

Brad Tucker

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EDUCATION

Doctor of Philosophy in Social Work (PhD) August 2017

Washington University in St. Louis

Research Focus: Organizational Development, Organizational Sustainability, Leadership/Management, Capacity Building, and Community Philanthropy

MSW in International Social & Economic Development May 2001

Washington University in St. Louis

Bachelor of Science in Foreign Service August 1993

Georgetown University

Concentration: International Relations, Law & Organization

Honors Certificate: African Studies

Africa Prize: Academic Excellence in African Studies & Writing a Superior Senior Thesis

ACADEMIC AWARDS & HONORS

Chancellor's Graduate Fellowship August 2013-August 2017

Full scholarship/stipend awarded to outstanding students.

Washington University in St. Louis

PhD Fellow August 2013-August 2017

Kathryn M. Buder Center for American Indian Studies

Washington University in St. Louis

Research Associate January 2014-October 2015

Social Systems Design Lab ♦ Brown School of Social Work

Washington University in St. Louis

Washington University Graduate Scholarship August 1999-2001

Brown School of Social Work

Washington University in St. Louis

Africa Prize May 1993

Awarded for academic excellence in African Studies and for writing a superior Senior Thesis.

Georgetown University

PROFESSIONAL PROFILE

Training, Teaching, Learning Facilitation

- Teach & co-teach, as a full-time faculty member, several graduate level courses in *International Social and Economic Development*, *Nonprofit Management*, and US-focused *Community Practice for Social Change*.
- Teach graduate courses as an adjunct professor when requested by other institutions.
- Re-designed graduate course on *Anti-Poverty Strategies for Social Workers*.
- Designed and taught a graduate-level community development course (40 content hours) including an intensive module on micro-finance.
- Developed a suite (18-30 content hours) of comprehensive HIV/AIDS awareness, prevention and response training workshops to fit a variety of situations and levels of experience/expertise.
- Facilitated and Co-Facilitated numerous HIV/AIDS awareness, prevention and response training workshops throughout Sub-Saharan Africa over a 6-year period.
- Co-Developed a comprehensive professional development course (18 content-hours) focused on project management and best-practice principles of community development. Co-Facilitated this course multiple times throughout Africa over a 3-year period.
- Provided content-development and training consulting to colleagues and numerous organizational partners designing/revising professional development programming.
- Taught several undergraduate level courses in Community Service and Community Leaderships – Johannesburg, South Africa.

Leadership & Management

- Served as elected-member of The Mandel School's Steering Committee at Case Western Reserve University.
- Directed USAID's regional implementation of an agency-wide reform initiative that focused on increasing funding of locally developed responses to socioeconomic challenges and capacity building of host-country government agencies and local organizations.
- Managed budget development and coordinated implementation adherence for USAID's regional programming totaling over \$75 million USD per year throughout East Africa.
- Advised regional and country-specific program teams in program planning, budget management, monitoring/reporting, and liaison with government and donor partners.
- Served as Deputy Director, with an extended period as Acting Director, of an 11-member team leading to more effective program & budget planning and improved customer focus.
- Directed an integrated HIV/AIDS and community development initiative providing program development and implementation consulting to a network of local partners in 15 countries in Africa.

Strategic Thinking & Planning

- Managed team-based development of USAID's 5-year regional development and cooperation strategy for East and Central Africa.
- Formulated a continent-wide strategic response to the HIV/AIDS crisis in Africa based on field-partner strengths and key positions of influence in community.
- Advised domestic and international leadership teams regarding strategic best practice in HIV/AIDS.

Evaluation & Performance Management

- Coordinated the completion of comprehensive program plans and reports for submission to the *United States Congress* 4-times per year.
- Led USAID's program portfolio review of East Africa programming to assess implementation progress, development impact and identify opportunities for improvement.
- Designed & conducted a client satisfaction survey for a St. Louis-based community development corporation. Submitted written discussion and statistical analysis of results to appropriate personnel.

Developing People & Building Teams

- Fostered synergy and maintained positive relationships with stakeholders through promotions, resource development and networking with organizational constituencies.
- Provided individual crisis counseling and solutions-focused brief therapy.
- Completed psychosocial assessments and provided after-care planning/case management working with an inpatient mental health services provider.

PROFESSIONAL CONSULTING

Trainer/Facilitator, World-Wide Training Team United States Agency for International Development (USAID) (Implementer: RTI International)

October 2018-Present

Lead or Co-Lead a suite of courses that are offered to USAID staff around the world by the Agency's Human Capital and Talent Management Division. Courses include, Introduction to the Program Cycle (IPC), Budget and Resource Management Training (BRMT), Program Design (PD) & Activity Design & Implementation (ADI).

- *Program Design* – USAID/Regional Development Mission for Asia, Bangkok, Thailand. December 16-20, 2019.
- *Program Design* – USAID/Regional Mission for Southern Africa, Pretoria, South Africa. April 1-5, 2019.
- *Program Design* – USAID/Regional Development Mission for Asia, Bangkok, Thailand. March 18-22, 2019.

