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NEPAL
PROGRESS REPORT

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for the period
1 January -- 30 June 1979 ;

DEVELOPMENT OF IAAS

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Project 367-11-110-102
Contract AID/NESA-C-1197

Agency for International Development

in cooperation with

Midwest Universities Consortium for International Activities, Inc.*

*Members are: University of Illinois, Indiana University, University of Iowa, Michigan State University, University of Minnesota, The Ohio State University, and the University of Wisconsin.

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PDAM 451

BACKGROUND

For over three years the Midwest Universities Consortium for International Activities (MUCIA) has been actively collaborating with the Institute of Agriculture and Animal Sciences (IAAS) of Tribhuvan University, under a contract with the United States Agency for International Development. The major objective of the project is to assist in the institutional development of the IAAS at Rampur so that it can better meet the manpower training needs of the agriculture sector of Nepal.

MUCIA's obligations include providing to the IAAS long and short-term United States staff members who can advise and participate in curriculum development, teaching and research; developing a program of participant training to provide graduate degrees for IAAS faculty at MUCIA member universities; and procuring and shipping of educational materials and project equipment to Rampur.

MUCIA has now had a team of long-term staff members in the field for over three years. Nine short-term advisors have carried out assignments in Nepal. Eleven IAAS faculty members are currently studying at MUCIA campuses. Three IAAS faculty members have received M.S. degrees and returned to Nepal to resume their teaching. The work of curriculum revision, administrative reorganization, research development, and training of the IAAS staff continues.

SUMMARY OF SIX-MONTH ACCOMPLISHMENTS

Two additional long-term team members were recruited in the past six months with one arriving at Rampur in May 1979 and the other scheduled for arrival in August. This completes the staffing of the field team. Two short-term staff members carried out assignments during the reporting period. The team leader returned to the U.S. for consultation in late June.

Applications for seven additional participant trainees for Fall 1979 enrollment were processed at five MUCIA universities. Acceptances have been confirmed for four including two M.S. and two Ph.D. candidates. One Ph.D. candidate arrived in June to begin studies in Soil Science at the University of Wisconsin.

During the reporting period student strikes disrupted the schedule of classes at the IAAS which made it difficult to facilitate program goals.

ACCOMPLISHMENTS AGAINST WORK PLAN

A. Staff Development

1. Develop a composite staffing plan for IAAS

1.1 The uncertainty created by the Institute being closed for most of the semester made it impossible to plan staffing needs for the next semester.

2. Develop individual staff development plans

2.2 Participant trainees were selected and processing began for study in the U.S., India and the Philippines. Of the eight nominated for study in the U.S., two will be Ph.D. candidates.

3. Develop individual and group applied research plans

3.1 - 3.2 Research projects were started in the areas of orchard

management, seed production, trace elements in rice production, and dairy cross-breeding.

4. Provide inservice training for staff

4.2 A three-day workshop on program planning was held for the staff.

The workshop included curriculum development, Institute administration and communication between administrators and staff. The workshop gave a better understanding of the total Institute effort.

B. Organization of IAAS

2. Develop policies and procedures for operating the instructional programs at IAAS

2.1 Position paper prepared identifying problem areas

4. Develop policies and procedures for conducting research and public service programs

4.2 Prepared paper for developing policy and operating procedures for research

6. Establish or maintain relations with various units of HMG and commercial agricultural interests

6.0 Visits were made to various agricultural centers to establish cooperative programs such as Pariwanipur Rice Center. Arrangements were made to enable IAAS to cooperate with national rice program.

C. Program Development

1. Develop Instructional Programs at IAAS

1.3 Preliminary recommendations made for Certificate in Animal Science for next year.

- 1.5 Continued work on course and curriculum development
- 1.6 Thirty Diploma in Agricultural Education students have been transferred to the Diploma in Agriculture program.

