

Resume

James B. Mayfield

August, 2016

Education:

- a) University of Utah, Salt Lake City, Utah, B.S. 1958 Political Science
- b) University of Utah, Salt Lake City, Utah, M.A. 1959 Political Science
- c) University of Texas, Austin, Texas, Ph.D. 1967 Political Science, Professor Emeritus

Languages: Arabic, French, Finnish, and some Spanish, Swahili, Urdu, Tagalog, Bahasa Indonesia and presently studying introductory Nepali.

Areas of Teaching Interest and Teaching Experience (35 years teaching)

- a) General Public Administration
- b) Development Administration in the Less Developed Countries (LDCs)
- c) Organizational Behavior and Public Management Training
- d) Comparative Public Administration
- e) Middle East Studies (International Relations)
- f) General Comparative Politics and Local Administrative Systems
- g) Survey Research, Basic and Advanced Political Statistics
- h) Political Economy of Peasant Societies
- i) Organization Development (OD) in Public Administration

Foreign Travel:

Three years in Finland as Church Missionary (1955-58).

Three years in Paris, France as US Army Intelligence Officer (1961-64).

One year in United Arab Republic (Egypt) as Fulbright Scholar (1966-67).

One month (September, 1968) in North Africa State Department faculty seminar.

Three months (Summer 1970) Research Consultant for Peace Corps in Libya.

Six months (Winter-Spring 1974) in Egypt on Cornell University research grant in Local Government Reform.

Two months (Summer 1975) Research Analyst for USAID/Egypt.

Two months (Summer 1976) Research Mission in Local Government with USAID/Egypt. Two months (Summer 1977) Research Mission on Local Government with USAID/Egypt. One month (Summer 1978). Research Mission in Local Government with USAID/Tunisia.

One month (Summer 1978) Research Mission on Local Government with USAID/Egypt.

One month (Summer 1979) Visiting Researcher with International Institute of Rural Reconstruction (IIRR), Silang, Cavite, Philippines.

Two months (Spring 1979) Researcher on Rural Development with USAID/Egypt
 One month (Spring 1980)) Research Consultant with USAID/Egypt.
 Three months (Summer 1980) in Egypt, Indonesia, Thailand, Philippines as
 Research Consultant USAID.
 One month (December 1980) Research Consultant with USAID/Egypt.
 One month (June 1981) Research Consultant with USAID/Philippines.
 Three months (Oct.-Dec. 1981) Research Consultant with USAID/Philippines.
 One month (August 1982) Research/Training Mission with USAID/Philippines.
 One month (September 1982) Research Mission with USAID/Pakistan.
 One month (June 1983) Research Mission with USAID/Pakistan.
 One month (August 1983) in Training Mission with USAID/Philippines.
 One month (June 1984) Research Mission with USAID/Pakistan.
 One month (September 1984) Research Consultant USAID/Sudan.
 One month (May 1985) in Mali, Research Consultant CARE International.
 One month (June 1985) Research Consultant with USAID/Egypt.
 Six weeks (July/August 1985) Research Consultant with USAID/Sri Lanka.
 One month (May 1986) in Peru and Bolivia, CHOICE Foundation.
 One month (July/August 1986) Training Consultant (ACF) Bolivia
 Six weeks (Sept/Oct 1987) Research Consultant with USAID/Indonesia.
 Six weeks (Summer 1988) Research Consultant with USAID/Egypt
 Six months (March-Dec 1989) Research Consultant with USAID/Egypt.
 Six weeks (Summer 1990) Research Consultant with USAID/Egypt.
 Three weeks (Summer 1991) Research Consultant with USAID/Egypt.
 Three weeks (Summer 1992) Management Consultant with USAID/Egypt.
 One week (October 1992) Management Consultant with UNICEF, Tunisia.
 Three weeks (Summer 1993) CHOICE Foundation, Guatemala.
 Three weeks (August 1993) CHOICE Foundation, Kenya.
 Three weeks (June 1994) CHOICE Foundation, Timor, Indonesia.
 Two weeks (Nov 1994) CHOICE Foundation, West Samoa.
 Three weeks (Jan-Feb 1995) CHOICE Foundation, Cambodia and Vietnam.
 Three weeks (June 1995) CHOICE Foundation, Sumba, Indonesia.
 Two weeks (Jan-Feb 1996) CHOICE Foundation, Cambodia and Vietnam.
 Two weeks (March 1996) CHOICE Foundation, El Chol, Guatemala.
 Three weeks (July-August 1996) CHOICE Foundation, Kwale District, Kenya.
 Three weeks (November-December 1996) CHOICE Foundation, Vietnam
 Two weeks (January 1997) CHOICE Foundation, Ecuador
 Three weeks (January-February 1997) CHOICE Foundation, India and Vietnam.
 Six months (March September 1997) Consultant, USAID/Egypt.
 Three weeks (February 1998) CHOICE Foundation, India.
 Four weeks (March 1998), Program Consultant with the Grameen Bank,
 Bangladesh,
 One weeks (September 1998) workshop facilitator for CIDA in Chiang Mai,
 Thailand.
 Two weeks (September 1998) CHOICE Foundation in Nepal and Cambodia.
 Two weeks (April 1999) workshop facilitator for CIDA in Malaysia and
 Indonesia

