## Douglas M. Gibler

Contact Institute for Social Science Research

Information University of Alabama

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Tuscaloosa, AL 35487 http://dmgibler.people.ua.edu/

EDUCATION Stanford University, Palo Alto, CA USA

Post-Doctoral Fellow, International Policy Studies, 1998-1999

Vanderbilt University, Nashville, TN USA

Ph.D., M.A. Political Science, May 1997

Belmont University, Nashville, TN USA

B.S. Political Science, May 1992

OTHER Inter-University Consortium for Political and Social Research

EDUCATION University of Michigan, Ann Arbor, Michigan, 1995

Hoover Summer Program in Game Theory Stanford University, Palo Alto, California, 1996

CURRENT Arts and Sciences Leadership Board Fellow August 2012 to 2015
ACADEMIC Professor of Political Science August 2011 to current

APPOINTMENTS Institute for Social Science Research

University of Alabama

D.M. Gibler. The Territorial Peace: Borders, State Development, and International Conflict. Cambridge University Press. 2012.

• Named CHOICE Outstanding Academic Title, 2013

- Paperback version released in August, 2014
- Brazilian Portuguese translation released in 2016

D.M. Gibler. International Military Alliances, 1648-2008. Congressional Quarterly

Press. 2009. ISBN: 978-1-56802-824-8

Online Edition, 2010

D.M. Gibler. *Militarized Interstate Dispute Narratives*, 1816-2010. Langham, MD:

Rowman and Littlefield, 2018.

D.M. Gibler. American Foreign Policy: An Evaluation of Evidence. Under advance

contract from Congressional Quarterly Press.

REFEREED JOURNAL ARTICLES

BOOKS

D. M. Gibler and S. V. Miller. "The Militarized Interstate Confrontation (MIC) Dataset, 1816-2014", Conditionally accepted for publication in *Journal of Conflict Resolution*.

D. M. Gibler and S. V. Miller. "An Appraisal of Project Mars and the Divided Armies Argument", Conditionally accepted for publication in *International Studies Quarterly*.

M. D. Nieman and D. M. Gibler. "Peaceful Neighborhoods and Democratic Differences", Conditionally accepted for publication in *The Journal of Politics*.

- J. Karreth, J. Tir, and D. M. Gibler. "Latent Territorial Threat and Democratic Regime Reversals", Journal of Peace Research. doi:10.1177/00223433211009770
- D. M. Gibler, S. V. Miller, and E. K. Little. "The Importance of Correct Measurement: A Response to Palmer, et al.", *International Studies Quarterly.* 64(2): 476-479. 2020. doi:https://doi.org/10.1093/isq/sqaa011
- D. M. Gibler and A. P. Owsiak. Democracy and the Settlement of International Borders, 1919-2001, Journal of Conflict Resolution. 62 (9): 1847-1875. 2018. doi:10.1177/0022002717708599
- D. M. Gibler. Combining Behavioral and Structural Predictors of Violent Civil Conflict: Getting Scholars and Policymakers to Talk to Each Other. *International Studies Quarterly*. 61(1): 28-37. 2017. doi:10.1093/isq/sqw030
- D. M. Gibler. State Development, Parity, and International Conflict, American Political Science Review. 111(1): 21-38. 2017. doi:10.1017/S0003055416000514
- D. M. Gibler. What They Fight For: Specific Territorial Issues in Militarized Interstate Disputes, 1816-2001, Conflict Management and Peace Science. 34(2): 194-211. 2017. doi:10.1177/0738894216653382
- D. M. Gibler and E. K. Little. Heterogeneity in the Militarized Interstate Disputes (MIDs), 1816-2001: What Fatal MIDs Cannot Fix, *Political Science Research and Methods*. 5(1): 189-199, January. 2017. doi:10.1017/psrm.2016.11
- D. M. Gibler, S. V. Miller, and E. K. Little. An Analysis of the Militarized Interstate Dispute (MID) Dataset, 1816-2001, *International Studies Quarterly*. 60 (4): 719-730. 2016. doi:10.1093/isq/sqw045
- Kirk Randazzo, D. M. Gibler, and Rebecca Reid. Examining the Development of Judicial Independence. *Political Research Quarterly*. 69(3): 583-593. 2016. doi:10.1177/1065912916656277
- D. M. Gibler and Patrick Rickert. "Democracy and Conflict." Oxford Bibliographies in International Relations. August 2016. [peer-reviewed] doi:10.1093/OBO/9780199743292-0183
- D.M. Gibler and S.V. Miller. External Threats, State Capacity, and Civil War. Journal of Peace Research. 51(September): 634-646. 2014. doi:10.1177/0022343314531003
- D.M. Gibler. Contiguous States, Stable Borders and the Peace between Democracies. International Studies Quarterly. 58(1): 126-129. 2014. doi:10.1111/isqu.12105
- D.M. Gibler and Jaroslav Tir. Territorial Peace and Democratic Clustering. *The Journal of Politics*. 76(1): 27-40. 2014. doi:10.1017/S0022381613001059
- D.M. Gibler and M.L. Hutchison. Territorial Issues, Audience Costs, and the Democratic Peace: The Importance of Issue Salience. *The Journal of Politics*. 75(4): 879-893. 2013.

