



Hotline



For Returned Volunteers/
From the Office of Public Engagement

Hot Resources

Highlights

Registration is now open for the National RPCV Career Conference.

For more information, see page 3.

The RPCV Career Center has moved!

For more information, see page 12.

Do you have NCE? Find NCE Calls for Resumes.

For more information, see page 8.

Peace Corps Hotline

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To place job announcements, visit
www.peacecorps.gov/rpcv/hotline
or contact
Peace Corps

Returned Volunteer Services
Phone: 202.692.1430 or
800.424.8580, ext. 1430
E-mail: hotline@peacecorps.gov
Fax: 202.692.1421

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Peace Corps Response

THE ART OF SALARY NEGOTIATION

By Jodi Hammer, RPCV Career Center Coordinator (RPCV/Ecuador 1994-1997)



(REPRINTED FROM Dec. 15, 2009 issue)

Congratulations! After taking full advantage of the free resources available to you through Returned Volunteer Services and the RPCV Career Center, dedicating significant time and energy to tailoring your resume and cover letter, and networking to learn more about the organization, you've scored and subsequently aced your interview for a job at the company of your dreams. In fact, you've impressed the hiring officials at the interview so much that they are interested in offering you the job! YES, you're almost there! "Almost," I say, because there's still one important hurdle to overcome before the deal is sealed and you can celebrate your success: salary negotiation.

Ah, these two words themselves make many applicants shake in their boots. How much will they pay me? How much can or should I ask for? Should I accept their first offer? Will they turn me down if

I ask for more? These are only a few of the many questions running through the heads of job seekers when broaching the inevitable yet stressful salary negotiation phase of the job search.

Of course, you'd like to be paid as much as possible for your work—we all would. But how do I know what is a reasonable salary to expect and/or request from a given organization? And what if you end up requesting a salary that is significantly higher (or lower) than what they're willing to pay? If the salary figure you request is significantly higher, you might scare them off and lose the opportunity for the job. On the other hand, proposing a salary figure that is significantly lower than what the organization could pay you may make you look desperate or ill-informed, or, if nothing else, result in you giving up money that could have and should have been yours for the asking!

So how does one approach this daunting hurdle? Very delicately. The art of salary

negotiation is most sensitive, yet it can be mastered *if* you invest the time to prepare in a few important ways. By doing so, you will be able to approach the bargaining table confidently and have the best chance at arriving at a final salary figure that is agreeable and acceptable to all parties involved.

First of all, remember, it's called salary *negotiation* for a reason—it's just that, a *negotiation* of two parties, you and the (lucky) employer hiring you. Your job is to make a case for why you deserve a specific salary amount, more than their initial offer.

When preparing to make your case for a specific salary, keep in mind the variety of factors that weigh into determining the salary for a specific candidate within the confines of the salary range for any given position. These include: the responsibilities of the position compared to the specific skills and experiences the candidate brings; the candidate's salary history; local cost of living; and



Public Sector

WAGE AND HOUR INVESTIGATOR • Phoenix, Tucson, or Flagstaff, Ariz.

GS-5/7 position available with U.S. Department of Labor. Duties: enforces comprehensive federal labor statutes such as minimum wage, overtime, child labor, family medical leave, and agriculture. Qualifications: current noncompetitive eligibility status; B.A./B.S.; experience in governmental and business settings; experience in human resources or payroll preferred; multi-lingual language skills preferred. Salary: \$32K–\$50K. Deadline: 7/8/2011. For more information and to apply, email: murray.eric@dol.gov; phone: 602.617.9394; website: www.dol.gov. Please read letter on page 11 regarding eligibility for this position.

WORKFORCE PROGRAM SPECIALIST • Boston

GS-9/11 position available with Department of Labor, Employment and Training Administration. Duties: manages grants; oversees workforce development programs; assesses grant performance and financial data; conducts on-

site compliance reviews of workforce development; supports and executes phases of grant cycle; works with state, local, and other officials. Qualifications: current noncompetitive eligibility; B.A./B.S.; writing skills; analytical, communication, and organizational skills; experience working with outcome-oriented teams; driver's license; ability to travel. Salary: \$40K–\$60K. For more information and to apply, email: graham.heather@dol.gov; phone: 617.788.0163. Please read letter on page 11 regarding eligibility for this position.

Private Sector

PUBLIC SAFETY PLANNER II OR III • DC

Position available with Metropolitan Washington Council of Governments. Duties: provides program support for broad range of regional public safety programs. Qualifications: B.A./B.S. in criminal justice, law enforcement, fire science, emergency management, public administration, or related field; M.A. in public administration preferred; research collection and analysis skills; oral, written, and presentation skills; computer and financial skills; ability to work

successfully with and lead diverse committees in public safety; two years' experience in planning, public administration, or related field for planner II position; four years' experience for planner III position. Salary: \$45,286–\$66,406. Deadline: 7/29/2011. For more information and to apply, email: resumes@mwkog.org; phone: 202.962.3200; website: www.mwkog.org/resources/opportunities/detail.asp?JOB_ID=286.

HEALTH PLANNER I • DC

Position available with Metropolitan Washington Council of Governments. Duties: prepares health policy and technical reports; performs program correspondence; responds to information from local governments and area health agency requests; presents information, findings, and other data; coordinates regional meetings, health conferences, and training programs; conducts health-related research. Qualifications: B.A./B.S. and two months' professional work in health, public administration, or related field; writing, communication, and organizational skills. Salary: \$41,168–\$48,000. Deadline: 9/7/2011. For more information and to apply, email: resumes@mwkog.org; phone: 202.962.3715; website: www.mwkog.org/resources/opportunities/detail.asp?JOB_ID=265.

PROCUREMENT AND LOGISTICS OFFICER • DC

Position available with Population Services International. Duties: provides PSI's social marketing programs in developing countries with point-of-sale products and related healthcare items. Qualifications: B.A./B.S. or equivalent experience; 3-5 years' procurement, logistics, or related field experience; ability to travel 20 percent of time; communication and computer skills; French or Spanish language skills preferred. Deadline: 8/14/2011. For more information and to apply, visit: www.psi.org.

RENTAL SALES ASSOCIATE • Little Rock, Ark.

Position available with AvisBudget Group. Duties: sells and promotes products and services at airport location. Qualifications: High School diploma; one year's sales and customer service experience; ability to work flexible schedule including weekends, evenings, and holidays; valid driver's license and clean driving record. Salary: \$8.25/hour. For more information and to apply, visit: <https://avisbudget.greatjob.net/jobs/EntryServlet?job=G2KT&media=3PC>.

ASSOCIATE, EXECUTIVE, AND SENIOR DIRECTORS • Various Locations

Positions available with CCS. Duties: provide full-time, onsite fund-raising and management

HOT! OPPORTUNITIES

INFORMATION TECHNOLOGY SPECIALIST • DC

Position available with Peace Corps World Wise Schools. Duties: provides front-end and back-end web support for department's website, including related mini sites; performs variety of duties and responsibilities to support Peace Corps' Coverdell World Wise Schools online communications needs; participates in education resource development team. Qualifications: current noncompetitive eligibility preferred; B.A./B.S. in information technology, graphic design, or related field; strong technical skills in Adobe Creative Suite including Flash, Photoshop, Premiere, Dreamweaver, Illustrator; proven ability to design interactive websites using XHTML, XML, CSS, ColdFusion, JavaScript, jQuery. Deadline: 7/7/2011. For more information and to apply, visit: www.avuedigital.com/casting/aiportal/control/selectVacancy.jsessionid=825e4e3530d502e01ab538684388969995bee3b3900.e38PaNaPbh8Oci0Mbh0PbN00ai0?vacancyIds=596530660,596530660,596530668 and www.peacecorps.gov/wws.

IRD PEACE CORPS FELLOWSHIP • Arlington, Va.

Three-month positions available with International Relief and Development. Duties: researches development issues; develops thought leadership contacts within development industry; writes support documents to strengthen field programs; co-authors professional white paper with organization's sector director; compiles best practices. Qualifications: four-year degree; completion of three years of Peace Corps Volunteer service. Salary: \$3K/month. Deadline: 10/1/2011. For more information, visit: www.ird.org/peacecorps/assets/pdfs/PC_fellows.pdf; phone: 703.248.0161. To apply, email 1,000-word essay, resume, and references (including reference from Peace Corps country director) to: pcfellows@ird-dc.org.



consulting services; work collaboratively with organization's executives and client leaders to identify, design, and implement management and development methodologies to prepare for and conduct successful fund-raising campaigns. Qualifications: capital campaign or major gifts fundraising experience or transferable consulting, communications, marketing, and strategic planning experience; ability to temporarily relocate for regional assignments. For more information and to apply, email: somalley@ccsfundraising.com; phone: 800.832.3214; website: www.ccsfundraising.com/careers.

REGISTRAR • Fort Kent, Maine

Position available with University of Maine at Fort Kent. Duties: oversees and ensures integrity of student academic record functions; serves as team leader in comprehensive student administrative services; leads one-stop student service center. Qualifications: B.A./B.S.; one year's relevant experience; knowledge and familiarity with data management systems, experience with academic programs or records, and experience with Oracle and PeopleSoft preferred. Salary: \$35K-\$45K. Deadline: 7/15/2011. For more information and to apply, email: umfkjobs@maine.edu; phone: 207.834.7844; website: www.umfk.maine.edu.

SR. PROGRAM OFFICER, RIGHTS AND LIVELIHOODS, 11118 • DC

Position available with World Wildlife Fund. Duties: plans, manages, coordinates, and communicates program priorities and activities; works with program director; promotes and supports conservation approaches respecting and contributing to indigenous people and local community rights and livelihoods; advises program and partners; provides technical support to social dimensions of initiative to reduce emissions from deforestation and degradation; supports Congo Basin and Amazon region field programs; manages partnerships, communication, and fundraising activities. Qualifications: B.A./B.S. in advanced social sciences, international development, environmental, conservation policy, or related field; six years' experience in international social issues work; natural resource management or development experience; international field experience; Spanish or French language fluency preferred. For more information and to apply, visit: www.worldwildlife.org/careers, job # 11118.

EXECUTIVE DIRECTOR • Surry, Maine and Various Locations

Position available with Sustainable Harvest International. Duties: reports to executive committee; collaborates in fundraising with presi-

Reserve your spot at the RPCV Career Conference, August 9 - 12 in Washington, DC!

