

TOM HATLEY
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EDUCATION

Ph.D., Duke University, Colonial History, 1988
M.F.S., Master of Forest Science, Yale University, 1980
M.A., History, University of North Carolina, 1977
B.A., Honors College, Davidson College, 1974
Friends Conflict Resolution Program and RESOLVE conflict resolution trainings
Continued Training at Harvard Law School Program on Negotiation, 2007-2008

PROFESSIONAL EXPERIENCE

Tom Hatley Consulting www.tomhatley.com *September 2008 to Present*

Focused on new and creative initiatives, from the community to the international level, that contribute to the solution of difficult problems. Offering services in partnership design, collaboration, and leadership coaching to organizations, from start-up to existing, in need of renewal. Special focus on programs that overlap social equity, environmental, and economic opportunities. Representative projects include:

- Developing collaborative federal funding campaign and climate change learning network for The Wilderness Society, southern Appalachian office.
- Co-leading formation of food security and conservation initiative linking social capital networks and UNESCO world biosphere network and SoCap, sponsored by UN Foundation.
- Scoping pilot grant-making sites for The National Forest Foundation focused on land restoration
- Developing impact investing and ecosystem service prototypes for land trusts focused on cultural landscapes, Land Trust for Little Tennessee
- Advising new archaeological museum at University of South Alabama on message, exhibits, and audience and devising public engagement plan for proposed tribal curatorial facility in Cherokee

Sequoyah Distinguished Professor in Cherokee Studies *October 2002 to June 2008*
Western Carolina University, Cullowhee, NC

Overcame a history of mistrust and two failed previous appointments to launch the Professorship and co-create with the EBCI and WCU a diverse native studies program; crafted successful cooperative agreements between the University and tribal governments; funded and encouraged innovative degree and engagement centers, as well as new student services; and deepened Cherokee community involvement and links between campus and Cherokee.

- Played leadership role in several new initiatives, with nearly \$2 million in start up capital raised, related to language, landscape restoration, and culturally appropriate health approaches
- Hired and supervised 3 PhD program directors
- Designed and carried out co-planning of new academic initiatives and student services with Eastern Band of Cherokee Indians, Wake Forest University, and Northeastern State University in Tahlequah, OK
- Created framework for new academic unit at WCU—the Tsalagi Institute—in parallel to the existing on-Boundary Cherokee Center
- Developed and taught courses focused on conflict resolution, negotiation, and cultural and environmental history, many of which were co-taught with tribal colleagues.
- Advised successful MA students and undergraduate students on research and career strategies
- Proposed and funded new teaching and research positions, for native instructors and mentors, such as a successful Elder in Residence program
- Brokered co-acquisition of Cowee sacred town site with tribal government and local land trust, now nationally recognized as a model for negotiation and transaction design.

Principal

September 2000 to 2002

Green Threshold Consulting: Organizational and Conservation Strategy

Empowered organizations to achieve principled growth and higher effectiveness by visioning, new ideas, problem solving, and partnerships. Projects included program evaluation and visioning for organizations and private charitable foundations, program development consultation for national and international conservation and cultural organizations, and land conservation advisory services.

- Initiated public-private-university partnership focused on working forestland protection in the Little Tennessee River, and guided securing of \$3.5 million grant for non-profit partners
- Clients included William Penn Foundation (water management in NJ and Pa), Land Trust for Little Tennessee (visioning and partner development for conservation/working lands program with Duke University, Western Carolina, Conservation Fund, and Doris Duke Charitable Foundation), and The Wildlife Conservation Society's Metropolitan Conservation Program in greater NYC (program evaluation for project funders)
- Coordination and design of sustainable farming measures on two hundred-year-old family farm in central NC

Campaign Director/Director

January 1995 to

September 2000 Southern Appalachian Forest Coalition

Overcame the disunity and fractured agendas of 17 grassroots, regional and national partners over funding, strategy, and goals, to create a unified program that carried out one of the largest conservation initiatives in the South, recognized by the Clinton Administration as its most important environmental accomplishment. Leadership and management of a six-state, 15 member coalition focused on visioning and political and community organizing for the protection/planning of critical Appalachian public lands and landscapes from Virginia to Alabama, including wildlands, watersheds, heritage areas, and conservation planning, as well as innovative conservation marketing and message development.

