FMSO Participant Bios

**Tom Wilhelm**

Tom Wilhelm is the Foreign Military Studies Office director. He is also the Editor-in-Chief of the OE Watch journal and has been a Russian and Eurasian analyst for over 30 years.

**Charles Bartles**

Charles K. Bartles is a Russian analyst at the Foreign Military Studies Office.  His specific research areas include Russian and Central Asian military force structure; modernization; tactics; officer and enlisted professional development; and Russian military cartography and map symbology.

**Ray Finch**

Ray Finch is a Eurasian military analyst for the Foreign Military Studies Office. Finch spent 20 years in the US Army and has spent the past 20 working in business, academia, and as a contractor for the US government where he has focused on Russian security affairs.

**Karen Kaya**

Karen Kaya specializes in Middle Eastern affairs with a focus on Turkey for the Foreign Military Studies Office. She is also the Editor of the OE Watch journal and a Turkish linguist.