

Email: asalzarulo@uri.edu or ann.salz@gmail.com

Telephone: (401) 269-9658

EXPERIENCE

UNIVERSITY OF RHODE ISLAND (2014 – Present) Part-time Faculty since fall, 2014 and Coordinator, Harrington School of Communication and Media since 2015. Selected as team-building facilitator and travel course TA to Central America. Employing rights-based methodologies of participation and constructive engagement.

URI courses taught: Seven sections of Communication Fundamentals, COM 100 since Fall 2014. Worked with Communication Studies Department and Basic Course Director to include Global Responsibility as a learning objective for Com 100, initiated in 2016. Taught one section of PRS 100, Introduction to Public Relations, Spring 2017, with an International focus, including International Policy, Environmental/Social Resilience and Post-Disaster Crisis Management case studies from field experience.

OTHER TEACHING/TRAINING EXPERIENCE

Invited lecturer at Iowa University on Resilience, International Relations with Michael Zmolek. Also invited by global universities, governmental and non-governmental institutions on effective cross-cultural communication, effective communication for management and team building, the writing of grants, life skills for international students, persuasive writing in English, evaluation, and strategic planning. Georgetown University, Berkshire Community College, Blackstone Academy, Institutes in Guatemala, the Dominican Republic, Mexico, Ecuador, Peru, Ethiopia, Indonesia. Forged a partnership between Plan International and Southern New Hampshire University to provide mid-career professional change makers from the developing world tailored courses on methods, metrics, sustainable development, global policy and global leadership.

INTERNATIONAL CONSULTANCY (September, 2011 – Present) Invited to lecture and facilitate international training of field staff working toward sustainable development goals of the United Nations. Trained in Freire pedagogy, inquiry and participation methods in Latin America with extensive experience working with academics, managers, undergraduate students, youth of all ages and community leaders and activists from over 40 countries worldwide.

EXPERIENCE WITH GLOBAL COMMUNICATION AND POLICY

Worked with local, national and international government and non-profit organizations in Public Relations and Communication role as well as in Executive Management and Education. Wealth of experience with effective group and team communication in a myriad of cultural contexts. Experience working with mega foundations, large and small corporations and small and large non-profit groups. Established cross-cultural, multi-lingual, regional and global programs with nine different government agencies from every continent (Japan, Australia, Spain, the Netherlands, France, Sweden, Norway, Finland, US, Canada, Ecuador, Guatemala, Mexico, West Africa Regional, Indonesia, Ireland and the UK).

OXFAM CANADA, Strategic Consultant and Trainer. Strategic Program Development training for regional program staff in eight countries. Duties include capacity assessments, management and staffing recommendations, hands-on facilitation of multi-affiliate capacity building modules with local staff and partners. Duties include verification of fundraising strategies, donor visitation on site with affiliates, as well as program development of specific concept

notes for donor presentation. The work is strategically aimed to bring organizational change to bring Canada forward as the Gender specialist among 17 affiliates.

OXFAM INTERNATIONAL. Fixed Contract, Boston, Massachusetts. Strategic and operational management support to open a new area of work with the international confederation of Oxfam with 17 affiliates. Duties include creating a growth strategy for US foundation support to confederation programming and ensuring adherence to a donor access policy intended to coordinate shared strategic growth across the confederation.

GLOBAL COMMUNICATION MANAGER, Plan Guatemala. Country Management giving strategic and operational management support and training to all work areas related to participatory and educative communications, program development, peace building, youth empowerment and grants making. Enhance levels of integration among teams and deepen levels of engagement of child sponsors and sponsored families to promote child rights.

GLOBAL COMMUNICATION MANAGER, Plan Dominican Republic. Country Management Team member giving strategic and operational management support to all work related to innovative social service programs, program development, sponsorship and grant-funded initiatives.

TEAM MANAGING DIRECTOR/COMMUNICATION AND PROGRAM DEVELOPMENT, PlanUSA in Warwick, RI (1993 - 2004). Senior management position and Development Education post with PlanUSA, a \$ 280 million/year international child-centered community development organization operating in over 60 countries.

INDEPENDENT CONSULTANT, International Program Development, San Diego, California (1990 - 1993) **Cross-Border Networks**. Served as liaison between private, nonprofit and donor communities across the California Mexico border to initiate the first cross border NGO Coalition that has thrived over the years. Worked with international student groups to break down stereotypes and barriers of discrimination. Conducted first participatory evaluations of Northern Mexico women's community banks with the Foundation for International Community Assistance (FINCA).

