

6900004 (8)

AID 1330-1
(6-64)

PRO AG

PROJECT AGREEMENT
BETWEEN THE DEPARTMENT OF STATE, AGENCY FOR INTERNATIONAL DEVELOPMENT (AID),
AN AGENCY OF THE GOVERNMENT OF THE UNITED STATES OF AMERICA, AND
University of Botswana, Lesotho and Swaziland (UBLS)

PD-AAC-196

AN AGENCY OF THE GOVERNMENT OF Botswana, Lesotho and Swaziland 14p.

The above-named parties hereby mutually agree to carry out a project in accordance with the terms set forth herein and the terms set forth in any annexes attached hereto, as checked below:

- PROJECT DESCRIPTION ANNEX A FOREIGN CURRENCY STANDARD PROVISIONS ANNEX
 STANDARD PROVISIONS ANNEX SPECIAL LOAN PROVISIONS ANNEX

This Project Agreement is further subject to the terms of the following agreement between the two governments, as modified and supplemented:

- GENERAL AGREEMENT FOR TECHNICAL COOPERATION DATE _____
 ECONOMIC COOPERATION AGREEMENT DATE _____
 (other) DATE _____

1. PROJECT/ACTIVITY NO. 690-11-660-004	PAGE 1 OF 8 PAGES
2. AGREEMENT NO. 71-BLS-2	3. <input checked="" type="checkbox"/> ORIGINAL OR REVISION NO. _____
4. PROJECT/ACTIVITY TITLE	

University of Botswana, Lesotho and Swaziland

5. PROJECT DESCRIPTION AND EXPLANATION
 (See Annex A attached)

6. AID APPROPRIATION SYMBOL 72-1111004	7. AID ALLOTMENT SYMBOL 154-52-690-00-69-12 154-52-690-00-69-11
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8. AID FINANCING <input checked="" type="checkbox"/> DOLLARS <input type="checkbox"/> LOCAL CURRENCY	PREVIOUS TOTAL (A)	INCREASE (B)	DECREASE (C)	TOTAL TO DATE (D)
(a) Total		685,000		685,000
(b) Contract Services		540,000		540,000
(c) Commodities		110,000		110,000
(d) Other Costs		35,000		35,000
9. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT \$1.00 = Rand .70				
(a) Total		1,500,000 *		1,500,000 *
(b) Technical and other Services				
(c) Commodities				
(d) Other Costs		1,500,000 *		1,500,000 *

10. SPECIAL PROVISIONS (Use Additional Continuation Sheets, if Necessary)

This is a continuing project. See Project Agreement 69-BLS-2

* Estimated contributing countries' support to UBLS.

11. DATE OF ORIGINAL AGREEMENT March 8, 1969	12. DATE OF THIS REVISION May 1971	13. ESTIMATED FINAL CONTRIBUTION DATE May, 1974
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14. FOR THE COOPERATING GOVERNMENT OR AGENCY
 SIGNATURE: *J.W. Blake* DATE: *7/1/71*
 TITLE: John W. Blake, Vice Chancellor
 University of Botswana, Lesotho and Swaziland

15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT
 SIGNATURE: *Charles P. Campbell* DATE: *May 21, 1971*
 TITLE: Charles P. Campbell
 Director Regional Activities
 Regional Development Officer

**PROJECT AGREEMENT
BETWEEN AID AND**

University of Botswana, Lesotho
and Swaziland (UBLS)

AN AGENCY OF THE GOVERNMENT OF
Botswana, Lesotho & Swaziland

1. Project/Activity No.
690-11-660-004

PAGE 2 OF 8 PAGES

2. Agreement No.
71-BLS-2

3. Original or
Revision No. _____

3. Project/Activity Title
University of Botswana, Lesotho and
Swaziland.

I PROJECT DESCRIPTION

The University of Botswana, Lesotho and Swaziland was formed in January 1964 from the facilities of its predecessor, Plus XII College, which had originally been established in 1944. In addition to their own considerable contribution, the three cooperating countries received significant financial assistance in the formation of the new university from the British Government, the British Inter University Council for Higher Education, the Overseas Liaison Committee of the American Council on Education, the Carnegie Corporation, and the Ford Foundation. USAID also made grants to the university from 1964 through 1967.

The University's main campus is located in Roma Valley, 22 miles from Maseru, the capital of Lesotho. In response to requests from the other two cooperating countries a University Center was established in Swaziland in concert with the Swaziland Agricultural College in 1967, and a small University Center was developed in Botswana in 1969. Following the recommendations of the Alexander Report submitted in 1970, it is planned that Part I Academic Centres will be established in Swaziland and Botswana in July 1971. In Swaziland, the Agricultural College will become the UBLS School of Agriculture as the first technical element of the Swaziland Part I Center. This College has provided training for 100 agricultural students from the three countries. Under the new devolution program as recommended by the Alexander Report, the diploma course will be reduced from three to two years in 1971 and a four-year degree program in agriculture is under consideration to begin in 1973.

The University has experienced continuous growth since it was founded. Between 1964 and 1967 enrollment increased from 188 to 308 full-time students and the faculty from 31 to 55. In 1970 there was an enrollment of 398 full-time students - 80 from Botswana, 149 from Lesotho, 120 from Swaziland, and the remaining 49 from other southern African countries. In 1971 approximately 500 students will be enrolled with a professional staff of 100.

The purpose of the University is outlined in Project Agreement 69-BLS-2. The essential message of the Alexander Report was that UBLS in the foreseeable future must be viewed as an investment in the production of highly trained manpower worked out in accordance with the estimated needs of the three countries; and that the University must urgently and actively develop teaching wings in Botswana and Swaziland in addition to the existing campus at Roma in Lesotho.

The University also has a dual role involving a balance between intramural and extramural work; most of the former includes research, degree studies and work for diplomas and certificates. The extramural or extension work is organized principally through the growing School

For the Cooperating Government or Agency

For the Agency for International Development

SIGNATURE: _____ DATE: _____

SIGNATURE: _____ DATE: _____

TITLE: _____

TITLE: _____

PROJECT AGREEMENT

BETWEEN AID AND

University of Botswana, Lesotho
and Swaziland (UBLS)

AN AGENCY OF THE GOVERNMENT OF

Botswana, Lesotho and Swaziland

1. Project/Activity No.

690-11-660-004

2. Agreement No.

71-BLS-2

3. Project/Activity Title

University of Botswana, Lesotho and
Swaziland.

PAGE 3 OF 8 PAGES

3. Original or
Revision No. _____

of Education and the large Extension Department and takes the form of short courses, conferences, seminars and the like. These are organized in all three countries and cater to the needs of an annual average of over 10,000 part-time students.

Under this project the U.S. provides assistance which enables the University to help meet the needs of the three cooperating countries in the high priority fields of education and agriculture. The project will provide for ten technicians and demonstration materials, the training of participants who will eventually replace the U.S. staff, and science equipment for the Part I Centers in Botswana and Swaziland. Since the countries are separated by up to 500 miles from each other, funds for travel of the U.S. technicians will also be made available.

II PROJECT OBJECTIVE

The aim of this project is to make a meaningful and worthwhile contribution to the development of a regional university of high quality, which is capable of providing a major portion of the high and middle level manpower required to meet the social and economic needs of the three countries.

The U.S. assistance provided will enable the University to increase its effectiveness and capabilities in the fields of education and agriculture, thereby helping the countries which support the institution to improve and expand their efforts in these fields. The end result will be a marked increase in the number of trained persons through in-service and pre-service programs.

III COURSE OF ACTION

Targets for the assistance to be provided in the areas of education and agriculture during the next twelve months of the project are:

1. Education:
 - a. To increase the number of qualified teachers presently employed through training programs specifically designed for this purpose.
 - b. To provide more and better teachers to meet the increasing needs for education.
 - c. To improve curriculum and teaching methods and develop appropriate teaching and learning materials.
 - d. To help establish the science departments of the Part I (lower division) Centers of the University in Botswana and Swaziland.
2. Agriculture
To improve the animal husbandry, water and land resources

For the Cooperating Government or Agency

For the Agency for International Development

SIGNATURE: _____ DATE: _____

SIGNATURE: _____ DATE: _____

TITLE: _____

TITLE: _____

PROJECT AGREEMENT

BETWEEN AID AND

**University of Botswana, Lesotho
and Swaziland (UBLS)**

AN AGENCY OF THE GOVERNMENT OF

Botswana, Lesotho and Swaziland

1. Project/Activity No.

690-11-660-004

PAGE 4 OF 8 PAGES

2. Agreement No.

71-BLS-2

3. Original or
Revision No. _____

3. Project/Activity Title

University of Botswana, Lesotho and
Swaziland.

**PROAG
CONTINUATION
SHEET**

ANNEX A

of the three countries through the development of an effective instructional and research program at the Swaziland Part I Center. This will become the UBLS School of Agriculture in 1971.

IV U.S. CONTRIBUTION

AID agrees to provide up to \$685,000 in fiscal year 1971. These figures will finance the services of ten staff members for the University (four salary supplemented personnel will be added to the six fully-funded current positions. All ten positions will be salary supplemented starting with the 1972-73 school year), finance to provide science equipment for the Part I Centers; finance to meet the training costs of up to ten participants in the U.S., and finance for procurement of training aids and other costs in accordance with the following budget.

Personnel	\$490,000
Science Equipment	110,000
Participant Training	40,000
Commodities	10,000
Other Costs	<u>35,000</u>
	\$685,000

These funds are in addition to the \$363,000 obligated under Project Agreement 69-BLS-2. The areas of specialization of the ten staff above will be agreed upon by UBLS and the AID Office of Southern Africa Regional Activities. Travel costs will be authorized for the super numerary staff members between the cooperating countries to enable them to carry out official university business in connection with their assignments. Such travel will be undertaken in accordance with the requirements as established in the University work plan.

UBLS will provide AID with a precise list of science equipment to be purchased for the new science departments of the Part I Centers. UBLS will also provide candidates who have the potential qualifications for university employment as replacements for U.S. staff after training in the U.S. Commodities will be purchased to provide instructional equipment for U.S. staff.

V UNIVERSITY OF BOTSWANA, LESOTHO AND SWAZILAND CONTRIBUTIONS

The University through the assistance received from other sources including the governments of Botswana, Lesotho and Swaziland provides:

- A. Professional and administrative staff, classrooms, buildings and recurrent operational costs of the University.

For the Cooperating Government or Agency

For the Agency for International Development

SIGNATURE: _____ DATE: _____

SIGNATURE: _____ DATE: _____

TITLE: John W. Blake, Vice Chancellor

TITLE: Charles P. Campbell

PROJECT AGREEMENT

**BETWEEN AID AND
University of Botswana, Lesotho
and Swaziland (UBLS)**

**AN AGENCY OF THE GOVERNMENT OF
Botswana, Lesotho and Swaziland**

1. Project/Activity No.
690-11-660-004

PAGE 5 OF 8 PAGES

2. Agreement No.
71-BLS-2

3. Original or
Revision No. _____

3. Project/Activity Title
University of Botswana, Lesotho and
Swaziland.

- B. Necessary office space, clerical and typing assistance, office furnishings, equipment and materials as are required for carrying out the duties of the U.S. supplied staff.
- C. The University will arrange for housing accommodations including the connection of utilities and appropriate basic household furniture of the same type as would be provided to other foreign professional staff assigned to the University.
- D. Medical and hospital benefits will be those normally available to University staff.
- E. Annual (holiday) and sick leave will be granted to the U.S. staff members in accordance with established University procedures.
- F. Basic salary and standard terms of services and allowances will be provided to the salary supplemented personnel.

VI SPECIAL PROVISIONS

The University of Botswana, Lesotho, and Swaziland will seek to arrange through the cooperating governments for the granting of:

- 1. Exemption from all duties and taxes imposed on and relating to the import of furniture, household goods and personal effects (including one motor vehicle) which are the property of each member of the U.S. supplied staff or his family intended for their own personal and/or domestic use imported by him within a period of six months of his arrival at his University assigned post.
- 2. Exemptions from all export duties and taxes on the above items.
- 3. Exemption for U.S. supplied staff from all social security taxes, personal taxes and all direct taxes on all income received from the U.S. Government and AID directly and indirectly.
- 4. Exemptions from all duties and taxes imposed on the import of commodities financed and procured by AID for the University.

For the Cooperating Government or Agency

For the Agency for International Development

SIGNATURE: _____ DATE: _____

SIGNATURE: _____ DATE: _____

TITLE: _____

TITLE: _____

AID 1380-1A 10-0 PROAG CONTINUATION SHEET ANNEX <u>A</u>	PROJECT AGREEMENT BETWEEN AID AND University of Botswana, Lesotho and Swaziland (UBLS)	1. Project/Activity No. 690-11-000-004	PAGE <u>6</u> OF <u>8</u> PAGES
		2. Agreement No. 71-BLS-2	3. <input checked="" type="checkbox"/> Original or Revision No. _____
	AN AGENCY OF THE GOVERNMENT OF <u>Botswana, Lesotho and Swaziland</u>	3. Project/Activity Title University of Botswana, Lesotho and Swaziland.	

APPROVED BY THE GOVERNMENT OF BOTSWANA WITHOUT PREJUDICE TO ITS POSITION IN RELATION TO ANY MATTER RAISED WITH IT BY THE UNIVERSITY PURSUANT TO THE AGREEMENT.

Note:

(A) The Botswana Government agrees to this Project Agreement with respect to the following only:

- (1) Personnel - the 4 salary supplemented posts currently forming part of the U.B.L.S. establishment, and the 6 posts currently fully funded up to and including June 30th 1972.
- (2) Science Equipment
- (3) Participant Training
- (4) Commodities
- (5) Other costs

(B) The 6 presently fully funded posts which will become salary supplemented with effect from July 1st 1972 will be the subject of further negotiation.

P. M. Landellmills

May 19, 1972

P. M. LANDELLMILLS
 FOR PERMANENT SECRETARY, MINISTRY
 OF FINANCE AND DEVELOPMENT PLANNING.

For the Cooperating Government or Agency SIGNATURE: _____ DATE: _____ TITLE: _____	For the Agency for International Development SIGNATURE: _____ DATE: _____ TITLE: _____
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PROJECT AGREEMENT

BETWEEN AID AND

University of Botswana, Lesotho
and Swaziland (UBLS)

AN AGENCY OF THE GOVERNMENT OF
Botswana, Lesotho & Swaziland

1. Project/Activity No.
690-11-660-004

PAGE 7 OF 8 PAGES

2. Agreement No.
71-BLS-2

3. Original or
Revision No. _____

3. Project/Activity Title
University of Botswana, Lesotho and
Swaziland.

APPROVED BY THE GOVERNMENT OF LESOTHO WITHOUT PREJUDICE TO
ITS POSITION IN RELATION TO ANY MATTER RAISED WITH IT BY THE
UNIVERSITY PURSUANT TO THE AGREEMENT.

I. L. Monese

May 7, 1971

I. L. Monese
Acting Permanent Secretary
Ministry of Health, Education
and Social Welfare.

For the Cooperating Government or Agency

For the Agency for International Development

SIGNATURE: _____ DATE: _____
TITLE: _____

SIGNATURE: _____ DATE: _____
TITLE: _____

PRO AG

PROJECT AGREEMENT
BETWEEN THE DEPARTMENT OF STATE, AGENCY FOR INTERNATIONAL DEVELOPMENT (AID),
AN AGENCY OF THE GOVERNMENT OF THE UNITED STATES OF AMERICA, AND
University of Botswana, Lesotho and Swaziland (UBLS)

AN AGENCY OF THE GOVERNMENT OF **Botswana, Lesotho and Swaziland**

The above-named parties hereby mutually agree to carry out a project in accordance with the terms set forth herein and the terms set forth in any annexes attached hereto, as checked below:

- PROJECT DESCRIPTION ANNEX A FOREIGN CURRENCY STANDARD PROVISIONS ANNEX
- STANDARD PROVISIONS ANNEX SPECIAL LOAN PROVISIONS ANNEX

This Project Agreement is further subject to the terms of the following agreement between the two governments, as modified and supplemented:

- GENERAL AGREEMENT FOR TECHNICAL COOPERATION DATE
- ECONOMIC COOPERATION AGREEMENT DATE
- (other) DATE

1. PROJECT/ACTIVITY NO.
690-11-660-004 PAGE 1 OF 1 PAGES

2. AGREEMENT NO.
72-BLS-2 3. ORIGINAL OR REVISION NO.

4. PROJECT/ACTIVITY TITLE
University of Botswana, Lesotho and Swaziland.

5. PROJECT DESCRIPTION AND EXPLANATION
(See Annex A attached)

6. AID APPROPRIATION SYMBOL 7. AID ALLOTMENT SYMBOL
72-1121004 254-58-690-00-69-21

8. AID FINANCING		PREVIOUS TOTAL (A)	INCREASE (B)	DECREASE (C)	TOTAL TO DATE (D)
<input checked="" type="checkbox"/> DOLLARS	<input type="checkbox"/> LOCAL CURRENCY				
(a) Total			240,000		240,000
(b) Contract Services			240,000		240,000
(c) Commodities					
(d) Other Costs					
9. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT					
\$1.00 =					
(a) Total			\$1,500,000*		\$1,500,000*
(b) Technical and other Services			\$1,500,000*		\$1,500,000*
(c) Commodities					
(d) Other Costs					

10. SPECIAL PROVISIONS (See attached Standard Form 120-100-1) This Project Agreement provides funds solely for the purpose of completing two years funding for ten UBLS staff members. AID has agreed to supply to UBLS as specified in paragraph 1 Section IV. Project Agreement 71-BLS-2 dated May 1971. Implementation of this Agreement is contingent upon UBLS providing contributions and arranging for the granting of exemptions specified under Section V and VI respectively of Project Agreement 71-BLS-2.

11. DATE OF ORIGINAL AGREEMENT 12. DATE OF THIS REVISION
December 20, 1971

13. ESTIMATED FINAL CONTRIBUTION DATE
June 30, 1975

14. FOR THE COOPERATING GOVERNMENT OR AGENCY
Roger C. Rogers

15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT
Charles P. Campbell
Charles P. Campbell

R. Robert Suter
I. Shale
Ass., P. O. C. I.

T. McDonough
T. McDonough
Edu. Off.

R. Stacy
R. Stacy
Prop. Off.
* Estimated cooperating countries contribution.

PRO AG

PROJECT AGREEMENT
BETWEEN THE DEPARTMENT OF STATE, AGENCY FOR INTERNATIONAL DEVELOPMENT (AID),
AN AGENCY OF THE GOVERNMENT OF THE UNITED STATES OF AMERICA, AND
University of Botswana, Lesotho and Swaziland

AN AGENCY OF THE GOVERNMENT OF Botswana, Lesotho and Swaziland

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STANDARD PROVISIONS ANNEX SPECIAL LOAN PROVISIONS ANNEX

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GENERAL AGREEMENT FOR TECHNICAL COOPERATION DATE

ECONOMIC COOPERATION AGREEMENT DATE

(Other) DATE

D. AID FINANCING

DOLLARS LOCAL CURRENCY

PREVIOUS TOTAL (A)

INCREASE (B)

DECREASE (C)

TOTAL TO DATE (D)

(a) Total

\$51,000

\$51,000

(b) Contract Services

(c) Commodities

(d) Participant training

\$51,000

\$51,000

E. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT

\$1.00=

(a) Total

\$1,500,000*

\$1,500,000*

(b) Technical and other Services

\$1,500,000*

\$1,500,000*

(c) Commodities

(d) Other Costs

10. SPECIAL PROVISIONS (Use Additional Continuation Sheets, if Necessary)

This Project Agreement provides funds solely for participant training and specifies the conditions under which such training is provided. All other provisions of the previous Project Agreement remain in effect. The Regional Development Officer certifies in accordance with Section III, M.O. 712.4, that the PIO/PS in support of this Agreement will be issued within six months of the signing of this Agreement.

* estimated cooperating countries' contributions

11. DATE OF ORIGINAL AGREEMENT
November 16, 1972

12. DATE OF THIS REVISION

13. ESTIMATED FINAL CONTRIBUTION DATE
June 30, 1975

14. FOR THE COOPERATING GOVERNMENT OR AGENCY

Cyril A. Rogers

SIGNATURE: *Cyril A. Rogers*
TITLE: Vice-Chancellor, UBS

DATE: 12-11-72

15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT

Charles D. Ward

SIGNATURE: *Charles D. Ward*
TITLE: Regional Development Officer

DATE: Nov 16, 1972

1. PROJECT/ACTIVITY NO.
690-11-660-004

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2. AGREEMENT NO.
73-BLS-6

3. ORIGINAL OR
REVISION NO. _____

4. PROJECT/ACTIVITY TITLE

University of Botswana, Lesotho and Swaziland.

5. PROJECT DESCRIPTION AND EXPLANATION

(See Annex A attached)

6. AID APPROPRIATION SYMBOL

72-1131004

7. AID ALLOTMENT SYMBOL

354-58-690-00-69-31

R. Kurt Shafer
Nurt Shafer
Assistant Program Officer

Roy A. Stacy
Roy Stacy
Program Officer

Thomas McDonough
Thomas McDonough
Education Officer

AID 1000-1A (2-73)	PROJECT AGREEMENT BETWEEN AID AND University of Botswana, Lesotho & Swaziland	1. Project/Activity No. 690-11-660-004	PAGE 2 OF 2 PAGES
PRO AG CONTINUATION SHEET	AN AGENCY OF THE GOVERNMENT OF Botswana, Lesotho & Swaziland	2. Agreement No. 73-BLS-6	3. <input checked="" type="checkbox"/> Original or Revision No. _____
ANNEX A		3. Project/Activity Title University of Botswana, Lesotho & Swaziland	

A. Through financing provided under this Agreement, AID will provide new training opportunities in the U.S. for up to five participants to fill agreed upon staff positions in the University. This financing also provides funds to continue the training of participants under the project currently in the United States. AID financing may be used to pay (1) all international travel and transportation costs and (2) the costs of training, standard living allowance and domestic travel within the United States.