Twelve months (May 2003-May 2004) USAID Consultant to Iraqi Local Government Program.

Six Weeks (September 2004-April 2005) USAID Consultant to Decentralization and Good Governance Project Assessment, Amman, Jordan

Two Weeks, Partnership Initiative Program, USAID Cairo, Research Consultant, June 2005

Nine Months, Senior Consultant with Chemonics International Inc. in Washington DC, January to September 2006.

Two Weeks, Senior Consultant with Chemonics International to Prepare a Proposal on the Growth with Equity program in Mindanao (GEM3), Autonomous Region of Muslim Mindanao, December 2006.

2007-2011: Three years writing his magnum opus, a fifty year study of rural Egypt. Field Of Reeds: Political, Economic, and Social Change in Rural Egypt (2012)

Three weeks consultant with Chemonics International for the Local Governance Program in Iraq (December 2013 to January 2014)

Four months a year commitment in Nepal; (2014 through the end of 2016) as the Program Coordinator of the Nepal Self Developing District Program (NSDP).

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Work Experience

1. Forty years experience as a Rural Development Management Specialist, conducting management training workshops in team building, organization development, conflict resolution, management information systems, project and program design and implementation, policy review and analysis, monitoring and evaluation, survey research, field staff development.

2. Fifty years of experience as a specialist in Survey Research, questionnaire development, sample design, interviewer training and supervision, data coding and entry, statistical analysis of data and report writing. Owner and manager of Wasatch Opinion Research Corporation, (1968-1980), summer intern with Michigan Survey Research Center (1968-69). Wasatch Opinion Research Corporation was the largest survey research organization in the intermountain states area in the 1960s and 1970s, conducting data collection for a number of national firms and government organizations, including: George Gallop, Roper Center for Public Opinion Research, HUD, Peace Corps, National Drug Usage Survey.

3. Co-Founder and Chairman of the Board for CHOICE (Center for Humanitarian Outreach and Inter Cultural Exchange), a world-wide humanitarian organization implementing village development projects (primary health care, literacy, micro-credit and small scale enterprise development) in Bolivia, Guatemala, Mexico, Kenya, India, Vietnam, Indonesia, (1983-1997). Now a member of the Board (2007 to the present).

4. Forty years as a university professor in various universities and research institutes, presently retired as Professor Emeritus of Political Science from the University of Utah.