doi:10.1017/S0022381613000923

- D.M. Gibler and S.V. Miller. Quick Victories? Territory, Democracies and Their Disputes. Journal of Conflict Resolution. 57(2) April: 295-321. 2013. doi:10.1177/0022002712446126
- D.M. Gibler and Alex Braithwaite. Dangerous Neighbours, Regional Territorial Conflict, and the Democratic Peace. British Journal of Political Science. 43(4): 877-887.
  2013. [Highlighted by BJPS as part of a partnership with the Monkey Cage blog.] doi:10.1017/S000712341200052X
- C.N. Kang and D.M. Gibler. An Assessment of the Validity of Empirical Measures of State Satisfaction with the Status Quo. *European Journal of International Relations*. December, 19(4): 695-719. 2013. doi:10.1177/1354066112436702
- D.M. Gibler, M.L. Hutchison, and S.V. Miller. Individual Identity Attachments and International Conflict: The Importance of Territorial Threat. *Comparative Political Studies*. 45(12): 1655-1683. 2012. doi:10.1177/0010414012463899
- D.M. Gibler and S.V. Miller. Comparing the Foreign Aid Policies of Presidents Bush and Obama. *Social Science Quarterly*. 93(5): 1202-1217. 2012. doi:10.1111/j.1540-6237.2012.00909.x
- D.M. Gibler and K.A. Randazzo. Testing the Effects of Independent Judiciaries on the Likelihood of Democratic Backsliding. American Journal of Political Science. 55(3):696-709. 2011. doi:10.1111/j.1540-5907.2010.00504.x
- S.V. Miller and D.M. Gibler. Democracies, Territory, and Negotiated Compromises. Conflict Management and Peace Science. 28(3):661-279. 2011. doi:10.1177/0738894211404797
- D.M. Gibler. The Politics of Territorial Threat and Rivalry: An Introduction to this Special Issue. Conflict Management and Peace Science. 28(3):179-182. 2011. doi:10.1177/0738894211404786
- D.M. Gibler and J.Tir. Settled Borders and Regime Type: Democratic Transitions as Consequences of Peaceful Territorial Transfers. American Journal of Political Science. 54(4):951-968. 2010. [Reprinted as part of special issue by the AJPS on work funded by the National Science Foundation.] doi:10.1111/j.1540-5907.2010.00473.x
- D.M. Gibler. Outside-In: The Effects of External Threat on State Centralization. *Journal of Conflict Resolution*. 54(4):519-542. 2010. doi:10.1177/0022002710370135
- T.Z. Ruby and D.M. Gibler. US professional military education and democratization abroad. *European Journal of International Relations*. 16(3):339-364. 2010. doi:10.1177/1354066109344659
- D.M. Gibler. The Costs of Reneging: Reputation and Alliance Formation. Journal of Conflict Resolution. 52(3):426-454. 2008. doi:10.1177/0022002707310003
- D.M. Gibler. United States Economic Aid and Repression: The Opportunity Cost Argument. The Journal of Politics. 70(2):513-526. 2008. doi:10.1017/S002238160808047X