- Grew Coalition to one of the largest conservation initiatives in the South, with \$1.2 million total budget.

- Carried out national lobbying and leadership in protection of 750,000 acres of public forest “roadless areas” in South.
- Developed significant national and regional partnerships with The Nature Conservancy and the Pacific Rivers Council, including funding/developing bioregional conservation plans for the Cumberlands and Southern Appalachians
- Co-founder of Eastern Forest Alliance, creating shared policy/funding agendas from New England to the South
- Supervisory responsibility for staff of 15 in several locations, as well as organizational development, regional representation in national policy advocacy.

Executive Director

September 1989 to January 1995

The Catskill Center for Conservation and Development, NY

Led the revitalization and expansion of one of the first sustainable development organizations in the US and co-initiated a renowned international model of large-scale cooperative watershed management and “ecosystem services” functioning. Overcame the urban:rural conflicts that marked previous efforts in advancing a regional agenda and balanced the competing demands of various constituencies that had previously gridlocked internal organizational growth by growing resources and energy.

- Took The Catskill Center from a plateau into a major growth cycle. More than doubled outside income (including grants), membership, and staff size – to 10 employees, \$750,000 annual budget, with \$1.4 million capital fund.
- Co-founded Upstate-Downstate Partnership, which helped set stage for multi-billion settlement and co-operative management structure in NYC watershed agreement, which is now viewed as national/international model in ecosystem service payment designs
- Grew the Center's innovative rural development (including “green” marketing, regional branding, and sustainable agriculture), land conservation, land trust, historic preservation, and watershed programs.
- Merged Conservation Foundation’s Successful Communities Program into Catskill Center; funded and managed Mainstreet Circuit Rider Program
- Led protection of Hudson River School landscape sites and development of concept for John Burroughs Birthplace Environmental Center.

PhD Student and Cultural and Environmental Conservation Consultant and Writer

1983

to 1989

Forestry/ Institutional Change: Participant in Young Scientists Summer Program, International Institute for Applied Systems Analysis, Laxenburg, Austria, and subsequent co-author of influential critique of foreign aid and politics in the Himalaya which became the basis for the influential “Mohonk process.” Papers presented include “Policy Lessons from the Southern Appalachians for the Himalayan,” to US AID resource technical staff, DC. Advisory Committee, “Nepal Coppice Forestry Initiative,” Argonne National Lab/Agency for International Development.

Environmental/Cultural History: Program development for TV series (Nature, WNET-13, NYC). Invited participant and workshop leader in various conferences, including United Nations University-Mohonk Conference on the “Himalaya-Ganges Problem.” Environmental history consultant for NSF-funded archaeological project in Central Alabama and for NC Humanities Commission-funded Waccamaw-Siouan cultural recovery project.

Assistant Director for Land Stewardship and Protection Planning
The Nature Conservancy, NC Office

1980 to 1983

- Designed and directed land stewardship program on 12-unit, 20,000+ acre preserve system;
- Initiated, funded and carried out first nationwide assessment of TNC stewardship program costs and opportunities
- Developed Carolina Bays strategy—the first multi-state large-scale conservation project in TNC history.

SELECTED APPOINTMENTS/CONSULTANCIES

Current:

- Board, International Biosphere Trust
- Leadership Team, Blue Ridge Sustainability Institute
- Advisor and Facilitator, Center for Native Health (Western Carolina, Wake Forest, and Eastern Band of Cherokees and many other partners)
- Steering Committee, Revitalization of Cherokee Artisan Resources, a grant making collaboration project with Cherokee Preservation Foundation focused on landscape restoration.
- Technical Advisory Board, Blue Ridge Forever
- Member, Mountain Areas Network, World Conservation Union (IUCN).
- Scholarly Advisor to several exhibits and media projects, including NEH-funded scripting of “Independence” film project on Native Americans and 1776
- Advisor to state historic sites, and review board, “Southern Spaces” online journal
- Reviewer for manuscripts (UNC and several other presses) and grant proposals (NSF, NEH, etc) in Native American and environmental history.

