

DR. ERIC RUDENSHIOLD

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AREAS OF EXPERTISE

Expert in former-Soviet Union region, particularly Central Asia and the Caucasus. National security strategy development and implementation; Russia and China dynamics in US security policy; security issues related to counterterrorism, climate change, 5G and technology, health/pandemics. Democracy and governance development expert practitioner and 8 years as adjunct professor in graduate program at GWU. Extensive high-level diplomatic and development experience in South and Central Asia and Eurasia regions. Strong strategic and analytical background, multi-lateral diplomacy (NSC, OSCE, UN).

WORK EXPERIENCE

Senior Fellow for Caspian Affairs, Caspian Policy Center; Washington, DC; Fall 2023-present

- engages with Caucasus, Central Asia and US leaders on regional and bilateral issues, including energy and trade corridor development
- writes, speaks and advises on strategic issues related to the greater Caspian region
- oversees work of research team

Adjunct Faculty, Johns Hopkins University School for Advanced International Studies; Washington, DC; Spring 2023-present

- leads the SAIS capstone course focused on topics related to development in Central Asia
- engages with capstone clients to plan and produce research projects

Senior Expert and Consultant, Institute for Defense Analysis; Alexandria, VA; Fall 2023-present

- provides strategic counsel on defense and security issues related to Central Asia, Eurasia, South Asia
- participates in strategy planning and exercises

Senior Development Adviser for Central Asia, USAID; Washington, DC; Fall 2022-Fall 2023

- advised on USAID efforts in support of UNGA C5+1 Summit, and USAID Administrator C5+1 Ministerial
- advised USAID senior leadership on development issues in the Caucasus, Central Asia vis-a-vis Russia and China
- led USAID proposal response to the Partnership for Global Infrastructure and Investment (PGII)

Director for Central Asia, National Security Council; Washington, DC; Fall 2018-2022

Served in two NSC directorates (South and Central Asia and Russia), under two Presidents, four detail extensions

- advised the President, the National Security Advisor and Deputy Assistant to the President on issues related to Central Asia, Trans-Caspian issues, Sino-Russo affairs, and other topical issues
- directed intel collection and research priorities for Central Asia and other strategic topics, working closely with multiple security entities
- led the U.S. inter-agency policy process, coordinating closely with EOP, DOD, OSD, Joint Staff, CENTCOM, SOCCOM, EUCOM, Commerce, OMB, DOS, USAID, DOE, USDA, and other USG entities
- drafted and secured Deputies Committee and interagency approval of a six-year, National Security Strategy, and associated Strategy Implementation Plan; contributed on National Security Strategy, National Defense Strategy, and other related strategies, including budget processes from OMB to HAC-D/SAC-D & approps
- intensive engagement on Russia-Ukraine issues in post-Soviet space (disinformation, democratic openings), over-the horizon issues, regional CT strategy development, post-Afghanistan issues

Uzbekistan Country Office Director (*acting 2 months*) USAID; Tashkent, UZ; Fall 2016

- led office of ten US and local staff, implementing diverse, bilateral program portfolio of \$12m and multiple, regional programs focused on trade, energy and boosting regional cooperation

Deputy Assistant Administrator (*acting, 6 months*), Asia Bureau, USAID; Washington, DC; 2015-2016

- lead administrator for portfolio of U.S. assistance programs valued at over \$200m
- represented USAID and engaged extensively with Hill members and staff (HFAC, HACFO, SFRC, SACFO) on budget issues, the reopening of the Sri Lanka Mission (with budget, staffing and facility needs), USAID's response to Countering Violent Extremism (CVE) in Central Asia, and enhanced SCAA trade relations
- oversaw and led South and Central Asian Affairs and Technical Services offices, staff of 40+, producing research and assessment products for program design and assessment

Director, South & Central Asian Affairs Office (*acting, 11 months*), USAID; Washington; 2015-2016

- oversaw office of ten GS, FS, contractor and Military Fellow staff, responsible for supporting USAID field operations across South and Central Asia, representing those programs in Washington
- provided budget coordination for South and Central Asian missions within USAID and with DOS
- successfully recruited and filled multiple office vacancies, creating a unified, motivated staff
- provided training and mentoring for all staff in USAID and office policies and procedures
- supported Asia Front Office, particularly on Nepal Earthquake response and the reopening of USAID's Sri Lanka Mission

Deputy Director, South & Central Asian Affairs Office (*acting, 15 months*), USAID; Washington; 2014-2015

- supported Office Director and seven GS, FS, and contractor staff, responsible for supporting USAID field operations across South and Central Asia, representing those programs in Washington
- handled staff support for Office, including overseeing staff reviews, training and other staffing procedures

Senior Officer in Charge for Central Asia, USAID; Washington, DC; Fall 2011-2018

- strategic and analytical lead on Central Asia for USAID in Washington
- represented USAID Central Asia Missions and program portfolio in Washington; regional programming tied to CVE, regional, and C5+1 processes; a diverse bilateral programming (i.e. economic growth, health, democracy and governance); and diverse funding streams (A.E.E.C.A., E.S.F.; G.H.; I.N.C.L.; etc.)
- responsible for interagency consultations, NSC, Hill, Civ-Mil and other high-level briefings
- oversaw and guided Central Asia Desks and staff team in Washington, coordinated activities with USAID Kyrgyz Republic, the Regional Central Asia Mission and four Country Offices

Staff Director (*6-month detail assignment*), House Committee on Foreign Affairs, House Democracy Partnership Commission; Washington, DC; Summer-Fall 2014

