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## **EDUCATION**

- MPH            University of California, Los Angeles (UCLA). Health Education /Communication and Population, family, International Health. 1979
- BA             American University, Washington, D.C. Anthropology. 1970. Two quarters Anthropology at the University of the Americas, Mexico City, Mexico.

## **PROFESSIONAL EXPERIENCE**

1994 - Present

### Independent Consultant.

Washington D.C.

Agencies worked with include: Pathfinder, Population Technologies (POPTech), SYNERGY, CARE, Save the Children, World Vision, Plan International/ Childreach, Christian Children's Fund, Mercy Corps International, Project Hope, Catholic Relief Services, Future Generations, Population Communication Services /JHU, Georgetown University/ IRH, PVO/ NGO Networks for Health, USAID/Bolivia, the Centers for Disease Control, UNRWA, UNICEF, UNFPA, Inter American Development Bank, USAID, International Vaccine Institute, Chemonics. GH TECH, Family Health International, FHI 360.

Experience includes: Project design, project evaluation, project planning, proposal development, needs assessments, Case Study development, Behavior Change Communication, IEC, health education, interpersonal communication and counseling skills training, health training, management training, instructional design and curriculum development, workshop facilitation, strategic and operational planning, health systems strengthening.

Skills and subject areas of experience include: reproductive health/ family planning, HIV/AIDS/STI, child survival, maternal health, MCH nutrition, Behavior Change Communication, Information, Education and Communications, counseling, anthropology, chronic diseases, institutional assessments, strengthening and development, health systems strengthening, program management analysis, strategic planning and operational planning. Assessment of Global fund CCMs as related to USAID HIV projects.

## **Recent Consulting Assignments**

76. September – October 2012  
Future Generations – Peru

Team Leader for the final evaluation of the USAID funded child survival project located in the Huánuco Department, Peru. Project was designed to strengthen MOH systems and community health/ nutrition care in the region. Worked with local project staff and

evaluation team members to prepare interview tools and conducted site visits to project communities and health facilities in the districts. Interventions included maternal health/ nutrition and neonatal health with an emphasis on training of health promoters to educate and motivate rural women to access health services. Conducted interviews with project staff. Conducted debriefings with FG field and national staff, and regional ministry of health officials. Also assisted project staff to synthesize lessons learned and best practices. Principal author of final evaluation

75. August – September 2012  
Catholic Relief Services - Nicaragua

Team Leader for the final evaluation of the USAID funded child survival project located in the Matiguas Department, Nicaragua. Project was designed to strengthen MOH systems and community health/ nutrition care in the region. Worked with local project staff and evaluation team members to prepare interview tools and conducted site visits to project communities and health facilities in the districts. Interventions included maternal health/ nutrition, neonatal health and a special innovation on men's behavior change related to women's and children's health. Conducted interviews with project staff. Conducted debriefings with CRS field and national staff, and the USAID Health officers in Managua. Also assisted project staff to synthesize lessons learned and best practices that had been supported by the regional MOH during the project. Principal author of final evaluation report.

74. May-June 2012  
Catholic Relief Services/ Global Fund - Sierra Leone

Facilitated a workshop with Catholic Relief Services (CRS) and Global Fund partners (including MOH) to update the National Malaria Communication Strategy and prepare final strategy document using KAP survey results. Using KAP results and updated strategy, co-facilitated a workshop to develop media messages and conducted preliminary pre-testing of messages with groups. Submitted workshop and final reports detailing strategy development, training/ workshops and related activities conducted during assignment.

73. August – November 2011  
FHI-360 India

Provided support to the Director of the USAID funded "Improving Healthy Behaviors Program" (IHBP), a BCC institutional strengthening program working with the Government of India, to accelerate year 1 and 2 work plan activities. Wrote communication materials, edited project documents, drafted project reports, assisted in hiring new project staff in addition to other communication and management tasks.

72. February – April 2011  
CARE Mali

Worked with CARE/ Mali and CARE headquarters team to prepare a proposal for addressing child health and nutrition issues in 2 rural districts in Mali. The project proposes to strengthen government health services in accord with new directives for strengthening community management of services. Innovative solutions were proposed for increasing local resources, trained personnel and local financing.