B. In connection with all training opportunities financed by AID under this Project, UBLS agrees to:

1. Nominate qualified candidates on a timely basis and meet the internal transportation and incidental costs (e.g. for medical examinations) within Botswana, Lesotho or Swaziland prior to departure of participants from their respective countries of residence.
2. Continue pay and allowances and provide special allowances (e.g. for clothing, family support, etc.) in accordance with normal UBLS procedures for staff members going abroad for studies or training. In the event of no such established procedure and in reference only to participants with dependents, a minimum of 50 percent of the individual's normal salary will continue to be paid for family support purposes while the participant is in training.
3. Take appropriate measures to assure (1) that all personnel who satisfactorily complete their training under AID financing are provided employment by UBLS appropriate to their training and (2) that such personnel remain in the employment of UBLS for a minimum of three years after completion of such training.

For the Cooperating Government or Agency	For the Agency for International Development
SIGNATURE: _____ DATE: _____	SIGNATURE: _____ DATE: _____
TITLE: _____	TITLE: _____

PRO AG

PROJECT AGREEMENT
BETWEEN THE DEPARTMENT OF STATE, AGENCY FOR INTERNATIONAL DEVELOPMENT (AID),
AN AGENCY OF THE GOVERNMENT OF THE UNITED STATES OF AMERICA, AND
the University of Botswana, Lesotho and Swaziland

AN AGENCY OF THE GOVERNMENT OF Botswana, Lesotho and Swaziland

The above-named parties hereby mutually agree to carry out a project in accordance with the terms set forth herein and the terms set forth in any annexes attached hereto, as checked below:

- PROJECT DESCRIPTION ANNEX A
- FOREIGN CURRENCY STANDARD PROVISIONS ANNEX
- STANDARD PROVISIONS ANNEX
- SPECIAL LOAN PROVISIONS ANNEX

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- GENERAL AGREEMENT FOR TECHNICAL COOPERATION DATE
- ECONOMIC COOPERATION AGREEMENT DATE
- (Other) DATE

1. PROJECT/ACTIVITY NO. 690-11 660-004 PAGE 1 OF 2 PAGES

2. AGREEMENT NO. 74-DEB-1 3. ORIGINAL OR REVISION NO. 2

4. PROJECT/ACTIVITY TITLE
University of Botswana, Lesotho and Swaziland

5. PROJECT DESCRIPTION AND EXPLANATION
(See Annex A attached)

6. AID APPROPRIATION SYMBOL 72-11K1025 7. AID ALLOTMENT SYMBOL 425-52 690-00 69-41

B. AID FINANCING		PREVIOUS TOTAL (A)	INCREASE (C)	DECREASE (C)	TOTAL TO DATE (D)
<input type="checkbox"/> DOLLAR	<input type="checkbox"/> LOCAL CURRENCY				
(a) Total		\$96,200	\$30,000		\$126,200
(b) COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT <u>PARA</u>			18,500		18,500
(c) Participant Training <u>Participant Training</u>		96,200			96,200
(d) Other Costs			11,500		11,500
C. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT					
(a) Total					
(b) Technical and other Services					
(c) Commodities					
(d) Other Costs					

10. SPECIAL PROVISIONS (Use Additional Contribution Sheet, if Necessary)

This revision of Project Agreement 74-DEB-1 provides additional funds for technical services, and local costs of an in-country training program as described in AID/D Circ. A-766 and Annex A (attached). All other provisions of the original Project Agreement remain in effect.

11. DATE OF ORIGINAL AGREEMENT September 24, 1973 12. DATE OF THIS REVISION 30 May 1974 13. ESTIMATED FINAL CONTRIBUTION DATE August 31, 1975

14. FOR THE COOPERATING GOVERNMENT OR AGENCY 15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT

SIGNATURE: A. D. G... DATE: 30/5/74
TITLE: Pro Vice-Chancellor

SIGNATURE: George T... DATE: 30 May 74
TITLE: for Regional Development Officer

A. D. G...
Mr. Eric Crush
Sr. Assistant Registrar

G. D. Bell
Dean, Faculty of Agriculture

References
AID/D Circ. A 766
AIDAC A-UM of 27-12 73

PROAG; 72-DEB-6

PROJECT AGREEMENT

BETWEEN AID AND
The University of Botswana,
Lesotho and Swaziland.

AN AGENCY OF THE GOVERNMENT OF
Botswana, Lesotho and Swaziland

1. Project/Activity No.
690-11-660-004

2. Agreement No.
74-BLS-1

3. Project/Activity Title

University of Botswana, Lesotho and
Swaziland

Sub-Project Description and Objectives

This revision to Project Agreement 74-BLS-1 provides funding for the technical services, and local costs of an in-country Agricultural Capital Projects course.

The course, as described in AID Circular A-766 of 14-7-73, is designed to prepare participants to make critical analysis of the feasibility of various rural development projects. Participants will learn and apply the techniques of financial and economic analysis; case studies relevant to the Southern Africa region will also be incorporated. Subject matter and presentation will be basic and of an introductory nature, and designed to meet the needs of those with minimal previous academic or on-the-job exposure to the concepts of project/program analysis.

The course will run for four weeks. The Governments of Botswana, Lesotho, Swaziland, Malawi and Zambia will be invited to participate.

U.S. Contribution

AID agrees to provide funds, including round trip air fare and per diem, for the PASA services of two USDA instructors and one American secretary. Funding will also be provided through AID for course related materials and supplies. In addition, the U.S. contribution includes funds for transportation and per diem (board, room, pocket money) for up to twenty eight participating trainees.

Prior to the inception of the course AID will provide USLS with a complete list of names of participants and instructors. Upon completion of the course USLS will bill OSANAC at the rate of U.S \$5.35 (R3.75) per day per participant. This billing will be supported by a list of participants and dates for which bills are submitted.

Pocket money will be advanced in cash through the American Embassy Jambier at the rate of US \$4.50 (approximately R5.00) per participant per day.

The budget break-down for the U.S. Contribution is as follows.

PASA TDY	US \$18,500
Participant transport	3,000
Participant per diem	7,500
Other (materials and supplies)	1,000
TOTAL	\$30,000

For the Cooperating Government or Agency

For the Agency for International Development

SIGNATURE: _____ DATE: _____

SIGNATURE: _____ DATE: _____

TITLE: _____

TITLE: _____

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The University of Botswana,
Lesotho and Swaziland
UNIVERSITY OF BOTSWANA, LESOTHO AND SWAZILAND

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University of Botswana, Lesotho and Swaziland

PAGE 3 OF 3 PAGES
Originals
Revision No. 2

UBLS Contribution

The university agrees to provide board and lodging for both instructors and participants for the duration of the course at concessional rates mutually agreed upon between UBLS and AID. Classroom space will be made available without additional charge.

For the Governing Board of the Agency

For the Agency for International Development

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14.

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AMEMBASSY LONDON PRIORITY
INFO AMEMBASSY GABORONE
AMEMBASSY MASERU

AFR

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LEB

AIDAC
E.O. 11652: N/A

2-4

SURJ: UBLS COUNCIL MEETING - DEVOLUTION ISSUE
REF: STATE 073260

LONDON PASS TO J. KNOLL, AID/AFR/ESA, ON ARRIVAL

1. DUE TRAVEL DIFFICULTIES AFFECTING BOTH DE KIEWIET AND OSARAC STAFF, UNABLE TO ARRANGE POST-COUNCIL MEETING. FOLLOWING BASED ON PRF-COUNCIL MEETING WITH DEKIEWIET IN MBABANE TELEGRAPHIC REPORT ON MEETING BETWEEN DCM/BOTSWANA AND DEKIEWIET, CABLE SENT BY DEKIEWIET THROUGH AMCONSUL JOHANNESBURG, EVENTUAL TELEPHONIC CONVERSATION, AND COPY OF REPORT OF DEVELOPMENT TEAM (DEVOLUTION) INFORMALLY AND UNOFFICIALLY PROVIDED BY MINFIN BOTSWANA, COPIES LATTER DOCUMENT BEING POUCHED AID/W AND AIR MAILED LONDON AID LIAISON OFFICE FOR KNOLL FROM NAIROBI ON 16 APRIL.

2. THE 60-PAGE DEVOLUTION REPORT, DESPITE SOME WEAKNESSES IN SUPPORTING DATA AND SEVERAL QUESTIONABLE CONCLUSIONS AND RECOMMENDATIONS, IS PROBABLY THE BEST PLANNING DOCUMENT TO EMERGE ON THE FUTURE DEVELOPMENT OF UBLS. THE AD HOC DEVOLUTION TEAM CONSIDERED TWELVE ALTERNATIVE MODELS FOR

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37



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BARE 02 MBABAN 00690 161433Z

FUTURE DEVOLUTION WHICH WERE COSTED ON BOTH CAPITAL AND RECURRENT BUDGET IMPLICATIONS BASED ON EXTENSIVE SUPPORTING ECONOMIC AND STATISTICAL DATA. IT ATTEMPTS TO COME TO GRIPS REALISTICALLY WITH PROBLEMS OF HIGH STUDENT COST PER YEAR, STAFF UTILIZATION AND FACILITIES REQUIREMENTS. IF RECOMMENDED MODEL ADHERED TO THE ANNUAL PER STUDENT RECURRENT COST OF R 2,350 WOULD BE REDUCED SHARPLY OVER NEXT TWO YEARS AND REACH R 1,500 BY 1982/83. THIS WOULD BE ACCOMPLISHED PRIMARILY BY IMPROVED STAFF/STUDENT RATION INVOLVING STAFF REDUCTION IN SHORT TERM, INCREASED STAFF TEACHING LOADS, TIGHTENING OF CURRICULUM, AND IMPROVED UTILIZATION OF FACILITIES. REPORT NOTES THAT COSTS QUOTE WILL NOT NECESSARILY FALL UNQUOTE BUT ARE DEPENDENT ON THE ABILITY OF QUOTE THE UNIVERSITY TTESELF TO MOVE IN THE DIRECTIONS SUGGESTED BY THE TEAM. UNQUOTE. UNDER THESE ASSUMPTIONS, THE RECURRENT BUDGET IS EXPECTED RISE FROM R2.1 MILLION TO R3.1 MILLION BY 1982/83. CAPITAL COSTS OF IMPLEMENTING DEVOLUTION AND ACCOMMODATING GROWTH WOULD BE AN ESTIMATED R7.7 MILLION OVER SAME PERIOD WITH APPROXIMATELY R 1.0 MILLION REQUIRED CURRENT YEAR, WITHOUT SUBSTANTIAL IMPROVEMENT IN ITS ONGOING PLANNING AND ADMINISTRATIVE CAPABILITY, OSARAC SERIOUSLY DOUBTS UPLS ABILITY TO ACHIEVE PROJECTED UNIT COST REDUCTIONS.

3. COUNCIL MEETING CONSIDERING REPORT WAS APPARENTLY TUMULTUOUS AND HECTIC AND OUTCOME STILL SOMEWHAT UNCERTAIN. BOTSWANA AND SWAZILAND APPARENTLY PROVIDED UNRESERVED SUPPORT DEVOLUTION TEAM RECOMMENDATIONS BUT LESOTHO DELEGATION FOR VARIOUS OF POLITICAL AND PERSONAL REASONS UNWILLING APPROVE REPORT. ACADEMICS REPORTEDLY ALSO OPPOSED ON BASIS SPLINTERING DISCIPLINES WOULD MITIGATE AGAINST EDUCATION OF QUOTE WHOLE MAN UNQUOTE. DE DIEWIET REPORTS HE PROPOSED ARRANGEMENT WHICH PREVAILED WHEREBY COUNCIL APPROVED REPORT AS POLICY DOCUMENT BUT REFERRED DIFFERENCES TO VICE-CHANCELLOR FOR RESOLUTION AS ADMINISTRATIVE ISSUES AND THAT PROSPECTS FOR FULL ACCEPTANCE REPORT NOW GOOD,

4. THE MORE STRIKING FEATURE OF CONCLUSIONS AND RECOMMENDATION FROM REPORT FOLLOW:

A. PRESENT DEVOLUTION OF PART I TEACHING WOULD BE SCRAPPED IN FAVOR OF QUOTE VERTICAL UNQUOTE DEVOLUTION.

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PAGE 03 MBARAN 00699 161433Z

LATTER INVOLVES DIVISION OF FACULTIES AND/OR DEPARTMENTS AMONG THREE CAMPUSES WITH SOME DUPLICATION BUT NO TRIPLICATION. ALL ENTERING STUDENTS BEGINNING 1974/75 ACADEMIC YEAR WOULD COMPLETE EDUCATION ON SAME CAMPUS. BOTSWANA WOULD RECEIVE ONE-HALF BA PROGRAM, ONE-HALF BSC PROGRAM, EARTH SCIENCE AND ENGINEERING, REPEAT ENGINEERING. LESOTHO WOULD RECEIVE ONE-HALF ECONOMICS, GOVERNMENT/ADMINISTRATION, SOCIOLOGY, STATISTICS, ONE-HALF BSC PROGRAM AND LAW. SWAZILAND WOULD RECEIVE AGRICULTURE, ONE-HALF ECONOMICS, COMMERCE/ACCOUNTING, AND ONE-HALF BA PROGRAM. STUDENT NUMBERS WOULD BE ROUGHLY EQUIVALENT BETWEEN CAMPUSES.

B. MAJOR ADDITION WOULD BE CREATION OF FACULTY OF ENGINEERING IN BOTSWANA. INITIALLY FULL FIVE-YEAR COURSE WOULD BE PROVIDED ON CIVIL AND MECHANICAL ENGINEERING ONLY. THIS FACULTY PROJECTED BEGIN WITH ENROLLMENT 43 FIRST-YEAR STUDENTS IN 1974/75 REACHING A FIRST-YEAR ENROLLMENT OF 70 BY 1982/93. REPORT QUESTIONS ABILITY BLS COUNTRIES PLACE SUCH NUMBERS IN FOREIGN UNIVERSITIES, AND CONCLUDES THIS NUMBER STUDENTS MAKES CREATION ENGINEERING FACULTY AN ECONOMIC PROPOSITION.

C. STUDENT PROJECTIONS IN ABOVE CASE AND THROUGHOUT REPORT BASED ON PROJECTED MANPOWER REQUIREMENTS NOT ON AVAILABILITY QUALIFIED ENTRANTS NOR PREFERENCES OF ENTERING STUDENTS. GIVEN WEAKNESS SECONDARY SCHOOLS AND HEAVY WEIGHTING OF PROPOSED UBLS CURRICULUM ON MATH/SCIENCE BASED DISCIPLINES TO MEET PROJECTED MANPOWER REQUIREMENTS, WE WOULD QUESTION VALIDITY THIS APPROACH WITHOUT MORE EXTENSIVE DATA ON OUTPUT SECONDARY SCHOOLS AND QUOTE O UNQUOTE LEVEL RESULTS.

D. UBLS WOULD RETAIN THE RESULTS CAMBRIDGE OVERSEAS CERTIFICATE EXAMINATION AS ONLY BASIS FOR ENTRANCE. HENCE NO PROVISION WILL EXIST FOR STUDENTS OF HIGH POTENTIAL ACHIEVING ENTRANCE THROUGH THE POLYTECHNIC OR OTHER ROUTES. BOTH DE KIEWIET AFD OSARAC FIND THIS DISTURBING.

E. ON THE QUESTION OF POLYTECHNIC DEVELOPMENT THE REPORT WOULD PERMIT UBLS INVOLVEMENT IN TRAINING IN QUOTE MIDDLE-LEVEL SKILLS UNQUOTE THROUGH AFFILIATION OF INSTITUTIONS INVOLVED IN SUCH TRAINING AND POSSIBLY BY PROVIDING TEACHERS FOR SOME PROGRAMS, BUT THE TEAM RECOMMENDS AGAINST A RAPID GROWTH IN

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PAGE 04 MBARAN 00699 161433Z

NUMBER OF SUB-DEGREE PROGRAMS WHICH ARE RUN BY THE UNIVERSITY OR FORWHICH IT PROVIDES TEACHING STAFF, AND EVEN VIEWS PAST DEVELOPMENTS THIS AREA WITH CONCERN. THIS WOULD APPEAR TO PROTECT THE PURITY OF UNIVERSITY CONCEPT AND RULE OUT THE POSSIBILITY OF MOVING UBLs IN THE COMMUNITY COLLEGE DIRECTION AID HAS BEEN ENCOURAGING. WE BELIEVE THIS WELL-INTENDED BUT UNFORTUNETE CONCLUSION BY THE TEAM.

5. REPORTEDLY COUNCIL AGENDA INCLUDED ITEM TO CHANGE ACADEMIC YEAR FROM PRESENT AUGUST-APRIL TO MARCH-DECEMBER. THIS WAS TO BE ACCOMPLISHED BY POSTPONING BEGINNING NEXT ACADEMIC YEAR UNTIL MARCH 1975 USING INTERIM TO COMPLETE PHYSICAL FACILITIES, STAFF MOVES AND CURRICULUM PLANNING NECESSARY TO ADJUST TO NEW DEVOLUTION MODEL. STAFF WOULD BE UTILIZED FOR THIS PURPOSE IN THE INTERIM. HOWEVER, ITEM NOT REACHED BEFORE BREAK-UP OF COUNCIL MEETING. DE KIEWIET REPORTS THAT VICE CHANCELLOR INDICATED IN SUBSEQUENT CONVERSATION THAT HE THOUGHT HE COULD DEAL WITH THIS ISSUE ADMINISTRATIVELY, BUT HE HAD NO SUGGESTION ON MEANING OR INTENT THIS STATEMENT.

6. UNOFFICIALLY WE ARE INFORMED THAT VICE-CHANCELLOR PLANS A DONOR CONFERENCE NEAR MIDDLE THIS YEAR TO SEEK FINANCING FOR IMPLEMENTING DEVOLUTION TEAM RECOMMENDATIONS. WE ANTICIPATE EARLY ADVICE ON THIS MATTER. DECONTROL APRIL 17, 1976.

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PAGE 01 MBABAN 00365 281831Z

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ACTION AID-59

INFO OCT-01 AF-06 EB-07 IGA-01 /074 W

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TO SECSTATE WASHDC PRIORITY 7651
INFO AMEMBASSY GABORONE
AMEMBASSY MASERU

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AIDAC

F.O. 11652: N/A
SUBJECT: UBL5

REFS: A. STATE 43742 (NOTAL)
B. MASERU 0195
C. STATE 37275 (NOTAL)

1. RECENT DISCUSSIONS WITH UBL5 OFFICIALS IN SWAZILAND, REVEAL CONTINUED GENERAL GLOOMS CLIMATE. REACTION TO LESOTH POSITION DURING STRIKE AND LAST COUNCIL MEETING STILL SEVERELY CRITICAL.

2. REPORTEDLY THERE WAS MEETING FEB. 22 IN LESOTHO TO DISCUSS PCV POST ROMA CAMPUS. MEETING WAS SUPPOSED TO BE WITH PRIME MINISTER JONATHAN AND ATTENDED BY VC ROGERS, THE TWO PCVS AND REGISTRAR. HAVE RECEIVED NO WORK OF ANY RESULTS.

3. APPARENTLY SERIOUS FINANCIAL PROBLEMS ARE DEVELOPING PARTICULARLY WITH GOL. OSARAC INFORMASBY TOLD REPECTORY AT ROMA WAS R100,000 OVER BUDGET PAST YEAR AND PAYMENT AMOUNTING TO R60,000 FOR BASOTHO STUDENTS ATTENDING FACULTY OF AGRICULTURE IN SWAZILAND NOT YET MADE BY GOL THIS ACADEMIC YEAR.

4. AGREE REF B COMMENT THAT COMMISSION INQUIRY LOW LEVEL. WEIGHT, IMPACT AND ACCEPTANCE COMMISSIONS REPORT

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PAGE 02 MBABAN 00365 281831Z

NOW IN QUESTION.

5. USARAC/GABORONE AWAITING TEXT DEKIEWIET LETTER PER REF C.

DECONTROL: JUNE 30, 1975.

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PAGE 01 MBABAN 01091 021550Z

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ACTION AID-31

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AIDAC

E.O. 11652: N/A
SUBJECT: (UBLS)

REF: STATE 148020

1. IN OSARAC OPINION, UNIVERSITY GRANTS COMMITTEE (UGC) COULD, IN PRINCIPLE, BE A SUEFUL BODY CONTRIBUTING POSITIVELY TO UBLS DEVELOPMENT. HOWEVER, TO DO SO UGC WOULD HAVE TO FUNCTION AS DYNAMIC ENTITY AND NO (AS IN PAST) MERELY ACT AS RUBBER STAMP TO POOR PLANNING AND UNREALISTIC FINANCING PREPARED BY THE VERY ADMINISTRATION IT IS SUPPOSED TO MONITOR. INSTEAD OF ACQUIESCING IN ITS OWN MANIPULATION BY VC, UGC AS GROUP, OR ITS INDIVIDUAL MEMBERS, SHOULD TAKE STRONG STAND THAT UBLS MUST PRESENT THEM WITH COMPLETE DATA JUSTIFYING PLANNING DOCUMENTS. IF UBLS PLANS AND DOCUMENTS CANNOT BE ADEQUATELY DEFENDED, UGC SHOULD SO INFORM UBLS, GOVERNMENTS, DONORS REPRESENTED ON UGC AND NOT SANCTION DEVELOPMENT FORECASTS PRESENTED BY VC.

2. UBLS COULD, IF IT WOULD, ESTABLISH AN EFFECTIVE INTERNAL PLANNING AND DATA DATHERING/PROCESSING UNIT BASED ON DEKIEWIET OR TOTHER PLAN. UNIVERSITY COULD EXPECT TO ATTRACT DONOR ASSISTANCE THIS PRUPOSE FROM MORE THAN ONE SOURCE. HOWEVER, UBLS FIRST WILL HAVE TO SEE NEED AND THEN REQUEST HELP, SOMETHING IT HAS YET TO

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PAGE 02 MBABAN 01091 021550Z

SHOW MUCH INTEREST IN DOING DESPITE REPEATED OSARAC PRODDING OVER SEVERAL YEARS. THIS IS ONE AREA UNDP MISSION COULD BE HELPFUL.

