

XANTHE SCHARFF ACKERMAN, PhD

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PROFILE

- International development expert with a focus on girls' education, post-conflict development, philanthropy, and partnership-building within the education sector.
- Social entrepreneur with experience founding and running all aspects of an international education non-profit.
- Experience in Sub-Saharan Africa, India and Latin America.

INTERNATIONAL DEVELOPMENT EXPERIENCE

The Brookings Institute, Center for Universal Education

6/2012 - present

Associate Director and Associate Fellow

- Provide strategic management of key Center projects and research, including Learning Metrics Task Force effort to make recommendations for how learning can be included in post-2015 and other frameworks
- Lead on Center partnership strategy and activities, including: Global Education Leadership Series and other activities to infuse global policy with research and input from the global south and to create synergies between actors in the field; oversee Center support to the Youth Advocacy Group of the Global Education First Initiative; co-facilitate a network of nearly 60 corporate, bi- and multi-laterals, and foundations engaged in global education
- Oversee the Echidna Global Scholars Program, bringing high-level experts in girls' education in Brookings to conduct research and gain exposure that will catalyze their efforts to ensure equitable access to quality learning
- Lead Center work on education in India, including collaboration with Brookings India
- Manage key consultants, lead grants management, contracting and staffing processes, and provide strategic management of budget

Advancing Girls' Education in Africa (www.ageafrica.org)

President and Founding Chair

7/05-present

- *Governance:* Oversee top executive; oversee quality targets for organization, with 90% of AGE Africa scholars completing secondary school (compared to 7% nationally); facilitated board process to develop the theory of change; oversee all financial and legal matters; represent the organization to US-based audience through public speaking engagements
- *Fundraising:* Recruited, trained, and lead nine person board of directors resulting in \$1.5 million raised from grassroots base and 60% organizational growth rate; oversee wide-ranging fundraising events, including Tri for Malawi Challenge (grossing \$100K annually) and benefits with notable speakers
- *Partnership Development:* Broker strategic partnerships in order to introduce thousands of people to our vision of universal secondary education for girls in Malawi, leading effort to develop a Malawian Advisory Board

Executive Director

7/05-7/08

- *Management:* Recruited and managed program and operational team; recruited and managed dozens of volunteers and consultants; wrote and managed development of institutional policies to streamline management
- *Program Development:* Developed scholarship program which makes grants to girls who often become the first in their villages to graduate secondary school; conducted and advised research on secondary and post-secondary education and sexual and reproductive health programming (led to funding through competitive grants); conducted and advised monitoring and evaluation trips to continually improve program measurement and outcomes; oversaw development of extra-curricular programming that transformed over 600 girls' understanding of sexual and reproductive health and post-graduation strategies

Philanthropic Consulting

5/11-6/12

Arabella Advisors

- Managed teams to provide strategic support and conduct evaluations and due diligence for effective philanthropy for foundations including Gates, Hewlett and Joyce
- Provided project implementation services on complex donor initiatives and led proposal writing and budgeting

DC Public Education Fund

- Facilitated board-staff process to renew vision and mission statement and conducted SWOT analysis

- Conducted landscape analysis of best practices to inform strategic objectives, including study of corporate and philanthropic opportunities and marketing strategies

United States Institute for Peace

Jennings Randolph Peace Scholar

10/09-6/10

- Received grant through competitive process for doctoral research on education in northern Uganda
- Recruited and managed a Ugandan research team to study local needs and prevailing approaches to education
- Utilized N-VIVO to analyze over 300 interviews (qualitative and quantitative findings)
- Designed and conducted trainings for civil-military affairs officers on international education best practices

Save the Children

Research Collaborator

5/08-9/08

- Assessed needs and provide programmatic guidance on informal education
- Delivered a literature review, frameworks for use in program design, analysis of focus group interviews, and specific recommendations which were utilized by the organization's international senior project design staff
- Recruited and managed a research team and established partnerships with district staff

World Bank

Rwanda Youth Assessment Consultant

5/07-08/07

- Managed research team of five graduate students and determined modality for integrating their findings
- Organized, coded, wrote memos, and analyzed quantitative and qualitative data