71. December 2010

Family Health International/ Ethiopia

Worked with FHI Ethiopia team to prepare proposal for addressing tuberculosis in 10 districts of rural Ethiopia. Process involved extensive planning and coordination with Ministry of health to coordinate program with MOH systems, budget and human resources. Planning included details on process for sustaining activities within MOH system after project conclusion.

70. September – October 2010

Academy for Educational Development/ Washington DC

Conducted a technical re-write of a qualitative study conducted in Ethiopia for AED's International Family Health Project. The study was entitled "Formative assessment on the Availability, Use and Needs for BCC health and nutrition Materials and BCC Training Programs in the IFHP Program."

69. August – September 2010

HealthRight International

Team Leader for the final evaluation of the USAID funded child survival project located in the Pokot Region of Kenya. Project was designed to strengthen MOH systems and community health/ nutrition care in the region. Worked with local project staff and evaluation team members to prepare interview tools and conducted site visits to project villages and health facilities in the districts. Interventions included maternal health/ nutrition, neonatal health, malaria and HIV/AIDS. Conducted interviews with project staff. Conducted debriefings with HealthRight, MOH and USAID Health officer in Nairobi. Also assisted project staff to synthesize lessons learned and best practices that had been adopted by the regional MOH during the project to be presented to the national MOH for inclusion in their program. Principal author of final evaluation report.

68. June-July 2010

Winrock / Manoff Associates/ Southern Sudan

Wrote preliminary plan for introduction of health component into existing Winrock Democracy and Governance program in Southern Sudan. Conducted a fact finding trip to Northern Bahr el Ghazal and Warap States to interview project staff, NGOs and CBOS conducting health and nutrition activities in these regions. Conducted further interviews and

debriefings with project staff and health agencies in Juba. Wrote draft report of findings and conclusions with recommendations for next steps.

67. February – April 2010  
GH TECH, USAID/ Malawi

Team Leader for Mid-Term evaluation of the BASICS Program operated by Management Sciences for Health in Malawi. Lead the evaluation process for a team of 4 consultants. The project focused on system strengthening of MOH services (child health, HIV/AIDS, Malaria and nutrition) in 8 districts. Assessed and wrote the Child Health section of the report. Reviewed and organized the other three report sections: malaria communications, HIV/AIDS (including relationship with CCM) and MCH nutrition, including OR study results. Debriefed the USAID Health Team, the USAID Mission Director and the project staff and stakeholders including MOH partners. Wrote and organized the final report, including a plan for the project to hold a national workshop with the MOH to review lessons learned and incorporate them into on-going MOH programs.

66. June – October 2009  
ACTS International/ ACTS Georgia

Team Leader for the final evaluation of the USAID funded child survival new entry project located in the Kvemo Kartli Region of the Republic of Georgia. Project was designed to strengthen MOH systems in the region. Worked with local project staff and evaluation team members to prepare interview tools and conducted site visits to project villages and health facilities in the districts. Interventions included maternal health, reproductive health, diarrhea and pneumonia. Conducted interviews and debriefing with project staff. Conducted debriefings with the ACTS/Georgia, MOH and USAID program offices in Tbilisi. Wrote the final evaluation report. Project tools have been incorporated into national MOH programming and University programs. Plans for dissemination of final report were included.

65. March – April 2009  
Chemonics International, Angola and Washington

Team leader for the mid-term evaluation of the Essential Services Health Project funded by the USAID mission in Angola. Organized the team roles, lead preparation of evaluation tools and materials, conducted site visits, interviews and focus groups with key organizations and individuals. Intervention areas included strengthening MOH health systems in reproductive health, infectious diseases (HIV, TB and malaria), and management/ administration. HIV assessment included assessment of relationship with CCM. Conducted oral debriefings with project staff and partners and USAID/ Angola staff. Wrote key sections and organized final report.

