

Finding What Works: Examples of Measuring Local Capacity Development with Indicator CBLD-9

John Bonnell, Ph.D. - Capacity Development Specialist



John Bonnell, Ph.D., is a capacity development specialist with over 15 years of experience in international higher education. Dr. Bonnell works at Michigan State University's (MSU) Global Innovations in Development, Engagement, and Scholarship where he designs and implements faculty, leadership, and organizational development programs with and for academic staff and leaders. His fields of expertise include higher education systems in developing countries, organizational change, faculty and leadership development, and human-centered design. He has conducted educational research and development projects in numerous countries in sub-Saharan Africa. Before joining MSU, Dr. Bonnell served for four years as a faculty member and head of department at a private university in Kenya. He earned a Ph.D. from MSU in Higher, Adult, and Lifelong Education, with specializations in African Studies and International Development. John currently provides leadership to USAID-funded institutional capacity development initiatives housed within MSU's Global Center for Food Systems Innovation, the Borlaug Higher Education for Agricultural Research and Development Program, and the Innovation Lab for Food Security Policy Research, Capacity, and Influence. With universities in Malawi and Uganda, John co-leads the Innovation Scholars Program which utilizes human-centered design to harness innovation and research for social impact.

Heather Britt - Principal Research Scientist



Heather Britt is a Principal Research Scientist at NORC at the University of Chicago and is a leader in the development of innovative solutions to monitoring, evaluation, and learning (MEL) challenges. She promotes the use of complexity-aware approaches such as outcome harvesting and causal link monitoring to track uncertain, emergent, dynamic, and contested programming. She authored USAID's *Complexity-Aware Monitoring Discussion Note* and served as technical team lead for several initiatives to strengthen complexity-aware MEL approaches across the Agency.

Patience Aku Bruce - Director of Learning

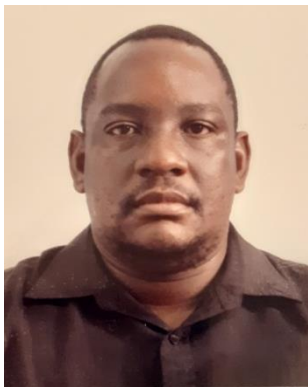


Ms. Patience Aku Bruce is the Director of Learning for the Center for Applied Research, Innovation into Supply Chain-Africa (CARISCA), and has nine years of experience in Learning and Development initiatives, assessing needs, and designing and developing culturally appropriate inclusive training in both Ghana and abroad. She holds a Master of Arts degree in Personnel and Development (CIPD) from DeMontfort University (UK) and is currently a Ph.D. candidate at Kwame Nkrumah University of Science and Technology (KNUST) with the Department of Human Resources and Organizational Development. She is interested in

Leadership Behavior and employee resilience in the transportation and logistics sector in sub-Saharan Africa.

Before pursuing her doctorate at KNUST, she served as HR Officer and eventually became a Training Manager at the then Union Savings and Loans, now OmniBSIC Bank, in Ghana. She was one of the pioneers that started the restructuring of the tier-2 Bank and contributed immensely to set up the Bank's Training Unit, Management Trainee Program (U-Generation), HR policies, expansion, driving the workforce to achieve the vision, and mission and towards the attainment of Banking License.

Thabo Falayi - Head of Engineering and Senior Lecturer



Dr. Thabo Falayi is the Head of Engineering and a Senior Lecturer in the Engineering Department under the Malawi Institute of Technology. The Engineering department has five sections, including biomedical, chemical, textile, manufacturing and metallurgy, and material engineering. He holds a B.Sc. from the National University of Science and Technology in Zimbabwe, M. Tech (Chemical Engineering), and a Ph.D. (Civil Engineering Science) from the University of Johannesburg. He has authored and published over 19 peer-reviewed research articles and presented over 17 peer-reviewed conference proceedings. His research interests are in solid waste valorization and solidification, together with remedial treatment of

wastewater using secondary resources. He has co-supervised four master of engineering students and one doctoral student. He is also a mentor for human-centered design and systems thinking. Dr. Falayi has over ten years of industrial experience in the pharmaceutical, chemical, and ferrochrome industries in Zimbabwe. His current work is on the circular economy use of sugarcane bagasse ash. His research can be found at: <https://www.researchgate.net/profile/Thabo-Falayi>

Amy Jamison, Ph.D. - Education and Research Specialist



Amy Jamison, Ph.D., is an education and research specialist at Michigan State University. Currently, she serves as the co-director for the Alliance for African Partnership. Dr. Jamison holds graduate degrees in educational policy, history, and African studies. She was formerly the Associate Director of MSU's Center for Gender in Global Context. Her administrative work focuses on partnership development with and among African institutions, supporting faculty research, and higher education capacity development. Her research focuses on African higher education development, educational policy in Africa, African faculty experience with research, gender in education, and gender in international development. She has been involved with grants and research in several African countries, including Malawi, Rwanda, Tanzania, South Africa, Kenya, Uganda, Senegal, Burkina Faso, and Mali. She has consulted for Michigan State University initiatives in sustainable community development, youth employment, and university capacity strengthening. She is currently the gender lead on the USAID-funded Malawi University of Science and Technology Innovation Scholars Program (MUST ISP).