- D.M. Gibler. Bordering on Peace: Democracy, Territorial Issues, and Conflict. *International Studies Quarterly.* 51(3):509-532. 2007. [Reprinted in *Conflict, War, and Peace: An Introduction to Scientific Research*, edited by Sara Mitchell and John Vasquez, Washington, DC: Congressional Quarterly Press, 2014: 277-302.] doi:10.1111/j.1468-2478.2007.00462.x
- M.L. Hutchison and D.M. Gibler. Political Tolerance and Territorial Threat: A Cross-National Study. *The Journal of Politics*. 69(1):128-142. 2007. doi:10.1111/j.1468-2508.2007.00499.x
- D.M. Gibler and J.A. Sewell. External Threat and Democracy: The Role of NATO Revisited. *Journal of Peace Research*. 43(4):413-43. 2006. doi:10.1177/0022343306065115
- D.M. Gibler and S.M. Wolford. Alliances, then Democracy: An Examination of the Relationship between Regime Type and Alliance Formation. *Journal of Conflict Resolution*. 50(1):1-25. 2006. doi:10.1177/0022002705281360
- D.M. Gibler, T.J. Rider, and M.L. Hutchison. Taking Arms Against a Sea of Troubles: Interdependent Racing and the Likelihood of Conflict in Rival States. *Journal of Peace Research*. 42(2):131-147. 2005. doi:10.1177/0022343305050687
- D.M. Gibler and T.J. Rider. Prior Commitments: Compatible Interests versus Capabilities in Alliance Behavior. *International Interactions*. 30(4):309-330. 2004. doi:10.1080/03050620490883985
- D.M. Gibler and M.R.Sarkees. Measuring Alliances: The Correlates of War Formal Interstate Alliance Dataset, 1816-2000. Journal of Peace Research. 41(2):211-222. 2004. [Note: This was the third most cited article in Armed Conflict studies from 2004 to 2006, according to Thompson Scientific's Essential Science Indicators.] doi:10.1177/0022343304041061
- J.A. Vasquez and D.M. Gibler. The Steps to War in Asia, 1931-45. Security Studies. 10(3):1-45. 2001. doi:10.1080/09636410108429436
- D.M. Gibler. An Extension of the Correlates of War Formal Alliance Data Set, 1648-1814. *International Interactions*. 25(1):1-28. 1999. doi:10.1080/03050629908434939
- D.M. Gibler. East or Further East?. *Journal of Peace Research*. 36(6):627-637. 1999. doi:10.1177/0022343399036006002
- D.M. Gibler and J.A.Vasquez. Uncovering the Dangerous Alliances, 1495-1980. International Studies Quarterly. 42(4):785-807. 1998. [Reprinted in War (Sage Library of International Relations), P. F. Diehl, ed. London: Sage Publications Ltd, 2005.] doi:10.1111/0020-8833.00106
- D.M. Gibler. Control the Issues, Control the Conflict: The Effects of Alliances that Settle Territorial Issues on Interstate Rivalries. *International Interactions*. 22(4):341-68. 1997. doi:10.1080/03050629708434897
- D.M. Gibler. Alliances that Never Balance: The Territorial Settlement Treaty. Conflict Management and Peace Science. 16(1):75-97. 1996. [Reprinted in A Road Map to War: Territorial Dimensions of International Conflict, edited by P. F. Diehl. Nashville, TN: Vanderbilt University Press, 1999: 181-204.] doi:10.1177/073889429601500104

## TEACHING-ORIENTED PUBLICATIONS

- D.M. Gibler. International Constraints and the United States Foreign Policy Agenda: A Semester-Long Class Simulation using the Blackboard Web Platform. *PS: Political Science & Politics*. 37(3):473-476. 2004. doi:10.1017.S1049096504004706
- D.M. Gibler and T.Z. Ruby. Educating Foreign Officers. *Joint Force Quarterly*. 33 (Winter):119-123. 2002-03.