Publications

1. James B. Mayfield, "Middle East in Crisis: A New Opportunity for Peace?" Arts and Letters, Utah Academy of Sciences, *Proceedings*, Vol. 44, Part II (1967), pp. 478-485.
2. James B. Mayfield, "The Arab-Israeli War." *Dialogue*, Vol. IV, No. 2 (Summer 1969).
3. James B. Mayfield, "Neutralism in the Middle East," "Mutual Defense Pact 1955," "Political Parties -- Sectarianism," "San Remo Conference 1920," in *The Middle East Dictionary*, Editor: Mehdi Heravi (Boston: Little, Brown and Company, 1971).
4. James B. Mayfield, *Rural Politics in Nasser's Egypt: A Quest for Legitimacy*, Austin, Texas: University of Texas Press, 1971).
5. James B. Mayfield, "The Arab Republic of Egypt," *Contemporary Middle Eastern Governments and Politics*, Edited by Abid al-Marayti (Belmont: Wadsworth Publishing Company, 1972).
6. James B. Mayfield, "The Republic of Syria," *Contemporary Middle Eastern Governments and Politics*, Edited by Abid al-Marayti. (Belmont: Wadsworth Publishing, 1972).
7. James B. Mayfield, *Local Institutions and Egyptian Rural Development*, (Ithaca: Cornell University, 1974).
8. James B. Mayfield "Electoral Patterns 1895-1980" in *Atlas of Utah* edited by Wayne L. Wahlquist (Provo, Utah: Brigham Young University Press, 1981)
9. James B. Mayfield and M. Naguib, *The Administrative and Social Environment of the Farmers in an Egyptian Village* (Fort Collins, Colorado: EWUP-TR69, 1984)
10. James B. Mayfield, "The Egyptian Basic Village Service Program: A New Strategy for Local Government Capacity Building," in *Participation in Development Planning and Management: Cases from Africa and Asia*, edited by Jean-Claude Gracia-Zamor (Boulder, Colorado: Westview Press, 1984)
11. James B. Mayfield, "The Rural Service Center: A New Strategy for Rural Development," *International Journal of Public Administration* (Fall, 1984)
12. James B. Mayfield, *Go to the People: The People's School System As a Strategy for Integrated Rural Development* (West Hartford, Conn.: Kumarian Press, 1986)
- ***James B. Mayfield, "Strategic Assessment of the Policy Environment for Decentralization Reform in Egypt, Report 1", USAID Report (Cairo: USAID, June 1989)
13. James B. Mayfield, "Sustainable Development: Integration of Dr. Yen's Thought and the Concept of Sustainability," In Y.C. James Yen's Thought on Mass Education and Rural Reconstruction: China and Beyond, edited by Martha M. Keehn (New York: International Institute of Rural Reconstruction Press, 1993).
14. James B. Mayfield and Manjit Kaur, "Health Care Sustainability in Rural Areas: A Conceptual Model for Consideration" *Journal of Community Medicine*, Vol.27, No. 2, (1993).
15. James B. Mayfield, *A Subnational Outreach Program: Proposed Action Steps and Training for Primary Health Care Implementation*, (Florence, Italy:

UNICEF, Innocenti Occasional Papers-Decentralization and Local Governance Series, No. 5, June 1994).

16. James B. Mayfield, "Agricultural Cooperatives: Continuity and Change in Rural Egypt, in *Egypt: From Monarchy to Republic: A Reassessment of Revolution and Change*, edited by Shimon Shamir, (Boulder, Col: Westview Press, 1995)

17. James B. Mayfield, *The Local Government of Egypt: The Challenges of Administrative Reform Through the Processes of Decentralization and Democratization* (Cairo: American University of Cairo Press, 1996)

18. James B. Mayfield, *One Can Make A Difference: Challenges and Opportunities of Dealing with World Poverty*, (Washington, DC: University Press of America, Inc., 1997)

19. James B. Mayfield and Gary M. Waller, "Participatory Assessment and the Twenty Points of Progress Program: The Experience From Mexico, (London: Participatory Learning and Action Notes (PLA Notes, Issue 34) published by the International Institute of Environment and Development (IIED), (July, 1999), pp. 16-23.

20. James B. Mayfield and Joaquin L Gonzalez III, "Public Interest Partnerships (PIPs): Is a New Governance Paradigm Emerging in ASEAN?" In *Applying Public Administration in Development: Guideposts to the Future*, edited by Paul Collins, (New York: John Wiley & Sons, 2000), pp. 207-226.

21. James B. Mayfield and Derrick Brinkerhoff, "Democratic Governance in Iraq: Progress and Peril in Reforming Local State-Society Relations", in *Journal of Public Administration and Development*, (Vol 25, No. 1, February 2005).

22. James B. Mayfield, *The Enigma of Iraq: Why are We There? How Long Should We Stay, What Hope for the Future?* (New York: Book Surge Publishing: 2005)

23. James B. Mayfield, *The Time Has Come: A Strategy To Confront the Tragedy of World Poverty*, (New York: Book Surge Publishing: 2006)

24. James B. Mayfield, *Field of Reeds: Social, Economic and Political Change in Rural Egypt: In Search of Civil Society and Good Governance* (Author House: 2012).

