

Karen Hardee, PhD

Dr. Karen Hardee is a social demographer with extensive global technical and leadership experience in population and sustainable development; climate change adaptation; family planning and reproductive health; gender evidence and programming; policy analysis; research and monitoring and evaluation; strategic planning and capacity development. She has worked with a range of bilateral and multilateral organizations, nongovernmental organizations and as a consultant. Dr. Hardee is a registered expert on climate change adaptation under the Nairobi Work Programme of the UN Framework Convention on Climate Change.

Dr. Hardee is president of Hardee Associates LLC, a consulting firm, and is Senior Visiting Fellow at the Population Reference Bureau. Previously, Dr. Hardee was VP for Research at Population Action International, where she directed the organization's climate change initiative, which included a project making conceptual links between climate change and sustainable development. She managed the completion of the organization's strategic plan and led an initiative to strengthen PAI's organizational monitoring and evaluation. She was a co-author on What Works for Women and Girls: Evidence for HIV and AIDS Interventions (www.whatworksforwomen.org).

Prior to joining PAI, Dr. Hardee was a Senior Advisor at John Snow, Inc. where she worked on the MEASURE Evaluation Project and provided technical input to projects related to HIV/AIDS, reproductive health and family planning. Dr. Hardee managed a project on harmonization of M&E data quality tools for multiple donors, including the Global Fund, PEPFAR and WHO.

She was previously senior fellow and director of Constella Futures' Center for Research and Evaluation, where provided oversight of the center's projects and management of center staff and operations. Dr. Hardee was director of research on the POLICY Project, which included directing the global research portfolio and providing technical leadership for country-level research.

Dr. Hardee has also worked at FHI as a deputy director and principal research scientist and at USAID and the U.S. Bureau of the Census as a presidential management fellow. She has worked as a consultant on policy, program design, research, and information dissemination projects. She frequently serves on expert panels and as a reviewer for a range of journals.

Dr. Hardee is a skilled writer and strategic communicator and has extensive experience in capacity building, including through training in monitoring and evaluation (including data quality), research methods and service quality improvement. She developed tools to assess and improve data quality for results reporting and broadened the focus of quality of care in family planning from assessment to service quality improvement. She has conducted research and has published and spoken extensively on a range of issues including climate change adaptation and demographic/health factors; evidence-based gender programming and health outcomes; and policy barriers to health program implementation.

Dr. Hardee holds a Ph.D. from Cornell University. She has worked throughout the world.

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SUMMARY OF TECHNICAL SKILLS

- Research, Monitoring and Evaluation
- Program development and management
- Evidence-based programming
- Policy analysis and strategic planning
- Climate change adaptation
- Population and sustainable development
- Gender analysis and programming
- Family planning/reproductive health/AIDS

EDUCATION

- Ph.D. Cornell University. Department of Development Sociology. Social Demography, Development Sociology and East Asian Studies. 1988.
- M.A. Cornell University, 1984.
- B.A. Duke University. Magna Cum Laude. Comparative Areas Studies (South and East Asia), 1981.

PROFESSIONAL EXPERIENCE

Hardee Associates, LLC. Consulting services. 2010-

Expert assistance in global development and climate change, health, gender, policy and program development, and evaluation. Working with a range of clients, including USAID | Health Policy Initiatives and Health Services Strengthening Project/Futures Group International, The Maternal Health Task Force/EngenderHealth, Public Health Institute and the BALANCED Project/Coastal Resources Center, University of Rhode Island.

Population Reference Bureau. Visiting Senior Fellow. 2010-2011

Population Action International. Vice President for Research. 2007-2010

Senior management team; strategic planning and budgeting; organizational monitoring and evaluation; technical leadership on research and evidence-based advocacy; business development; senior director, population, gender and climate change initiative. Provided a strong technical voice through public speaking, interviews, external review requests and a range of publications for various audiences.

John Snow, Inc. Senior Advisor. 2007

MEASURE Evaluation Project multi-donor harmonized data quality tools for data produced and reported on global HIV/AIDS, TB and Malaria interventions. Collaborated with PEPFAR and the Global Fund.

