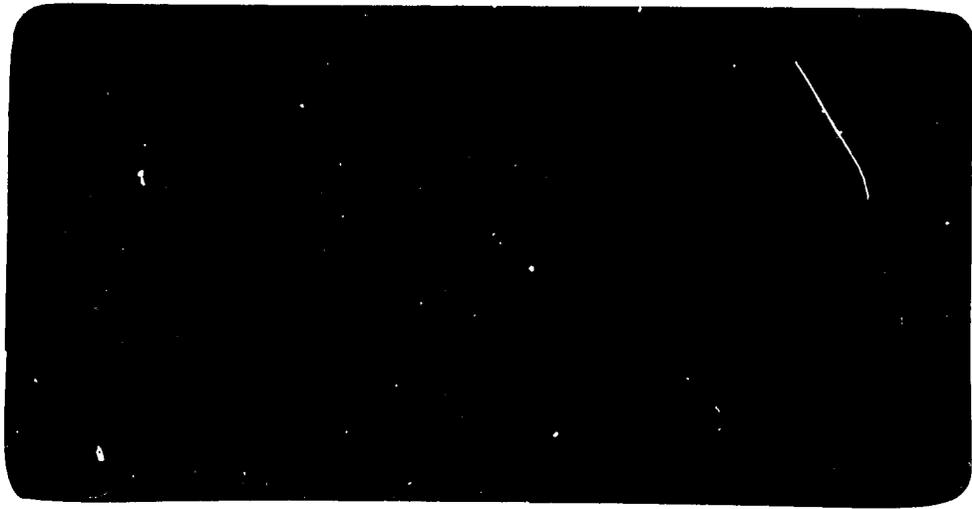
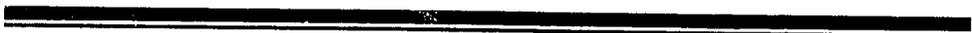


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TIPAN  Northwest Frontier Province, Pakistan

Transformation and
Integration of the
Provincial
Agricultural
Network



Office of International Agriculture
University of Illinois at Urbana-Champaign

In collaboration with
Southern Illinois University at Carbondale



TIPAN QUARTERLY REPORT 86 - IV

1 October - 31 December 1986

Submitted to the
Northwest Frontier Province
Agricultural University
Peshawar, NWFP, Pakistan

and

the U.S. Agency for International Development
Mission to Pakistan

A Report of Contract 391-0488-C-00-5001-00
The Transformation and Integration of the Provincial
Agricultural Network (TIPAN) Project

by

Office of International Agriculture
University of Illinois at Urbana-Champaign
Southern Illinois University at Carbondale

January 1, 1987

EXECUTIVE SUMMARY

TIPAN FIELD REPORT

The most significant event of the quarter was the November 6 issuance of the ordinance merging the provincial agricultural research system with the NWFP Agricultural University. This occurred after a special meeting of the Provincial Cabinet in which there was unanimous agreement by the ministers that the ordinance creating the Agricultural University should be amended to make the Minister of Agriculture ex-officio Pro-Chancellor of the University. The ordinance is under consideration by the Provincial Assembly.

All NWFP employees over 60 years of age, including Vice-Chancellor Khattak, received a notice on December 31 that their services would be terminated in one month. Delegations from both University staff and students, as well as influential citizens, have met with senior NWFP officials to request an exemption to the mandatory retirement regulations to permit Dr. Khattak to continue his leadership of the University and the TIPAN Project.

Another significant step forward in development of the administrative structure of the University was made by the selection of a person for the post of Director of Outreach. Syndicate approval is expected. Progress in policy matters continued with the acceptance of a guide paper with the title "Administration of Area Research Programs and Segment Research Programs at Research/Outreach Stations".

Four persons were accepted to begin advanced degree programs in the U.S. in January. Three persons completed an eleven-week computer training program at the Asian Institute of Technology, Bangkok. An average of 49 persons took part in two offerings of Intensive English for Academic Purposes from September 16 to November 12 and November 18 to January 15.

A new first year class of 174 students was admitted, including ten women and eight Baluchistan students. The merit rating was 32 points higher than in 1985. There are now 15 women students on campus.

Interaction with other USAID projects and with other donor organizations increased dramatically. Seven different groups made visits to discuss the TIPAN Project and possible areas of cooperation.

Research station development activity included a demonstration of laser controlled land leveling equipment. The Vice-Chancellor has endorsed the purchase of a laser control system for land development on the research stations and for preparation of new athletic fields on campus.

The University and PARC cooperated in the conduct of a Grain Storage Management Course on campus, November 29 - December 4, for 22 food inspectors of the NWFP Food Department. The course is to be given at several locations throughout the country. This is excellent recognition of the University and its potential for leadership in agriculture.

QUARTERLY HIGHLIGHTS

1. A merger ordinance was issued by the Governor, NWFP, on November 6, 1986. It must still be considered by the Provincial Assembly.
2. A selection was made for the position of Director of Outreach. Syndicate approval is required.
3. Project visits were made by Paul Guedet, new Deputy Mission Director and by Peter McPherson, Administrator, Agency for International Development, accompanied by Mission Director Staples.
4. Interaction with other USAID projects and with other donors has increased.
5. Participants
 - Four participants were accepted for advanced degree study in the U.S. in January.
 - A survey of possible participants from both on- and off-campus was completed and entered on the computer. The list has approximately 145 names.
 - 91 participants took the Institutional TOEFL.
 - 19 participants took the International TOEFL.
 - An average of 49 students were in two Intensive English for Academic Purposes classes.
 - 56 persons registered for January International TOEFL.
 - 13 persons registered for February GRE.
 - The 1987 training plan was approved by EAD and USAID.
6. Three persons completed an eleven-week computer training program at AIT in Bangkok.
7. Teachers
 - Meetings have been held to identify and help solve problems faced by teachers in the term system.
 - Overhead projectors and other teaching aids are now being used regularly by at least 15 teachers.

8. Students

- Admission was granted to 174 new students, including ten women and eight Baluchistan students, from an application list of approximately 600. The merit rating was 32 points higher than for 1985.
 - The admissions process was improved this year by having a temporary admission applications office for assisting students.
 - English courses are being taught to 174 first year students and 80 fourth year students.
 - A typing course will be offered as soon as typewriters arrive.
 - The film series for students was renewed.
 - A student advisory program was implemented.
9. The Seminar Series was renewed in November. Three seminars were given by NWFP AU faculty.
10. Efforts are now underway to identify the programs in the former provincial research system that should be developed as part of the Outreach Program.
11. A village has been selected in the Mansehra District of Hazara Division for the Integrated Village Research and Demonstration Program.
12. NWFP AU and IARC cooperated to conduct the Grain Storage Management Course at the NWFP AU campus, November 29 through December 4. Twenty-two Food Inspectors of the NWFP Food Department participated.
13. Space on campus has been found for the Communications Services Unit.
14. The guide, Administration of Area Research Programs and Segment Research Programs at Research/Outreach Stations, was accepted.
15. A detailed study is underway on the organization of research groups within the merged University.
16. A Station Directors meeting was held in December to prepare the Seventh Five-Year Plan.
17. A laser controlled land leveling and surveying unit was brought to Malakander Station to demonstrate precision leveling.
18. The program to raise the operating standards of all Research/Outreach Stations will begin early in the next quarter.

FIELD OPERATIONS

Introduction

The Project Work Plan continues to be very useful in keeping activities on track and in setting intermediate goals. Follow-up on the offices of Director of Teaching and Director of Research has resulted in functioning operations that are gaining recognition. Additional support staff and space is needed, especially for the Director of Research. The Selection Committee for the Director of Outreach position has conducted interviews and submitted a recommendation for consideration of the Syndicate at their January 1 meeting.

A merger ordinance was issued by the Governor, NWFP, on November 6. It is still under consideration by the Provincial Assembly. Meanwhile, all provincial employees over 60 years of age, including Vice-Chancellor Khattak, received a notice on December 31 that their service would be terminated in one month.

Three team members were on annual leave during a part of the quarter. Nevertheless, good progress continued, even during the winter holidays which were used by the University for student tours.

The Team Leader instituted a program of department luncheons at his home. Seven departments were invited this quarter. The response has been enthusiastic.

An excellent orientation to the USAID Mission program was received at a Chiefs of Party Conference in Islamabad, December 7-9, 1986.

INDIVIDUAL TEAM REPORTS

Team Leader - Errol D. Rodda

Institutional Changes and Organizational Restructuring (1)*

Response to readvertisement of the position of Director of Outreach was excellent. Applications were reviewed with Dr. Seiders, who served on the Selection Committee. The person selected must be approved by the Syndicate at its January 1 meeting.

The idea of a weekly conference of team members and their counterparts was discussed with the Vice-Chancellor and received his approval. It was decided to begin after the winter holidays. Meetings of the Action Group continued but on an intermittent schedule during the winter break. The current AU governance structure was reviewed with the Pro-Vice-Chancellor. He agreed to advise in charting it.

*Number in parentheses after section titles refer to the line with the same title in TIPAN Project Work Plan 4.

