

**SUSAN E. PENKSA, Ph.D.**  
CURRICULUM VITAE

**CONTACT INFORMATION**

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**PROFESSIONAL SUMMARY**

Dr. Susan E. Penksa is Professor and Chair of the Political Science Department at Westmont College; Senior Associate at the Institute for European Studies in Brussels, Belgium; and an international security & development specialist. With over fifteen years of applied research and field experience, Dr. Penksa has a consulting practice with national governments, international organizations and NGOs. Her consulting work includes an impact analysis for the EU Police Mission in Bosnia and Herzegovina; advising the US Mission to the EU on crisis management strategies and security sector reform in Afghanistan; a project for USAID-Pakistan on gender and development; and a consultancy for the US Army Combat Studies Institute on post-conflict military reform.

Dr. Penksa is a frequent contributor to strategic dialogue on global security and international development. She has been an invited speaker of the Austrian Presidency of the EU (2006), the Slovenian Presidency of the EU (2008), the European Parliament (2008), the International Civilian Office/EU Special Representative in Kosovo (2008), the UK Embassy, Washington, D.C. (2009), DCAF (2010), the European Policy Centre (2010), NATO (2012), the EU Police Mission (2012), Heinrich Boll (2012) and the EU External Action Service (2012). Dr. Penksa's publications and invited presentations focus on global security; European Union foreign, security and defense policy; American foreign policy; crisis management, post-conflict stabilization, peace-building and conflict transformation; civil-military relations; democratization, governance and security sector reform; and gender as a cross-cutting issue of security and development.

Dr. Penksa is the recipient of the 2004 Westmont College Teaching Award and the 2005 Westmont College Faculty Research Award. In 2005, she served as a Visiting Research Fellow at the Centre for European Policy Studies (CEPS) in Brussels, Belgium. In 2007-2008, Dr. Penksa received a United States J. William Fulbright Fellowship to Bosnia and Herzegovina. As a Fulbright Scholar, Dr. Penksa taught the first course on the European Union at the University of Sarajevo and conducted a research project on security system reform. Dr. Penksa was awarded a Follow-on Fulbright Award to Bosnia Herzegovina in 2010. In 2010, Dr. Penksa served as a Visiting Fellow at the Institute for European Studies (IES), the Free University of Brussels, Belgium. In 2012, she was invited to become a Senior Associate of the IES. Most recently, Dr. Penksa co-authored a book (with Roy H. Ginsberg) on *The European Union in Global Security: The Politics of Impact*, released by Palgrave Macmillan in 2012 and with a foreword by Javier Solana. In 2012, she is speaking at book launch events in Europe and the United States.

**EXPERTISE:** European and American foreign, security and defense policies; crisis management; post-conflict stabilization; democratization, governance and security system reform; peace-building and conflict transformation; human security; DDR; civil-military relations; international development; and gender as a cross-cutting issue of security and development

**SKILLS:** research and analysis; strategic planning and consulting; training; capacity-building; stakeholder management; institutional and capacity assessments; program design and implementation; monitoring and evaluation

**FIELD WORK:** Belgium, Bosnia and Herzegovina, Croatia, France, Republic of Georgia, Germany, Kosovo, Northern Ireland, Pakistan, and the United Kingdom

## EDUCATION

Ph.D., May 7, 2000, Political Science, Miami University, Oxford, Ohio

- **Dissertation Title:** *Deepening the Union: Building a Structure of Security Cooperation in the European Union*
- **Ph.D. Examination Fields:** Comparative Political Analysis; Comparative European Politics; International Relations Theory; and Comparative Foreign Policy  
**Cognate Area:** European History  
**Foreign Language:** French

M.A., May 8, 1994, Political Science, Miami University, Oxford, Ohio

B.A., Cum Laude, May 16, 1992, Political Science, Gordon College, Wenham, Massachusetts