- led Commission, Member and CRS staff assigned to HDP
- oversaw and coordinated relations with sixteen Partnership parliaments
- directed and oversaw planning and operations for all programs and activities of 20-member, bi-partisan Congressional commission, including six "inbound" MP and staff training conferences
- responsible for organizing Committee reauthorization and re-appropriation activities
- reported to Chairman Peter Roskam and Ranking Member David Price

Professor (*adjunct*), George Washington University; Washington, DC; Summer 2010-2018

- taught graduate courses for students and development professionals in the International Studies Program of the Elliott School of International Affairs, including "Post-Soviet Democracy Development," "Democracy Assistance Theory and Development"

Democracy & Governance Office Director (*acting, 15 months*), DGST Office, E&E Bureau, USAID Washington; 2008-2010

- led democracy and governance program support for development and assistance to all regional field missions
- oversaw DG team of six full-time and two temporary (FS, GS, PSC) employees, responsible for designing, evaluating and overseeing diverse DG programs in the former-Soviet and Balkan States

Field Office Director (*three, 1-2 month temporary coverage assignments*), Democracy and Governance Offices in Moscow, Russia, and Baku, Azerbaijan; 2007-2010

- led diverse staffs of 10+ (FSOs, PSCs and FSNs) to provide oversight and guidance of assistance programs, including addressing critical research and program design challenges
- provided critical leadership and oversight for two offices with long-term staffing gaps

Senior Adviser for Governance and Anticorruption, E&E Bureau, USAID Washington; Fall 2005-Fall 2011

- developed, assisted and evaluated governance and anticorruption programs for USAID efforts in the Europe and Eurasian region (i.e., Central Asia, Caucasus, Russia, etc.)
- led cross-sectoral efforts, mainstreaming and strategic planning for E&E governance, parliamentary development and anticorruption programming, assisting Missions in the development of priorities, implementation of action plans, project review and analysis
- successfully coordinated and cooperated with other USG Agencies and institutions on governance and anti-corruption issues, including the National Security Council; State/F, /EURACE, /DRL, /INL; DOJ; Treasury; US Congressional Helsinki Commission; HDP; MCC

Director for Intelligence/Research, Europe & Eurasia, Asia Divisions, IFES; Washington, DC; 2004-2005

- headed three separate office divisions, including 19 overseas field offices
- directed and supervised a multi-national staff of 40+ located in Washington, as well as 19 field directors
- led strategic planning and programmatic work in the Europe/Eurasia and Asia regions, development of priorities, implementation of action plans, project review and analysis
- guided senior management strategy and staff development activities for organization to develop new

- models for business development and staff retention
- coordinated regional donor outreach and administration of technical-assistance budgets of more than \$15 million, from USG and multi-lateral donors

Deputy Director (*acting, nine months*), Office for Democratic Institutions and Human Rights of the Organization for Security and Cooperation in Europe (ODIHR); Warsaw, Poland; Jan 2003-Sept 2003

- oversaw day-to-day management of 100+ international and local staff, as well as Organization programming
- strategic lead on relations and engagement with former-Soviet region, particularly Central Asia and the Caucasus
- successfully defended the Organization's annual budget at the OSCE Permanent Council of 56 states

Head of Democratization Section, Office for Democratic Institutions and Human Rights of the Organization for Security and Cooperation in Europe (ODIHR); Warsaw, Poland; Spr 2000-Win 2004

- directed and supervised a 40+ multi-national staff located in Warsaw and across 7 OSCE field Missions, as well as many short-term consultants and experts
- led research, analysis, planning, direction and management of all ODIHR democratization and human rights programs, grant-making and technical assistance in the former-Soviet States, Eastern Europe and SE Europe
- negotiated OSCE democratization programs with high-level officials from recipient countries in the former-Soviet States, Eastern Europe and SE Europe (i.e. Belarus, Russia, Uzbekistan)
- responsible for the final approval of all reports and analyses for publication or issuance
- identified targets of opportunity for advocacy, worked directly with the Director on issues of concern
- responsible for donor relations and coordination, fund-raising, and administration of technical-assistance budget of more than 7 million Euro, from multi-lateral and governmental donors

Director of Programs, Parliamentary Assembly of the Organization for Security and Cooperation in Europe (OSCE PA); Copenhagen, Denmark; Winter 1995-Spring 2000

- directed and administered the OSCE PA's program of democracy assistance for former-Soviet States, Eastern and Central Europe and the Balkans, including training programs and missions for parliamentarians from developing democracies, esp. related to OSCE Commitments in the fields of elections and human rights
- led and organized Assembly's international election monitoring programs for the FSU, sections of Eastern Europe and the Balkans, including consultations on legislative development and the creation of transparent electoral mechanisms
- coordinated and conducted parliamentary working groups ("democracy teams") on conflict-resolution missions for Belarus, Moldova, Tajikistan and other transitional regions
- organized and directed field missions for the President of the Parliamentary Assembly to developing regions in the FSU and Eastern Europe to meet with high-ranking officials and legislators
- reported directly to and coordinated with OSCE PA Secretary General
- recruited and directed international graduate training program for 11 staff

Governance and Development Expert, United Nations Development Program; Tbilisi, Georgia; Winter 1995

- redirected on-going UNDP public administration development project (Change Management Support Unit--CMSU) on local and national government reform project to increase contact, transparency and responsibility between Government, NGO's and society, building public awareness and press strategies
- worked with indigenous team to successfully develop national civic forum for the creation of public debate regarding policy reform processes, including media planning

Senior Democracy Specialist, UNDP, New York, Fall 1994

- consulted on design of international donor coordination program for streamlining efficiency of development projects
- consulted on creation and implementation of international policy conference in the former-Soviet Union and other regional states to be sponsored by the U.N.