Constella Futures and Futures Group. Senior Fellow and Director, Center for Research and Evaluation, Director of Research, The POLICY Project, and Senior M&E Advisor, MEASURE Evaluation. 1997-2006

Member of business unit's senior management team. Oversaw center research and evaluation projects funded by USAID, CDC, Global Fund to Fight AIDS, TB and Malaria, Gates Foundation, and DFiD. Provided technical oversight and management of global research component of POLICY project and provided technical assistance to policy research carried out in Asia, Africa, Latin America and the Caribbean, and Eastern Europe.

Family Health International. Principal Research Scientist, Women's Studies Division and Deputy Director, Service Delivery Research Division. 1989-1997

Research technical assistance on gender perspectives in reproductive health care, the impact of family planning on women's lives, adolescent reproductive health, quality of care assessment and improvement, and contraceptive introduction and acceptability. Senior advisor in operations research project design, training, and technical assistance program.

US Agency for International Development. Office of Population, Policy Development Division. 1985-1988

Developed, managed, and evaluated large-scale projects on population policy and programs.

US Bureau of the Census. Center for International Research and International Statistics Program Center. Social Demographic Analyst and Presidential Management Intern. 1984-1988.

Demographic and economic research; demographic and survey training.

Consultancies, expert positions and reviews. 1992-present

Population and Development, Climate Change, and Environment: History Committee, Population Association of America; Advisory Committee, University College London 2011 Conference on Population Footprints; Advisory Committee, 2009 International Family Planning Conference; Registered expert, Nairobi Work Programme of the UN Framework Convention on Climate Change (UNFCCC); Invited editor, BALANCED newsletter on Population, Health and Environment; Population and Sustainability Network review for DFiD on population and climate; numerous invited presentations on population and climate change.

Family planning/reproductive health and HIV/AIDS: Section Chair, Population, Reproductive and Sexual Health (formerly Population, Family Planning and Reproductive Health) Section, American Public Health Association; Interviews: Earth and Sky, BBC, IPS News; World Bank Expert Advisory

Meeting on Health, Nutrition and Population Strategy; DFID Expert Meeting on Meeting the MDG; Global Fund capacity building on Data Quality Audit Tool; Advance Africa Project Advisory Committee on Best Practices; writer, UNFPA State of the World Population Report; Programmatic consultancies with IPPF, Pathfinder, Population Reference Bureau, Ford Foundation; Presbyterian Church USA, RH expert for internal working group.

Gender: RAPID Model for Women (Health Policy Initiatives/Packard Foundation); Open Society Institute Gender Evidence Initiative for the Global Fund; UNDP Gender and HIV training for technical service providers; ICRW/Promundu and MenEngage, Including Men and Masculinities in Policies to Promote Gender; AIDSTAR 1 Compendium of Multiple Gender Strategies in HIV and AIDS Programming: A Selection of Practices from Africa; Center for Global Development AIDS Monitor issue on Gender Strategies.

Conference and proposal reviewer: NICHD, Global Health Council; American Public Health Association; Population Association of America, ICDDR,B.

INTERNATIONAL EXPERIENCE

Work in South, East and Southeast Asia, the Near East, Africa, Europe, and the Caribbean, 1980 to present. Residence in the Philippines, Nepal, Pakistan, Malaysia, India, China, and England.

TRAINING, CAPACITY BUILDING AND CURRICULA DEVELOPMENT

Population and Climate Change:	Issues in Population, Reproductive Health and Climate Change
Monitoring and Evaluation:	Introduction to M&E
Data Quality:	Concepts and tools for collecting and managing data to report indicators. eLearning module on data quality.
Quality of Care:	Techniques for assessment and improvement, including Total Quality Management/Continuous Quality Improvement
Operations Research:	Study design and implementation
Survey Techniques:	Field operations, questionnaire and table design
Policy analysis:	Policy analysis and development (Policy Circle) and tools;
Gender analysis:	Integrating gender into HIV policies and strategies
Climate change:	Introduction to population and climate change

SELECTED ANALYSIS, PUBLICATIONS, PRESENTATIONS AND INTERVIEWS

Climate Change and health

Jiang, L and K Hardee. 2010. "How do Recent Population Trends Matter to Climate Change?" *Population Research and Policy Review*. August 24 online. DOI 10.1007/511113-010-9189-7.

Mutunga, Clive and Karen Hardee. 2010. "Population and Reproductive Health in National Adaptation Programmes of Action (NAPAs) for Climate Change." Forthcoming in the *African*

Journal of Reproductive Health. Special issue from the International Family Planning Meeting, Kampala, November 2009.