Farzand Ali Jan, Deputy Director of Finance, was selected for budgeting process training, probably through an internship program. He was enrolled for the IEAP class starting January 18.

Master Work Plan (2)

The master work plan was revised through September 1987. The institutionalization process continued with further student evaluation of instruction, wider adoption of improved teaching techniques, an expanded seminar program, improved preparation of research project proposals, and much greater utilization of computer capabilities, both for data analysis and word processing.

Interaction with other USAID projects and other donors increased dramatically. A few organizations whose representatives called during the quarter were:

1. Water Resources Research Council, Ministry of Science and Technology
2. MART, Farming Systems
3. Dutch Bilateral Aid
4. ISM Water Management Research Project
6. On Farm Water Management Research Project

The TIPAN Integrated Village Level Research and Demonstration Program fits well with the Farming Systems activity of the MART Project. The Dutch Water Management Team appeared very favorably inclined toward making an input into the development of a water management program in the general terms of the project paper.

A new PL-480 project on irrigation channel linings under Professor Arshad Aziz, Department of Agricultural Engineering, is being conducted on the Agricultural University farm as part of the revised irrigation system that Mr. Marion helped to develop. The cooperating U.S. scientist is Dr. J.A. Replogle, Research Hydraulic Engineer, U.S.D.A. Water Conservation Laboratory, Phoenix, Arizona.

Monitoring and Evaluation (3)

Data collection and analysis continued in teaching, outreach, and research. Short-term technical assistance in project evaluation and monitoring was scheduled for the next quarter.

Work Plans, Long-Term Advisers (4)

Weekly staff meetings were held to review accomplishments and coordinate activities. Long-term staffing priorities were reviewed with the team, the faculty deans, and Vice-Chancellor Khattak.

Short-Term Technical Assistance (5)

Mr. Anthony Kerber, Visiting Instructor for Computer Applications, completed his assignment at the end of October. Staffing arrangements were made to handle the computer laboratory upon his departure. Mr. Kerber also took the lead in the design of a computer work station for local manufacture. Two were procured for the TIPAN office and have worked out very well.

Plans for other short-term technical assistance were on hold pending issuance of the merger ordinance for the agricultural research system.

Implementation (7)

Ten women students were admitted to the first year, bringing the women's enrollment to 15. Work continued with the faculty to finalize plans for fourth year courses and textbooks. The Team Leader assisted Professor Mohammad Tariq, Department of Agricultural Mechanization, in the preparation of a publication "B.Sc.(Hons.) and M.Sc.(Hons.) Curricula and Courses in Agricultural Mechanization/Water Management". This is part of the team initiative for each to undertake an activity in the department of professional specialization. Dr. Seiders has worked with an instructor for a new extension education course; Dr. Waananen has procured audio-visual teaching materials for Agricultural Economics; Mr. Marion helped organize a student club in Agronomy. Dr. Cragle assisted in the morning professional upgrading program for off-campus staff attending the afternoon English classes.

Work continued on the examination of equipment procurement, shipping, and receiving procedures in cooperation with the Project Officer and the Liaison Officer, USAID Karachi. The Team Leader handled the survey of container nine by the Lloyd's agent in the absence of Dr. Cragle on annual leave.

Plans were reviewed with Dr. Seiders and Dr. Waananen to use the projection room in the auditorium to begin setting up a Communications Services Unit and an Instrumentation Laboratory. The plans were approved by the Vice-Chancellor and Director of Works subject to the contractor's schedule for auditorium renovation. Since space is so short, it has been suggested that auditorium renovation be scheduled after appropriate new space is available for examinations and student functions.

The Team Leader worked with Mr. Marion on arrangements for the demonstration of laser controlled land leveling equipment on the University farm. The demonstration was very successful and the Vice-Chancellor has endorsed procurement of a laser land leveling control system and scraper.

Architectural and Engineering Coordination (8)

Construction scheduling was discussed with SOM personnel Terry Willis, Jim Parker, and Jim Snyder, during their visit to Peshawar for contractor prequalification. Preparation of the new playing fields in advance of construction is being followed up with the Director of Works.

Teaching Program - Martin V. Waananen

General

The NWFP Agricultural University is now in the third year of its change to a term system with internal examinations. When the new students enter in the Fall of 1987, all of the courses at the undergraduate level will be under the new system. Many of the graduate level courses are being changed to the term system also, which means that the changeover will be nearly complete at the end of this year. It is still too early to draw any conclusions about the success of this change, but at this point many of the problems have been overcome and the system is working. Administration, faculty, and student support is critical to the continued success of the term system. External stresses and strains to the educational system also will have an important bearing on the ultimate success of this changeover.

Participant Training (6)

The participant training program is proceeding satisfactorily, including the identification and preparation of candidates for long-term study. In 1987, it is anticipated that approximately 25-30 persons will begin degree programs in the U.S., in addition to the 31 persons already there.

Major emphasis during this quarter was directed toward identification, selection, and preparation of participants for long-term training. Four persons were accepted for study programs in the U.S. beginning in January.

An application for training was sent to all of the research stations and to all departments on campus for distribution to persons eligible for training under the TIPAN project. Completed applications were returned by approximately 130 persons; more continue to come in. This information will be helpful in identifying persons for long-term and short-term training.

Assisting potential participants to meet the English language requirement for training continues to be a major activity. On November 12 and 13 and December 8, 91 persons took an institutional TOEFL. On October

25 and November 15, 29 persons took an international TOEFL; 56 persons were registered for the January 10, 1987 international TOEFL; 13 persons were registered for the February 7, 1987 GRE. Fifty-four persons were enrolled in the intensive English language class from September 16 to November 12 and 44 were enrolled from November 18 to January 15, 1987. Some were enrolled in both classes.

Of the 89 long-term training positions available in Phase I, 35 have been filled. The training plan for 1987 was approved by EAD and USAID, and persons were nominated under that plan. The major problem has been getting persons who can meet the eligibility requirements for training, especially to meet the TOEFL and GRE requirements. The allocation of candidates to fill training positions in specified areas of specialization, and to fill the quotas for on-campus and off-campus candidates, is being monitored more closely as the training program proceeds.

A limited number of persons from neighboring organizations and institutions, including the Pakistan Academy for Rural Development, the Provincial Services Academy, the University of Peshawar, the Pakistan Forest Institute, WAPDA, and ISM (Irrigation Systems Management) have been accommodated in the TIPAN institutional TOEFL tests and in the intensive English language classes in order to establish closer linkages and to provide a service to these organizations.

Three persons completed an eleven-week program in computer training at the Asian Institute of Technology in Bangkok. One person was from the Department of Agricultural Chemistry and Human Nutrition, one from the Institute for Development Studies, and one was the librarian in IDS. These persons are scheduled to present a seminar to the faculty which will be followed up by a series of meetings or workshops to help others learn these computer skills.

Two persons are scheduled for short-term training in early 1987. One person will go to CIMMYT for a six months maize production course, and one will go to Bangkok for a course in inoculum preparation.

Teaching Directorate (9)

The office for the Director of Teaching is now well established and recognized. The Director of Teaching still has duties in the Department of Horticulture, including the teaching of three courses, which means that less time is available for his new duties.

A time schedule was developed for all classes. The schedule appears unusual to an outsider because it reflects an attempt to satisfy demands from various teachers to avoid early morning classes. Consequently, course X might be taught at 7:30 on Monday, at 8:30 on Wednesday, and 9:30 on Saturday, rather than 7:30 Monday, Wednesday, Saturday.

The admission of first year students took place in October, and their classes started on November 1. The new class of 174 students includes ten

women and eight Baluchistan students. About 600 students applied for admission. The merit ratings of those admitted averaged higher than last year. The last student admitted has a merit rating which was 32 points higher than for the last student admitted in 1985.

An innovation in the new student admission process was suggested by the TIPAN team leader and the Director of Teaching and was introduced in October. A temporary reception center consisting of shamianas (brightly colored tent material) was put up in front of the university. Prospective students could buy a copy of the prospectus (including an application form) for Rs 30 and get information about the hostels. This arrangement took pressure off the limited office space and made the process more interesting and efficient.

A proposal is under consideration to establish an administrative unit for graduate studies which might be called a graduate school or division of advanced studies. This unit would have responsibility for administering graduate study policies and procedures.

Curriculum Development (10)

Students are now in the first, second, and third years of the new curriculum. Students in the fourth year are still in the conventional curriculum but benefiting from such things as more textbooks and journals, improved teaching techniques and teaching aids, improved practicals, special activities (e.g. film series), and a generally improved environment for learning.

The English course offerings have been expanded and courses are being taught to 174 first year students and 80 fourth year students. A proposal was prepared and approved to offer a typing class as soon as the typewriters arrive.

Assistance was provided in developing lecture notes and course outlines, especially for the fourth year courses. Several departments have made considerable progress in planning their course offerings. An excellent example is the Department of Agricultural Mechanization which has published their curriculum, prepared with assistance from the TIPAN team leader.