D. Administrative Support Programs

- 1. Maintenance of buildings, grounds and equipment
 - 1.0 Worked with project manager to develop maintenance program
- 2. Develop physical facilities and systematic approach for managing and operating total Farm operation (North and South) for instructional purposes
 - 2.1 Continue to work with Campus Development Committee on Phase II Planning
 - 2.3 Continued contact with British Council on funding for livestock facility
- 3. Purchase necessary equipment and supplies
 - 3.1 Working with staff to identify priority equipment items for laboratories
- 4. Develop Institute Library
 - 4.1 Short-term consultant in Library arrived. Recommendations were made for library development

E. MUCIA Team Management

- 1. Dr. J. B. Williams, long-term advisor in animal science from the University of Minnesota, arrived in Nepal in May.
- 2. Dr. Harry Coppel, short-term advisor in entomology from the University of Wisconsin, worked with his Nepalese counterpart on the corn borer research project in progress and on curriculum development.

3. Mr. John Beecher, agricultural librarian from the University of Illinois, arrived in May for a five-week assignment.
4. Orientation and briefing sessions were conducted for the short-term advisors. Language training for Dr. and Mrs. Williams was completed.
5. Discussions with AID/Nepal resulted in the use of the Malla House apartment by MUCIA staff when in Kathmandu.
6. Modified Work-Plan (see Attachment A).
7. Coordinated preparation of living quarters for new staff members.

F. Office of Campus Coordinator - East Lansing

1. Secured services of long-term advisor in animal science. Provided predeparture orientation; arranged travel and documentation.
2. Secured services of Dr. Paul F. Kaplan for the long-term position in Rural Development. Dr. Kaplan received his Ph.D. from Cornell University in Development Sociology, has extensive international experience, and has most recently been employed on the staff of Massey University in New Zealand.
3. Secured services of two short-term advisors--entomology and library. Provided logistical assistance for both.
4. Mr. Satya Tiwary completed requirements for M.S. degree in Extension Education at Ohio State University and returned to Nepal in March.
5. One participant trainee arrived in the U.S. to begin studies at the University of Wisconsin. Mr. Tej Bahadur K.C. is a Ph.D. candidate in Soil Science.
6. Applications have been transmitted to the MUCIA universities for participant trainees. Acceptance has been received for four of the six scheduled to arrive in 1979.

7. Arrangements were made for Maheshwar Sapkota to conduct research in Belize using solar heat on rice by-products for use as animal feed.
8. A workshop is being planned for Nepal staff participants studying at MUCIA universities and will also include several principal advisors in the project. The topic will be "Needs and Strategies for Staff and Program Development at IAAS in Nepal."
9. The MUCIA team leader returned to the U.S. for ten days at the end of June to meet with the MUCIA Board of Directors and hold discussions with the Campus Coordinator.
10. Carried out the usual logistical and administrative support of the project and participants; maintained liaison with the MUCIA organization, the MUCIA team and AID/Washington.

PLANS AND PRIORITIES

Unsettled political conditions in Nepal including student unrest and suspension of classes at Tribhuvan University during the first half of 1979 has not been favorable for staff and institutional development at the IAAS in Rampur. It is hoped that a more normal situation will prevail in the next six months so that activities outlined in the work plan can be more fully accomplished.

The implementation of graduate training for staff outside Nepal has and will continue as scheduled. With a full MUCIA team on board and more Nepal staff returning--more attention can be given to long-term planning, curriculum revision, and development of an applied research program to complement the training of students at both diploma and degree levels. It is especially important to provide more of a rural development focus to all IAAS activities.

Provision of needed equipment, teaching materials, and other infrastructure will also require considerable attention over the next several months.