Returned Volunteer Services invites you to a FREE upcoming career conference. Whether you've been back two weeks or two years, attend this conference to learn how to transform your Peace Corps skills and experiences into meaningful employment.

The RPCV Career Conference also provides an excellent opportunity to network with other RPCVs and RPCV-friendly employers, so if you're feeling lost and lonely in this difficult economy, please join us.

For the complete conference schedule and to register,

[CLICK HERE](#)

Space still available at the Chicago Regional RPCV Career Event on July 13th - visit www.peacecorps.gov/rpcv/events to register or to learn more about other upcoming events.

dent, founder, and board; supervises staff; maintains office and organization. Qualifications: B.A./B.S.; M.A. in international development, environmental studies, or related field preferred; five years' finance, administrative, and fundraising management experience in small business or NGO with rapid growth; fluency in Spanish and English. Salary: \$65K. Deadline: 7/29/2011. For more information and to apply, email: maureen@msalkinassociates.com; phone: 781.788.0245; website: www.sustainableharvest.org.

COMMUNICATIONS SPECIALIST FOR AQUATIC INVASIVE SPECIES PREVENTION • Madison, Wis.

Position available with University of Wisconsin-Extension, Cooperative Extension. Duties: coordinates and implements communication and outreach activities; works to prevent introduction and spread of aquatic invasive species; attempts to inform and alter behavior of those engaged in water-related activities. Qualifications: M.A. in communications, marketing or related field or B.A./B.S. and four years' relevant experience; ability to plan and implement com-

munications and educational programs. Salary: \$40K-\$46K. Deadline: 7/19/2011. For more information and to apply, email: ces.jobs@uwex.edu; phone: 608.263.1945; website: www.uwex.edu/ces/hr/alljobs.cfm.

ESL TEACHERS AND SUBS • West Haven, Conn.

Positions available with ELS Language Centers. Duties: teach intensive English program for academically bound students; plan lessons; teach class; grade students. Qualifications: B.A./B.S.; one year's English teaching experience; CELTA or M.A. TESOL preferred. For more information and to apply, email: sowens@els.edu; phone: 203.931.2970; website: www.els.edu/newhaven.

SUB-AWARD COMPLIANCE OFFICER • Portland, Ore.

Position available with Mercy Corps. Duties: provides support in areas of donor regulations in sub-award compliance to organization's field and headquarters operations including financial, program, and administrative staff, to increase knowledge and promote donor regulations com-



pliance. Qualifications: expert knowledge of regulations governing management of USAID, Department of State, Department of Agriculture, and other donor-funded grants. Deadline: 8/12/2011. For more information and to apply, visit: www.mercycorps.org/jobs.

4-H YOUTH DEVELOPMENT ASSOCIATE STATE PROGRAM DIRECTOR/ VOLUNTEER LEADERSHIP SPECIALIST • Madison, Wis.

Position available with University of Wisconsin–Extension, Cooperative Extension. Duties: works in collaboration with 4-H Youth Development state program director; carries out key functions on behalf of inclusive statewide program. Qualifications: M.A. from accredited university or college; academic preparation and scholarly mastery in education, youth development, human development, or related social science field. Salary: \$80K–\$90K. Deadline: 7/12/2011. For more information and to apply, email: ces.jobs@uwex.edu; phone: 608.263.1945; website: www.uwex.edu/ces/hr/listing.cfm?PVL=C11039.

TEACHING POSITIONS • Various Locations

Positions available through Southern Teachers Agency, a placement agency matching teachers with independent schools. Duties: teach in private or independent school; teach preschool through 12th grade; make difference in children’s lives; lead extracurricular activities with enthusiasm. Qualifications: B.A./B.S.; content mastery; enthusiasm for teaching; creativity; leadership abilities. For more information and to apply, visit: www.southern-teachers.com.

CHEROKEE COUNTY EXTENSION AGENT, 4-H YOUTH DEVELOPMENT • Columbus, Kan.

Position available with K-State Research and Extension. Duties: provides primary leadership for dissemination and implementation of research-based educational program for school-aged youth. Qualifications: B.A./B.S. in education, youth development, sociology, or other related field; experience in major course work and professional development, appropriate to position needs; M.A. preferred. Salary: \$35K. Deadline: 7/15/2011. For more information and to apply, email: jriniker@ksu.edu; phone: 785.532.5790; website: <http://www.ksre.ksu.edu>.

KITCHEN SUPERVISOR • Portland, Ore.

Position available with Outside In. Duties: facilitates day-to-day services of kitchen that serves diverse population of homeless and

at-risk youth; develops and maintains food program; oversees donations; maximizes resources through Oregon Food Bank; supports volunteers in daily food prep and clean-up; supervises youth participants. Qualifications: valid Oregon food handlers card; experience planning meals and preparing food; nutrition skills; experience maintaining licensed kitchen and supervising preferred; ability to work 20 hours/week, including Sundays, Thursdays, and Fridays. Salary: \$11/hour. For more information and to apply, email: apply@outsidein.org; phone: 503.535.3800; website: www.outsidein.org/employment.htm.

FRESH FRUIT EXPORT SALES • Bakersfield, Calif.

Position available with Sunview Marketing International. Duties: manages sales to customers in over forty countries, including annual travel. Qualifications: B.A./B.S.; three years’ sales or marketing experience; international agribusiness experience; customer-service personality and cross-cultural skills; Spanish, Russian, or East Asian language fluency preferred. Deadline: 7/15/2011. For more information and to apply, email: sales@sunviewmarketing.com; phone: 661.792.3151; website: www.sunviewmarketing.com.

FORESTRY TECHNICIAN, HOTSHOT SQUAD LEADER FIREFIGHTER • Wilmington, Ill.

Position available with Midewin National Tallgrass Prairie, U.S. Forest Service. Duties: serves

as trained and skilled leader on crew of wildland firefighters in fire suppression; works in direct fire line construction, hazard tree falling; leads crew on prescribed fire; presents training sessions on fire, first aid, etc.; operates crew buggy to transport crew and equipment; works safely; travels often. Qualifications: 90 days wild land firefighting experience; qualified firefighter type 1 and qualified incident commander type 5. Salary: \$38,252. Deadline: 7/29/2011. For more information and to apply, contact Renee Thakali at email: rthakali@fs.fed.us; phone: 815.423.2114; website: <https://sites.google.com/site/midewinihc/home>.

PROGRAM ASSOCIATE • DC

Position available with IREX. Duties: provides international education program support; reports to senior program officer; works with team on program administration; provides program logistical support; creates, maintains, and updates financial records; ensures compliance with organization and donor regulations. Qualifications: experience and interest in international exchanges and higher education development; knowledge of and experience with project design, grant management, proposal development, and budgeting; international study, work, or living experience; knowledge of Eurasia or Central and South Asia; knowledge of relevant regional language; communication and organizational skills; ability to remain flexible while adhering to strict deadlines; computer skills including Excel. For more information and to apply, visit: www.irex.org/careers.

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Peace Corps Digital Library
<http://collection.peacecorps.gov>
 Have any photos or stories from your Peace Corps experience?
SUBMIT NOW!

Peace Corps Response

Peace Corps Response is looking for qualified RPCVs to participate in the Peace Corps Malaria Initiative!

Last year, in an effort to raise awareness of malaria prevention techniques, a handful of dedicated Peace Corps Volunteers in Senegal piloted a large-scale, universal bed net distribution project. The project was so successful in influencing positive behavior change, that the Peace Corps has made plans to expand this project to a number of other countries throughout Africa. The [Peace Corps Malaria Initiative](#) was recently created to focus energy and resources towards the eradication of this preventable disease. Response Volunteers will be recruited to work with partner organizations on proven preventative methods such as indoor residual spraying, the distribution of mosquito nets, and the monitoring, evaluation, and mapping of malaria data.

Assignments are diverse and range in duration from three to twelve months. RPCVs with French language skills, public health backgrounds, and work experience in Africa are especially encouraged to apply. Most assignments will begin in September of 2011. Peace Corps Response Volunteers participating in malaria assignments will attend a hands-on [Stomping Out Malaria in Africa](#) boot camp prior to beginning their assignments. The two-week training is held in Senegal and emphasizes the practical and logistical elements of malaria prevention activities in Africa. Check out the announcements below for more information!

Burkina Faso

A [Startup Coordinator](#) is needed to assist Jhpiego, a local nonprofit health organization, in the identification of important organizations to partner with. The Volunteer will complete a "snapshot" report identifying major malaria prevention organizations active in the country and primary opportunities for Peace Corps collaborations. The PCRV will also assist in the creation of MOUs with these organizations.

Guinea

A [Startup Coordinator](#) is needed to identify important local partner organizations and assist Peace Corps staff in creating MOUs with those organizations. The Volunteer will complete a "snapshot" report identifying major malaria prevention organizations active in the country and primary opportunities for Peace Corps collaborations. The PCRV will develop a malaria action plan for Peace Corps/Guinea and tailored statements of work for future malaria Volunteers.

Kenya

Three [Program Specialists](#) are needed to assist the Ministry of Public Health and Sanitation in their efforts to place a high priority on malaria control. The PCRVs will participate in distribution campaigns for bed nets, network with Peace Corps Volunteers in the province by increasing educational campaigns, and strengthen the malaria control performance monitoring systems.

Mali

A [Program Coordinator/Liaison](#) is needed to work with Care International and other partner organizations to facilitate inter-organization communication and coordination. The Volunteer will act as a liaison between national and local level malaria prevention actors and PCVs in the field. The PCRV will help to plan, coordinate, and implement best practices in malaria prevention, as well as provide training on the use of electronic resources for communication purposes.

Madagascar

A [Technical Officer](#) is needed to work with the National Malaria Control Program to help strengthen their institutional ability to manage and coordinate the various organizations working in malaria prevention. The PCRV will provide training on the use of electronic resources for communication, professional community building, and best practice sharing. The Volunteer will also assist with the creation of a newsletter indicating preventative practices.

A [Technical Officer](#) is needed to assist the Research Triangle Institute with the evaluation of information education and communication approaches for malaria prevention and treatment at the community level. The volunteer will assist in the training of district-level NGOs involved in education campaigns. The PCRV will also compile best practices for malaria prevention and coordinate meetings with all partner organizations.