# OTHER PUBLICATIONS

- D.M. Gibler. Introduction and Summary of H-Diplo discussion of Laura Sjoberg's Gendering Global Conflict: Toward a Feminist Theory of War.
- D.M. Gibler. Review of Globalization and the National Security State, By Norrin M. Ripsman and T. V. Paul . New York: Oxford University Press, 2010. 296p. \$99.00 cloth, \$27.95 paper. Perspectives on Politics March 2013, pp 353-354 doi:10.1017/S153759271200391X
- D.M. Gibler. "The Implications of a Territorial Peace," In What do we know about war?, edited by J. A. Vasquez. Lanham, MD: Rowan & Littlefield, 2012.
- J.A. Sewell and D.M. Gibler. "The March Eastward: The Role of EU Expansion in Democratic Transition and Consolidation," in TBD, Edited by Henry F. Carey. Lanham, MD: Lexington Book/Rowman and Littlefield, 2012.
- D.M. Gibler. "Alliance Systems," In *Encyclopedia of Violence, Peace, and Conflict, Volume II*, edited by L. Kurtz and J. Turpin. Elsevier Press, 2008.
- D.M. Gibler. "Defending Against the Indefensible: Creating a National Missile Defense," In *History behind the headlines: the origins of conflicts worldwide, Volume 4*, edited by S. Benson. Farmington Hills, Mi: Thomson Gale Group.
- D.M. Gibler. "Alliances: Why Some Cause War and Why Others Cause Peace. In What do we know about war?, edited by J. A. Vasquez. Lanham, MD: Rowan & Littlefield, pp. 145-164, 2000.
- D.M. Gibler. "Alliance Systems." In Encyclopedia of Violence, Peace, and Conflict, Volume I, edited by L. Kurtz and J. Turpin. San Diego, CA: Academic Press, Inc.: 47-54.

#### External Grants

- D.M. Gibler, Olga Chyzh, and M.D. Nieman, Modeling Sample Selection for Multi-Level Data Structures. .National Science Foundation Grant (Award #1729244). Three-year, \$430,201 (\$158,188 to Alabama) grant covering research assistance and summer salary to examine the effects of structural selection on events data. 2017-2020.
- D.M. Gibler. What Do Leaders Want?: Collecting and Coding Issue Positions and Demands in the Militarized Interstate Dispute (MID) Data, 1816-2010. National Science Foundation Grant (Award #1729300). Three-year, \$342,016 (\$249,229 to Alabama) grant covering research assistance and summer salary to collect and code the evolution of issues during MIDs. 2017-2020.
- D.M. Gibler. Intra-dispute Bargaining: Collecting and Coding Individual Incidents in the Militarized Interstate Dispute (MID) Data, 1816-2001. National Science Foundation Grant (Award #1260492). One-year, \$43,562, supplemental funding for 2016.
- D.M. Gibler. Intra-dispute Bargaining: Collecting and Coding Individual Incidents in the Militarized Interstate Dispute (MID) Data, 1816-2001. National Science Foundation Grant (Award #1260492). Two-year, \$236,167 grant covering research assistance and summer salary to collect and code all militarized incidents in MIDs. 2013-2015.

- K.R. DeRouen, Jr. and D.M. Gibler. *Mediation in International Civil Conflicts*. Folke Bernadotte Academy (Sweden). 2012. \$38,500.
- D.M. Gibler and K.R. DeRouen, Jr.. National Science Foundation Grant (Award #0923406) Negotiated Settlements: A Collection and Analysis of All Agreements to End Militarized Interstate Disputes, 1816 to 2001. Three-year, \$205,000 grant covering research assistance and summer salary to collect and code all MID negotiated settlements. 2009-11. [Highlighted as part of special NSF feature on "Strategies for Reducing International Conflict"]
- D.M. Gibler. HF Guggenheim Foundation. Fellowship. Course releases and research support to complete book manuscript on the effects of external threat on state development, regime type, and international conflict. 2008-09.
- D.S. Bennett, S.A. Bremer, P.H. Diehl, D. Geller, D.M. Gibler, P.R. Hensel, C.S. Gochman, Z. Maoz, G. Palmer, B.M. Pollins, J.L. Ray, P. Regan, and R. Stoll. National Science Foundation Research Grant #0001704: Collaborative Research on Updating the Militarized Dispute Data Set. Project Website. 2000-2002.