Hardee, K, J Bremner and K Mogelgaard. 2010. "Is there a Link between Population, Health and Environment (PHE) and Climate Change Adaptation?" *BALANCED Project Newsletter*.

Hardee, K. 2010. "[Are Climate Change and Sustainable Development Really Linked?](#)" Invited Speaker, PRB Policy Seminar Series. September 22.

Mutanga, C, K Hardee and K Mogelgaard. 2010. "Climate Change Adaptation Financing: How do Social Sectors Fare?" In progress. Population Action International.

Mutunga, C, K Hardee and K Mogelgaard. 2009. Enhancing Cooperation Between the Health and Climate Sectors." *Bulletin of the Atomic Scientists*. December 3. Presented at the International Climate Change and Adaptation Conference, NCCARF, Gold Coast, Australia. June 29-July 1, 2010. Presented at the [2nd Conference on Environment Governance and Democracy](#). New Haven, CT, September 17-19, 2010.

Jiang, L. and K. Hardee. 2010. "Does Population Matter to Climate Change?" Forthcoming, *Population Research and Policy Review*.

Hardee, K. 2009. [Population and Climate Change: What is the Link?](#) PRB Discuss Online. December 2.

Hardee, K and C Mutunga. 2009. "Strengthening the Link Between Climate Change Adaptation and National Development Plans: Lessons from the Case of Population in National Adaptation Programmes of Action (NAPAs)." *Mitigation and Adaptation Strategies for Global Change*. DOI 10.1007/s11027-009-9208-3. Also a poster at the International Climate Change and Adaptation Conference, National Climate Change Adaptation Research Facility, Gold Coast, Australia. June 29-July 1, 2010.

Mutunga, Clive and Karen Hardee. 2009. "Population and Reproductive Health in National Adaptation Programmes of Action (NAPAs) for Climate Change." In Guzman, JM, G Martine, G McGranahan, D Schensul and C Tacoli. *Population Dynamics and Climate Change*. New York: UNFPA and London: International Institute for Environment and Development.

Hardee, K. 2009. Let the Human Face of Climate Change Emerge in Copenhagen. PAI blog post. December 14.

Hardee, K. 2009. The Human Faces of Climate Change in Ethiopia. RH Reality Check. Dec. 4.

Hardee, K. 2009. "Population, gender, and climate change. Improving access to family planning services and promoting sexual equality are the priority." Editorial. *British Medical Journal*. 339:b4703.

Kidanu, A, K Rovin and KHardee. 2009. *Linking Population, Fertility and Family Planning to Resilience and Adaptation to Climate Change: Views from Ethiopia*. Final Study Report. Addis

Ababa: Miz-Hasab and Washington DC: Population Action International. Also presented at the International Climate Change and Adaptation Conference, NCCARF, Gold Coast, Australia. June 29-July 1, 2010. Submitted for publication.

Hardee, K. and K. Rovin. 2009. "Ethiopia: Special Report. A Crisis of Climate, Food – and Population." *People and the Planet*. February 25.

Jiang, L, M Hoepf Young and K Hardee. 2008. "Urbanization: Problem or Solution for the Environment?" *World Watch Magazine*. 21:5(34-39).

Hardee, K. and E. Leahy. 2008. Population, Fertility and Family Planning in Pakistan: A Program in Stagnation. Research Commentary. 3(3). Washington, DC: Population Action International.

Hardee and J Ross. 2002. "Completing the Demographic Transition in Developing Countries." *POLICY Occasional Paper*. No. 8. Washington DC: The Futures Group International.

Reproductive Health, HIV/AIDS, Maternal Health and Gender

[Karen Hardee on relationships, sex and having children around the world](#). 2010. Interview on EarthSky. September 20.

Gay, J, et al. 2010. *What Works: Evidence on HIV and AIDS Interventions for Women and Girls*. New York: Open Society Institute. www.whatworksforwomen.org

Hersh, M, E Dunn-Georgiou, and K Hardee. 2010. *A Practical Guide for Integrating Gender into HIV Policies and Programs*. Training curricula developed for UNDP. Washington, DC: Population Action International.

Hardee, K. 2010. Adding "Forced" Bachelors to "Missing" Girls: The Gendered Outcomes of China's Population Policy. PAI blog post. June 30.

Rottach, E, SR Schuler and K Hardee. 2009. *Gender Perspectives Improve Reproductive Health Outcomes: New Evidence*. Washington, DC: The Interagency Gender Working Group.