A [Technical Officer](#) is needed to assist RTI International and SanteNet2 with an assessment of current community-based malaria prevention, promotion, and management services. The Volunteer will conduct research and assess the use of rapid diagnostic tests and artemisinin-based therapy. The PCRV will also ensure the documentation of activities, liaise with national and local government health officials, and provide trainings through the use of electronic resources.

A [Technical Officer](#) is needed to assist the Deliver Project with the analysis and interpretation of study data on the recycling of long lasting insecticidal nets. The PCRV will use the gathered results to create a strategy and action plan for a 2012 recycling campaign. The Volunteer will collect and document best practices for malaria prevention which will be shared with NGOs, governmental bodies, and Peace Corps posts.

A [Bed Net Business Development Manager](#) is needed to build the capacity of entrepreneurs to sell bed nets in their local markets by creating appropriate training materials such as documents, videos, and podcasts. The Volunteer will provide counseling to local entrepreneurs, prepare case studies, and develop a supply chain for raw netting material. The PCRV will also co-facilitate an information-sharing conference on follow-up steps needed for private sector distribution of nets.

Peace Corps Response currently has over 80 openings in more than 30 countries!

View [all of our open positions](#) and apply today!

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PROGRAM ASSISTANT, BENEFITS ANALYST (REQ#11-59) • New York

Position available with Seedco. Duties: researches, specifies, and documents eligibility rules for public and private benefits in multiple states; develops test households or cases to ensure rules are being applied accurately. Qualifications: B.A./B.S.; analytical and research skills; related work experience preferred. For more information and to apply, send resume and brief cover letter to: jobopenings@seedco.org, with subject line "Program Assistant, Benefits Analyst (Ref# 11-59)."

PROGRAM ASSISTANT, FAMILY REWARDS (REQ#11-63) • New York

Position available with Seedco. Duties: supports Family Rewards senior program associate with day-to-day implementation and data reporting for program. Qualifications: B.A./B.S.; exposure and familiarity with management information systems and data tracking technology; quantitative, analytical, and problem-solving skills. For more information and to apply, email resume and brief cover letter to: jobopenings@seedco.org, with subject line, "Program Assistant, Family Rewards (Ref# 11-63)."

RFA PROPOSAL WRITER CONSULTANT • Various Locations

Position available with American Refugee Committee. Duties: coordinates with director and department of program development for project and program proposal preparation for donors; ensures proposals, budgets, and reports are high quality, well written, and in accordance with donor and organization guidelines. Qualifications: B.A./B.S.; three years' USAID proposal writing experience; knowledge of and experience interacting with private, U.S. government, United Nations, and multilateral donors; demonstrated success in proposal development; M.A. and experience in complex emergency environments preferred. For more information and to apply, visit: www.arcrelief.org/site/PageServer?pagename=careers_jobs.

COST PROPOSAL SPECIALIST • Burlington, Vt.

Position available with Tetra Tech ARD. Duties: prepares senior management briefings using PowerPoint; performs other duties as requested by business manager or vice president of administration; supports smooth operation of business office. Qualifications: B.A./B.S. in business, finance, accounting, or related field; proficiency in Microsoft Excel including development of budgets and formula utilization; proficiency in Microsoft Office applications; ability to speak and read Arabic, French, Portuguese, Spanish,

or Russian preferred. Deadline: 7/22/2011. For more information and to apply, visit: <https://careers.ardinc.com/ARDCareers/App/USPosting-Detail.aspx?PostingId=144> or www.ardinc.com.

CAREER ADVISEMENT COORDINATOR (REQ#11-61) • New York

Position available with Seedco. Duties: manages career advisement and advancement teams; assigns career advisors to dislocated worker or unemployed adult job seekers; assigns career coaches to jobseekers. Qualifications: B.A./B.S. in psychology, marketing, business, human services, or related field; five years' professional experience working with consumers; three years' relevant supervisory experience; M.A. preferred. For more information and to apply, email resume and cover letter to: jobopenings@seedco.org.

OPERATIONS ASSISTANT (REQ#11-62) • New York

Position available with Seedco. Duties: provides administrative support to business services team; provides orientation services for jobseekers attending screening events for specific sectors and occupations. Qualifications: high school diploma or GED; associates degree preferred; customer service background and skills, including experience in reception or front desk. For more information and to apply, send brief cover letter to: jobopenings@seedco.org with subject line, "Operations Assistant (Ref# 11-62)."

WALWORTH COUNTY NUTRITION EDUCATION PROGRAM

COORDINATOR • Elkhorn, Wis.

Position available with University of Wisconsin-Extension, Cooperative Extension. Duties: teaches at community sites; trains and supervises staff; manages program budget; collaborates with local agencies; delivers nutrition education to people eligible to receive food stamps. Qualifications: B.A./B.S. in nutritional sciences, dietetics, family and consumer sciences, or related field; skills in planning, implementing, or teaching educational programs; ability to understand and work cooperatively with other agencies and community-based organizations. Salary: \$36K-\$42K. Deadline: 7/12/2011. For more information and to apply, email: ces.jobs@uwex.edu; phone: 608.263.1945; website: www.uwex.edu/ces/hr/listing.cfm?PVL=C11041.

PROGRAM SPECIALIST • Chapel Hill, N.C.

Position available with IntraHealth International, Inc. Duties: responsible for providing programs in Ethiopia with operational and managerial support; assists senior and program staff to ensure link between foundation systems, services, and projects; assists with project monitoring

and deliverables; provides support to country staff; reports to senior program manager. Qualifications: B.A./B.S. in related field; three years' related experience in program management or M.A. in related field; one year's experience in education; ability to work with diverse group of people; communication, editing, and Microsoft Office skills. Deadline: 7/29/2011. For more information and to apply, email: jobs@intrahealth.org; website: www.intrahealth.org/.

PROGRAM COORDINATOR • Baltimore

Position available with International Youth Foundation. Duties: provides youth development programs with programmatic and administrative support services. Qualifications: B.A./B.S.; one year's experience in related field; familiarity with or interest in youth education programs; M.A. in international or social sciences preferred. For more information and to apply, email: jobs@iyfnet.org; website: www.iyfnet.org/jobs-iyf.

POPULATION AND REPRODUCTIVE HEALTH ADVISOR • DC

Position available with Global Health Fellows Program. Duties: oversees USAID family planning and reproductive health programming in Latin America and Caribbean region. Qualifications: M.A. in public health, international development, or related field; five years' progressively responsible experience in project management with emphasis on strategic planning and program monitoring or implementation in developing country or resource-challenged setting; U.S. citizenship. Deadline: 7/18/2011. For more information and to apply, email: ghfp-recruitment@ghfp.net; website: www.ghfp.net.

CREDIT ANALYST (REQ#10-30) • New York

Position available with Seedco. Duties: caters to small business, nonprofit, and community economic development sector with focus on underserved markets. Qualifications: three years' credit and financial experience in bank lending, community development lending, credit analysis, or loan review; knowledge of small business, nonprofit, and commercial real estate loans; B.A./B.S. in accounting, finance, or economics preferred. For more information and to apply, email sfsjobopenings@seedco.org.

International

COUNTRY REPRESENTATIVE • Beijing

Position available with American Councils For International Education. Duties: leads China team to ensure smooth program operations; maintains relations with U.S. and China government offic-



es; oversees budgets and incoming and outgoing funds; communicates regularly with high school program participants; ensures program policies; supervises logistical support. Qualifications: B.A. in Chinese, Chinese Studies, education, or related field; written and oral communication skills in English and Mandarin; work, study, or living experience in China; counseling skills; organizational and time management skills; M.A. preferred. Deadline: 7/13/2011. For more information and to apply, visit: <https://home.eease.adp.com/recruit/?id=699031>.

PROGRAM ASSOCIATES • East Africa

Multiple positions available with One Acre Fund. Duties: works with persistently hungry farm families to generate permanent 100 percent gain in farm income; leads new crop trials and configurations; streamlines organization's financial systems; expands program enrollment and efficiency. Qualifications: strong independent problem-solving skills; ability to self-manage; strong overall judgment. For more information and to apply, email: jobs@oneacrefund.org; website: www.oneacrefund.org/get_involved/careers.

COUNTRY DIRECTOR • Turkmenistan

Position available with American Councils for International Education. Duties: provides supervision of organization's programs; maintains organizational relations in Turkmenistan with U.S. government offices and institutions;

manages general office administrative matters. Qualifications: program administration and budget management experience; U.S. education system experience; experience traveling extensively under difficult conditions; fluency in regional languages or Russian; cross-cultural skills; written and oral communication skills. For more information and to apply, visit: <https://home.eease.adp.com/recruit/?id=681171>.

TEACHER • Haiti

Position available with Hand in Hand for Haiti. Duties: provides high-quality bilingual education starting with children 3, 4, and 5 years of age. Qualifications: strong teaching experience; teacher's certification preferred. Deadline: 7/15/2011. For more information and to apply, email: sharihavana@gmail.com; website: www.handinhandforhaiti.com.

CHIEF OF PARTY • Uganda

Position available with IREX. Duties: responsible for meeting program and budget objectives; provides program vision and strategic direction; develops and maintains effective partnerships with local organizations; coordinates with local, regional, and international organizations; manages and mentors project staff. Qualifications: 10 years' education or literacy experience, HIV/AIDS services delivery, and organizational development experience preferred; USAID and regional experience preferred; ability to design

and deliver capacity-building programming and consultations; experience managing donor-funded activities; ability to lead and develop staff, manage budgets, and implement strategic and creative plans; representational and organizational skills; ability to communicate and provide written reports in English. For more information and to apply, visit: irex.org/careers.

USAID FOREIGN SERVICE LIMITED OFFICER POSITIONS • Afghanistan

Position available with Management Systems International. Duties: promotes Afghanistan development in democracy, health, education, economics, agriculture, or engineering. Qualifications: U.S. citizenship; two years' overseas experience; B.A./B.S.; experience on USAID funded programs or within USAID; knowledge of Pash-to or Dari; experience in Afghanistan, Pakistan, Iraq, Sudan, or other conflict zones preferred. Salary: \$65,413–\$118,552. Deadline: 7/8/2011. For more information and to apply, email: recruitment@msi-inc.com; phone: 202.484.7170; website: www.msiworldwide.com/careers.