REVISED WORK PLAN

MUCIA/AID TEAM

at

I. A. A. S., KAMPUR

January 1979

- NOTES -
1. This work plan is based upon previous work plans; with many of the objectives and activities being continuous in nature. Therefore, the wording of the objective, in many instances, refers to what is expected to be achieved over a period of time. This includes activities and accomplishments of previous work plans as well as the projected activities of the present and future work plans. The indicators of achievement are those for the present work plan.
 2. The Work Plan has been developed on the basis of four long term Team Members.
 - 1) Adjustments in responsibilities will be made upon arrival of new Team Members
 - 2) If new team members do not arrive, adjustments will be made in terms of priorities that are realistic to accomplish.
 3. In instances where a Team Member and Team are indicated as MUCIA Collaborators; the Team Member designated, by name, has primary responsibility for MUCIA's Role in this activity.
 4. Since the objectives, and the activities to achieve objectives, of necessity are rather brief; the Collaborators should develop an action plan that will provide more specifics relative to objectives, activities, and time table for accomplishing the task.

Best Available Document

WORK PLAN GOAL : A. Staff Development :					
Objectives to achieve goal	Activities to achieve objective	Collaborators		Indicators of Achievement (Dec. 1978 - Dec. 1979)	
		NUCIA	IAAS	Acceptable Minimum	Desired to achieve objective
1. Develop a composite staffing plan for IAAS	1.1/ ^{Reassess and} revise/modify plans as required based upon analysis of emerging needs	IAAY	Basnyat	1.1 Sufficient staff recruited for all courses; & of sufficient no. and quality to permit senior staff to go for grad. study	1.1 Accepted minimum plus revision and/or modification of staffing plan to account for new and/or emerging needs
2. Develop individual staff development plans	2.1 Write plans for individual staff members	IAAY & Team	Basnyat	2.1 Written plans for each regular staff member by 2nd year of appointment	2.1 Same as accepted minimum
	2.2 Select/nominate participants for grad. study			2.2 Five participants accepted for study in US/3rd country and seven for India	2.2 Seven participants accepted for study in US/3rd country and eight for India
3. Develop individual & group applied research plans	3.1 Develop research plans for senior staff	Bittenbender & Team	Research Committee	3.1 Plans developed for 50% of senior staff by 2nd year of service	3.1 Plans developed for 70% of Sr. staff by 2nd year of service
	3.2 Develop research plans for junior staff			3.2 20% of Jr. staff collaborating with Sr. staff in research by 2nd yr. of service	3.2 30% of Jr. Staff collaborating with Sr. Staff in research by 2nd yr. of service
4. Provide inservice for staff	4.1 Involve staff in extension activities with schools, JPAs, PTs, villages, Ag industries and farmers	R.D Advisor & TEAM	Ganesh Adhikary	4.1 30% of Sr. Staff involved in one type of extension activity by 2nd yr. of service with 20% of Jr. staff as collaborators	4.1 50% of Sr. staff involved in one or more types of extension activities by 2nd yr. of service with 30% of Jr. staff as collaborators
				4.2 Workshops conducted relating to course development, methods and materials for teaching & student evaluation	4.2 Same as accepted minimum
	4.2 Conduct seminars and workshops for staff	IAAY & Team		4.2.1 Seminars conducted by staff who have participated in conferences or educational tours	4.2.1 Same as accepted minimum
				4.2.2 Seminars conducted by visitors when possible & appropriate	4.2.2 Seminars conducted by visitors when possible & appropriate

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WORK PLAN GOAL : A. Staff Development (Continued)					
Objectives to achieve goal	Activities to achieve objective	Collaborators		Indicators of Achievement (Dec. 1978-Dec. 1979)	
		INDOTA	IAAS	Acceptable Minimum	Desired to achieve objectives
5. Provide university staff conditions of service conducive to career service at IAAS	5.1 Investigate Univ. Service Commission Rules & Regulations relative to the conditions of service at IAAS				5.1 A proposal prepared addressed to needed changes for service @ IAAS
	5.2 Establish basic Health Services Unit at IAAS & provide transportation for emergency & other required hospital cases (Also see B.3)	HAY	Basnyal	5.2 Plans developed for establishing facilities, basic medical supplies and personnel; with policies and procedures developed relative to vehicle use for medical purposes	5.2 Same as accepted minimum plus implementation.