Senior Democracy Specialist, UNDP; New York and Bishkek, Kyrgyzstan; Fall 1994

- conducted a nationwide assessment for creating a comprehensive UNDP democracy and governance program
- produced extensive democratic development analysis of challenges and opportunities
- designed integrated program for coordination with other donor partners and government needs

Democracy and Programming Specialist, ARD-Checchi NIS Rule of Law Project, Fall 1994

- worked directly with USAID/ENI Bureau, Office of Democracy and Governance in the design of a strategic framework and policy for USAID democracy programming in Eastern Europe and the NIS with a special emphasis on NGO/civil society, human rights work, legislative and political party development
- counseled on democratic-reform capacity development in the NIS

Central Asia In-Country Program Director, International Republican Institute on grant from the US Agency for International Development, Fall 1992-Fall 1994

- ran office of five international and local, highly motivated staff in Kazakhstan and Kyrgyzstan
- worked in all Central Asian Republics on developing political party systems and politically active non-governmental organizations, and to develop youth-related programs;
- conducted programs for legislative development for party and elected officials (both Governmental and Parliamentary), monitored government and official activity with respect to human rights issues, non-governmental organization, opposition parties and the media;
- hosted and organized major, international conferences and training seminars on political and party development, election-related and conflict-resolution activities for national and regional political activists, elected officials, and NGO representatives.

Associate Publisher and Managing Editor, Galleon Press--publishers of *Neapolitan Magazine*, 1977-1986

- supervised, oversaw and directed execution of monthly magazine
- managed 40+ staff and sub-contractors
- wrote articles and columns, edited and supervised editing of submissions

EDUCATION

Ph.D. Foreign Affairs-- Dissertation Title: "Emerging Multi-Party Systems and Ethnic Minorities in Three Emerging States of the Former Soviet Union: An Analysis of Participation and Development"; Doctoral Candidate, January 1992; Degree conferred, August 1999; University of Virginia; Charlottesville, VA

M.A. Government--Comparative Government; December 1989; University of Virginia; Charlottesville, VA

Middlebury College Russian School, Intensive Language Program Certificate, Summer 1987, Middlebury, VT

B.A. Journalism, *summa cum laude*, degree awarded with departmental honors, double major in Public Relations and Advertising, with a minor in Political Science. (The degree was earned in three years with one year's attendance at the University of Virginia, the University of Iowa, and Drake University.) August 1976, Drake University, Des Moines, IA

CENTRAL ASIA, FORMER-SOVIET & NATIONAL SECURITY PRESENTATIONS & CONFERENCES

- Wilson Center*; "Water Security and Environmental Decline in Central Asia," Featured Speaker, April 2024
George Washington University Central Asia Program, "Central Asia's Changing Security Dilemmas," Keynote Speaker, March 2024
- Royal Institute for International Studies*; "Central Asia Comes of Age," Featured Speaker, November 2023
Army War College; "U.S. National Security and Central Asia," Featured Speaker, May 2023
USAID Office of Civilian-Military Cooperation, "National Security Challenges in Asia," Featured Speaker, February 2023
Army War College; "National Security and Development," Virtual Presentation, Featured Speaker, November 2022
Army War College; "National Security Interests in Central Asia," Virtual Presentation, Featured Speaker, February 2021
Air War College; "National Security Strategy Development," Virtual Presentation, Featured Speaker, December 2020
National Joint Terrorism Task Force, "Uzbekistan Case Study, Part II," Orlando, FL, Featured Speaker, November 2019
Foreign Service Institute at the White House, "National Security in the 21st Century: The NSC's Evolving Role," Washington, DC, Feature Presentation, March 2019 and May 2019
- Office of the Director of National Intelligence*, "Towards a New and Comprehensive National Security Strategy for Central Asia," Washington, DC, Feature Presentation, January 2019
National Joint Terrorism Task Force, "Uzbekistan Case Study, Part I," Washington, DC, Featured Speaker, January 2019
Silk Road Summit Conference 2, The Capitol; "Soft Infrastructure Assistance Along the Silk Road: Enabling Trade," Washington, DC, Featured Speaker, October 2017
Silk Road Summit Conference, The Capitol; "USAID's Efforts to Build Trade Along the Silk Road," Washington, DC, Featured Speaker, September 2016
- George Washington University; Embassy of the Kyrgyz Republic*; "25th Anniversary of Kyrgyz Republic's Independence: The Way Ahead," Washington, DC, Featured Speaker, September 2016
Near East South Asia Center for Strategic Studies; National Defense University, "Silk Road Energy Efforts: The CASA 1000 Project," Ft. McNair, Washington, DC; Featured Speaker; August 2016
Center for Strategic & International Studies; "Large-Scale Infrastructure Projects in Eurasia: Prospects for Stability and Conflict," Washington, DC; Expert Discussant, July 2016
Center for Strategic & International Studies; Schreyer Chair Dinner on Finance and Development; "Civic Education and International Development," Washington, DC; Expert Discussant, July 2016
World Bank; "Central Asia Energy-Water Development Program: Progress and Future Prospects," Washington, DC; USAID Expert, May 2016
Office of Management & Budget, Hearing: "Countering Russian Pressure in Europe, Eurasia and Central Asia," Washington, DC; USAID Expert, September 2015
National Intelligence Council; "Central Asia Water Game: Dams, Power and Politics," McLean, VA; USAID Participant March 2014