DEPUTY CHIEF OF PARTY • Ouagadougou, Burkina Faso

Position available with Abt Associates. Duties: manages technical office in capital city; oversees financial, administrative, and technical operations; provides substantial technical input to project plans, quarterly reports, and annual reports in area of value chain development, capacity building of regional organizations, improving input markets, etc. Qualifications: M.S. in agricultural sciences, agricultural economics, business management, or similar degree relevant to trade project; ten years' experience in international development, including experience in West Africa. Deadline: 7/15/2011. For more information and to apply, email: jennifer_vogt@abtassoc.com; phone: 301.347.5714; website: www.abtassociates.com.

DEPUTY CHIEF OF PARTY • Uganda

Position available with IREX. Duties: reports to chief of party; assists in overseeing program; provides expertise in Uganda education sector; assists in monitoring, evaluation, and reporting functions; leads and manages program staff; manages Ugandan partners, organizations, consultants and international consultants. Qualifications: M.A. in basic education, literacy development, or relevant field preferred; knowledgeable of nation and local education or literacy issues in Uganda; experience in HIV/AIDS services delivery and organizational development preferred; experience managing and implementing multi-component, donor-funded programs, including budget management; ability to manage

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and mentor staff; interpersonal skills; ability to solve problems proactively. For more information and to apply, visit: irex.org/careers

COUNTRY DIRECTOR • Bouaké, Côte d'Ivoire

Position available with Health Alliance International. Duties: maintains responsibility for health programs and administrative leadership of projects; develops and maintains partnerships with ministry of health and donors; responds to changes in funding patterns, political climate, internal organizational pressures, and health priorities. Qualifications: M.D., M.B.A., M.P.H., M.P.A. or similar post-graduate training; five years' experience as national level manager in developing country; health program management experience; experience working with donors such as USAID, Centers for Disease Control, and United Nations agencies; French language fluency. Deadline: 7/21/2011. For more information and to apply, email: applications@healthallianceinternational.org; phone: 206.543.8382; website: www.healthallianceinternational.org.

JUNIOR/MID-LEVEL GENERAL DEVELOPMENT OFFICER, USAID • Afghanistan

Position available with Management Systems International. Duties: works with organization management and technical offices; provides monitoring and evaluation on current or new projects; serves as primary organization representative by establishing and maintaining contacts with local government and communities; takes responsibility for office operations' administrative and accountability requirements. Qualifications: U.S. citizenship; two years' overseas experience; B.A./B.S.; prior experience on USAID-funded programs or within organization; knowledge of Pashto or Dari;

experience in Afghanistan, Pakistan, Iraq, Sudan, or other conflict zones preferred. Salary: \$42,948–\$77,837. Deadline: 7/8/2011. For more information and to apply, email: recruitment@msi-inc.com; phone: 202.484.7170; website: www.msi-worldwide.com/careers.

FINANCE CONTROLLER • Islamabad, Pakistan

Position available with American Refugee Committee. Duties: oversees financial activities, budgets, and reports for selected country program. Qualifications: three years' overseas experience in finance or management for international NGO; two years' supervisory experience; experience with programs in complex emergency or post-conflict settings preferred. For more information and to apply, visit: www.arcrelief.org/site/PageServer?pagename=careers_jobs.

Education

RPCV SCHOLARSHIPS • New York City

Scholarships available through New York University. NYU's Steinhardt School offers scholarship support to Peace Corps alumni who enroll in full-time masters program in school counseling, mental health counseling, education policy, environmental education, or international education. For more information and to apply, phone: 212.998.5030; website: www.steinhardt.nyu.edu/peacecorps07-11.

NATIONAL SERVICE GRADUATE FELLOWSHIPS • Houghton, Mich.

Michigan Tech's National Service Graduate Fellowships for RPCVs provides a fellowship award that reduces tuition by 30 percent for admitted

graduate students. The fellowship is available to students enrolled in most graduate programs. Applicants must provide documentation of Peace Corps service. For more information and to apply, email: jacque@mtu.edu; phone: 906.487.1434; website: www.gradschool.mtu.edu/nsgf.

Intern/Volunteer

COMMUNITY ADVOCATE • Chajul/Neblal, Guatemala

Position available with Philanthropiece Foundation. Duties: provides support for Chajul's clean cook stove and sustainable family garden programs; provides support for direct services, relationship building, needs assessments, program evaluation, program research and development, networking, and community organizing. Qualifications: B.A./B.S.; spoken and written Spanish skills; international community development and empowerment work experience; written and verbal English communication skills; self motivation and direction; flexibility; appreciation of Ixil and Guatemalan culture. Salary: \$250/month. Deadline: 8/15/2011. For more information and to apply, email: jordan@philanthropiece.org; phone: 303.440.8484; website: www.philanthropiece.org.

VOLUNTEER, GLOBAL FUND TECHNICAL ADVISORS • Various Locations in Africa

Position available with Clinton Health Access Initiative. Duties: assists governments in developing proposals for funding from Global Fund to fight AIDS, Tuberculosis, and Malaria; manages approved proposals. Qualifications: quantitative skills; experience working on budgets in Microsoft Excel; writing and synthesis skills, including experience in proposal writing. Deadline: 9/30/2011. For more information and to apply, email: recruitment@clintonhealthaccess.org; phone: 617.774.0110; website: <https://careers-chai.icims.com/jobs/2050/job>.

OKRA PRODUCTION EXPERT • Egypt

Position available with Land O'Lakes International Development. Duties: delivers technique training in modern okra production; maintains high soil fertility; provides information regarding types of okra suitable for processing and export markets. Qualifications: U.S. citizenship or green card; ability to serve in July or August for two weeks; ten years' experience in okra farming and production; experience in farm training. Benefits: travel and living expenses. Deadline: 7/30/2011. For more information and to apply, email: dmbruns@landolakes.com; phone: 651.494.5118; website: www.idd.landolakes.com (click "Get Involved" and then "Opportunities").

SPEECH-LANGUAGE PATHOLOGIST • Antigua, Guatemala

Position available with Common Hope. Duties: evaluates speech disorders; provides speech therapy for low-income children. Qualifications: M.A. in speech-language pathology; fluency in Spanish and English. Benefits: living stipend. For more information and to apply, email: LisaH@guate.commonhope.org; phone: 011.502.7922.6600; website: www.commonhope.org/about-us/work-for-common-hope/.

TEAM COORDINATOR IN HOSPITALITY DEPARTMENT • Antigua, Guatemala

Position available at Common Hope. Duties: organizes and facilitates week-long orientation experiences for teams; acts as ambassador for organization. Qualifications: verbal and written communication skills in English and Spanish; ability to interact in personable manner; high energy; willingness to work weekends and evenings; experience as camp counselor, resident assistant, service trip leader, program coordinator, or in related position preferred. Benefits: living stipend. Deadline: 7/15/2011. For more information and to apply, email: LisaH@guate.commonhope.org; phone: 011.502.7922.6600; website: www.commonhope.org/about-us/work-for-common-hope/.

MALARIA OPERATIONAL RESEARCH • Eastern Uganda

Position available with Clinton Health Access Initiative. Duties: supports implementation of randomized impact evaluation in Uganda; tests feasibility of making rapid diagnostic tests for malaria; uses blood stick tests to give results in 15 minutes. Qualifications: M.A. preferred; two years' experience; M.A. in economics, public health, public policy, social sciences, or related field; statistical analysis knowledge; familiarity with randomized evaluations and experience with survey implementation preferred. Position has possibility to convert to full-time after three months of service. Deadline: 9/16/2011. For more information and to apply, email: recruitment@clintonhealthaccess.org; phone: 617.774.0110; website: <https://careers-chai.icims.com/jobs/2179/job>.

ALTERNATIVE SMALL LIVESTOCK EXPERT • Lebanon

Position available with Land O'Lakes International Development. Duties: introduces new farming prospects with small animals for eggs or meat production and fur or leather farming; explains process of raising animals in terms of equipment, feed, and final products. Qualifications: U.S. citizenship or green card; two-week availability

in July or August; ten years' experience raising small animals for eggs, meat, fur, or leather production; experience training groups. Benefits: travel and living expenses. Deadline: 7/15/2011. For more information and to apply, email: dmburns@landolakes.com; phone: 651.494.5118; website: www.idd.landolakes.com.

MANURE COMPOSTING FACILITY EXPERT • Lebanon

Position available with Land O'Lakes International Development. Duties: reviews current manure treatment practices; makes suggestions to improve manure quality; recommends needed equipment and handling facility structure; provides proper manure handling, treatment, and processing procedures. Qualifications: U.S. citizenship or green card; two-week availability in July or August; knowledge and experience in manure handling or management; knowledge of quality, well fermented manure production; knowledge of manure management issues. Benefits: travel and living expenses. Deadline: 7/15/2011. For more information and to apply, email: dmburns@landolakes.com; phone: 651.494.5118; website: www.idd.landolakes.com.

CHEESE PROCESSING EXPERT • Lebanon

Position available with Land O'Lakes International Development. Duties: trains personnel to make new types of cheeses; ensures appropriate production machinery; establishes contact with raw material, machinery, and equipment suppliers; develops training manual to include milk collection, production, storage, and handling. Qualifications: U.S. citizenship or green card; two-week availability in July or August; ten years' experience in cheese making; experience training groups. Benefits: travel and living expenses. Deadline: 7/15/2011. For more information and to apply, email: dmburns@landolakes.com; phone: 651.494.5118; website: www.idd.landolakes.com.

GRANTS AND COMMUNICATIONS OFFICER • Antigua, Guatemala

Position available with Common Hope. Duties: researches and drafts stories for newsletter, website, and other communications material; researches new grant opportunities; prepares grant applications; assists planning and supporting donor-cultivation or fundraising events. Qualifications: verbal and written communication skills in English and Spanish; experience in development, grant writing, journalism, photography, marketing, or related field; ability to work independently; ability to meet multiple deadlines. Benefits: living stipend. Deadline: 7/31/2011. For more information and to apply,

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email: LisaH@guate.commonhope.org; phone: 011.502.7922.6600; website: www.commonhope.org/about-us/work-for-common-hope/.

