



**HRACH GREGORIAN, Ph.D.**  
**1928 Beulah Rd.**  
**Vienna, VA 22182 USA**  
**Telephone: (571) 214-5293**  
**Fax: (703) 255-6578**  
**E-mail: hgregorian@iwa.org**

## **SUMMARY**

A conflict analysis and management expert, a security and defense analyst, and an organizational management, leadership training and change management specialist with thirty years of experience in the public and private sectors.

## **PROFESSIONAL EXPERIENCE**

**1996 – Present** Institute of World Affairs, Washington, D.C.

### **President**

Oversee and manage all operations for an international nongovernmental organization headquartered in Washington, D.C. Responsibilities include strategic planning, program design, program administration, client development, fund-raising, personnel management, budgetary control and public outreach. Design and implement training programs to enhance professional skills in negotiation, mediation, and other forms of conflict management. Design and develop distance education programs.

**1999 – Present** *de novo group*, Washington, D.C.

### **President and CEO**

Owner and operator of a management consulting firm that works with government and commercial clients to enhance organizational performance through well coordinated transformation consultation. Client services include: executive coaching; leadership development; organization behavior assessment and analysis; and design, development, and delivery of management and employee training programs.

**2006 – Present** Gettysburg Integrated Solutions, Gettysburg, PA

**Founding Partner**

to An intellectual capital formation and brokering firm specializing in integrated solutions global security challenges. The firm develops high quality, individually tailored and cost-effective information solutions for government and business clients. An international network of subject matter experts across a wide range of disciplines forms the backbone of business operations. The firm interfaces with research institutes, academic institutions, non-governmental organizations (NGOs) and professional societies throughout the world.

**2006 – Present** Peacebuilding, Development and Security Program (PDSP), Centre for Military and Strategic Studies, University of Calgary, Alberta, Canada

**Co-director**

The mission of the PDSP is to foster both practitioner-focused and scholarly research, interagency and civil-military dialogue, field projects and training to improve the effectiveness of international assistance to conflict-affected countries.

**2003 – 2006** IAQ Inc., Oakton, VA

**Vice President, Consulting Services**

in IAQ has provided expert consulting and operational services to various clients within the and Intelligence community, to include several DoD organizations. Among topics addressed by the IAQ community of experts are radical Islam in Africa, political and social trends in Iran, Chinese military doctrine, lessons of postwar Lebanon for reconstruction in Iraq, and illegal commerce along the U.S.-Mexico border. IAQ open and grey source studies have tracked developments in the Balkans, in West Africa, in the Middle East and in East Asia.

**2000 – 2003** Hammer-Gregorian, LLC, Washington, DC

**Founder and Co-director**

crisis The Center assists corporations, international organizations, governments, law enforcement agencies, and military institutions to effectively manage and respond to situations through the application of professional and confidential crisis assessment, effective training, and ongoing incident advisement. Expertise in planning processes for crisis prevention; training and on-going advisement for effectively responding to crisis incidents; and organizational and community re-building in post crisis recovery efforts.

**1994 – 1996** IDR Associates, Washington, D.C.

**Founding Director**

Co-founded and directed a non-profit organization providing technical assistance and systems design in dispute resolution to governments, non-governmental organizations, corporations, international organizations and community groups.

**1988 – 1994** United States Institute of Peace, Washington D.C.

**Director, Education and Training Program (1993-1994)**

Designed and directed conflict resolution skills training programs for foreign affairs professionals. Program participants included officials from the U.S. Department of State, USIA, USAID, the OAS, the OAU, and the UN. Training was also provided for government and party officials in Cambodia; Foreign Service officers at the Thai Foreign Ministry; and military officers from Latin America at the Inter-American Defense College. Designed and managed an environmental conflict resolution training seminar in Budapest, Hungary for senior officials from nine riparian states of the Danube River basin.

**Director, Grant and Education and Training Programs (1991-1993)**

**Director, Grant Program (1988-1991)**

**1985 – 1988** National Endowment for the Humanities, Washington, D.C.

**Coordinator, Foundations of American Society Initiative (1987-1988)**

**Humanist Administrator, Division of State Programs and Office of the Bicentennial of the U.S. Constitution (1985-1987)**

**1981 – 1985** Simmons College, Boston, Massachusetts

**Acting Chairman, Government Department (1984-1985)**

**Assistant Professor, Government Department (1981-1985)**

**1980 – 1981** Kenyon College, Gambier, Ohio

**Visiting Assistant Professor, Department of Political Science**

## **ACADEMIC AFFILIATIONS**

**1995 – Present** THE AMERICAN UNIVERSITY, Washington, DC

**Adjunct Professor, School of International Service**

**2001 – Present** ROYAL ROADS UNIVERSITY, Victoria, BC, Canada

**Associate Professor, Conflict Management Programs Division**

**2007 – Present** UNIVERSITY OF CALGARY, Alberta, Canada

**Adjunct Professor, Faculty of Social Sciences, Centre for Military and Strategic Studies**

## **PROFESSIONAL ACTIVITIES**

**Consultancies:** Center for Civic Education; Iowa Peace Institute; Mc Knight Foundation; National Peace Institute Foundation; US Department of Justice; Voice of America; The Strategic Trade Advisory Group, Ltd.; Arcadia Group Worldwide, Inc., The Inter-American Defense College; JPS Solutions; Anchor Consulting; US Army Foreign Military Studies Office; US Department of Homeland Security; US Army Training and Doctrine Command; INSCOM; IAQ Inc.; Naval Postgraduate School; USJFCOM