## PROFESSIONAL POSITIONS and FELLOWSHIPS

- **Professor, 2008-current; Associate Professor with tenure (2002-2008); Assistant Professor (1997-2002).** Westmont College, Department of Political Science.  
**Courses taught:** *International Politics, International Organizations and Law, Post-Cold War Politics, Comparative Foreign & Security Policies, The Transatlantic Seminar on European Union, European Politics, Sex, Gender and Power, International Development*
- **Senior Associate, Institute for European Studies, Brussels, Belgium, 2012-Current**
- **Chair,** Department of Political Science, Westmont College, 2008-Current.
- **Visiting Fellow, The Institute for European Studies, Brussels, Belgium, January-July 2010.**
- **J. William Fulbright Scholar to Bosnia and Herzegovina, Follow-On Award, 2010.**
- **J. William Fulbright Scholar to Bosnia and Herzegovina, Researcher and Lecturer, The University of Sarajevo,** Department of Political Science, August-December 2007. Professor of Course on *"The Contemporary Politics of the European Union"*.
- **Adjunct Professor, The University of Sarajevo,** Department of Political Science, 2008-present.
- **Visiting Research Fellow, Centre for European Policy Studies (CEPS), Brussels, Belgium, Summer 2005.**
- **Director and Chair,** Department of Off-Campus Programs and Study Abroad, Westmont College, 2000-2001.
- **Co-Director, The Transatlantic Seminar on European Union,** Department of Political Science, Miami University, 2000 – 2003; Guest lecturer 2004-current.

## **CONSULTING and PROJECT EXPERIENCE**

### ***Consultant, Global Security and International Development, 2000-Present***

- Provides strategic advice on best practices in conflict transformation; security system reform; post-conflict stabilization; the Common Security and Defense Policy (CSDP) of the EU; transatlantic security; crisis management; gender mainstreaming; and stakeholder cooperation

### ***Consultant, The EU Police Mission in Bosnia and Herzegovina and The EU Institute for Security Studies, Seminar on "The Impact of the EUPM in BiH from 2002-2012", 6-8 June 2012, Sarajevo, BiH***

- Provided analysis of the *Impact of EUPM and Lessons Learned for the Future*, participated in the seminar and commissioned to write an article for an EUISS/EUPM publication

### ***Consultant, The United States Army, Combat Studies Institute, 2012***

- Contributor to a study on DDR (disarmament, demobilization and reintegration) in post-conflict countries
- Author of the section on DDR in Bosnia and Herzegovina from 1995-2012

### ***Consultant/Trainer, DCAF and the FDFA of Switzerland, 29 June 2010, Geneva, Switzerland***

- Served as an expert consultant for *The Whole of Government Course on Security Sector Reform and Governance*
- Provided expertise on *The European Security Strategy and the Western Balkans* for government officials from SE Europe

### ***Consultant/Trainer, DCAF, 5 May 2010, Brussels, Belgium***

- Provided expertise on the topic of *Peace Support Operations: A Comparative Presentation of the EU, NATO and UN Frameworks*, for the DCAF Capacity Building Workshop, "Young Faces Conference 2010: Peace Support Operations and the EU"

### ***Consultant, U.S. Mission to the European Union, Brussels, January-July 2010; May-July 2009; May-June 2008; May-June 2007 and June-July 2006***

- Advisor on security sector and rule of law reforms in Afghanistan, Kosovo, and Bosnia and Herzegovina
- Advisor on U.S.-EU-NATO capability development and security and defense cooperation in crisis response and stabilization
- Stakeholder intermediary
- Designed strategic action plan for "Creating the Conditions for an Effective Rule of Law Mission in Afghanistan" and conceptualized the breakthrough strategy for stimulating US support for the deployment of the EU police mission in Afghanistan (2006)

### ***Member, Gender and Security Sector Reform Working Group, UN-INSTRAW and DCAF, 2007-Current***

- Provided advice on projects and publications focused on gender and security sector reform

### ***Consultant, The European Parliament, Brussels, Belgium, 10-11 and 17 September 2008***

- Provided a briefing on *US-EU Security Relations* for an informal meeting at The European Parliament, 10 September 2008, Brussels, Belgium
- Provided an expert presentation on *EU Operations in the Balkans* for the Subcommittee on Security and Defense, The European Parliament, 11 September 2008, Brussels, Belgium

- Presented “*Ingredients for a Comprehensive Strategy-the Way Forward*” at The Green Conference: The European Security Strategy revised”, A Greens/EFA Conference, Hosted by MEP Angelika Beer, 17 September 2008, Brussels, Belgium (presentation published in German).