#### Awards and Disctinctions

- Winner of the 2015 Frank J. Klingberg Award for best faculty paper presented at the International Studies Association, Midwest (with Mark D. Nieman), for "Taking Democratic Differences Seriously: A Split-Population Approach."
- 2012-2015, Named the Arts and Sciences Leadership Board Fellow for Social Sciences at the University of Alabama
- 2009. Finalist, Blackmon-Moody Award for Outstanding Professor of the Year, University of Alabama
- 2007. "Measuring Alliances: The Correlates of War Formal Interstate Alliance Dataset, 1816-2000", published in 2004 in the *Journal of Peace Research*, Volume 41: 2, pp. 211-222, was named the third most cited article in Armed Conflict studies from 2004 to 2006 by Thompson Scientific's Essential Science Indicators
- 2007. Listed as 10th among political science assistant professors (all subfields) in citations according to data collected by Assisting Politics
- 2001. Finalist, Chancellor's Teaching Award, University of Kentucky
- 1996-1997. Master Teaching Fellow, Social Sciences, Vanderbilt University. (Selected as the Teaching Assistant of the Year in Social Sciences at Vanderbilt. Trained incoming social science teaching assistants in various teaching methods and was responsible for evaluation of their effectiveness in the classroom.)
- 1994. Vanderbilt Graduate Student Research Award, first place winner in Social Sciences Division.

## Internal Grants

- 2013. University Research Grant Committee Award, \$3,960.
- 2013. Awarded Post-Doctoral Research Stimulus Position as part of university-wide, competitive program from the office of the Vice President of Research, University of Alabama. (with Karl DeRouen, Richard Fording, Dana Patton, and Anne Williamson)
- D.M. Gibler. College of Arts and Sciences, University of Alabama, Research Academy Grant. 2008. Award of \$9,500 to host conference on territorial issues and rivalry at the University of Alabama.
- 2000, 2003, and 2004. University of Kentucky Faculty Enhancement Grants.

1996. Vanderbilt Dissertation Enhancement Grant.

1993-1997. Department of Political Science Fellowship, Vanderbilt University.

# RECENT CONFERENCE PARTICIPATION

- K.A. Randazzo, D.M. Gibler, and R. Reid. 2012. Midwest Political Science Association, Chicago, IL (April). Examining the Development of Judicial Independence.
- D.M. Gibler and J. Tir. 2012. International Studies Association, San Diego, CA (April). Territorial Peace and Democratic Clustering.
- Jaroslav Tir and D.M. Gibler. 2011. International Studies Association, Montreal, Canada (March). Rethinking Kantian Peace: Positive Territorial Peace, Dyadic Democracy, Trade, and IGO Memberships.
- D.M. Gibler and M.L. Hutchison. 2010. American Political Science Association, Washington, DC (August). Territorial Issues, Audience Costs, and the Democratic Peace: The Importance of Issue Salience.
- D.M. Gibler and S.V. Miller. 2010. International Studies Association, New Orleans, LA (February). Quick Victories? Territory, Democracies and Their Disputes.
- D.M. Gibler. 2010. Southern Political Science Association, Atlanta, GA (January). Quick Victories? Territory, Democracies and Their Disputes.
- D.M. Gibler. 2009. Western Political Science Association, Vancouver, BC (Canada) (March). Political Entrepreneurs and the Sources of Territorial Dispute Initiation.
- D.M. Gibler and A. Braithwaite. 2009. International Studies Association, New York, NY (February). Regional Democracy and Peaceful Borders: Assessing the Relationship between Conflict and Democracy in the Region.
- D.M. Gibler and J. Walsh. 2009. Southern Political Science Association, New Orleans, LA (January). The Independent Judiciary and Democratic Backsliding.
- D.M. Gibler and A. Braithwaite. 2008. Peace Science Society (International), Claremont, CA (October), Regional Democracy and Peaceful Borders: Assessing the Relationship between Conflict and Democracy in the Region.
- D.M. Gibler and S.V. Miller. 2008. American Political Science Association, Boston, MA (August), Territorial Threat and the Democratic Peace.
- G. Goertz, D.M. Gibler, and K. Powers. 2008. American Political Science Association, Boston, MA (August), Reconceptualizing alliances: how treaty nesting can fundamentally change the meaning of a concept.
- D.M. Gibler, M.L. Hutchison and S.V. Miller. 2008. Midwest Political Science Association, Chicago, IL (April), Territorial Threats, Civil Wars, and Identity Formation.
- D.M. Gibler, M.L. Hutchison and S.V. Miller. 2008. International Studies Association, San Francisco, CA (March), Territorial Threats, Civil Wars, and Identity Formation.
- D.M. Gibler and J. Tir. 2007. Pan-European Conference on International Relations, Turin, Italy (September 11-15, 2007), Settled Borders and Regime Type: Democratic Transitions as Consequences of Peaceful Territorial Transfers.
- D.M. Gibler. 2007. International Studies Association, Chicago, IL (March), Outside-in: The Effects of External Threat on State Centralization.
- D.M. Gibler. 2006. Peace Science Society (International), Columbus, OH (November), Dangerous Democratizers?: New Democracies and the Likelihood of Conflict.