The need to establish a committee to review the curriculum and proposals for new courses has been discussed. A proposal will be developed and submitted for review.

Faculty Development (11)

A series of meetings with teachers of first, second, and third year courses to assist in improvement of instruction was planned and implemented. Dr. Shahid, Chairman, Department of Entomology, agreed to take the lead in this effort. Greater emphasis will be given to this work in the first quarter of 1987. A teaching workshop to be led by Dr. Doug

Budget of Southern Illinois University has been discussed and promoted but so far these efforts have been unproductive. In the meantime, continued assistance has been provided to faculty members individually in the preparation and use of visual aids. Overhead projectors, slide projectors, and other teaching aids, such as charts, models, etc. are now being used by at least one faculty member in almost every one of the departments.

Off-campus faculty members who are on campus for the Intensive English for Academic Purposes class have been given materials and assistance in the preparation of visual aids for their seminar presentations in the research methods seminar.

Program for Women (12)

A draft proposal, including a job description, is under consideration for a new position as assistant to the teaching specialist. This person would be hired by the NWFP AU but with salary reimbursement from the TIPAN Project. After an initial two year period, this person would assume duties in the women's program.

With a total of 15 women students currently enrolled, there is a need, and the students have requested, a common room where they can retreat for study and privacy.

Development of Special Programs (13)

Persons who come from off-campus locations to take the English class are offered computer training about four hours per week. They are also required to attend a seminar on research methods where they are asked to prepare and present a research paper. The seminar is coordinated by the Research Specialist.

Two pre-departure orientation sessions were held for the four participants beginning their studies in January 1987. The information included booklets and brochures obtained from the American Center in Peshawar. A video-tape from the University of Illinois, "A Personal Choice", was very effective and was also shown to members of the participants' families.

The film series for students at the university was renewed and a student/faculty committee was appointed to implement the program. Unfortunately, the availability of U.S. films is limited. Other film sources now include the British Council Library.

The Department of Agronomy has formed a student society. Guidance in this effort was provided by TIPAN team member Joe Marion.

Purchase of Textbooks, Journals, and Equipment (14)

Most of the textbooks for the third-year courses were received and sent to the library for cataloging. Guidance on how to computerize the

library holdings is needed. The librarian from the IDS library attended an eleven-week computer training course at AIT in Bangkok and now plans to use the computer for cataloging the IDS library holdings. He then plans to assist with a similar effort for the NWFP AU library.

Professional journals ordered earlier continue to arrive and are placed in the library. One department has requested a second subscription that would be for department use only.

Contributions of books and journals have been made by several recently retired scientists or their families. These have resulted from personal inquiries by NWFP AU faculty members or contacts of TIPAN team members.

Textbook lists for the fourth-year courses were requested from the departments in November but only three departments have responded. Part of the problem is that the fourth-year courses have not yet been planned by all of the departments.

The system for faculty use of teaching equipment is functioning, but improvements are needed. Inadequate space is a problem and the equipment is now stored in several different places. The projection room in the auditorium has been offered as a place for the equipment but it cannot be used until a decision is made regarding remodeling of the auditorium. Another problem is that the person appointed to manage the teaching equipment is now serving as the secretary to the Vice-Chancellor, which means that he has very little time for managing the equipment.

The teaching equipment being provided to departments includes locally made white boards, either 4' x 4' or 3' x 4'. These are proving useful for faculty offices and laboratories, especially now that dry white-board markers are available.

Evaluating Teaching Performance (15)

The Department of Soils used student evaluation of instruction in mid-semester to provide guidance for improvement of instruction. Other departments are expected to evaluate teaching performance through student evaluation of instruction at the end of the semester.

Faculty Orientation (16)

The seminar series was resumed in November and three seminars have been given so far. All were by NWFP AU faculty members. Other seminars are scheduled and more will be planned.

New Student Programs (17)

A student advisory program was implemented, primarily to assist third-year students in the selection of an area of specialization. Faculty advisors were carefully selected and appointed.

An essay competition was announced with prizes to be given by departments in proportion to the number of students.

Study trips were approved for every class. A policy was established that allows only the fourth-year students to go as far as Karachi. Others go on shorter trips. The trips are to be made during school vacation periods. This year the trips were made during the winter break in late December.

Coordination of Research and Teaching Goals (18)

The English language class from September to November included 26 off-campus faculty members who were integrated into the three sections of the class. The November-January class included 22 from off-campus. The daily contact promoted understanding and cooperation between the on-campus and off-campus faculty. The contacts of the off-campus faculty with their on-campus department was also facilitated by their presence on campus. Almost all of the off-campus faculty are graduates of what is now NWFP AU, so close ties already exist.

The thesis research by the graduate students at NWFP AU must be tied closely to on-going research projects throughout the NWFP AU research system. This will also help assure coordination of research and teaching goals.

Learning Resources Center (49)

Library

Improvements have been made in the library. A room was set aside for use as a Listening Laboratory and has been used by students in the English language class. Three small tape recorders are available for use, and several cassettes are on hand. So far, the materials are for English language learning but it would be possible to include lectures, speeches, etc. that would be of interest to students. This represents only a start toward a Listening Laboratory and more equipment and instructional materials are needed. A computer is needed as well as personnel who can make use of the computer for library purposes.

Computer Center

The computer center continues to be busy for classes, for practice, and for research use. More teaching help is needed. The course, Introduction to Computers, is being offered to second-year students. Many graduate students have learned to use the computer as a word processor and are typing their theses on the computer. They have now been asked to not use the computer in preparing multiple copies but to use photocopies for such purposes.

The off-campus faculty members who are attending the English language class also receive computer training one and a half hours per day for three days per week.

Outreach Program - R. William Seiders

Outreach Directorate Development (20)

Outreach Staffing. The NWFP Agricultural University Selection Board met on November 17. Of the 22 applications submitted, 11 persons qualified for the post of Director of Outreach. Among the eight persons who appeared for the interview, one person was recommended for consideration by the NWFP Agricultural University Syndicate.

Orientation. A presentation was made to over 80 students and faculty members as a part of the regular seminar series of the Student Soil Science Club. The topic was "The NWFP Agricultural University Outreach Program and Implications for the Soils Outreach Program". Good discussion followed the formal presentation. Many students were interested in job opportunities in the field of outreach.

NWFP Department of Agriculture/Other Institutions Relationships (21)

Extension Wing. The Outreach Program Specialist participated in the National Workshop of Research-Extension Linkages for Effective Technology Transfer, along with Mr. Mohammad Bashir of the Department of Agricultural Economics, Rural Sociology, and Extension Education of the NWFP Agricultural University, Mr. Gul Sad Berg, Principal of the NWFP Agricultural Training Institute, and Mr. Akhtar Ali, Deputy Director of Agriculture (Extension) of the Malakand Division. The Outreach Program Specialist presented a paper titled "Agricultural University Outreach: Research-Extension Linkages in the NWFP".

Outreach Program Development (22)

Significant amounts of time were spent during the quarter preparing for the 1987 Kharif Outreach Planning Workshop to be held January 26 to 29, 1987 on the campus of NWFP Agricultural University. An agenda was developed to include commodity presentations to share results of the 1986 Kharif season and small group sessions to do detailed planning for the upcoming 1987 season. There will also be time set aside for special presentations and general discussion.

Technology Development (23)

Data Analysis. Work has begun on data analysis of the 1986 on-farm maize adaptive research work in Swat and Mansehra. The results will be presented during the Outreach Planning Workshop.

New Programs. Discussions are beginning to identify parts of the Outreach Program that up until now have been with the Research System of the NWFP provincial government. With the merger, the activities, including personnel and budget, will become the responsibility of the Director of Outreach. These are to include: (1) the Adaptive Research Project (PC-1), which includes varying numbers of plots per district for maize, rice, sugar cane, sugar beets, soybeans, sunflowers, rape, mustard and chickpea; (2) Scheduled New Expenditures (SNE) for oilseeds to introduce sunflowers and soybeans; (3) the Cropping Pattern Project (farming systems research); (4) the Crop Maximization Project with oilseeds, a joint project with the Pakistan Agricultural Research Council (PARC); (5) the Fruit Maximization Project (PC-1); (6) Vegetable Maximization Project (PC-1); (7) maize and wheat as part of the PARC/CIMMYT National Collaborative Programs; (8) the NWFP Soil Fertility Program; and (9) the Mardan SCARP Project on soil reclamation.

Command Water Management. The Outreach Program Specialist and TIPAN Team Leader met with Mr. Iqbal Niazi of the USAID Command Water Management Project, Lahore, to discuss possible areas of cooperation, including adaptive research work within the Warsak Canal area, in-service training of extension field personnel, and agricultural mechanization field research. Follow-up discussions will take place with Mr. John Foster, ARD, USAID Islamabad.

Mardan SCARP. A trip was made to visit a site of a successful demonstration of the effectiveness of using gypsum on saline soils near Charsadda. It was hoped that a field day could be organized to show the dramatic results of rice cultivation on previously barren land; however, not enough time was available.

