
JEFF FISCHER

I. PROFESSIONAL EXPERIENCE

A. Current Activities

Autumn 2010 - Present – Adjunct Professor/Lecturer/Senior Fellow, Georgetown University, Democracy and Governance Program, Graduate, *International Electoral Policy and Practice* and *Electoral Integrity*. Developed the *Electoral Policy Study Group* where students research topics proposed by the United States Agency for International Development (USAID) in support of USAID electoral assistance programming. Information about the program can be found at the link below: <https://government.georgetown.edu/democracy-and-governance>

B. Employment Experience

11-06 – 4-22 (11-06 to 7-14, consultant, 8-14 to 4-22, staff) Senior Electoral Advisor, Electoral Education and Integrity Program, Creative Associates International, Inc., Washington, D.C. Responsible for the development and management of elections and political process programming with a focus on electoral security and conflict, digital disruption of elections, electoral malpractice, political finance regulation, and educational programs for students, electoral officials, and electoral administration staff. Information about Creative Associates can be found at the following link below: <https://www.creativeassociatesinternational.com/>

Spring 2021 – Visiting Lecturer in International Affairs, Princeton University, School of Public and International Affairs, Graduate half semester course, *Digital Disruption of Elections*.

Autumn 2006 – 2010, 2014, 2016, 2019 – Visiting Lecturer in International Affairs, Princeton University, School of Public and International Affairs, Under-Graduate and Graduate Policy Workshops – *Managing Elections in Fragile States*.

Autumn 2012 – Visiting Lecturer in International Affairs, Princeton University, Woodrow Wilson School of Public and International Affairs, Graduate Policy Workshop *Elections and Conflict in Sub-Saharan Africa*.

10-04 – 5-06 – Senior Director and Founder, the Center for Transitional and Post-Conflict Governance, International Foundation for Electoral Systems (IFES), Washington, D.C.

The mission of the Center was to develop and conduct programs that enhance political stability in fragile and failing states. The Center sought to reduce the destabilizing effects on governance that emerge from violent, conflictive, fraudulent, or disputed political processes. The Center employed 12 individuals at its headquarters and over 25 staff members on projects in Afghanistan, Egypt, Lebanon, Iraq, and the West Bank and Gaza. In its first year of operation, the Center managed over \$40 million in project activities.

10-99 – 10-04 – Senior Advisor for Elections and Governance, IFES, Washington, D.C.

Responsible for a global portfolio of projects both topical and country specific. The topical areas of program responsibility included projects involving electoral conflict, political finance, delimitation, election technology, election planning and budgeting, electoral access for people with disabilities, and enfranchisement for refugees and migrants. Country-specific election projects included Iraq, Afghanistan, Palestinian Territories, and Haiti.

1-93 – 5-99 - Chief of Staff/Executive Vice President, IFES, Washington, D.C.

As the organization's first Executive Vice President, managed a headquarters staff of over 60 and a staff of over 200 staff in field locations in Albania, Armenia, Azerbaijan, Benin, Bolivia, Bosnia and Herzegovina, Congo/Kinshasa, Georgia, Ghana, Haiti, Indonesia, Kazakhstan, Kyrgyzstan, Liberia, Malawi, Mali, Moldova, Palestinian Territories, Paraguay, Peru, Philippines, Russia, Serbia, and Ukraine, and a pool of several hundred short-to-medium term democracy specialists. In this capacity, served as the Chief Operations Officer for the organization and was responsible for supervising financial, program, development, and general administrative activities. During this period, IFES conducted projects, conferences, and observation activities in over 80 countries. Annual revenues increased from \$2.9 million (US) in FY 1993, to \$29 million in FY 1999.

Election programs involved pre-election studies, on-site technical assistance, commodity procurement, civic education, poll worker training, election worker training, and election observation. Also responsible for overseeing the operations of a research library and information clearinghouse for democratic initiatives and a rule of law program.