***Consultant, The Slovenian Presidency of the EU and The EU Police Mission, 5-6 June 2008, Sarajevo***

- Provided an expert presentation to a group of EU and BiH officials on *Lessons Identified from Bosnia and Herzegovina: Strategies for Developing Domestic Reform Agendas*, at the “Seminar on Police Reform in BiH: Security Sector Reform and the Stabilization and Association Process”, BiH (presentation published in English and Bosnian-Croatian-Serbian).

***Consultant, The International Civilian Office/EU Special Representative, Pristina, Kosovo, June 19, 2008***

- Advised ICO/EUSR staff on identified lessons from international and European stabilization efforts in Bosnia-Herzegovina and recommended strategies for increasing the sustainability of reforms in Kosovo

***Fellow, J. William Fulbright Scholar to Bosnia and Herzegovina, Sarajevo, August-December 2007***

- Project Title: “*Security Sector Reform in Bosnia and Herzegovina: Assessing Issues of Local Ownership and International Partnership*”
- Author of a study evaluating security sector reform in Bosnia and Herzegovina and Kosovo with a focus on the EU role
- Co-author of a project analyzing militarized law enforcement in peace operations

***Consultant for USAID-Pakistan/JE Austin Associates, Balakot, Islamabad, Karachi and Lahore, January-February 2007***

- Conducted and co-authored a Scope of Work (SOW) on Gender Mainstreaming in USAID-Pakistan and Gender Intelligent Work of the Economic Growth Department (EG) for USAID-Pakistan
- Provided an assessment of the obstacles and constraints inhibiting women’s economic participation and evaluated the opportunities for engendering economic growth projects in the Pakistani context

***Independent Evaluator of Security System Reform in Bosnia and Herzegovina, Brussels and Sarajevo, 2002-2006. Completed August 2006***

- Author of a four year assessment of the EU Police Mission and ESDP in BiH (*Policing Bosnia and Herzegovina 2003-2005: Issues of Mandates and Management in ESDP Missions*, The Centre for European Policy Studies)
- Provided policy advice on best practices in security system reform

***Co-Director and Trainer, (With Javier Nino Perez of the European Commission), INCORE (International Conflict Research Project co-sponsored by the United Nations University and the University of Ulster), Northern Ireland, 13-17 June, 2005***

- Developed and directed a week long training program for international officials regarding “EU Policies and Activities in Peace Building, Crisis Management and Resolution”

***Policy Advisor, European Peacebuilding Liaison Office (EPLO), Brussels, Belgium, July 2005***

- Consultant on EU policies and practices in conflict prevention, crisis response and post-conflict transitions; ESDP; and EU-NATO-UN relations

## **PUBLISHED BOOKS**

- Roy H. Ginsberg and Susan E. Penksa, *The EU in Global Security: The Politics of Impact*, Palgrave Studies in European Union Politics, Palgrave Macmillan Publishers, 2012.

## **INVITED BOOK PRESENTATIONS AND POLICY EVENTS**

- *Waterstones Bookstore*, Brussels, Belgium, 6 November 2012
- *The EU External Action Service (EEAS)*, Brussels, Belgium, 6 November 2012
- *The Institute for European Studies*, Brussels, Belgium, 22 June 2012
- *NATO Headquarters*, Brussels, Belgium, 20 June 2012
- *The EU Delegation to Bosnia and Herzegovina and the US Embassy to Bosnia and Herzegovina*, Sarajevo, BiH, 11 June 2012

