

EDUCATION

DOCTOR OF PHILOSOPHY IN INTERNATIONAL RELATIONS Expected May 2010
The Fletcher School, Tufts University Medford, MA, USA

- Dissertation: *Organizational Barriers to Peace*
- Committee: Peter Uvin (chair), Antonia Handler Chayes, Karen Jacobsen, and Barnett R. Rubin
- GPA: 3.8

MASTER OF ARTS IN LAW AND DIPLOMACY (MALD) May 2005
Fletcher School of Law and Diplomacy, Tufts University Medford, MA, USA

- Thesis: *Transitions and Tradeoffs: The Art of Programming Between War and Peace*

BACHELOR OF ARTS IN INTERNATIONAL RELATIONS May 1996
Tufts University Medford, MA, USA

- Major in International Relations with a concentration in Global Conflict, Cooperation and Justice.
- Certificate in Peace and Justice Studies. Minor in Studio Art.
- Tufts-in-Paris Program. Intern: SOS Racisme and CHANEL. Sept. '94 – May '95
Paris, France

ACADEMIC POSITIONS

RESEARCH FELLOW, CENTRE ON CONFLICT, DEVELOPMENT AND PEACEBUILDING Jan. '09 – Present
The Graduate Institute of International and Development Studies Geneva, Switzerland

TEACHING ASSISTANT, LAW AND POLITICS OF INTERNATIONAL CONFLICT MANAGEMENT Spring '04
The Fletcher School, Tufts University Medford, MA, USA

GRANTS & FELLOWSHIPS

PHD FELLOWSHIP Sept. '05 – Present
The Fletcher School, Tufts University

JENNINGS RANDOLPH PEACE SCHOLAR DISSERTATION FELLOWSHIP Sept. '08 – Sept. '09
United States Institute of Peace

PROVOST FELLOWSHIP Sept. '07 – Aug. '08
Tufts University

PUBLICATIONS

Articles in refereed journals

Campbell, Susanna P. (2008), "When Process Matters: The Potential Implications of Organizational Learning for Peacebuilding Success," *Journal of Peacebuilding and Development* 4, no. 2:20-32.

Campbell, Susanna P. (2008), "(Dis)integration, Incoherence and Complexity in UN Post-conflict Interventions," *International Peacekeeping* 15, no. 4:556-569.

Campbell, Susanna P. and Anja Kaspersen (2008), "Confronting Integration Barriers," *International Peacekeeping* 15, no. 4:470-485.

Book chapters

Uvin, Peter and Susanna P. Campbell (2009), "The Burundi Leadership Training Program," in Michael S. Lund and Howard Wolpe eds., *Preventing and Rebuilding Failed States*, Washington, DC: The Woodrow Wilson International Center for Scholars, *forthcoming*.

Susanna P. Campbell (2004), "Institutional Capacity Building for Conflict Sensitivity," in *Conflict Sensitive Approaches to Development, Humanitarian Assistance and Peacebuilding: A Resource Pack* (London: International Alert, Saferworld and FEWER).

Rubin, Barnett with Susanna P. Campbell (1998), "Introduction: Experiences in Prevention," in *Cases and Strategies for Preventive Action* (New York: Twentieth Century Fund/ Council on Foreign Relations) p. 1-21.

Policy articles and reports

Campbell, Susanna P. and Patrick Meier (2006), *Deciding to Prevent Violent Conflict: Early Warning and Decision Making within the United Nations*, CIAAN News (Ottawa: Canadian International Institute of Applied Negotiation).

Campbell, Susanna P. (2004), "Connecting Actors and Ideas: A Conference Report," in *Praxis: The Fletcher Journal of International Development*, vol. 19, p. 77-85.

A Framework for Responsible Aid to Burundi (2003), International Crisis Group Africa Report No. 57.

Commissioned evaluations and reports

Campbell, Susanna P. and Kelly M. Hannum (2009), *The Challenge of Governance in Fragile and Conflict-Affected Countries: Supporting Leadership Development – A Global Review of Eight Leadership Development Interventions funded by the LICUS TF and PCF* (Washington, DC: The World Bank).

Campbell, Susanna P., Anja Kaspersen, and Erin Weir (2007), *Integrated Missions Revisited: Synthesis of Findings* (Oslo: Norwegian Ministry of Foreign Affairs).

