

Eduardo A. Gamarra

EDUCATION

1987	Ph.D. (Political Science) University of Pittsburgh
1987	Certificate in Latin American Studies, Center for Latin American Studies, University of Pittsburgh
1980	M.A. University of Arkansas
1979	B.A. University of Arkansas

EMPLOYMENT

August 2007- present	Managing Partner, Newlink Research, Miami, Florida
August 1999-present	Professor of Politics and International Relations, Department of Politics and International Relations, Florida International University
June 1998-August 2007	Director, Latin American and Caribbean Center, Florida International University Responsible for long-term program development, fund raising, and daily management of federally funded National Resource Center in Latin American Studies; overall supervision of the Summit of the Americas Center, Intercultural Dance and Music Center, Cuban Research Institute, Florida Mexico Institute, Florida Caribbean Institute, Institute for International Professional Services, Colombian Studies Institute, Institute for Sustainability Science in Latin American and the Caribbean, and Master's Degree Program in Latin American and Caribbean Studies.
August 1996-June 1998	Director, Graduate Programs, Latin American and Caribbean Center, Florida International University
May 1994-August 1996	Acting Director, Latin American and Caribbean Center, Florida International University

1991- 1999	Associate Professor, (with tenure) Department of Political Science, Florida International University
1986-1991	Assistant Professor, Department of Political Science, Florida International University
May-August 1986	Instructor, Department of Political Science, University of Pittsburgh
1985-1986	Teaching Fellow, Department of Political Science, University of Pittsburgh
1984-1985	Profesor Titular, Carrera de Comunicaciones, Universidad Católica Boliviana, La Paz, Bolivia
1981-1984	Graduate Fellow, Center for Latin American Studies, University of Pittsburgh
1980-1981	Instructor, Department of Political Science, Westark Community College
1980-1981	Supervisor, Counseling and Orientation Section, United States Catholic Conference, Fort Chaffee, Arkansas

PUBLICATIONS AND RESEARCH

Book- length manuscripts in preparation or under contract with publishers

Elections and Foreign Consultants in Latin American and Caribbean Democracies
(Manuscript in preparation)

Revolution and Reaction (second edition of 1988 book in preparation.)

Dictators, Democrats and Drugs, How US Policy Brought Evo Morales to Power (Under contract with Lynne Rienner Press).

Selected Books and Monographs

Bolivia on the Brink (Center for Preventive Action, Council on Foreign Relations, CSR No. 24 February 2007).

Conflict Vulnerability Assessment Update (La Paz: United States Agency for International Development. 2003)

Conflict Vulnerability Assessment in Bolivia (Washington: MSI and USAID, 2003).

Democracia, Reformas Económicas y Gobernabilidad en Bolivia. (Santiago: Comisión Económica para América Latina y el Caribe Serie de Reformas Políticas 36, 1995)

Entre la Droga y la Democracia, (La Paz: Instituto Latinoamericano de Investigaciones Sociales, 1994).

The Administration of Justice in Bolivia: An Institutional Analysis (Miami: Center for the Administration of Justice, Florida International University, 1991).

Revolution and Reaction: Bolivia 1964-1985 (co-authored with James M. Malloy) (Transaction Press, 1988).

Selected Edited books

Centro América 2020: Un nuevo modelo de desarrollo regional, (co-edited with Klaus Bodemer) (Editorial Nueva Sociedad 2002)

Colombia: Conflicto armado, perspectivas de paz y Democracia, (co-edited with Carl Cira) (Miami: Latin American and Caribbean Center, Florida International University, 2001)

El impacto económico, político, y social del ciclo coca/cocaina en Bolivia (co-edited with Francisco Thoumi) (New York: United Nations Development Program, 1998).

Latin American Political Economy in the Age of Neoliberal Reform: Theoretical and Comparative Perspectives for the 1990s (co-edited with William C. Smith and Carlos Acuña), New Brunswick: Transaction Books, 1994).

Democracy, Markets, and Structural Reforms in Latin America: Argentina, Bolivia, Brazil, Chile, and Mexico, (co-edited with William C. Smith and Carlos Acuña), New Brunswick: Transaction Books, 1994).

Latin America and Caribbean Contemporary Record 1989-90, Volume 9 (Co-editor and author) (New York: Holmes and Meier 1996).