3. REFTEL PARA 6 ACTUALLY TRIGGERS A QUESTION WHICH TRANSECENDS UGC ISSUE, THAT IS, SHOULD WE ASSIST UNIVERSITY AT ALL IN ITS PRESENT STATE OF DISARRAY AND ITS PERVASIVE PENCHANT FOR IGNORING REALITIES AND HEEDLESSLY PLUNGING HEADLONG DOWN PATHS WHICH LEAD TO POLITICAL CRISIS AND EXORBITANT COSTS NOT TO MENTION QUESTIONABLE OUTPUTS? THE UNIVERSITY CONTINUOUSLY DEMONSTRATES THAT IT IS UNABLE TO MANAGE IT OWN AFFAIRS IN A WAY COMMENSURATE WITH ITS PLACE IN THE DEVELOPING SOCIETIES WHICH SUPPORT IT. CER-

TAINLY SUCH AN INFIRM INSTITUTION NEEDS HELP, BUT UNFORTUNATELY IT REFUSES TO REALIZE ITS OWN PLIGHT AND MORE REGRETTABLY ITS FRIENDS (DONORS) TEND TO REINFORCE ILLUSION OF WELLBEING BY AGREEING WITH OR AT LEAST NOT OBJECTING TO UBLS'S MANY VICES. AS AN EXAMPLE, RECENT INFORMATION INDICATES THAT SIDA MAY AGREE TO BUILD A SOCIAL SCIENCE FACULTY IN SWAZILAND. THIS COULD WEEL SHATTER THE DELICATE BALANCE SO TORTUOUSLY OBTAINED THROUGH THE QUESTIONALBE LUYENGO PACKAGE. NO DONOR STANCE IS CLEAR OR CONSISTENT VIS-A-VIS UNIVERSITY, AND PERHAPS THIS IS ONE REASON WHY UNIVERSITY CHARTS SUCH AN UNSTEADY COURSE. AFTER WATCHING UBLS SCENE OVER PAST YEARS, OSARAC DOUBTS WHETHER ANY IMPROVEMENT IS AT ALL LIKELY WITHOUT A CHANGE IN TOP ADMINISTRATIVE LEADERSHIP. HOWEVER, SUCH A CHANGE, WHILE ALMOST CERTAINLY NECESSARY, WOULD BE INSUFFICIENT IN ITSELF TO WORK

THE LASTING, FAR-REACHING CHANGES REQUIRED. OSARAC WELCOME AID/WIS VIEWS, GUIDANCE ON THOUGHTS IN THIS PARA.

4. TO REFOCUS SPECIFICALLY ON REFTEL, PARA 6: OSARAC VIEWS AS HELPFUL U.S. PARTICIPATION IN UGC MEETING ONLY ON CONDITION THAT U.S. REP ADAMANTLY INSIST THAT PLANS SUBMITTED BY UBLS BE FULLY JUSTIFIED, BACKED BY COMPLETE HARD DATA AND COST EFFECTIVE. THE LATTER OF COURSE IS NOT LIKELY. UBLS PROPOSALS PREDICTABLY WILL BE BASED ON SPECULATION AND ASSUMPTION AND GENERALLY IGNORE COST EFFECTIVENESS. IF THIS IS CASE, U.S. REP TO UGC MEETING SHOULD INFORM UBLS AND GOVERNMENTS THAT PLANNING IS INADEQUATE AND UNACCEPTABLE. U.S. REP THEN SHOULD SUGGEST HOW IMPROVED PLANS COULD BE DRAWN UP TO PROVIDE FOR

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PAGE 03 MBABAN 01091 021550Z

LOGICAL DEVELOPMENT. HOPEFULLY U.S. REP COULD CONVINCED HIS COLLEAGUES ON UGC TO SUPPORT HIS POSITION. ON THIS BASIS OSARAC WOULD FAVOR CONTINUED U.S. PARTICIPATION UBL8 UGC.

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PAGE 01 MBABAN 01505 281450Z

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ACTION AID-31

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TO SECSTATE WASHDC 2502
INFO AMEMBASSY GABORONE

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AIDAC

SUBJ UBLs

When Scheduled?

REF: (A) FIELDS/MCDONOUGH LETTER SEPT 15, 1971
(B) AIDTO CIRC 2017
(C) STATE 27520

1. REVISION OF PROP PER REF A IN PROCESS TO INCORPORATE CAPITAL GRANT FOR PART I CONSTRUCTION, SCIENCE EQUIPMENT, AND DEFINE RELATIONSHIP UBLs TO CURRICULUM DEVELOPMENT PROJECT. HOWEVER FULL COMPLEMENTARITIES CANNOT BE SPELLED OUT UNTIL FURTHER WORK ON CURRICULUM DEVELOPMENT PER REF B.

2. FY 71 PROAG NO 71-BLS-2 ISSUED ON BASIS PARAGRAPH 3B REF C OBLIGATED FUNDS FOR ALL 10 POSITIONS. AUTHORIZED POSITIONS AND CONTRACT ASPECTS OF PROJECT UNCHANGED.

3. GIVEN MUTUAL DESIRE OBLIGATE FUNDS FOR ALL CONTINUING REQUIREMENTS ASAP AND GIVEN SITUATIONS PARAGRAPHS 1 AND 2 ENDORSE AFR/SAF RECOMMENDATION PROCEED WITH FY 72 OBLIGATION TA PORTION THIS PROJECT ON BASIS FY 71 PROAG. IF AID/W CONCURS, REQUEST AUTHORITY AND ALLOTMENT TO NEGOTIATE AND SIGN PROAG ON SAME BASIS FY 71.

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INFO AMEMBASSY MASERU
AMEMBASSY GABORONE

UNCLAS STATE 027471

AIDAC

E.O. 11652: N/A

SUBJ: UBLs PROJ - 004

REF: MBABANE 219

1. CONCUR WITH OSARAC RECOMMENDATIONS RE APPROVALS/DIS-
APPROVALS PERTAINING PROPOSALS ON BASIS YOUR READING OF LOCAL
SITUATION AND OUR RECOGNITION THAT THIS REPRESENTS AN
INTERIM MEASURE ONLY INVOLVING SPECIFIC INDIVIDUAL MODI-
FICATIONS IN PREVIOUSLY AGREED STAFF PHASE-OUT SCHEDULE.
ASSUME ALL AGREE THAT ANY SIGNIFICANT NEW INPUTS SHOULD BE
CONSIDERED IN CONTEXT OF A BROADER ASSISTANCE STRATEGY
AFTER FUTURE UBLs DEVELOPMENTS ARE MORE CLEARLY DELINEATED.

2. HAVE DISCUSSED PROPOSED LARDNER AND MCKENZIE EXTEN-
SIONS WITH T.C. WHO PREPARED TO ACT PROMPTLY ON RECEIPT
OF REQUIRED AUTHORIZING DOCUMENTS. SUFFICIENT FUNDS
AVAILABLE IN PIOT TO EFFECT PROMPT CONTRACT EXTENSIONS.
APPEARS MAY REQUIRE APPROXIMATELY ONE MAN YEAR OF ADDITION-

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WARRANTED BY NEED TO ESTABLISH MORE PERMANENT BASIS FOR CONTINUED COOPERATION AMONG UBLs. VERTICAL DEVOLUTION PLAN APPEARS TO MINIMIZE LIKELIHOOD OF SEGMENTATION UBLs INTO THREE INDEPENDENT NATIONAL INSTITUTIONS.

4. DEKIEWIET FEELS DEVOLUTION REPORT WILL NOW SERVE AS THE BASIC PLANNING DOCUMENT FOR UBLs FUTURE DEVELOPMENT WITHOUT NEED FOR ANYMORE STUDIES. BELIEVES DANISH FINANCED PLANNING TEAM CAN SERVE TO HELP FURTHER DELINEATION OF VARIOUS SPECIFIC SECTIONS OF REPORT AS NEEDED.

5. DEKIEWIET INDICATED EXCELLENT RAPPORT WITH CANADIAN COUNCIL MEMBER JEFF ANDREWS AND CLOSE AGREEMENT ON SUBSTANTIVE ISSUES. HOWEVER HE REPORTED THAT U.K. COUNCIL MEMBER T. INGOLD OF IUC DID NOT SHOW UP FOR MEETING. SENT HIS REGRETS WITHOUT ANY EXPLANATION WHATEVER. DEKIEWIET ALSO SAID HE HAD LENGTHY INFORMAL CONVERSATION WITH U.K. MINISTRY OVERSEAS DEVELOPMENT OFFICIAL WHO WAS QUITE NEGATIVE ABOUT CURRENT UBLs DEVELOPMENTS. DOES NOT RECALL INDIVIDUAL'S NAME BUT BELIEVES HE IS AMBLER THOMAS' SUCCESSOR. RUSH



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PAGE 02 STATE 027471

AL FUNDING EXTENSIONS. MORE PRECISE ANALYSIS OF SUFFICIENCY OF AVAILABLE FUNDS TO MEET TOTAL CONTRACT BUDGET REQUIREMENTS CAN BE DONE LATER AFTER MORE DETAILED T.C. BUDGET SUBMITTED. (FYI MARSHALL FIELDS EXPECTED TO BE ON SICK LEAVE STATUS FOR A MONTH FOR ELECTIVE SURGERY).

3. PROCEEDING WITH ISSUANCE REQUIRED DOCUMENTATION FOR LARDNER, AWAITING OSARAC CONFIRMATION MCKENZIE EXTENSION. ASSUME POSSIBLE ADJUSTMENT IN TOPPING UP SALARY DUE TO INCREASE IN DOLLAR VALUE LOCAL SALARY NOT A SERIOUS PROBLEM. KISSINGER

TELEGRAM

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PAGE 01 STATE 027471

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AIDAC

E.O. 11652: N/A

SUBJ: UBLS PROJ - 004

REF: MBABANE 219

1. CONCUR WITH DPARAC RECOMMENDATIONS RE APPROVALS/DIS-
APPROVALS REPTED PROPOSALS ON BASIS YOUR READING OF LOCAL
SITUATION AND OUR RECOGNITION THAT THIS REPRESENTS AN
INTERIM MEASURE ONLY INVOLVING SPECIFIC INDIVIDUAL MODI-
FICATIONS IN PREVIOUSLY AGREED STAFF PHASE-OUT SCHEDULE.
ASSUME ALL AGREE THAT ANY SIGNIFICANT NEW INPUTS SHOULD BE
CONSIDERED IN CONTEXT OF A BROADER ASSISTANCE STRATEGY
AFTER FUTURE UBLS DEVELOPMENTS ARE MORE CLEARLY DELINEATED.

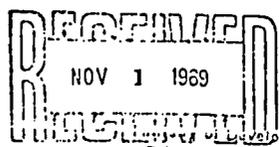
2. HAVE DISCUSSED PROPOSED LARDNER AND MCKENZIE EXTEN-
SIONS WITH T.C. WHO PREPARED TO ACT PROMPTLY ON RECEIPT
OF REQUIRED AUTHORIZING DOCUMENTS. SUFFICIENT FUNDS
AVAILABLE IN PIQ/T TO EFFECT PROMPT CONTRACT EXTENSIONS.
APPEARS MAY REQUIRE APPROXIMATELY ONE MAN YEAR OF ADDITION-

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Attachment
UBZ

File copy

OVERSEAS LIAISON COMMITTEE



Republic of Botswana

24th October, 1969.

5p.

Telephone: 201
Telegrams: D.C. 1. 2. 3.
Reference: DP.11/2/5

AMERICAN COUNCIL ON EDUCATION
DEVELOPMENT PLANNING
GABERONES.

Dr. C. W. de Kiewiet,
Chairman,
Overseas Liaison Committee,
American Council on Education,
1785 Massachusetts Avenue,
WASHINGTON D.C. 20036,
U.S.A.

Dear Dr. de Kiewiet,

Thank you for your letter of 7th October, 1969, which arrived shortly after my return to Botswana. It was good of you to respond so promptly to my request for your views on the proposed university planning commission.

2. On my return last week I found, as I had anticipated, that no work had been undertaken by the University administration on preparing draft terms of reference for the planning commission. We hastily prepared a draft here and submitted it to the Council during its meeting in Gaborone on 16th October. Your letter arrived on the same day. Council accepted the draft with a few minor modifications and it is now being studied by the three governments. I enclose a copy for your information and any comments which you may wish to make. It incorporates most of the points contained in your letter. The draft terms of reference will be formally submitted to the Overseas Liaison Committee by the university for comment.

3. We were informed during the Council meeting that the Overseas Development Trust in the United Kingdom is prepared to finance a planning commission under the supervision of Sir Norman Alexander. Sir Norman himself will be visiting the university and the three countries during the next few weeks to finalize the terms of reference. In our view, it is critically important to do so before the end of November. Unless a commission can be assembled early in 1970 and complete its work by August or September, 1970, at the latest, it will not be possible to implement the university development plan in time to admit the students seeking enrolment in July, 1972. In the meantime, the university will be faced with the problem of trying to accommodate the additional numbers of students from Botswana, Lesotho and Swaziland without adding to its existing facilities at Roma. I hope that the agencies which are concerned with the development and future of the university will recognize the urgency which must be attached to finding the right men for the commission and arranging their early release for this assignment.

4. We have not been able to give much thought to the composition of the commission. We will rely heavily on the advice of Sir Norman and of other interested parties. Our own preliminary thinking is that the team should include expertise in manpower planning (the manpower plans of the three countries are rather crude and will need an experienced eye); in vocational training (someone from one of the of the Canadian

Dr. C. W. de Kiewiet,

24th October, 1969.

colleges of applied arts and science might be well qualified in this respect); in physical planning; in university administration and academic organisation; in agricultural training and rural development; and possibly also in education and teacher training. It may be feasible to combine some of these functions or to utilize local expertise for some of the aspects of the planning. It is nevertheless a formidable task.

5. Another matter which I would like to raise with you concerns the Vice Chancellorship. A decision was taken at the Council meeting last week not to renew John Blake's contract when it expires in August, 1971. The decision was influenced primarily by the feeling that the university would require a new and different kind of leadership during the years in which its reorganisation and devolution were taking place, and that there should be continuity of management throughout the next phase of the university's development. It follows that work should start immediately on the exercise of finding a new Vice-Chancellor. In our view, it is vital to the future of the university that Blake's successor should be selected by the third quarter of 1970 so that he is able to visit Botswana, Lesotho and Swaziland at the time when the recommendations of the commission are being considered and to participate in the discussions and decisions. Nothing could damage the development of the institution more than to impose on the new Vice-Chancellor a plan and policies determined immediately prior to his appointment. Although I can only write to you in an informal and unofficial capacity at this juncture, I must ask you to assist us in the immediate task of finding suitable candidates for the post of Vice-Chancellor. A committee of the Senate and Council is being created in accordance with the university statutes but some time will inevitably elapse before it starts work.

6. Thank you again for your most valuable suggestions. I was glad to make contact with you and with your Committee, and I hope that we will keep in touch.

Yours sincerely,

H. C. L. Hermans

H. C. L. Hermans
PERMANENT SECRETARY

FUTURE DEVELOPMENT OF THE UNIVERSITY OF
BOTSWANA, LESOTHO AND SWAZILAND

UNIVERSITY PLANNING COMMISSION

A. Introduction

In May 1969 Sir Norman Alexander presented a report on the future of U.B.L.S. to the University Council. The Alexander Report deals with the general philosophy and principles for the future development of the University only and it is clear that a further detailed study and costings of the various proposals made will be necessary before the three Governments can reach final decisions on future development of the institution.

Further education in Botswana, Lesotho and Swaziland has also been the subject of investigation by a team led by Dr.O.G.Pickard. The Alexander and Pickard reports are complementary and both must be considered concurrently.

In June 1969 a conference was held at Roma attended by representatives of the University Council, U.B.L.S. officers and of the three Governments. As the Pickard Report had not been available for study by all the participants, discussion centered on the Alexander recommendations. The Conference recommended that the Governments of Botswana, Lesotho and Swaziland should agree to accept the Alexander Report in principle as a basis for further detailed planning and to this end the University should be asked to recruit, in consultation with the Governments, a suitably qualified Planner to prepare a fully detailed and costed Draft University Plan for a five year period and make projections for the following ten years.

In particular the three Governments accepted in broad principle the proposal to establish post 'O' level University centres in each country.

It has become clear that the size and scope of the task, coupled with the necessity of producing a Plan within as short a time as possible, means that instead of it being a one-man assignment it should be the job of a small planning team working in consultation with the Governments and the University. It is desirable that the team be of international composition and should be representative of the particular skills and experiences necessary to fulfill the task as enunciated in the Commission's Terms of Reference. If the planning process is to be completed so that implementation can begin in Financial year 1971/72 it is imperative that the Planning Commission lose no time in beginning work.

In addition/...

In addition to the preparation of a detailed long-term plan for the reorganisation and devolution of the University, it is essential that the Commission give urgent consideration to the measures required in the immediate future to absorb the additional numbers of students likely to be qualified for admission to the University in July, 1971, and July, 1972. For this purpose, it will be necessary to develop facilities in Botswana or Swaziland by July, 1971, which would either become part of the University centres in those countries or be utilized for other purposes. As far as possible this short-term plan should not prejudice the implementation of the long-term plan, referred to above. The formulation of recommendations in respect of the short-term development of the University should be the first task of the Commission and must be completed not later than the end of February, 1970.

B. Terms of Reference

The work of the Commission should encompass four main areas: a review of the three countries training needs, including agriculture; a study of the organization of the University; an evaluation of present facilities and future needs; and the preparation of a long term development plan bearing in mind the general acceptance of the Alexander proposals by the three participant Governments, and the recommendations contained in the Pickard Report.

(1) Review of Training Needs

(a) In the light of the Alexander and Pickard reports to review the demand, as indicated by the manpower needs of Botswana, Lesotho and Swaziland, for further education (i.e. "vocational training" and post 'O' level academic work); and recommend education and training functions which could be most efficiently performed by the University of Botswana, Lesotho and Swaziland.

(b) To make recommendations concerning the co-ordination, into a consistent scheme, of the work of the University and the primary and secondary education systems in Botswana, Lesotho and Swaziland and the co-ordination between the University and other institutions of training.

(2) Organisation

(a) To review the proposals contained in the Alexander Report concerning the academic reorganisation of the University in respect of the identified training needs of Botswana, Lesotho and Swaziland, and to make specific recommendations about the role of the Senate and academic committees; about the structure of schools and faculties, their staffing needs and physical location, bearing in mind the need to establish or strengthen the physical presence of the University in each of the three countries by the creation of University centres.

(b) To examine/.....

(b) To examine the existing arrangements for the administration of the University and to make specific recommendations concerning:

(i) Any revisions of the University Charter and Statutes necessary to give effect to the reorganisation of the University;

(ii) the membership of the University Council, the University Committees (including local Executive Committees) and their terms of reference and responsibilities;

(iii) the day to day organisational structure of the various campuses in Botswana, Lesotho and Swaziland and the University as a whole, including the training of local staff;

(iv) procedures for the preparation of annual budgets (both recurrent and capital) and also recommendation on the advisability of adopting a triennial budgetary system either within or without the framework of a University Grants Committee system; bearing in mind the responsibility of the Governments to ensure that their subventions are used in accordance with the requirements of the agreed University development Plan and the approved budgets of the University.

(3) Facilities

(a) To examine the facilities which exist in Botswana, Lesotho and Swaziland for training and determine the extent to which they could be modified for the purposes of the further development of the University.

(b) To prepare detailed and costed plans for the modification or construction of facilities in the three countries having regard to the reorganisation recommended by the Commission in accordance with (2) (a) and (b) above.

(4) Short-Term Plan

(i) To consider, as a matter of urgency, the measures necessary to absorb the additional secondary school students from Botswana, Lesotho and Swaziland likely to be qualified for admission to the University in July, 1971, and if necessary, July, 1972.

(ii) To prepare a plan, for submission to the Governments of Botswana and Swaziland and to the University prior to the end of February, 1970, providing for the absorption of the students, referred to above, who cannot without further expansion of the Roma

campus/.....

A Hachmont

22 October 1969

Mr. C. Hermans
Permanent Secretary
Ministry of Development Planning
Private Bag 31
Gaborone, Botswana

Dear Mr. Hermans,

I had not expected to be writing you another letter so soon. There have however been some developments and further discussions that could be of interest and use to you. I am therefore taking the liberty of setting down some reflections.

You and your colleagues were aware of the genuine undercurrent of interest in the U.S.A. in the three countries and the problems of their development. This interest has come to the point where a formula or coherent set of proposals would be received with sympathy. Our Committee has been pressing the point for the past three or four years that the problems of the university and higher education should be considered from the standpoint of the three countries, and not the problems of the three countries from the standpoint of the university. In the terms of reference which might be considered we tried to keep this in mind. Four of the senior members of our Committee considered and approved the thoughts that were sent to you.

Since that time there has been further discussion in several quarters of the ideas and possibilities adumbrated in the terms of reference. We took the liberty of encouraging this discussion, and expressing our own thoughts. We find that there is a very favorable response to the possibility that a broadly based and thorough survey of the related needs of the three countries might be undertaken. There was, however, an awareness of one important problem which you and your colleagues brought up while you were in Washington. This was the problem of timing.

A decision, with the financial implications of that decision, needs to be reached soon. The question arises whether it might not be possible to buy some needed time by an interim financial arrangement. This possibility could be based on the fact that the Canadian Government, under some pressure, has changed its response to the University request for support. It will now make arrangements to support staffing and some capital improvement. I mention this mainly to set forth more clearly a thought that we touched on briefly when you were in Washington. A prominent member of the donor community has in fact urged us to take this thought to a point where it could be more clearly and concretely expressed.