Annual Kyrgyz-American Convention: “Building the Future Kyrgyzstan,” Washington, DC; Featured Speaker, Nov 2013

Foreign Service Institute, George P. Shultz National Foreign Affairs Training Center: “Diplomacy and Development during the Kyrgyz Crisis,” Arlington, VA; Panel Speaker, July 2013

Turkic-American Convention: “Tajikistan’s Uncertain Future: Economic Progress and Food Security,” Washington, DC; Featured Speaker, March 2013

National Defense University: “Governance Conflict Drivers,” Ft. McNair, Washington, DC; Featured speaker, March 2013

Foreign Service Institute, George P. Shultz National Foreign Affairs Training Center: “Foreign Assistance Strategies in Central Asia,” Arlington, VA; Featured Speaker, December 2012

George Washington University, Elliott School of International Affairs: “USAID Experience with Legislation Assistance in the Former Soviet Union,” Washington, DC; Featured Speaker, June 2012

US Agency for International Development: “Religion, Resentment and Radicalization in Central Asia,” Washington, DC; Panel Leader/Discussant, March 2012

National Defense University, ICAF Regional Studies Seminar: “Contemporary Central Asia: Political Challenges and Opportunities,” Arlington, VA; Featured Speaker, January 2012

George Washington University, Elliott School of International Affairs: “Twenty Years of Post-Soviet Independence: Democracy and Governance Lessons,” Washington, DC; Featured Speaker, December 2011

National Defense University, ICAF Regional Studies Seminar: “Policies and Realities in Central Asia,” Ft. McNair, Washington, DC; Featured Speaker, April 2011

Carnegie Endowment for International Peace: “Meeting Democracy Goals: ‘Private Discussions’ with President Roza Otunbayeva,” Washington, DC; Parliamentary Strengthening Expert, March 2011

National Security Council: Ukraine Governance Development Strategy, Washington, DC; Expert, January 2011

National Security Council: Russia Inter-Agency Policy Committee Meetings for Civil Society Working Group and Governance Development Policy Issues, Washington, DC; Expert, October-December 2010

National Defense University, ICAF Regional Studies Seminar: “Post-Communist Europe and Eurasia: 20 Years of Independence,” Washington, DC; Expert, December 2010

House of Representatives, House Democracy Partnership: Parliamentary Staff Institute on Strengthening Committee Operations, Washington, DC; Expert Participant, December 2010

Carnegie Endowment for International Peace: “Roundtable with President Roza Otunbayeva,” Washington, DC; Expert Participant, April 2010

George C. Marshall European Center for Security Studies: “Strategic Programming to Combat Corruption: The USAID Experience,” Sofia, Bulgaria; Main Speaker, April 2010

US Department of State Foreign Service Institute: “US Policy and Strategic Development for Central Asia,” Washington, DC; Expert Discussant, October 2009

Council on Foreign Relations: “Roundtable Discussion on Turkmenistan,” New York, NY; Featured Expert, May 2008

USAID Europe and Eurasia Bureau Democracy and Governance Officers’ Workshop: “Legislative Function and Process,” Sofia, Bulgaria; Expert Trainer and Facilitator, June 2007

US Department of State Foreign Service Institute: “Central Asian Strategic Politics and Development,” Washington, DC; Expert Trainer, May 2007

CNN International, BBC World Service, Jim Lehrer News Hour, BBC Live at Five: “Revolution in Kyrgyzstan,” Washington, DC; Featured Expert, March-April 2005

Carter Center: “Automated Voting: Challenges and Lessons for Election Observation,” Atlanta, GA; Featured Expert, March 2005

CNN International: “Ukraine after the Presidential Inauguration,” Washington, DC; Featured Expert, January 2005

International Parliamentary Union: “The Future of Free and Fair Elections: Election Standards Review,” Geneva, Switzerland; Guest Expert, November 2004

National War College: “NGO Democratization Programs and Strategic Opportunities,” Washington, DC; Featured Speaker, October 2004

Woodrow Wilson Center Kennan Institute: “Attitudes and Expectations: Public Opinion in Ukraine 2003,” Washington, DC; Featured Speaker, May 2004

OSCE Secretariat: “Democracy and Human Rights: OSCE’s Lessons for Afghanistan,” Vienna, Austria; Featured Speaker, May 2003

The UK Law Society/UK Foreign Office/ODIHR: “Technical Assistance in the Implementation of UNSCR 1373 in Central Asia,” London, United Kingdom; Opening Speaker, February 2003

Radio Free Europe/Radio Liberty: “Prospects for Stability & Democratic Development: Central Asia & the Caucasus,” Washington, DC; Featured Speaker, January 2003

OSCE/Government of Thailand: “OSCE-Thailand Conference on the Human Dimension of Security: Practices and Policies of International Organizations in Europe and Asia,” Bangkok, Thailand; Main Speaker, June 2002

OSCE/IOM: “Cross-Border Cooperation in the CIS: Building Positive Migration Strategies,” Almaty, Kazakhstan; Main Speaker, November 2001

OSCE: “Combating Domestic Violence through Police Training,” Baku, Azerbaijan; Moderator, November 2001