GEORGETOWN UNIVERSITY AND BERKSHIRE COMMUNITY COLLEGE

INTERNATIONAL LIAISON, CENTRAL AMERICA AND THE CARIBBEAN, USAID and Georgetown University, Washington, D.C. (1985 - 90). / **Team Management**. Experienced Facilitator and capacity builder in leadership and compliance, served as liaison between USAID and Jesuit networks to reach marginalized communities in 14 nations of Central America and the Caribbean. Worked with local, national and international teams, corporate business leaders and community members to build long-standing support for sustainable job placement and mentorship activities. Designed, initiated and directed US Agency for International Development-funded participant training education program. Served as liaison with fourteen USAID missions. Established student recruitment, selection and placement policies, procedures and priorities to recruit rural youth of ethnic minorities from families with scarce economic resources

DIRECTOR, Central American Scholarship Program (CASP) a USAID earmark program). Berkshire Community College, Pittsfield, MA (1983 - 1985). Introduced international education to a small community college in western Massachusetts. Negotiated cooperative funding and in-kind support from the college, the State of Massachusetts and local Congressional representatives. Duties included establishing an ESL program, community advisory committees, developing an appropriate rural community health curriculum, student advising, special event planning, supervision of host families, community support, public relations, implementation and evaluation of academic and extra-curricular leadership programs.

RURAL ON-SITE COMMUNITY DEVELOPMENT COORDINATOR, American Friends Service Committee, Philadelphia PA. And the Asociación Sonorense de los Amigos, Hermosillo, Sonora Mexico (1983 - 1986). Directed community-initiated development in five rural areas of Sonora and Chihuahua, Mexico. **Community organization/mobilization**. Served as on-site coordinator of AFSC initiatives in grass roots participatory development programs in gender equity, child health, solar energy and sustainable agriculture.

EDUCATION

- M.A. 1994 from Monterey Institute of International Studies, Monterey, CA in International Policy/Latin American Economic Development. Monterey, California
- B.A.1980 from Texas Christian University. International Studies/Latin American Studies. Fort Worth, Texas

OTHER POST-GRAD WORK

- 2018 Online Blended Workshop for Faculty members, URI
- 2015, Published research on Global Resilience and Empowerment with Norbert Mundorf, China Media Review.
- 2013 Course E 075: Human Trafficking and Smuggling 17 April – 28 May. Dr. Kirill Boychenko and Dr. Veerendra Mishra. Level Course. Human Rights Education Association, Cambridge, Massachusetts.
- 2008 Child Rights Monitoring Graduate – Level Course. Human Rights Education Association, Cambridge, Massachusetts. Certification: Monitoring Convention on the Rights of the Child
- 1993-4 Immigration Law Migrant Rights Advocate Certificate program graduate. San Diego, California
- 1990 - Present: Yearly Training workshops/professional development. Guatemala City, Panama City, Santo Domingo, Washington, D.C., New York, Boston, Massachusetts.
- Yearly courses include focus on resilience, youth leadership and empowerment, government compliance, team management, gender perspective, counseling victims of violence, food security/resilience, humanitarian response and security standards.

AFFILIATIONS/AWARDS/PUBLICATIONS

- Submitted article for peer review of journal article at Eastern Communication Association Convention: Resilience and Social Change in India
- Co-author of journal article, Resilience and Empowerment in Sustainable Development. China Media Review
- Author of Cross-Cultural Witness Guide for Central America
- Author, Grassroots Development, Monterey Review and Monday Developments
- Author, Policy and Implementation manuals for development project administrators and community members
- Selected for Who's Who American Women (1993)
- Selected workshop leader on Quaker values, Providence Friends Meeting, 2010
- Elected Member, US Board of Directors, Society for International Development (SID)
- Founder and President of first Bi-National Chapter of the Society for International Development Mexico/US
- Selected to initiate first Bi-National program Haiti/Dominican Republic for Plan International
- Elected Member, Board of Directors, San Diego Interfaith Task Force on Central America
- Global Policy Chair, Former VP, Women's Equity Council Executive Committee, United Nations Association
- Elected Member, Spanish Language Honorary Society

- Selected for Southern Poverty Law Center Wall of Tolerance (1999 – present)