JAMES B. MAYFIELD

Detailed Outline of His Professional Consulting Activities

Professor James Mayfield is an expert in local government management development and rural development project implementation. His experience ranges from studying and evaluating decentralization efforts to providing direct capacity-building assistance to provincial projects, sub national government bodies, private voluntary organizations, and village and irrigation-based farmer groups. His work in Africa and Asia and Latin America has emphasized the institutional dimensions of decentralization and rural services, the evaluation of management effectiveness in government and non government settings, and the building of local management capacities. Much of Dr. Mayfield's training activities involve the use of behavioral and management science techniques, particularly in survey research and organization development (OD). Dr. Mayfield is a former owner of a survey research company that conducted polls in the inter-mountain states of the western United States.

Professional Experience

Dr. Mayfield has been a Professor of Political Science at the University of Utah since 1967 where he taught courses in the Issues of Development in the Third World, Development Administration (Project Management), Public Management Training and Development, Organization Development (OD) in the Public Sector, Basic and Advanced Political Statistics and the Political Economy of Peasant Society. Dr. Mayfield was the Director of the International Development Administration Program -- a graduate program for students specializing in rural project management and implementation. Dr Mayfield is now retired from the Department of Political Science, University of Utah, as Professor Emeritus.

Overseas Consulting Experience

EGYPT

Fulbright Scholar in Rural Development 1966-67

Conducted extensive field research while living in three Egyptian villages. Focus of research included: local government institution building, village councils, political party system, village cooperatives, extension programs; training needs for local officials; strategies for institutionalizing administrative reform; administrative control systems from Ministries of Health, Agriculture, Social Affairs, and Education, and village level self-help activities.

Local Government Institution Building Project (Winter-Spring 1974)

Member of research team recruited by the Rural Development Committee (Cornell University) funded by USAID to collect information on local

government institutions in rural Egypt and to determine the extent to which they contribute to rural development programs.

Egyptian Local Government Training Assessment (Summers 1975-76)

Research Consultant for USAID/Cairo to prepare planning documentation for extended Rural Development Program in Egypt - in depth analysis of local government administrative systems (O&M, Budgetary, Program implementation) in governorates, districts and village council areas including a specific set of recommendations on how best to implement a new decentralized system in Egypt.

Egyptian Local Government Budget System Assessment 1976-77)

Research advisor to USAID/Cairo to prepare a detailed report describing all the existing financial mechanism linking village, district and governorate councils to Egypt's central government. This report served as a manual for both design and implementation of the Development Decentralization Project (DDI). This report included three areas: (1) The apparatus and cycle of budgeting and disbursing procedures for local council funds, (2) existing lending, and credit arrangements available to local councils including village banks and municipal development loans, (3) the procedures and regulations governing local council, management, allocation, and expenditure of all council revenues whether centrally funded or autonomously generated.

Egyptian Local Government Management Training (June 1978)

Member of research team examining the curriculum of the Diploma program in Local Government (Cairo University) structured to introduce local government officials to new techniques in management and administration, research methodologies and data analysis skills, public budgeting and finance concepts, public personnel management and public policy analysis.

Egyptian Local Development (LDF) Project (March 1979)

Member of LDF Project design team. Responsible to develop a training strategy, curriculum, staff requirements, scheduling and methodologies. Conducted two week training workshop for 45 LDF officials from rural governorates and districts on the following topics:

- (1) Integrated Rural Development Strategies to improve the economic, social and physical characteristics of Egyptian villages.
- (2) Process and procedures for conducting effective feasibility studies for village council income producing projects.
- (3) Planning and implementing skills for managing small income producing projects.
- (4) Process of evaluation and monitoring small income producing projects.
- (5) Survey research training in sample design, interviewing and data analysis.

Basic Village Service (BVS) Program (March 1980)

Research Consultant to USAID/Cairo requested to help design a comprehensive evaluation system to monitor and assess the consequences of a

decentralized BVS program structured to finance rural infrastructure projects (potable water, roads and drainage systems).

Egypt Water Use and Management (EWUP) Project (June 1980)

Member of EWUP research team responsible to develop methods of watercourse improvement and packages of practices for better on-farm water use. Staff workshop conducted to design extension system structured to help farmers become involved in identifying irrigation problems and concerns, consider alternative solutions and field test those most promising solutions and train facilitators to be responsible for identifying and developing potential water user associations among local farmers.