64. July – September 2008  
GH Tech: Washington DC, USAID Malawi

Team leader for Final Evaluation of John's Hopkins University and Save the Children's HIV/AIDS Behavior Change communications project (BRIDGE Project). Organized the team, lead preparation of evaluation tools and materials, conducted site visits, interviews and focus groups with key organizations and individuals including CCM and its local chapters. Conducted oral debriefings with project staff and partners and USAID/ Malawi staff. Wrote key sections of and organized final report. Report included plans for dissemination of lessons learned and best practices at national and International meetings including poster sessions at GHC, APHA and incorporation of activities and strategies in the national Health program of Malawi.

63. March 2008  
Plan USA, Nepal

Consultant for the development and writing of the Detailed Implementation Plan (DIP) for PLAN's CSXXII project to strengthen neonatal health systems and community based health and nutrition services in the Sunsari, Parsa and Bara Districts of Nepal. Organized participatory planning sessions with Ministry of Health, NFHP, NGOs and PLAN staff. Wrote the plan together with PLAN USA staff. Presented DIP highlights to PLAN's in-country staff. Interventions focused on neonatal health including child spacing and maternal health. Incorporated plans for dissemination of lessons learned to stakeholders and in the national strategy for neonatal health.

62. July – August 2007  
Project Hope, Uzbekistan

Team Leader for the final evaluation of a child survival extension project located in the Navoi Region of Uzbekistan. The goal was to strengthen MOH services and community based support for child, adolescent and maternal health. Intervention areas included child spacing, adolescent health, diarrhea control, maternal health, ARI prevention. Worked with local project staff and evaluation team members to prepare interview tools and conducted site visits to project villages and health facilities in the districts. Conducted interviews and debriefing with project and MOH staff.. Conducted debriefings with the Project Hope and USAID program offices in Tashkent. Wrote the final evaluation report incorporating plans for dissemination of lessons learned and submitted it to Project Hope. Also analyzed results and wrote the report for the project's Final Knowledge, Practice and Coverage (KPC) survey.

**December 2006 – October 2009 - (part time).**  
**International Vaccine Institute, Seoul, Korea**

Senior Advisor to the Director General for Communications. Managed and worked with IVI Korean communications and advocacy staff to develop educational and promotional materials about new and improved vaccines developed by IVI for children in developing countries. Arranged and organized IVI public service announcements that were broadcast on CNNI and BBC. Managed website updates. Worked with IVI staff to develop a communications and development strategy. Provided communications support for special projects such as the IVI 10<sup>th</sup> Anniversary events and the Regional Symposiums on

Pneumococcal Disease and on HPV. Worked with Resource Mobilization team to manage communications for local fund-raising activities. Oversaw development of regional strategy and Foundation database and grants management system.

61. May – June 2006  
Mercy Corps Azerbaijan

Team Leader for final evaluation of child survival project located in the Southern Caucasus Region of Azerbaijan. Worked with local project and evaluation team to prepare interview tools and conducted site visits to project villages and health facilities in the three districts. Conducted interviews and debriefing with project staff. Interventions include reproductive health, nutrition, prevention of diarrhea and pneumonia. Wrote the final evaluation report including dissemination plan of lessons learned and submitted it to Mercy Corps International.

60. February – May 2006  
The CORE Group, CSTS. Washington D.C.

Made preparations for and co-facilitated an Operations Research workshop provided by The Population Council for PVO participants. The participants have grants from USAID's Flexible Fund and the Child Survival Programs. The purpose of the workshop is to increase grantees abilities to develop and use OR studies to enhance existing or develop proposals for new programs. Prepared workshop report.

59. April 2006  
Academy of Educational Development, Ghana

Worked with AED staff to prepare a draft (RH) Interpersonal Communications Curriculum that will be used in the new nursing curriculum being developed by the Nursing and Midwives Council (NMC) of Ghana in their work with the 4 Nursing schools. Prepared documents and a prototype outline for the IPC curriculum. Presented this prototype at the NMC curriculum workshop in Ghana. Worked with participants to review the prototype and prepare an adapted version of the curriculum. Critiqued the draft curriculum prepared at the meeting, met with MNC and AED/ Ghana staff to discuss next steps, made recommendations regarding a proposed TOT workshop to be held in August 2006 and the facilitators guide.