## **GOVERNMENT STUDIES**

- Susan E. Penksa, "DDR in Bosnia and Herzegovina" in Richard Millett (ed), *Limited Success and Recurring Problems: Disarmament, Demobilization, and Reintegration in the Modern World*, Combat Studies Institute of the United States Army, Forthcoming 2013.
- Susan E. Penksa, "Measuring the impact of the EU Police Mission: Specific Achievements and Outcomes" in Damien Helly and Tobias Flessenkemper (eds.), *A Decade of Lessons: The EU Police Mission in Bosnia and Herzegovina 2002-2012*, The EU Institute for Security Studies (Paris) and The EU Police Mission (Sarajevo), Forthcoming 2012.
- Nabeel Goheer and Susan E. Penksa, *Gender Intelligent Economic Growth Work in Pakistan*, United States Agency for International Development (USAID), (February 2007)
- Susan E. Penksa, *Creating the Conditions for an Effective Rule of Law Mission in Afghanistan*, Policy Paper and Action Plan, U.S. Mission to the European Union and NATO, Brussels, Belgium, (July 2006)

## **PUBLISHED ARTICLES and BOOK CHAPTERS**

- Susan E. Penksa, "Security Governance, Complex Peace Support Operations and the Blurring of Civil-Military Tasks" in Christopher Daase and Cornelius Friesendorf (eds.), *Rethinking Security Governance: The Problems of Unintended Consequences*, Routledge Publisher, 2010
- Susan E. Penksa, "Lessons Identified from Bosnia and Herzegovina: Strategies for Developing Domestic Reform Agendas", in *Police Reform in Bosnia and Herzegovina: Security Sector Reform and the Stabilisation and Association Process*, Centre for European Perspective, 2009 (published in both English and Bosnian-Serbian-Croatian)
- Cornelius Friesendorf and Susan E. Penksa, "Militarized Law Enforcement in Peace Operations: EUFOR in Bosnia and Herzegovina", *International Peacekeeping*, (November 2008: 15,5)
- Susan E. Penksa, "Policing Bosnia and Herzegovina 2003-2005: Issues of Mandates and Management in ESDP Missions", *Centre for European Policy Studies*, (December 2006)
- Susan E. Penksa, "Defining the Enemy: EU and US Threat Perceptions After 9/11" in Heinz Gartner and Ian Cuthbertson (eds.), *European Security After September 11 and the War in Iraq* (Palgrave Macmillan, 2005)

- Susan E. Penksa and Warren L. Mason, "EU Security Cooperation and the Transatlantic Relationship," *Cooperation and Conflict*, (September 2003: 38,3)
- Book review, "The European Union in International Politics: Baptism By Fire," by Roy H. Ginsberg in *International Politics* (December 2002: 39, 4)
- Book review, "'Empire' by Integration: The United States and European Integration, 1945-1997" by Geir Lundestad in *International Politics* (March 1999: 36, 1)

#### **EXPERT PRESENTATIONS FOR GOVERNMENT, IGO & NGO SEMINARS/CONFERENCES**

- *The US Presidential Elections: What is at Stake for Europe?* Heinrich Boll Foundation, 7 November 2012, Brussels, Belgium.
- *Bosnia and Herzegovina after the elections: what prospects for breaking the stalemate?* European Policy Centre, 14 October 2010, Brussels, Belgium.
- *CSDP in Africa: EU Operations in DR Congo and Somalia*, for the EU-Africa Policy Forum on "Common Security and Defence policy in Africa: Between Dreams and Reality", European Policy Centre, 15 February 2010, Brussels, Belgium.
- *The Challenge of Civil-Military Relations* for the INEX Workshop on "The Ethical Issues of CFSP/ESDP in the Borderlands", Institute for European Studies, 11 February 2010, Brussels, Belgium.
- *US-EU Cooperation in Conflict Resolution and Stabilization* for the policy workshop on "Building a Strategic US-EU Partnership on Defense and Security Aspects", hosted by the UK Embassy and sponsored by the Atlantic Council, SAIS and CSIS, 21 October 2009, Washington, D.C
- *The Operational Development of ESDP*, Centre for Security Studies-BiH, Conference on ESDP and BiH, BiH Institutions Building, 4-5 December 2007, Sarajevo, Bosnia and Herzegovina.
- *Police Reform in Bosnia and Herzegovina: Strengthening the Capacity of BiH to Fight Crime*, HUMSEC Second Annual Conference on Human Security, Terrorism and Organized Crime in the Western Balkans Region, 4-6 October 2007, Sarajevo, Bosnia and Herzegovina.
- *The Politics of Enlargement: EU-Western Balkans Relations*, Young European Federalists, Balkan Training Days, 4 October, 2007, Sarajevo, Bosnia and Herzegovina.
- *Lessons from EU Security Operations in Bosnia-Herzegovina*, The Austrian Presidency of the European Union Workshop on "The Role of the EU in Civilian Crisis Management", 12 and 13 January 2006, Vienna, Austria.

