

**ASSOCIATES FOR GLOBAL CHANGE**

7525 Blair Road

Takoma Park, MD 20912

Tel: 1.301.565.4040 Fax: 1.301.565.4027

EM: [AGChange@compuserve.com](mailto:AGChange@compuserve.com) (office)[Glenslocum@compuserve.com](mailto:Glenslocum@compuserve.com) (personal)**Glenn Slocum  
Senior Partner****Background Summary**

Glenn Slocum was a Foreign Service Officer with the U.S. Agency for International Development for 28 years, retiring as a senior officer in 1997. He has been a senior partner with Associates for Global Change since 1997. He has 36 years' experience in development planning, management and evaluation, post-crisis assistance programs and donor coordination. He possesses strong cross-cultural skills based on 15 years' living in Africa and four years' experience in France with the OECD, an international organization. Mr. Slocum was the USAID Representative in Mauritania from 1988 to 1990 and USAID Mission Director in Burundi from 1990 to 1993. His final USAID assignment was Director, Office of East African Affairs, USAID/Washington, from 1994 to 1997. Since 1997 he has conducted development strategies for USAID in Burundi, Morocco and Rwanda. He also conducted a donor coordination study for UNDP in Ethiopia. For several months during 2000 and 2001, he was the principal investigator for USAID on a major study of transition assistance and the Office of Transition Initiatives and of its impact on the agency's overall objectives. In 2002 he led a team of eight experts advising USAID/Cairo on a new approach to basic education in Egypt. He headed two evaluation teams of an information technology and conflict management activity in Rwanda for the University of Maryland. He also conducted a study for USAID's central policy bureau on revising USAID's policies on support to local organizations in development. For several months in 2003, he served as acting USAID Representative in Burundi, managing the development programs in the areas of conflict management and democracy promotion, food security and health. In 2004 he assisted USAID/Burundi design new programs in democracy, conflict prevention, and health and HIV/AIDS. In 2004 and 2005, he assisted the USAID Mission in Haiti implement a program of support to the interim government. He also served as resource person through the University of Maryland for a USAID workshop on post-transition assistance to Burundi in 2005. Mr. Slocum is fluent in French.

**Professional Experience****A. Senior Management and Program Implementation**

- **Support to USAID/Haiti's Interim Government:** In 2005, assisted USAID/Haiti implement a \$50 million grant to Haiti in providing technical assistance and commodities to 14 key ministries.
- **Acting USAID Representative in Burundi:** Served as acting head of USAID's development program in Burundi for several months in 2003, reporting to the Regional Economic Development Services Office for East and Southern Africa (REDSO) in Nairobi. The program consisted of three strategic objectives: reconciliation and conflict management; food security; and health/HIV-AIDS.
- **Headquarters Operations:** Managed the Office of East Africa, supervising 10 officers and five staff providing support to operations of development programs of USAID field offices in Burundi, Eritrea, Ethiopia, Madagascar, Kenya, Rwanda, Somalia, Sudan, Tanzania and Uganda
- **Field Operations:** Directed USAID offices in two conflict-prone countries, Mauritania and Burundi, managing diverse programs in food security and agriculture, health and family planning, economic -

reform policies, private-sector promotion, and human-resource development. Managed line and staff divisions, including financial management, administration, agriculture and food assistance, health, and human resource development. Some of his recent consultancies have included direct development management duties for USAID in Burundi. Served as acting USAID representative in Burundi in 2003, reporting to the Ambassador and the USAID Director of the Regional Economic Development Services Office (REDSO) in Nairobi. In 2004-2005, he assisted USAID/Haiti implement a program of material, technical and rehabilitation assistance to the Interim Government of Haiti.