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WORK PLAN GOAL : B. Organization of IAAS :					
Objectives to achieve goal	Activities to achieve objective	Collaborators		Indicators of achievement (Dec. 1978-Dec. 1979)	
		MUCTA	IAAS	Acceptable Minimum	Desired to achieve objectives
1. Develop an administrative organization plan for IAAS	1.1 Make assignments to existing top posts	RAY	Bansyat	1.1 Vacant posts filled	1.1 Same as accepted minimum
	1.2 Reassess administrative needs and review existing organization plan in terms of need			1.2 Reassessment of administrative needs completed	1.2 Same as accepted minimum plus revision of administrative organization completed, if required, & job descriptions for new posts developed
2. Develop policies and procedures for operating the instructional programs at IAAS	2.1 Reassess policies & practices for student admission	RAY	Neupane	2.1 Admission policies and procedures revised as necessary.	2.1
	2.2 Reassess or develop procedures for reviewing curriculum and course changes at the Institute level			2.2 Review of existing procedure completed	2.2 Procedure modified or developed as appropriate
3. Develop and implement policies & procedures for student welfare (services)	3.1 Establish a staff-student committee to assess student welfare needs	RAY	Anand Shrestha	3.1 Staff-student committee report prepared & submitted for review	3.1 Same as accepted minimum plus administrative action for implementation for plan
	3.2 Develop a plan for establishing basic health services for students (also, see A-5.2)			3.2 Plan developed for providing basic health services for students	3.2 Same as accepted minimum plus basic health services implemented

WORK PLAN GOAL : B. Organization of IAAS (Continued)					
Objectives to achieve goal	Activities to achieve objective	Collaborators		Indicators of achievement (Decm 1978-Dec.1979)	
		MUCIA	IAAS	acceptable Minimum	Desired to achieve objectives
4. Develop policies & procedures for conducting research & public service programs	4.1 Organize Research Committee	RAY	Research Committee	4.1 Research Committee membership selected at beginning of year	4.1 Same as accepted minimum
	4.2 Reevaluate procedure for reviewing research proposals	TEAM		4.2 Procedures for reviewing research proposals modified as conditions warrant	4.2 Same as accepted minimum
	4.3 Determine mission/goal of IAAS in Public Service Activities	RD Advisor & Team	Ganesh Adhikari & Team	4.3 Committee established and an assessment made of types of Public Service Programs to be conducted with due consideration to the capabilities of IAAS	4.3 Same as accepted minimum plus implementation of selected Public Service Programs
	4.4 Develop policies for allocating staff time for Research & Public Service Programs	RAY	Bansyal		4.4 Policies & procedures developed for allocating staff time for research & services

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WORK PLAN GOAL : B. Organization of IAAS (Continued)					
Objectives to achieve goal	Activities to achieve objective	Collaborators		Indicators of Achievement (Dec. 1978-Dec. 1979)	
		HUCTa	IAAS	Acceptable Minimum	Desired to achieve objectives
5. Maintain relations with TU/Kathmandu and IAAS Branch Campuses	5.1 Participate in scheduled meetings of TU Committees pertaining to matters affecting IAAS operations	RAY	Basnyat	5.1 Participation in scheduled meetings of Committees pertaining to matters affecting IAAS's operation	5.1 Same as accepted minimum
	5.2 Collaborate with other units of the TU Research &/or Service related activities	RD advisor & TEAM		5.2 Explore with other units of TU any areas of possible collaboration	5.2 Same as accepted minimum
6. Establish/or maintain relations with various units of HMG & commercial agricultural interests	6.1 Involve selected individuals in the Joint Annual Review	RAY	Basnyat	6.1 Representation from units of HMG and other significant groups at Joint Annual Review	6.1 Same as accepted minimum
	6.2 Conduct conference of principal employers of IAAS graduates				6.2 Have conducted an Annual conference of principal employers of IAAS graduates

