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NONCAPITAL PROJECT PAPER (PROP)

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Project Title: University Overseas Population Fellowships.

U.S. Obligation Span: FY 1970 thru FY _____.

Physical Implementation Span: FY 1970 thru FY 1974.

Gross life-of-project financial requirements: \$2,812,000

I. SUMMARY DESCRIPTION

Rapid population increase is recognized as an urgent world-wide problem which undermines increases in GNP and other development efforts in LDC's and poses serious threats to the quality of life in the economically advanced nations. Since widespread recognition in the U.S. of the critical nature of this problem is relatively recent, there are very few domestic institutions or other facilities capable of providing the necessary education and training required for the development of manpower to work in population and family planning. In most LDC's, there is a drastic shortage of manpower for population and family planning, and a dearth of institutions to overcome the shortage.

Both the LDC's and our domestic education and training entities would benefit from a program that would provide overseas work experiences to persons receiving advanced academic training at U.S. institutions. The program would help increase the quality and supply of trained manpower available to domestic, international, and foreign organizations engaged in population activities.

Selection will take place

This project will establish a fellowship program over a three-year period to send 120 graduate and post-graduate university enrollees on one to two year assignments in population activities in LDC's. Through contracts with three (at the outset) universities - Johns Hopkins University, University of Michigan, and University of North Carolina - persons pursuing graduate training in population, family planning and related studies at these or other universities would be assigned in LDC's as staff members in population and family planning or related programs conducted by private or public institutions such as universities, research or health centers.

The general approach will be to begin by utilizing staff and facilities of three universities to which A.I.D. has made funds available under the 211(d) grant program since 1968. For several years, these institutions have been operating academic training programs in population, family planning and related subjects. These universities have projects operating in several LDC's. Thus, by their overseas activities, these universities have developed important contacts and a high level of competence in collaborating with institutions and organizations in various LDC's. The UOPF program is a non-211(d) program and other universities may also participate where they have developed similar levels of capability.

The universities will select as candidates for University Overseas Population Fellowships mature and promising persons engaged in training for professional work in population, family planning, and other directly related fields at these or other universities. The fellowships will be for periods of one to two years and will be awarded to approximately 120 persons over the three year period 1970-1972. The 120 selectees will be expected to perform up to 180 man-years of service.

The universities will negotiate with host institutions of LDC's to arrange for the placement of qualified University Overseas Population Fellows (UOPF's). Whenever feasible host institutions will be requested to provide, at most, a housing allowance and/or a local salary equivalent to that provided to host country nationals performing similar duties.

UOPF's will receive from the universities stipends of \$6,000 to \$12,000 per year. The stipends will be determined by the universities with reference to: those paid for similar fellowships at the sponsoring university or the closest U.S. institution at which such work is performed, experience of the candidate, professional status, and other relevant criteria. In some exceptional cases higher stipends may be warranted; such exceptions will require AID/TA/POP approval.

In addition to the stipends for UOPF's, appropriate provision will be made for allowances for dependents, cost of living allowances when necessary, transportation, and basic medical and accidental death insurance. Transportation of dependents to the UOPF's place of assignment will be provided in accordance with A.I.D.-approved practices of university contractors.

Before traveling to their overseas assignments, UOPF's will receive instruction in the nature and special demands of their overseas assignment. They will receive orientation in order to become aware of the culture, state of medical technology, political conditions, etc., in the host country.

Where feasible, wives and teen-age children will participate in the orientation program. Language training will be provided when required for the intern to function successfully in his overseas assignment.

While assigned to the host institutions, the UOPF's would be expected to perform a variety of tasks both to meet the needs of the host organization and to further develop their own professional experience, knowledge, and interests. The activities may include experimental and developmental techniques and methods, research, evaluation, day-to-day general operations, and similar endeavors. Although they would usually be U.S. nationals, the fellows will not be directly connected with USAID in LDC's although USAID's will have reviewed the assignment before hand, given their concurrence; and be kept fully aware of UOPF activities. They will not receive benefits or privileges extended to U.S. Government employees stationed overseas. There will be no administrative relationships with USAID's and no personnel ceilings are to be involved. The assigned persons will not be identified in any way with U.S. Government activities in the host countries.