#### Previous Appointments

Department of Political Science, University of Alabama 2008-2011, Associate Professor, 2006-2008, Assistant Professor

Department of Political Science, University of Kentucky 2005-2006, Associate Professor, 1999-2005, Assistant Professor

## Professional Service

Editorial Board Member, Conflict Management and Peace Science, 2012-present, International Interactions, 2008-2013, Social Science Quarterly, 2011-present.

National Science Foundation Dissertation Panel Reviewer, 2012.

National Science Foundation Panel Reviewer, 2012–present.

Datahost, International Military Alliances, 1816-2011, Correlates of War Project

Committee Member, J. David Singer Award for Data Innovation for the Conflict Processes Section of APSA, 2011-2012.

Section Chair, 8th Pan-European Conference on International Relations, European International Studies Association (EISA)/European Consortium for Political Research (ECPR) Standing Group on International Relations (SGIR), Warsaw, Poland, September 18-21, 2013.

Section Chair for Conflict Processes, Midwest Political Science Association 2011

Section Chair for International Relations, Southern Political Science Association 2011

Graduate Student Paper Award Committee, International Studies Assoc, 2002-2004.

Graduate Student Paper Award Committee, Southern Political Science Assoc, 2009, 2013

Invited talks at Texas A&M University (2003), Louisiana State University (2003), Graduate Institute of International Studies, Geneva, Switzerland (2004), Ohio State University (2005), Columbia University (2005), University of Iowa (2006), University of Chicago (2008), University of Texas, LBJ School (2009), University of Illinois (2010), University of Iowa (2011), Vanderbilt University (2011), Arizona State University (2013)

External Reviewer for Tenure and/or Promotion: Hofstra, Middlebury College, University at Buffalo, University of Colorado, University of Georgia, University of New Mexico, Vanderbilt University

Reviewer for the following grantors, publishers and journals (for each, multiple times):
National Science Foundation, University of Chicago Press, Oxford University Press,
Stanford University Press, Congressional Quarterly Publishers, Pearson Longman,
Routledge Press, Rowan and Littlefield Publishers, American Political Science Review, American Journal of Political Science, British Journal of Political Science,
Comparative Political Studies, Conflict Management and Peace Science, European
Journal of International Relations, Foreign Policy Analysis, International Interactions, International Organization, International Studies Quarterly, Journal of Conflict Resolution, Journal of Peace Research, Journal of Politics, Peace and Change,
Security Studies, Social Science Quarterly, Swiss Political Science Review, and World
Politics.

DEPARTMENTAL, COLLEGE, AND UNIVERSITY SERVICE

#### University of Alabama

#### University

- Founder and Director, University of Alabama Summer in Belgium, 2008-present. This is a yearly program with an \$80,000 budget that includes travel to three different countries and site visits to 8-10 European and TransAtlantic Institutions.
- University Research Grants Award Committee, 2009-2011; (Chair, 2011)
- Member, Alumni Outstanding Senior Award Selection Committee, 2011

### College

- Member, College Academy of Research, Scholarship, and Creative Activity (CARSCA), 2012-present
- Chair, College of Arts and Sciences Search for Department of Political Science Chairperson, 2010-11
- College of Arts and Sciences Tenure and Promotion Committee, 2009-2011
- Member, Nobel Speakers Committee, College of Arts and Sciences, 2010-
- Director, International Studies Major, 2012-

# Department

- Departmental Tenure and Promotion Committee, 2009-present
- International Relations Search Committee, 2012-13 (chair), 2011-12 (chair), 2010-11 (chair), 2009-10 (chair), 2008-09 (chair), 2006-07
- Executive Committee, 2010-present
- Comparative Politics Search Committee, 2007-08
- Graduate Studies Committee, 2006-2012

## University of Kentucky

- Graduate Committee, 2000-2005, Acting Director of Graduate Studies, 2004
- Undergraduate Committee, 1999-2000
- International Relations/Comparative Search Committee, 2005-06
- Comparative Search Committee, 2000-01
- Recruiter, Ralph Bunche Institute (Duke University), 2001-2003