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WORK PLAN GOAL : C. Program Development					
Objectives to achieve goal	Activities to achieve objective	COLLABORATORS		Indicators of achievement (Dec. 1978 - Dec. 1979)	
		MOCTA	IAAS	Acceptable Minimum	Desired to achieve objective
1. Develop Instructional Program at IAAS	1.1 Establish Pre-Professional Agri. Program at New Branch Campus	RAY		1.1 Preprofessional agri. Program implemented at new Branch Campus	1.1 Same as accepted minimum
	1.2 Phase out Diploma in Agr. Ed. Program	RAY	Neupane	1.2 last group of Diploma in Agr. Ed. students completed	1.2 Same as accepted minimum
	1.3 assess on-going Programs to see if they are relevant & meeting Nepal's needs	RAY & TEAM			1.3 Plans completed for assessing competencies needed by graduates from each program
	1.4 Conduct study of entering students & follow up of graduates	RD advisor	Ganesh Adhikary	1.4 Studies completed each year	1.4 Same as accepted minimum
	1.5 Revise and/or develop courses of study for each course being taught	RAY & TEAM	Neupane	1.5 Courses of study revised and/or developed for 50% of courses being taught	1.5 Same as accepted minimum except 75% of courses
	1.6 Develop plan & procedure for transfer of Dipl. in Agr. Ed. students to Dipl. in Agr.	RAY		1.6 Plan & procedure completed for transfer of Dipl. in Agr. Ed. students to Dipl. in agr. program	1.6 Same as accepted minimum
2. Develop Applied Research Program at IAAS (Related to Goals A-3 & B-4)	2.1 Determine short term & long term research needs & establish priorities	RAY & TEAM	Research Committee		2.1 Short term & long term research needs developed & priorities established in each of the three Divisions & at the Institutional level
	2.2 Develop individual &/or group research plans	BUTTENBENDER & TEAM		2.2 Research plans developed & research underway that represents all three Divisions	2.2 Same as accepted minimum

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WORK PLAN GOAL : C. Program Development : (Continued)					
Objectives to achieve goal	Activities to achieve objective	Collaborators		Indicators of achievement (Dec. 1978 - Dec. 1979)	
		ICUGIA	IAAS	Acceptable Minimum	Desired to achieve objective
3. Develop Extension/ Public Service type programs at IAAS (Related to goals A-4, & B-4)	3.1 Conduct selected types of Nonformal programs and Work- shops in immediate vicinity	 RD Adviser & TEAM	 Ganesh Adhikari & Team 	3.1 One Nonformal Program or Workshop conducted	3.1 Same as accepted minimal plus additional programs and Work-shops as conditions warrant 3.2 Preliminary meetings (at the village level) conducted relative to developing pilot demonstration project
	3.2 Explore feasibility of developing a pilot-demonstration Project at the village level				

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WORK PLAN GOAL : D. Administrative Support Programs					
Objectives to achieve goal	Activities to achieve objective	Collaborators		Indicators of achievement (Dec. 1978- Dec. 1979)	
		MUCIA	IAAS	Acceptable Minimum	Desired to achieve objective
1. Maintenance of buildings, grounds & equipment	1.1 Designate well qualified person as Supervisor of Building, Grounds & Equipment Maintenance	RAY TEAM	K.P. Ghimire	1.1 Supervisor of buildings, Grounds & Equipment Maintenance appointed	1.1 Same as accepted minimal plus on-the job and/or short term training provided
	1.2 Secure services of short term Advisor	and/or		1.2 Short term advisor secured	1.2 Same as accepted minimum
	1.3 Develop overall plan for maintenance of buildings, grounds & equipment	Short Term advisor			1.3 Overall plan developed for buildings, grounds & equipment maintenance
2. Develop physical facilities and systematic approach for managing & operating total Farm operation, (North & South) for instructional purposes	2.1 Develop plan for scheduling land & equipment use and the procurement of supplies & equipment for both instructional and production purposes	Plant & Animal Science advisors	S. Bindu Majracharya & Team		2.1 Plan developed for scheduling land & equipment use & the procurement of supplies & equipment
	2.2 Designate qualified individual as Farm Mgr.				2.2 qualified staff member designated as Farm Mgr. with appropriate authority
	2.3 Modify &/or construct required facilities on North Farm	Animal Science Advisor		2.3 Modification of existing facilities completed based upon established priorities	2.3 Same as accepted minimum plus funds secured for completing required facilities
	2.4 Make required modifications on S. Farm	Bittenbender		2.4 Survey & costs estimates completed for South Farm	2.4 Contract awarded for S. Farm
	2.5 Develop Model Farm(s) for demos. purposes	PS, AS, RD advisors			2.5 One or more Model Farms in operation