BARD. Discussions were held with Dr. John Dueck, Deputy Project Director of the Barani Agricultural Research and Development (BARD) Project and Dr. A.A. Guitard, a BARD consultant from Canada, as they plan for a follow-up project. As they seek greater integration with the provincial agricultural system, more cooperation and coordination with the NWFP Agricultural University will be necessary. They may be interested in investing in certain components of the NWFP Agricultural University, such as the development of a special institute for Barani agriculture.

Integrated Village Research and Demonstration Program (24)

The Outreach Program Specialist participated, along with the Vice-Chancellor and other university representatives, in a two-day workshop in October sponsored by MART and PARC. During this meeting, the groundwork was laid for the implementation of the farming systems approach in NWFP.

Later in the month, a major planning session was held on the campus of the NWFP Agricultural University to develop strategies on how to proceed with the work in the NWFP. Dr. Murray Dawson and Dr. Peter Hobbs attended the meeting. The following recommendations were made: (1) A village would be selected in the Mansehra District of Hazara Division, (2) an

interdisciplinary team from the University, including both on-campus and off-campus staff, and Extension staff, would be involved in the preliminary needs study and subsequent research and demonstration work, and (3) a written plan would be developed in time to begin some level of activity for the Kharif season of 1987. Dr. Iqbal Shah, Associate Director of Research, was given primary leadership for the activity, until the appointment of the Director of Outreach is official.

On November 24, the Vice-Chancellor, the Associate Director of Research, and the TIPAN Outreach Program Specialist, made an initial reconnaissance visit to Mansehra District. They met at the Dhodial Research/Outreach Station with Mr. M.A. Shuja, Area Research Director; Mr. Jehangire Gulfam, Station Director; Mr. Guhlan Rehman Keyani, EADA (Extension); and Dr. Sulleman from the American Embassy. Much of the time was spent developing a consensus as to what the farming systems research approach is and how the concept should be applied to the Mansehra area. Two major decisions were made: first, the whole effort would be guided by a steering committee, and second, a Barani area of the village of Dhodial would be selected as the site for implementation of the project.

The next activities are to develop a written implementation plan and select an interdisciplinary team to carry out the work. MART will provide training to a representative number of the team members to help them design and carry out village surveys.

Education Publication/Media Production (25)

A proposal was written, which was accepted by the Vice-Chancellor, to allocate space to set up a temporary Communications Services Unit until the completion of the new communications building. The projector room, upstairs in the auditorium, will be used for communications production and some storage. It measures approximately 36 feet by 11 feet.

A room will also be constructed at the rear of the auditorium, with access to the outside walkway, for equipment and media storage and distribution. Part of the room will be used as an instrumentation laboratory for equipment repair and maintenance. Pending approval from the Director of Works, an outside stairway will be built to ease access to the upstairs room.

A great deal of time was spent during the month of October advising Shafiullah Khan on his thesis. The completion of this thesis was a precondition of the Vice-Chancellor to begin discussions on strategies for the development of the Communication Services Unit, including staffing and equipment acquisition.

Training/Continuing Education (26)

Preparations were made during October and the early part of November for the NWFP Agricultural University/PARC Grain Storage Management Training Course. The course, under the leadership of Dr. Said Khan Khalil of the

Plant Protection Department, was held from November 29 to December 4. Participants included 22 food inspectors of the NWFP Food Department. Course evaluations showed a significant increase in knowledge scores. Participants said they learned a lot from the training and felt it will help them in the future as they try to keep storage losses to a minimum.

Outreach Evaluation (29)

During the quarter, the Outreach component of the TIPAN Quarterly Report 86-III and two monthly reports documenting progress were completed.

Agricultural Extension and Communications Department Support (30)

An outline was prepared for the Agricultural Communications course taught by Mr. Iftikar Ahmed, Instructor in the Department of Agricultural Economics, Rural Sociology and Extension Education.

Research Program - Raymond G. Cragle

Introduction (31, 32, 33)

The institutionalization process for research was discussed in TIPAN Quarterly Report 86-II. Progress on institutionalizing was discussed in TIPAN Quarterly Report 86-III. This report is a continuation of the progress being made in building a research program that has both quality and quantity dimensions, and meets the practical needs for a developing agricultural industry in Northwest Frontier Province and in Pakistan.

1. A paper entitled Policy Guide for the Operation of Research/Outreach Stations was reviewed for a second time and accepted at a Station Directors meeting held on the university campus December 7-9. A number of people, including the Research Station Specialist, contributed to this guide.

A summary of the considerations contained in the guide are as follows:

- A. Library services for personnel at Research/Outreach Stations
- B. Office/secretarial support
- C. Statistical capability for processing experimental data
- D. Outline for holding monthly research/outreach seminars at Stations
- E. Standards for meteorologic records at Stations
- F. Standards for field plot records

- G. Standards for a motor vehicle policy for Stations
- H. Machinery use and maintenance standards
- I. Minimum repair capability and spare parts inventory
- J. Petroleum, oil, and lubricants storage
- K. Safety standards
- L. Building maintenance and general housekeeping

The guide also contains a summary of the specialized personnel for carrying out Station functions. The committee formed to assist the Director of Research in the operation of the system of Stations is the Station Committee. The general composition and responsibilities of the Station Committee are also summarized.

2. Another guide, Administration of Area Research Programs and Segment Research Programs at Research/Outreach Stations, was prepared and reviewed by Station Directors at the December 7-9 Station Directors Meeting (40). A summary of this guide is as follows:

There are two major functions which should be carried out through the system of Research/Outreach Stations of NWFP Agricultural University. These are 1) advancement of the agriculture of a region, and 2) advancement of a particular segment of agriculture such as maize or sugar.

Nearly all Research/Outreach staff members are involved simultaneously in both the program of an area and in the program of a particular segment of agriculture.

A good provincial Research/Outreach program requires that individual staff members participate simultaneously in both types of programs.

Specific points from this guide are:

- A. Personnel should be administered (all personnel actions such as salary, sick leave, vacation, travel, etc.) where they work.
- B. Individuals should actively participate in the broad agricultural Research/Outreach plan for area agricultural development (i.e. D.J. Khan, Mardan, Abbottabad, etc.).
- C. Individuals should actively participate in an agricultural segment Research/Outreach program for the province (i.e. maize, wheat, chickpea, sheep, cattle etc.).

- D. Funding for research can come from the area Director and/or the agricultural segment Director.
- E. Broad research plans should be written for both the area programs and the agricultural segment programs.
- F. Individuals are expected, in nearly all cases, to be contributors to both the broad area program and to the agricultural segment program. Dual responsibility should be considered the normal situation, not the exception.
- G. Consideration should be given to the fact that programs are constantly in need of change, and sufficient flexibility should be built into the administrative system to easily accommodate new research circumstances as they arise.

Most Research/Outreach Stations in NWFP are large enough to provide personnel services and to administer the Research/Outreach program for the particular region. However, some locations have so few personnel, and/or are so remotely located, that they must be dependent on another, larger Station for personnel services and regional program (Sharan, Batakundi, Kalam, etc.)

3. A considerable amount of time was expended during the quarter in the study of personnel rosters and working groups. Both the officials at NWFP Agricultural University and TIPAN team members agree that considerable efficiency can be gained through a reorganization of efforts in the Research/Outreach system as it is found both off-campus and on-campus.

In general, the on-campus group has not participated in research other than the general problem areas assigned to M.Sc. candidates, and the off-campus group has participated only in demonstration/applied research efforts which follow agricultural segments (i.e. maize or vegetables). These research segments, in nearly all cases, have not been integrated through research into broader recommendations. Economic considerations in research recommendations are almost completely lacking.

It is expected that another few months of study will be necessary before recommendations for reorganization can be formed. The general view at the moment is that much more flexibility must be built into the research system. NWFP Agricultural University should have the flexibility to form multidiscipline "task force" type groups which can address specific problem/opportunity areas for several years. As the specific problem is solved or the specific opportunity is opened up, members of the task force group should easily be relocated to new problem/opportunity areas. Promotion should be given for academic achievement as well as administrative ability. For the most part, promotion is now based primarily on moving into administrative positions.

More will be written about reorganization of the research personnel and effort in a subsequent quarterly report. Substantial progress in research at NWFP Agricultural University is quite unlikely under the current organizational scheme. Reorganization should take place so that both strong individual and strong group performances are developed. A system of measuring individual research performance and of making commensurate rewards to individuals for performance is an important concept in building the future research program. Currently, seniority is the major criterion for promotion. The new system should be based primarily on merit with some consideration for seniority. As this quarter ends, reorganization of the research effort and the incentives for enlisting the best efforts of researchers are being addressed.

4. In September 1986, a review of the Rabi (winter) crops was held on the campus of NWFP Agricultural University. Over 150 research proposals were submitted. These papers were to have been resubmitted by researchers in revised form within two weeks after the Rabi Meeting. In addition, eight papers submitted from on-campus staff members were to have been peer-reviewed and those proposals which were found to have merit were to have been funded from campus funds.

Progress on these matters has not been up to expectation. Few, if any, research proposals were resubmitted in revised form. The on-campus research proposals were peer-reviewed, but funding of worthy proposals had not occurred as the quarter ended.

