

**Donna Hicks**  
**Weatherhead Center for International Affairs**  
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## **EDUCATION**

### **Post-doctoral Fellow (1991-1993)**

Harvard University, Department of Psychology, Cambridge, Massachusetts. Under the supervision of Professor Herbert Kelman, Director of Program on International Conflict Analysis and Resolution.

### **Doctor of Philosophy (1991)**

University of Wisconsin - Madison, Department of Educational Psychology (Human Development), Madison, Wisconsin.

### **Master of Social Work (1988)**

University of Wisconsin, Madison, Wisconsin

### **Master of Science (1987)**

University of Wisconsin - Madison, Department of Educational Psychology (Human Development), Madison, Wisconsin.

### **Bachelor of Arts (1983)**

University of Wisconsin - Madison, Department of Psychology, Madison, Wisconsin

## **AWARDS**

1982 Phi Beta Kappa

1990 Dissertation Fellowship Award

## PROFESSIONAL EXPERIENCE

**1995 - Present:**                    **Associate at the Weatherhead Center for International Affairs, Harvard University, Cambridge, Massachusetts.**

**Chair, Herbert C. Kelman Seminar on International Conflict**, co-sponsored by the Nieman Foundation for Journalism, the Joan Shorenstein Center on the Press, Politics and Public Policy, and the Program on Negotiation at Harvard Law School. The seminar focuses on the relationship between the media and conflict resolution community.

**Visiting Professor at Columbia University, New York, New York.** Teach a three-day course entitled, *Healing and Reconciling Relationships in Conflict: A Dignity Approach*. The course is offered both spring and fall semesters.

**Consultant and Speaker:** Private consulting practice that highlights the Dignity Model and how to apply it to the workplace, schools, faith communities and organizations. As a conflict resolution specialist, I conduct lectures, dignity workshops, and trainings in conflict resolution and post-conflict reconciliation, worldwide.

**Consultant to the BBC:** Co-facilitated face to face encounters between victims and perpetrators of the Northern Ireland conflict with Archbishop Desmond Tutu. The encounters were made into three television programs, *Facing the Truth*, aired in March 2006 throughout the UK and on BBC World.

**Consultant to Clergy Leadership Project (CLP) Trinity Church, Wall Street:** Conducts dignity workshops for the Episcopal Church's CLP.

1995 – 2006

**Clark University, Worcester, MA.  
Adjunct Faculty**

Taught a graduate seminar in negotiation and mediation in the International Development Department.

1995 – 2004

**Weatherhead Center for International Affairs, Harvard University** Cambridge, Massachusetts

**Deputy Director**, Program on International Conflict Analysis and Resolution (PICAR). PICAR was dedicated to the development, study and application of a scholar/practitioner approach (Interactive Problem-Solving) to interstate and intercommunal conflict. Duties included research, theory building, teaching/training, and third-party facilitation. I have been a member of the third party in numerous dialogues with political leaders in the Middle East, Sri Lanka, Colombia, the Balkans, Northern Ireland and US/Cuba.

**Department of Psychology, Harvard University,**

Cambridge, Massachusetts. Co-taught a graduate seminar entitled, *International conflict: Social psychological approaches*, with Professor Herbert Kelman.

**Consultant:** USAID project in Sri Lanka that provided technical assistance to the Sri Lankan Government negotiators in their preparation for negotiations with the Tamil Tigers.

**Consultant:** Colombian Department of Defense. Facilitated a dispute between the Colombian military and the civilian Department of Defense.

**Consultant:** For seven years, conducted week-long educational seminars in conflict resolution and relationship building in Greece for emerging leaders in Southeast Europe and the Middle East.

**Consultant:** Conducted week-long educational seminars in conflict resolution for three years at Tubingen University in Tubingen, Germany.

**Chair, Theory & Practice Committee:** As a founding member of the Board of the Alliance for Peacebuilding, chaired the Theory and Practice Committee, which examined the state of the art thinking in our understanding of the causes of international conflict and ways to resolve it.

**1993-1995:** **Center for Policy Negotiation**, Boston, MA.  
**Senior Associate**, Project Director of an international collaborative project examining xenophobia and violence in ethnic conflict and the design of conflict intervention and training strategies.

**May-August 1993:** **United Nations Transitional Authority in Cambodia**, Phnom, Penh, Cambodia.  
**Director**, Human Rights Education Project. Taught a series of human rights education workshops in Phnom Penh and in remote villages in the outer provinces of Cambodia.

**1987-1989:** **University of Wisconsin - Madison**, Madison, Wisconsin  
**Assistant Dean**, Advised and counseled both graduate and undergraduate students in personal and academic affairs.

#### **RECENT PUBLICATIONS:**

Hicks, Donna (2011). *Dignity: The Essential Role it Plays in Resolving Conflict*. Yale University Press. (Paperback published in January 2013)