#### **INVITED CONFERENCE PARTICIPANT**

- *The Common Security and Defense Policy of the European Union*, Moderator and Discussant, for the debate sponsored by the Young European Federalists (JEF-Brussels), 6 May 2010, Brussels, Belgium.
- *Cooperation Between the European Union and Civil Society Organizations on Security Sector Reform*, French Presidency of the European Union and the European Peacebuilding Liaison Office, 12 September 2008, Brussels. Belgium.
- *Who's Making Policy? What Difference Does It Make? Gender-Inclusive Decision-Making for Peace with Justice*, Co-Convened by the Joan B. Kroc Institute for Peace and Justice and the United Nations Development Fund for Women (UNIFEM), 18-20 October, 2006, San Diego, CA.

- *How on Earth Can We Live Together? Exploring Frameworks for Sustainable Global Interdependence*, The Tallberg Forum 2005, 29 July – 4 August, 2005, Tallberg, Sweden.
- *Women's Equal Participation in Peace and Security Processes: Operationalizing UN Security Council Resolution 1325*, co-sponsored by the Joan B. Kroc Institute for Peace and Justice, UNIFEM, The Canadian Committee on Women, Peace and Security and the Boston Consortium on Gender, Security and Human Rights, delegate to the working group "Early Warnings/Conflict Prevention," 18-20 November 2004, San Diego, CA
- *Building Europe – Enlargement today and tomorrow*, co-sponsored by the Konrad Adenauer Foundation and the Delegation of the European Commission to Bosnia and Herzegovina, 26-28 September 2003, Sarajevo, Bosnia and Herzegovina.
- *The UN, The EU, NATO and Other Regional Actors: Partners in Peace?*, Co-sponsored by the International Peace Academy, The European Union Institute for Security Studies and the French Ministry of Defense, 11 and 12 October 2002, Paris, France.

#### **CONFERENCE PAPERS & PRESENTATIONS**

- *Beyond Regional Security to International Peacebuilding: The Case of the EU Police Mission in Bosnia and Herzegovina*, presented at the 47<sup>th</sup> Annual International Studies Association Convention, March 22-25, 2006, San Diego, CA.
- *The Variable Geometry of Security Cooperation: A Policy Framework for European Integration*, co-authored with Warren L. Mason, presented at the 45<sup>th</sup> Annual International Studies Association Convention, March 17-20, 2004, Montreal, Quebec, Canada.
- *Defining the Enemy: EU and US Threat Perceptions After 9/11*, presented at the Austrian Institute for International Affairs International Workshop on "European Security after September 11 and the War in Iraq," February 19-21, 2004, Vienna, Austria.
- *EU Security Cooperation and the Transatlantic Relationship*, co-authored with Warren L. Mason, presented at the European Union Studies Association 8th International Conference, March 27-29, 2003, Nashville, TN.
- *The State of the Union: Understanding the European Union as a Security Actor*, presented at the 44<sup>th</sup> Annual International Studies Association Convention, February 26-March 1, 2003, Portland, OR.
- *Security Cooperation within the European Union: Theoretical and Operational Characteristics of a Variable Geometry Model*, co-authored with Warren L. Mason, presented at the 42<sup>nd</sup> Annual International Studies Association Convention, February 21-24, 2001, Chicago, IL.
- *The European Union as a Structure for Security Cooperation*, co-authored with Warren L. Mason, presented at the 40<sup>th</sup> Annual International Studies Association Convention, February 16-29, 1999, Washington, D.C.
- *The NATO-UN-WEU Institutional Triangle in the Changing European Security Domain: The Case Study of Bosnia*, presented at the 38<sup>th</sup> Annual International Studies Association Convention, March 18-22, 1997, Toronto, Canada.
- *Italian Foreign Policy in an Era of International Change*, presented at the annual International Studies Association Midwest Conference, October 1, 1994, Ohio State University.