Grantmakers East Forum: “How to Strategically Fund Development and Avoid Fashion Funding,” Bucharest, Romania; Main Speaker, October 2001

OSCE Center in Ashgabat: “The Role of the Human Dimension in OSCE and its participating States,” Turkmenbashee, Turkmenistan; Main Speaker, September 2001

Capitol Hill—US Department of State, *US Helsinki Commission*: “Democratization and Human Rights Strategies in the FSU: Targeting Development,” Washington, D.C.; Guest Speaker, July 2001

UNHCR, IOM, OSCE, COUNCIL OF EUROPE Coordination Meeting: “The Pitfalls and Practicalities of Cooperation,” Vienna, Austria; Opening Speaker, July 2001

George C. Marshall European Center for Security Studies: “Corruption in Security Forces--National Security Threat: Strategic Programming,” Garmisch, Germany; Main Speaker, May 2001

Radio Free Europe/Radio Liberty: “Strategic Opportunities for Democratic Development in Central Asia,” Prague, Czech Republic; Guest Speaker, April 2001

Diplomatic Academy of Vienna: “OSCE Lessons Learned in the Austrian Chairmanship: Human Dimension in Practice,” Vienna, Austria; Main Speaker, February 2001

George C. Marshall European Center for Security Studies: “Enhancing the Security of States in a Multipolar World: Focus on Extremism,” Garmisch, Germany; Main Speaker, September 2000

Soros Foundation Open Society Institute: “Lessons Learned from Election Observation in the Caucasus and Central Asia,” Washington, D.C.; Speaker, October 1999

OSCE Office for Democratic Institutions and Human Rights: OSCE Seminar-- “Human Rights: the Role of Field Missions,” Warsaw, Poland; Speaker, April 1999

International Institute for Democratic and Electoral Assistance--Forum for the Chairs of the Central Asian Election Commissions: “The Role of International Organizations in Electoral Assistance,” Stockholm, Sweden; Panel Leader, Speaker, March 1998

World Laboratory Colloquium: “Press and Media Responsibilities During Democratic Elections,” Tbilisi, Georgia; Keynote Speaker, November 1995

University of Virginia: “Comparative Electoral Development in the FSU,” Charlottesville, Virginia; Guest Speaker, October 1995

International Conference on Human Rights and Free Press: “Press Freedoms and Responsibilities in a Democracy,” Bishkek, Kyrgyzstan; Guest Speaker, November 1994

International Policy Conference--The Middle East in a New World Order: “Democracy and Transition in Central Asia,” Charlottesville, VA; Panelist, September 1994

International Conference on Human Rights: “Individual vs. Collective Rights in Civil Society,” Almaty, Kazakhstan; Keynote Speaker, May 1994

BBC World Service TV & RADIO NEWS: Frequent commentator, political analyst on Central Asia, 1993-1994

Radio Free Europe/Radio Liberty: “International Aid Efforts in Central Asia: Competition to Spend,” and “Neo-Conservatism: Developmental Pressures in Contemporary Kazakhstan and Kyrgyzstan,” Munich, Germany; Central Asia Research Center, Guest Speaker, August 1993

Capitol Hill: Numerous briefings on Kazakhstan and Central Asia to such interested groups as: House & Senate Foreign Affairs Committees, Congressional Staffers, the National Endowment for Democracy, USAID, etc.; Washington, DC, 1993-1994

FOREIGN LANGUAGES

Russian--Research ability

French--Research ability

Kazak, Kyrgyz, Georgian, Danish, German, Italian, Polish -- Some ability

FEDERAL PERFORMANCE

EVALUATION

OUTSTANDING USAID Annual Federal Employee Performance Rating 2023

OUTSTANDING USAID Annual Federal Employee Performance Rating 2022

OUTSTANDING USAID Annual Federal Employee Performance Rating 2020-21

OUTSTANDING USAID Annual Federal Employee Performance Rating 2019

OUTSTANDING USAID Annual Federal Employee Performance Rating 2018

OUTSTANDING USAID Annual Federal Employee Performance Rating 2017

OUTSTANDING USAID Annual Federal Employee Performance Rating 2016

OUTSTANDING USAID Annual Federal Employee Performance Rating 2015

OUTSTANDING USAID Annual Federal Employee Performance Rating 2014

OUTSTANDING USAID Annual Federal Employee Performance Rating 2013

OUTSTANDING USAID Annual Federal Employee Performance Rating 2012

OUTSTANDING USAID Annual Federal Employee Performance Rating 2011

OUTSTANDING USAID Annual Federal Employee Performance Rating 2010

OUTSTANDING USAID Annual Federal Employee Performance Rating 2009

FELLOWSHIPS, AWARDS & HONORS

NATIONAL SECURITY COUNCIL

Washington, DC

Outstanding Performance Award “Game Ball” July 2021

Outstanding Performance Award.....	January 2021
Outstanding Performance Award.....	December 2019
<i>US HOUSE OF REPRESENTATIVES</i>	Washington, DC
Special Recognition.....	December 2014
<i>US AGENCY FOR INTERNATIONAL DEVELOPMENT</i>	Washington, DC
Premium Pay Award	September 2023
Premium Pay Award	September 2022
Premium Pay Award	September 2021
Premium Pay Award	September 2020
Meritorious Group Honor Award.....	October 2017
Superior Honor Award.....	November 2016
Meritorious Honor Award.....	November 2016
Premium Pay Award	September 2016
Superior Group Honor Award	November 2015
Premium Pay Award	September 2015
Incentive Award	July 2015
Special Commendation	July 2015
Meritorious Honor Award.....	October 2014
Premium Pay Award	September 2014
Group Certificate of Appreciation	December 2012
Premium Pay Award	December 2011
Meritorious Honor Award.....	December 2011
Meritorious Group Award.....	December 2011
Premium Pay Award	December 2010
Incentive Award	September 2010
Incentive Award	September 2010
Distinguished Group Award	January 2009
Superior Honor Award.....	January 2008
Meritorious Group Award.....	January 2008

SELECTED PUBLICATIONS

Although I have written a number of documents reports and memos, particularly while at the NSC, USAID and OSCE employment, they are either not attributable to my name or are classified.