Campbell, Susanna P. (2007), *Multidimensional and Integrated Peace Operations: Trends and Challenges – Seminar Proceedings: Addis Ababa, 26-28 April 2007* (Oslo: Norwegian Ministry of Foreign Affairs).

Campbell, Susanna P. and Michael Hartnett (2005), *A Framework for Improved Coordination: Lessons Learned from the International Development, Peacekeeping, Peacebuilding, Humanitarian, and Conflict Resolution Communities* (Washington, DC: National Defense University and the Federal Mediation and Conciliation Services).

Uvin, Peter and Susanna P. Campbell (2004), *The Burundi Leadership Training Program: A Prospective Assessment* (Washington, DC: The World Bank).

Work under review

Campbell, Susanna P. (2009), "Misguided Peace: Organizational Learning for Peace- and State-Building," received revise and resubmit from *Journal of Intervention and Statebuilding*.

TALKS AND CONFERENCES

Invited Talks

Peacekeeping, Peacebuilding and Sustainable Development, UN System Staff College <i>Bureaucratic Complexities and Integration</i>	Oct. '09 Turin, Italy
Swisspeace <i>Organizational Barriers to Peace</i>	Sept. '09 Bern, Switzerland
Bureau for Crisis Prevention and Recovery Brown Bag Lunch, UNDP <i>Burundi: The Unpredictable Road to Peace</i>	Sept. '09 Geneva, Switzerland
Institute of Political Science Brown Bag Lunch, St. Gallen <i>Organizational Barriers to Peace</i>	Sept. '09 St. Gallen, Switzerland
African Studies Research Laboratory & Center for International Policy Studies, University of Ottawa <i>Determining Peace in Burundi: Organizational Rules, Routines and Risk</i>	Sept. '09 Ottawa, ON, Canada
Center for Security Studies, Swiss Institute of Federal Technology Zurich <i>Organizational Barriers to Peace</i>	July '09 Zurich, Switzerland
International Peace Institute Monitoring and Evaluation of Peace Operations Workshop <i>Organizational Challenges to Improving Monitoring and Evaluation</i>	May '09 New York, NY, USA
International Security Forum <i>After Arusha: the organizational challenge of building Burundi's post-conflict institutions</i>	May '09 Geneva, Switzerland
NCCR Trade Regulation Brown Bag Lunch <i>Organizational Barriers to Peace: The Role of Learning and Luck in International Peacebuilding</i>	Nov. '08 Bern, Switzerland

UN Department of Peacekeeping Operations Brown Bag Lunch <i>UN Reforms: Confronting Integration Barriers</i>	Oct. '08 New York, NY, USA
Center for International Security and Cooperation (CISAC), Stanford University <i>Organizational Barriers to Peace</i>	May '08 Stanford, CA, USA
Working Group on Preventing and Rebuilding Failed States, WWICS <i>The Burundi Leadership Training Program</i>	Aug. '05 Washington, DC, USA
International Alert Workshop on Conflict Sensitivity <i>Mainstreaming Conflict Sensitivity</i>	Oct. '03 Negombo, Sri Lanka
The Great Lakes Policy Forum <i>A Framework for Responsible Aid to Burundi</i>	March '03 Washington, DC, USA

Conference Papers

International Studies Association (ISA) Annual Convention <i>Organizational Barriers to Peace: International Bureaucratic Routines and Modern State Formation</i> <i>Also serving as Roundtable Participant, Panel Chair, and Discussant</i>	Feb. '10 New Orleans, LA, USA
The Future of Statebuilding: Ethics, Power and Responsibility in International Relations <i>Organizational Barriers to Peace? Intervening between statebuilding institutions and institutions of the state</i>	Oct. '09 London, UK
Annual Meeting of the American Political Science Association (APSA) <i>Organizational Barriers to Peace? Understanding the interaction between international peacebuilding and the countries it aims to influence & Confronting Complexity: How peacebuilding organizations adapt to dynamic post-conflict environments</i>	Sept. '09 Toronto, ON, Canada
International Studies Association (ISA) Annual Convention <i>Muddling Through: in search of peacebuilding success & Organizational Learning for Peace</i>	Feb. '09 New York, NY, USA
International Studies Association (ISA) Annual Convention <i>Peacebuilding Organizations: explaining the gap between intention and outcome & Integration's challenge: incoherence and (dis)integration in UN Post-conflict Intervention.</i>	Feb. '08 San Francisco, CA, USA
International Studies Association (ISA) Annual Convention <i>Organizational Learning: The gateway to peacebuilding success? & Deciding to Prevent Violent Conflict: Early Warning and Decision Making within the United Nations.</i>	Feb. '07 Chicago, IL, USA