Performed on-site electoral, assessment or conference projects in the following countries and territories: Afghanistan, Albania, Angola, Antigua, Australia, Azerbaijan, Bangladesh, Barbados, Bosnia and Herzegovina, Burundi, Canada, Colombia, Croatia, Dominica, Dominican Republic, East Timor, Egypt, El Salvador, Ghana, Guatemala, Guyana, Haiti, Hong Kong, Hungary, Jamaica, Kosovo, Indonesia, Iraq, Lebanon, Liberia, Macao, Mexico, Moldova, Nepal, Niger, Nigeria, Palestinian Territories, Peru, Philippines, Romania, Russia, Serbia, Somaliland/Somalia, South Africa, South Sudan, Sweden, Trinidad, Tunisia, Ukraine, United States, Venezuela, Zambia, and Zimbabwe.

C. International Appointments

8-14 – Special Advisor to the Independent Election Commission of Afghanistan and United Nations Assistance Mission in Afghanistan (UNAMA). Responsible for aspects of design, implementation, and adjudication for the internationally supervised electoral audit of the 2014 second round presidential election.

1-11 – Member, Organization of American States (OAS) Expert Verification Commission for Haiti. Responsible to audit the first round of the president election and make recommendations for remedial actions.

1-00 – 11-00 – Director of Election Operations, Organization for Security and Cooperation in Europe (OSCE) and Head of the Joint Registration Taskforce (UN) –under a joint appointment of the United Nations and Organization for Security and Cooperation in Europe (United Nations Mission in Kosovo – UNMIK). Responsible for the administration of the first post-conflict elections (municipal) in Kosovo.

5-99 – 10-99 – Chief Electoral Officer – D2, United Nations Assistance Mission in East Timor

(UNAMET), Popular Consultation for East Timor. Responsible for the administration of the status referendum.

5-96 - 10-96 - Director General of Elections, OSCE, Bosnia and Herzegovina. Responsible for the administration of the first post-conflict elections for the Presidency, Parliament, and Entity governments for Bosnia and Herzegovina.

D. Consulting and Research - Election Administration

2015 - 2017 – Co-Investigator, Explaining and Mitigating Electoral Violence Project, King's College London.

The purpose of the research is in “developing the conceptual, practical and methodological tools intended to understand violence associated with electoral processes. The research is also seeking to determine the strategies best suited to prevent, managing, and mediating conflict of this type.”

4-1-09 - 6-30-10 – Research Professor, S.J. Quinney College of Law, University of Utah, Global Justice Project – Iraq.

Provided consultation to Iraqi legislative authorities on the development of a new election law.

5 - 02 – 7 - 07 - Participatory Elections Project (PEP); and Political Rights and Enfranchisement System Strengthening (PRESS) – International Organization for Migration (IOM).

Under a grant from the United States Agency for International Development (USAID), organized research and field-based projects to study the enfranchisement rights of forcibly displaced electorates. The results of the project can be found at www.geneseo.edu/~iompress. Drafted Actions Plans for enfranchising internally displaced persons in Angola, Azerbaijan, Colombia, and Georgia.

4-91 - 12-92 – Field Project Manager, IFES, Georgetown, Guyana Election Project.

Under a grant from USAID, responsible for field office management of an election support project which included election commodity procurement, logistics, planning, voter education programs and poll worker training assistance for the Guyana Elections Commission. Commodities provided included a nationwide radio system; polling supplies and equipment; and voter registration and identification supplies and equipment. Logistics planning involved assisting in the development and implementation of a nationwide Election Day supply distribution and an election results reporting plan. Assistance was also provided in the development of audio and video spots for voter education and poll worker training.

9-91 - 1-93 - Marketing Consultant, MicroVote Corporation, Indianapolis, Indiana

Represented an electronic voting system to election authorities in the central United States (Missouri, Wisconsin, Arkansas, and Texas). Responsibilities included equipment demonstration and sales, administering test elections and consultation with election authorities on electoral systems and procedures. In this capacity, maintained regular contact with secretaries of state, election boards, county clerks and other statutory election authorities. Other responsibilities included developing statewide marketing plans and organizing equipment certification applications.

7-90 - 4-91 – Field Project Co-Manager, IFES, Port-au-Prince, Haiti Election Project

Field office manager of a multi-national team for the first IFES field office involving seven consultants and two staff in support of the December 1990 election and run-off elections in 1991. Wrote a technical assessment report used in obtaining the grant (4-90). Responsibilities included management of a field office in Port-au-Prince; procurement and installation of a nation-wide radio system; procurement and installation of voter registration list computer hardware and software; development of voter education posters, pamphlets, radio announcements and television spots; development of training materials for poll worker training; provision of election commodities and Election Day supply transportation services; and consultation with the Conseil Electoral Provisoire (CEP) in other areas of election administration.

