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Education

Wayne State University	PhD Cultural Anthropology
University of Kentucky	MA Cultural Anthropology
University of Kentucky	MA International Relations
Shanxi Teachers University	Certificate for two years study of Mandarin Chinese
Tennessee Tech University	MBA
Austin Peay University	BA Business Administration

WORK EXPERIENCE

Social Scientist, U. S. Department of Army (05/2010-to-09/2014)

The Human Terrain System (HTS) is a U.S. Department of Army-led initiative to provide social science collection and analysis teams to U.S. military and International Security Assistance Force (ISAF) units in Afghanistan, in order to improve their understanding of the local population in counter-insurgency operations.

(02/2014-to-08/2014) I served as **senior social scientist** (GG14 step 2) for a Human Terrain Team in Balk province, Afghanistan attached to an ISAF regional headquarters working mostly with German and Croatian forces. My duties required me to: develop research designs and data collection tools such as question protocols for individual and focus group interviews; lead teammates in carrying out data collection efforts during street interviews and key leader engagement while on patrols; and enter, clean, process, manipulate and analyze data using qualitative and quantitative techniques. I habitually wrote memoranda, project documents, and e-mail correspondence. I also wrote and/or reviewed the majority of my team's reports or report sections, briefing slides and other project deliverables. From 04/14-to-07/14, I was the team leader, which required that I supervise the work activities of my teammates and liaison with the supported unit to coordinate activities. The latter required that I maintain positive relationships and develop rapport with military clients by identifying their needs and expectation and responding proactively to those needs. I actively sought out ways my team could assist our military clients by identifying and proposing appropriate solutions and services to meet client information requirements. This effort required that I actively develop new relationships with

officers of the supported headquarters and also cultivate existing relationships through management of research projects and by providing consistently good customer service.

(05/2013-02/2014) I served a **senior social scientist** for a Human Terrain Team in Ghazni province with a Polish brigade. From 12/2013 through 02/2014 I also served as team leader for three months. Duties were similar to those described above.

(02/2013 – 05/2013) CGI **social scientist candidate** -- Previous to swearing in as a DA civilian employee and deployment to Afghanistan, I spent ten weeks in training at Fort Leavenworth, KS.

(01/2012 to 09/2012) I served as **social science instructor** for HTS, see teaching experience below for details.

(10/2010-10/2011) I served 12 months as **senior social scientist** for an HTS team embedded with two different US Army Brigades in Kandahar, Afghanistan. My duties as my team's research leader were similar to those described above.

(04/2010-09/2010) BAE **social scientist candidate** -- Previous to swearing in as a DA civilian employee and deployment to Afghanistan, I spent approximately five months in training.

Program and Policy Analyst at Special Inspector General for Afghanistan Reconstruction (SIGAR) (03/2009-05/2010):

SIGAR's mission is to support the information needs of the US Congress about expenditure of federal funds in Afghanistan. As **senior analyst** (GG14) at SIGAR: (1) I led a two person program evaluation of the Commander's Emergency Response Program (CERP), one of the largest sources of US development funding in Afghanistan; and (2) I led a three person policy evaluation of the oversight of private security contractor companies in Afghanistan. .

Senior Multi-discipline Systems Engineer at MITRE (05/2006-12/2008):

While at MITRE I contributed to a number of studies as part of a multi-disciplinary team investigating social group interactions via computer simulation modeling and a team study of Iraqi non-verbal behavior.

Booz Allen Hamilton Associate (12/2004-05/2006):

I contributed to three projects: (1) development of a new research methodology to provide cultural information for a Defense Intelligence Agency (DIA) intelligence analysis tool; (2) development of a network analysis tool for the Defense Advanced Research Projects Agency; and (3) development of a DIA computer simulation tool for foreign leadership analysis.

Government Accountability Office, Policy Analyst (05/2002-12/2005):

I worked at GAO for almost four years and completed the agency's two-year professional development program. I contributed to a number of policy analysis teams, most notably: (1) a best practices study of the role of Department of Defense program managers, and (2) an evaluation of the culture of patient safety at Veterans Administration Hospitals.

Marketing Research Consultant, Context Research, Baltimore, Md., (2000 to 2001):

I conducted human factors usability interviews and observations and participated in a study of consumer technology use.