The idea of a single Planner as expressed in the June meeting of the University Council was clearly inadequate. Some of the same doubt is now felt about the idea of three men to perform the far larger task that is now recognised as the important one. The fact that they would come from three countries is meaningless by the side of the far greater urgency to get the best measure of competence and judgment. Assuming that some time is available, would it make sense to think of the task of review and recommendation as falling into two assignments, or of being carried out on two related echelons? Would it be possible to have three very notable and insightful men, to devote their attention primarily to the major architecture, or the principal strategic issues in the area of education and development in the three countries? They would, so to speak, identify the Grand Design. We are assuming that the three governments will have the same interest in the composition of the commission as in its terms of reference. They should, as far as practical circumstances allow, be men of real visibility, able to deal with government or other agencies. They should also have some qualification (manpower, agriculture, technical training, regional cooperation) on which they could draw. A man like Professor Harbison would illustrate my own conception of the type and the level.

Mr. C. Hermans

-3-

22 October 1969

When assuming that the Grand Design or the Master Plan had the approval of governments and others involved, it could be turned over to a second team of expert people who would draw the practical consequences. These could involve capital construction, recurrent projections, staffing requirements, specific curricular decisions on important areas such as agriculture, teacher training, administrative arrangements, sharing and location of facilities. If there were a plan that people liked, it would be possible to start the recruitment of key administrative personnel at an early moment, and of course donors could be put in touch with the major ideas so that they could be doing some thinking. We have heard the comment that at this late date, and with so much confusion only patch-work is possible. We find it difficult to agree. Nothing could be lost by a serious effort, and much could be gained. At one time there was real interest here in a planning or analytic unit in the university, at the disposition of the three governments, able to do basic preparatory work for them. It would be interesting to have a man like Harbison consider this or other ideas.

As far as the financing of the two scholar commission is concerned there should be no problems. Assuming that there was a willingness to do such a job, we could probably find the money for any possible American members.

Yours most sincerely,

~~C. V. de Kiewiet~~/ge

C. V. de Kiewiet

October Ninth,
1 9 6 9. 4p

Mr. C. Hermans
Permanent Secretary
Ministry of Development Planning
Private Bag 31
GABERONES, Botswana

Dear Mr. Hermans:

You have asked us specifically to make some suggestions that might be useful in establishing the formal terms of reference, approved by the Governments, and presented to such committee or commission as may be established to carry them out. I am referring, of course, to the problems that became apparent as a result of the recent examinations of the educational needs of the three countries. I am basing my suggestions also on the point of view, shared by my colleagues on the Liaison Committee, that the plans and recommendations put forward by the two most recent reports, namely the Alexander and Pickard reports which, while extremely useful, fail to provide the most effective base for educational development in the three countries, or the most favourable conditions for attracting and holding the interest of possible international donors.

The following thoughts could be stated more briefly. It is customary to make terms of reference as brief as possible, in order not to place too many limitations on the work of a well chosen commission. At the same time I am setting down some suggestions, possibly because I feel that they are likely to appear in a well conceived set of recommendations. Also some of them have been overlooked in the past.

1. To assist the three Governments and the University to prepare a Development Plan, designed to establish a system of higher education to include both University education,

for the purpose of meeting the high-level manpower requirements of the three countries, and also to include other forms of post secondary education, for the purpose of meeting the middle level manpower requirements of the three countries.

2. To consider the establishment within each country of a basic pattern of both post secondary terminal (vocational) and continuing education, so designed that it can in the course of time serve as a flexible basis for more diversified and advanced forms of education.
3. To consider the most beneficial and strategic location of the various forms and branches of instruction to permit the three countries to use their educational resources with reasonable economy, efficiency, and cooperation.
4. To recommend an administrative organisation that adequately reflects the interests of Governments, and also the interests of the institutions, including the University, that may be established as a result of the commission recommendations.
5. To establish the capital and recurrent costs that will result from the implementation of their recommendations, for the quinquennium 197- to 197-.

Maybe this says too much, or omits items that are important. It is possible also that these suggestions fail to reflect strongly held views of Governments and others involved. We have a pretty fair knowledge of the politics and the economics that must be taken into consideration. Our views are also influenced by recent trends in African education, especially where both high level and middle level manpower requirements are simultaneously involved.

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Rather than make our suggested terms of reference too involved, I thought that I might add a few random comments or matters of possible relevance to the work of the commission. There should be a competent assessment and recording of the plans and projects that now have some formal standing, and those that are at some stage of consideration within a variety of donor agencies. Amongst the shortcomings of the two recent reports was an unawareness, at least in their formal statements, of the nature and the status of proposals under consideration in AID, IBRD, UNDP, CIDA and others. The purpose would be threefold. The first would be to have a reliable map of these presentations. We know that there are more than any single principal recognises. The second purpose would be to see the economic, and possibly also administrative consequences of these presentations, if they go forth in an uncoordinated form. The total bill now is clearly unrealistic. The third, which we believe to be important, would be to get a map of donor interest. What surprised some people about the last two reports was that information on this was available but never asked for.

By the same token this exercise might also indicate the need in any proposed administrative structure for the means of coordinating requests, certainly in the area of higher education, and in the spirit of any agreed upon plan. One must bear in mind human competitiveness, and the tendency to take short cuts. The University of East Africa fell apart, not because of nationalism, but in the beginning for simpler reasons. One was that people, from London on out, had little experience and no confidence in a federal structure. They failed, when they had the chance, to establish a workable device for cooperation and coordination. If everything has to go through separate academic committees, they can tear anything apart. You should have an administration committed fully to any new plans, otherwise they may still fail.

I would incidentally be quite specific and leave nothing to chance or inadvertence, in the three areas of teacher training, agriculture and animal husbandry, and technology. Some people here could not understand why the

October 9 1969

major preoccupation of the newer African countries, which we call rural transformation, was so casually handled in the reports.

We have also learned that an omission in these exercises that has risen to bedevil a number of countries is in the area of research. At the moment you do not want too much, and certainly not too much of the non-applied variety. But you do need some, for example in teacher education, curriculum, agriculture, etc. In East Africa and Nigeria they compounded all their manpower, financial and administrative problems by bad arrangements. Now they are in trouble.

I would personally like to see some consideration given to a better use of overseas interest. Representation on a council that meets at long intervals does not go far enough. Thought might be given to some working advisory group, with some time to spare, and with known practical competence, in the affairs of what may be an unusual set of arrangements. If there is a decision to put together a combination of polytechnic and university functions, somebody from Canada or the U.S.A. who runs that sort of show, would be useful to call upon.

I trust that these suggestions may either be useful, or serve to indicate better alternatives. As an afterthought, I now wonder whether the proposed commission, in drawing up their financial proposals, would want to look at the manner in which middle level manpower training is financed in some of the Latin American countries. If you are going to have new industries, it might be worthwhile at least to raise the question of not merely specific financial involvement but of close personal interest.

Sincerely,

C. W. de Kiewiet
Chairman

deK/ge

AIK...AM

DEPARTMENT OF STATE

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TO - KABUL AIDTO A- 278 X

FROM - AID/Washington

SUBJECT - PROP Approval. TECHNICAL EDUCATION. Proj. 506-11-660-093, 2
(a) Afghanistan Institute of Technology (AIT)
✓ (b) Faculty of Engineering

DATE SENT
11/20/69

~~REFERENCE~~

PROP approval documents are enclosed.

KABUL
HECTO
ATT

1. The PROP tables do not appear to present the full RGA contribution nor do they indicate an increasing rate of RGA contribution as would be expected during the years of declining U.S. assistance. Would the Mission comment?
2. The AIT appears to be developing into a Lycee and Junior College. We note references to the AIT's providing large numbers of students to the Faculty of Engineering and also the reference to the 13th year and proposed 14th year in the AIT itself. This was not the intent when the AIT was designed. Further reflecting the increase in aspirations is the Faculty of Engineering talk of wanting to develop a graduate school. We would assume they would want it to meet international standards. Another part of the equation is the USSR supported Polytechnic. Does the RGA have any way of projecting skilled manpower needs and could it be reasonably expected that such a projection would support this proliferation of skilled manpower training? More simply, can the graduates from these three institutions be utilized and if not what will they do? How would the Mission propose to assist the AIT in establishing the capability for ongoing evaluation of national manpower needs?
3. Planning for the Faculty of Engineering was based on assumption of a 400 enrollment figure. The PROP refers to an increase to 500 (25%)

Enclosures: PROP Approval documents
for subject project

PAGE	PAGES
1	OF 2

DRAFTED BY CRGurney:wlk	OFFICE NESA/NE	PHONE NO. 29246	DATE 11/10/69	APPROVED BY: BLangmaid, NESA/NE
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AID AND OTHER CLEARANCES
 NESA/DP: RBirmberg 266
 NESA/ENGR: OHFolsom 1810
 NESA/ID: BCWewbry (subs)
 NESA/ID: LF mpa 112
 NESA/CO: FIMoulton

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as "slight." Can the facilities accommodate this? At what cost to overall quality? Please comment on this in the forthcoming PAR.

4. How will the Direct Hire staffing pattern in Education be affected by the phaseout of these projects?

ROGERS

UNITED STATES GOVERNMENT

Memorandum

TO : AA/AFR, Dr. Samuel C. Adams Jr.
THRU : AFR/DP, Mr. Edward Hogan
FROM : AFR/SAF, Athol H. ~~ELLS~~

DATE: January 3, 1972

SUBJECT: Request for Approval of an Increase in Total Funding Requirements of The University of Botswana, Lesotho and Swaziland (UBLS) Project - 004, Southern Africa Program

A full scale in-house review and evaluation of the project was made earlier this year as provided for in the previous PROP approval (See Tab A).

Based on this favorable evaluation, preliminary approval was given at the AID/W FY 1972-73 program review to increase the funding plan of the UBLS project to cover the additional increase from 6 to 10 AID supported staff and an increase of \$110,000 for science equipment to assist the University in Phase I development of Part I Centers located in Botswana and Swaziland. Accordingly, OSARAC has now formally submitted its proposed modification of the UBLS PROP to reflect these changes (See Tab B).

A project committee of representatives from the appropriate AFR Offices has reviewed the proposed changes and concurs in this action (See Tab C).

In our efforts to expedite obligation, OSARAC has been instructed to prepare a draft ProAg in anticipation of AA/AFR Approval to cover \$240,000 of personnel costs. The PROP has been adjusted to remove \$400,000 of Capital Costs (See Tab D). This leaves a balance of \$67,000 remaining to be funded from FY 1972 funds.

Your approval of the modified PROP, which increases total funding from \$2,500,000 to \$2,565,000, will enable OSARAC to promptly proceed to execute the FY 1972 ProAg.



UNITED STATES GOVERNMENT

Memorandum

TO : AA/AFR, Dr. Samuel C. Adams, Jr.
 THRU : AFR/DP, Mr. Edward J. O'Connell
 FROM : AFR/SAF, Athol H. Ellis

DATE: January 18, 1972

SUBJECT: Request for Approval of PROP Revision No 1, the University of Botswana, Lesotho and Swaziland (UBLS) Project 690-11-660-004

A full scale in-house review and evaluation of the project was made in February 1971 as provided for in the previous PROP approval (See Tab A). It indicates that considerable progress toward the conditions expected at the end of the project (1975) will be achieved (See Tab B).

Based on this favorable evaluation, preliminary approval was given at the AID/W FY 1972-73 program review in July 1971 to increase the funding plan of the UBLS project to cover the additional increase from 6 to 10 AID supported staff, a construction grant of \$400,000, and an increase of \$110,000 for science equipment to assist the University in Phase I development of Part I Centers located in Botswana and Swaziland. Of the 10 AID-supported staff at UBLS, six occupy supernumerary posts which are expected to be converted to established positions by July 1972. Accordingly, OSARAC has now formally submitted its proposed modification of the UBLS PROP to reflect these changes (See Tab C).

In addition, the project is expanded to incorporate a closely related separate project activity. A one-year pilot project, Regional Technician Training, which provided in-service training for agricultural technicians, was completed successfully during FY 1971. A consensus among cooperating government officials and an evaluation by the USDA and OSARAC recommends that similar training be continued on a more permanent basis. Since the program merits continuation, it is proposed this activity be incorporated into the on-going UBLS project. This possible action was noted in the Regional Technician Training project authorization (See Tab D). The AFR review committee proposes continued support of the training program on condition that a plan to institutionalize this program be developed by OSARAC and UBLS. The PROP includes funding for FY 72 only in the amount of \$62,000. AID support beyond FY 1972 should be considered after review of the long term plan. (See Tab F).

A project committee of representatives from the appropriate AFR Offices has reviewed the proposed changes and concurs in this action (See Tab E).

Your approval of the modified PROP increases the estimated total cost of the project from \$2, 500,000 to \$2, 965,000 (including \$400,000 proposed for a capital assistance grant for construction costs subject to approval separately through a capital assistance paper). (See Tab F). This revised estimate still remains below the total cost estimated in the FY 1972 Congressional.



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OSARAC*

**DEPARTMENT OF STATE
AGENCY FOR INTERNATIONAL DEVELOPMENT**

Washington, D. C. 20523

7p.

MEMORANDUM OF CONVERSATION

DATE OF MEETING: November 5, 1969

SUBJECT: Meeting with Mr. Frank Dunnill

PARTICIPANTS: Donald Atwell, IRA; Frank Dunnill, ODM-UK; Marshall Fields, ESA/Educ; Samuel Fuhr, AFR/ID; Jerry Knoll, AFR/ESA; Frank Scordato, AFR/ESA

COPIES TO: Marjorie Belcher, IRA; Edward Hogan, AFR/DP; William Lefes, AFR/DP; J. David Laird, OSARAC; Dr. R. de Kiewiet, OLC; Dr. R. Dodson, OLC; Robert L. Rupard, AFR/ID; Arthur Howard, AFR/ID

Mr. Frank Dunnill, O.D.M. United Kingdom requested a meeting with certain AID/W officers for the purpose of discussing the University of Botswana, Lesotho, and Swaziland and the implementation of the report of the planning advisor, Sir Norman Alexander. He particularly was interested in getting AID/W's views on the composition of the international group to be formed to assist Sir Norman in preparing a comprehensive design for the University and specific plans for the various functions it would embrace and perform.

Mr. Dunnill made reference to the discussions Sir Norman had with Dr. de Kiewiet, OLC, during his recent visit to the United States and said he concurred with the terms of reference for the study which Dr. de Kiewiet had suggested to Sir Norman, and which were set forth in a letter Dr. de Kiewiet sent to Mr. Hermans, Permanent Secretary, Ministry of Development Planning in Botswana. He also agreed with the idea of having consultants, when conditions warranted their use, assist the three-man international group.

Mr. Dunnill indicated that Drs. de Kiewiet, Bigelow, or Harbison would be acceptable as United States members of the international group, and he thought Mr. Coombs of Canada, would be a possible prospect.

DRAFTING OFFICER: AFR/ID/ED, Edwin H. Trethaway

DATE OF PREPARATION: November

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He expressed the belief that the individual chosen should be in harmony with the task to be performed which in his words was more closely related to "gardening" than "engineering" a university structure. In amplifying this point, he mentioned that some of the officials in the three countries (Botswana, Lesotho, and Swaziland) may want some flexibility in the design of the university and that its form and function should not be too rigidly structured.

It was his opinion, that the international members should recognize that Sir Norman was to be the chairman of the group. He further indicated that the group should be formed not later than the end of 1969 and the study should be completed by May 1970.

In order to get a consensus on the nature and scope of the international group's task, a meeting is to be held in New York on November 17, 1969 at the Ford Foundation. Foundation and government representatives and Mr. Dunnill will be in attendance.

AGENCY FOR INTERNATIONAL DEVELOPMENT

Washington, D. C. 20523

MEMORANDUM OF CONVERSATION

DATE OF MEETING: November 17, 1969
Place of Meeting: Ford Foundation, NY City

SUBJECT: Assistance to University of Botswana, Lesotho, and Swaziland

PARTICIPANTS: K.W. Bigelow, OLC; R. de Kiewiet, OLC; L.G. Cowan, OLC;
R. Dodson, OLC; K. Johannsen, CIDA; D. Brewin, IBRD; F. Harbison,
OLC; W. Hertz, Ford Foundation; S. Stackpole, Carnegie Foundation;
J. McKelvey, Rockefeller Foundation; F. Dunnill - ODM - UK

COPIES TO: M. Belchar, IRA; D. Atwell, IRA; C. Campbell, OSARAC; J.D. Laird
OSARAC; E. Hogan, DP; W. Lefes, DP; J. Knoll, AFR/ESA; F. Scordato,
AFR/ESA; A. Howard, AFR/ID; R.L. Rupard, AFR/ID; S. Fuhr, AFR/ID

The meeting was convened at the Ford Foundation at the request of F. Dunnill, ODM, for the purpose of exchanging views on the steps to be taken by the UBLS Planning Advisor, Sir Norman Alexander, in implementing the recommendations set forth in his report. In Dunnill's opening remarks, he covered the same points he presented in his November 5 meeting with AID/W representatives, namely that ODM was in agreement with the suggestion there should be two top level people to assist Sir Norman, preferably one from the US and one from Canada. He also indicated acceptance of the use of consultants, when necessary, to investigate selected areas identified by Sir Norman's group which required specialized treatment. The three governments also have endorsed the idea of a three man commission.

Following are the additional points made by Mr. Dunnill:

- (1) The UK is interested in the development of the three countries, not University of Botswana, Lesotho, and Swaziland alone, and that the University should play a key role in the development process.
- (2) The terms of reference Dr. de Kiewiet had discussed with Sir Norman during his October visit to US and the terms presented to C. Hermans, Permanent Secretary, Ministry of Development Planning, Botswana, in his October 9 and 22 letters (attachment A & B) were agreeable to O.D.M. and have now been finalized by representatives of Botswana, Lesotho, and Swaziland.
- (3) There is an urgency in getting the commission formed and started

DRAFTING OFFICER: Edwin H. Trethaway

DATE OF PREPARATION: November 24, 1969

on its task. There are sufficient funds for the University for 1971 but the financing of capital and recurrent expenditures from 1972 onward will depend on the acceptance of the Commission's report. Unless the commission can start its work in January or February 1970 and have a report by May or June (or August/September at the latest) it will not be possible to implement the University's development plan in time to admit the students seeking enrollment in July 1972. The pressing need is for additional facilities to accommodate the additional students from the three countries (Botswana, Lesotho, and Swaziland). (This relates to the establishing of Part I University Centers in Botswana and Swaziland as recommended by Sir Norman.)

- (4) As matters now stand, it would be advisable to have Sir Norman pay another visit to the U.S (and perhaps Canada) to complete the design for the commission's study. This was endorsed by the representatives present.
- B. Fred Harbison indicated the advantages in getting the Part I Centers started as soon as possible as a means of helping the University become viable.
- C. It was the consensus of the group that it would be beneficial to all present if each conferee would give a brief summary of what his organization is doing for UBLS or planning to do.
1. Canada - Is already giving assistance to the University's extension department and is ready to give up to \$1 million for capital and technical assistance. However, this assistance is dependent on the Commission's report.
 2. Ford Foundation - Presently giving assistance with staff development in Botswana. Intend to start programs in the other two countries. They are waiting results of the Commission's report before making a final decision.
 3. Rockefeller Foundation - Very interested. In the event they can be helpful, they would concentrate on Agriculture, animal husbandry and liberal arts.
 4. Carnegie - Presently providing two in-service teacher trainers-- one in Botswana and one in Swaziland. Will consider future assistance if University development plan is approved.
- D. It was announced that Vice Chancellor Blake's contract would not be renewed when it expired in August 1971. The job of finding a replacement is to start immediately. There are good prospects of a Canadian being recommended.

Summary

There is a genuine interest among the donors in helping UBLS.

Most of the conferees indicated their organization is waiting for the final plans for the University's development.

Both the US (OLC) and Canada (CIDA) will be asked to nominate a person for the Commission. Dunnill dropped a comment that both de Kiewiet and Bigelow would be especially welcome; also Harbison.

P.S. Mr. C. Herman's reply to Dr de Kiewiet's letter re: terms of reference for the study is attached (Attachment "C".)

DEPARTMENT OF STATE
AGENCY FOR INTERNATIONAL DEVELOPMENT

Washington, D. C. 20523

MEMORANDUM OF CONVERSATION

DATE OF MEETING: December 13, 1971
Time and Place: 3:00 p.m. 4725 NS

SUBJECT: Review of Revised PROP, UBLS
Project, No 690-11-660-004

PARTICIPANTS: AFR/TAC, Edwin Martin
AFR/DP, Val Mahan; Bruce Patchen
AFR/MGT/ME, James Procopis
AFR/SAF, Edwin Gales; Marshall Fields

COPIES TO: Participants, OSARAC - Charles P. Campbell, Roy Stacy and
Thomas McDonough

A meeting of representatives indicated above was convened for the purpose of reviewing the Revised PROP for the UBLS Project. A brief statement was made covering the development of the University and the history of AID assistance was presented as background information for those participants unfamiliar with the project. Following a full and candid discussion a consensus was reached that the increased inputs are acceptable and that Revision No.1 should be forwarded to AA/AFR with a recommendation for approval, without prejudice to the following comments made by the reviewing committee.

1. Provision for \$400,000 for Part I construction is subject to a Capital Assistance Allotment and therefore should be removed from the TA allotment as shown in the Revision Face Sheet. This would reduce FY 72 funding requirement from \$701,000 by \$400,000 to a total of \$307,000.
2. A matrix should be prepared in order to clearly identify the project goal, objectives, outputs, and inputs.
3. Mention should be made of Phase II of the University Development Plan (Polytechnic) and AID's interest in this aspect of the plan. This would aid in establishing continuity should AID eventually decide to assist UBLS in Phase II.

DRAFTING OFFICER:  Marshall L. Fields, AFR/SAF

DATE OF PREPARATION: December 29, 1971

UNCLASSIFIED

SECURITY CLASSIFICATION

4. The revision should address the point of conversion of the non-establish positions, now being filled by 6 Opex, to established positions. It should include alternatives for funding those positions which are not converted by July 1, 1972.

The committee suggested that OSARAC be requested to submit an addendum to Revision No 1 regarding Items 2, 3, and 4 above; and that AFR/SAF revise the funding requirement in reference to Item 1, above.