Hardee, Karen and Elizabeth Leahy. 2008. Population, Fertility and Family Planning in Pakistan: A Program in Stagnation. Research Commentary. 3(3). Washington, DC: Population Action International.

Hardee, K, J Gribble, S Weber, T Manchester and M Wood. 2008. *Reclaiming the ABCs: The Creation and Evolution of the ABC Approach*. Washington, DC: Population Action International.

Hardee, K. 2004. *The Intersection of Access, Quality of Care and Gender in Reproductive Health and STI/HIV Services: Evidence from Kenya, India and Guatemala*. Washington, DC: Interagency Gender Working Group and the Maximizing Access and Quality (MAQ) Initiative.

Hardee, K, et al. 1999. "Family Planning, Work and Women's Economic and Social Autonomy in Indonesia." *Asia-Pacific Population Journal*. 14(3):1-24.

Hardee, K, Xie ZM and Gu BC. 1994. "Family Planning and Women's Lives in Rural China." *Intl Family Planning Perspectives*. 30(2).

Policy and Program Analysis

Leahy, E, et al. 2009. *A Case Study of Reproductive Health Supplies in Tanzania*. Washington, DC: Population Action International.

Assimwe, D, et al. 2005. *Study of the Integration of FP and VCT/PMTCT/ART Programs in Uganda*. Kampala: Makerere Institute of Social Research and Washington, DC: The Futures Group, POLICY Project.

Hardee, K, et al. 2004. "The Policy Circle." *POLICY Working Paper* No. 11. Washington, DC: The Futures Group, POLICY Project.

Yaremenko, O., et al. 2004. "Analytical Report: Access of HIV-positive Women to Quality Reproductive Health and Maternity Services." USAID/POLICY Project: Kyiv City, Ukraine.

Strachan, M., et al. 2004. "An Analysis of Family Planning Content in HIV/AIDS, VCT and PMTCT Policies in 16 Countries." *POLICY Working Paper* No. 9. Washington, DC: The Futures Group, POLICY Project.

MEDMA and POLICY Project. 2003. "Overcoming Operational Policy Barriers to Reproductive Health in Ukraine." Final Report. Kiev: MEDMA and Washington, DC: The POLICY Project.

Foreit, K., K. Hardee and K. Agarwal. 2002. "When Does it Make Sense to Consider Integrating Family Planning and STD/HIV Services?" *Intl Family Planning Perspectives*. 28(2): 105-107.

Cross, H, N Jewell and Karen Hardee. 2001. "Reforming Operational Policies: A Pathway to Improving Reproductive Health Programs." *POLICY Occasional Paper*. No. 7. Washington DC: The Futures Group International, POLICY Project.

Strachen, M., GA. Grey, and K. Hardee. 2001. *The Policy Environment Score. Measuring the Degree to Which the Policy Environment in Jamaica Supports Effective Policies and Programs for Reproductive Health: 2000 Follow-up Results*. Washington, DC: The Futures Group POLICY Project.

Hardee, K and J. Smith. 2000. "Increasing Returns on Reproductive Health Services in the Era of Health Sector Reform." *POLICY Occasional Paper* 5. Washington DC: The Futures Group.

Hardee, K, et al. 1994. "Contraceptive Implant Users and Their Access to Removal Services in Bangladesh," *Intl Family Planning Perspectives*. 20(2).

Hardee-Cleaveland, K and J Banister. 1988. "Fertility Policy and Implementation in China," *Population and Development Review*. 14(2).

Monitoring and Evaluation Tools

Measure Evaluation (on behalf of the Global Fund to Fight AIDS, TB and Malaria and multiple organizations). 2008. *Data Quality Audit Tool* and *Routine Data Quality Audit Tool*. Chapel Hill, NC: The MEASURE Evaluation Project.

Global Fund to Fight AIDS, TB and Malaria, PEPFAR, MEASURE Evaluation, USAID, Health Metrics Network, WHO, UNAIDS, World Bank and Roll Back Malaria. 2006. *Monitoring and Evaluation Systems Strengthening Tool*. Chapel Hill, NC: UNC, MEASURE Evaluation.

PEPFAR. 2006. *Data Quality Assurance Tool for Program Level Indicators*. Chapel Hill, NC: UNC, MEASURE Evaluation.