Recent Past:

- Board Member and Nominations Chair, Southern Appalachian Man and the Biosphere Foundation
- Founding Advisory Board, Institute for Conservation Leadership, Warren Wilson College, and Trading Path Preservation Trust; and Founding Advisory Board, Conservation Trust for North Carolina; NC Year of the Mountains Program.
- Exhibit Consultant, Native Lands: Indians and Georgia, Atlanta History Center.
- Board of Directors, Environmental Advocates, Albany, NY; Steering Committee of NY Heritage 2000 Bond Act ; DEC Region 8 Open Space Committee and NY State Committees for Transportation Enhancements and Scenic By-ways program.

HONORS AND AWARDS

Cherokee Phoenix Award, Museum of the Cherokee Indians

National Land Stewardship Award, The Nature Conservancy
Book of the Year, South Carolina Historical Society, for *Dividing Path*:.....
Young Scientist Fellow, International Institute for Applied Systems Analysis, Vienna
Various Fellowships for University Graduate Study

COURSES DESIGNED AND TAUGHT

“Native American War and Peacemaking”
“The Cherokee World: Freshman Seminar”
“Regionalism and American Environmental Thought”
“Methods, Theories and Critiques in Native Studies”
“Communication, Conflict Resolution and Negotiation in Cross Cultural Contexts”
“The Revolutionary War in Intercultural Perspective”
“Topics in Native American History”

SELECTED PUBLICATIONS

- “Henry Timberlake and the ‘Greatest’ American Generation,” in Culture, Crisis and Conflict: Cherokee-British Relations, 1756-1765, eds. Barbara Duncan and Anne Rogers, Museum of Cherokee Indian, 2009.
- Contributor, Native American Places, ed, Frances Kennedy, Houghton Mifflin, 2008 and Congressional Quarterly Guide to Native American Law and Policy, ed, Tim Garrison, 2008.
- The Dividing Paths: Cherokees and South Carolinians through the Era of Revolution (Oxford University Press, 1993).
- Co-Editor and contributor, with Peter Wood and Gregory Waselkov, Powhatan’s Mantle: Indians in the Colonial South (University of Nebraska Press, 1989 and Revised edition, 2007), including “Cherokee Women Farmers Hold their Ground.”
- Co-Author with Michael Thompson and Michael Warburton, Uncertainty on a Himalayan Scale: An Institutional Theory of Environmental Perception and A Proposal for Strategic Action (Cambridge, UK: Ethnographica, 1986; second edition, Kathmandu: Himal Press with James Martin 21st Century School, Oxford University and International Institute for Applied Systems Analysis, 2010); “Rare Animals, Poor People and Big Agencies: A Perspective on Biological Conservation and Rural Development in the Himalaya,” Mountain Research and Development 3:4 (1985, 365-377).
- “Forestry and Equity” and “Tending Our Gardens,” Southern Changes, 1983

SELECTED RECENT PRESENTATIONS:

Speaker, American Indian Land Rights and Religious Freedom Workshop, Wake Forest University, April, 2011

Commentator and Discussion Leader, Crisis and Conflict in the Early Carolinas, Carolina Lowcountry and Atlantic World Program, College of Charleston, October 2010

Forts and Community and Cherokee Diplomacy, Women, and Forts, invited keynote at 250th Anniversary of Fort Loudoun, TN, 2010

Keynote Address, Southern Anthropological Society, “Lessons from Our Farm, 1810-2008—Rural Poverty or Improvisation?,” 2008

Zahner Lecture, Highlands Biological Lab, “Catsbey’s Buffalo: History and Patterns of Biodiversity” 2008

“Conflict Resolution Lessons from Ravensford: The National Park Service and the Cherokee,” Parks, Peace and Partnerships Conference, Waterton-Glacier Peace Park, 2008