58. March 2006  
Project HOPE Honduras

Final evaluation of the "Healthy Families" Project funded by Project Hope, UK and The Department for International Development (DFID). Project focused on health education for women participating in community savings groups for income generation. Topics focused on reproductive health and child health. Evaluated progress and achievement of goals and objectives of a village health banking project in Honduras. Conducted site visits, interviews and debriefings of preliminary results with project staff. Wrote and submitted draft final report.

57. August 2005 – Present  
CARE USA

Facilitator for CARE's Community of Practice on Maternal Neonatal Health (MNH) for CARE's Latin America Region. Worked with country field staff to identify critical processes of project implementation. Facilitated and moderated conference calls, identified key lessons learned, new approaches and practices shared. Prepared plans for dissemination.

56. June – July  
Chemonics International, Malawi

Team leader for Mid-Term Evaluation of John's Hopkins University and Save the Children's HIV/AIDS Behavior Change communications project (BRIDGE Project). Organized the team, lead preparation of evaluation tools and materials, conducted site visits, interviews and focus groups with key institutions and community groups including CCM and its local committees. Conducted oral debriefings with project staff and partners and USAID/ Malawi staff. Wrote sections of and organized final report including plans for dissemination of lessons learned.

55. April – May 2005  
RTI International, Bolivia

Health Specialist team member for evaluation of Socios en Salud Project. Prepared questionnaires, held informational interviews in 6 Departments with Socios project staff, grantees and associated agencies. Wrote mid-term evaluation report including recommendations for activities that coordinate with the new mission strategy. Conducted debriefings with Socios en Salud staff and USAID/ Bolivia.

54. January 2005  
CSTS

Technical reviewer for USAID funded Child Survival Grant applications for Child Survival Technical Services (CSTS). Reviewed general child survival applications (including FP, RH, HIV/AIDS, CS, MNC).

53. December, 2004 – January, 2005  
Plan International – Mali

Team Leader for mid-term evaluation of child survival project located in the Kita Region of southeastern Mali. Worked with local project team and stakeholders to prepare interview tools and conduct site visits to project villages and health facilities in the six Health Areas. Conducted debriefings with project staff at the site and with Plan staff in Bamako. Wrote the mid-term evaluation report and submitted it to Plan US-NO.

52. October – November, 2004  
Development Associates – Dominican Republic

Mid-Term Evaluation Team member for IPEC/ ILO Child Labor Project activities in Santo Domingo and provincial towns. Participated in field visits, individual interviews and focus group activities at 4 major sites and with project staff. Wrote pertinent sections of the final draft report.

51. July – October 2004  
Chemonics International – Washington DC and Bolivia

Researcher and technical writer for Chemonics' response to child health RFP. Conducted two research visits to Bolivia, recommended partners, staffing, conducted partner strategy meeting in country.

50. June 2004  
CARE USA – ACQUIRE Project  
Developed Lessons Learned and Best Practices paper about successful experiences in Community Mobilization by international health and development agencies. The paper is used as a basis for CARE/ Acquire's strategy of community mobilization activities during the five-year project.

49. May – June 2004  
Mercy Corps International – Azerbaijan

Team Leader for mid-term evaluation of child survival project located in the Southern Caucasus Region of Azerbaijan. Worked with local project team to prepare interview tools and conducted site visits to project villages in the three districts. Conducted debriefings with project staff at the site and with Mercy Corps staff in Baku. Wrote the mid-term evaluation report and submitted it to Mercy Corps International.

48. April – May 2004  
USAID Angola

Team leader for USAID/ Angola mission - lead evaluation of the Maternal-Child Health (MCH) project. This is the first USAID supported health project in Angola and is managed by Management Sciences for Health. Together with team members, prepared interview tools, reviewed project documentation, conducted site visits to project clinics, interviewed staff and other designated personnel and prepared mid-term report of results and recommendations.

47. January – February 2004

Technical reviewer for USAID funded Child Survival Grant applications for Child Survival Technical Services (CSTS). Reviewed general child survival applications as well as the 100 percent family planning applications.