Progress Review Worksheet

Evaluation for Period: 9/69 to 2/71

PROGRESS TOWARD CONDITIONS EXPECTED AT END OF PROJECT

A. CONDITIONS EXPECTED TO EXIST AT THE END OF THE PROJECT	B. METHOD (OR MEASUREMENT) OF VERIFYING CONDITIONS AT END OF THE PROJECT	C. PROGRESS AS SHOWN BY MEASUREMENT VERIFICATION
1. 200/300 Headmasters trained in one month workshop.	A. Enrolment records show number trained. B. Reports of visits of schools by leaders and Ministry of Education personnel show carry-over to regular school programs.	143 trained to date. 1245 teachers have been encouraged to improve methods which have effected the instructional programs for 50,628 students.
2. A/V Centre UBLs/Roma	A. Observation of Centre's operation noting equipment, material and personnel being used and by whom.	A/V equipment owned by the University including that provided under project are now based at the centre, serviced, available for use by other University departments, to educational training colleges and Secondary Schools.
		More than 500 teachers and other educational personnel have received limited training from the Centre to date.
3. Pre-service courses in Animal/husbandry and Soil/water management.	Review enrolment and employment records and reports.	100 students have received training to date in these disciplines. Graduates found ready employment in Government and private sectors.
4. Program for teaching English as second Language.	Assess acceptance of proposed program by UBLs and Ministry of Education.	1. Co-ordination has developed between AID and British Council EFL experts and program proposed is their joint effort. 2. UBLs School of Education considers the proposed program of top priority in UBLs and Ministry of Education development.
5. Participants for U.S. Training.	Assess number trained, disciplines developed and positions of employment after training.	1. Two participants now enrolled cal/Poly in Agriculture program.

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2. One participant in Michigan University Graduate School taking advanced courses in education.
3. POL Ministry of Education has established EFL position and in process nomination participant for graduate study EFL in U.S.

III B Part 3Progress toward Achievement of Goal

One of the main AID Education Sector goals is to assist UBLs to provide education and training programs to meet top and middle level manpower development requirements, and to improve the quality of education programs. This project is aimed at helping to achieve this goal in concert with other donors, and the Governments of the co-operating countries.

The 1500 headmasters in the three countries have limited qualifications for the responsibilities their positions require. 143 headmasters have participated in a one month workshop, providing limited in-service upgrading training. Modern instructional programs require teachers at all levels to have knowledge and skill of Audio/Visual methods. An Audio/Visual Centre has been established at UBLs/Roma, and has provided limited training to more than 500 students, teachers, teacher training tutors and University instructors. An A/V sub-professional technician has been trained to assist with the Centre's operation, and provide simple maintenance for the equipment.

The co-operating countries are basically dependent on the development of their agriculture sector to achieve economic viability. Animal/husbandry and Soil/Water resource development training is required. One hundred certificate and diploma level students have received training in these disciplines to date. Graduates of the program have found ready employment in the Government and private sectors.

English is the main language of instruction in each of the three countries. This subject is now being taught by inadequately trained instructors, and through a curriculum that does not meet current educational requirements. A new modern program of instruction in English as a foreign language will have been developed by September 1971 in concert with British Council EFL experts. The program will as implemented improve instruction from early primary school through the University.

The progress achieved to date by the project is assisting in achieving progress toward the AID educational sector goal.

The University, Ministries of Education, and Ministries of Agriculture have requested that the project be continued beyond the original two year span (9/69 - 9/71), and expanded to respond to their developing and urgent needs for further assistance in educational and agricultural manpower development. The two primary school specialists should continue their training of headmasters, but through the more formalized UBLs School of Education, Advanced Certificate of Education mechanism. This should be done in concert with the proposed ICIM Mathematics/Science program, English as a Foreign Language program, and programs of the University, and other donors which are related to curriculum development.

AID should continue to provide an English as a Foreign Language specialist for a two year period, unless it is feasible to turn this program over to the British Counsel. If this can be achieved, it is recommended that an Agriculture Educationist be provided to the UBLs School of Agriculture in Swaziland to assist in introducing agriculture elements into the primary and secondary school curriculums, and develop on a timely basis a training program for Agriculture teachers.

The Animal/husbandry and Soil/Water Resource experts should continue to provide

23.

training in their disciplines at the UBLS School of Agriculture. The first two years of the expected development of a four year degree program in Agriculture scheduled to start in 1973 will be one of the first technical area programs of the Part I Centre in Swaziland. The A/V expert developing the Centre in UBLS/Roma should continue for another two years at Roma and work toward developing branches of the A/V Centre at the Part I Centres in Botswana and Swaziland.

(2)

D. Planned Targets, Results, and Outputs

The purpose of this project is to help the University increase its effectiveness and capabilities in the field of education, agriculture and the administrations of higher education. Through the assistance provided by AID, it is anticipated that the University's contribution to Botswana, Lesotho and Swaziland will be a significant factor in helping these countries develop and improve their educational and agricultural resources in their effort to become economically viable. The end result should be a notable increase in the numbers of trained persons at the middle and higher manpower levels and a marked improvement in the conservation and utilization of their natural resources.

Targets for the assistance to be provided in the areas of education and agriculture are given below.

1. Education

- (a) To reduce the number of unqualified teachers in the primary and secondary schools through in-service training programs specifically designed for this purpose.

One of the most significant features of the primary school educational system of all three countries is the number of unqualified teachers in the service.

In Botswana and Lesotho approximately 50% of the teachers are sub-standard. The number of such teachers are shown in TABLE VIII.

TABLE VIII

Unqualified Primary School Teachers 1966

	Qualified	Unqualified	Total
Botswana	947	726	1,679
Lesotho	1,731	1,096	2,827
Swaziland	1,074	394	1,468

In Botswana a grant has been obtained from UNICEF and from the Swedish Government to build a Teacher Short Course Center (in Francistown) to conduct in-service courses on a year around basis. The intention is to bring unqualified teachers into the College for periods of six weeks of instruction on three separate occasions. These teachers will probably

be drawn from one area, and the schools in that area will be closed during the period of residential training. Assignments, some of them in programmed form, and practice teaching will play an important part in their training. They will be supervised by the staff of the Short Course Center.

The number of teachers in the upper primary grades (5,6 and 7) in need of in-service training have been identified (TABLE IX) and it is assumed that attention will be given to up-grading them at the earliest opportunity since the students they teach will be qualifying for entrance to secondary schools in due time.

TABLE IX
Teachers Needing In-Service Training

	Higher Primary Teachers (Grades 6 & 7)	Secondary Science Teachers
Botswana	195	25 (est)
Lesotho	367	46
Swaziland	251	90 (est)
Total	813	161

Since the headmasters of the primary schools are considered to be the educational leaders responsible for bringing about improvements in teaching methods and materials, it is considered highly essential that up-grading courses be provided for this group on a priority basis. The University plans to establish a special course for primary headmasters in Botswana which will be run on a continuous basis. Each course will consist of 30 headmasters, ten from each of the participating countries.

All of the Ministries of Education consider the establishment of a course of this nature to be of great importance. In addition they are offering courses for the up-grading of unqualified primary teachers who, when they return to their schools from the training program, need considerable support and assistance. If such teachers return to an unfavorable environment they may well lose any benefit which they have gained from their up-grading course. In particular, a headmaster, who himself feels a lack of competence in new methods of primary education, may easily discourage a teacher who has been introduced to such methods in his training program. It would,

therefore, seem essential to enable the headmasters to become leaders in primary education and to give them sufficient self-confidence so they would be able to play a leading role in the retraining of teachers in their schools and in the introduction of new educational techniques. In this connection it should also be added that each country has recently adopted a new primary school syllabus, which depends for its success upon the adoption of new methods of teaching in the primary schools.

- (b) To provide more and better teachers to meet the increasing needs for education.

Expansion of the school system at the primary and secondary levels will not be possible unless the supply of qualified teachers is increased.

TABLES X and XI shows the projected needs for primary school teachers from 1967 to 1972.

TABLE X
Projections of Primary School Teachers

	1967	1968	1969	1970	1971	1972
Botswana	1,854	2,157	2,417	2,582	2,732	2,850
Lesotho	2,800	2,800	2,800	2,800	2,800	2,800
Swaziland	1,480	1,530	1,575	1,725	1,775	1,900
Total	6,134	6,487	6,792	7,107	7,307	7,550

TABLE XI
Projection of Secondary School Teachers

	1967	1968	1969	1970	1971	1972
Botswana	112	120	120	129	137	140
Lesotho	135	141	146	154	180	190
Swaziland	231	277	300	350	369	400
Total	478	538	566	633	686	730

The effectiveness of teachers new to the service is dependent on the quality of the pre-service programs provided by the training colleges and the School of Education at UBLS.

It is expected that the U.S. specialists provided to the School of Education through this project will have a marked effect on teacher training programs and curriculum improvement activities. The numbers of students presently in training and the numbers to be trained in future years is shown in TABLES XII and XIII.

TABLE XII
Numbers of Students in Training; in
Primary Teacher Training Courses - 1966

	Lower Course	Higher Course	ATC	Domestic Science	Total
Botswana	271	22	5	-	298
Lesotho	493	116	5	-	614
Swaziland	103	60	-	15	178
Total	867	198	10	15	1,090

TABLE XIII
Projected Numbers of Students in
Primary Teacher Training Courses

	1967	1968	1969	1970	1971	1972
Botswana	310	360	420	480	480	480
Lesotho			Not yet available			
Swaziland			Not yet available			

The target for the School of Education is to train 820 graduates, post-graduate and certificate teachers between 1968 and 1972. The projections by years are shown in TABLE XIV.

TABLE XIV
Projected Enrollments in School of Education

	1967	1968	1969	1970	1971	1972
Concurrent Certificate	43	45	60	65	85	110
B.Sc. (Ed.)	6	16	33	41	81	110
P.C.E. (Including part-time students)	3	5	5	5	5	5
B.Ed.	13	25	25	30	30	30
M.A.	-	-	3	5	5	6
Total	65	91	126	146	206	261

The aim of the School of Education is to attempt to locate all those resources which are available for teacher education in the three countries, whether these are the resources of the Ministries and Departments of Education, of the Teacher Colleges, of the Schools, of University, or whether they belong to voluntary organizations such as the VSO and Peace Corps, and to integrate these into a coherent forward movement. It is essential that provision be made to insure as far as possible that this movement is maintained over a period of years rather than being separated into a number of disparate elements. It is only by making certain that each effort is integrated into the pattern of a total plan that any worthwhile progress in education can be maintained in countries which are as poor as Botswana, Lesotho, and Swaziland.

(c) To improve the curriculum and develop appropriate teaching and learning materials.

All three countries have been working on a new primary school courses of study for some years, but it is only recently that Lesotho and Swaziland published their new syllabuses.

Two difficulties have so far been inherent in syllabus revision at both primary and secondary level. The first is that the new syllabuses have been created by inspectors and Ministries of Education (and at secondary level by the UBLS Examinations Council) and have been imposed from above rather than developed and evolved in the schools themselves. While they undoubtedly are an improvement on the syllabuses they replace, it is impossible to regard them as definitive. Rather they provide a breathing space during which extensive school based trials can be carried out leading to the introduction of more satisfactory syllabuses. The second difficulty is caused by the realization that it is impossible to reform teaching by issuing a new syllabus. Reformed teaching can only result from reformed teaching methods. In other words, every new syllabus must be accompanied by intensive retraining of teachers. In Lesotho, the headquarters and field staff of the Ministry of Education have already held a number of joint seminars with the staff of the School of Education, and conferences involving the staffs of teacher training colleges have been planned at which detailed plans will be made for a continuous program of primary teacher education, closely linked with the introduction of the new syllabus. Preliminary seminars are also being planned for the inspectorates of Botswana and Swaziland at which this problem will be among the subjects discussed. At secondary level, too, syllabus revision has been prominent in the activities of the School of Education - UBLS.

- (d) To develop a capability for planning the academic and capital development of the University.

Although UBLS is young and vigorous it is essential that adequate attention be given to plans for future growth. This will enable the institution to make the best use of the limited resources presently available or likely to be available in the future. The immediate need is for planning the institution's academic and capital programs.

The Stevens Committee recommended that the University undertake a capital development program of the order of \$4,200,000 to meet the needs described in its report. A major contributor to this expansion will be the U.K. who has indicated it will provide \$560,000 per year over a three year period. A significant part of the expansion will take place in Botswana and Lesotho although Swaziland will share in the program since it is the University's aim to extend its presence beyond Lesotho to the other two countries. Since the University intends to increase its enrollment from 308 to 500 by 1970, consideration will have to be given to the most economical and effective ways to accomplish this goal. The planning function will play an important role in this process.

- (e) To improve the agricultural resources of the three countries through the development of an effective instructional and research program at the Agricultural College (SACUC).

After careful consideration of the present program and the existing and prospective staff requirements for the College it is apparent that the greatest single need at SACUC is for the strengthening of the Department of Land Use and Irrigation and the College's academic curriculum. SACUC's goal is to increase the number of students in the diploma course and eventually to install a degree program. The speed with which this is accomplished will depend on the output of the secondary schools. At present the diploma course has 19 students (Botswana - 8, Lesotho - 5, and Swaziland - 6). It is anticipated that the number will double in 1968 and treble in 1969.

2. Summary

The achievement of the basic objective of assisting the UBLS in the production of middle and high level manpower requires the continual upgrading of colleges and departments capable of training adequate numbers of students in such specific disciplines as education and agriculture and the creation of a strong and effective central administration to carry out sound management policies and long range academic and capital development plans. The success of this process is dependent upon, among other things, a well timed transfer of responsibility from/expatriates to/citizens of the three countries.

Course of Action

The course of action set forth below is aimed at assisting the University with the expansion of two of its most important programs in order to meet, more effectively the needs of the three countries in the fields of education and agriculture. This should result in an eventual alleviation of the severe manpower shortages which now exist through the provision of trained Africans who are qualified to serve in professional and sub-professional posts in the private and public sectors.

The University is unlikely in the foreseeable future to secure more than a minimum of recurrent revenue from the three governments it serves. Since its educational program is mainly concentrated in Lesotho, the development of its physical presence in Botswana and Swaziland becomes a top priority.

The services which UELS can and should offer in Botswana and Swaziland should be relevant and practical. The development of professional services must, therefore, come first. Hence, priority should be given to: (1) the improvement of teacher education; (2) the improvement and expansion of Agriculture training; (3) the improvement of the academic curriculum at the Agricultural College (SACUC).

On the basis of the recommendations set forth in the Stevens Report and an analysis of the needs expressed by UELS, it is proposed that AID assist the University in its efforts to serve the three governments more extensively and effectively. This assistance would be phased and would consist of the following elements:

1. Technical Assistance - Phase I

Education

Technicians:

- (a) Two specialists in primary education, both would live and work in Botswana.
- (b) One lecturer in New Education Media (audio-visual methods, radio education, programmed learning, etc.). This specialist would play a vital role in the pre-service training of teachers, and would assist with the primary up-grading courses which are being held in each of the three countries. At present there is no resident specialist in this subject either in the University itself or in the Ministry of Education in any of the three countries. The New Media specialist would cooperate closely with all three governments in their up-grading programs.
- (c) One lecturer in Education with special responsibility for up-grading schemes and part-time students. The School of Education is already committed to assisting in up-grading programs in Lesotho and Botswana, and a similar program will be developed in Swaziland. At present, however, there is no one on the staff of the School of Education with expertise in primary education, a lack which greatly handicaps the departments operation. It is envisaged that this lecturer would work very closely with his two colleagues in Botswana, who would be running the Primary Head Teachers Course, though he could not give more than occasional instruction in that field. He would also work closely with the headquarters and field staffs

of the Ministries of Education, at the primary school level in the areas of educational supervision (leadership) and syllabus revision. He would also assume responsibility for the part-time students in the School of Education.

Agriculture

Two technicians in agricultural engineering would be provided in the following specialties:

- a - Soil conservation
- b - Irrigation

They would teach courses in the Department of Land Use and Irrigation related to the Diploma in Agriculture, Certificate in Agriculture, and Certificate in Forestry.

Technical Assistance - Phase II

Agriculture

A specialist is needed at the Agricultural College who would teach surveying and other courses which are preparatory to specialized instruction in the Department of Land Use and Irrigation.

In order to bolster the academic curriculum at the Agriculture College and University Center, staff assistance in the following fields will be needed:

- (a) Applied Sciences (chemistry and biology)
- (b) Mathematics
- (c) English

These are basic subjects in which all students are expected to qualify. Examination results show them to be the weakest from the standpoint of student performance.

Provision of Staff

The personnel required for this project will be provided through a contract with a State College system or university or a recruitment agency. There are advantages to be had from both arrangements. The comparative benefits will be studied and a decision made at a later date.

2. Logistical Support

Support for the proposed technical assistance includes important logistical elements which are requisites to its success. These include housing, transportation, supplies and equipment and the training of staff replacements.

Staff Housing

The biggest problem facing the University at present is the lack of houses and flats for any additional staff. The enrollment on the Roma campus is held to 308 students for two reasons: (1) shortage of dormitory spaces and

) lack of staff quarters. This situation may be alleviated in time through funds provided by the U.K. for capital development. Unless the University is able to make accommodations available for ~~the three~~ the three teacher educators to be stationed at Roma, Lesotho the chances of utilizing the technical assistance requested are small. In Botswana, there may be quarters that can be rented to house the two teacher trainers. Their availability will depend on the amount of lead time that is provided the Government to make preparations.

The shortage of housing in Swaziland is also critical. The Agricultural College has only enough housing at present to accommodate its own staff. However, there may be houses that can be rented in Mbabane.

The UNDP recognizes the seriousness of this problem and is making provision for the construction of houses or flats for the five technicians they are planning to provide UBLS.

Travel

In order for the University to extend its physical presence to Botswana and Swaziland two factors must be taken into consideration: (1) the need for the development of a university center in each of the two countries and (2) desirability of having the staff members visit these countries for the conduct of courses, research and consultation. It is anticipated that the education staff and the University Planning Advisor to be provided by AID will need to do a large amount of traveling in order to share their specialized services with all the countries supporting the University.

Adequate means will have to be provided to lessen the travel burden on the University and the staff. Sufficient funds should be made available to allow for travel by airplane, or where road transport is deemed advisable to purchase an appropriate vehicle.

It is difficult to comprehend the distance to be negotiated in traveling from Lesotho to the other two countries. To reach the nearest point of access to Botswana from Lesotho requires a drive of 400 miles all but 20 of which are through the Republic of South Africa. Furthermore, Botswana is a vast country with an inadequate road system. To visit the two teacher training colleges requires a round trip of 1,500 miles from UBLS. Swaziland is smaller in size but, a journey from the University to the Capital, Mbabane, requires a trip of one thousand miles. Since there will be many short courses offered in each of the countries the staff will have to spend a considerable amount of their time in traveling.

Commodities

The commodities to be provided in this proposal include demonstration equipment for irrigation and soil conservation as well as educational materials, books, audio-visual devices and related items. These are necessary if the technicians are to fulfill their professional responsibilities and achieve project goals.

Participants

A corollary to the provision of staff for the University is the training of Africans who will eventually replace them. The number scheduled for training in this proposal takes into consideration any attrition that may result from

preseen circumstances.

External Sources of Assistance to UELIS

UELIS has been the recipient of assistance from several external sources from its inception in 1904. Without this help, the institution would not have been able to come into being or continue its existence. As stated in the Stevens Report, "It was assumed from the beginning of the University that outside support would be needed and forthcoming for some time to come". This assumption is still valid.

As far as can be determined the countries or agencies listed below have provided or expect to provide financial assistance in the amounts indicated.

1. U.K. - From the beginning the University has depended on the financial beneficence of the U.K. Approximately \$644,000 has been provided since it started, and \$560,000 was made available in capital funds [] for 1967/68, subject to the approval of detailed building plans. A further \$1,120,000 has been offered for 1968/69 and 1969/70 contingent on a confirmation that an appeal would be made to other external sources for assistance.

The three territories have agreed that each will provide the University about \$640,000 per year through 1970. Actually most of this commitment will be assured by U.K. grants. Hence, the basic recurring costs have been guaranteed.

The U.K. will probably continue its support beyond 1970, but no commitment to that effect has been made.

2. US AID - After the U.K. the next largest external donor to the University is AID. From 1964 to 1968 a total of \$400,000 has been granted (\$100,000 each year) in conjunction with the Regional Scholarship Program and \$65,000 was provided in 1968. Since AHEP has superseded the Scholarship Program, future of assistance to UELIS in this area will require further attention.

3. Carnegie - Carnegie Corporation of New York has been generous in its assistance to the University and has given two grants to the School of Education. The first was given in 1965 and amounted to \$93,800. This enabled the University to maintain its contact with Botswana and Swaziland and to provide courses for secondary school teachers and training college tutors. During the two years from August 1965 to July 1967, just over 60 courses of this nature were provided. The second two year period of the Carnegie assistance started in 1967 with a grant of \$50,000 to provide two teacher training specialists for the conduct of up-grading courses for primary teachers, especially in Lesotho where a series of three year part-time courses are being offered to raise unqualified teachers to a qualified status. The grant for this activity will extend through 1969.

4. United Nations Development Program (Special Fund) - The UNDP is presently providing a Senior Lecturer in Science Education. In 1967, the University requested further assistance from this organization in the fields of education and public administration. The proposal for education has been finally submitted but the public administration request is still under consideration.

In January 1969, the Governing Council is scheduled to approve a Regional

... Teacher Training Program of the University which will involve a Special Fund Contribution of \$400,000 and cover two and one half years. Experts will be provided along with some equipment and training fellowships.

The University will make a counterpart contribution to the project in the form of professional and administrative service staff, classroom buildings and recurrent costs for the project.

5. Other Donors - The Agriculture College in Swaziland has been the recipient of gifts from two major donors, Oxfam and Freedom From Hunger, amounting to approximately \$854,000 primarily for constructing and equipping the institution

FAO contributed \$6,000 for the library which will also serve the UBLS Short Course Center at SACUC.