Jonathan Makuwira, Ph.D. - Professor of Development Studies Deputy & Vice-Chancellor



Jonathan Makuwira, Ph.D. is a Professor of Development Studies and the current Deputy Vice-Chancellor of Malawi University of Science and Technology (MUST). He is a Research Associate in the Department of Development Studies at Nelson Mandela University (NMU), South Africa, where he taught between 2014 and 2017. He is also a Visiting Fellow at Airlangga University, Indonesia. His distinguished academic career has seen him teach in International Development at RMIT University (Australia), Comparative Indigenous Studies at Central Queensland University (Australia), and Peace Studies at University of New England (Australia). He is the author of over 45 journal articles and 30 book chapters. He is the author and co-editor of the following books: *Rethinking Multilateralism in Foreign Aid: Beyond the Neoliberal Hegemony* (2020, Routledge); *Non-Governmental Development Organisations and the Poverty Reduction Agenda: The Moral Crusaders* (2014, Routledge).

Amanda Satterwhite - Senior Monitoring, Evaluation, and Learning Specialist



Amanda Satterwhite provides monitoring, evaluation, and learning support to the United States Agency for International Development's (USAID) Local Works program. She works with twelve USAID Missions to design evidence and learning strategies that reflect the priorities of local stakeholders and facilitate program adaptation and improvement as learning emerges. Additionally, she has been involved in rethinking the Agency's approach to local capacity development, serving on the drafting team for the forthcoming Local Capacity Development Policy, and developing guidance for measuring organizational performance improvement under the CBLD-9 indicator. Before joining USAID, she worked with farming cooperatives in Tanzania, provided MEL support for USAID and the United States Department of Agriculture (USDA) agricultural development programs, and conducted empirical research at the World Bank.

David Schlinkert, Ph.D. - Director for Monitoring, Evaluation, Research, and Learning, and the Director of Communications



David Schlinkert, Ph.D., is the Director for Monitoring, Evaluation, Research, and Learning, and the Director of Communications in W.P. Carey's Center for Applied Research and Innovation in Supply Chain-Africa.

Dr. Schlinkert has extensive experience conducting applied policy research and evaluation with a focus on the health and self-sufficiency of disadvantaged populations in the U.S. and abroad.

Dr. Schlinkert previously worked at ASU's Morrison Institute for Public Policy and the International Rescue Committee as an Intensive Case Manager for newly arrived refugees with complex physiological and psychological health needs. He has experience with mixed-methods research designs, data management and analysis, grant writing, advocacy, care coordination, and developing and providing training on health and housing issues for vulnerable populations.

Schlinkert has also worked and volunteered abroad. In 2016 he completed a research fellowship with the United States Agency for International Development in Cartagena, Colombia. The

project analyzed the ability of Colombia's health systems to respond to the mental health needs of students that had previously been displaced during Colombia's internal armed conflict.

He has a bachelor's degree in Journalism and Mass Communication, a Master's degree in Public Administration (MPA), and a Ph.D. in Transborder Studies from Arizona State University.

Schlinkert is an avid traveler and adventurer. He spent 18 months backpacking from Argentina to Arizona while learning Spanish and volunteering in low-income and disaster relief settings, and he taught himself to sail in the Caribbean.

Timothy Silberg, Ph.D. - Food Systems Researcher



Timothy Silberg, Ph.D., is a food systems researcher with over a decade of experience in international agricultural development. Silberg holds a Ph.D. in Community Sustainability (with a specialization in Ecological Food and Farming Systems), an M.Sc. in Agricultural Leadership, Education, and Communications, and a B.Sc. in Agricultural Sciences (with a minor in International Agriculture). He has been involved with several developments and research projects across the globe, including Saint Vincent and the Grenadines, Trinidad and Tobago, Haiti, Guatemala, the Democratic Republic of Congo, Uganda, Malawi, and now, Brazil. He continues research at the Federal University of Santa Catarina

(UFSC), modeling the social and natural factors that influence biogas innovation systems. He has served as a consultant for Causal Design and Adam Smith International, advising funders how best to streamline legume and bioenergy markets, respectively. Today, he serves as the Measures, Evaluation, and Learning Lead for the Innovation Scholars Program (ISP) at Malawi University of Science and Technology (MUST) and Makerere University in Uganda.