Latin America and Caribbean Contemporary Record 1988-89, Volume 8 (Co-editor and author) (New York: Holmes and Meier, 1992).

Latin America and Caribbean Contemporary Record 1987-88, Volume 7 (Co-editor and author) (New York: Holmes and Meier, 1990).

Selected Recent Articles, Chapters in Books

- 2009** (with M. de Vengoechea) Reelection in the Dominican Republic. How Leonel Fernandez won a third presidential term. In *Politics Issue 275*
- 2008** Evo and Bolivian Democracy, in Dominguez and Shifter eds. *Constructing Democratic Governance in Latin America* 3rd edition (Baltimore: Johns Hopkins University Press).
- ¿Porqué ganó Leonel Fernández? in *Global Number 23* (July-August).
- 2007** Bolivia's Governance Problems, Economic Commission for Latin America and the Caribbean)
- 2006** "Which Left is Bolivia's Left" in Jorge Castañeda ed. *The Right and Wrong Lefts in Latin America* (Johns Hopkins University Press).
- The Political Economy of Argentina, Bolivia, and Chile* (Inter American Dialogue and Centro Nacional de Globalización y Desarrollo).
- 2005** *The State, Drug Policy and Democracy in the Andes* (Inter American Dialogue)
- (with Jennifer Cyr), "Use and Meaning of Public Spaces in La Paz." in Clara Irazábal ed. *Ordinary Spaces, Extraordinary events: Citizenship and Democracy in Latin American Public Spaces.* (Routledge Press).
- Political Parties, Civic Groups, and Social Movements: Toward a New Political System in Bolivia?* (La Paz: USAID).
- (with Sally Zamudio) *Assessing Conflict in Bolivia*, forthcoming in *Preventing the Outbreak and Recurrence of Conflict: Comparative Experiences in Linking Security and Development.* (New York: International Peace Academy.)
- 2004** "Has Bolivia Won the Drug War? Lessons from Plan Dignidad," in Menno Vellinga eds., *The Political Economy of the Drug Industry: Latin America and the International System* (Gainesville: University Press of Florida).
- "La Democracia y las drogas en América Latina y el Caribe," in *La democracia en América Latina: Hacia una democracia de ciudadanas y ciudadanos. Contribuciones para el debate* (New York, UNDP).
- (with Fernando Calderón) *Crisis, inflexión y reforma del Sistema de partidos en Bolivia* (La Paz: UNDP/PNUD)

- 2003** “Political Parties Since 1964: The Construction of Bolivia’s Multiparty System,” in Merilee Grindle and Pilar Domingo eds., *Proclaiming Revolution: Bolivia in Comparative Perspective* (Boston and London: Harvard University Press).
- “Crisis de representación e intermediación en Bolivia,” in César Montúfar and Teresa Whitfield eds., *Turbulencia en los Andes y Plan Colombia* (Quito and New York: Universidad Andina Simon Bolivar and SSRC).
- “¿Bolivia, Ha Ganado la Guerra? Lecciones del Plan Dignidad,” In Alvaro Camacho ed. *El conflicto colombiano y su impacto en los países andinos*, (Bogotá: CESO, UNIANDES)
- 2002** (with Astrid Arrarás) “Drug Trafficking, National Security and the Environment in the Amazon Basin in Joseph Tulchin and Heather Golding eds., *Environment and Security in the Amazon Basin* (Washington D.C.: Woodrow Wilson Center Reports on the Americas #4)
- “Capacidad Institucional y Política,” in *Informe de Desarrollo Humano en Bolivia 2002* (La Paz: United Nations Development Program). Authored this chapter and also served as one of two principal consultants to the Project that won the UNDP’s award for the “Best Human Development Report in the World.” Members of the jury included several Nobel Prize winners including Joseph Stiglitz.
- 2001** “The Multilateral Evaluation Mechanism: Is Evaluation of Anti-Drug Efforts Sufficient?” (Quebec: FOCAL Policy Paper)
- (with Michael Collier) “The Colombian Diaspora in South Florida,” (Miami: LACC)
- “La Región Andina y la Política de Estados Unidos,” in *Foreign Affairs en Español* Vol. 2 Número 2
- 2000** “Regional Implications of the Governance Crisis,” in Cynthia Arnson eds., *The Crisis of Democratic Governance in the Andes*, (Washington: Woodrow Wilson Center).
- “Cuando la inovacion no es suficiente,” in *Escenarios Andinos y Políticas de la Unión Europea* (Madrid and Caracas: Asociación de Investigación y Especialización sobre Temas Iberoamericanos y Nueva Sociedad)