Consultant/Trainer

January 2020-June Present

University of Missouri (MU), Extension Services

Working in partnership with MU's community development extension services in southeast Missouri (SEMO), designed and facilitated a community planning and organizing training for attendees of the Annual 4-H Southeast MO Regional Energizer. Following the training, teams of attendees were prepared to submit proposals to MU-Extension Services for small grants to carry-out community development projects in the communities where they live. Provide ongoing consultation and training to SEMO MU-Extension Services as needed.

Consultant/Trainer

June 2018-June 2019

Sanford Research/Sanford Heath - Sioux Falls, SD

Designed and facilitated an on-site 3-day workshop to train a research team supervised by Dr. Arielle Deutsch in the effective use of CBSD methodology in community-based participatory research (CBPR). Provided consultation to Dr. Deutsch's team, as needed, regarding the effective incorporation of Community-Based System Dynamics (CBSD) into research and community-based work.

Research Consultant

April 2016-January 2018

Aga Khan Foundation - East Africa

Developed and completed a research project that was adopted as the core component of the foundation's Yetu Initiative's research and learning agenda. Led the implementation team.

Facilitator/Trainer

October 2015

PACT Ukraine

Developed workshop and trained HIV/AIDS program team in Group Model Building.

Facilitator/Trainer

June 2015

Aga Khan Foundation - East Africa

Developed workshop and trained headquarters' staff in Group Model Building.

Co-Facilitator/Trainer

February 2015

PACT International

Developed workshop and trained headquarters' staff in Group Model Building.

TEACHING & TRAINING EXPERIENCE

Assistant Professor of Practice

July 2017-July 2019

The Brown School - Washington University in St. Louis

Courses Taught: International Social & Economic Development Policy; International Social & Economic Development Theory; Management & Leadership in International Organizations; & Leading and Managing Employees, Volunteers & Teams

Assistant Professor

July 2017-July 2019

The Mandel School - Case Western Reserve University

Courses Taught: Nonprofit Program Design; Nonprofit Organization & Management; Policy for Community Practice & Social Change; Global Anti-Poverty Strategies; Theory for Community

Practice & Social Change; & Culture, Institutions & Development in West Africa (International course in Ghana.)

Adjunct Professor August-December 2018
The Brown School - Washington University in St. Louis
Course: Development Practice in International Settings

Graduate Teaching Assistant January 2017-May 2017
The Brown School - Washington University in St. Louis
Course: Global Anti-Poverty Interventions
Professor: Dr. Carolyn Lesorogol

Lead Instructor January-May 2015
The Brown School - Washington University in St. Louis
Course: Community-Based System Dynamics: A System Dynamics Method for Facilitating Organizational & Team Learning

Graduate Teaching Assistant August-December 2014
The Brown School - Washington University in St. Louis
Course: Development Practice in International Settings
Professor: Dr. Carolyn Lesorogol

Graduate Teaching Assistant January-May 2014
Washington University in St. Louis
Course: Global Anti-Poverty Interventions
Professor: Dr. Carolyn Lesorogol

Program/Project Development Officer March 2011-June 2013
United States Agency for International Development (USAID)
Developed and conducted in-service training sessions to educate staff regarding the adoption of agency programming policies and guidelines.

Administrator December 2002-May 2008
Cry Africa
Designed and conducted HIV/AIDS and community development training courses in 6 countries in Africa.

Program Specialist May 1996-June 1998
Southern Africa Regional Office/AGWM
Taught human/social service Associate of Arts courses at 4 extension sites. Johannesburg, South Africa.

RESEARCH EXPERIENCE

Primary Investigator ♦ Washington University in St. Louis April 2016-May 2017
Doctoral Dissertation Study: A Context and Stakeholder Focused Exploration of the Sustainability of Local Organizations in Development.
An Action Research project implemented in partnership with the Aga Khan Foundation East Africa, Nairobi, Kenya

Through the use of qualitative, action research and systems science-based methods, this project:

- Developed a contextually driven conceptualization of organizational sustainability/effectiveness from the perspectives of key organizational stakeholders.
- Determined to what extent, and with what degree of success, Kenyan NGOs/CSOs employ community philanthropy as a fund-raising and/or organizational development strategy?
- Developed in depth profiles of Kenyan philanthropists – individuals, corporations, organizations, etc.

Research Assistant ♦ Washington University in St. Louis January 2014-May 2017
Cultural Evolution of Religion Research Consortium Project: The Evolution of Religion & Morality
Co-Investigator: Dr. Carolyn Lesorogol
Multi-University, Multi-Site International Research Consortium.

- Completed extensive data collection in Samburu County, Kenya through qualitative interviews and experimental games used in behavioral economics.
- Data analysis, compilation and drafting of report in progress.