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WORK PLAN GOAL : D. Administrative Support Programs: (Continued)					
Objective to achieve Goal	Activities to achieve objectives	Responsibilities		Indicators of Achievement (Dec. 1978-Dec. 1979)	
		MUCIA	IAAS	Accepted minimum	Desired to achieve objectives
3. Purchase necessary equipment & supplies	3.1 Identify areas where equipment & supplies are needed 3.2 Establish priorities for purchase by MUCIA and by TU 3.3 Purchase needed equipment and supplies	Ray & Team	Basnyat	3.1 Areas needing equipment and supplies identified 3.2 Priorities established for purchase by MUCIA and by TU 3.3 Orders placed for priority items to be purchased during 1979	3.3 Same as accepted minimum plus priority items identified for purchase during 1980
4. Develop Institute Library	4.1 Continue acquisition of books & journals 4.2 Request to be put on mailing list for publications of selected institutions/agencies 4.3 Request MUCIA institution(s) for recommended list of journals	BITTENBENDER & TEAM	Library Committee	4.1 Maintain existing level of book & journal acquisition 4.2 Arrangements made for receiving publications from selected institutions/agencies 4.3 Recommended list of journals obtained for MUCIA institution(s)	4.1 Increase the number of books & journal acquisitions 4.2 Same as accepted minimum 4.3 Same as accepted minimum
5. Prepare & distribute IAAS publications	5.1 Prepare and distribute IAAS Journal of Agri. 5.2 Prepare & distribute IAAS Newsletter 5.3 Prepare & distribute IAAS Annual Report	RD Advisor	Ganesh Adhikari & Publication Committee	5.1 IAAS Journal of agriculture distributed to appropriate users 5.2 IAAS Newsletter distributed to appropriate users 5.3 IAAS Annual Report distributed to appropriate users	5.1 Same as accepted minimum 5.2 Same as accepted minimum 5.3. Same as accepted minimum

WORK PLAN GOAL : E. MUCIA Team Management :

All operations in this section are the responsibility of the MUCIA Team Leader. Mr. Dhruva D. Shrestha has been employed specifically to administer these operations, and the authority to do so has been delegated to him. Responsibility for these operations is being shared with Mr. Shrestha by the Team Leader. Glenn C. Ray has been employed on a one-half time basis to provide logistical support in matters pertaining to (1) requisition, inventory, and disbursement of all equipment, supplies and materials purchased under the MUCIA contract, (2) overall supervision of the MUCIA guest houses, (3) maintenance of team members' houses, (4) coordination of commissary shopping for team members and guest house, (5) drafting various reports and documents, and (6) other duties as may be assigned by the MUCIA Team Leader. In addition, individual members of the MUCIA team have agreed to be available for advice and counsel, as well as for direct assistance to operations from time to time in special circumstances.

<u>Area of Responsibility</u>	<u>Responsible Staff</u>	
	<u>MUCIA</u>	<u>Nepali</u>
1. Buildings and Grounds Maintenance Section	G. Ray	R. P. Sharma
2. Administrative Section	R. Ray	D. D. Shrestha
3. Automotive Section	R. Ray	S. B. Ranjitkar
4. Electrical Section	R. Ray	L. B. Ghale
5. Kathmandu Liaison Office	H. Ray	Udaya Rayamajhi
6. Liaison with AID, MUCIA, MSU	R. Ray	
7. Supply Management	G. Ray	D. D. Shrestha

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