**Board Membership:** Institute of World Affairs (*ex officio*); Alliance for Peacebuilding (*co-founder*); National Peace Foundation; Strategic Trade Advisory Group, Ltd. (*advisor*); The Cypress Fund (*advisory board*); Psychology Without Borders (*International Advisory Board*)

**Public Outreach:** Over 40 presentations before professional societies and academic institutions. Guest appearances on CNN, National Public Radio, USIA Worldnet, Voice of America, BBC, and CBC, among others

**Manuscript Reviewer:** *Interpretation; International Studies Quarterly*

**Consulting Editor:** *Ararat Quarterly*, 1987-1990

## ACADEMIC TRAINING

Ph.D. Brandeis University, 1980 (International Relations)

A.M. Brandeis University, 1974 (International Relations)

A.B. Boston University, 1972 (Political Science)

## ACADEMIC FELLOWSHIPS AND GRANTS

Massachusetts State Scholarship

Armenian Women's Committee

Gulbenkian Foundation

Gordon Fellowship

University Fellowship (Brandeis University)

Academic Scholarship (Brandeis University)

## PROFESSIONAL GRANTS

Claire & E. G. Rosenblatt Philanthropic Fund

Canadian Fund for Local Initiatives

Canadian International Development Agency

Federal Department of Foreign Affairs, Government of Switzerland

Hewlett Foundation

Kunstadter Foundation

McKnight Foundation

Mott Foundation

Nathan Cummings Foundation

National Endowment for Democracy

North Atlantic Treaty Organization

U.S. Agency for International Development

U.S. Information Agency

U.S. Institute of Peace

U.S. Joint Forces Command

Weyerhauser Family Foundation

## PARTIAL LIST OF STUDIES AND PUBLICATIONS

“US- Egyptian relations post-Mubarak: Plus ça change...” **bitterlemons-international.org**, Edition 39, Volume 5, October 5, 2007, <http://www.bitterlemons-international.org>

“Civil Military Coordination: Challenges and Opportunities in Afghanistan and Beyond,” *Journal of Military and Strategic Studies (JMSS)*, Fall 2007, [www.jmss.org](http://www.jmss.org), co-editor and contributor

“Side by Side or Together? Working for Security, Development and Peace in Liberia and Afghanistan” (120-page manuscript) anticipated publication date, March 2008, [www.ucalgary.ca/pdsp/files/pdsp/sidebysideortogether\\_oct2007.pdf](http://www.ucalgary.ca/pdsp/files/pdsp/sidebysideortogether_oct2007.pdf)

“Beyond Information Sharing & False Coherence: Interagency Coordination in International Peace Missions,” **Policy Brief**, October 2007, [www.ucalgary.ca/pdsp/files/pdsp/pdsp-policy-brief\\_coordination\\_oct2007.pdf](http://www.ucalgary.ca/pdsp/files/pdsp/pdsp-policy-brief_coordination_oct2007.pdf)

“Jihadi Threats in the Sahara and Sahel,” **Mediterranean Yearbook 2007**, Barcelona: European Institute of the Mediterranean and Fundació CIDOB

“The Empty Core in Al Qaeda’s Vision for Iraq,” **bitterlemons-international.org**, Edition 35, Volume 5, September 6, 2007, <http://www.bitterlemons-international.org>

“Oil: the West’s soft underbelly,” **bitterlemons-international.org**, Edition 13, Volume 5, March 29, 2007, <http://www.bitterlemons-international.org>

“Rewriting Canada’s security laws,” Commentary in **Globe and Mail** (Toronto), March 6, 2007, p. A13

“Calculating the jihadi threat in the Sahel,” **bitterlemons-international.org**, Edition 1, Volume 5, January 4, 2007, <http://www.bitterlemons-international.org>

“Political Islam in West Africa and the Sahel,” **Military Review**, Volume LXXXVI, January-February 2006, No.1

“Al Qaeda Ideology, Leadership and Organization,” in *The Transnational Infrastructure of Terrorism*, Washington, DC: The Strategic Trade Advisory Group, Ltd., 2002.

“Conflict Resolution, Foreign Policy, and Statecraft,” in **Multilateralism and the Future of the United Nations**, Salisbury, Connecticut: Institute of World Affairs, 1995

"Meanwhile, in Nagorno-Karabakh," **Freedom Review**, Vol. 26, No. 2, March-April, 1995

"The U.N.'s Role In Bringing About Peace in Cambodia," in **UNTAC: Debriefing and Lessons**, Geneva, Switzerland: UNITAR, 1994

"Economic Development and Environmental Protection: Building Consensus and Reducing Tension, " in Peter Vares and Gunnar Lassinantti (eds.), **Ecological Security Of The Baltic States, Nordic Countries And North-West Russia**, Tallinn: Institute of International and Social Studies, Estonian Academy of Sciences, 1995

"An Overview of External Intervention in Africa's Wars," (with David Smock), in David Smock (ed.), **Making War and Waging Peace: Foreign Intervention in Africa**, Washington, D.C.: USIP Press, 1993

"Economic Sanctions As A Tool of Foreign Policy: A Short History of the U.S. Experience," in **Private Property And National Security: Foreign Economic Sanctions And The Constitution**, Washington, D.C.: National Legal Center for the Public Interest, 1991

"Assessing Congressional Involvement in Foreign Policy: Lessons of the Post-Vietnam Period," **The Review of Politics**, January, 1984

"Plowshares into Swords: The Uganda-Tanzania War of 1978-1979," in Christian P. Potholm and Richard Fredland (eds.), **Integration and Disintegration in East Africa**, Washington, D.C.: University Press of America, 1981

## **BOOK REVIEWS**

Available upon request.

## **REFERENCES**

Furnished upon request.