5. Planning for a review of all research not reviewed in the 1986 Rabi Review began in September. This review will be generally known as the 1987 Kharif (summer crops) Review, although a number of other areas such as animal science, human nutrition, and agricultural mechanization, will be reviewed also. A second notice was sent to all researchers, both on-campus and off-campus, in mid-December. As the quarter ended, the research proposals for this review were being assembled, with a peer-review of all proposals to take place in January. The Kharif Review is scheduled for February 2-4 1987 to be held on the campus of NWFP Agricultural University.

With the completion of the 1987 Kharif Review, one annual cycle of reviews will have been completed under the new NWFP Agricultural University research format. Researchers have become familiar with the newly adopted research proposal proforma, new concepts of individual project budgeting have been discussed but not implemented, and individual research performance records have been discussed but not implemented. A considerable amount of additional progress is possible, even if resources remain at current levels.

6. A Station Directors Meeting was held on the NWFP Agricultural University campus on December 7-9 1986. The Directors reviewed two policy papers (Operation of Research/Outreach Stations, and Administration of Area and Segment Research programs at Research/Outreach Stations). These papers were accepted as guides for operation of the Research/Outreach System.

The primary business addressed by the Station Directors was the preparation of the Seventh Five-Year Plan. The Seventh Five-Year Plan preparation provides an excellent opportunity for the staff of NWFP Agricultural University to envision what their University is to become. Any successful future development at NWFP Agricultural University must have a strong input from those who will be working at the merged University.

Conclusions

As the quarter ended, most of the concepts needed for effective research administration have been discussed, and these concepts have been written into policy papers which have been reviewed and adopted by appropriate staff members at NWFP Agricultural University. Implementation of these concepts will take some amount of time. The new research system will require a considerable amount of attention to details if it is to be effective. An office which includes the capability to store and retrieve research records and budget/financial information is needed. Improved communications capability will also be needed. But these capabilities will not be effective if there is not a trained and dedicated office staff to assist the Director of Research in carrying out his duties.

Establishing an In-Service Evaluation and Training Program (34)

During the quarter, one group of sixteen off-campus personnel completed a seven-week development program, and another group of fifteen began an eight-week development program. The research aspect of these programs involves enrollment in a research/outreach seminar where each person writes a paper and presents an oral seminar report. Use of the University library is expected. A passout was given to seminar students on Scholarship and NWFP Agricultural University.

Select Research Personnel as Participants for Degree and Non-Degree Training (35)

Evaluation of all researchers in the off-campus system with regard to the research needed by the province, ability, and personal desire for degree and non-degree training has not yet been completed, although progress has been made in defining some of the new areas where trained manpower will be needed and is not available now.

Assist in Developing and Implementing a System for Evaluating Research Performance (36)

At the request of the Vice-Chancellor, a number of staff members have submitted personal statements of academic credentials. As the new research projects are accepted, procedures are being adopted for annual progress reports. These progress reports will form a major part of the information needed for annual evaluations of academic performance as well as adding to each person's career academic credentials.

Make Recommendations on the Selection of Research Equipment and Supplies (38)

During the quarter a number of books and a shipment of chemicals arrived. Difficulties are being experienced from several aspects. These difficulties have been described in receiving reports and will not be given here. The difficulties have resulted in a detailed study of the entire purchasing and delivery system and will result in the issuing of a guide designed to identify key individuals in the commodity system and their functions. The purchasing and delivery system should become more efficient as these procedures for coordination are adopted.

Research Station Development and Management Specialist -- Joseph H. Marion

Introduction

The Policy Guide for the Operation of Research/Outreach Stations was finalized this quarter and has been accepted by the Station Directors. A summary of this guide appears in the Research Section of this report.

Land Shaping and Irrigation Layouts (42)

Sher Mohammed, farm manager for the horticulture section of the Malakandher Station, attended a five-day workshop on trickle irrigation. He is planning a system for the orchard and vineyard. Precision leveling using laser control started on November 26th. The head ditch has been dug to grade and is now being shaped in preparation for the ditch lining experiments.

Land Division and Utilization (43)

An area has been set aside for the Agricultural Mechanization Department to use as a field lab. There will be five units in a crop rotation system where the students will have fallow land, forages, grain and legume crops, and various row crops to use all types of farm equipment in practical applications. All the "bulk" cropping land has been planted to seed crops this season.

Maintenance (45)

The farm shop at the University was upgraded with the purchase of additional tools and storage cabinets. The Surezai Station has a shop and a good set of tools but no trained maintenance personnel. The man assigned to this job is being sent to the Millat Tractor Company for training.

Training (46)

Two Agricultural Mechanization M.Sc. students were given 64 hours of practical training on the farm this quarter.

Machinery and Equipment (47)

Lists for the next round of equipment orders are now being prepared for all stations. From the experience of equipment received this past year, several revisions will be implemented. All machinery will be completely assembled field ready, including all hydraulics, before leaving the supplier. A spare parts package should be securely attached to each unit and include belts, shear pins, sickle sections, rivets, guards, ledger plates, chain links, and other parts subjected to excessive wear or breakage.

In-Service Training (48)

A proposal has been prepared to hire two Agricultural Mechanization or Agricultural Engineering graduates of Pakistan universities to assist the TIPAN team. They will be fluent in Pushto and Urdu as well as in English and be able to translate the English service manuals and verbal instructions into the native languages. They will also assist in the Outreach Programs involved in farm mechanization. When these Agricultural Officers are on board, the training programs planned can proceed.

Agronomy Teaching

The teaching staff was assisted in setting up the new lab equipment and preparing student experiments to use this equipment. The Agronomy students were assisted in mechanizing their field plot experiments.

PROJECT BACKSTOPPING

TIPAN Project Work Group (PWG)

The PWG met on 23 October and 19 December at Farina, Illinois. The major agenda items were John J. Nicholaides' report on TIPAN field review, the constraints on project progress resulting from limitations on both long-term and short-term technical assistance, and planning for summer workshops for degree participants. Other agenda items included reports of activities of faculty liaison groups, updates on participant training and commodity procurement, and planning for the February 3-6, 1987 visit of the USAID Project Officer.

Dr. Nicholaides' Field Visit Report

At the 23 October PWG meeting, Dr. Nicholaides reported on his September 18-25 TIPAN project review at the invitation of the USAID Agricultural Development Officer. This visit provided the opportunity for excellent interactions with USAID, NWFAP Agricultural University, and TIPAN team personnel and illustrated the importance of all PWG members having on-site contact with the project.

Discussions centered on ways of attaining project objectives with the limitation of resident personnel to five and short-term personnel to three, both well below the levels planned during project design and reflected in the Project Paper and the USAID/University of Illinois contract. The closely related issue of formal NWFP government action to merge the research system with the NWFP AU was also reported on. USAID requested on September 3, 1986 that all contract short-term technical assistance be withheld until the merger issue is reached.

The report of the field visit and ensuing discussions of the PWG led to the consensus that USAID, the NWFP Agricultural University, and the University of Illinois/Southern Illinois University should join in a modification of the project design with special emphasis on the personnel technical assistance and training components. This process should be initiated in early 1987.

Project Staffing

During the quarter, project backstopping staff and the PWG gave attention to field team composition and staffing as those currently on assignment complete two years in mid to late 1987. Earlier planning had anticipated the possibility of increasing the number of resident staff from five to six in early 1987 and the completion of the work of the Research Station Development Specialist in September 1987. The contract positions of Dairy Production Specialist and Rural Social Sciences Specialist had been designated in highest priority and recruitment essentially completed in the first quarter of 1986. We were informed by the USAID ADO during the fourth quarter of 1986 that the resident staff would continue to be limited to five.

The backstopping staff and PWG, following communication with field personnel, support the concept of limited field personnel giving highest priority to supporting NWFP AU leadership in reorientation of the institution to its expanded mission and restructuring the administration, improving the academic methods and processes. Thus, there is a strong consensus that the four positions designed to accomplish this should be continued through years three and four of field operations. The positions are: Team Leader and Institution Development Specialist, Agricultural Teaching Program Specialist, Agricultural Research Program Specialist, and Agricultural Outreach Program Specialist. Following review of the six unfilled contract positions as well as the expression from the field of the need for a resident agronomist on the TIPAN team, the PWG was in agreement that the Rural Social Sciences Specialist position should be the fifth position to be filled as Mr. Marion completes his assignment as Research Station Development Specialist.

The issuance of the "Northwest Frontier Province Agricultural Research System (Handing Over) Ordinance, 1986" on November 6, 1986 was followed by USAID concurrence on November 23, 1986 that planning for early 1987 short-term assignments should proceed. Assignments which had been delayed from early 1986 due to limitations imposed on January 30 were rescheduled for

early 1987 as follows: Weed Control in Wheat, Emerson Nafziger, February 7 to March 10; Project Monitoring and Evaluation, William N. Thompson, February 7 to March 10; and Forage Production, Herbert L. Portz, March 7 to April 10. In addition plans were laid for Andrew J. Sofranko, dissertation adviser of TIPAN participant Asmatullah Khan, to provide field supervision in data calculation and assist in planning for the NWFP AU work in rural sociology and extension education beginning February 14.