## B. Strategic Planning and Evaluation

- **Burundi Planning and Design:** In 2005, worked for the University of Maryland in preparation of a workshop for USAID on post-transition assistance to Burundi. In 2004, assisted the Regional Economic Development Services Office for East and Southern Africa (REDSO) in the redesign of two strategic objectives in Burundi: reconciliation and conflict management and health/HIV-AIDS.
- **New Strategy on Basic Education in Egypt:** In 2002, supervised a team of experts advising USAID on a new approach to supporting basic education in Egypt, leading to major reforms, including decentralization of Egypt's highly centralized management of public education.
- **Study on "Local Organizations in Development":** In 2002, led a team conducting research of the literature on the importance of donor support to local organizations in development strategies and planning, making recommendations on changes in the 1984 USAID policy paper.
- **Evaluation of Rwanda Cooperative Agreement on Information Technology and Conflict Management:** Conducted a mid-term evaluation (2001) and the final evaluation (2003) of the cooperative agreement between the University of Maryland's Center for International Development and Conflict Management and USAID/Rwanda for a program of support to the National University of Rwanda in the areas of information technology, distance learning and conflict management.
- **Assessment of USAID's Office of Transition Initiatives:** In 2000, undertook a survey of the work of OTI since its establishment in 1994, interviewing 75 officials in Washington and visiting four field programs: East Timor, Indonesia, Kosovo and Nigeria. The study provided recommendations to USAID on the future role of transition assistance within USAID in its programs bridging relief and development, and notably the importance of conflict management as an Agency strategic objective.
- **Greater Horn of Africa Initiative (GHAI):** Participated in the development and management of the GHAI, a presidential initiative designed to help the countries of East Africa improve their ability to deal with food insecurity, conflict and civil unrest.
- **Country Strategy Plans:** Directed the preparation of strategies aimed at integrating all U.S. Government resources to address development and crisis problems in the countries of the region, notably the vulnerable countries of Somalia, Sudan, Rwanda and Burundi. Since 1997, he has assisted USAID field offices conduct and review analytical work for their development strategies in Burundi (2003 and 2005), Morocco (1998) and Rwanda (1999).
- **Democracy/Governance:** Developed consensus within the U.S. government and among non-governmental organizations on a strategy for promoting democratization in the region, notably in Burundi, Rwanda and Kenya.
- **Environment:** Obtained agreement among donors on environmental strategies for Burkina Faso, Chad, Mali, Mauritania, Niger and Senegal.

## C. Resource and Personnel Management

- **Budget:** Developed and managed operational and program budgets in Mauritania (\$12-15 million) and Burundi (\$15-18 million). Supervised headquarters management of a field budget for the countries of the region, exceeding \$300 million in total resources.

- Personnel: Managed staffs of 100 people in Burundi and 60 in Mauritania.

#### **D. Crisis and Conflict Management**

- **Management and Planning:** Managed headquarters activities of USAID programs in countries dealing with complex emergencies, such as Burundi, Haiti and Rwanda. Directed the preparation of a post-war strategy for rehabilitation in Rwanda and assisted in the strategic design of activities in Burundi aimed at political dialogue and reconciliation.
- **Refugees:** Contributed to a strategy to reduce the numbers of refugees resulting from civil disorder and war in Rwanda and Burundi.

#### **E. Donor Coordination**

- **OECD/Club du Sahel:** Worked with the Africa regional organization in the Sahel countries, the Regional Committee for Drought Control in the Sahel (CILSS) to harmonize countries' development policies and to organize donors along key strategy themes to encourage coordinated assistance programs in the eight Sahel countries of West Africa. The main sectors for coordination were agriculture, environment, population, private sector and human resources.
- **Ethiopia:** Analyzed donor coordination arrangements for the UNDP, examining successful examples of Ethiopian management of the coordination process, with suggestions for expanding these successes to other coordination mechanisms.

#### **Summary of Professional Positions**

<b>1997-present</b>	Senior Partner, Associates for Global Change, Washington, D.C.
<b>1993 - 97</b>	Director, Office of East Africa, USAID/Washington, D.C.
<b>1990 - 93</b>	USAID Mission Director, Bujumbura, Burundi
<b>1988 - 90</b>	USAID Representative, Nouakchott, Mauritania
<b>1984 - 88</b>	USAID Development Advisor, Club du Sahel, OECD, Paris
<b>1979 - 84</b>	Deputy Chief, Sahel/West Africa Projects Division, Africa Bureau, USAID/Washington
<b>1976 - 79</b>	Program Officer, USAID/Senegal, Office of Senegal River Basin Development
<b>1971 - 76</b>	Assistant Program Officer, USAID Office for Central Africa, Yaounde, Cameroon
<b>1969 - 71</b>	International Development Intern, USAID/Washington and Islamabad, Pakistan

#### **Education and Training**

<b>1995</b>	Workshop on Conflict Prevention in Africa, U.S. Institute of Peace, Washington, D.C.
<b>1994</b>	MS, National Security Strategy Studies, National Defense University, Washington, D.C.
<b>1968-69</b>	Graduate Studies in International Politics, University of Maryland, College Park, Maryland.
<b>1967</b>	BA, Political Science and International Relations, Georgetown University, Washington, D.C.