The Canadian Government has been providing four specialists for the Extension Department of the University since 1964 at a cost of \$100,000 per year. It is presently considering giving UBLS about \$300,000 per year for the next three years but there are no firm plans at present in regard to the type of assistance.

The University intends to ask the Swedish International Development Authority for the full counterpart costs of the UNDP Project together with a capital sum for the building of the Science Center.

Recently (Nov. 1968), The University received a gift of \$168,000 from the Anglo American Corporation and De Beers Consolidated Mines. The money will be made available to the University over the next six years. The University Council has decided to use the grant to build the first stage of the University Arts Block, which is to be called "Oppenheimer Hall". The Arts bloc has been at the top of the list of priorities for construction at the University because the Arts faculty (English, African Languages, History, Education etc.) has its members scattered around the campus in buildings devoted to other faculties and other purposes.

6. Contribution by Botswana, Lesotho and Swaziland - Pursuant to the recommendations contained in the Stevens' Report, the proportionate contributions being made by the three governments to the recurrent budget of the University for the period starting in 1967 are as follows:

Botswana	-	18%
Lesotho	-	46%
Swaziland	-	36%

It is assumed that the three governments will contribute the following amounts which are prescribed in the Porter Reports:

1967-68	-	\$ 949,000
1968-69	-	987,000
1969-70	-	1,012,000
1970-71	-	<u>1,050,000</u>
		\$3,998,000

The UBLE estimate of recurrent needs for the period 1967-72 amounts to \$6,113,800, after allowance has been made for income from fees and scholarships.

1967-68	-	\$1,054,200
1968-69	-	1,156,200
1969-70	-	1,199,400
1970-71	-	1,288,000
1971-72	-	<u>1,400,000</u>
		\$6,113,800

It has been estimated by the Steven's Commission that the gap between the five year targets for capital and recurrent expenditures combined, and estimated income will amount to \$6,440,000. They recommend that "this should be made the subject of an appeal by UBLE to outside sources, whether international agencies, governments, foundations and other public and private bodies and individuals".

APPENDIX A

Some extracts from the Stevens Commission Report dealing with education.

1. "One point on which there was unanimity in the three countries was the need for more and better teachers, especially for the secondary schools and most especially in the sciences, mathematics and English. Expansion of the secondary systems will not be possible unless the supply of good teachers is increased, and this is a field in which the facilities for higher education have a vital role to play."

(Page 4)

2. "We suggest that the broader role of U.B.B.S. can be regarded as consisting of four main elements, and we think that it would be appropriate to refer to these in greater detail at this stage.

"First and foremost among these is its role through the School of Education in raising the level and fertilising the quality of the whole educational system in each of the three territories. The School of Education of the U.B.B.S. has already considerable achievements to its credit in its short courses for primary teachers and in its teacher training programmes without which there would be no hopeful future for the development of secondary school teaching, and for which no other institution could provide a substitute of comparable value. Work on school curricula, and through the Schools Examination Council which now operates under the wing of the University, must be adjudged of equal importance."

(Page 13)

3. "This brings us to the work of the School of Education, to which we have already paid tribute, and to the needs of the three countries for qualified teachers. The School already offers a number of courses and qualifications which are designed to draw people into teaching in a variety of ways, as well as a wide range of short courses, conferences and seminars...."

AID 1380-1X (8-70)	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	1. Cooperating Country Botswana, Lesotho, and Swaziland	Page 1 of 7 Pages 28p.
		2. PIO/T No. 1 690-004-3-10026	3. <input checked="" type="checkbox"/> Original or Amendment No. _____
PIO/T	PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	4. Project/Activity No. and Title University of Botswana, Lesotho, and Swaziland 690-11-660-004	

DISTRIBUTION	5. Appropriation Symbol 72-1111004	6.A. Allotment Symbol and Charge 154-52-690-00-69-11	6.B. Funds Allotted for <input type="checkbox"/> A.I.D./w <input checked="" type="checkbox"/> Mission
	7. Obligation Status ProAg (71-BIS-2) <input type="checkbox"/> Administrative Reservation <input checked="" type="checkbox"/> Subobligation		8. Funding Period (Mo., Day, Yr.) From 5/16/71 to 12/31/71
	9.A. Service to Start (Mo., Day, Yr.) Between 5/16/71 and 6/15/71		9.B. Completion date of Services (Mo., Day, Yr.) 12/31/71
	10.A. Type of Action <input checked="" type="checkbox"/> A.I.D. Contract <input type="checkbox"/> Country Contract <input type="checkbox"/> Participating Agency Service Agreement		

Authorized Agent
AID/W

Estimated Financing		(1) Previous Total	(2) Increase	(3) Decrease	(4) Total to Date
\$1.00 =					
11. Maximum A.I.D. Financing	A. Dollars		\$12,000		\$12,000
	B. U.S.-Owned Local Currency				
12. Cooperating Country Contributions	A. Counterpart				
	B. Other				

13. Mission References Mbabane 555	14. Instructions to Authorized Agent AID/W is hereby authorized to obtain the services of a contractor who shall recruit the required number of persons for employment by the University of Botswana, Lesotho, and Swaziland (UBS); and provide the necessary administrative services related thereto as described herein.
---------------------------------------	---

15. Clearances - Show Office Symbol, Signature, and Date for all Necessary Clearances.

A. The specifications in the scope of work are technically adequate AFR/SAF, MLFields	B. Funds for the services requested are available C/ACC, WCSchrider
C. The scope of work lies within the purview of the operating office and approved Agency Programs AFR/SAF, AMellis	D. AFR/SAF, FScordato
E. AFR/MGT/CD, RBozeman	F. OSARAC, CPCampbell

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to Signature and date: Title:	17. For the Agency for International Development Signature: <i>Murray Gray</i> Title: Deputy Director, AFR/MGT/CD	18. Date of issuance June 18, 1971
--	---	---------------------------------------

AID 1380-1X (8-70) PIO/T	Cooperating Country <u>Botswana, Lesotho and Swaziland</u>	PIO/T No. 690-004-3-10026	Page 2 of 7 Pages
	Project/Activity No. and Title University of Botswana, Lesotho, and Swaziland, 690-11-660-004		

SCOPE OF WORK

19. Scope of Technical Services

A. Objective for which the Technical Services are to be Used

To assist UBLS to meet its expanding teaching staff requirements, especially in the fields of agriculture and education and at the Part I Centers.

B. Description

This PIO/T provides for the identification and recruitment of candidates to encumber up to seven academic positions which are established, or will be established by July 1, 1972, within the staffing plan of UBLS. The contractor shall recruit persons for positions identified below based upon descriptions furnished by UBLS with which the Director of OSARAC has concurred.

A. Established Positions (Salary-Supplemented Staff)

Position Title

1. Mathematics Specialist
2. Biology (Headship)

Duration

24 months
24 months

B. Supernumerary Positions (Fully-Funded Staff)

1. Primary Education Specialists
2. Teacher Education Specialist
3. Teacher Education Specialist

24 months
24 months
24 months (cont'd. p. 6)

C. Technicians

<u>(1) (a) Number</u>	<u>(b) Specialized Field</u>	<u>(c) Grade and/or Salary</u>	<u>(d) Duration of Assignment (Man-Months)</u>
7	(See Block 19 B, above)	N/A	24 each

(2) Duty Post and Duration of Technicians' Services

Gaborone, Botswana; Roma or Maseru, Lesotho; or Mbabane, Swaziland.

(3) Language requirements

No second language required.

(4) Access to Classified Information

Not required.

(5) Dependents Will Will Not Be Permitted to Accompany Technician

D. Financing of Technical Services

(1) By AID - \$12,000

(2) By Cooperating Country - None

AID 1350-1X (9-70)	Cooperating Country Botswana, Lesotho, and Swaziland	PIO/T No. 690-004-3-10026	Page 4 of 7 Pages
PIO/T	Project/Activity No. and Title University of Botswana, Lesotho, and Swaziland -- 690-11-660-004		

22. Reports by Contractor or Participating Agency (Indicate type, content and format of reports required, including language to be used if other than English, frequency or timing of reports, and any special requirements)

Reports on the status of recruitment for unfilled positions are required monthly, which shall be submitted on the 10th day of each month and submitted in two copies each to the Registrar, UBLS; Regional Development Officer, OSARAC; and AFR/SAF, AID/W.

23. Background Information (Additional information useful to Authorized Agent and Prospective Contractors or Participating Agency; if necessary cross reference Block 19.C(4) above.)

The contractor shall provide services described in Block 19, in accordance with the terms and conditions of this PIO/T and amendments thereto.

The functions to be performed by the contractor are as follows:

1. Recruit faculty for UBLS in accordance with the approved list of positions and requirements given by UBLS and OSARAC; this includes coordination and managing of recruitment consultants, groups or organizations which may assist in recruiting. Final decisions on selection and employment or personnel will be made by UBLS.

2. Coordinate and manage recruitment:

a. Design forms and form letters to serve recruitment functions, such as:

- (1) Candidate's curriculum vitae;
- (2) Candidate's prior earnings, including consultant and other employment;
- (3) Summary review sheets for use in connection with follow-up, in-depth reference checks via telephone; (continued on page 6)

24. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

A. Relationships and Responsibilities

A Task Order will be executed between the contractor and AID/W. Under this T.O., the contractor will perform services directly to the UBLS and will be responsible to it for satisfactory performance of required services.

B. Cooperating Country Liaison Official

Dr. Cyril Rodgers, Vice Chancellor, or his designee.

C. AID Liaison Officials

Mr. Charles P. Campbell, or his designee.

AID 1980-1X (9-70)	Cooperating Country Botswana, Lesotho, and Swaziland	PIO/T No. 690-004-3-10026	Page 5 of 7 Pages
	Project/Activity No. and Title University of Botswana, Lesotho, and Swaziland -- 690-11-660-004		

LOGISTIC SUPPORT

25. Provisions for Logistic Support	In Kind Supplied By		From Local Currency Supplied By	
	AID	Cooperating Country	AID	Cooperating Country
A. Specific Items (Insert "X" in applicable column at right. If entry needs qualification, insert asterisk and explain below in C. "Comments")				
(1) Office Space				
(2) Office Equipment				
(3) Housing and Utilities				
(4) Furniture				
(5) Household Equipment (Stoves, Refrig., etc.)				
(6) Transportation in Cooperating Country				
(7) Interpreter Services				
Other: (Specify)				
(8)				
(9)				
(10)				
(11)				
(12)				
(13)				
(14)				
(15)				

B. Additional Facilities Available From Other Sources

C. Comments

This PIO/T will be amended on or before June 30, 1971 to provide additional funds for: (1) salary-supplements for up-to-four U.S. staff, and full salaries for up-to-five U.S. staff employed by the UBIS;*(2) orientation and medical examinations expenses for new personnel; (3) travel, transportation and allowances for fully-funded personnel; (4) allowances not furnished by UBIS for salary-supplemented personnel; (5) commodities; and (6) contractor administrative costs for services performed in the U.S. as related to activities of this PIO/T.

*There are currently six people under an AID/California Polytechnic contract serving in these positions, any whom may be continued in their respective positions with current compensation and privileges.

AID-1900-1X (7-69)
CONTINUATION SHEET

DEPARTMENT OF STATE
AGENCY FOR
INTERNATIONAL DEVELOPMENT

Worksheet Issuance

PAGE 6 OF 7 PAGES

FORM SYMBOL
PIO/T

TITLE OF FORM

Project Implementation
Order/Technical Services

1. Cooperating Country Botswana
Lesotho and Swaziland

2.a. Code No.

2.b. Effective Date

2.c. Original OR Amendment
No. _____

3. Project/Activity No. and Title

University of Botswana, Lesotho, and
Swaziland, 690-11-660-004

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

BLOCK 19
Page 2
(cont'd.)

B. Supernumerary Positions (Fully-Funded Staff) (Cont'd)

Position Title

Duration

4. Animal Science Specialist

24 months

5. Communications Media Specialist

24 months

Substitutions may be made within each category of positions with prior written approval by UBLS and OSARAC.

BLOCK 23
Page 4
(cont'd.)

(4) Summary review sheets for use in connection with interview
b. Distribute position descriptions prepared by UBLS to one or more of the following groups:

- (1) Existing organizations with special competence in areas appropriate to the individual position description.
- (2) Organizations and individuals which comprise the contractor's normal sources of recruitment.

c. In cooperation with UBLS, compile and prepare for the contractor's own use, and for distribution to recruiters, descriptive material concerning terms of service at UBLS; this shall include, but not necessarily be limited to the following:

- (1) Background material of a descriptive nature about UBLS, its history, organization, objectives, procedures, policies, and plans for the future;
- (2) UBLS salary scales and policies;
- (3) AID salary supplement formula;
- (4) AID salary for supernumerary positions;
- (5) All allowances to be provided in cash or in kind by UBLS and by AID;

(6) An Orientation Booklet which details for new personnel all necessary and useful information about living in Botswana, Lesotho, and Swaziland and working at UBLS. Special emphasis should be given to travelling in and transiting South Africa -- requirements and restrictions.

d. Locate, screen and evaluate candidates for each position to be filled. This will involve the following steps:

- (1) Initial review of papers (kept on file by contractor) of unsolicited candidates for general suitability and match with the requested positions.
- (2) Solicitation, receipt and review of candidates' curriculum vitae, prior earnings, and reference forms.
- (3) Discussion of the availability of the specific position, including the candidate's interest in the assignment. An initial direct contact should be followed by sending a specially prepared package of printed information including a general description of UBLS (noted above)

(continued on page 7)

AID-1200-1X (7-89) CONTINUATION SHEET FORM SYMBOL PIO/T	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	<input checked="" type="checkbox"/> Worksheet <input type="checkbox"/> Issuance	PAGE <u>7</u> OF <u>7</u> PAGES
		1. Cooperating Country Botswana, Lesotho, and Swaziland	2.a. Code No.
		2.b. Effective Date	2.c. <input checked="" type="checkbox"/> Original OR Amendment No.
		3. Project/Activity No. and Title University of Botswana, Lesotho, and Swaziland -- 690-11-660-004	

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

BLOCK 23

the position description, and other descriptive material relating to living and working in Botswana, Lesotho, and Swaziland.

- (4) Make detailed telephonic inquiry of the candidate's professional and technical competence and qualifications for the position; and his, and his family's, suitability for living and working overseas as an American employee of UBLS.
- (5) Transmit dossiers, including curriculum vitae, prior earnings and summary telephonic reference check forms, on all qualified candidates (usually from two to five) for the position to UBLS for review.
- (6) Make arrangements to interview the candidate upon receipt of a strong indication that UBLS wishes to employ him.
- (7) Forward the summary interview report to UBLS for final evaluation, selection, and offer of employment if so desired.

e. Design a communications system to expedite and maximize the recruitment process which will keep the involved parties, the candidates, UBLS, OSARAC, and AID/W, completely informed of all recruitment activities.

f. Prepare monthly recruitment status reports to be distributed to UBLS, OSARAC, AID/Washington, and any specially designated recruiters being used. These reports should specify the status of recruiting for unfilled positions.

g. Disburse funds in such amounts and for such specific items as may be agreed to by AID for the actual recruiting services performed by specially designated recruiters or appropriate existing organizations.

3. Positions filled shall be from these listed herein (page). Contractor will be notified as to future positions to be filled by formal written Request and Cancellation Notice, numbered sequentially and executed by UBLS showing the concurrence of the Director, OSARAC. This notice will be sent directly to the contractor with copies to OSARAC and AID/W. Changes in positions hitherto agreed upon by UBLS and OSARAC will be effected by a formal written request by Vice Chancellor or Registrar of UBLS and concurrence of the Director of OSARAC.

AI? 1380-1X
(9-70)

DEPARTMENT OF STATE
AGENCY FOR
INTERNATIONAL DEVELOPMENT

1. Cooperating Country
Botswana/Lesotho/Swaziland

Page 1 of 6 Pages

PIO/T

PROJECT IMPLEMENTATION
ORDER/TECHNICAL
SERVICES

2. PIO/T No.
690-004-3-10033

3. Original or
Amendment No. _____

4. Project/Activity No. and Title
University of Botswana, Lesotho and
Swaziland 690-11-60-004(71-UBLS-2)

DISTRIBUTION

5. Appropriation Symbol
72-1111004

6.A. Allotment Symbol and Charge
154-58-690-00-69-23

6.B. Funds Allotted to:
 A.I.D./W Mission

7. Obligation Status

Administrative Reservation Subobligation

8. Funding Period (Mo., Day, Yr.)
From 4/1/71 to 2/1/72

9.A. Service to Start (Mo., Day, Yr.)
Between 6/1/71 and 12/31/71

9.B. Completion date of Services
(Mo., Day, Yr.)
December 31, 1971

10.A. Type of Action
 A.I.D. Contract Cooperating
Country Contract Participating Agency
Service Agreement Other:

10.B. Authorized Agent

Estimated Financing		(1)	(2)	(3)	(4)
\$1.00 =		Previous Total	Increase	Decrease	Total to Date
11. Maximum A.I.D. Financing	A. Dollars		230,000		230,000
	B. U.S.-Owned Local Currency				
12. Cooperating Country Contributions	A. Counterpart				
	B. Other	NA*			NA*

13. Mission References

*Estimate of cooperating UBLS countries' contributions have been shown in Block 13 of PIO/T, 690-004-3-90001

14. Instructions to Authorized Agent

This is to authorize the contractor to continue the services as described in Block 19. Funds provided for in this PIO/T are sufficient to finance the services of U.S. staff members at UBLS for 42-month months at their respective posts of assignment. Also this PIO/T authorizes an amendment to the CalPoly AID/AFR-615 contract to allow reimbursement to the six technicians for utility expenses incurred between April 1, 1970 and August 31, 1971.

15. Clearances - Show Office Symbol, Signature and Date for all Necessary Clearances.

A. The specifications in the scope of work are technically adequate

Sheldon Cole
Sheldon Cole, IRY Education Officer

B. Funds for the services requested are available

John Spence
Columbus Spence, Acct. Prog. Doc. Clerk

C. The scope of work lies within the purview of the initiating office and approved Agency Programs

Kurt Shafer
Kurt Shafer, INT'l. Develop. Intern

D. *Charles A. Campbell*
Charles A. Campbell, Intl. Res. Dev. Officer

E. *Marshall L. Eields*
Marshall L. Eields, AFR/SAF Education Officer

F. *J. M. Deupree*
J. M. Deupree, Chief, C/ACC/CFSB, AID/W

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to
Signature unnecessary. Provisions and signature included in ProAg.
Signature and date: (MO. 1352.1)

17. For the Agency for International Development

Marshall L. Eields
Signature:
Title: Dep. Director, AFR/MST/RY

18. Date of issuance

Aug. 27, 1971

Title:

AID 1350-1X (9-70) PIO/T	Cooperating Country Botswana/Lesotho/Swaziland	PIO/T No. 690-004-3-10033	Page 2 of 6 Pages
	Project/Activity No. and Title University of Botswana, Lesotho and Swaziland 690-11-660-004		

SCOPE OF WORK

19. Scope of Technical Services

A. Objective for which the Technical Services are to be Used This PIO/T provides for the continued services for UBLS and the CalPoly AID/afr-615 contract through December 31, 1971. The assistance provided under this contract would enable the U.S. to continue support to UBLS in the fields of education and agriculture.

B. Description Through the continuation of this contract, AID will finance 1) the services of six U.S. staff members to UBLS, 2) the training in the U.S. of one participant, and 3) the procurement of basic training aids and equipment. All six current CalPoly staff members will be financed through September 30, 1971. The services of two of the six, a primary education specialist and an agriculture specialist, will be financed for a further period, through December 31, 1971. The current U.S. staff consists of two primary education specialists; two educational specialists, one in new educational media and one in English and curriculum development and two agriculture scientists specializing in soil conservation and irrigation & animal science respectively. Within their respective areas of specialization, each will perform a number of specialized educational services, including the development and conduction of special in-service training programs; supervision of a communication center, including the development of courses integrating visual aids, conduction of courses for practicing teachers and assisting in educational broadcasting; (cont. pg. 6)

C. Technicians

(1) (a) Number	(b) Specialized Field	(c) Grade and/or Salary	(d) Duration of Assignment (Man-Months)
1	Primary Educ. specialist	GS 14-13	9
1	Primary Educ. specialist	GS 12-13	9
1	Educ. specialist (Audio-visual)	GS 13-14	6
1	Educ. specialist (English)	GS 12-13	6
1	Agric. scientist (soil)	GS 13-14	6
1	Agric. scientist (animal)	GS 12-13	6

(2) Duty Post and Duration of Technicians' Services

2	Primary Education specialists	- Gaborone, Botswana
2	Educational specialists	- Roma, Lesotho
2	Agriculture scientists	- SACUS, Swaziland

(3) Language requirements

NA

(4) Access to Classified Information

NA

(5) Dependents

Will

Will Not

Be Permitted to Accompany Technician

D. Financing of Technical Services

(1) By AID - \$ 229,250 - Includes financing (2) By Cooperating Country - See PIO/T 690-004-3-90001 for participant training and for utilities. for estimated contribution.

AID 1350-1X (9-70) PIO/T	Cooperating Country	PIO/T No.	Page 4 of 6 Pages
	Botswana, Lesotho/Swaziland	690-004-3-10033	
	Project/Activity No. and Title		
	University of Botswana, Lesotho, and Swaziland		690-11-660-004

22. Reports by Contractor or Participating Agency (Indicate type, content and format of reports required, including language to be used if other than English, frequency or timing of reports, and any special requirements)

The contractor shall continue to submit to AID, 25 copies of a brief semi-annually covering the services provided for under this PIO/T and a final report upon the completion of these services. These reports shall be provided to the Director of OSARAC for distribution as appropriate to UBLS and AID/Washington.

23. Background Information (Additional information useful to Authorized Agent and Prospective Contractors or Participating Agency; if necessary cross reference Block 19.C(4) above.)

NA. The U.S. staff are already assigned to their respective posts and all the available post reports have been made available to them.

24. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

A. Relationships and Responsibilities See continuation sheet. Page 6.

B. Cooperating Country Liaison Official Vice Chancellor and/or Pro-Vice chancellor of respective UBLS centers

C. AID Liaison Officials Director, OSARAC or his designee.

ID 1350-1X (J-70)	Cooperating Country	PIO/T No.	Page 5 of 6 Pages
	Botswana/Lesotho/Swaz land	690-004-3-1035	
PIO/T	Project/Activity No. and Title		
	University of Botswana, Lesotho and Swaziland		690-11-660-004

LOGISTIC SUPPORT

25. Provisions for Logistic Support	In Kind Supplied By		From Local Currency Supplied By	
	AID	Cooperating Country	AID	Cooperating Country
A. Specific Items (Insert "X" in applicable column at right. If entry needs qualification, insert asterisk and explain below in C. "Comments")				
(1) Office Space		X		
(2) Office Equipment		X		
(3) Housing and Utilities		X (c)		
(4) Furniture		X		
(5) Household Equipment (Stoves, Refrig., etc.)			X (b)	
(6) Transportation in Cooperating Country	X (a)	X		
(7) Interpreter Services				
Other: (8)				
(Specify) (9) a) Among cooperating countries only.				
(10)				
(11) b) Contractor provided refrigerators for each contract employee. They will				
(12) remain as property of UBLS.				
(13) c) For block 1/4 AID to reimburse the six technicians for utility/maintenance				
(14) expenses incurred between April 1, 1970 and August 31, 1971.				
(15)				

B. Additional Facilities Available From Other Sources

1. Health benefits will continue to be provided under the UBLS hospital health and medical benefit plans or an alternate plan at the option of the contract staff members.
2. Secretarial assistance will be provided as required and as necessary to perform services required.

C. Comments

Environmental conditions.

The contract employees are aware of the isolation of the assigned posts and the lack of social and entertainment activities.

CONTINUATION
SHEETDEPARTMENT OF STATE
AGENCY FOR
INTERNATIONAL DEVELOPMENT Worksheet Issuance

PAGE 6 OF 6 PAGES

FORM SYMBOL

TITLE OF FORM

PIO/T

Project Implementation
Order/Technical Services

1. Cooperating Country Botswana Lesotho/Swaziland	2.a. Code No. 690-004-3-10033
2.b. Effective Date June 1, 1971	2.c. Amendment <input checked="" type="checkbox"/> Original OR No: _____
3. Project/Activity No. and Title University of Botswana, Lesotho, and Swaziland 690-11-660-004	

Indicate block
numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

Block 19-B

provide specialized training in the teaching of English as a second language; continue administrating the Department of Land Use and Irrigation and to provide practical field instruction and lectures in animal science. The U.S. staff currently employed under this contract will continue to perform these services and the qualifications as previously stated meet the requirement for the stated positions.

Participant Training

The contractor has developed a U.S. training program for African participants that are to utilize as replacements for the contract employees. A sum of \$6,500 is provided in this document to provide for continued contractor supplied training.

Block 24-A

All U.S. staff members supplied by the contractor will be under the direction and supervision of UBLS as to their professional responsibilities and on personnel matters as prescribed by UBLS and as arranged with the contractor. The contractor will be responsible to UBLS and AID in complying with all of the conditions of services to be performed.

AID 1350-1X (9-70)	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	1. Cooperating Country Botswana, Lesotho, and Swaziland	Page 1 of 13 Pages
		2. PIO/T No. 690-004-3-10026	3. <input type="checkbox"/> Original or Amendment No. <u>2</u>
PIO/T	PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	4. Project/Activity No. and Title University of Botswana, Lesotho, and Swaziland, 690-11-660-004	

DISTRIBUTION	5. Appropriation Symbol <u>72-1111004</u>	6.A. Allotment Symbol and Charge <u>154-52-690-00-69-11</u>	6.B. Funds Allotted to: <input type="checkbox"/> A.I.D./W <input checked="" type="checkbox"/> Mission
	7. Obligation Status <input type="checkbox"/> Administrative Reservation <input checked="" type="checkbox"/> Subobligation		8. Funding Period (Mo., Day, Yr.) From <u>7/1/71</u> to <u>6/30/73</u>
	9.A. Service to Start (Mo., Day, Yr.) Between <u>5/16/71</u> and <u>8/30/71</u>		9.B. Completion date of Services (Mo., Day, Yr.) <u>6/30/73</u>

10.A. Type of Action <input checked="" type="checkbox"/> A.I.D. Contract <input type="checkbox"/> Cooperating Country Contract <input type="checkbox"/> Participating Agency Service Agreement Other:					
10.B. Authorized Agent <u>AID/W</u>					
Estimated Financing		(1)	(2)	(3)	(4)
\$1.00 =		Previous Total	Increase	Decrease	Total to Date
11. Maximum A.I.D. Financing	A. Dollars	\$12,000	\$278,000		\$290,000
	B. U.S.-Owned Local Currency				
12. Cooperating Country Contribution	A. Counterpart				
	B. Other		\$1,500,000		\$1,500,000*

13. Mission References

14. Instructions to Authorized Agent* Estimated contributing countries' support to UBLS. AID/W is hereby requested: (1) To cancel Amendment No. 1 of this PIO/T in its entirety, and (2) Obtain the services of a contractor who shall:

(a) Recruit up to ten persons (four or more into established positions and up to six into non-established positions) for employment in selected faculties at the University of Botswana, Lesotho & Swaziland (U.B.L.S.);

(b) Provide salary payments, transportation, allowances and employment benefits; and

(c) Provide administrative services in the United States for personnel recruited under this PIO/T.

15. Clearances - Show Office Symbol, Signature and Date for all Necessary Clearances.

A. The specifications in the scope of work are technically adequate	B. Funds for the services requested are available
Marshall L. Fields, AFR/SAF (draft)	Edwin A. Galet, OSARAC (draft)
C. The scope of work lies within the purview of the initiating office and approved Agency Programs	D.
E. <i>Frank Scudato</i>	Dallas F. Brown, C/ACC/CFSD (draft)
F. Athol H. Ellis, AFR/SAF	Charles P. Campbell, OSARAC (draft)

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to. Participating Agency Approval is contained in UBLS Letter dated 6/22/71. Signature and date: Title:	17. For the Agency for International Development Signature: <i>[Signature]</i> Title: Dep. Director, AFR/MGT/C	18. Date of Issuance 11/4/71
---	--	-------------------------------------

AID 1380-1X (9-70) PIO/T	Cooperating Country Botswana, Lesotho and Swaziland	PIO/T No. 690-004-3-10026 (A-2)	Page 2 of 13 Pages
	Project/Activity No. and Title 690-11-660-004, University of Botswana, Lesotho, and Swaziland		

SCOPE OF WORK

19. Scope of Technical Services

- A. Objective for which the Technical Services are to be Used -- To assist U.B.L.S. to meet its expanding teaching staff requirements, especially in the fields of agriculture and education and at the Part I Centers. (See Attachment B)
- B. Description -- AID/W will, by Task Order arrangement, authorize a contractor to provide the services required under Block 14 in accordance with the terms and conditions of this PIO/T and amendments thereto.

The functions to be performed by the contractor are as follows:

- 1.. Identify and recruit faculty for U.B.L.S., in accordance with the approved list of positions given by U.B.L.S. and O.S.A.R.A.C.; this includes coordination and management of recruitment consultants, groups or organizations which may assist in recruiting. Final decisions on selection and employment of personnel will be made by U.B.L.S.
2. Coordinate and manage recruitment.
 - a. Design forms and form letters to serve recruitment functions such as:
 - (1) Candidate's curriculum vita. (Continued on page 6)

C. Technicians

(1) (a) Number	(b) Specialized Field	(c) Grade and/or Salary	(d) Duration of Assignment (Man-Months)
10	See Block 19B, Item No. 6, (page 12)	N/A	24 months each*

(2) Duty Post and Duration of Technicians' Services

Botswana, Lesotho, and Swaziland

(3) Language requirements
None required

(4) Access to Classified Information
Not required

* PIO/T provides 12 months initial funding. This is to be an incrementally funded contract. Additional funding will be provided as required, subject to availability of funds.

(5) Dependents Will Will Not Be Permitted to Accompany Technician

D. Financing of Technical Services

(1) By AID - \$278,000

(2) By Cooperating Country - \$1,500,000

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22. Reports by Contractor or Participating Agency (Indicate type, content and format of reports required, including language to be used if other than English, frequency or timing of reports, and any special requirements)

Reports: Submit as follows:

1. The contractor will transmit or cause to be transmitted to U.B.L.S. and to O.S.A.R.A.C two certified copies of each salary agreement (U.S. dollars and local currency) entered into pursuant to execution.
2. Semi-annually to the O.S.A.R.A.C., and AID: A summary of operational personnel recruitment showing the positions filled, by titles, names of incumbents, dates of service, University base salaries, U.S. dollar salary supplements and the amounts of all U.S. dollar allowances provided by AID. This report shall be submitted as of September 30 and March 31 of each year and is due by the end of the month following.
3. Quarterly to O.S.A.R.A.C. and AID: Expenditures from the inception of the task order through the end of the current quarter for both operational personnel costs (salary supplement, travel and transportation) and other contractor costs, using the same line item format as provided in the task order budget (s). This report should also include a tabular comparison for operational personnel costs of (a) funds currently available under the task order, and (b) cumulative commitments as authorized for reimbursement under each executed individual contract with University staff members. These reports shall be submitted as of March 31, June 30, September 30, and December 31 of each year and are due by the end of the month following. (Cont' on pg,

23. Background Information (Additional information useful to Authorized Agent and Prospective Contractors or Participating Agency; if necessary cross reference Block 19.C(4) above.) 12

Background information available in AFR/SAF.

24. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

A. Relationships and Responsibilities

A Task Order will be executed between contractor and AID/W. Under the T.O., the contractor will perform all services directly for U.B.L.S. and will be responsible to it, as well as to AID for satisfactory performance.

B. Cooperating Country Liaison Official

Vice Chancellor, U.B.L.S., or his designee.

C. AID Liaison Officials

Director, O.S.A.R.A.C., or his designee.

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LOGISTIC SUPPORT

25. Provisions for Logistic Support A. Specific Items (Insert "X" in applicable column at right. If entry needs qualification, insert asterisk and explain below in C. "Comments")	In Kind Supplied By		From Local Currency Supplied By	
	AID	Cooperating Country	AID	Cooperating Country
(1) Office Space		X		
(2) Office Equipment		X		
(3) Housing and Utilities		X		
(4) Furniture		X		
(5) Household Equipment (Stoves, Refrig., etc.)		X		
(6) Transportation in Cooperating Country		X		
(7) Interpreter Services				
Other: (Specify) (8) International Travel	X(a)	X		
(9) Excess Baggage	X(a)	X		
(10) Air Freight	X(a)	X		
(11) Allowance in lieu of Auto Shipment	X(b)	X		
(12) Educational Allowance	X(c)	X		
(13) Other Expense Allowances	X(d)			
(14)				
(15)				

B. Additional Facilities Available From Other Sources

C. Comments

Footnote 1.

X(a) The Contractor will provide staff members and not more than 3 dependents with reimbursement, not otherwise provided by UBLS, for the cost of:

- (1) Economy class air transportation from place of residence to post of duty assignment via Washington, D.C., and return upon completion of services, also via Washington, D.C.
- (2) Excess baggage cost of up to 22 lbs. per authorized traveller when using economy class air transportation.
- (3) The cost of unaccompanied air freight for up to 175 lbs. per authorized traveller to and from post of duty assignment.

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Indicate block numbers.

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page 2)

- (2) Candidate's prior earnings directly derived from his teaching services, including consultant fees but excluding rents, royalties, etc.
- (3) Summary review sheet for use in connection with follow-up in-depth reference checks via telephone.
- (4) Summary review sheet for use in connection with candidate interviews.
- b. Distribute position description prepared by U.B.L.S. to one or more of the following recruitment groups:
- (1) Specially designated recruiters, groups, or organizations as may be suggested by U.B.L.S. or AID/W.
 - (2) Existing organizations with special competence in areas appropriate to the individual position requirements.
 - (3) Organizations and individuals which comprise the contractor's normal sources or recruitment.
 - (4) Other as appropriate.
- c. In cooperation with U.B.L.S., compile and prepare for the Contractor own use and for distribution to recruiters, descriptive material concerning Staff Members' salaries and travel financed by AID and concerning the UBLS. The total package of descriptive material should include, but not necessarily be limited to, the following:
- (1) The UBLS general employment policies and terms of service;
 - (2) Housing, living conditions, availability and costs of schools for dependent children, health problems, etc. in Botswana, Lesotho, and Swaziland;
 - (3) All allowances to be provided in cash or in kind by the UBLS and by the Contractor; and
 - (4) Places of employment and probable duration of assignment at each location.
- d. Locate, screen and evaluate candidates for each position to be filled. This will involve the following steps:
- (1) Initial review of papers (kept on file by the contractor) of unsolicited candidates for general suitability and match with requested positions.
 - (2) Solicitation, receipt and review of candidate's curriculum vita, prior earnings, and reference forms.
 - (3) Discussion of the availability of the specific position, including the candidate's interest in the assignment. An initial direct contact should be followed by sending a specially prepared package of printed information

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- including a general description of U.B.L.S. (noted above), the position description, and other descriptive material related to living and working in Botswana, Lesotho and Swaziland.
- (4) Make detailed telephonic inquiry of the candidate's references, including an evaluation of the candidate's professional and technical competence and qualifications for the position; his and his family's suitability for living and working overseas as an American employee of U.B.L.S.
 - (5) Transmit dossiers, including curriculum vita, prior earnings and summary telephonic reference check forms, on all candidates (usually from two to five) for each position to U.B.L.S. for review.
 - (6) Make arrangements to interview the candidate upon receipt of a strong indication that U.B.L.S. wishes to consider him for employment.
 - (7) Forward the summary interview report to U.B.L.S. for final evaluation, selection and possible offer of employment.
- e. Design a communications system to expedite and maximize the recruitment process which will keep the involved parties (the candidates, U.B.L.S., O.S.A.R.A.C., and AID/W) completely informed on all recruitment activities.
3. Negotiate salary and/ or salary supplements, and individual contracts. (Staff will be recruited to encumber two types of positions -- established and non-established --for which differing negotiation procedures may be required.) (See Attachment B)
- a. Explain and furnish a written statement to candidates of all allowances to be provided in cash or in kind by U.B.L.S. and the Contractor.
 - b. Discuss with candidates items which are covered and not covered by allowance, but which may be particularly important to the welfare of the candidate or his family, such as:
 - (1) An allowance of 10% of salary to compensate for
 - (a) Health, accident, and life insurance.
 - (b) Contribution to continuable retirement plans.
 - (c) Storage of household effects in the U.S.A.
 - (d) Payment of utilities.
 - (2) Limitations preventing non-official use of U.S. diplomatic facilities.
 - (3) The nature of school facilities for his children; the current tuition costs of schools, and any limitation

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which may exist upon admission to study.

c. Negotiate final U.S. dollar salary or salary supplement,
as follows:

- (1) The total annual salary will consist of the basic salary, if any, paid in local currency, payable by the UBLS and the salary or salary supplement paid in U.S. dollars, payable by the Contractor. The total salary shall not exceed 105% of a candidate's current professional earning for his personal services.
- (2) In determining the total salary as set forth above, either of the following may apply:
 - (a) Annualization of the individual's highest annual base salary during the three years next preceding his employment hereunder when such salary rate is based on less than twelve months services per year; or
 - (b) Use as a base salary the individual's highest annual earnings for personal professional services during any of the three years next preceding his employment with the UBLS.
- (3) A 5% per annum salary increase may be paid to employees based on the dollar amount provided for salary supplements. Where an employee is on a full dollar salary and is not employed through a salary supplement arrangement, the UBLS will set a hypothetical salary level which shall be deducted from the total salary for the purposes of computing the 5% salary increase.
- (4) In cases where a Staff Member's contract is extended for an additional term of 24 months, increase in dollar salary payments may only be made with written evidence of satisfactory performance and recommendation by the UBLS.
- (5) A limit on U.S. dollar full salaries of \$20,000 p.a. and dollar salary supplement of \$15,000 p.a. Exceptions may be made only with the prior written approval of the Contracting Officer.
- (6) Prior to nominating anyone to the University for employment, the Contractor will make known to the nominee the following specific conditions pertaining to his employment by the University:
 - (a) The nominee, if accepted for employment by the

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University will be an employee of the University and not of AID or the Contractor.

- (b) Following arrival in Botswana, Lesotho, or Swaziland, the accepted nominee, now a staff member of the University, may encounter other U.S. citizens and citizens of other nations who are employed at the University and elsewhere in these countries under agreements which are substantially different from his own contract of employment. It is not intended that all aliens employed in Botswana, Lesotho, or Swaziland, whether or not financed in whole or in part by the United States Government, should have the same compensation, allowances or privileges. The employment, compensation, allowances and privileges of a University staff member recruited under this task order will be determined by his contract of employment and not by the contract of any other employee working in these countries, whether for the University or elsewhere.
- (c) The staff members' work week will be in accordance with the work week established by the UBLS and holidays will be only those officially gazetted. No payments for overtime or premium time will be reimbursed hereunder. Vacation and sick leave will be earned in accordance with the policies of the UBLS.
- (7) Allowances will be granted by the Contractor for UBLS Staff Members employed under this contract who encumber non-established positions to the same extent as provided by the UBLS to Staff Members who encumber established positions. Such allowances shall be provided for Staff Members and not more than three dependents each, except that such allowances shall not exceed limitations prescribed in the Standardized Regulations Government Civilians, Foreign Areas.
- (8) In lieu of shipment of a motor vehicle, an allowance of \$560 shall be paid to each Staff Member. If said allowance is paid by the UBLS, the amount advanced shall be deducted from subsequent U.S. dollar payments to such Staff Members upon notice that the UBLS has paid the allowance to the Staff Members.
- (9) Education allowances will be allowed in accordance with the Standardized Regulations, to the extent not provided by the UBLS, payable for no more than three children in school.

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Indicate block numbers.

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- (10) An allowance of 10% of total salary will be paid to Staff Members to cover all other allowances, including insurance, retirement plan payments, storage of household goods, sub-economic rent, utilities, etc.
- d. Execute the individual contracts with U.B.L.S. Explain and clarify the meaning of the U.B.L.S. contract, making clear the present dollar exchange rate and any limitations on the exchange of Rands to U.S. currency. The contract the employee signs with the University shall be compatible with the Task Order.
 - e. Execute an individual contract with the candidate for his travel and transportation, extra baggage allowance, housing, and educational allowance on the basis of whether the candidate will encumber an established position or a non-established position at the University.
 - f. Should the University terminate, for cause, the employment or appointment of any member supported by this Task Order, an automatic termination of his contract for U.S. dollar support shall be effective on the date his employment ceases at the University.
 - g. Should the employee terminate his contract voluntarily, (for reasons other than ill-health), or is terminated by the University for cause, or is declared persona-non-grata, prior to the expiration of 12 months of his contract, he may be required to refund the full cost of his and his dependent's travel and other expenses from the point of origin within the United States to the place of assignment at U.B.L.S. and return to the point of origin in the United States; or if the employee terminates his contract or is terminated for reasons cited above after 12 months but before the expiration of 24 months, he may be required to pay the full cost of his and his dependent's return travel and other expenses from his place of assignment at U.B.L.S. to the point of origin within the United States.
4. Provide Administrative and Logistic Backstopping.
- a. Provide individual and/or group pre-departure orientation in the United States. This must be done immediately prior to leaving the U.S. and should require no less than one nor more than three days of seminar, lecture, workshop, or general discussion involving the use of written materials and appropriate audio-visual materials.
 - b. Communicate with U.B.L.S. through Registrar's Office concerning the orientation and administrative requirements

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PIO/T	Project Implementation Order Technical Services	3. Project/Activity No. and Title	690-11-660-004 University of Botswana, Lesotho, and Swaziland

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

BLOCK 19
(cont. from page 10)

of all OPEX personnel. Special emphasis should be put upon the administrative requirements commonly made by foreign governments in such matters as identification papers, driver's license, inoculation data, etc. Personnel selected for U.B.L.S. employment should be advised to refrain from participating in internal political activities, including joining or advising student activist movements, signing of petitions, endorsing political candidates, and making statements in public which might be construed as anti-government.

- c. Assist employees in obtaining necessary medical clearances, inoculations, passports, and visas for themselves and authorized dependents. Reimbursement of actual costs, but not to exceed \$75 for each adult or dependent 11 years of age or over and not more than \$35 for each dependent child under age 11, up to a maximum of \$300 per family.
- d. Arrange for U.S. and international travel and transportation including other related allowances such as shipment of excess baggage and unaccompanied air freight to the extent allowed by the University but not to exceed limits established by A.I.D. regulations. Transportation and travel costs at the University contract rates will be furnished by the University for employees encumbering established positions.
- e. Make monthly deposits of salary or salary supplement to the designated U.S. bank for each employee.
- f. Make such deductions as may be required by U.S. law, this Task Order, or as may be requested by the employee.
- g. Provide such other relevant services as may be requested by AID in connection with the administrative support of operational personnel.
- h. Provide recruiters with overall guidance, coordination and supervision in order to ensure the orderly and timely recruitment of operational personnel for U.B.L.S. in accordance with the established position lists, position descriptions, recruitment procedures, allowances provisions, and AID funding limitations.
- i. Disburse funds in such amounts and for such specific items as may be agreed to by AID for the actual recruiting services performed by specially designated recruiters or existing organizations.

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2.b. Effective Date

2.c. Original OR Amendment No. 2

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Indicate block numbers.
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Use this form to complete the information required in any block of a PIO or PA/PR form.