1999

“The Political Economy of Transnational Crime in Bolivia,” in Thomas Farer and Michael Shifter ed., Transnational Crime in Comparative Perspective. (Praeger Press, 1999)

“From Dictator to Democrat: General Banzer’s Return to Power,” Hemisfile (November 1999)

“The United States and Bolivia: Fighting the Drug War with Cold War Strategies” in James Dunkerley and Victor Bulmer Thomas eds.. US-Latin American Relations in the Post Cold War Era, (University of London and Harvard University project to be published by Oxford University, 1999).

“Implementing the Summit of the Americas: Combating Illegal Drugs and Related Crimes,” (Miami: North South Center Working Paper Series, 1997). Revised and updated version to appear in Richard Feinberg ed. Implementing the Summit of the Americas (North South Center Press, 1999)

"Hybrid Presidentialism and Democratization: The Case of Bolivia," in Kurt Von Mettenheim ed., Presidential Institutions and Democratic Politics, (Johns Hopkins University Press)

“Government and Politics in Bolivia,” in Dolores Moyano Martin ed., *Handbook of Latin American Studies* Volume 51, (Austin: Library of Congress/University of Texas Press).

"Bolivia," in Joel Krieger ed., The Oxford Companion to Politics of the World (New York: Oxford University Press).

1998

“Superar el clientelismo y ampliar la cultura institucional,” in Desarrollo Humano en Bolivia 1998 (Programa para el Desarrollo de las Naciones Unidas).

“Las relaciones entre Estados Unidos y Bolivia durante el gobierno de Gonzalo Sánchez de Lozada,” in Andrés Franco ed., Estados Unidos y los países andinos, 1993-1997: poder y desintegración (Bogotá: Centro Editorial Javeriano).

(With Jairo Valverde) “Democracia y elecciones en la región andina. Un análisis prospectivo,” in Daniel Zovato, ed., Elecciones y Democracia en America Latina (San Jose: IIDH).

(with Joseph Rogers) Drug Trafficking, "Money Laundering and US Counternarcotics Policy in Cuba, the Dominican Republic, and Haiti" (San Jose: FLACSO, 1998).

(with Joseph Rogers) Transiciones perversas y patrones del narcotráfico en Cuba República Dominicana y Haití, in Wilfredo Lozano ed., Cambio Político en el Caribe: Escenarios de la Posguerra Fría (Caracas: Nueva Sociedad)

"Municipal Elections in La Paz, Bolivia" in Henry Dietz and Gil Shidlo, eds., Urban Elections in Democratic Latin America, (Pittsburgh: University of Pittsburgh Press).

"Facing the Twenty-First Century: Bolivia in the 1990s." in Kurt Von Mettenheim and James M. Malloy ed., Deepening Democracy in Latin America, (Pittsburgh: University of Pittsburgh Press).

1997

"Neoliberalism Reconsidered: The Politics of Capitalization in Bolivia," in Capitalization in Bolivia (North South Center, Wilson Center).

"Hybrid Presidentialism and Democratization in Bolivia," in Matthew Shugart and Scott Mainwaring, eds.. (Cambridge University Press)

"Drug War Perceptions" in Harry Sanabria and Barbara Leons eds. Coca-Cocaine and the Bolivian Reality, Greenburg Press).

"Goni's Unsung Swan Song," in Hemisfile Volume 8 number 3 (May/June).

"Politics and Drugs in Bolivia," in Bruce Bagley, ed. Drug Trafficking Research in the Americas: An Annotated Bibliography (North South Center, Lyne Riener Publications).

"Implementing the Summit of the Americas: Combatting Illegal Drugs and Related Crimes," (Miami: North South Center Working Paper Series, 1997). Revised and updated version to appear in Richard Feinberg ed. Implementing the Summit of the Americas.

"Los Militares y el Narcotráfico en Bolivia," in Los Militares y el Narcotráfico en América Latina (Santiago: FLACSO, 1997).