9-87 - 11-87 - Project Consultant, Eddie Mahe, Jr. and Associates, Washington, D.C., Haiti Election Project

Provided consultation to the first CEP on the 1987 national election effort, under a grant from USAID. On four trips taken during the election organization process, worked with CEP staff on ballot design, polling place configuration, voter education and logistics.

E. Business Development – Information Management Services Company

10-84 - 8-91 - President and Founder, Diversified Information Services, Inc., Grandview, Missouri. Employed 20 people in providing source document microfilming and microfilm processing services; micrographic equipment and supplies; election equipment and supplies; medical transcription service; and document management consulting for clients in government, health care, industry and education. Managed all areas of company operations including finance, marketing, personnel and production. Medical transcription service discontinued in 1989; microfilming division sold in June 1990. The company was redeveloped into a marketing and consulting firm representing election equipment and services (MicroVote, Douglas Manufacturing); and micrographic services and supplies support to the new owners for one year following sale of microfilming division.

Activities performed included establishment of supplier relationships, development of marketing plans and sales contacts, consultation with clients on document/data management needs, establishment of financial and production accounting procedures, development of supervisory objectives and production procedures, and development of job descriptions and personnel guidelines. Clients included the corporate headquarters for US Sprint and its parent company, United Telecommunications; Yellow Freight; United Fidelity Life Insurance; Marion Laboratories; and hospitals in the SSM Health Care System. Clients served in the states of Kansas, Missouri, and Illinois.

1-82 - 9-84 - Micrographics Director, St. Luke's Hospital of Kansas City (SLH Management Systems). Supervised a source document microfilming and film processing service bureau for in-house hospital departments and outside clients in health care. Established the microfilming unit as a for-profit entity (The Micrographics Center) in a pilot project undertaken by the hospital. The Micrographics Center was awarded an exclusive contract to provide microfilming service for member hospitals of the Hospital Association of Metropolitan St. Louis (HAMSTL).

II. APPOINTMENTS, AFFILIATIONS, AND HONORS

Current – Member, International Advisory Board, Electoral Integrity Project.

Current – Member – Democratic Governance Practice Network Advisory Group, UNDP.

Current – Member, Expert Roster for Rapid Response, Crisis Response Unit, Governance, UNDP.

Current – Member – Election Experts Network – Administration and Cost of Elections (ACE) Knowledge Network.

Current – Member, Elections and Conflict Working Group, Administration and Cost of Elections (ACE) Knowledge Network.

Current – Member, Advisory Committee, Elections Reformers Network

Current, Member, Electoral Management Research Network

2002 – Charter Signatory – Bill of Electoral Rights for Citizens with Disabilities.

2000 – Elie Wiesel Ethics Award – awarded to UNAMET (served as Chief Electoral Officer) and accepted at the UN Headquarters from UN Deputy Secretary-General Louise Frechette.

1992 - Nomination, Missouri Ethics Commission. The Missouri Ethics Commission's six members replaced the Missouri Campaign Finance Review Board in January 1993. This nomination was for the first Ethics Commission to be seated under the new legislation; however, the state senate did not act to confirm any nominees in 1992, and the nomination was withdrawn with the change in administrations.

1990-1992 - Member, Missouri Campaign Finance Review Board. This Board of six members enforced state campaign finance reporting statutes and reviewed for possible prosecution complaints and violations of campaign practice law. The Board supervised a staff of eight.

1987-1991 - Member, Executive Committee of the Board of Directors, Truman Medical Center, Kansas City, Missouri.

1985 - 1989 - Member, Kansas City Board of Election Commissioners. This Board of four members administered elections for a jurisdiction of 190,000 voters. The Board supervised a staff of around 28 people. At the time of appointment, was the youngest commissioner to serve in Board history.

1986-1987 - President, Kansas City Chapter, Association for Information and Image Management (micrographic, optical imaging and document processing professionals).