AmeriCorps/VISTA

2011-2012 YEAR-ROUND CREW

MEMBER • Las Vegas and Reno

Position available with Great Basin Institute. Duties: spends year working and camping in natural areas; provides national service with environmental restoration efforts; works in diverse areas of desert, mountain, and alpine habitats. Qualifications: high school diploma or GED; eligibility to receive AmeriCorps Education Award. Deadline: 8/22/2011. For more information and to apply, email: smitchell@thegreatbasininstitute.org; phone: 775.674.5475, ext. 3; website: www.TheGreatBasinInstitute.org.

SERVICE LEARNING COORDINATOR • Mass.

Positions available with Mount Grace Land Conservation Trust. Duties: design and lead projects engaging youth in education and service activities to support farm, forest, wildlife, water resources, community garden, park protection, and stewardship. Qualifications: interest in land stewardship and hands-on conservation projects; writing, communication, and networking skills; ability to work independently and in teams; familiarity with Microsoft Office programs; experience managing volunteers, teaching youth, and organizing service learning events preferred. Salary: \$12,100 for 11.5 months. Deadline: 7/8/2011. For more information and to apply, email: robbins@mountgrace.org; phone: 978.833.4192; website: www.mountgrace.org/ameri-corps-masslift.

ENVIRONMENTAL EDUCATION

PROGRAM ASSOCIATE • Ketchum, Idaho

Position available with Environmental Resource Center. Duties: implements environmental education programs for elementary schools in district; facilitates several outreach initiatives for community, such as cleanup efforts; raises environmental awareness; promotes sustainable community; engages community in hands-on environmental education and awareness activities; promotes greater understanding of natural world. Qualifications: ability to develop and implement environmental education curricula and conduct service-learning projects; B.A./B.S.; ability to lift 30 pounds; ability to work in rough and woody terrain. Salary: \$12,100. Deadline: 7/31/2011. For more information and to apply, email: lisa@ercsv.org; phone: 208.726.4333; website: www.ercsv.org.

Ask Hotline



Q: I am coming to DC for the Folklife Festival. How can I find out more information?

A: Check out the Peace Corps 50th Anniversary webpage at www.peacecorps.gov/50. Find the meet up time for the RPCV group from your country of service, and check out other presentations going on through the festival.



Tips from the Certification Specialist

If you had an unconsolidated Perkins loan, your loan may have been eligible for a partial Perkins loan cancellation of 15% for each year of service for the first 2 years (and 20% for each year of service for the 3rd and 4th years). PLEASE NOTE: a year of service includes your training time for this benefit. If your lender did not count training time as part of a year of your service and therefore denied a year of the partial cancellation benefit, please email the Volunteer Certification Specialist at certifications@peacecorps.gov to obtain another Certification to resubmit to your lender and for general assistance.

For general information regarding Peace Corps service and partial Perkins loan cancellation, please visit: www.peacecorps.gov/index.cfm?shell=learn.whyvol.finben.instructions.



~ Nicolette Fertakis,
Peace Corps Certification Specialist

To submit a mailing and/or email address change, visit www.peacecorps.gov/rpcv/info. You can also send changes of contact information to rpcvupdate@peacecorps.gov.

Disclaimer: When responding to a listing, please indicate with a cover letter that you are a returned Peace Corps Volunteer submitting your resume in response to a Hotline announcement. Questions concerning positions should be addressed to the advertiser, not to Returned Volunteer Services. Hotline is published twice monthly for the use of RPCVs and should not be posted on bulletin boards or passed on to non-RPCVs. The Peace Corps has no control over, nor responsibility for, Hotline advertisers, nor do we have personal knowledge relating to working conditions of advertised opportunities. If you have any complaints about an advertiser, please write us.

Continued from page 1

industry or company salary averages.

One of your best bargaining chips with regard to salary negotiation is, of course, a solid salary history. Employers assume prospective employees will be expecting a slightly higher salary than what they were making before—that's customary—and will weigh this into their final calculations for an offer. However, if you're coming from a more lucrative, corporate employer and are preparing to enter a smaller non-profit environment, for example, you may need to be willing

to take a pay cut as often salaries are more modest due to more limited budgets and confines of grants.

But what if you don't have a strong salary history? I often hear RPCVs lamenting about this very thing. With Peace Corps as their only major employment after college, they worry they will have no power to negotiate their salary range. But that's not necessarily true. Although, granted, if Peace Corps is your only major job experience, your salary (stipend, really, in the case of Peace

Corps Volunteer service) is indeed paltry by U.S. standards (and certainly nowhere near enough to live on here in the U.S.), this doesn't mean you can't negotiate a decent salary. It just means you might have to approach the topic with different "ammunition" to prove your case for a higher salary.

For RPCVs without much of a salary history, your best ammunition might well be the unique *experience* you bring to the table—don't undersell the 2+ years of international grassroots development



Since 1961.

July 1, 2011

Dear RPCVs,

Before you apply for a position where noncompetitive eligibility (NCE) is a qualification, it is important to be sure you have current NCE status. Employers who are only looking for NCE candidates cannot hire someone without NCE status. In order to ensure that Federal agencies continue to promote this hiring mechanism, we ask you to not apply for NCE positions if you do not have current NCE.

About Your Noncompetitive Eligibility (NCE):

- RPCVs are awarded one year of noncompetitive eligibility that begins the day after their COS date. It can only be extended by the hiring agency (not Peace Corps) if an RPCV is in graduate school full-time, enters the military, or engages in another activity that the hiring agency thinks warrants an extension. NCE can be extended for two years beyond the initial one-year period, for a grand total of three years. Three years after the COS date, your NCE is no longer valid, regardless of your circumstances.
- RPCVs who have completed less than one year of service (including training time) will not receive NCE. However, the Country Director may issue certification to a Volunteer who has satisfactorily served for twelve consecutive months, including training, and whose termination is determined to be for reasons beyond the Volunteer's control. If you are not sure if you have NCE, please check the last paragraph of your Description of Service.
- Peace Corps staff members who have successfully completed 36 months of continuous service without a break in service of three days earn the status of noncompetitive eligibility (NCE) in applying for other Federal positions, which they retain until three years from the date that they separate from the Peace Corps. Please see 5 CFR 315.607 for the governing authority.
- For further questions regarding RPCV noncompetitive eligibility (NCE), please review the special federal employment issue of *Hotline*, May 15, 2011, at: <http://www.peacecorps.gov/multimedia/pdf/returned/hotline/hotline051511.pdf>

If you have any questions about your remaining NCE, please feel free to contact us at 202.692.1430 or at rvc@peacecorps.gov. We wish you the best of luck in your post service job search.

Best regards,

Returned Volunteer Services



experience you've gained, having lived and worked in your Peace Corps country of service or elsewhere. Spotlight relevant attributes you developed during your service that make you especially competitive for the position at-hand: flexibility, resourcefulness, interpersonal communication, intercultural competence, grant writing, and management are all key transferable skills gained through Peace Corps. In addition, spotlight specific leadership roles you've undertaken, special projects you designed, managed, and implemented, trainings you participated in...the list goes on. All of these can be factored in to help you achieve a higher salary.

Suppose the employer is offering you a salary of \$38,000 for a Project Coordinator position in Baltimore, MD, with a non-profit. And let's say you were hoping for something closer to the low-to-mid \$40s. In this case, you might respond to their initial offer by simply asking, "What, if any, flexibility might you have with regard to this salary, based on the specialized skills and education [refer to your advanced degree/Masters, if you have one] and grassroots field experiences that I'd bring to this position?" It doesn't hurt to ask, after all, and believe it or not, rarely is the first salary amount offered by the employer the absolute highest amount they could pay—they often have at least limited wiggle room in this matter. (Exceptions to this include some parts of the non-profit sector which may have much more modest or even set salaries limited by grant funding, and the public sector, where salary offers are determined largely by salary histories. If this is your first government job, you will most likely be brought in at the bottom of the pay-scale for that position grade.)

Another important aspect in the art of salary negotiation involves timing. Fighting for the salary you want is best tackled once you know that you are their desired candidate, meaning *after* you've applied, been interviewed and, ideally, identified as their preferred candidate for the position. By that time, they've seen you in action, been impressed with your performance in the interview, and are reasonably confident you would be the best addition to their team. This is

when you'll have the most leverage to negotiate a higher salary, if need be.

It's important to note that in some industries, including the federal government, the final offer is negotiated with a separate department altogether—Human Resources—meaning your direct supervisor may not be involved in finalizing the offer. She or he may simply make the recommendation for the selected candidate, and the HR folks are left to iron out the details of paperwork. However, the hiring manager can still be an ally for you, and may indeed be able to assist you in negotiating the final salary you hope for. Keep the hiring manager

informed of the process and of any salary negotiation as you move through the hiring process, restating how much you hope to be able to join their team upon finalizing benefits and salary.

Below are some general tips for how and when to approach the salary negotiation process:

1. Do not specify your salary requirements in the initial application process (unless specifically requested to do so). Likewise, avoid asking about the salary in the first interview. Rather, focus on wowing them with your qualifications so they'll see you're the best candidate for the position, indeed worthy of what you

The RPCV Career Center has moved from Rosslyn, VA to Washington, DC

Though the RPCV Career Center is located on the fifth floor of the building across the street from Headquarters, all Career Center guests are required to clear security, check-in, and wait for an escort in the lobby of the main headquarters building. RPCVs will not be permitted to enter the RPCV Career Center without clearing security.

The Career Center is open to RPCVs **Monday through Friday between 10 a.m. – 5 p.m.** Please note that the RPCV Career Center is closed on all federal holidays.

For RPCVs wishing to visit the new RPCV Career Center location, please follow the steps below to gain access:

1. Come to the main entrance to headquarters, 1111 20th St. NW, Washington DC 20526.
2. Please present a valid form of ID to the guard and inform them you are here to visit the Career Center in the L St. Building (L501).
3. Sign in at the visitors log.
4. From the guard station phone, call extension x1219 (full number 202.692-1219) to request an escort.
5. If no one answers at x1219, try x1433, 1441 or 1430, informing them you are an RPCV in need of an escort to the Career Center. [If calling from your cell phone, dial 202.692.- before the extension.]
6. Wait for your escort to arrive and accompany you over to the L St. Building Career Center (across the street).
7. Be sure to sign in & out at the career center front desk each time you arrive and depart.