Strategy

“*Strategy to Advance United States National Security Interests in Central Asia 2019-2025*” (NSC, Current).

“*Strategic Implementation Plan: Addendum to the Strategy to Advance United States National Security Interests in Central Asia 2019-2025*” (NSC, Current)

Reports

“*Nine Hard Truths Along the Caspian Middle Corridor: Critical Factors Facing the Caucasus and Central Asia*,” (CPC: Washington, 2024)

“*Is it too Late to Save Central Asia? The Crisis is Already Here*,” (CPC: Washington, 2023)

Governing Justly and Democratically: Programmatic Experience in Europe and Eurasia—Legislative Function and Process (USAID: Washington, 2008).

Articles

“Perspectives on CPC’s Trans-Caspian Forum—Maximizing the Middle Corridor,” with Richard Hoagland, Marsha McGraw Olive, *CPC Journal*, June 2024, <http://192.241.156.38:3001/research/middle-corridor/perspectives-on-cpcs-trans-caspian-forum-maximizing-the-middle-corridor>

“Ukrainian Fallout: Kazakhstan’s Economy Could Be Caught Between Russia and the U.S.,” *CPC Journal*, May 2024, <http://192.241.156.38:3001/research/security/ukrainian-fallout-kazakhstans-economy-could-be-caught-between-russia-and-the-us>

“As Ties with the West Recover, Türkiye Plays a Role Counterbalancing Russia,” *CPC Journal*, April 2024, <http://192.241.156.38:3001/research/security/as-ties-with-the-west-recover-turkiye-plays-a-role-counterbalancing-russia>

- “Is the United States out of Steppe? Addressing Central Asia’s Crossroads Moment,” *CPC Journal*, November 2023, <http://192.241.156.38:3001/research/central-asia/is-the-united-states-out-of-steppe-addressing-central-asias-crossroads-moment>
- “Azerbaijan’s Changing Foreign Relations: The New View from Baku,” *CPC Journal*, November 2023, <http://192.241.156.38:3001/research/south-caucasus/azerbaijans-changing-foreign-relations-the-new-view-from-baku>
- “Changing Milestones in Central Asia Advocacy Promotion?” *Central Asia Policy Forum*, Vol 4 (2014)
- “The Bitter Fruits of ‘Democracy’ in Kazakhstan,” *Demokratizatsiya: The Journal of Post-Soviet Democratization*, Volume I, No. 3 (1993).
- “The Bitter Fruits of Democracy: Post-Soviet Political and Economic Development,” *Perspectives on Change*, Fall 1993.
- “Endangered Species: Political Parties in Kazakhstan” and “Survey of Political Parties in Kazakhstan,” *Surviving Together*, Vol. 11, no. 2 (Summer 1993).
- “Ethnic Dimensions in Contemporary Latvian Politics: Focusing Forces for Change,” *Soviet Studies*, Vol. 44, no. 4 (July-August 1992).

Book Chapters

- “Russia’s Political Parties: Integration and Disintegration” (with N. Catherine Barnes) in Douglas W. Blum, ed., *Russia’s Future: Consolidation or Disintegration?* (Boulder: Westview Press, 1994)
- “Ethnic Dimensions in Contemporary Latvian Politics” in Adolf Sprudz, ed., *The Baltic Path to Independence* (Buffalo: William S. Hein & Co., 1994)

Books

- Democracy’s Dawn: A Directory of American Initiatives on Constitutionalism, Democracy, and the Rule of Law in Central and Eastern Europe* (University of Virginia Press, 1991) [With A.E. Dick Howard, William J. O’Brien, Mark Brzezinski, Douglas R. Morrison, and L. Benjamin Young]

Analyses, Documents, Miscellany

- All Election Statements of the OSCE Parliamentary Assembly, 1995-2000
- Country-Analyses, Briefing Papers and Spot Reports for OSCE/ODIHR, 1995-2004

COUNTRY-SPECIFIC, REGIONAL DEVELOPMENT EXPERIENCE

- Baltic States—Estonia, Latvia, Lithuania
- Balkan States—Bosnia-Herzegovina, Croatia, Macedonia, Montenegro, Serbia
- Former-Soviet States—Russia, Belarus, Moldova, Ukraine; Armenia, Azerbaijan, Georgia
- Central Asia—Afghanistan, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan
- South Asia—Bangladesh, India, Nepal, Maldives, Sri Lanka
- Limited experience with Haiti, Morocco, Thailand