46. September – November 2003

POPTECH. Washington DC

PRIME II Project Final Evaluation: Washington DC, Chapel Hill NC, Paraguay, Ghana

Training specialist for final evaluation of the PRIME II Reproductive Health project. (A project addressing primary health concerns in 27 countries, many of which are undergoing health sector reform and decentralizing local health services). Reviewed documents, conducted site visits to North Carolina, Paraguay and Ghana. Interviewed staff and project participants in each location. Wrote and reviewed specified sections of the evaluation report. Participated in debriefings with PRIME II and USAID/ Washington.

45. August – October

CEPEP (IPPF Affiliate) Asuncion, Paraguay

As team leader, conducted a mid-term evaluation of the Centro Paraguayo de Estudios de Poblacion CEPEP. The purpose was to evaluate CEPEP's progress in meeting institutional strengthening goals and its progress in meeting health sector reform objectives under a project funded by USAID/Paraguay. Wrote the evaluation report and made recommendations to CEPEP and USAID regarding needs and next steps for project completion.

44. May – June 2003

CARE, Atlanta and Bolivia

Latin American specialist for final evaluation of the CARE MoRR (Management of Reproductive Risk) Project. Documented project results, lessons learned and global accomplishments of the project over the past five years. Many of CARE's RH projects are working with local governments to implement decentralized services. Made recommendations to CARE regarding ways to structure its USAID supported follow-on project.

43. March – May 2003

Synergy Project, Global Health and Development Strategies. Washington DC, and Abuja, Nigeria

Integration Specialist for design of the HIV/AIDS and TB Strategy for the USAID/ Nigeria mission. Responsibilities included review and organization of strategic activities from mission sectors (health, education, democracy and governance, and agriculture and economic growth) into the overall strategy. Participation with team in the identification of strategic approaches and development of the problem statement, development hypothesis and results framework. Also identified opportunities for enhanced teamwork, synergy and integration. Traveled to Nigeria with two team members to conduct final review and modification of document with USAID mission and participated in debriefing with mission director.

42. February – April 2003  
Christian Children's Fund (CCF) - Senegal

Consultant for the development and writing of the Detailed Implementation Plan (DIP) for CCF's extended CS-IV project in the Thies region of Senegal. Organized participatory planning sessions with the CCF staff. Strategized with staff and wrote several sections of the plan including the sections on, background, project design, behavior change communication, monitoring and evaluation, baseline assessments, project intervention areas (CDD, ARI, HIV/AIDS, Malaria) and the workplan. Together with CCF staff presented DIP highlights to CCF's in-country staff.

42. November – December 2002  
POPTECH – Jamaica

Member of evaluation team contracted through POPTECH by the USAID/ Jamaica mission to evaluate the current strengths and weaknesses of the Adolescent Health Project managed by the Futures Group. Area of focus was to evaluate the training program developed and used by the project for improving skills of health providers and community gatekeeper networks in Jamaica. Project focused on reproductive health including HIV/AIDS/STI prevention.

41. October 2002  
PLAN USA - Nepal

Co- Facilitated Transformation for Health (community mobilization) training for PLAN/ Nepal staff. Training is based on the Paolo Freire methodology for community empowerment. Organized workshop arrangements with PLAN/ Nepal staff. The purpose of the training was to strengthen staff's abilities to conduct local level projects in coordination with decentralized health services and involve local communities in the process. Wrote and submitted workshop report including analysis of evaluations and next steps.

40. September 2002  
PLAN USA - Senegal

Team leader for final evaluation of Child Survival XIV project in Louga and Kaolak, Senegal. The project is implemented through PLAN Senegal's regional offices in concert with a local community development NGO, Form'Action. Assessed progress in meeting project objectives and response to mid-term recommendations. Project focused on child survival, HIV/AIDS prevention and reproductive health. Made recommendations regarding follow-on activities for which project is seeking funding. Conducted debriefings with PLAN staff and USAID mission personnel. Submitted evaluation report to PLAN in accord with USAID guidelines.