Decentralization Sector Support and Programs (DSS) (December 1980)

Research Consultant for USAID/Cairo to develop a management and planning training program to facilitate the implementation of legislation enacted to decentralize much of Egypt's local government system.

Rural Credit/Banking Programs in Egypt (June 1985)

Member of USAID sponsored project paper design team requested to evaluate the Local Development Fund (LDF) program (Phase II) structured to help village councils design and implement small scale income generating projects, determine the appropriateness of extending the LDF program, review alternative systems of rural credit institutions, and develop an initial implementation plan for strengthening both public and private rural credit/banking systems in Egypt.

Rural Development Seminar in Egypt (June 1988)

Research Consultant asked to conduct a two week seminar on Rural Development theory for USAID personnel. The seminar focused on the shifts in emphasis in rural development approaches implemented in the 1950s, 1960s, 1970s and 1980s. The last two days were devoted to an assessment of rural development theories and their relevance to the situation in rural Egypt.

Local Government Decentralization Policy Paper (March-December 1989)

Member of a USAID sponsored project paper design team requested to conduct a strategic assessment of the policy making environment for decentralization reform in Egypt for the 1990s. After a series of high level meetings with key officials both at the cabinet level, in the ministry of local administration, with various governors, professors and members of the National Assembly, Dr. Mayfield prepared a paper on the opportunities and constraints facing the Egyptian government as they seek to decentralize the local administration in Egypt.

Local Village Council Effectiveness Study Team (Summers of 1990 and 1991)

Senior Research Consultant asked to supervise, over a 15 month period, an in-depth survey of the ways in which the structures, procedures, successes and

failures within the village councils in Egypt had evolved over the past twenty years. Some 1000 present and past members of the various village councils elected in the 1970s and 1980s were interviewed and asked to compare and contrast these different councils over time. Dr. Mayfield was asked to design the sample, develop the questionnaire, recruit and train the interviewers and then to analyze the data through appropriate statistical techniques.

Advanced Seminar Workshop in Program Planning and Evaluation (Fall 1991)

Senior Research Evaluator for USAID to determine the effectiveness and impact of the Advanced Seminar Workshops conducted by the staff of Chemonics, Inc. Specifically Dr. Mayfield's job was to assess the use of organization development (OD) methodologies for training local government officials at the governorate, district and village levels in planning, implementing and evaluating program processes in rural Egypt.

Assessment of the Shrouk Program for Egyptian Rural Development (6 months in 1997)

Senior Research Evaluator, assigned to work with the evaluation team organized to complete an in depth evaluation of the Shrouk Program. Dr. Mayfield's duties included the design of a sample of Shrouk Committee members, Village Council members, Executive Council members, and a sample of villagers, both male and female. Dr. Mayfield participated in the formulation of the final questionnaires, the training of the interviewers and their supervisors, and the preparation of the coding process to ensure their compatibility with our SPSS data analysis software package. Finally, working closely with the project team leader, Dr. Mayfield helped in the preparation of tables and in depth analysis of the questions used in the survey.

PAKISTAN

On Farm Water Management Project (OFWM) (September 1982)

Member USAID/Islamabad sponsored assessment team directed to:

- (1) Review present OFWM management/administrative system,
- (2) Evaluate various strategies being used to increase agriculture production in selected pilot areas through improved water management,
- (3) Outline appropriate training programs to improve water management techniques through greater farmer participation,
- (4) Design ways to better coordinate various activities of central government ministries, WAPDA, and local government units for more effective project implementation.

OFWM Local Council Project (June 1983)

Research consultant for USAID/Islamabad to develop a training support system to prepare local councils in Pakistan at the district and union levels to develop their abilities to function as implementation structures for the OFWM program - organized to:

- (1) Improve the construction and maintenance of local irrigation systems through the collaborative efforts of locally elected council members, and local agency technicians, and
- (2) To train local level extension workers to establish and support Water Users Associations among local farmers.

Command Water Management Project (June 1984)

Member of a joint USAID/World Bank planning seminar to review and develop specific training strategies for increasing effectiveness of program management, implementation, planning and evaluation. Special emphasis was given to:

- (1) developing official-farmer joint participation and collaboration strategies to help achieve greater adequacy, equity and dependability of water supplies in specific command water areas in Pakistan and
- (2) review and critique a series of potential project implementation organizations including: (a) Water and Power Development Authority (WAPA), (b) Command Development Authority, (c) Ministerial (Agriculture and Irrigation) Coordination System, (e) Local Village Council System, and (f) Command Management Board.