While overseas, UOPF's will receive supervision and evaluation and be visited at least once a year by appropriate staff of the universities. Where such visits by university staff are not practicable, other organizations, such as the Ford Foundation, Population Council, or the World Health Organization may be requested to perform such a function.

Upon completion of his assignment, each UOPF will be required to file a written report summarizing his activities. The host agency or institution will also be requested to file an evaluation report.

The universities will assist returned UOPF's to be placed into suitable employment or made available to prospective employers such as A.I.D., WHO, and others.

II. SETTING

Since family planning and population programs are relatively new, training activities require expanded and continuing emphasis both in assisted countries and in the U.S. All country programs need more trained personnel than are presently available. At the same time, U.S. technical assistance must look to U.S. institutions to train needed U.S. population program specialists, now in short supply. Recruitment and employment of trained program workers and specialists call for vigorous action at all levels.

A projection of field mission estimates suggests that the extension of family planning services, using present technology, to all eligible couples in A.I.D.-assisted countries would require 50,000 physicians, more than 200,000 paramedical personnel and over 350,000 field workers. These figures do not include other personnel such as health educators, social workers, school teachers, behavioral scientists and administrators required in population programs.

U.S. Department of Labor estimates of the manpower needed to provide family planning services to the four million U.S. women most in need of such services are: 325 physicians; 1,700 registered nurses; 1,700 clinic aides; and 4,000 outreach workers. Again, these figures do not include the other necessary personnel for such programs.

In order to provide a more substantial institutional foundation for domestic and foreign programs of population and family planning, A.I.D. in FY 1968 made 211 (d) grants totaling almost \$5 million to the Universities of Michigan, North Carolina and Johns Hopkins for five years specifically to enable them to expand their teaching service and research capabilities in population. The programs are interdisciplinary in character, drawing together curricula and studies related to health as well as to the social and natural sciences. To date, about one hundred Americans have received professional population training at these schools. They include clinical and public health physicians, as well as social scientists and demographers. In addition, about 250 foreign participants have received training at these centers. It is anticipated that another 400 Americans will receive professional training at these centers during the next four years.

The relationship of A.I.D. with three of the population centers has progressed to where it is now possible to develop additional linkages of a non-211(d) nature with the following objectives:

1. To overcome shortages of trained professional manpower in population/family planning job occupations. Some population/family planning organizations have already requested UOPF's. These include the Population Council and Church World Service, both of which have received support from A.I.D.
2. To initiate and provide continuity to research and other efforts involving use of communications media to disseminate family planning ideas; methods of organizing family planning programs; techniques used to evaluate programs; means of introducing small family norms and values; effect of childhood survival on desired family size; feasibility, acceptability, and reliability of different family planning methods.
3. To continue a basic investment in Americans pursuing professional training in population/family planning.
4. To provide field experience to these professionals in order to increase their competence.
5. To provide a mechanism for two-way transmittal of information on population/family planning developments gained from administrative experience, technical operations, and research.
6. To strengthen key points in IDC population programs at project levels and in situations where formal consultant services cannot reach or are not feasible under present political and social conditions.
7. To support population activities or research in some countries which do not have bilateral A.I.D.-sponsored programs and yet are actively engaged in population and family planning activities which would benefit from the Fellowship program.

III. STRATEGY

The strategy will be to begin by using those universities now receiving A.I.D. 211(d) funds which have developed contacts with organizations operating population and family planning programs in LDC's. These universities are Johns Hopkins University, University of Michigan, and University of North Carolina. They have been receiving grant funds since 1968 under 211(d) of the FAA of 1961 in order to develop into mature and advanced centers for population programs, operational studies, and research. As a result of this grant-program relationship, A.I.D. officials are familiar with the staff, physical plant; methods of operation, and general capabilities of the contractors. The universities are familiar with the staff, methods of operation, standards for contract performance, etc., of A.I.D.