Thanks, and we look forward to serving you in the new RPCV Career Center!

The hours and procedures for entering the RPCV Career Center are subject to change. Please check www.peacecorps.gov/rpcv/events before your visit for the most up-to-date information.



eventually ask for. Wait for the employer to broach the subject of salary (generally in the second or final interview).

2. Do your research to determine average salary levels within that organization or industry. Tap into any networking contacts you have inside that organization, if at all possible, to gain inside information on expected salary ranges, and research comparable organizations and industries. Use some of the many online tools out there to help you identify appropriate ranges for your targeted region. And remember, salaries also vary greatly geographically—salaries in the Midwest are going to generally be less than those of the DC metro area, for example—but so does the cost of living for these respective places! (See the online salary resources listed at the end of this article for more information.)

3. When specifically asked to provide salary requirements in your application, you should address the issue (otherwise it blatantly shows you don't follow instructions) but try not to lock yourself into a set number, especially if you have no idea of the salary range for the position. Remain somewhat vague in your wording, and include this content in the latter part of your cover letter, if possible (after you've been able to point out all you'd bring to the position). For example, in the final paragraph of your cover letter, you might include a simple sentence such as, "With regard to your request for salary requirements, I am looking for a salary that is commensurate with my educational background [mention advanced education if you have that] and my proven skills in ..." And perhaps note that you'd welcome the opportunity to further discuss specifics in person, upon learning the targeted range for the position.

4. When asked to include salary history with your application, likewise, you should do as instructed. Avoid, however, including salaries on your resume itself within each job listing, especially if your salary history is not overly impressive. (Note: federal resumes are an exception to this, as you are required to insert salaries, supervisor names, and much more information in the application process.) Consider instead creating a separate document where you simply

list each of your jobs and salaries. Tip: For Peace Corps, you might note "stipend" instead of salary—and remember, in addition to your stipend, you had full health benefits, round-trip transportation to and from your country of service, and intensive training and professional development, all of which are important factors. True, you may have only earned \$200 per month as a PCV, but your benefits and such were much higher.

5. When prompted in an interview for salary requirements or desires (when they bring it up), I would recommend, again, being a bit general in your response, especially if you have no idea of what the range for the position is, to avoid pricing yourself out of consideration too soon. You might respond with something such as, "Well, I'm looking for a salary that is commensurate with my related educational background [mention advanced education if you have that] and my proven XYZ skills." Perhaps add, "I would be happy to discuss more specifics with you if you could share with me the projected range for the position." If the pay range has indeed been posted, and you are comfortable with it, you might respond that you're aware of the pay range and would certainly see yourself fitting within that range, based on your skills and experiences.

6. If, in the course of an interview, you are pushed further for a **specific dollar amount**, try to give a range that is appropriate for the position, based on the research you've done in step 2 (above). Your goal is to stay competitive yet not lock yourself in too much to any set amount. For example, you might respond, "I'm targeting the low to mid 40s range based on my skills and experiences." Again, you may turn it back to them by indicating your willingness to give more concrete amounts upon learning more about the projected range for the position. (Note: There are multiple free salary calculators online which may assist you with this, some of which are included at the end of this article.)

7. Don't forget to factor in geographic location and cost of living to your request. If your research shows that the metropolitan area where this position is located is higher than your past job(s), this might be another bargaining chip

to justify a slightly higher salary. Earning \$30,000 in a small town in Iowa, for example, is much different than earning \$30,000 in New York or Washington, DC! This is equally important when discussing your Peace Corps "salary"—for example, you might remind an employer, "Although my Peace Corps stipend was only \$148 per month, my housing expenses were only \$30 per month, so comparing the set salary amounts is like comparing apples to oranges."

If you find there's limited, if any, negotiation room in the salary figure itself, try negotiating other tangible benefits such as more vacation time, flex hours, or telecommuting options, all of which can help increase the bottom line value of your employment. **In many Federal organizations, for example, your benefits package might be equivalent to upwards of 30% of your salary!**

And lastly, please remember as well, in the end, it's not just the salary figure that's important with a job offer. Don't forget to factor in the other important benefits which increase the actual value of the job: things like health insurance, paid leave, work-life balance, and opportunities for growth and advancement. Often your compensation adds up to much more than you think. And, as with Peace Corps, the experience you gain in the position may be priceless, far outweighing the monetary salary itself. Happy job hunting, and here's to negotiating a competitive salary for yourself!

Online Resources for Salary Negotiation:

(Note: these websites are included for informational purposes only and should not be considered either as an endorsement or promotion of any particular organization.)

www.jobinterviewquestions.org/questions/salary-negotiation.asp

www.questcareer.com/salary_survey.htm - Salary calculator for positions and regions

salary.com/salary/layoutscripts/sall_display.asp

www.cbsalary.com - Free salary calculator through CareerBuilder.com

www.salarycalculator.com - Free cost of living and salary calculator by industry



Paul D. Coverdell Fellows Program

(formerly known as Fellows/USA)

The Coverdell Fellows Program works with more than 60 universities that offer financial assistance to RPCVs who wish to attend graduate school and work in underserved American communities. Below is a list of universities and some of the subject areas they offer. For more information, visit www.peacecorps.gov/fellows; call 800.424.8580, ext. 1440; or e-mail fellows@peacecorps.gov.

ALABAMA

University of Alabama at Birmingham

Birmingham, AL
Bachelor of Science in Nursing (BSN), Second Degree Option – 5 semester program for those who have completed a previous non-nursing undergraduate degree. Master of Science in Nursing (MSN) Accelerated Masters in Nursing Pathway (AMNP) – 7 semester program for applicants with a bachelor's degree that is not in nursing. Each Fellow will receive a \$5,000 grant for their first year of study. In addition, AMNP Fellows will receive a full-time nursing resident's salary in their second year when they are employed as registered nurses in a residency program.
Contact: Lynda Wilson
Phone: 205.934.6787
E-mail: lyndawilson@uab.edu

ALASKA

University of Alaska Fairbanks

Fairbanks, AK
Dept. of Alaska Native Studies & Rural Development Master of Arts (M.A.) in Rural Development. Students gain a broader theoretical understanding of development processes in Alaska and the Circumpolar North. Concentrations include but are not limited to: community leadership, community visioning and planning, project management and evaluation techniques.
Contact: Dr. Ralph Gabrielli
Phone: 907.474.5808
E-mail: rbgabrielli@alaska.edu

School of Natural Resources and Agricultural Sciences
Master of Science; Master of Natural Resources Management & Geography (NRMNG) with concentrations in natural resources, forestry, high latitude agriculture, and geography.
Contact: Dr. Steven Sparrow
Phone: 907.474.7620
E-mail: sdsparrow@alaska.edu

ARIZONA

University of Arizona

Tucson, AZ
Criminal justice, community development, environment, health, nonprofit finance, public policy, and more.
Contact: Georgia Ehlers
Phone: 520.621.9103
E-mail: rpcf@grad.arizona.edu

Northern Arizona University

Flagstaff, AZ
Business and accounting. Career tracks in geographic information systems (GIS), marketing analysis and distribution, management, finance, and accounting.
Contact: Jane Thompson
Phone: 928.523.7387
E-mail: mba@nau.edu

CALIFORNIA

Loma Linda University

Loma Linda, CA
Public health, including global health. Certificates in emergency preparedness and response and reproductive health.
Contact: Megan Karius
Phone: 909.558.4000, ext. 42072
E-mail: sphpcinfo@llu.edu

University of La Verne

La Verne, CA
A Juris Doctor (JD) degree will be offered for both full and part time students. Fellows will be eligible to apply for one of the two dual degree programs in conjunction with the University's College of Business and Public Management (JD/MBA or JD/MPA). Benefits include a unique program designed to orient Fellows into the legal profession and financial assistance.
Contact: Kelly Fragiaco
Phone: 877.858.4529
E-mail: lawadm@laverne.edu

University of Southern California

Los Angeles, CA
Master's degrees in public administration, public policy, health administration, planning, and real estate development. Some Fellows can study at the Los Angeles or Sacramento campus. Each Fellow will receive a \$10,000 scholarship and is eligible for other merit-based awards.
Contact: Marisol Gonzalez
Phone: 213.740.0550
E-mail: marisolf@sppd.usc.edu

COLORADO

University of Colorado Denver

Denver, CO
Master of Public Administration, Master of Criminal Justice, PhD in Public Affairs. Benefits include paid internships and \$3,000 scholarship renewable for two years.
Contact: Dr. Christine Martell
Phone: 303.315.2716
E-mail: christine.martell@cudenver.edu

University of Denver

Denver, CO
Josef Korbel School of International Studies
International development, international human rights, international studies, international security, global finance, trade, and economic integration, and master's in development practice.
Contact: Nicole Vilegi
Phone: 303.871.3838
E-mail: Nicole.vilegi@du.edu

Graduate School of Social Work
Master of Social Work (MSW) degree with concentration in either clinical or community practice. Specialized certificates available in social work with Latinos/as, trauma response and recovery, couples and family therapy, animal-assisted social work and Jewish communal service. Benefits include specialized programming for RPCVs and financial assistance. All applicants to the MSW program are considered for merit scholarships, which range from \$6,000 to \$12,000 per year for full-time students. The MSW application fee is waived. Need-based awards are also available. Those selected for the Coverdell Fellows Program will receive an additional \$5,000 scholarship.
Contact: Dr. Julie Laser
Phone: 303.871.2841
E-mail: julie.laser@du.edu

School of Communication
International and intercultural communication.
Contact: Dr. Margaret Thompson
Phone: 303.871.3947
E-mail: mthomps@du.edu

CONNECTICUT

Yale University

New Haven, CT
Jackson Institute for Global Affairs, The MacMillan Center
International relations MA with concentrations in history, economics & political science, joint degrees available in forestry and environmental studies, management, law, or public health.
Contact: Alice Kustenbauder
Phone: 203.432.3418
E-mail: International.relations@yale.edu

School of Public Health
Master of Public Health (MPH). Fellows will complete internships with organizations in New Haven. Each Fellow will receive a minimum of \$5,000 and will be eligible for other merit/need-based scholarships and need-based grants.
Contact: Mary Keefe
Phone: 203.785.6276
E-mail: mary.keefe@yale.edu