39. August 2002  
CARE International - Bolivia

Team leader for final evaluation of Child Survival XIII (Market Networks for Health) project in El Alto Bolivia. The project is implemented through a local NGO, CIES and is a follow-on to a previous USAID funded BHR/PVC project (see number 17). Assessed progress in meeting project objectives and response to Detailed Implementation Plan questions. Made recommendations for follow-on activities/ project, focusing on community empowerment issues, reproductive health and HIV/AIDS/STIs in a progressively decentralized health system.. Conducted debriefings with CARE project staff and with USAID mission personnel and other interested donors. Submitted evaluation

report to CARE in accord with USAID guidelines.

38. July – October 2002  
InterAmerican Development Bank – Guyana

Worked with local IDB staff and Ministry of Health staff to assess status of previous nutrition education program funded by IDB. Completed assessment report including recommendations for planned Nutrition follow-on project to begin in 2003. Developed an outline for the training component of the new five-year project.

37. February – March 2002  
PLAN USA - Nepal

Consultant for the development and writing of the Detailed Implementation Plan (DIP) for PLAN's Extended CSXIII project in the Bara District of Nepal. Organized participatory planning sessions with the PLAN staff. Wrote several sections of the plan including the sections on, background, project design, capacity building, training, sustainability, behavior change communication, maternal and newborn care, child spacing, HIV/AIDS/STIs and the workplan. Together with PLAN International staff presented DIP highlights to PLAN's in-country staff.

35. September 2001  
PLAN USA - Ghana

Team leader for the final evaluation of BHR/PVC (USAID) funded Child Survival XIII Project in Mankessim, Bawjiase and Asewewa Program Areas in Ghana. Assessed progress in meeting objectives since the beginning of the project in 1997. Made recommendations for both attaining objectives and for meeting sustainability needs during the remaining project period, focusing on strengthening management and reorganization of project structure for proposed follow-on project. Conducted a debriefing of evaluation findings with PLAN International staff in Accra. Wrote and submitted final evaluation report.

34. August 2001  
POPTECH - Nicaragua

Member of evaluation team contracted through POPTECH by the USAID/ Nicaragua mission to evaluate the current strengths and weaknesses of the IPPF affiliate, PROFAMILIA. Area of focus was (1) Communications and Social Marketing, and (2) the Community-based Distribution program developed and used by PROFAMILIA for delivering reproductive health services in Nicaragua with emphasis on rural and adolescent audiences.

33. June 2001  
CARE - Guatemala

Coordinated and wrote a reproductive health proposal in response to a USAID mission RFA. The objective of the proposed project was to organize a series of NGO networks throughout six provinces in Guatemala to support and expand reproductive health services. A priority of the proposal was to strengthen the Ministry of Health's ability to deliver these services in coordination with existing NGOs operating in the designated provinces.

32. February – March 2001

## PLAN USA - Cameroon

Consultant for the development and writing of the Detailed Implementation Plan (DIP) for PLAN's CSXVI project in Bertoua Cameroon. Organized participatory planning sessions with the PLAN staff. Wrote several sections of the plan including the sections on, project design, capacity building, training, sustainability, behavior change communication, diarrhea control, nutrition and breastfeeding, HIV/AIDS/STI prevention and the workplan. Together with PLAN USA staff presented DIP to regional and country PLAN offices.

31. February 2001

Augusta Richmond County Community Partnership for Children and Families  
Facilitated proposal planning and development with Healthy Start Program staff at the ARCCPCF. Conducted one day planning session using participative methods outlining proposed goals, objectives, strategies and activities for follow-on Health Start proposal. Summarized recommended activities and strategies for proposal team.

30. January – May 2001

### CARE International - Atlanta

Provided back-stop services for CARE's Child Survival projects in Latin America. Included visits and follow-up of activities in Bolivia, Peru and Nicaragua. Wrote a one year no-cost extension proposal for Bolivia, arranged for a consultant to lead and write the Detailed Implementation Plan for Peru's CSXVI project and participated in review meeting with BHR/PVC, reviewed on going tasks and technical assistance needs for Nicaragua's CSXIII project and followed up on the adult education/ Vela training curriculum being developed by consultants and pilot tested in Nicaragua.