III. EDUCATION

2008 – Master of Science in New Professional Studies: Peace Operations, School of Public Policy, George Mason University, Arlington, Virginia. Thesis topic - *Sub-National Governance and Peace Operations: Implementation of a Sub-National Governance Framework*.

1976 – Bachelor of Arts, Rockhurst College, Kansas City, Missouri, double major in Economics and French, honors graduate.

1974 - Attended, Centre Des Etudes Francaises, Junior Year Abroad Program, Avignon, France.

Language Skills – English (native) and French (speaking).

IV. PUBLICATIONS/WRITING

What the U.S. Could Learn from Contentious Elections in Other Countries

Creative Associates International

With Leora Addison, Terry Hoverter, and Aliya Jalloh

September 10, 2020

<https://www.creativeassociatesinternational.com/insights/what-the-u-s-could-learn-from-its-own-teachings-on-contentious-elections-in-other-countries/>

Dictators Going Viral: Authoritarianism and COVID-19

Creative Associates International

With Jeffrey Carlson

August 24, 2020

<https://www.creativeassociatesinternational.com/insights/dictators-going-viral-authoritarianism-and-covid-19/>

Immunizing Election from COVID-19 and Similar Pandemics

Creative Associates International

March 30, 2020

<https://www.creativeassociatesinternational.com/insights/immunizing-elections-from-covid-19-and-similar-pandemics/>

Passage to Past Elections: Timor-Leste Chooses Ballots over Bullets

Creative Associates International

August 30, 2019

<https://www.creativeassociatesinternational.com/insights/passage-past-elections-timor-leste-chooses-ballots-bullets/>

An Electoral Solution for the Venezuela Crisis? Options for the International Community

Creative Associates International

March 20, 2019

<https://www.creativeassociatesinternational.com/insights/an-electoral-solution-for-the-venezuela-crises/>

What the Three Most Lethal Elections of 2018 Have in Common

Creative Associates International

February 26, 2019

<https://www.creativeassociatesinternational.com/insights/what-the-3-most-lethal-elections-of-2018-have-in-common/>

Dialogues on Voluntary Codes of Conduct for Political Parties in Elections: A Facilitator's Guide

Case Study – Afghanistan

International IDEA

September 2017

<https://www.idea.int/publications/catalogue/dialogues-voluntary-codes-conduct-political-parties-elections-facilitators?lang=en>

Explaining and Mitigating Electoral Violence Project

Blog postings on drones and elections, and case study postings on Zimbabwe, Mali, Liberia, Sierra Leone, Honduras, The Gambia, Ghana, Dominican Republic, and Haiti

Working Papers on *Getting Away with Murder – When Electoral Violence Becomes a Crime against Humanity – Kenya, Cote D'Ivoire, and East Timor*; *National Commission of Inquiry into Electoral Violence: A Study of Practices and Outcomes*; and *Social Enforcement of Electoral Security*

King's College London

Co-Investigator

2015 - 2017

<http://www.electoralviolenceproject.com/>

A Look Back at Kosovo: Restoring Personal Identification through Elections

Creative Associates International

August 31, 2017

<https://www.creativeassociatesinternational.com/insights/look-back-kosovo-restoring-personal-identification-elections/>

What We've Learned 30 Years after the First Foray in Electoral Assistance

Creative Associates International

March 20, 2017

<https://www.creativeassociatesinternational.com/insights/weve-learned-30-years-first-foray-electoral-assistance/>

What Post-War Elections in Bosnia and Herzegovina can Teach Us Today

Creative Associates International

December 6, 2016

<https://www.creativeassociatesinternational.com/insights/post-war-elections-bosnia-herzegovina-can-teach-us-today/>

Internationally Supervised Electoral Audits

Creative Associates International

May 2015

https://www.creativeassociatesinternational.com/wp-content/uploads/2003/01/Electoral_Audits_Haiti_Afghanistan.pdf

Afghanistan Electoral Audit

Reliefweb

August 24, 2014

<https://reliefweb.int/report/afghanistan/op-ed-jeff-fischer-un-s-senior-international-elections-expert-afghanistan>

Electoral Security Best Practices, A Guide for Democracy and Governance Programming

USAID and Creative Associates International

Lead Writer

January 2013

https://www.usaid.gov/sites/default/files/documents/2496/Electoral_Security_Best_Practices_USAID.pdf