Paul D. Coverdell Fellows Program

(formerly known as Fellows/USA)

DISTRICT OF COLUMBIA

George Washington University

Washington, DC
Transition special education, secondary education.
Contact: Dr. Jeanne Embich
Phone: 202.973.1061
E-mail: jembich@gwu.edu

FLORIDA

Florida Institute of Technology

Melbourne, FL
Environmental science, engineering, management, teaching, and other areas of education (science, mathematics, computer).
Contact: Dr. Tom Marcinkowski
Phone: 321.674.8946
E-mail: marcinko@fit.edu

GEORGIA

Georgia College & State University

Milledgeville, GA
Various education degrees, creative writing. Teaching assistants, tutors, special education teacher training, community creative writing program. Benefits include tuition waiver, stipend.
Contact: Dr. Dwight Call
Phone: 478.445.0875
E-mail: dwight.call@gcsu.edu

Kennesaw State University

Kennesaw, GA (Metro-Atlanta)
Coles College of Business
Master of Business Administration (MBA). Graduate research assistantship assignment to work with the Maya Heritage Community Project. Benefits include tuition waiver and stipend of \$2,000 per semester.
Contact: Dan Paracka
Phone: 770.423.6732
E-mail: dparacka@kennesaw.edu

Political Science and International Affairs
Master of Science in International Policy Management, 16-month program for applied understanding of international policy. Courses offered use online and distance learning formats with focus on political risk, regulatory politics, development policy, strategic negotiation, world politics, and trade policy. Graduate research assistantships available to work with Mayan community. Benefits include stipend and tuition waiver.
Contact: Dr. Michele Zebich-Knos
Phone: 770.423.6499
E-mail: mzebich@kennesaw.edu

Master of Science in Conflict Management
Contact: Benjamin Smallwood
Phone: 770.423.6637
E-mail: bsmallwo@kennesaw.edu

ILLINOIS

Illinois State University

Normal, IL
Applied economics, political science, sociology, with interdisciplinary sequence in applied community/economic development, including community project design and management, topics in administration and planning, and 11-month paid professional internship. Benefits include assistantship with stipend and 2-year full tuition waiver.
Contact: Beverly Beyer
Phone: 309.438.7090
E-mail: stevensoncenter@ilstu.edu

Western Illinois University

Macomb, IL
Business administration, economics, geography, health education, political science, recreation, park, and tourism administration, sociology, M.S.Ed. in educational and interdisciplinary studies with the option to earn a TESOL Certificate.
Contact: Karen Peitzmeier
Phone: 800.526.9943
E-mail: pcf@wiu.edu

INDIANA

Indiana University–Bloomington

Bloomington, IN
Master of Public Affairs (MPA) with choice of eleven concentrations, including comparative and international affairs, economic development, energy, environmental policy and natural resource management, information systems, nonprofit management, policy analysis, public financial administration, public management, local government management, sustainability and sustainable development. Master of Science in environmental science (MSES) program with concentrations in applied ecology, energy, environmental chemistry, toxicology and risk assessment, water resources. Joint master's degree (MPA/MSES) and combined masters degrees with other programs such as law and area studies are also available.
Contact: Jennifer Forney
Phone: 812.855.2840
E-Mail: speainfo@indiana.edu

University of Notre Dame

Notre Dame, IN
Master of Nonprofit Administration (MNA). Fellows will receive \$10,500 (approximately 25% of the total tuition for 42 credit hour degree).
Contact: Kim Brennan
Phone: 574.631.3639
E-mail: kbrenna1@nd.edu

LOUISIANA

University of New Orleans

New Orleans, LA
Public administration, urban planning and urban studies with concentrations in housing/community

development, land use/environment, historic preservation, urban anthropology, and nonprofit management.

Contact: Dr. Marla Nelson
Phone: 504.280.3110
E-mail: cupa@uno.edu

Xavier University of Louisiana

New Orleans, LA
Fast Track to Teaching Program for those interested in teaching math, science, business, social studies or special education.
Contact: Ahdija Donatto
Phone: 504.520.7533
E-mail: acbaker@xula.edu

MARYLAND

Johns Hopkins University

Baltimore, MD
Nursing, public health.
Contact: Mary O'Rourke
Phone: 410.955.7548
E-mail: orourke@son.jhmi.edu

University of Maryland–Baltimore

Baltimore, MD
Obtain an MSW while doing exciting field work. Fellowship involves working at a community based placement with marginalized populations. A variety of fellowships are available, including assistance for students interested in community development/organizing and policy development.
Contact: Lane Victorson
Phone: 410.706.5316
E-mail: lvictorson@ssw.umaryland.edu

University of Maryland–Baltimore County

Baltimore, MD
Shriver Peacemaker Fellows Program
All programs of University of Maryland–Baltimore County: education, policy, applied sociology, intercultural communications, etc. Select consortium programs: social work (MSW), urban studies, nonprofit management, etc.
Contact: Dr. Joby Taylor
Phone: 410.455.6398
E-mail: joby.taylor@umbc.edu

University of Maryland–College Park

College Park, MD
Degrees in public policy and management. Joint degrees in law, business, engineering, and life sciences and conservation biology. Benefits include half-assistantships worth \$6,350 per year, 5 credits tuition remission per semester, in-state tuition rates, and eligibility for other merit-based awards.
Contact: Ms. Taryn Faulkner
Phone: 301.314.2486
E-mail: faulkner@umd.edu



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MASSACHUSETTS

Brandeis University

Waltham, MA
MA in Sustainable International Development; MA in Coexistence and Conflict; MBA in Nonprofit Management degree program; Master of Public Policy (MPP). MBA in Nonprofit Management, concentrations in Health Care; Children, Youth and Family Services; Social Impact; Sustainable Development; or General Social Policy. Master of Public Policy (MPP), concentrations in Health; Behavioral Health; Children, Youth and Families; Poverty Alleviation; Aging Policy and Services; or General Social Policy.
Contact: Margaret Haley
Phone: 781.736.3792
E-mail: haley@brandeis.edu

Clark University

Worcester, MA
MBA in Social Change, Master of Business Administration, Master of Science in Finance. Benefits include a minimum 50% tuition scholarship (over \$28,000 value).
Contact: Patrick Oroszko
Phone: 508.793.7682
Email: poroszko@clarku.edu

MICHIGAN

University of Michigan

Ann Arbor, MI
Ford School of Public Policy
Master of Public Policy with 14 dual degree programs. Graduate certificates in science and technology policy also available. Benefits include \$10,000 tuition fellowship for each of two years, application fee waiver.
Contact: Beth Soboleski
Phone: 734.765.0453
E-mail: bsobo@umich.edu

School of Natural Resources and Environment
Master of Science in Natural Resources and Environment with 8 concentration options; Master of Landscape Architecture either through a 2-year program for those with a BLA or a 3-year program for those with other undergraduate degrees. Benefits (financial): tuition stipend.
Contact: Sondra Auerbach
Phone: 734.764.6453
E-mail: sondramr@umich.edu

MINNESOTA

St. Catherine University (Program is under development)

St. Paul, MN
The Master of Arts in Organizational Leadership (MAOL) degree provides strong business education through the lenses of ethics, leadership and a global perspective. Concentrations available: strategic management, ethics and leadership, dispute

resolution, healthcare leadership, information services and technology and dual MAOL/JD (with Hamline University School of Law). Community partners: Greater Twin Cities United Way, Advocates for Human Rights, Refugee Services, WomenVenture and Minnesota International Center. Benefits: \$10,500 in tuition waivers (30% of total degree cost).
Contact: Dr. Rebecca Hawthorne
Phone: 651.690.6838
E-mail: rkhawthorne@stkatte.edu

University of Minnesota

Minneapolis, MN
Masters degrees in Public Policy, Urban and Regional Planning, Development Practice, Science, Technology and Environmental Policy, and Public Affairs (mid-career). Areas of concentration: international development, public and nonprofit leadership and management, global public policy, economic and community development, social policy, policy analysis, women and public policy, science, technology and environmental policy, transportation planning, land use and urban design, housing policy, and environmental planning. Dual degree opportunities with the schools/departments of: Law, Business Administration, Public Health, Social Work, Civil Engineering, and Landscape Architecture.
Contact: Julie Harrold
Phone: 612.626.9749
E-mail: jharrold@umn.edu

MISSOURI

University of Missouri–Columbia

Columbia, MO
Geography, public affairs, political science, rural sociology, social work, agricultural economics. In-state tuition, possibility for assistantships, waivers and additional support.
Contact: Donald Spiers
Phone: 573.882.6131
E-mail: spiersd@missouri.edu

University of Missouri–Kansas City

Kansas City, MO
Master of Public Administration (MPA) with specialties in urban administration, nonprofit management, and health services administration. Benefits include wages from intern stipend, \$10,000; 6 credit hours tuition remission and possibilities for additional assistance.
Contact: David Renz
Phone: 816.235.2342
E-mail: renzd@umkc.edu

NEW HAMPSHIRE

Antioch University New England

Keene, NH
Master's and Doctoral Degrees in Education, Environmental Studies, Management, and Psychology.
Contact: Laura Andrews

Phone: 800.552.8380 (Admissions) or 603.283.2131 (Direct)
E-mail: landrews@antioch.edu

Southern New Hampshire University

Manchester, NH
Community economic development, international track; community economic development, national track.
Contact: Dr. Melissa L. Nemon
Phone: 603.314.7935
E-mail: melissa.nemon@snhu.edu

NEW JERSEY

Drew University

Madison, NJ
Master of Arts in Teaching (MAT): Fellows will tutor and teach in the Orange School District. Each Fellow will receive a 40% tuition scholarship.
Contact: Linda Swerdlow
Phone: 973.408.3285
E-mail: lswerdlo@drew.edu

Monmouth University

West Long Branch, NJ
Master of Social Work (MSW) with concentrations in clinical practice with families and children and international and community development. Fellows will be awarded Graduate Assistantships which include free room and board and 6 credits of tuition remission.
Contact: Dr. Robin Mama
Phone: 732.571.3543
E-mail: rmama@monmouth.edu