Guest Lectures

Graduate Institute for International and Development Studies <i>Organizational Barriers to Peace</i>	April '09 Geneva, Switzerland
The Fletcher School, Tufts University <i>Mainstreaming Conflict Sensitivity: Organizational Challenges</i>	April '08 Medford, MA, USA
University of California, Irvine <i>International Humanitarianism</i>	Feb. '08 Irvine, CA, USA

PROFESSIONAL EXPERIENCE

EVALUATOR, GLOBAL REVIEW OF LEADERSHIP DEVELOPMENT INTERVENTIONS May '08 – Feb. '09
Fragile and Conflict-Affected Countries Team, The World Bank Washington, DC, USA

- Conducted Global Review of all eight Leadership Development Interventions funded by the Low Income Countries Under Stress (LICUS) Trust Fund and the Post-Conflict Unit (PCU), for the purpose of summarizing outcomes and distilling lessons learned for the World Bank's future work in this area. Review included field research in Timor-Leste and Burundi, and desk research on Central African Republic and Tajikistan.

CONSULTANT, CONFLICT, HUMANITARIAN, AND SECURITY DEPARTMENT (CHASE) Oct. '07
UK Department for International Development (DfID) London, England

- Developed required reading list for DfID Conflict Advisors.

- CONSULTANT, MULTIDIMENSIONAL AND INTEGRATED PEACE OPERATIONS PROJECT** Jan. – Oct. '07
Norwegian Ministry of Foreign Affairs Oslo, Norway
- Authored background paper and conference report for a series of high-level meetings on UN Multidimensional and Integrated Peace Operations.
- PEACEBUILDING CONSULTANT** April '06
Catholic Relief Services Baltimore, MD, USA
- Researched and wrote report on indicators of peacebuilding success, which was used to develop the organization's global peacebuilding strategy and a manual on monitoring and evaluating peacebuilding.
- RESEARCH FELLOW** June – July '05
National Defense University Washington, DC, USA
- Developed a new framework for coordination of US Interagency Coordination stability and reconstruction efforts.
- PROJECT MANAGER, INFORMAL JUSTICE SYSTEMS & RULE OF LAW** Sept. '03 – May '05
United States Institute of Peace & The Fletcher School Medford, MA
- Wrote concept paper, researched and selected case studies, edited and reviewed manuscripts, and supervised two research associates for an Informal Justice Systems project funded by the United States Institute of Peace (Neil Kritz). Project's Principal Investigator was Prof. Louis Aucoin, Research Professor, The Fletcher School.
- CONFLICT ANALYSIS CONSULTANT** June '04
Reflecting on Peace Practice (RPP), Collaborative Development Associates Bujumbura, Burundi
- Contributed to workshop design and compilation of joint conflict analysis conducted by the Reflecting on Peace Practice for a Burundian NGO network.
- EXTERNAL EVALUATOR, THE BURUNDI LEADERSHIP TRAINING PROGRAM** May – Aug '04
The World Bank Post-Conflict Fund Bujumbura, Burundi
- Conducted independent evaluation with Peter Uvin of the Burundi Leadership Training Program (BLTP), a training and dialogue project run by Dr. Howard Wolpe of the Woodrow Wilson International Center for Scholars (WWICS).
- AUTHOR, RESOURCE PACK ON CONFLICT SENSITIVITY** March – Sept. '03
International Alert, Saferworld and FEWER London, England
- Researched and wrote chapter on "Institutional Capacity Building for Conflict Sensitivity" for the jointly authored publication: *Conflict Sensitive Approaches to Development, Humanitarian Assistance and Peacebuilding: A Resource Pack*.
 - Helped to write definition of conflict sensitivity, develop core concept of the Resource Pack, and provided substantial feedback to other authors.
- ANALYST** July – Dec. '02
International Crisis Group Nairobi, Kenya
- Authored *A Framework for Responsible Aid to Burundi*, ICG Africa Report No. 57.
 - Conducted field research, developed analysis, wrote and edited report, briefed donors, and conducted high-level advocacy in Nairobi and Washington, DC.
- PROJECT OFFICER, REPORTING (P-3)** Feb. '01 – June '02
UNICEF Burundi Country Office Bujumbura, Burundi
- Wrote regular confidential situation analyses for UNICEF Executive Director, Carol Bellamy. Wrote UNICEF Burundi's inputs for UN Documents, including Reports of the Secretary-General.
 - Responsible for External Communications: wrote UNICEF Burundi situation reports and press releases; point of contact for international media; and shared information with other UN agencies.
 - Developed fundraising strategy, liaised with donors, developed and wrote donor proposals and reports, and supervised UNICEF contribution to the UN Consolidated Inter-Agency Appeal (CAP).
 - Contributed to the development of UNICEF's country program and projects.