Other universities will be encouraged to participate in this program where they have: (a) useful collaborative relationships with population/family planning institutions in LDC's; (b) actual or potential direct contact with prospective UOPF candidates; (c) a willingness to participate on a three to five-year basis; and, of course, where A.I.D. has adequate funds available.

JH
Johns Hopkins University activities in population are under a University-wide Committee on Population. The main responsibility for providing teaching on population and family planning is in the Department of Population and the School of Hygiene. Relevant subject matter permeates the teaching of several departments including International Health, Pathobiology, Biostatistics and Behavioral Sciences.

UgM
The Center for Population Planning (CPP) at the University of Michigan is one of three centers that comprise the University Population Program at that institution. The other two are the Center for Research in Reproductive Biology and the Population Studies Center. The CPP cooperates with the other two centers to perform teaching, research and service.

UNC
The Carolina Population Center at the University of North Carolina develops and coordinates a University-wide multidisciplinary program of research, education and service in the field of population dynamics and family planning.

The three universities have entered into useful relationships with public and private population/family planning organizations in LDC's. Among these organizations are: 1/

Johns Hopkins University

CHILE: University of Chile, School of Public Health; Government of Chile, Health Ministry.

1/ The list of organizations and countries is shown for illustrative purposes. For various reasons UOPF fellowship assignments with some of these organizations, or even in some of these countries, may be impractical, impossible, illegal, etc. Other organizations and countries will most likely be involved.

INDIA: National Institute Health Administration and Education (New Delhi);
Demography Center (Bombay);
Christian Medical College (Vellore);
All India Institute of Hygiene and Public Health (Calcutta).

IRAN: Tehran University, School of Public Health;
Tehran University, Medical School;
Iran Foundation.

PERU: Cayateno Herridia Medical School (Lima).

TAIWAN: Taiwan Population Training Center.

TURKEY: Ankara School of Public Health;
Hacettepe Medical Center.

University of Michigan

INDIA: Ministry of Health and Family Planning;
Central Family Planning Institute;
University of Baroda (Gujarat);
Indian Institute of Technology (Kanpur).

KOREA: Institute for Family Planning and Health.

PAKISTAN: Ministry of Health; National Research Institute of Family
Planning (Karachi); West Pakistan Research and Evaluation
Center (Lahore); East Pakistan Research and Evaluation Center
(DACCA); Jinnah Post-Graduate Medical School (Karachi).

TAIWAN: Institute of Family Planning (Taipei).

TURKEY: Hacettepe Institute of Population Studies; Directorate of
Family Planning, Ministry of Health.

North Carolina University

CHILE: University of Chile (Santiago).

INDIA: Ministry of Health and Family Planning; Gandhigram Institute of
Rural Health and Family Planning.

IRAN: Ministry of Health and Family Planning.

UAR: Ministry of Health; Cairo University; Alexandria University.

THAILAND: Center for Population and Social Research, Mahidol University
(Bangkok).

In addition, each of the three contractors has close working relationships, both domestic and overseas, with several or all of the following organizations: Ford Foundation, Rockefeller Foundation, WHO, Pan-American Health Organization, International Planned Parenthood Federation, and Church World Services. Placement of some of the UOPF's within the overseas programs of these organizations is contemplated.

~~SECRET~~ For the UOPF program, expressions from the USAID's indicate that ~~no~~ ~~opposition~~ in LDC's is apparent. Probably, some members of the Population and Family Planning staff in most countries have a feeling of common professional interest that transcends national boundaries. This is a feeling which A.I.D. would like to foster. The universities seem to have established their links with LDC organizations in a spirit of mutual interest in science and general social welfare; the relationships are essentially professional. Many physicians and administrators of population and family planning programs are aware of the international interest in Population and Family Planning and many of them have formed acquaintanceships or friendships with similar staff in other countries including the universities. At the same time, most professional men in LDC's are probably aware of the emigration of doctors from LDC's and may have personally felt some of the inconveniences caused by it.