United Nations Mission in Sudan

Disarmament, Demobilization and Reintegration (DDR) Unit Policy Analyst

6/06-8/06

- Distilled best practices into operational guidelines utilized by Sudanese Commissioner
- Conducted an investigation of child DDR operations and gender policies and delivered report to DDR Chief
- Participated in high level meetings and trainings throughout Southern Sudan
- Commissioned by the Africa Peace Forum to publish article for use in ministry-level capacity building

CARE International - Malawi Country Office

6/05-9/05

Social Protection Evaluator

- Designed methodology to quantify the effect of economic empowerment program
- Recruited and hired a team of researchers to collect primary data; conducted statistical analysis of results
- Presented and defended findings at a conference for Malawi public works program development practitioners
- Wrote report on the impact of CARE's work compared to large-scale government safety net program (utilized policy analysis framework for quantitative results)

World Bank - Peru Resident Mission

Environmental and Social Development Associate

1/04-8/04

- Researched and drafted chapters for publication on environmental and social dimensions of mining; participated in bilateral meetings with the lending partner (Ministry of Energy and Mining)
- Wrote a grant proposal on behalf of the National Commission for Andean, Amazon and Afro-Peruvian Peoples
- Conducted primary research and wrote article on negligent practices of a local mine for publication

World Bank - Washington, DC

Human Resources Associate

9/02-1/04

- Designed team webpage to facilitate learning and networking; acted as knowledge management point-person
- Collaborated on staff portal, an innovative online professional development tool
- Managed recruitment process for two new staff members and designed and co-facilitated team retreat
- Analyzed strategic staffing reports to investigate low interest in senior positions in the Africa region

EDUCATION

The Fletcher School: PhD International Relations, 5/11

Humanitarian and Development Approaches to Education in Uganda and Implications for Conflict Prevention

Master of Arts in Law and Diplomacy, 5/06

SELECTED PUBLICATIONS AND REPORTS

- Ramachandran, Vimala, Xanthe Ackerman with Sudhanshu Joshi. "Accelerating Progress to 2015: India." Series: Learning for All Ministerial. Global Education First Initiative and Good Planet Foundation. New York, 2013. *Based on in-country consultation data and reviewed by Indian policymakers and experts.*
- Ackerman, Xanthe. "Humanitarian and Development Approaches to Education and Implications for Conflict Prevention in Acholiland, Northern Uganda. *Dissertation*. 2011.
- Ackerman, Xanthe. "Education in Northern Uganda: Needs, Opportunities and Challenges." *Report for Save the Children*. 2008.
- Sommers, Marc. "Stuck: Rwandan Youth and Strategies for Adulthood." Georgia Athens Press 2012. *Consultant to author and World Bank as data manager*
http://books.google.com/books?hl=en&lr=&id=tRKIWSzY0PMC&oi=fnd&pg=PP1&dq=+xanthe+scharff&ots=o2PCAlld_e&sig=qerU_icOWu_pXSx-PBkm6v_nDuc
- Scharff, Xanthe. "Primary is Not Enough: Proposal for Safe and Affordable Secondary School for Girls in Malawi." In *Africa Policy Journal*, Harvard Kennedy School of Governance, 2007.
<http://ageafrica.org/app/wp-content/uploads/2013/05/Scharff-Primary-School-is-not-enough-Article.pdf>
- Scharff, Xanthe. "Disarmament, Demobilization and Reintegration in South Sudan." Africa Peace Forum, 2007. *Selected by Project Ploughshares through a competitive process to write article; reviewed by peers and policymakers in a forum in South Sudan:* <http://ploughshares.arpi.ca/wp-content/uploads/2007/11/securitythreatstoCPA.pdf#page=8>
- Scharff, Xanthe. "From the Page to the Schoolroom: Monitor Readers Send Six Malawian Girls to School. The Christian Science Monitor. August, 2006. <http://www.csmonitor.com/2006/0815/p09s02-coop.html>
- Scharff, Xanthe, "Life on a Dollar a Day." Christian Science Monitor feature article, 2006.
<http://www.csmonitor.com/2005/0706/p01s05-woaf.html>
- Scharff, Xanthe and Jones, D. "Inversión Privada Extranjera y Retos Al Poder Regulatorio Del Estado." *Revista Peruana de Derecho de la Empresa*, No. 59, 2005.
http://www.delapuate.com.pe/admin/recursos/libros/lorenzodelapuate_medioambiente_mineriaperuana.pdf

