

# PHOEBE BIRCH MILLIKEN

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## PROFILE

I am an international educator working in experiential peace education. I teach students that conflict is normal, and that being a peacebuilder is about learning to handle conflict constructively. Peace education, whether based at a school or university, or through transformative travel, develops students' capacity to build relationships across lines of difference.

## PROFESSIONAL EXPERIENCE

**Hartford International University for Religion and Peace, Hartford, CT**

**Faculty Associate in International Peacebuilding,**

**Director of the MA in International Peacebuilding**

July 2020-Present

- Designed and oversee the delivery of the new MA in International Peacebuilding (MAP).
  - Created a one-year cohort model master's degree in peacebuilding which is international, interreligious, experiential, and residential.
  - Designed a curriculum of new experiential courses to meet MAP learning outcomes.
  - Coordinate course design and delivery with the nine-member MAP faculty team to assure coherence in the educational experience for students.
  - Educate MAP faculty on processes of experiential education.
- Teach *Introduction to Peacebuilding* and *Constructive Conflict Intervention* at the graduate level.
- Lead the co-curricular learning community.
- Oversee the students' capstone process to promote transfer of peacebuilding skills back to their home communities.
- Coach students in dialogue facilitation.
- Collaborate with the admissions department to recruit and admit students to a highly competitive program.
- Collaborate with the Student Affairs and Residential Life Coordinator to ensure the needs of a primarily international student body are met.

**International Peacemaking Program Coordinator**

August 2015-June 2020

- Recruit and select international graduate students for the International Peacemaking Program (IPP) for a year of study and skill-building in interfaith conflict transformation.
- Designed the Peace Capacities Colloquium, a skill-building co-curriculum for IPP students and other members of the Hartford Seminary community.
- Taught mediation and intercultural communication as part of the Peace Capacities Colloquium.
- Coordinated with colleagues and partner organizations to present workshops on project planning, public speaking, working with the media, and public dialogue facilitation.
- Facilitated group dynamics in a multi-national, multi-ethnic, multi-faith student cohort.
- Prepared students for interactive community engagement activities in schools, houses of worship, community organizations, and at conferences.

**Plowshares Institute, Simsbury, CT**

June 2009- July 2015

**Program Manager**

- Led transformative travel seminars for students and faculty to South Africa, including:
  - Facilitated the partnership of participating schools, both public and private;
  - Designed and taught preparatory courses;
  - Facilitated pre-trip workshops on conflict transformation and intercultural communication;
  - Organized all meetings, events, and logistics for the time in South Africa;
  - Guided student learning through regular preparation and debriefing while in-country.
- Coordinated other domestic and overseas programs, including workshops and travel seminars.
- Co-led workshops on constructive conflict intervention and transformative travel in domestic and international settings.
- Coordinated fundraising efforts through preparation of grant proposals and reports to donors.

**Miss Porter's School, Farmington, CT**

Sept. 2003-June 2006

**History Instructor**

- Taught African History at the high school level, which included replacing the textbook with my own compilation of a 175-page anthology of historical and contemporary readings on Africa.
- Taught American Studies, a U.S. history course for international students.

**Augsburg College, Center for Global Education, Windhoek, Namibia**

Oct. 2001 – Jan. 2003

**Acting Director and Faculty**

- Responsible for all in-country aspects of the Namibia Study Abroad program, including the academic curriculum, intercultural education, homestays, community service, and educational travel.
- Planned and taught 300 level courses entitled *Namibia and South Africa: A Historical Perspective* and *The Development Process in Southern Africa*
- Oversaw the delivery of courses taught by other program faculty.
- Designed and implemented short-term study tours in Namibia and South Africa for universities, church groups, and Fulbright-Hays scholars.
- Managed a staff of eleven employees.
- Planned and managed the annual budget.
- Coordinated with head office staff and directors of other international sites to assure program quality worldwide.

**International Reading Association, Washington, DC**

Sept. 1997–Aug. 1999

**Project Manager, International Development Division**

- Managed 88 volunteers in the “Reading and Writing for Critical Thinking” Project in Eastern Europe and Central Asia.
- Organized strategic planning conferences for project leaders from 12-25 countries.
- Managed the “Language to Literacy in Africa” Project, including assisting with the design of the project in Tanzania.

**Zimbabwe Book Development Council, Harare, Zimbabwe**

May 1996 – May 1997

**Assistant to the Executive Director**

- Co-wrote and edited grants that brought in US\$1.4 million for book development in Zimbabwe.
- Created and managed the Children’s Reading Tent for the Zimbabwe International Book Fair.

- Assisted in the creation of the Book Fund Project to supply locally published books to 600 libraries across Zimbabwe, and to provide librarians with training to fully utilize those books.
- Designed the presentation for a Parliament workshop on the adverse effects of book taxes.

**CONSULTING**

- Interfaith Fellowship for Universal Health Care*** Oct. 2019-Jan. 2020
- Facilitated a vision, mission, values, and stakeholder analysis process.
- Central Connecticut State University*** Sept. 2006-June 2007
- Curator for the Apartheid Exhibit for the Center for Africana Studies
- International Literacy Association*** Sept. 1999-May 2000
- Researched and wrote a guide to professional development for educators in Africa.

**EDUCATION**

- George Washington University, Washington, DC***  
**MA in International Education.** 1999 - 2001
- Specialized in Intercultural Relations.
  - Co-president of the International Education Association.
  - Co-led the George Washington University graduate student study tour to Southern Africa.
- Bates College, Lewiston, ME.***  
**BA in English.** 1990 - 1994
- Graduated Magna Cum Laude, Phi Beta Kappa.
  - Teaching Assistant, Bates College Political Science Department.
  - Won both prizes for writing/study of literature offered by the English department.
- School for International Training, Zimbabwe*** Jan.- May 1993
- Studied development and African politics.
- Herschel School, Cape Town, South Africa*** Jan. - April 1990
- Studied at a multi-racial girls' high school as an exchange student.