1996

(With A. Douglas Kincaid) "Disorderly Democracy: Redefining Public Security in Latin America," in Roberto Patricio Korzeniewicz and William C. Smith eds., Latin America in the World Economy (Wesport:Preager).

"Bolivia: 1989-1990," in James M. Malloy and Eduardo A. Gamarra eds., Latin American and Caribbean Contemporary Record Volume 9 (New York: Holmes and Meier), pp. B21-39.

"The United States, the War on Drugs, and Bolivian Democracy," in James M. Malloy and Eduardo A. Gamarra eds., Latin American and Caribbean

Contemporary Record Volume 9 (New York: Holmes and Meier), pp. A109-120.

(With Joseph Rodgers) "La Lucha Contra el Narcotráfico en República Dominicana," in Integración, Desarrollo, y Seguridad en el Caribe, (Santo Domingo, FLACSO).

"Bolivia: Managing Democracy in the 1990s," in Jorge Dominguez and Abraham Lowenthal eds. Constructing Democratic Governance: Latin America and the Caribbean in the 1990s, (Baltimore: Johns Hopkins University Press)

"Seguridad Ciudadana y seguridad nacional: policías y militares en Bolivia" in Peter Waldman, ed., Justicia en la Calle: Ensayos sobre la policía en América Latina (Konrad Adenauer Stiftung and Centro Disciplinario de Estudios sobre Desarrollo Latinoamericano).

Fifteen biographical entries of major twentieth century Bolivian figures in Encyclopedia of Latin American History, (New York: Charles Scribner's Sons).

With James M. Malloy, "Bolivia: Revolution and Reaction," in Howard Wiarda and Harvey Kline eds., Latin American Politics and Development 3rd edition (Westview Press, 1992). (Revision for fourth edition).

1995

(With A. Douglas Kincaid) "Police-Military Relations: The Challenges of Public Security and Democratization in Latin America" in Hemispheric Security in Transition, J. Cope ed. (Washington, D.C.: National Defense University Press) pp. 149-168.

"The Art of Narcofunding," Hemisphere Volume 7, number 2.

"The Patrimonial Dynamics of Party Politics in Bolivia," (co-author) in Scott Mainwaring and Timothy Scully eds., Building Institutions: Parties and Party Systems in Latin America (Baltimore: Johns Hopkins University Press).

1994

"Democratization and Market-Oriented Reforms in Bolivia," in Joan Nelson eds. The Precarious Balance: Democratic Consolidation and Economic Reform in Latin America and Eastern Europe. Washington: International Center for Economic Growth).

"Market-Oriented Reforms and Democratization in Latin America: Challenges of the 1990s," in William C. Smith, Eduardo A. Gamarra, and Carlos Acuña. eds. Latin American Political Economy in the Age of Neoliberal Reform: Theoretical and Comparative Perspectives for the 1990s, (New Brunswick: Transaction Books).

"Crafting Political Support for Stabilization: Political Pacts and the New Economic Policy in Bolivia in Bolivia," in Smith, Gamarra, and Acuña. Democracy, Markets and Structural Reforms in Latin America, (New Brunswick: Transaction Books, 1994).

"Government and Politics in Bolivia," in Dolores Moyano Martin ed., *Handbook of Latin American Studies* Volume 51, (Austin: Library of Congress/University of Texas Press).

"U.S.-Bolivia Counternarcotics Efforts During the Paz Zamora Administration: 1989-1993," in Bruce Bagley and William O. Walker III eds., "Drug Trafficking in the Americas," (New Brunswick: Transaction Books)

1993

Reforma Política y Consolidación de la Democracia en Bolivia? In Gabriel Murillo ed. Hacia la Consolidación Democrática Andina: Transición o Destabilización (Bogotá: UNIANDES).

"Bolivia," in Joel Krieger ed., The Oxford Companion to Politics of the World (New York: Oxford University Press).

"Bolivia," in Collier's Yearbook 1993, (New York: P.F. Collier, Inc.).

Bolivia," in New Encyclopedia:1993 Yearbook (New York: Funk and Wagnalls).

1992

"Bolivia," in Collier's Yearbook 1992, (New York: P.F. Collier, Inc.).

"Bolivia," in Funk and Wagnalls New Encyclopedia:1992 Yearbook (New York: Funk and Wagnalls)

"The Perils of Militarization in Bolivia," in Pope Atkins, ed., U.S.-Latin American Relations in the Post Cold War Era, (University of Texas at Austin).