BLOGS

- Ackerman, Xanthe, "A Champion for Think Tanks in the Global South: Interview with Debapriya Bhattacharya." July 2013: www.brookings.edu.
- Mwabu, G. and Xanthe Ackerman, "Focusing on Quality in Sub-Saharan Africa." May 2013: www.brookings.edu.
- Ackerman, Xanthe, Lauren Greubel and Rebecca Winthrop, "The New Push for Education Reform in the Democratic Republic of the Congo." March 2013: www.brookings.edu.
- Ackerman, Xanthe and Rebecca Winthrop. "Education World Forum: Similarities from Sri Lanka to Sweden." February 2013: www.brookings.edu.
- Sahni, Urvashi and Xanthe Ackerman, "International Women's Day in India and Around the World: Progress and Strategies for Action." February 2013: www.brookings.edu.
- Ackerman, Xanthe and Rebecca Winthrop, "Never a Better Time for Philanthropists in Global Education." October 2012: www.brookings.edu.
- Greubel, Lauren, Xanthe Ackerman and Rebecca Winthrop, "Prioritizing Education in the Face of Natural Disasters." October 2012: www.brookings.edu.

SELECTED TEACHING, TRAINING AND PRESENTATIONS

- "Interview with Brookings India," Filmed in Delhi June 2013 for www.brookings.edu.
- "Youth and Post-2015," at Alliance for International Youth Development. June 2013.
- "Improving Education and Learning Outcomes in India." Moderated event at the Brookings Institution. May 2013: <http://www.brookings.edu/events/2013/05/06-education-india>
- "Girls' Education," Public Leadership Education Network. June 2013.
- "Education Reform in India." Moderated event at the Brookings Institution. May 2013.

- “State of Girls’ Education,” and “Post-2015 Landscape.” Comparative International Education Society. February 2013.
- “Learning Metrics Task Force,” at World Education Forum in London. January 2013.
- “Post-2015,” at Coalition for Adolescent Girls. October 2012.
- “Pedagogies for Peace in Post-Conflict and Fragile States,” at United States Institute of Peace. July 2012: <http://www.usip.org/events/pedagogies-peace-in-post-conflict-and-fragile-states>
- “In Word and Deed.” Christian Science Monitor Library, 2010. Available from: <http://www.marybakereddylibrary.org/events/programs/word-and-deed>
- “Social Recovery through Education in Northern Uganda.” Comparative International Education Studies Conference, 2010 (developed and presented as a part of a panel from United States Institute of Peace).
- “Education in Fragile States.” Training for Civil-Military Affairs Officers at United States Institute of Peace (developed and delivered lecture), 2010.
- “Women in the World.” Keynote address in National Cathedral Annual Alumni Service, 2009.
- “Case Study on Social Entrepreneurship.” Guest Lecture at The Fletcher School, 2008/9.
- Client briefings, including at Gates Foundation in Seattle on behalf of Arabella Advisors, 2012; to the Board of DC Public Education Fund; to the Save the Children international education team 2011.

MEMBERSHIPS, FELLOWSHIPS, SCHOLARSHIPS and AWARDS

- Council on Foreign Relations, Term Member
- Education Pioneers fellow and participant in professional development seminars on domestic education (2011)
- United States Institute of Peace – Peace Scholar (2009 and in-residence through 2011)
- Earhart Foundation (2005/2006 and 2006/2007): full tuition grant
- Scaife Grant, Minear Fellowship and Human Security Grant (2006): research on ex-combatants in Sudan
- Tisch Active Citizen Award (2007); Dean’s Fund (2006); Henry Leir (2005): evaluations in Malawi
- Henry Leir Foundation (2005): research on mining in Peru
- World Bank Performance Awards (2003, 2004)
- New York University Merit Scholarship (1998-2002); Artistic Study Award (2002)
- Brooklyn Community Activist Award (2001)

LANGUAGE and CITIZENSHIP

- US and UK citizen
- Proficient in spoken Spanish (experience working in Spanish in Latin America)