PHILIPPINES

International Institute of Rural Reconstruction (IIRR) (July/Aug. 1979, 1980, 1981, 1982 and 1983)

Research/Training Consultant to the IIRR to help develop innovative training materials for rural development facilitators. Special emphasis was given to

- (1) new strategies for entering rural communities and mobilizing local leadership
- (2) survey research and other data collection techniques,
- (3) problem solving team building,
- (4) cross cultural management approaches in rural development,
- (5) development and introduction of appropriate technology, and
- (6) various organization development (OD) intervention strategies adapted for rural community development programs.

Rural Service Center Program (RSC) (September 1979)

Member of evaluation team sponsored by USAID/Manila to review midterm progress of RSC program. Specific recommendations were developed to help strengthen the staff support systems, project appraisals procedures and to re-conceptualize the program away from infrastructure projects toward more social action income producing projects.

Rural Service Center Program (RSC) (August 1980, 1981 and 1982)

Senior training specialist responsible to design and implement a series of two week training workshops for RSC staff. Special emphasis was given to team building, and conflict resolution skill building, involving the local staff in redesigning the RSC project away from a blueprint approach to a learning

process approach and developing several action project strategies which sought to target specific beneficiary groups. Staff were also trained in local organization building (cooperatives, farmer association, etc.) and in new techniques in identifying, training and supporting local entrepreneurial talent.

Bicol Integrated Area Development Project (July 1979, August 1980)

Member of a USAID Research Team to conducted a week-long staff development workshop with emphasis on team building, staff planning, project design, monitoring and control systems, implementation issues, and a detailed implementation plan using community organizers.

Rural Service Center Project (August 1980)

Member of a Training Team to conduct a series of week-long workshops involving central government officials, city level elected officials and city council members giving them a detailed orientation on the goals and purposes of the RSC project. The Workshop emphasized a competency-based training program which included political, technical, human relations, entrepreneurial and implementation skill building.

International Institute of Rural Reconstruction Training (June 1981)

Training consultant to senior staff of IIRR engaged to conduct a 2 week strategic planning workshop which included: (1) intensive management training (2) development of a three year plan, (3) long range fund raising strategy, and (4) review and restructure of the IIRR rural development facilitator training program.

Rural Service Center Technical Assistance Project (August 1982)

Member of USAID/Manila research team structured to collect data for a Project Paper Amendment which would provide additional technical assistance for (1) refinement of the RSC system in the 22 pilot cities and replication of the tested process in several other chartered cities, (2) strengthen the administrative structure of the implementing agency at central and regional levels and (3) assist RSC staff to explore alternative means of mobilizing private and other non government resources for support of local income generating subprojects.

Local Resource Management Project (LRM) (July/August 1982)

Research consultant to USAID/Manila and IIRR to help develop an implementation plan for the LRM project designed to test, promote, and institutionalize local government programming processes responsive to the needs of poverty groups in selected regions in the Philippines. It proposes a major institution building effort, at provincial and municipal levels, to introduce more poverty targeted approaches in development planning and more effective systems of resource mobilization and management and to stimulate the active involvement of local governments, the private sector, private voluntary organizations and poverty group members themselves in defining local priorities and in identifying more responsive planning approaches to local development.

GEM3 Proposal Writing Team (December, 2006)

Senior Research Consultant hired by Chemonics International to prepare White Paper, describing the three Basic Components of the Growth With Equity in Mindanao Program Phase three, (GEM3).

SRI LANKA

The Development Management and Training Project (DM&T) (July/August 1985)_Member of USAID/Colombo Project Paper Design team responsible to outline the specific implementation dimensions of the DM&T project. The primary purpose of this project is to increase the productivity of available resources and the effectiveness of programs by improving the management of the implementation processes primarily in the agriculture sector. Dr. Mayfield was specifically responsible to design the "Applied Management" section of the Project Paper based upon a "Process Integration Training" methodology: long term capacity building, experiential workshop oriented, cultural integration emphasis, and organization development (OD) theory based, (2) outline the selection criteria for a group of facilitators to be trained at the Sri Lanka Institute of Development Administration (SLIDA) capable of bringing applied management techniques to bear on specifically identified priority management problems in the agriculture sector.