29. October – November 2000

### UNICEF Uganda.

Documented UNICEF and the Ministry of Health's experience in community capacity building through the establishment and training of Parish Development Committees at the Ward or Parish level of the Ugandan geo-political structure. Conducted field interviews from District personnel down to community member levels. Documented the lessons learned from this process and the implications these have for the 2001-2005 Country Program. Conducted a debriefing of findings for UNICEF, the Ministry of Health and other interested donors.

28. September 2000 - January 2001

### The Carter Center. Atlanta and Sudan.

Documentation of the Carter Center's work to foster democracy and development and improve the quality of life in Sudan. Documents the Carter Center's experience in the Guinea Worm Eradication and Control of River Blindness activities in Sudan. Report includes sections on the Center's conflict resolution efforts, the SG 2000 Agriculture Program and other public health initiatives. Report being published by the Carter Center.

27. June – October 2000

### Plan International. Nepal

In June and July worked with the Plan Nepal program office in completing the Annual Report for

year three of project activity. Followed up with project staff on the response to recommendations made at the time of the mid-term evaluation in 1999 (see # 23). Visited project sites and reviewed progress in reaching project goals. Conducted meetings with project staff, Plan /Nepal staff, Ministry of Health - Division of Child Welfare, MOH-Division of Family Planning, USAID/ N, John Snow International, DFID and other international agencies involved in the Plan CS Project in order to plan a strategy for a costed extension proposal to follow the existing project. Wrote proposal in October 2000.

26. January - April, 2000.  
Pathfinder International. Boston and Ethiopia.

Develop and designed Integrated Supervision workshop curriculum for Pathfinder International. Curriculum designed with and reviewed by staff in Boston, Lima and Ethiopia. Integrated Supervision uses management training skills and techniques based on concepts of teamwork, employee accountability and empowerment. First Integrated Supervision workshop pilot tested in Nazareth, Ethiopia. Follow-up revisions to curriculum completed based on pilot test results. Integrated Supervision curriculum is being published as part of Pathfinder's *Reproductive Health and Family Planning Training and Curriculum Series*.

25. September 1999  
UNRWA and CDC/ Division of Reproductive health. Amman, Jordan.

Developed and facilitated follow-up course (see December 1998) on reproductive health counseling and interpersonal communications for UNRWA physicians and nursing staff. The course was held in Amman Jordan for staffs from the five fields of Palestinians (Lebanon, Syria, Jordan, West Bank and Gaza). Consultant reviewed progress in training at sites and introduced new skills such as neuro-linguistic programming techniques. The consultant also prepared a final report with recommendations.

15. **March 1997 - March 1999** (part- time)  
Sexually Transmitted Diseases Division, Centers for Disease Control, Atlanta

Provide staff support for the development of national family planning and sexually transmitted diseases (STD) guidelines. These evidence-based guidelines are intended for use by public and private agencies (including managed care establishments) that will be providing STD and family planning services. Assist with planning and subsequent monitoring and work group meetings involving 40 agencies, participate in the development of background evidence papers, assist in write-up of final guidelines and coordination of review process. Write an evidence-based review paper about the effectiveness of health education and behavior change communication in the prevention of unplanned pregnancy and contraction of STDs. Paper analyzes existing BCC approaches for most effective, least costly program interventions. Paper presented at May 1999 committee meeting being revised for publication.

### **Other Professional Experience Prior to 1995**

1989- 1994                      Management Sciences for Health  
Boston, Massachusetts

Resident Advisor - Family Planning Management Development Program (FPMD). Coordinate all local activities of the USAID Information & Training Division cooperating agencies (JHPIEGO, JHU/PCS,

DA/FHTP, MSH/FPMD). Backstop and arrange technical activities of National RH Training Committee and National RH IEC Committee. Organize, monitor and lead technical assistance and training programs provided by FPMD to Bolivian public and private sector institutions. Conduct diagnostic organizational and country assessments, strategic and operational planning, marketing studies, administrative upgrading and organizational restructuring for two local non government agencies (CIES & SERVIFAM). Brought CIES to the “take-off stage” of organizational development to become Bolivia's leading family planning services provider. In depth assessment of Family Medicine Department and structuring of Reproductive Health program in this department for the National Social Security Health System. On-going technical assistance, annual planning and evaluation seminars. Diagnostic assessments of five Ministry of Health departments, strategic planning and development of future plan for management training and technical assistance for the MOH. Conducted and oversaw extensive IEC/BCC activities and training interventions coordinated through JHU/PCS and DA and corresponding national committees.

