2014/09/bosnia-stabilization-stalled-in-a-negative-peace/>