At the close of the quarter, planning was in progress for administrative and executive visits as follows: Thomas A. McCowen, TIPAN Campus Coordinator, February 21-March 10 travelling under the AID/UIUC Program Support Grant and Dean John R. Campbell, UIUC College of Agriculture, and Dean James Tweedy, SIUC School of Agriculture, March 14-27.

Participant Training Workshop

Douglas Bedient, SIUC leader of the 1986 Workshop on Strengthening Instructional Skills, submitted a report on post-workshop interviews of participants. This report supplements the report of the Workshop that was included as Appendix A of TIPAN Quarterly Report 86-III, 1 July - 30 September 1986 and is included as Appendix A of this report. It is a useful report for the planning of 1987 workshops.

The needs for special training to support the formal education of degree participants and the success of the 1986 workshop on Strengthening Instructional Skills have served as the stimuli for planning workshops for 1987. Plans are underway for a repeat of the 1986 workshop, modified by the experience, for participants who arrived in the U.S. for training since the 1986 workshop and to include new arrivals for the 1987 fall term. Preliminary planning has been done on a workshop on institutional organization and administration for those who participated in the 1986 workshop. It has been suggested that one additional workshop be planned for 1988 to give a three-year sequence of repeating workshops.

Gary Johnson and Anthony Kerber, who served short-term assignments at NWFP AU during 1986, have initiated planning for a special workshop for participants on computer software selection and use.

Commodity Procurement

The most notable event to occur during the fourth quarter pertaining to commodity procurement regards the notification in November that the U.S. Lines had filed for reorganization under Chapter XI. Two containers (numbers ten and eleven) were held up at an east coast port for two months while negotiations were under way to ship the goods or arrange to rail them to the west coast for shipment. Carter's Moving & Storage was able to schedule a January shipment of the goods from the east coast. This will eliminate the concern of removing the contents and changing containers prior to moving the goods by rail to the west coast for shipment.

During this quarter, the TIPAN field team worked diligently to determine which pieces of equipment were broken or missing from the nine previous shipments. This information was received at the end of the quarter and parts, including spares, will be ordered in early 1987.

The 38 Zenith computers destined for the NWFP AU and its research centers were received at the UIUC and it was arranged with USAID/Islamabad to send ten of the computers by air freight. The remaining computers will be sent by surface to arrive in Peshawar in the late spring.

Faculty Liaison Groups (FLG)

Faculty liaison groups continued TIPAN support through a wide range of activities: assistance to the Training Officer in evaluating credentials of participant nominees and recommending appropriate training institutions; assisting NWFP AU faculty members in training in their preparation for in-country thesis study; support of the NWFP AU teaching program through a film/video rental and purchase program; working with Skidmore, Owings, and Merrill on plans for the Farm Center; commodity procurement; and planning a computer software training program. There was renewed activity toward the end of the quarter in assistance with short-term personnel assignments.

Visit of USAID Project Officer

Planning was initiated for the visit to UIUC of Mr. Maurice Fleming, USAID TIPAN Project Officer scheduled for February 3-6, 1987. His requested topics for discussion will be included on the agenda: commodity procurement and shipping, participant training, finance overview and reports, technical assistance rescheduling, short-term TA statements of work, quarterly reports, and evaluation. A meeting with the UIUC/SIUC Project Work Group has been scheduled for the afternoon of February 3.

PARTICIPANT TRAINING

During this quarter, the January 1987 admission was finalized for four TIPAN participants:

<u>Name</u>	<u>University</u>	<u>Field</u>	<u>Degree</u>
Md. Tariq Jan	New Mexico St.	Agronomy	M.S./Ph.D.
Mohd. Idris	SIUC	Sociology	M.S.
Jan Baz Khan	UIUC	Rural Sociology	M.S.
Ajab Khan Khattak	Cal. St./Fresno	Food Technology	Non-degree (12 mos.)

With these training starts, we have reached a total of 33 participants enrolled for advanced degree study and 26 who have taken non-degree training under TIPAN project sponsorship.

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Sixty-five participant nominees were registered to take the January 10, 1987 International TOEFL and 55 were registered for the March 14, 1987 International TOEFL. Thirteen nominees were also registered to take the February 7, 1987 GRE in Islamabad.

The following non-degree training programs were completed this quarter:

<u>Name</u>	<u>Field</u>	<u>Location</u>	<u>Duration</u>
Mohd. Shahid	Entomology	UIUC	4 months
Sherin Khan	Agronomy	Cal. St./Utah St.	4 months
Abdul Aziz	Maize Production	CIMMYT/Mexico	6 months
Moeen Ud Din	Computer Applic.	AIT/Bangkok	11 weeks
Fardullah Shah	Computer Applic.	AIT/Bangkok	11 weeks
Fazle Manan	Computer Applic.	AIT/Bangkok	11 weeks

A total of 18 TIPAN participants attended Mid-Winter Community Seminars (MWCS) during the period December 20 to 30, 1986. These 18 participants were distributed among nine different cities across the U.S. where the seminars were held. Project policy allows each participant to attend a MWCS once during his stay in the U.S.

Responding to a request from the NWFP AU Vice-Chancellor and the field team the Training Officer, Senior Project Adviser, and Professor Russell T. Odell planned a five-week program for NWFP AU research station directors to become better informed about the management and operation of research/outreach stations. It is planned that Professor Odell, who was the research leader on the TIPAN design team, will be in charge of this program scheduled to begin in mid-May 1987.

An inordinate amount of time and resources were invested in an unsuccessful attempt to salvage the program of a disillusioned degree participant who, along with his colleague, arrived at North Dakota State University (NDSU) on September 1, 1986. Neither a visit to NDSU by the

TIPAN training officer, nor the possibility of admission to UIUC, were sufficient to convince this participant to stay and try the student's life. It seems that a combination of homesickness, culture shock and unrealistic expectations led him to purchase his own ticket and depart for Pakistan on November 3, 1986.

This experience and similar earlier events have prompted us to adopt the procedure of bringing all new long term participants from Peshawar directly to UIUC for orientation and a preliminary period of adjustment prior to onward travel to their respective universities or training sites. This new procedure was followed and used successfully with January 1987 enrollees.

PROJECT PERSONNEL

The following is a summary of TIPAN Project personnel from 1 November 1984 to date.

I. Home Office Personnel

A. Coordinating Office

1. Campus Coordinator - Thomas A. McCowen - 25% - 11/01/84-present
2. Senior Project Advisor - William N. Thompson - 45% - 11/01/84-present
3. Training Officer - John W. Santas - 25% - 11/01/84-present
4. TIPAN Secretary - Kimberly Oliver - 100% - 2/4/85-9/6/85
5. TIPAN Secretary - Beth McKown - 100% - 10/14/85-present
6. Accountant - Diana Glasgow - 15% - 2/28/86-present
7. TIPAN Secretary - SIUC - Sheila Tate - 60% - 12/85-present

B. Faculty Liaison Group Chairpersons

1. Engineering Applications & Food Technology - James O. Curtis - 8% - 2/21/85-8/31/85; 4/30/86-present
2. Learning Resources Center - John Behrens - 8% - 2/21/85-8/20/85
3. Learning Resources Center - Violet Malone - 8% - 8/21/85-present
4. Plant Sciences - James B. Sinclair - 8% - 2/21/85-8/31/85; 5/21/86-6/20/86

5. Rural Social Sciences - Andrew J. Sofranko - 8% - 2/21/85-8/31/85; 5/21/86-6/20/86
6. Animal Husbandry (also SIUC Overall Project Management) - Howard H. Olson - 25% - SIUC - 12/85-present

II. FIELD STAFF

A. Resident

1. Team Leader & Institution Development Specialist - Errol D. Rodda - 6/1/85-present
2. Research Program Specialist - Raymond G. Cragle - 7/13/85-present
3. Outreach Program Specialist - R. William Seiders - 6/21/85-present
4. Research Station Development Specialist - Joseph H. Marion - 9/30/85-present
5. Teaching Program Specialist - Martin V. Waananen - 8/11/85-present

B. Short-Term

1. Administrative Visit - William N. Thompson - 2/7/85-3/25/85
2. Institution Development - Errol D. Rodda - 3/15/85-4/5/85
3. Teaching Program - Martin V. Waananen - 4/16/85-5/8/85
4. Telecommunications - Lawrence P. Bontempo & Lynn D. Lafferty - 4/85
5. Rural Social Sciences - Frederick C. Fliegel - 11/9/85-12/3/85
6. Animal Husbandry - Howard H. Olson - 11/25/85-12/5/85
7. Participant Training - John Santas - 11/23/84-12/14/84; 11/15/85-12/3/85
8. Administrative Visit - Thomas McCowen - 11/24/84-12/14/84; 4/1/85-5/31/85; 1/4/86-2/3/86
9. Microcomputing - Gary Johnson - 2/5/86-3/7/86
10. Microcomputing - Anthony Kerber - 2/8/86-10/31/86
11. Microcomputing - Zainul Azizan - 2/5/86-3/7/86

EXPENDITURE REPORT

Line item expenditures for November 1, 1984 to December 31, 1985, Quarterly for 1986, and total to December 31, 1986 are shown in Table 1. Table 2 shows line item expenditures reported for in-country needs March 1, 1985 to September 30, 1986, 1986 Fourth Quarter, and total to December 15, 1986.