Research Associate, Socio-Technical Systems Lab, Wayne State University (WSU) Dept. of Engineering (1995–1999):

I worked four years on a WSU multidisciplinary social science/engineering team researching automotive design organizations. I was as on site liaison/corporate culture ethnographer with a Ford Motor Co. change management group 14 months on one of the company's design platform teams. I collected network analysis data from a design group at General Motors Corp., and interviewed employees of various automotive parts suppliers about supply chain management.

Researcher/Grant at Writer Center for Peace & Conflict Studies, Wayne State University, Detroit, Mich., (1993-1995):

I conducted an ethnographic study of a Detroit neighborhood's ethnic tensions between African Americans and Middle Eastern immigrants. I developed a strategy for a community mediation program for amelioration of ethnic conflict. I wrote a grant proposal that won \$200,000 to fund a three year mediation program.

Teaching Experience:

Human Terrain System (01/2012-to-09/2012) Social Science Instructor for HTS teaching social science methodology and research design in Leavenworth, Kansas. I delivered lectures, led seminars, developed curricula and assessed student learning. I also presented at a professional conference and published a journal article about my HTS work in Afghanistan.

George Mason University (01/2007-to-09/2007) Adjunct Professor for two semesters in the GMU School of Policy, Government and International Affairs. I delivered lectures and assessed student learning for a course about the culture of accountability in public policy to MPA students. Course covered how social networks and other cultural factors can undercut accountability and promote corruption both at home and abroad.

Towson University (01/2000-to-05/2001) Adjunct Professor teaching introduction to cultural anthropology for three semesters. I developed curricula, delivered lectures and assessed student learning.

Wayne State University (1994-to-1996) Graduate Teaching Assistant. Independently taught business anthropology four semesters to undergraduate students, for which I delivered lectures and assessed student learning.

Lexington Community College (08/1989-to-05/1991) Adjunct Professor teaching undergraduate business management two semesters and personal finance two semesters, for which I developed curricula, delivered lectures and assessed student learning.

Austin Peay University (05/1988-to-05/1989) Adjunct Professor teaching undergraduate macro economics for two semesters and personal finance for two semesters at “Eagle University”, the Austin Peay offsite location at nearby Fort Campbell Kentucky. My students were mostly soldiers for whom I developed curricula, delivered lectures and assessed learning.

Shanxi Teachers University (05/1986-to-05/1988) Foreign Teacher in PRC. My first teaching experience, I taught conversational English to Chinese undergraduates four semesters, for which I developed curricula, delivered lectures and assessed student learning.

Papers and Publications:

- **The Ethical Epistemes of Anthropology and Economics**, in *Journal of Business Anthropology* March 2014. Co-author with A. Batteau. Article can be found at <http://ej.lib.cbs.dk/index.php/jba/article/view/4264>
- **Mitigating Kuchi Settlement Issues In Kandahar [or] Reflections on Ethnic Group Identities and the Confound of Emotion**
Article in *Practicing Anthropology*, Vol. 35, No. 2, Spring 2013. Paper was also delivered at the Society for Applied Anthropology conference in 2012.
- **The Human Terrain of Jelawur**
2011 Human Terrain Systems report about the village of Jelawur located in the Argandab River Valley District of Kandahar province.
- **Increased Visibility, Monitoring, and Planning Needed for Commander’s Emergency Response Program In Afghanistan**
2009 SIGAR report, I participated in a team effort that produced this report.
- **Best Practices: Better Support of Weapon System Program Managers Needed to Improve Outcomes**
2004 GAO report, *GAO-06-110*, I participated in a team effort that produced this report.
- **VA Patient Safety Program: A Cultural Perspective at Four Medical Facilities**
2003 GAO, *GAO-05-83*, I was part of a GAO team that interviewed 80 VA doctors and nurses to produce this report.
- **Cultural Integration Across the Division Of Labor in a Cross-Functional Automotive Design Organization**
2003 Dissertation in Anthropology at Wayne State University) Describes how the interaction between organizational culture and managerial power influences productivity in an automotive design group of more than 300 engineers and other professionals.
- **Culture and the Integration of Organizations**

1997 American Anthropology Association conference paper based on research at Ford and General Motors.

- ***Iraqi Chaldian Christian and African-American Ethnic Conflict in Inner City Detroit***
1995 occasional paper for the Wayne State University Peace & Conflict Center based on interviews with African American and immigrant Iraqi Chaldian Christian residents of a Detroit inner city neighborhood
- ***Muslim Student Cultural Adaptation to US University Studies***
1993 report for the University of Kentucky, Office of Foreign Students and Scholars based on interviews with Muslim students and observations at Islamic mosques over a period of a year.