Electoral Security Framework, Technical Guidance for Democracy and Governance Officers

USAID and Creative Associates International

Lead Writer

2025

July 2010

<https://www.usaid.gov/sites/default/files/documents/1866/1-Electoral-Security-Framework.pdf>

Developing Strategies to Improve Voter Registries in the Americas – A Course in Voter Registration Policy and Practice

Organization of American States, Department for Electoral Coordination and Observation

November 2009

Seeking electoral equality for IDP voters, Forced Migration Review

Co-Author with Jeremy Grace

December 2008

Transition Elections and Political Process in Reconstruction and Stabilization Operations: Lessons Learned

Office of the Coordinator for Reconstruction and Stabilization

United States Department of State

Technical Expert Contributor

November 2007

Enfranchising Displaced Electorates, A Course on Policy and Best Practice

International Organization for Migration

Co-Author with Jeremy Grace

July 2007

Every Vote Counts: The Role of Elections in Building Democracy

Chapter Contributor

University Press of America

January 2007

Political Rights of Refugees and Displaced Persons: Enfranchisement and Participation

International IDEA

Handbook on External Voting

Chapter Contributor

July 2006

<https://www.idea.int/publications/catalogue/voting-abroad-international-idea-handbook?lang=en>

Getting to the CORE, A Global Survey on the Cost of Registration and Elections

United Nations Development Programme

Co-Author and Co-Editor with Rafael Lopez Pintor

May 2006

http://www.undp.org/content/undp/en/home/librarypage/democratic-governance/electoral_systemsandprocesses/getting-to-the-core.html

Political Finance in Post-Conflict Societies

USAID through IFES

Co-Editor with Marcin Walecki and Jeffrey Carlson

May 2006

http://www.ifes.org/sites/default/files/political_finance_in_post_conflict_societies_small_0.pdf

Changing Tactics – Blending Democracy Development with Counterinsurgency Campaigns
IFES Democracy-at-Large Magazine
March 2006

The Valor of the Vote
The Washington Post
Opinion Editorial
January 28, 2005
<http://www.washingtonpost.com/wp-dyn/articles/A43113-2005Jan27.html>

Elections and Conflict
IFES Elections Today Magazine
2004

United Nations Mission for the Referendum in Western Sahara, Approaching the 11th Hour
IFES White Paper Series
July 2002
<http://www.ifes.org/publications/united-nations-mission-referendum-western-sahara-approaching-eleventh-hour>

Elections and International Civilian Policing; History and Practice in Peace Operations
IFES White Paper Series
June 2002
<http://www.ifes.org/publications/elections-and-international-civilian-policing-history-and-practice-peace-operations>

Filling the Vacuum: Prerequisites to Security in Afghanistan
Consortium for Response to the Afghanistan Transition (CRAFT) - International Resources Group, American Bar Association Asia Law Initiative, IFES, and International Human Rights Law Group Assessment Team Member/Co-Author
March 2002
<http://aceproject.org/ero-en/regions/asia/AF/Afghanistan%20-%20CRAFT.pdf/view>

Electoral Conflict and Violence: A Strategy for Study and Prevention
IFES White Paper Series
February 2002
<http://aceproject.org/ero-en/topics/elections-security/UNPAN019255.pdf/view>

Legal Framing of the Democratic Control of Armed Forces and the Security Sector: Norms and Realities
Chapter – “Military Control in Kosovo: International Forces and the Absence of State”
Geneva Centre for Democratic Control of Armed Forces
2001

Post-Conflict Peace Operations and Governance in Afghanistan
IFES White Paper Series
December 2001
<http://www.ifes.org/publications/post-conflict-peace-operations-and-governance-afghanistan-strategy-peace-and-political>

Prime Numbers – The Global Ballot Box
2025

Foreign Policy Magazine
May-June 2001

International Encyclopedia of Elections
Technical Assistance Chapter
Co-Author with Ray Kennedy
1999

The 1998 Hong Kong Election System
Asia Society
Asian Update
Co-Author with Hugh Ivory
May 1998

Voter Registration in Emerging Democracies
Harvard University
Center for International Affairs
Round Table on Voter Registration
Fall 1992