Although nothing is to be done to hide the American identity of any of the UOPF's, scrupulous separation of the UOPF fellowship activities from the USAID may help mute opposition to the program. Administrative separation of the UOPF's from USAID's is mandatory; actual physical separation of UOPF's from contact with mission staff is not necessary except where USAID's feel that such contact is not conducive to U.S. activities in an LDC. Accordingly, UOPF's will not receive payments of stipends or local currency allowances from USAID.

The universities will make arrangements for administrative support of UOPF's, e.g., travel, shipping, storage, etc. This will be done through the university staff or through an organization of their choosing such as the Institute for International Education, provided A.I.D. regulations are followed.

UOPF candidates are to be selected by the university for assignments solely on the basis of the candidate's:

1. Capacity to perform adequately the technical tasks.
2. Ability to function satisfactorily in the cultural milieu.
3. Prospects for long-term availability to work in the field of population and family planning upon completion of assignment.

The overall framework, in which the above criteria will be applied, is related to manpower needs in the field of population and family planning as a whole. This means that funding for the UOPF fellowship program is not to be used by the 211(d) contractors as an augmentation grant for their institutions. Rather, the funds must be considered as a means of furthering the training of qualified persons and combating manpower shortages. Benefits would accrue to many institutions, organizations, the LDC's and certainly to the universities even though the UOPF funds cannot be used for such 211(d) purposes as research, operations, hiring of faculty, or awarding of scholarships.

A.I.D. will have the responsibility of determining what kind of training should be emphasized by the contractors to overcome particular skill shortages. A.I.D. will consult with the contractors on the subject of

skill shortages and the contractors will seek to accommodate training emphases to meet the skill shortages. UOPF approvals must be requested of AID/TA/POP/M at least 45 days in advance of sending a candidate to his assignment. In turn, TA/POP/M will be responsible for consulting with Regional Bureaus to obtain their concurrence and mission clearance.

The Fellowship candidates will be varied as to type of academic discipline, location of prior academic training, suitability for research or operations, length of time needed on the proposed assignments, and so forth. The disciplines would include: anthropology, biostatistics, business administration, city and regional planning, environmental sciences, and engineering, epidemiology, geography, health administration, health education, communications, maternal and child health, mental health, public administration, sociology, and others.

For the different disciplines, a variety of assignments would be appropriate. A "public administration" UOPF may be interested in the practicalities of population program administration and perhaps not be involved in the use of medical labs, medical equipment, etc. A "maternal and child health" UOPF could be interested in matters relating to the administration of a MCH clinic, medical techniques used on local women, problems of communications, etc. A physician may be interested in some of the above and/or specialized studies; e.g., reliability of certain birth control devices and related matters. Whatever the assignment the UOPF would be performing work deemed useful by the host institution for its purpose and also perform work with a learning content that would be of training value to the UOPF.

Specific topics of research, experimentation, or operations might be:

- 1) Use of communications media to disseminate family planning ideas;
- 2) Methods of organizing family planning programs;
- 3) Techniques used to evaluate programs;
- 4) Means of introducing small family norms and values;
- 5) Effect of childhood survival on desired family size;
- 6) Feasibility, acceptability, and reliability of different family planning methods.

Similarly, the length of time would vary. Different kinds of research projects require different lengths and types of manpower inputs. The same is true of non-research assignments. The maximum will be two years. For planning purposes, the average length of assignment is estimated as eighteen months.

Special consideration will be given to the nationality of non-U.S. persons selected as UOPF's. In some cases, it may be advantageous to give them assignments in their homelands. In other cases, it may be disadvantageous. Contractors will consult with each other where it will help to place a UOPF into a particular country where this is conducive to the program. In some instances this will work against the LDC brain drain and should contribute to a more favorable attitude of LDC nationals to the program.