- j. Provide a post-tour medical examination for all Staff Members and dependents, not to exceed \$25 per person up to 4 persons.
- 5. Employee bio-data and salary data upon which the base salary is determined will be kept by the contractor and made available to O.S.A.R.A.C. or AID/W upon request and made available at the time of audit.
- 6. Initially, positions filled will be within the activities listed below:

<u>Activity</u>	<u>Number and Type of Position</u>
Education	4 Non-established
Agriculture	2 Non-established
Part I Centers (Science and Math.)	4 Established

The contractor will be provided with formal written descriptions and personal qualifications for the above positions by the University in which the Director, O.S.A.R.A.C., has concurred. The contractor will be notified as to changes to the above positions or as to future positions to be filled by formal written Request and Cancellation Notice, numbered sequentially and executed by U.B.L.S. showing concurrence of the Director, O.S.A.R.A.C. or his designee. This notice will be sent directly to the contractor with copies to O.S.A.R.A.C. and AID/W.

BLOCK 21
(cont. from page 3)

In affixing signature to its employment document, the contractor certifies that it has investigated and found the cosignator to the contract/agreement suitable for work in Botswana, Lesotho, and Swaziland, to the best of his knowledge and belief.

BLOCK 22
(cont. from page 4)

- 4. Monthly to the University, O.S.A.R.A.C., and AID: Status of recruitment for unfilled positions, to be submitted within two weeks after the end of each month.
- 5. In both semi-annual and quarterly reports, a discussion of problems encountered, if any, in connection with the operation of the overall procedures for recruiting and backstopping staff members, including suggestions for their solution.
- 6. Personnel recruited under the terms of this PIO/T are required to meet reporting requirements of the University, as well as those that may be necessary to O.S.A.R.A.C. and deemed appropriate to the job being done. Personnel will be required to make a formal report to U.B.L.S. six months prior to the end of each

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BLOCK 22
(cont. from page 12)

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24-month tour describing their activities together with practical recommendations for improvement. The contractor will be expected to obtain copies of such reports for project files and forward copies to O.S.A.R.A.C. and other interested parties.

7. Performance Evaluations -- In order to develop and foster an employee/employer relationship between the University and the personnel recruited under the terms of this PIO/T, the University will be responsible for the performance evaluation of such personnel. The contractor will be expected to obtain copies of such reports and forward copies to O.S.A.R.A.C. the O.S.A.R.A.C. should evaluate the performance of such personnel only as a part of the actual evaluation of the project. The individual's performance will be reflected in the success and accomplishment achieved toward the project goals.

BLOCK 25
(cont. from page 5)

- X(b) The Contractor will provide staff members an allowance in lieu of the shipment of a privately owned motor vehicle, subject to the conditions stated in BLOCK 19 B, 3, c, (8)
- X(c) The Contractor will provide staff members an educational allowance as stated in BLOCK 19 B, 3, c, (9).
- X(d) The Contractor will provide staff members allowances for other expenses.
- The UBLS has agreed to provide in cash or in kind the following:
- (a) Office space and equipment
 - (b) Clerical and typing assistance
 - (c) Housing, including the connection of utilities (but not the cost of the utilities), subject to the payment of a sub-economic rent.
 - (d) Basic household furniture of the same type as provided other foreign professional staff at the UBLS
 - (e) Household equipment (stoves, refrigerators, etc)
 - (f) Transportation in Botswana, Lesotho, and Swaziland
 - (g) International travel, excess baggage, and air freight costs to the extent allowed by UBLS regulations
 - (h) Education and car allowances to the extent allowed by UBLS regulations.

Attachment A

BUDGETRecruitment Costs

<u>Line Item</u>	<u>Amount</u>
1. Recruiters, Screening Examiners and Interviewers	
Recruiters: (2)	
52 days @ \$50 per day each	\$ 5,200
Screening Examiners and Interviewers: (1)	
30 days @ \$100 per day each	3,000
2. Travel (transportation and per diem)	1,700
3. Other Direct Costs	<u>600</u>
	Total Direct Costs
	\$ 10,500
4. General and Administrative @ 12%	<u>1,260</u>
	Total Recruitment Costs
	<u>\$ 11,760</u>

Staff Member Costs

	<u>1st year</u>	<u>2nd year</u>	<u>Total</u>
1. Medical and Pre-departure	\$ 1,320	\$ 800	\$ 2,200
2. Orientation	5,400		5,400
3. Transportation	19,500	20,800	40,300
4. Excess Baggage	2,400	3,200	5,600
5. Air Freight	4,200	5,600	9,800
6. Education	9,200	9,200	18,400
Sub-Total	<u>\$ 42,020</u>	<u>\$ 39,600</u>	<u>\$ 81,620</u>
7. G & A @ 12%	<u>5,042</u>	<u>4,752</u>	<u>9,794</u>
Sub-Total	<u>\$ 47,062</u>	<u>\$ 44,352</u>	<u>\$ 91,414</u>
8. Full salaries	80,000	80,000	160,000
9. Salary supplements	49,200	49,200	98,400
10. Allowance in lieu of automobile shipment	2,240		2,240
11. All other expenses allowance @10%	16,000	16,000	32,000
Sub-Total	<u>\$147,440</u>	<u>\$145,200</u>	<u>\$292,640</u>
12. G & A @ 2.41%	<u>3,553</u>	<u>3,500</u>	<u>7,053</u>
Sub-Total	<u>\$150,993</u>	<u>\$148,700</u>	<u>\$299,693</u>
	Staff Member Total		
	<u>\$198,055</u>	<u>\$193,052</u>	<u>\$391,107</u>
	Grand Total		<u><u>\$402,867</u></u>

ATTACHMENT B

DEFINITIONS

Part I Centers are branches of the University of Botswana, Lesotho, and Swaziland in which the first two years of instruction is conducted. Part I Centers are located in each of the three cooperating countries.

Fully-Funded -- Staff who are paid full salary, travel, certain allowances, benefits, etc. in U.S. dollars by the Contractor and receive no payments from the University.

Salary-Supplemented -- Staff who are paid a basic salary, travel, certain allowances, employee benefits, etc. in local currency by the University; and who also receive a supplement to this basic salary, along with other and/or additional allowances, benefits, etc. which are paid in U.S. dollars by the Contractor.

Established -- A classification of positions at the University for which financial authority has been granted to the Vice-Chancellor to make disbursements for salary, travel, certain allowances, benefits, etc. to individuals encumbering such positions. Salary-supplement staff will encumber established positions.

Non-Established -- A classification of position at the University for which financial authority has not been granted to the Vice-Chancellor to make disbursements. Fully-funded staff will encumber non-established positions.

8/4/71



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AIDAC

F.O. 11652: N/A

SUBJ: HEADMASTERS TRAINING PROGRAM PROJECT 004

REF: STATE 111701

1. IN FINAL REPORT DATED SEPT 28, 1973 PORRETTA AND GILLIES RECOMMEND THEIR RETURN TO BLS COUNTRIES FOR UP TO 12 MONTHS BEGINNING CY 1975 TO CONTINUE THEIR WORK CONCERNING PRIMARY SCHOOL HEADMASTERS. AID/W SHOULD HAVE COPIES OF REPORT SENT BY OSARAC AND HANDCARRIED BY PORRETTA.

2. PORRETTA DISCUSSED THIS PROPOSAL WITH MINISTRIES OF EDUCATION AND OSARAC. PORRETTA REPORTED MINISTRIES ENTHUSIASTIC ABOUT HIS PLAN. OSARAC RECOGNIZED EFFECTIVENESS OF PORRETTA'S WORK AND NEED FOR IT AND DISCUSSED HIS RECOMMENDATIONS AS ONE OF MANY POSSIBLE AREAS OF ASSISTANCE. HOWEVER WHILE PORRETTA'S IDFAS WERE NOT REJECTED BY OSARAC WE GAVE HIM NO ASSURANCES THEY WOULD BE IMPLEMENTED.

3. IT SHOULD BE NOTED THAT OSARAC HAS NOT PURSUED THE HEADMASTERS IDEA WITH THE MINISTRIES AND THEY HAVE NOT QUERIED US ABOUT IT EITHER.

4. WHILE HEADMASTER TRAINING CERTAINLY NEEDED, GOVERNMENTS APPARENTLY WILLING IF NOT ACTIVELY INTERESTED, AND PORRETTA COMPETENT PROFESSIONAL, OSARAC WOULD HAVE DIFFICULTY FITTING

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NEW HEADMASTERS ACTIVITY OF LIMITED DURATION INTO EXISTING PROGRAM. SINCE PORRETTA DEPARTED SWAZILAND THE TWO EDU PROJECTS MOST PERTINENT HIS AREA HAVE CHANGED CONSIDERABLY. CO HAS CRYSTALIZED INTO FORMAL PROPOSAL AND UBLB IS IN PROCESS OF BEING RESTRUCTURED. THE HEADMASTER IDEA IS STRONGLY SUPPORTIVE TO BUT IS BEYOND SCOPE OF CO ACTIVITY. PORRETTA'S COURSE INCLUDES ADMINISTRATION, FINANCE, MANAGEMENT ETC. CO PROJECT PLAN INCLUDES TRAINING HEADMASTERS BUT ONLY IN UNDERSTANDING AND USE OF NEW CURRICULUM. UBLB PROJECT WAS ONCE VEHICLE FOR HEADMASTERS TRAINING BUT EVERY EFFORT NOW BEING MADE TO MOVE AWAY FROM MULTIPARTITE ACADEMIC APPROACH TO A FOCUS ON ADMINISTRATIVE EFFICIENCY. THUS NEITHER PROJECT NOW SUITABLE HEADMASTERS ACTIVITY.

5. SUGGEST YOU INFORM PORRETTA THAT OSARAC POSITION IS THAT WHILE HE HAD EFFECTIVE ACTIVITY IN NEEDED AREA THERE APPEARS TO BE LITTLE CHANCE FOR A RENEWED EFFORT ON HIS PART AT THIS TIME.
MCCONNELL

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AIDAC

E.O. 11652: N/A

SURJ: (UBLS) PROJECT 004

REF: MBABANE 1564

1. LATEST INFORMATION REGARDING UBLS 1974-75 ACADEMIC YEAR IS THAT ROMA CAMPUS ENROLLMENT EXPECTED TO BE ABOUT 500 AND THAT NUMBER CAN BE ACCOMMODATED BY EXISTING FACILITIES. PLANS TO CONVERT OPENHEIMER HALL TO DORMITORY HAVE BEEN SCRAPPED.

2. A NEW PROBLEM HAS RECENTLY COME TO LIGHT AND THAT CONCERNS FINANCING FOR LESOTHO FIRST YEAR STUDENTS. APPARENTLY NO GOL FUNDS PROVIDED FOR 140 LESOTHO STUDENTS SCHEDULED TO BEGIN UBLS STUDY THIS YEAR. GOL AND VC ROGER CURRENTLY SEEKING FUNDS FROM VARIETY SOURCES TO ALLEVIATE THIS PROBLEM.

3. DEVOLUTION STATUS STILL CONSISTENT REFTEL ALTHOUGH GOL AND GOB APPARENTLY FURTHER FIRING THEIR RELATIVE POSITIONS VIZ GOL VIEWING 1974-75 YEAR AS INTERIM MEASURE TO RESPOND TO STUDENT HOUSING SHORTAGE AND GOB CONSIDERING 1974-75 YEAR AS STEP TOWARD DEVOLUTION PLAN ALTERNATIVE 3.
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TO AMEMBASSY LUSAKA
INFO SECSTATE WASHDC 1664

LIMITED OFFICIAL USE GABORONE 558

AIDAC

SUBJ: EVALUATION US CONTRACTOR PERFORMANCE AND UBLS
PROJECT REVIEW, 690-11-660-005

004

REF: STATE 166893.

1. BOTH POST AND GOB VERY PLEASED WITH PERFORMANCE CAL
POLY TEAM. CONTRACTORS ARE HARD-WORKING, CONSCIENTIOUS,
AND SENSITIVE TO LOCAL PEOPLE AND SITUATION. EMBASSY HAS
EASY, PRODUCTIVE WORKING RELATIONSHIP WITH TEAM.

2. GOB CHIEF EDUCATION OFFICER KGAREBE EXPRESSED HIGH
PRAISE FOR CONTRACTORS AND THEIR PERFORMANCE. ADDED THAT
HEADMASTERS WHO HAVE ATTENDED TEAM'S COURSES SHARE HIS
ASSESSMENT THEIR WORK. (WE HAVE INDEPENDENT CONFIRMATION
THIS.) DECLASSIFY ON RECEIPT.
CROMWELL



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TO SECSTATE WASHDC 3642
INFO AMEMBASSY GABORONE
AMEMBASSY MASERU

OF

UNCLAS SECTION 2 OF 2 MBABANE 1258

AIDAC

SUBJECT: UBLs POLYTECHNIC STUDY

FOR KNOLL FROM WARD

HEW

2. RE PARA 3 REF A, HAVE TALKED TO VICE CHANCELLOR ON DIVISION OF TIME AND DESIRED ETA. WITH TWO MAN TEAM HE FEELS STUDY MIGHT BE COMPLETED WITHIN FIVE MONTHS, HENCE SUGGEST CONSULTANCY TIME BE DIVIDED ROUGHLY 22 WEEKS OR 5 MONTHS FOR LAWSON WITH EARLIEST POSSIBLE ARRIVAL AND 17 WEEKS OR 4 MONTHS KRAFT WITH ARRIVAL APPROXIMATELY ONE MONTH AFTER LAWSON. LAWSON WOULD PROCEED WITH DATA COLLECTION FOR PHASE I OF SCOPE OF WORK, PARTICULARLY SECTIONS (II) AND (III) AND BE JOINED BY KRAFT FOR COMPLETION PHASE I, PARTICULARLY SECTION (I), AND JOINT WORK ON PHASE II AND III. TIMING IN PART DICTATED BY ASSUMED LATER AVAILABILITY OF KRAFT. LAWSON SHOULD ARRIVE AS SOON AS POSSIBLE. VICE CHANCELLOR HAS VERBALLY CONCURRED IN TWO MAN TEAM AND HAS FORMAL APPROVAL GOVERNMENTS TO MAKE SELECTION. WE HAVE, HOWEVER, INFORMALLY CHECKED WITH PER SEC'S PLANNING IN GOS AND GOB AND THEY FULLY CONCUR SELECTION AND TWO MAN TEAM APPROACH. WE ALSO UNDERSTAND NO DIFFICULTIES WITH GOL BUT ASK EMBASSY MASERU TO CONFIRM THIS POSITION. VICE CHANCELLOR WISHES LAWSON SERVICES TO BEGIN AS SOON AS POSSIBLE WITH INITIAL WORK IN BOTSWANA. ACCORDING TO VICE CHANCELLOR FRAMEWORK FOR STUDY WILL BE ESTABLISHED IN CONCERT WITH GOB MIN FINANCE PLANNING OFFICE. ADVISE AVAILABILITY CANDIDATES AND ESTIMATED ETAS FOR PLANNING PURPOSES.

3. ALTHOUGH BELIEVE STUDY CAN BE COMPLETED WITHIN NINE MAN

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FUTURE ASSISTANCE FROM VARIOUS SOURCES, IT WOULD APPEAR INCUMBENT ON AND IN BEST INTEREST OF DONOR(S) PROVIDING CONSULTANTS FOR STUDY TO ASSUME THAT BEST POSSIBLE PROJECT WILL RESULT. FRANKLY, SINCE BECOMING FAMILIAR WITH SCOPE OF STUDY AND IMPORTANCE WITH WHICH IT VIEWED BY RESPECTIVE GOVERNMENTS AND UBLs, I HAVE BEEN SOMEWHAT AGHAST THAT WE EVER CONSIDERED DEPENDING ON ONE MAN TO HAVE THE BACKGROUND, EXPERIENCE AND KNOWLEDGE TO UNDERTAKE COMPLETE RESPONSIBILITY FOR THE STUDY. AMONG OTHER CONCERNS, I BELIEVE THIS ALSO THE BASIC REASON GOB RELUCTANCE PROCEED WITH LAWSON ALONE FOR THE STUDY. MY IMPRESSION ALSO THAT VICE CHANCELLOR RELYING ONE MAN ONLY BECAUSE HE AFRAID WE OR OTHER DONORS MIGHT BE UNWILLING PROVIDE MORE AND THAT HIS PRESENT REQUEST FOR CONSIDERATION OF SUBSTANTIAL ADDITIONAL CONSULTANCY TIME IS REFLECTION HIS CONCERN THIS POINT. IN OTHER WORDS, I DO NOT BELIEVE WE ARE MIDDLE-MAN IN SIGNIFICANT DIFFERENCES NOR THAT PROPOSAL IN REF D FOR TWO MAN TEAM REPRESENTS NO MORE THAN BEARING EXPENSE OF SATISFYING DIFFERING VIEWS AS STATED REF A. OSARAC PROPOSAL WAS MADE IN ATTEMPT TO ASSURE THAT WE PROVIDED BEST POSSIBLE BASIS FOR SIGNIFICANT DECISIONS OF SUBSTANTIAL IMPORTANCE FOR UBLs AND THREE GOVERNMENTS. FOR SMALL ADDITIONAL COST INVOLVED RELATIVE TO MAGNITUDE FUTURE INVESTMENTS THIS AREA, I DO NOT BELIEVE WE CAN DO LESS.

B) AID/W AND DEKIEWIT CONCERN REF F ABOUT DISASTER PREMATURE BREAKUP UNIVERSITY COULD POSSIBLE BE REALIZED IF NEXT PHASE POLYTECHNIC NOT STUDIED AND COSTED OUT EXPEDITIOUSLY. FURTHER VACILLATION OUR PART LIKELY TO ADD TO CYNICISM TOWARD UBLs WHILE CONFIRMING GOVERNMENTS SUSPICION THAT UBLs MAY NOT BE ABLE TAKE LEAD IN ADMINISTERING THE PLANNING OF POLYTECHNIC EDUCATION WHICH RELEVANT DEVELOPMENT NEEDS. TO AVOID ADDING TO THE CENTRIFUGAL FORCES AT WORK, BELIEVE IT MOST IMPORTANT THAT NEXT PHASE OF STUDY BE RESOUNDING SUCCESS IN TERMS GOVERNMENTS EXPECTATIONS. AT THIS POINT BALANCING THE TECHNICIAN LAWSON WITH THE EDUCATION PLANNER KRAFT WOULD APPEAR BEST INSURANCE.

C) OSARAC AGREES THAT OTHER DONORS, PARTICULARLY ODA AND CIDA, MUST BE EXPECTED PROVIDE THE MORE SIGNIFICANT LEVELS ASSISTANCE IDENTIFIED BY STUDY. HENCE IT IMPORTANT THAT THEY FIND STUDY ACCEPTABLE BASIS THEIR DECISIONS. BELIEVE THIS ALL THE MORE REASON WE MUST ENDEAVOR ASSURE THAT STUDY IS QUALITY PRODUCT. AS MEASURE ASSURE THEIR ACCEPTANCE SUGGEST POSSIBILITY THAT BIODATA LAWSON AND KRAFT, OR ALTERNATE CANDIDATE WITH SIMILAR QUALIFICA-

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ACTION AID-59

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TO SECSTATE WASHDC 3641
INFO AMEMBASSY GABORONE
AMEMBASSY MASERU

UNCLAS SECTION 1 OF 2 MBABANE 1258

AIDAC

SUBJECT: UBLB POLYTECHNIC STUDY

FOR KNOLL FROM WARD

REF: A) STATE 137650; B) STATE 136215; C) MBABANE 1241; D) STATE
135174; E) MBABANE 1209; F) STATE 132791

1. WISH APOLOGIZE FOR ACTING IN SUCH HASTE AS TO GET AHEAD OF COMMUNICATIONS AND TO RESTRICT AFR/ESA OPTIONS. SPEED WITH WHICH THIS DONE MOTIVATED BY MY DESIRE CLEAR WAY FOR MOVING FORWARD WITH THIS URGENTLY NEEDED STUDY PRIOR MY DEPARTURE. APPRECIATE RESPONSIVENESS AFR/ESA UNDER THE CIRCUMSTANCES AS REFLECTED IN REF A; HOWEVER, WISH FOR THE RECORD TO INDICATE RATIONALE OSARAC POSITION AND ATTEMPT ALLAY CONCERNS EXPRESSED PARA 2 REF B.

A) THE POLYTECHNIC STUDY IS DESIGNED TO PROVED BASIS FOR FUNDAMENTAL DECISION, POSSIBLY THE MOST FUNDAMENTAL DECISION, INFLUENCING THE FUTURE EVOLUTION OF UBLB. THE GOVERNMENTS IN ALL THREE COUNTRIES, BUT PARTICULARLY GOB AND GOS, URGENTLY AWAITING STUDY AS BASIS FOR DETERMINING INSTITUTIONAL, ADMINISTRATIVE AND FINANCIAL FRAMEWORK FOR MOVING FORWARD RAPIDLY WITH TECHNICAL TRAINING PROGRAMS. THIS VIEWED AS IMPORTANT AND URGENT DECISION DUE BOTH RAPIDLY EXPANDING DEMAND FOR TECHNICAL MANPOWER AND THE IMMEDIATE SCOPE FOR SIGNIFICANT LOCALIZATION IN TECHNICAL AREAS. IN VIEW IMPORTANCE STUDY FOR FUTURE DECISIONS OF FAR REACHING SIGNIFICANCE AND AS BASIS FOR SIGNIFICANT LEVELS

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TIONS, BE IMMEDIATELY PROVIDED ODA AND CIDA FOR THEIR IMMEDIATE EVALUATION AND THAT THEY BE ASKED AT SAME TIME IF IT POSSIBLE THAT THEY PROVIDE SHORT TERM ASSISTANCE FOR LATER PHASES THIS STUDY. MUST POINT OUT, HOWEVER, THAT BOTH UBLs AND GOVERNMENT REPS HAVE INDICATED RELUCTANCE HAVE ANOTHER TROIKA APPROACH WITH ALL DIFFICULTIES COORDINATING TEAM MEMBERS THREE DONORS AND RISK AGAIN ASSEMBLING TEAM DIVIDED AND BOUND BY OWN PRECONCEPTIONS OF THE PLACE OF TECHNICAL TRAINING IN THE EDUCATIONAL SYSTEM. THE LAST THING DESIRED IS THE INCONCLUSIVENESS OF OUR FIRST ATTEMPT AT A POLYTECHNIC STUDY.

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