OSCE SECURITY-RELATED SEMINARS/CONFERENCES/MEETINGS

- Institutional Representative** (Vienna, Austria) – “OSCE Task Force on Central Asia” (OSCE CiO Meeting), March 2003
- Senior Expert** (Vienna, Austria) – “High-Level International Planning Meeting on Central Asia: Security Issues” (OSCE Conference), February 2003
- Advisor** (Bishkek, Kyrgyzstan) – “Enhancing Security and Stability in Central Asia: Strengthening Comprehensive Efforts to Counter Terrorism” (OSCE/UNODCCP), December 2001
- Organizer** (Palermo, Italy) – Concluding negotiations and signing ceremony for the South Eastern Europe Anti-Trafficking Ministerial Declaration on the margins of the “High-Level Political Signing Conference for the United Nations Convention against Transnational Organized Crime and the Protocols Thereto,” December 2000
- Moderator** (Vienna, Austria) – Panel addressing “Implementation by participating States of OSCE Commitments in the Area of Migration, Freedom of Movement, Human Contacts and Family Reunification,” OSCE Supplementary Human Dimension Meeting on Migration and Internal Displacement, September 2000
- Rapporteur** (Vienna, Austria) – Panel addressing the “Situation of Children During Active Armed Conflict, and Immediate Post-Conflict,” OSCE Human Dimension Seminar on Children in Armed Conflict, May 2000
- Director** (Bucharest, Romania) -- Planned, organized and conducted a three-day seminar on conflict resolution, legislative and electoral development for Belarusian opposition and non-governmental organization leaders, in order to build a consensus on forthcoming parliamentary elections. June 1999

- Director (Tbilisi, Georgia) -- Planned, organized and conducted a two-day seminar on conflict resolution and democratic development in the Caucasus for Members of Parliament from the region, also attended by President Eduard Shevardnadze and the Speakers of Parliament from the region; in conjunction with the responsibility for organizing and executing a two-day session of the OSCE Parliamentary Assembly Expanded Bureau. October 1998
- Director (Tashkent, Uzbekistan) -- Planned, organized and conducted a three-day seminar on democracy and regional security for Members of Parliament from the eight former-Soviet republics of the Caucasus and Central Asia, in conjunction with the responsibility for organizing and executing a two-day session of the OSCE Parliamentary Assembly Expanded Bureau. September 1997
- Director (Vienna, Austria) -- Organized and conducted a three-day training seminar for Members of Parliament from the eight former-Soviet republics of the Caucasus and Central Asia. Session topics were related to the role of parliamentarians in democracies and covered issues related to elections, minority policies, economic development, etc. January 1997
- Director (Tbilisi, Georgia) -- Directed parliamentary seminar focusing on democratic legislative and constitutional development, designed to assist Georgia parliamentarians resolve various internal conflicts in order to adopt a new Constitution and election law. July 1995
- Central Asia Director (Almaty, Kazakhstan; Bishkek, Kyrgyzstan) -- Organized a wide variety of programs and seminars on democracy and development. Lived and worked with local NGO's, journalists and media representatives, academic institutions, and state agencies, primarily in Kazakhstan and Kyrgyzstan; institutional obligations enabled travel and research in the other Central Asian republics. October 1992-September 1994
- Expert (Moscow; Alma-Ata, Kazakhstan) -- Worked with U.S. non-governmental organization and local party officials to develop, promote and present an international conference on democracy. Representatives from Kazakhstan, Turkmenistan, Kyrgyzstan, Uzbekistan and Russia attended. May-June 1992

POST-SOVIET HIGH-LEVEL MISSIONS AND ASSIGNMENTS

- Turkmenistan Meeting at the UN General Assembly (New York, New York) -- Met with the Turkmen Foreign Minister to discuss energy development and security issues. September 2019.
- Kyrgyzstan and Kazakhstan Mission to Meet Senior Officials Regarding US Policy (Bishkek, Kyrgyzstan; Nur-sultan, Kazakhstan) -- Met with the Foreign Ministers, and National Security Advisers, and other officials, to provide an understanding of U.S. policy in Central Asia and to discuss other issues of common concern. January 2020.
- Kyrgyzstan Mission to Meet Senior Officials and Initiate Legislative Review Project (Bishkek, Kyrgyzstan) -- Negotiated with First Deputy Prime Minister and Minister of Justice, and other officials, to provide legislative review of all Kyrgyz laws for compliance with international human dimension commitments and for harmony with Constitutional reforms. September 2003.
- Kazakhstan and Kyrgyzstan Mission to Meet Civil Society (Almaty, Kazakhstan and Bishkek, Kyrgyzstan) -- Senior political adviser for the new ODIHR Director on visit to Almaty and Bishkek to meet with Foreign Ministers, civil society representatives, including NGOs and opposition representatives. Facilitated prison visit with jailed journalist Sergei Duvanov. June 2003.
- Conflict-Prevention Mission to Central Asia (Almaty, Kazakhstan, and Bishkek, Kyrgyzstan) -- Traveled with the Acting ODIHR Director to meet with opposition figures in Kazakhstan and to meet with jailed journalist Sergei Duvanov. Traveled to Bishkek to open OSCE Academy and meet with President Akaev and opposition leaders to search for means to defuse political tensions. December 2002.
- Project Co-ordination and Review Mission (Baku, Azerbaijan) -- Traveled to Baku to hold meetings with the Ministers of Justice, Foreign Affairs, and Interior and the Procurator General on cooperation regarding expansion of joint activities in 2003 to enhance human rights compliance. Reviewed on-going program work. November 2002
- Baku Conference on Religious Freedom and Combating Terrorism (Baku, Azerbaijan) -- Senior political adviser for the ODIHR Director on visit to Baku for the Conference and in meetings with the President and other key political figures. October 2002
- Second Kyrgyzstan Mission to Follow-up on Confidence-Building Measures (Bishkek, Kyrgyzstan) -- Again served as senior political adviser for the ODIHR Director on visit to Bishkek to meet with the President and opposition. September 2002
- Kyrgyzstan Mission to Meet President and Opposition (Bishkek, Kyrgyzstan) -- Senior political adviser for the ODIHR Director on visit to Bishkek to meet with President Akaev and opposition representatives to explore political situation and possible conflict-prevention measures. Negotiated with Government on release of jailed activists. May 2002
- Belarus Mission to Meet President and Opposition (Minsk, Belarus) -- Worked as senior political adviser for the Chairman of the OSCE PA Working Group on visit to Minsk to meet with the Belarusian President and also with opposition representatives to negotiate series of roundtable talks to create conditions for free, fair and recognizable elections. July 1999