1988- 1990                      USAID, La Paz, Bolivia

PSC Program coordinator for Population, AIDS and Education. Responsible for coordination of USAID supported Population technical assistance being provided by eleven Cooperating Agencies for non-government and government agencies. Oversaw abortion prevention initiative conducted with Ministry of Health (MOH), and act as USAID/Bolivia Coordinator for related consensus workshop. Member of the population project paper team for the development of the first bilateral USAID/Bolivia Reproductive Health Project. Backstopped USAID sponsored AIDS prevention activities conducted with the MOH. Monitored AIDSCOM and AIDSTECH project activities. Backstopped educational activities conducted by the Radio Education Project and the Educational Development Center (EDC).

1984- 1988                      Prospect Associates  
Rockville, Maryland

Information Services Department Head. Manage organization, staffing and administration of the Information Services department. Supervise 20 employees. Develop procedures, reporting mechanisms and overall direction for the Information Services Department. Managed the project design and proposal preparation for the combined NIDDK and NIAMS Clearinghouses contract (NIH). Project Manager for the four NIDDK and NIAMS Clearinghouses. Responsibilities include implementation and monitoring of fiscal, administrative and technical aspects of the four clearinghouses. Manage and organize the dissemination of health information, educational materials, and bibliographies for professional, patient and public audiences clearinghouse. Task Manager. Spanish language activities, Office of Cancer Communications, NIH.. Task Manager. Development of guidelines for diabetic drivers for Department of Transportation Task Manager. American Indian Project, National Diabetes Advisory Board

1982-1984                      Diabetes Control Program, Minnesota Department of Health, Minneapolis,  
Minnesota

Diabetes Control Program Manager. Administer the community based diabetes intervention program for the State of Minnesota.

1981-1982                      Division of Diabetes Control, Centers for Disease Control, Atlanta, Georgia

Public Health Education Specialist. Coordinate the development, implementation, and evaluation of instructional strategies and training courses for CDC and state Diabetes Control staffs.

1979-1981                      Acoma-Canoncito-Laguna Hospital, Indian Health Service, Acoma, New Mexico

Public Health Education Specialist. Plan, implement and evaluate patient education programs at hospital and field clinics. Implement health education programs in Service Unit schools (themes

include adolescence, pregnancy, family-life, smoking, drugs and alcohol education). Implement community health education programs in the three Pueblo and Navajo tribal communities.

1979 (part-time) WIC Program, Martin Luther King Hospital, Watts, Los Angeles, Calif.

Assistant Nutritionist and Health Educator for WIC Program. Planned, implemented nutrition education programs for Spanish speaking women. Provided nutrition counseling. Focused on weaning practices/foods, breastfeeding and nutrition for pregnant women and children under 3.

1977-1979 (part-time) Women's Community Service Center, Santa Monica, California

Counselor. Counseled women, in Spanish and English, regarding reproductive health decisions and selection of appropriate contraception

1977 U.C.L.A. Family Planning Clinic, Los Angeles, California

Counselor. Same responsibilities as above.

1974-1975 Peace Corps, Quito, Ecuador

Trainer. Designed and implemented job orientation courses for new volunteers in health/nutrition, agriculture, and small business. Taught Spanish and cultural sensitivity/adaptation.

1971-1974 Peace Corps, Riobamba, Ecuador

Volunteer. Designed and implemented maternal child nutrition education courses for Caritas in rural MCH centers. Provided health/nutrition training to the staffs of local community development organizations. Provided technical assistance to rural communities in health, FP, nutrition.

LANGUAGES Speak, read and write Spanish FSI 4  
Speak, Read, understand French FSI 2+