Selected UOPF's will be a heterogeneous group. While many will be in their late 20's and early 30's, some will be older. Both males and females are expected to be involved in the program. Probably most UOPF's will be Americans although a wide assortment of foreign nationals may participate.

To help the UOPF function abroad, contractors may arrange appropriate language training at their own campuses. Instruction will be given before the assignment and on the assignment where feasible.

Each UOPF will receive general briefings on A.I.D. Population and Family Planning activities, world-wide, and detailed briefings relating to the LDC of assignment. The latter briefings will include population and non-population programs.

The program calls for close cooperation and coordination of activities by the involved universities. This spirit would reflect itself in the following:

1. Specialization - Contractors could do some specialization on the basis of (a) type of discipline; (b) relations with host institutions; (c) particular country, region, province or climate, etc.
2. Recruitment and Referral - Universities should refer contactees to other universities if the contactees' training, interest, etc. are more in tune with the kind of assignments the other contractors will be sponsoring.
3. Placement - The three universities will be asked to share information that will assist in the placement of returned UOPF's into suitable employment.
4. Services - Contractors may benefit from mutual exchange of their services. For example, where staff of one contractor are visiting an area, they may perform some chore, etc. for the others. This might include discussions with UOPF's, consultation with host institution staff, delivery of special items, etc.

IV. PLANNED TARGETS

The only targets now set for the UOPF program are: (a) number of UOPF's selected by the three universities, regardless of where the candidates were last studying, working, etc., and (b) number of UOPF man-years of their service. Selections of UOPF's will be:

<u>Selecting University</u>	<u>Total 1970-72</u>	<u>1970</u>	<u>1971</u>	<u>1972</u>
University of North Carolina	40	10	15	15
Johns Hopkins University	40	10	15	15
University of Michigan	40	10	15	15
TOTAL	<u>120</u>	<u>30</u>	<u>45</u>	<u>45</u>

The above selections are expected to result in the following number of man-years of service, by FY: 1971, 25; 1972, 61; 1973, 68; 1974, 26;

V. COURSE OF ACTION

The universities will take immediate steps to develop overseas positions for recruitment of 30 UOPFellows to begin their assignments in the summer and fall of 1970. Each assignment will require its own course of action. The contractors will inform A.I.D. of their plans to place UOPFellows in specific assignments. TAB/POP/M will be the office of concern and will obtain Regional Bureaus concurrence in the plans as well as be responsible for monitoring this project.

The contractors will submit to A.I.D. periodic reports and assignment reports. Periodic reports will be made every 6 months except that the final report will be made when the program is completed. The periodic reports will describe progress and problems encountered in the program. The final report will summarize the progress and the problems over the life of the program and may also include recommendations for further activities. Assignment reports will be written by each UOPFellow to summarize significant aspects of his experience in the LDC assignment. These will be submitted to A.I.D. along with any reports prepared by the host institution or other supervisor of the UOPFellow's activities.

University Overseas Population Fellowship Program:
Estimated Financial Inputs for Three Universities

ITEM	JHU	UM	NCU
I. <u>Direct Fellowship Costs</u>	\$800,000	\$800,000	\$800,000
1. Stipends & Allowances	400,000	400,000	400,000
2. Other Costs <u>a/</u>	400,000	400,000	400,000
II. <u>Program Support</u>	160,000	95,500	118,010
1. Directors & Faculty Supervisors	60,000	41,400	41,840
2. Administrative & Secretarial	60,000	27,600	27,730
3. Travel	40,000	18,000	40,375
4. Space Rental	--	7,500	7,500
5. Equipment	--	1,000	565
III. <u>Indirect Costs</u>	30,360	37,950	21,200
<u>TOTAL</u>	<u>\$920,360</u>	<u>\$933,450</u>	<u>\$939,210</u>

a/Includes orientation and language training travel, shipping and storage, housing, medical examinations, insurance.