### INVITED UNIVERSITY PRESENTATIONS

- *The Impact of CSDP Operations on Host States and Societies*, The University of Southern California (USC), Brussels, Belgium, June 2011
- *Europe and the US: How To Shape the New Transatlantic Security Relationship*, The University of Sarajevo, BiH, March 2010
- *Human Security: A Relevant Concept for Bosnia and Herzegovina*, Tuzla University, BiH, March 2010 and Banja Luka University, BiH, March 2010
- *Bosnia and Herzegovina in the Transatlantic Security Community*, Tuzla University, BiH, March 2010 and Banja Luka University, BiH, March 2010
- *Transatlantic Security in the Obama Era: New Initiatives and Old Debates*, Inaugural Lecture of the Transatlantic Studies Organization, Miami University, Oxford, Ohio, April 2009

### PROFESSIONAL SERVICE

- Article referee for *Conflict, Security and Development*, 2011
- Article referee for *The Journal of Intervention and State-Building*, 2008
- Article referee for *Foreign Policy Analysis*, 2004
- Article referee for *International Politics: A Journal of Transnational Issues and Contemporary Global Problems*, 1999
- Textbook reviewer for *European Politics in Transition*, 3<sup>rd</sup> edition, in preparation for the 4<sup>th</sup> edition, 1999

### MEDIA APPEARANCES AND INTERVIEWS

- Book presentation and signing, *NATO Headquarters*, Brussels, 20 June 2012, web TV story and photos accessible at [http://www.nato.int/cps/en/SID-BDCFA559-33509E26/natolive/news\\_89051.htm](http://www.nato.int/cps/en/SID-BDCFA559-33509E26/natolive/news_89051.htm)
- Guest interview, *The EU Police Mission Magazine*, "EUPM in the Context of EU Security and Defense Policy", 19 June 2012, No. 95, p.8. Accessible at [www.eupm.org](http://www.eupm.org).
- TV news story, "Evropska unija u globalnoj sigurnosti: politika uticaja", Featured story on the book launch of "The EU in Global Security" sponsored by the EU Delegation to BiH and the US Embassy to BiH, 11 June 2012, Federal News Channel Bosnia and Herzegovina, [www.federalna.ba](http://www.federalna.ba), story and video accessible at <http://www.federalna.ba/bhs/vijest/29924/predstavljena-knjiga-autora-dr-susan-e-penks-i-roya-h-ginsberga-iz-sad-a>
- Guest interview, *The EU Police Mission Magazine*, "A New Era for Transatlantic Relations", 2 July 2008, No. 45, pp.6-7. Accessible at [www.eupm.org](http://www.eupm.org)
- Guest speaker, South Coast of California, Channel 21, "International (In)Security: U.S. and EU Approaches to Fighting Terrorism and Crime," Televised event from Thursday, April 10, at 5:30 p.m. at the University Club of Santa Barbara
- Guest interview, KEYT New Channel 3 *In Focus* on Kosovo, 2 March 2008
- Guest interview, KEYT News Channel 3 *In Focus* on Iraq, 17 November 2003

### AWARDS AND HONORS

- J. William Fulbright Scholar to Bosnia and Herzegovina, Follow-On Grant, 2010
- J. William Fulbright Scholar to Bosnia and Herzegovina, 2007-2008
- Faculty Research Award, Westmont College, 2005
- Outstanding Teacher of the Year Award, Social Sciences, Westmont College, 2004
- Post-Doctoral Research Award, Santa Barbara International Gateway, 2002



- Professional Development Award, The James Irvine Foundation, 2000, 2005
- Professional Development Grant, Westmont College, 2000, 2004, 2005, 2007, 2008, 2010, 2012

**COMMUNITY INVOLVEMENT**

- Santa Barbara United Nations Association, Advisory Board Member
- Santa Barbara Committee on Foreign Relations

**PROFESSIONAL MEMBERSHIPS**

- European Union Studies Association
- International Studies Association
- Women in International Security