Rutgers University

Camden, NJ
Master of Public Affairs in educational policy and leadership with K–12 teaching position at the LEAP Academy.
Contact: Sandra Cheesman-Cattefesta
Phone: 856.225.6860
E-mail: scheesma@camden.rutgers.edu

NEW MEXICO

New Mexico State University

Las Cruces, NM
College of Agricultural, Consumer and Environmental Sciences (ACES)
MA, MS, MBA-AB, MAG-AB (Master of Agriculture), DED (Doctorate in Economic Development), and PhD programs available. Fellows will intern with organizations such as the New Mexico Climate Center, USDA Natural Resources Conservation Service, or the Navajo Agriculture Products Industry. Benefits include teaching or research assistantship, including an out-of-state tuition waiver.
Contacts: Gary R. Lowe
Phone: 575.646.7962
E-mail: bhopal@nmsu.edu



Paul D. Coverdell Fellows Program

(formerly known as Fellows/USA)

College of Health and Social Services
Degrees in public health, social work, and nursing, plus joint public health and social work degree.
Contact: Dr. Sue Forster-Cox
Phone: 575.646.2183
E-mail: sforster@nmsu.edu

Western New Mexico University
Gallup, NM
Elementary, secondary, or special education, counseling, educational leadership, interdisciplinary.
Contact: Dr. Patricia Maguire
Phone: 505.722.3389
E-mail: wnmupcf@hotmail.com

NEW YORK

Bard College
Annandale-on-Hudson, NY
M.S. in Climate Science and Policy, M.S. in Environmental Policy, Professional Certificate.
Contact: Molly Williams
Phone: 845.758.7071
E-mail: mwiliam@bard.edu

Columbia University, Teachers College
New York, NY
Urban education, including bilingual/bicultural education, teaching of mathematics or science (biology, chemistry, earth science, or physics), social studies, ID/autism, English.
Contact: Nicolas Stahelin
Phone: 212.678.4080
E-mail: PCFellows@tc.edu

Cornell University
Ithaca, NY
City and regional planning (MS)
Contact: Tina M. Nelson
Phone: 607.255.6848
E-mail: tmn2@cornell.edu

Fordham University
Bronx, NY
MA programs in international political economy and development with specializations in international development studies, international banking and finance, international and development economics, and international political analysis.
Contact: Dr. Henry Schwalbenberg
Phone: 718.817.4064
E-mail: iped@fordham.edu

The New School
New York, NY
Urban policy analysis/management, health services management and policy, human resources management, organizational change management.
Contact: Admissions Office
Phone: 212.229.5400, ext. 1130
E-mail: milanoadmissions@newschool.edu

University of Rochester
Rochester, NY
Master of Business Administration (MBA). Fellows will receive \$10,000 annual scholarships and will be eligible for additional merit-based aid.
Contact: Dan Struble
Phone: 585.275.2515
E-mail: dan.struble@simon.rochester.edu

NORTH CAROLINA

Duke University
Durham, NC
Fuqua School of Business
Master's of Business Administration (MBA) with concentrations in accounting, decision sciences, entrepreneurship and innovation, finance, leadership and ethics, management, marketing, operations management, social entrepreneurship, and strategic consulting. Certificates of Excellence also offered in finance and marketing as well as a certificate program in health sector management. Joint degrees in other professional programs also available. Benefits (financial): up to 25% tuition credit.
Contact: Matt Nash, RPCV, Romania
Phone: 919.660.7791
Fax: 919.660.1096
E-mail: mnash@duke.edu

Master of International Development Policy (PIDP) with several concentration options.
Contact: Stephanie Alt Lamm, RPCV, Costa Rica
Phone: 919.613.9218
E-mail: midpinfo@duke.edu

Sanford School of Public Policy
Master of Public Policy (MPP) with option to earn dual degrees in professional or PhD programs.
Contact: Duke MPP Admissions Office
Phone: 919.613.9205
E-mail: mppadmit@duke.edu

OHIO

University of Cincinnati
Cincinnati, OH
MCP: Economic development planning, environmental planning, international development planning, physical planning, urban design. PhD: regional development planning.
Contact: Dr. Johanna W. Looye
Phone: 513.556.4943
E-mail: johanna.looye@uc.edu

Bowling Green State University
Bowling Green, OH
Master of Arts in Cross-Cultural and International Education (MACIE). Fellows will work with educational organizations in northwest Ohio. Fellows will receive graduate assistantships that include full tuition waivers and stipends.
Contact: Dr. Margaret Zoller Booth
Phone: 419.372.9950
E-mail: boothmz@bgsu.edu

OREGON

University of Oregon
Eugene, OR
Community and regional planning, public administration.
Contact: Megan Smith
Phone: 541.346.3881
E-mail: smith@uoregon.edu

Willamette University
Salem, OR
MBA for business, government and not-for-profit management. Fellows will work with a variety of public and non-profit organizations in Oregon through the PACE program and other experiential learning opportunities. Fellows are eligible for up to full tuition merit-based scholarships.
Contact: Aimee Akimoff
Phone: 503.370.6167
E-mail: aakimoff@willamette.edu

PENNSYLVANIA

Carnegie Mellon University
Pittsburgh, PA
Public policy/management, arts management, or healthcare policy management.
Contact: David Eber
Phone: 412.268.2164
E-mail: hnzadmit@andrew.cmu.edu

Duquesne University
Pittsburgh, PA
Graduate Center for Social and Public Policy
MA: policy analysis and administration, conflict resolution and peace studies.
Contact: Dr. Evan Stoddard
Phone: 412.396.5179
E-mail: stoddard@duq.edu

Graduate School of Business Administration
MBA/MS/MAcc: sustainable enterprise, information systems management, taxation, accountancy.
Contact: Patricia Moore
Phone: 412.396.5529
Email: moorep@duq.edu

Seton Hill University
Greensburg, PA
Art therapy (counseling specialization), business administration, elementary education, inclusive education (online), instructional design (online), marriage and family therapy, special education, popular-fiction writing. Benefits: 50% tuition discount.
Contact: Laurel Komarny
Phone: 724.838.4209
E-mail: lkomarny@setonhill.edu

University of Pennsylvania
Philadelphia, PA
Fels Institute of Government
Full-time and part-time Master of Governmental Administration (MGA) degree. Certificates in



Paul D. Coverdell Fellows Program (formerly known as Fellows/USA)

nonprofit administration, economic development & growth, politics, and public finance. Benefits include application fee waiver, a minimum of \$6,000 per year award for Fellows and assistance in paid internship placement.

Contact: Jaclyn Clevinger
Phone: 215.898.2600
E-mail: jaclyncl@sas.upenn.edu

School of Medicine – Public Health
Master of Public Health (MPH). Fellows will intern at nonprofit, public, and private organizations in Philadelphia and the surrounding area. Fellows receive a one-time \$6,000 scholarship towards tuition and are able to apply for an additional merit/need-based scholarship.

Contact: Jackie McLaughlin
Phone: 215.746.2043
E-mail: jmclaugh@mail.med.upenn.edu

Villanova University Villanova, PA

The Bachelor of Science in Nursing (BSN) second degree option is a 14-month program for those who have completed a previous non-nursing undergraduate degree. Master of Science in Nursing (MSN) with concentrations in Nursing Education, Health Care Administration, Nurse Practitioner, and Nurse Anesthetist; programs vary from 2-3 years. Fellows will receive tuition assistance to help reduce the cost of attendance and will participate in professional development activities.

Contact: Kimberly Connolly MPH, RN
Phone: 610-519-5902
E-mail: kimberly.connolly@villanova.edu

SOUTH CAROLINA

University of South Carolina Columbia, SC

Moore School of Business
International Master of Business Administration
Contact: Marcelo Frias
Phone: 803.777.4346
E-mail: gradinfo@moore.sc.edu

Center for Child and Family Studies
(Program Temporarily Suspended)
Multidisciplinary program (written/oral proficiency in Spanish required).

VERMONT

University of Vermont Burlington, VT

Community and economic development, entrepreneurship; environment, agriculture, applied economics, management, strategic planning, marketing, public policy, healthcare, leadership, international public administration, human resources, budgeting/finance, organizational development, information technology.

Contact: Edward R. McMahon
Phone: 802.656.4565
E-mail: emcmahon@uvm.edu

VIRGINIA

George Mason University

Fairfax, VA
Elementary education and English as a second language master's programs.

Contact: Jennifer Coarts
Phone: 703.993.3602
E-mail: jcoarts@gmu.edu

WASHINGTON

University of Washington

Seattle, WA
Masters of Public Administration (MPA) with specializations in: international development, metropolitan and regional policy, social policy: poverty, education, and social welfare, science and technology policy, public and financial management, leadership, management, and decision-making, nonprofit management and philanthropy, environment and natural resource management

Contact: Alexandra (Alix) Furness
Phone: 206.616.1618
E-mail: aef4@u.washington.edu

WISCONSIN

Marquette University

Milwaukee, WI
Master of Arts in communication, educational policy and leadership, English, history, international affairs, political science, public service, social and applied philosophy, or theology; Master of Science in civil and environmental engineering or economics; Master of Business Administration. Benefits: full tuition scholarship and monthly stipend.

Contact: Carole Ferrara
Phone: 414.288.5861
E-mail: carole.ferrara@marquette.edu

University of Wisconsin–Milwaukee Milwaukee, WI

Nonprofit management, urban studies, economics, geography, history, sociology, political science, English, urban planning, public administration.

Contact: Lisa Heuler-Williams
Phone: 414.229.6155
E-mail: heuler@uwm.edu

University of Wisconsin–Stevens Point Stevens Point, WI

Fields relating to the environment, including natural resources, forestry, environmental education, youth programming, land-use planning, wildlife, soil and water science.

Contact: Dr. Tim Ginnett
Phone: 715.346.4191
E-mail: tim.ginnett@uwsp.edu

WYOMING

University of Wyoming Laramie, WY

American studies with concentration in education, geography, history, or literature.

Contact: Dr. Eric Sandeen
Phone: 307.766.3898
E-mail: esandeen@uwyo.edu

Calling all RPCVs Update Your Records

Have you moved? Do you prefer to receive Peace Corps Update at a different email address?

The best way to make sure that Peace Corps has the most up-to-date information for you is by filling out the form at the link below. Celebrate Peace Corps' 50th anniversary by reconnecting.

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