- CONSULTANT, REGIONAL EMERGENCY SUPPORT AND PROTECTION UNIT** Sept. '00 – Jan. '01
UNICEF Eastern and Southern Africa Regional Office (ESARO) Nairobi, Kenya
- Focal point for ESARO Great Lakes donor reporting and Consolidated Inter-Agency Appeal (CAP).
 - Wrote concept paper on UNICEF's role in peacebuilding. Co-facilitated and organized regional protection and emergency workshops. Contributed to an internal assessment of UNICEF's emergency preparedness and response capacity.

- GREAT LAKES COORDINATION OFFICER** Sept. '99 – July '00
Forum on Early Warning and Early Response (FEWER) Nairobi, Kenya
- Assessed capacity of FEWER network of national peacebuilding and human rights NGOs in the Great Lakes Region of Central Africa. Interviewed members, donors, and observers in Kenya, Rwanda, Burundi, Tanzania, and Uganda.
 - Designed and organized two-day workshop to redefine the strategy and direction of the FEWER Great Lakes Network.
 - As Communications Coordinator, revised FEWER Strategic Plan; wrote and oversaw development of communications strategy; and edited FEWER Early Warning Reports.
 - Solicited support from international donors and UN Agencies. Raised over \$1 million in core funds.

- RESEARCH ASSOCIATE, CENTER FOR PREVENTIVE ACTION** Sept. '96 – Sept. '99
Council on Foreign Relations New York, NY
- Supervised production and supported editing of Council on Foreign Relations' series of *Preventive Action Reports* published by The Century Foundation.
 - Contributed to the development and implementation of projects on Nigeria, the South Balkans, the Ferghana Valley of Central Asia and the Great Lakes of Central Africa.
 - Managed and produced three Annual Conferences on Conflict Prevention.
 - Responsible for internal and external relations - included liaison with high-level advisory board, production of all internally produced reports and promotional materials, and management of the office.

OTHER ACTIVITIES

Editorial Contributions

- Served as external peer reviewer for *Journal of Intervention and Statebuilding*, *Journal of Peacebuilding and Development*, *Africa Peace and Conflict Journal*, and LICUS Implementation Trust Fund of the World Bank.
- Contributed content to speeches for the Norwegian Minister of Foreign Affairs, the UN Department of Peacekeeping Operations Principles and Guidelines, the UN Department of Peacekeeping Operations Benchmarking Handbook, and a Paper on Post-Conflict Capacity Building by the Bureau of Crisis Prevention and Recovery of the UN Development Program, among other policy documents.

Professional Organizations

- American Evaluation Association (AEA)
- American Political Science Association (APSA)
- Africa Studies Association (ASA)
- British International Studies Association (BISA)
- International Studies Association (ISA)
- International Political Science Association (IPSA)
- Women in International Security (WIIS)

Service

- Organized panels for International Studies Association (ISA) Annual Convention, 2007, 2008, 2009, & 2010
- Organized panel for American Political Science Association (APSA) Annual Meeting, 2009
- Developed new comprehensive exam reading list in Human Security for Dean Peter Uvin, 2008
- Co-Chair and Founder, *Fletcher Doctoral Conference*, Fall 2007
- Ph.D. Colloquium Co-Chair and Moderator, Fall 2005
- Co-Founder, *Fletcher Conference on Innovative Approaches*, Spring 2005

Professional Development

Participant

Institute for Qualitative and Multi-Methods Research (IQMR)

Jan. '08
Tempe, Arizona

Trained as Trainer

Early Warning and Preventive Measures Course

June '01
Turin, Italy

Language

- English: native
- French: spoken fluency, written intermediary proficiency
- German: basic proficiency