APPENDIX A

POST-STRENGTHENING INSTRUCTIONAL SKILLS REPORT

Douglas Bedient
Learning Resources Service
Southern Illinois University at Carbondale

Introduction

A series of interviews was scheduled with Pakistani students enrolled at UIUC following the PWG meeting on September 18, 1986. The purposes of the interviews included gathering reactions concerning the August workshop after the passage of about six weeks; investigating the reasons for the low participant ratings of the evaluation sessions; planning for a similar workshop at NWFP AU; and seeking ideas for a 1987 meeting of the Pakistani students.

Interviews were scheduled for October 1 at Urbana-Champaign. I met with Mohammad Shahid, Asmatullah Khan, Mohammad Asrar, K. Bahadar Marwat, and Mohammed Naeem. I also had the opportunity to meet with Sherin Khan during his visit to Carbondale.

Post-Workshop Evaluation

The reactions of these students to the August workshop continue to be very positive. One theme that emerged concerned their shift in attitude concerning teaching skills. There was some feeling prior to the workshop that teaching was a task which was well under control and that a workshop in that area would be of little value. This feeling has changed considerably and there is appreciation of what is needed to develop and maintain excellent instruction.

The workshop provided an opportunity for the Pakistanis to review their progress in their programs with one another. The structure which permitted the students to practice a skill several times and see their own performance on tape was powerful. The opportunity to develop their expression powers was an important outcome.

It appears that the workshop built some cohesiveness which will be very important in the future. The feeling was expressed that a participant could go to other participants and share concerns about teaching performance and not be criticized since they had this common experience. It seems that such discussions with others who were not in this workshop would not occur and would be very risky. One student mentioned a sense of confidence and trust that existed because the members had helped each other. (It seems subsequent activities should also include challenges which bring them together.)

Evaluation Ratings

These students acknowledge that evaluation is an important topic. The ratings which were low seem to be largely a result of the enthusiasm of the presenter. In addition, the cancellation of the evening session that night before put too much material on the agenda. These students do sense the challenge which will confront them as they write their own tests.

NWFP AU Activity

I left the meetings encouraged about the support which these men expressed for delivering a similar workshop at NWFP AU. Their recommendation was to set high expectations and assign faculty to incorporate new techniques in their teaching. They indicated the administration of NWFP AU could take care of faculty participation and stress the importance of learning and practicing some new skills. The August workshop also provides a cadre of persons to assist with a similar teaching activity in Pakistan.

Future Meeting Topics

Several topics emerged as areas these students suggested for the future. I think it is important for the planners to consider these themes and define learner outcomes as well as topics. Then time can be allocated. I have sensed some feeling that there would be a two-week session since that was the time in 1986. Setting the time ahead of objectives would be a mistake. I am very willing to participate in this activity and contribute my experience.

Several of the men mentioned the challenges they face in writing. There are problems in generating ideas, organizing their thoughts, putting words on paper and editing. There are also styles of writing as the products for a scientific paper and an extension bulletin would vary considerably. This theme also applies to writing test items and evaluation instruments. I was told that writing is one of Vice-Chancellor Khattak's concerns and he reviews the work of faculty. No one in this group was negative about writing as a theme.

Coordination of missions concerning teaching, research, and extension was a concern. I think this can be translated into an institutional development theme. The students might deal with how faculty and administration work together to promote different missions, allocate resources, assess progress...

There was support for continuing the development of teaching skills. This turned out to be a request for doing more of the same, add advanced topics and let us practice the skills more. I am reluctant to suggest this as the theme for 1987 but believe it is important to assign activities which require the group to present to one another and receive feedback about their work.

Stress management was suggested as a theme. Several others did not support this theme. (It might be one topic within a larger theme.)

No matter what the theme, there is one technique which should be considered. The work which was accomplished at Carbondale is not very visible to anyone in Pakistan. The workshop might have assigned people to teams and had them develop instruction for NWFP AU. Syllabi, materials, examinations and so forth could be prepared and then shared with NWFP AU. This procedure would provide some information about the progress of the participants for faculty and administration at NWFP AU. This technique seems applicable for almost any theme selected for 1987.

Recommendations

Presentation skills are important no matter what theme is selected. Opportunities to present to the group should be built. Videotaping and review of the presentations should occur. Critique by peers should be part of the workshop.

A workshop product should result which can be shared with NWFP AU. We are completing duplicating of student presentations. Each participant will receive a tape of 30 minutes of his presentation. A "documentary" will be prepared which can be shared with NWFP AU.

Evaluation skills should be built into the 1987 session. I am willing to work with testing if requested to do so.

Consider assigning more time to products in 1987 and then allocate more time for the activity. We may have paraded too many presenters.

Involve high quality presenters. We tried to be very selective in 1986. Several of these men commented about the excellence of the presenters and that should be a goal for 1987.

TABLE 1

TIPAN EXPENDITURE REPORTS
 NOVEMBER 1, 1984 THROUGH DECEMBER 31, 1985
 QUARTERLY 1986 AND TOTAL TO DECEMBER 31, 1986

	11/1/84 THRU 12/31/85	1ST QUARTER 1986 TOTAL	2ND QUARTER 1986 TOTAL	3RD QUARTER 1986 TOTAL	4TH QUARTER 1986 TOTAL	GRAND TOTAL THRU 12/31/86
I. SALARIES	189,632.63	114,231.50	139,943.51	59,529.94	146,611.49	649,951.07
II. FRINGE BENEFITS	19,271.77	14,378.63	20,350.92	6,856.91	17,414.13	80,272.36
III. INDIRECT COSTS	120,570.87	56,084.40	63,760.04	32,975.00	64,897.94	338,289.05
IV. TRAVEL & TRANSPORTATION	87,484.13	16,524.99	23,146.46	6,398.67	11,770.30	142,324.55
V. ALLOWANCES	20,502.99	34,810.31	25,993.57	15,368.14	21,549.23	125,224.24
VI. OTHER DIRECT COSTS	18,215.83	28,364.82	5,847.49	3,280.08	5,058.29	60,766.51
VII. TRAINING	244,729.23	89,936.29	81,742.42	152,683.44	193,043.72	761,735.10
VIII. EQUIPMENT ACE	197,047.51	10,933.50	262,697.29	132,693.92	288,277.63	891,649.85
IX. EQUIPMENT LOCAL	4,935.28	138.76	1,192.38	0.00	0.00	6,266.42
X. MISC TRAVEL EXP	0.00	0.00	0.00	0.00	0.00	0.00
XI. T O T A L	\$902,390.24	\$365,403.20	\$624,274.00	\$409,786.10	\$754,624.73	\$3,056,479.15

ABOVE NUMBERED HEADINGS ARE TOTALS FOR SAME NUMBERED HEADINGS ON PAGES
 2 THRU 4

*PLEASE NOTE PAGE 3 - THE INDIRECT COST LINE ON 1-5-40321 DEGREE ENROLLED
 IS IN ERROR. CORRECTIONS ARE BEING MADE BY THE CONTRACTS OFFICE AND WILL
 BE REFLECTED IN THE NEXT QUARTERLY REPORTS.