Research Associate ♦ Washington University in St. Louis Sep. 2014-Dec. 2015
Social Systems Design Lab (SSDL)
Senior Scholar: Dr. Wolfgang Munar

- Conducted exploratory research and planning related the establishment of a global health and development partnership between various departments of the university, private corporations and international development organizations.

Research Assistant ♦ Washington University in St. Louis January-May 2014
Center for Social Development (CSD)
Principal Investigator: Dr. Michal Grinstein-Weiss
Refund to Savings Initiative (R2S). R2S is the largest saving experiment conducted in the US to date. R2S builds a saving-promotion experiment into the free online edition of TurboTax. R2S experiments measure the effect of interventions informed by behavioral economics that seek to increase saving at tax time.

- Co-authored CSD Policy Brief 14-13 highlighting policy implications of findings from the R2S initiative regarding the impact of emergency savings on low-income households in the US.

PUBLICATIONS & PRESENTATIONS

Book Chapter

Barton, S., **Tucker, B.**, & Lough, B. (2017). *Host organization perspectives of volunteer traits: Implications for selection and training.* In Ngho Tong (Ed.), *Transforming society.* London: Routledge.

Policy Brief

Grinstein-Weiss, M., Russell, B., **Tucker, B.**, Comer, K. (2014). *Lack of emergency savings puts American households at risk: Evidence from the Refund to Savings Initiative* (CSD Policy Brief 14-13). St. Louis, MO: Washington University, Center for Social Development.

UNIVERSITY SERVICE

- Member** August 2019-Present
Advisory Council for Global Programs
The Brown School ♦ Washington University in St. Louis
- Member** (Elected by the Constituent Faculty) August 2018-July 2019
Steering Committee
The Mandel School ♦ Case Western Reserve University
- Member** August 2018-July 2019
Sears Think[Box] Steering Committee
Case Western Reserve University
The Think[Box] is the university's complete ecosystem promoting multi-dimensional innovation and entrepreneurship by supporting venture creation through ideation and design resources, fabrication and prototyping equipment, and legal and business services to the greater Cleveland community.
- Member / Management and Organizational Development Expert** August 2018-July 2019
Center on Trauma and Adversity
The Mandel School ♦ Case Western Reserve University
- Member** October 2017-July 2019
**Collective Action Toward Social Justice
& Lead Organizer of Black History Month Initiatives**
The Mandel School ♦ Case Western Reserve University

Cohort Representative
Administrative Committee, Doctoral Program in Social Work
The Brown School ♦ Washington University in St. Louis

August 2013-May 2017

SPECIALIZED SKILLS & COMPETENCIES

Languages

English, French, Mooré, Indonesian

Statistical Analysis Software

SAS, SPSS

Qualitative Analysis Software

MAXQDA

Specialized Methods

Participatory Action Research,
Community-Based System Dynamics

- Extensive international and cross-cultural experience.
- Experienced in adult/participatory learning methods.

Feedback from Workshop Participant

“Excellent facilitation skills observed in discovery/participatory learning/teaching. Contextualization and experiential examples really added to the discussion. Very practical. Excellent presentation. Conclusion concise.”

EMPLOYMENT HISTORY

The Brown School – Washington University in St. Louis <i>Assistant Professor of Practice</i>	St. Louis, Missouri	July 2019 - Present
The Mandel School – Case Western Reserve University <i>Assistant Professor</i>	Cleveland, Ohio	July 2017- July 2019
United States Agency for International Development (USAID) <i>Director, USAID Forward Unit</i> <i>(US Foreign Service Officer)</i>	Nairobi, KENYA	August 2012 - June 2013
United States Agency for International Development (USAID) <i>Deputy Director, Program Development & Implementation</i> <i>(US Foreign Service Officer)</i>	Nairobi, KENYA	March 2011 - August 2012
United States Agency for International Development (USAID) <i>Program/Project Development Officer</i> <i>(US Foreign Service Officer)</i>	Jakarta, INDONESIA	May 2008 - March 2011
Cry Africa <i>Administrator</i> <i>(Based in the US with extensive travel throughout Africa.)</i>	Springfield, Missouri	December 2002 - May 2008
Cox Health Systems <i>Social Worker</i>	Springfield, Missouri	February- November 2002
The Brown School – Washington University in St. Louis <i>Research Assistant (Graduate Practicum)</i>	St. Louis, Missouri	May-August 2001

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CURRICULUM VITAE – Page 9

Life Crisis Services <i>Crisis Counselor (Graduate Practicum)</i>	St. Louis, Missouri	January-May 2001
Justine Petersen Housing & Reinvestment Corporation <i>Loan Counselor</i>	St. Louis, Missouri	January- December 2000
International Ministries/AGWM <i>Program Specialist</i>	Springfield, Missouri & Johannesburg South Africa	May 1996 - August 1999
Overseas Council International <i>Administrative Consultant</i>	Bangui, Central African Republic	June 1994 - October 1995