SUDAN

Regionalization Project - Design of Training Program (Aug.-Sept. 1984)

Research consultant to USAID/Khartoum to develop a management and administrative training plan, complete a concept paper on the impact of Islamic law on Sudanese development efforts, complete a curriculum assessment report on the Sudan Academy of Administrative Sciences, the Management Development Center, the Development Studies Research Center, all located in Khartoum to determine what curriculum changes would be appropriate to upgrade quality of management training, and develop a concept paper to be discussed with GOS officials on the present system of Public Administration Training and the direction such training should take to best encourage and support GOS efforts to decentralize the administrative system.

Regional Finance and Planning Project (September 1984)

Member of an assessment team to determine appropriateness of continuing a project designed to increase the capacity of the Kordofan and former Southern Regional governments to direct and fund their own activities by improving their revenue generation, budgeting, financial management and project development capabilities.

TUNISIA

Southern Silicana Rural Development Project (July/August 1978)

Member of evaluation team to review Southern Siliana Rural Development Project with a focus on improving administrative decentralization of services, administration/ management skill training, project management systems, processes to involve more women in development activities, employment generation strategies and local marketing systems.

UNICEF Regional Conference on Program Evaluation (Tunisia, October 1992)

Senior Advisor to UNICEF during a planning conference to help develop criteria by which village development programs might be evaluated. Dr. Mayfield presented a proposal by which village programs could be assessed using a limited number of indicators and in ways that would be useful to both donor agencies and village leadership groups. The program developed came to be called the Twenty Points of Progress Program.

MALI

Care International/Community Services Council Rural Development Project (May 1985) Member of project assessment team to determine feasibility of a long term rural development project either among the Dogan Tribal groups east of Mopti or among the Toure tribal groups north of Timbuctou.

BOLIVIA

Partners of the Americas Rural Development Project (1986)

Senior Training Consultant to design and implement a two week training program for rural development facilitators (RDFs) assigned to the Altiplano area of Bolivia. The focus of the training was on trust building among Quechua and Aymara Indian communities, project designing, introduction of appropriate technology, community organization, and self-sustaining income producing projects.

INDONESIA

Private Voluntary Organization Assessment (Fall, 1987)

Member of USAID/Jakarta evaluation team responsible to define the role and mission of private voluntary associations (PVOs) both international and indigenous organizations in supporting Indonesian government's efforts to implement various development projects. Dr. Mayfield was specifically responsible to design a set of criteria by which USAID might more effectively evaluate proposals submitted for USAID funding and to review in some detail specific PVO projects that made significant progress toward self-sustainability.

CHOICE Village Development Project Implementation (Summer 1994)

Project leader for a CHOICE expedition to West Timor, Indonesia, to complete a village water project. Dr Mayfield was responsible for all arrangements, training and coordination of the participants, both Americans and Indonesians.

CHOICE Village Development Project Implementation (Summer 1995)

Project leader for a CHOICE expedition to Sumba, Indonesia, to complete a village community center and health clinic. Dr Mayfield was responsible for all arrangements, training and coordination of the participants, both Americans and Indonesians.

GUATAMALA

CHOICE Village Development Project Implementation (Summer 1993)

Project leader for a CHOICE expedition to Seneh, Guatemala, to complete a village school. Dr Mayfield was responsible for all arrangements, training and coordination of the participants, both Americans and Guatemalans.

CHOICE Village Development Project Implementation (Summer 1996)

Project leader for a CHOICE expedition to El Chol, Guatemala, to complete a village community center. Dr Mayfield was responsible for all arrangements, training and coordination of the participants, both Americans and Guatemalans.

KENYA

CHOICE Village Development Project Implementation (August 1993)

Project leader for a CHOICE expedition to Kwale District, Kenya, to work in partnership with the Kenyan Coastal Development Authority to help build a village health clinic. Dr Mayfield was responsible for all arrangements, training and coordination of the participants, both Americans and Kenyans.

CHOICE Village Development Project Implementation (Summer 1996)

Project leader for a CHOICE expedition to Kwale District, Kenya, to complete a village school. Dr Mayfield was responsible for all arrangements, training and coordination of the participants, both Americans and Kenyans.