EXPENDITURE REPORT
TIPAN PROJECT
11/84 - 12/86

TABLE 1 - PAGE 2

	11/1/84 THRU 9/30/86	10/86	11/86	12/86	TOTAL	GRAND TOTAL THRU 12/30/86
1-5-25231						
I. SALARIES						
H.O. ACADEMIC	121,152.38	7,746.30	6,252.91	4,790.58	18,789.79	139,942.17
H.O. SUPPORT	35,020.40	3,802.91	6,051.85	1,454.40	11,309.16	46,329.56
II. FRINGE	11,218.76	1,153.36	1,176.29	491.80	2,821.45	14,040.21
III. INDIRECT COSTS	72,007.00	2,634.13	3,098.21	2,387.84	8,120.18	80,127.18
IV. TRAVEL						
US	13,839.73	1,922.58	711.75	136.39	2,770.72	16,610.45
INT'L	0.00	0.00	0.00	0.00	0.00	0.00
VI. OTHER DIRECT COSTS	30,592.77	1,360.01	2,314.02	1,033.59	4,707.62	35,300.39
IX. EQUIPMENT & SUPPLIES	3,151.94	0.00	0.00	0.00	0.00	3,151.94
XII. T O T A L	286,982.98	18,619.29	19,605.03	10,294.60	48,518.92	335,501.90
1-5-40319						
I. SALARIES						
F.S. LONG TERM	303,330.46	37,456.62	35,795.11	20,777.44	94,029.17	397,359.63
F.S. SHORT TERM	43,834.34	11,898.70	10,586.67	0.00	22,485.37	66,319.71
II. FRINGE BENEFITS	49,639.47	6,107.91	5,782.54	4,702.23	16,592.68	66,232.15
III. INDIRECT COSTS	169,738.47	26,301.62	21,434.41	7,003.14	54,739.17	224,477.64
IV. TRAVEL (UNIV EMPLOYEES)						
INTERNATIONAL 3111	69,989.85	2,772.76	1,237.11	10.75	4,020.62	74,010.47
FREIGHT 4540	40,911.98	0.00	0.00	0.00	0.00	40,911.98
STORAGE 4545	8,698.19	1,015.92	120.00	843.04	1,978.96	10,677.15
INT'L PER DIEM 3112	114.50			0.00	0.00	114.50
V. ALLOWANCES						
SUNDAY DIFF 4900	16,007.02	2,323.82	1,780.80	283.16	4,387.78	20,394.80
EDUC ALLOW/TRAV 4910	7,440.09	3,368.11	0.00	0.00	3,368.11	10,808.20
POST DIFF 4911	73,227.90	11,452.53	7,925.03	1,415.78	20,793.34	94,021.24
VI. OTHER DIRECT COSTS	23,164.72	184.47	1.00	93.20	278.67	23,443.39
STAFF PREP & SUPPORT 4292	1,930.73	72.00	0.00	0.00	72.00	2,022.73
IX. EQUIPMENT & SUPPLIES	3,114.48	0.00	0.00	0.00	0.00	3,114.48
XI. T O T A L	811,162.20	102,954.46	84,662.67	35,120.74	222,745.87	1,033,908.07

31

EXPENDITURE REPORT
TIPAN PROJECT
11/84 - 12/86

TABLE 1 - PAGE 3

	11/1/84 THRU 9/30/86	10/86	11/86	12/86	TOTAL	GRAND TOTAL THRU 12/30/86
1-5-40321 D.E.						
MAINTANCE - 8100	258,779.80	15,885.00	32,741.27	23,376.00	72,002.27	330,782.07
THESIS - 8150	2,387.82	0.00	300.00	0.00	300.00	2,687.82
EQUIPMENT - 8151	3,029.33	882.69	1,375.17	303.95	2,563.81	5,593.14
TRAINING ALLOW - 8152	8,448.61	1,132.00	266.00	0.00	1,398.00	9,846.61
HEALTH INS - 8153	15,886.55	391.44	6,720.00	480.00	7,591.44	23,477.99
US TRAVEL - 8154	9,844.72	966.00	4,608.50	278.00	5,852.50	15,697.22
INT'L TRAVEL - 8155	6,319.00	16.00	0.00	1,376.19	1,392.19	7,711.19
TEXT BOOKS - 8156	16,040.00	90.00	225.00	10,035.00	10,350.00	26,390.00
BOOK MAILING - 8157	240.00	0.00	120.00	0.00	120.00	360.00
RESEARCH - 8158	6,174.20	1.50	5,118.96	436.68	5,557.14	11,731.34
TUITION & FEE - 8159	126,321.83	52,854.40	14,815.13	3,719.00	71,388.53	197,710.36
TYPING - 8190	1,102.34	137.15	0.00	68.19	205.34	1,307.68
VII. subtotal	454,574.20	72,356.18	66,290.03	40,075.01	178,721.22	633,295.42
III. INDIRECT COST	902.73	(506.91)	123.33	72.01	(311.57)	591.16
XI. T O T A L	455,476.93	71,849.27	66,413.36	40,147.02	178,409.65	633,886.58
1-5-40322 N.D						
NON ENROLLED						
MAINTENANCE - 4912	52,655.00	2,231.00	300.00	300.00	2,831.00	55,486.00
EQUIPMENT - 4913	2,523.44	0.00	0.00	0.00	0.00	2,523.44
TRAINING ALLOW - 4914	33,572.15	3,423.00	555.00	0.00	3,978.00	37,550.15
HEALTH INS - 4915	1,531.50	0.00	0.00	0.00	0.00	1,531.50
US TRAV - 4916	11,326.60	973.00	0.00	0.00	973.00	12,299.60
INT'L TRAV - 4917	88.49	0.00	0.00	0.00	0.00	88.49
TEXT BOOKS - 4918	760.00	0.00	0.00	0.00	0.00	760.00
BOOK MAILING - 4919	480.00	0.00	0.00	0.00	0.00	480.00
VII. non enrolled subtotal	102,937.18	6,627.00	855.00	300.00	7,782.00	110,719.18
ENROLLED						
MAINTANCE - 8100	2,820.00	1,320.00	180.00	2,510.00	4,010.00	6,830.00
THESIS - 8150	0.00	0.00	0.00	0.00	0.00	0.00
EQUIPMENT - 8151	0.00	0.00	0.00	0.00	0.00	0.00
TRAINING ALLOW - 8152	0.00	0.00	0.00	0.00	0.00	0.00
HEALTH INS - 8153	0.00	0.00	30.50	0.00	30.50	30.50
US TRAVEL - 8154	0.00	0.00	240.00	0.00	240.00	240.00
INT'L TRAVEL - 8155	0.00	0.00	0.00	0.00	0.00	0.00
TEXT BOOKS - 8156	0.00	0.00	0.00	0.00	0.00	0.00
BOOK MAILING - 8157	60.00	0.00	0.00	780.00	780.00	780.00
RESEARCH - 8158	0.00	0.00	0.00	0.00	0.00	0.00
TUITION & FEE - 8159	8,300.00	0.00	0.00	0.00	0.00	60.00
TYPING - 8190	0.00	0.00	0.00	1,480.00	1,480.00	9,780.00
VII. enrolled subtotal	11,180.00	1,320.00	450.50	4,770.00	6,540.50	17,720.50
III. INDIRECT COSTS	30,742.91	2,001.35	258.21	90.60	2,350.16	33,093.07
XI. T O T A L	144,860.09	9,948.35	1,563.71	5,160.60	16,672.66	161,532.75

25

EXPENDITURE REPORT
 TIPAN PROJECT
 11/84 - 12/86

TABLE I - PAGE 4

1-5-25232 ACE	11/1/84 THRU 9/30/86	10/86	11/86	12/86	TOTAL	GRAND TOTAL THRU 12/30/86
VIII. LIBRARY SUPPLIES 2120	56,249.61	0.00	0.00	0.00	0.00	56,249.61
VIII. SHIPMENT 4540	56,666.75	31.63	1,874.82	380.25	2,287.70	58,953.45
VIII. EQUIPMENT & SUPPLIES	490,455.86	162,152.18	30,915.12	97,923.63	285,990.93	776,446.79
XI. T O T A L	603,372.22	162,183.81	32,789.94	93,303.88	288,277.63	891,649.85

36

TABLE 2

PLCOU - 86

TIPAN LOCAL CURRENCY EXPENDITURE REPORT
 MARCH 1, 1985 TO SEPTEMBER 30, 1986
 MONTHLY FOR 1986 FOURTH QUARTER
 TOTAL TO DECEMBER 15, 1986

RUPEES	3/1/85 THRU 9/30/86	10/1/86 THRU 10/31/86	11/1/86 THRU 11/30/86	12/1/86 THRU 12/15/86	TOTAL 4TH QUARTER 1986	GRAND TOTAL THRU 12/15/86
I. SALARIES	427,311.00	29,506.00	28,611.00	929.00	59,053.00	486,364.00
II. FRINGE BENEFITS	0.00	0.00	0.00	0.00	0.00	0.00
III. INDIRECT COSTS	0.00	0.00	0.00	0.00	0.00	0.00
IV. TRAVEL & TRANSPORTATION	686,345.30	51,680.00	51,493.00	7,994.00	111,167.00	797,512.30
V. ALLOWANCES	137,604.39	0.00	0.00	0.00	0.00	137,604.39
VI. OTHER DIRECT COSTS	41,837.00	1,466.00	1,730.00	2,200.00	5,396.00	47,233.00
VII. TRAINING	150,154.00	139,658.00	122,579.00	47,670.00	309,907.00	460,061.00
VIII. EQUIPMENT & SUPPLIES LOCAL	387,396.61	6,891.00	3,391.00	12,887.00	23,176.00	410,572.61
IX. VEHICLE EXPENSE	83,790.38	817.00	4,687.00	2,367.00	7,871.00	91,661.38
X. MISC TRAVEL EXP	0.00	0.00	0.00	0.00	0.00	0.00
XI. DISCREPANCY PV-R1 & PV-R2	134.00	0.00	0.00	0.00	0.00	134.00
XII. DISCREPANCY SEE NOTE BELOW*	800.00	0.00	0.00	0.00	0.00	800.00
XI. T O T A L - (RUPEES)	1,915,372.68	230,018.00	212,505.00	74,047.00	516,570.00	2,431,942.68

NOTE - RS 800.00 DISCREPANCY IN ACTUAL EXPENDITURES AND TOTAL FOR REIMBURSEMENT REPORTED ON PAYMENT VOUCHER #8

37