- Belarusian Opposition Presidential Elections (Minsk, Belarus) -- Worked as senior political adviser for OSCE PA Working Group on visit to Minsk to meet with Foreign Minister, high-level officials and opposition representatives to develop democratization and election strategy. April 1999
- Belarusian Local Elections (Minsk, Belarus) -- Worked as senior political adviser for OSCE PA Working Group on visit to Minsk to meet Foreign Minister, CEC Chair, high-level officials and opposition representatives to discuss legislative development and to develop a democratization and election strategy. April 1999
- Ukraine, Moldova and Transdnestr Mission (Kiev, Ukraine; Chisinau, Moldova; Tiraspol) -- Organized and conducted mission as senior political adviser for the OSCE Parliamentary Assembly President and Secretary General to promote the extension of the OSCE Mission to Ukraine, and to provide political leverage to the OSCE Mission to Moldova's efforts for conflict resolution. Met privately with the Presidents, Prime Ministers, Speakers of Parliament, and other high-ranking officials. February 1999
- Central Asia Mission (Almaty, Kazakhstan; Bishkek, Kyrgyzstan; Tashkent, Uzbekistan and Ashgabat, Turkmenistan) -- Organized and conducted mission Worked as senior political adviser for the OSCE Parliamentary Assembly President to open new OSCE Central Asia Centers, met privately with the Presidents, Prime Ministers, Speakers of Parliament, and other high-ranking officials. February 1999
- Conflict Resolution in Belarus (Minsk, Belarus) -- Organized and conducted mission with the OSCE PA Working Group on Belarus to meet with various official and unofficial organizations to explore options regarding the political impasse between the Government and opposition in Belarus. January 1999
- Belarus' International Relations Problems (Minsk, Belarus and Copenhagen, Denmark) -- Traveled to Belarus as staff expert for a Parliamentary Rapporteur Delegation, then assisted the Credentials Committee of the OSCE PA Standing Committee in its examination of which Belarus delegation should be seated at the OSCE PA Annual Session, listened to testimony, and drafted the Committee's final decision. July 1998
- Democratization Programming in Central Asia (Warsaw, Poland) -- Worked with a panel of multi-sectoral international development experts and leaders to develop priorities and coordinate programming efforts between organizations and to "stair-step" programming activities in the five-country region. December 1997-February 1998
- Special Rapporteur Mission on Abkhazia (Tbilisi, Georgia and Sukhumi, Abkhazia) -- Traveled twice to Georgia and the conflict region of Abkhazia Worked as senior political adviser with the OSCE Vice President and Special Rapporteur; met and worked with the Heads of the UN and OSCE Missions, the President and leaders of the Government of Georgia, the Abkhaz Government-in-exile, and the "President" and "Government" of Abkhazia; and drafted a comprehensive report and series of recommendations which became the basis for promoting UN mediation of the conflict. May-June 1997
- Elections in Belarus (Vienna, Austria) -- Assisted the Credentials Committee of the OSCE PA Standing Committee Worked as senior political adviser in its examination of which Belarus delegation should be seated at the Assembly, listened to testimony, and drafted the Committee's final decision. January 1997
- Caucasus Mission II (Baku, Azerbaijan and Regional Refugee Camps) -- Organized and conducted mission with the OSCE Parliamentary Assembly President to Azerbaijan, meeting privately with the President, Speaker of the Parliament, and other high-ranking officials. Toured refugee camps and border regions devastated by Nagorno-Karabakh civil conflict. November 1996
- Caucasus Mission I (Tbilisi, Georgia; Tschinvali, S. Ossetia; Yerevan, Armenia) -- Organized and conducted mission with the OSCE Parliamentary Assembly President and Secretary General to regions of the Caucasus, meeting privately with the Presidents, Speakers of Parliament, and other high-ranking officials. September 1996
- OSCE Internet Program (Prague, Czech Republic) -- Assisted in a program for the creation and development of the OSCE Web and Gopher sites. June 1996
- Central Asia Mission (Almaty, Kazakhstan; Bishkek, Kyrgyzstan; Tashkent and Samarkand, Uzbekistan) -- Organized and conducted mission with the OSCE Parliamentary Assembly President and Secretary General to regions of Central Asia, meeting privately with the Presidents, Prime Ministers, Speakers of Parliament, and other high-ranking officials. May 1996
- Parliaments on the Net Conference (Paris, France) -- Assisted in the development of a cooperative and educational program for Internet users in parliaments and for inter-parliamentary organizations, with a special emphasis on encouraging use among the legislatures of the newly developing democracies. April 1996

REFERENCES

Available upon request