VIETNAM

CHOICE Village Development Project Implementation (January February 1995)

Project leader for a CHOICE expedition to Vietnam, to complete a village school. Dr Mayfield was responsible for all arrangements, training and coordination of the participants, both Americans and Vietnamese.

CHOICE Village Development Project Implementation (November December 1996)

Project leader for a CHOICE expedition to Vietnam, to complete a village school, establish a village health clinic and establish a partnership with a local NGO in replicating the Grameen Bank program in rural Vietnam. Dr Mayfield was responsible for all arrangements, training and coordination of the participants, both Americans and Vietnamese.

INDIA

CHOICE Village Development Project Implementation (February March 1997)

Project leader for a CHOICE expedition to Andra Pradesh, India, to complete a village school. Dr Mayfield was responsible for all arrangements, training and coordination of the participants, both Americans and Indians.

CHOICE Village Development Project Implementation (January February 1998)

Project leader for a CHOICE expedition to Andra Pradesh, India, to complete a village school. Dr Mayfield was responsible for all arrangements, training and coordination of the participants, both Americans and Indians.

BANGLADESH

Grameen Bank Replication Workshop in Dakka, Bangladesh, (March, 1998)

At the invitation of Dr Muhammad Yunus, Dr Mayfield, representing CHOICE, participated in a workshop to develop a strategy for the replication of the Grameen Bank in Africa, Asia, and Latin America.

IRAQ

USAID Funded Local Government Development Project, Hillah, Iraq (May 2003-May 2004)

South Central Coordinator responsible for Local Government Reform and Development in five governorates (Babil, Karbala, Nejaf, Diwaniya, and Wasit). Dr Mayfield was responsible for the recruitment, training and supervision of some 50 Expatriates and 200 Iraqi staff, in the organization and training of local Iraqi officials in management, planning and budget, human resource development, and local council organization and training in over 50 local municipalities.

USAID Funded Local Government Development Project, Baghdad, Iraq (November 2014 to February 2015, Development of Road Map for the Local Government Reform Act (2015) and Presentation to tenth anniversary Local Government Law Conference, January 2015, Baghdad. Iraq.

JORDAN

USAID Funded Decentralization and Good Governance Project October 2004-April 2005

Education

Dr. Mayfield holds a Ph.D. in Political Science and Middle East Studies from the University of Texas at Austin (1967). He received both a B.S. (1958) and an

M.A. (1959) in Political Science from the University of Utah, Salt Lake City, Utah. Dr. Mayfield spent a year in intensive language training in Arabic at the U.S. Army Language School in 1961 and completed a Post Doctorate program in Survey Research at the University of Michigan - Ann Arbor in 1971 and Post Doctorate program in Sensitivity Training and Organization Development Strategies in the National Training Laboratory in Bethel, Maine in 1973.

Related Professional Skills

Dr. Mayfield has at different times in his career spoken the following languages quite fluently: Finnish, French, and Arabic. In addition he has some limited facility in Spanish, Urdu, Tagalog, Vietnamese, Bahasa Indonesia, and Swahili and is now studying introductory Nepali.

General Areas of Research and Training Interests

Agricultural Extension Management and Training
Assessment Center Training - Manager Selection and Development Audio-Visual
Materials Development and Presentation
Budget Formulation and Analysis
Career Development Strategies/Incentive Systems
Community Development/Rural Development Facilitator Training
Cross-Cultural Management Team Building Training
Curriculum Assessment and Development
Decentralization - Planning and Implementation
Entrepreneurial Skill Building
Integrated Rural Development Strategies
Local Government Training and Development
Management Information Systems
Management Systems Techniques
Management-By-Objectives Training
Matrix Management Systems Training
Organization Development/Behavioral Science Interventions
Performance Appraisal Systems Design
Process Consulting/Team Building/Quality Circle Training
Project Management/Implementation and Evaluation Planning
Public Sector/Private Sector Collaboration
Rural Banking and Credit Systems Design
Sample Design/Questionnaire Development/Research Design
Strategic Planning and Long-Term Assessment Training
Training of Trainers/Training Needs Analysis
Vidio-Tape Training Techniques
Political Economy of Peasant Societies
Program Impact Evaluation at the Village Level
Peace Corps Volunteer and Student Intern Training
Rural Growth Center and Regional Development Programs
Program Design Strategies in Public Health, Literacy, and Micro Credit

Rural Development Facilitator training and evaluation