"Presidencialismo híbrido y la democratización en Bolivia," in René Mayorga ed., Democracia y Gobernabilidad América Latina (Caracas: Editorial Nueva Sociedad, 1992).

"Bolivia: 1988-1989," in James M. Malloy and Eduardo A. Gamarra eds., Latin American and Caribbean Contemporary Record Volume 8 (New York: Holmes and Meier, 1991).

"The Political Economy of Bolivia's Coca-Cocaine Economy," in Scott Macdonald and Bruce Zagaris ed., International Drug Control Handbook (Wesport: Greenwood Press, 1992).

With James M. Malloy, "Bolivia: Revolution and Reaction," in Howard Wiarda and Harvey Kline eds., Latin American Politics and Development 3rd edition (Westview Press, 1992).

1991

"Bolivia Ante la Estrategia de Estados Unidos," Cuarto Intermedio Numero 20 (agosto), pp. 3-31.

"A Retrospective on Democratization in South America," Disarmament (New York: United Nations).

"Politics and Government," in Bolivia: A Country Study (Washington: Library of Congress Area Handbook Series).

"The End of the Road for Reform in Bolivia?" Hemisfile Volume 3 (May/June)

1990

"The Rise and Decline of the Central Obrera Boliviana," in Latin American Labor News Issue 2-3.

"Bolivia's Perestroika?" in Hemisphere Volume 2 number 2, (Spring).

"Mass Politics and Elite Arrangements: Elections and Democracy in Bolivia," in Jerry Ladman and Juan Antonio Morales eds., Bolivia After Hyperinflation (Tempe: Arizona State University Center for Latin American Studies).

"Bolivia: 1987-1988," in James M. Malloy and Eduardo A. Gamarra eds., Latin American and Caribbean Contemporary Record Volume 7 (New York: Holmes and Meier).

"Political Science Research on Bolivia," in David Dent ed., Handbook of Political Science Research on Latin America (Westport:Greenwood Press).

"The Privatization Debate in Bolivia," in Dennis Gayle and Jonathan Goodrich eds., Privatization and Regulation in Global Perspective (Wesport: Greenwood Press).

1988

"Bolivia: Military Disengagement and Democratization" in Constantine Danopoulos ed., Military Disengagement From Politics (London: Routledge).

"Bolivia: 1985-1987" (with James M. Malloy) in Abraham Lowenthal ed., Latin American and Caribbean Contemporary Record 1986-1987 Volume 6 (New York: Holmes and Meier).

1987

"The Transition to Democracy in Bolivia," (with James M. Malloy) in James Malloy and Mitchell Seligson eds., Authoritarians and Democrats: Regime Transition in Latin America (Pittsburgh: University of Pittsburgh Press).

- 1985** "La transición a la democracia en Bolivia," (with James M. Malloy)
Apuntes 17 Segundo Semestre.
- 1983** "Reply to Fernandez" Cuban Studies 13:2 (July).
- 1982** "The Continuing Dilemma of the Freedom Flotilla Entrants," Cuban Studies 12:2 (July).

COURSES TAUGHT

Survey of Latin America; Comparative Politics; Authoritarian Politics; Politics of Development; Politics of Development and Underdevelopment; The Politics of South America; Democratization in South America; Andean Politics; Latin American Politics; Repression and Human Rights; Violence and Revolution; American Government; International Politics; Theories of International Politics; Research Methods; Latin America in World Politics; The Political Economy of the Drug War; Seminar on South American Politics; Seminar on Andean Politics (FLACSO, Ecuador); The Politics of Trade.

EDITORIAL RESPONSIBILITIES

- 2000- Present Member of the editorial committee, Colombia Internacional, Journal published by the Centro de Estudios Internacionales, Universidad de los Andes, Bogotá, Colombia
- 2000-2008 Member of the editorial council of Foreign Affairs in Español
- 1999- present Member of the Editorial Board of Pensamiento Propio
- 1994-present Editor, Hemisphere, A Magazine of the Americas
- 1994-2003 Contributing Editor on Bolivian Politics, Handbook of Latin American Studies, United States Library of Congress

SELECT LIST OF CURRENT BOARD MEMBERSHIP

- 2001-present Member of the Advisory Board of the Council for the International Exchange of Scholars
- 1998-present Member, Advisory Board, Mexican-American Chamber of Commerce

2002-present Member of the Board of Directors of the Bolivian-American Chamber of Commerce, New York

2004-present Member of Board of Directors, Casa de la Madre y el Niño, Bogotá, Colombia

1996-present Elected member of the Bolivian National Academy of Sciences

PARTNERSHIPS AND BUSINESS DEVELOPMENT ACTIVITIES

2003-present Founder and partner, Newlink Political

2006-present Founder and partner, Newlink Research

2008-present Founder and partner, Research Iberoamericana, Santo Domingo, República Dominicana

2007-present Centro Nacional de Consultoría, Bogotá, Colombia

TENURE AND PROMOTION REVIEWS

Notre Dame University, Skidmore College, University of Miami, Florida International University, University of Illinois, University of Pittsburgh, University of Texas, University of Florida, University of Delaware, Tulane University, University of Ohio

REFEREE ASSIGNMENTS

Comparative Political Studies; Comparative Politics; Journal of Interamerican Studies and World Affairs; Journal of Latin American Studies; Journal of Latin American Studies; Journal of Electoral Studies, University of Pittsburgh Press, University of Florida Press, University of North Carolina Press, Lynne Rienner Press, Westview Press, Holmes and Meier Press, Colombia Internacional, Pensamiento Propio, Nueva Sociedad.

SELECTED CONSULTING ACTIVITY 2000-2009 Only

Government and multilateral organizations

US, Department of Education

United States Agency for International Development (USAID)

US Department of Energy

US Department of Justice

US Department of State

Government of Colombia,

Government of Bolivia,

Government of the Dominican Republic,

Government of Peru,

Government of Honduras

Government of Guatemala

Government of Haiti

Organization of American States

European Union
United Nations Development Program
World Bank
Inter American Development Bank

MEDIA APPEARANCES

Interviewed regularly by local, national, and international television and radio stations including Univision, Telemundo, CNN (Spanish and English), FOX, Al Jazeera, CBS-Telenoticias, ABC News, NBC, MSNBC, CBS Radio, BBC Radio (Spanish and English) National Public Radio, Voice of America, Radio and TV Marti; Radio Caracol (Bogotá), Radio Unica, RCN,(Bogotá), Reuters, Radio Nederland, Canadian Broadcasting Service, Australian Broadcasting Service, Jim Leher News Hour among numerous others.

Quoted in newspapers and magazines on Latin American issues and topics including: Miami Herald; The Washington Post; The Village Voice; The London Times; The Dallas Morning News; The Boston Globe; The San Francisco Chronicle; Forbes; Newsweek; Insight; Chicago Tribune; Los Angeles Times; St. Petersburg Times; Sun Sentinel. The New York Times, The Wall Street Journal; The Houston Chronicle; Latin Trade; The Christian Science Monitor, El Tiempo de Bogotá; El Espectador de Bogotá; La Razon, La Paz, Bolivia; Presencia, La Paz, Bolivia; Folha de Sao Paolo, Sao Paolo, Brazil, El Universal, Mexico City, Mexico.

SELECTED LIST OF INSTITUTIONAL FUNDRAISING

Organizations of American States
US Department of State
Title VI National Research Center, United States Department of Education
United States Army War College
Tinker Foundation, Field Research Grant for Graduate Students
National Counternarcotics Center, United States Department of Energy
United States Agency for International Development (USAID)
State of Florida, Recurring funding for Summit of the Americas Center
State of Florida, funding for the Florida Caribbean and Florida Mexico Institutes
State of Florida, funding for the Colombian Studies Institute
Government of Colombia funding for the Colombian Studies Institute
Private sector donations to the Latin American and Caribbean Center's Americas Advisory Board from ATT, Hewlett Packard, Lucent Technologies, Siemens, Erickson, Discovery Channel, Brightstar Corporation, Avianca, LAB, TAM and American Airlines, United Parcel Service, among numerous others.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Latin American Studies Association

American Political Science Association
Caribbean Studies Association
Asociación Latinoamericana de Consultores Políticos
American Association of Political Consultants

LANGUAGES

Spanish: Native speaker
English: Read, speak, and write fluently
Portuguese: Read, write and speak competently

REFERENCES

Available upon request