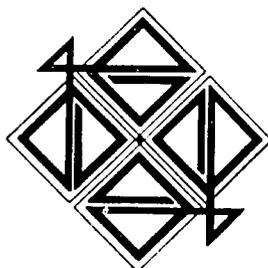


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# **USAID Mission to Pakistan Development Support Training Project**

## **Semi-Annual Progress Report January-June 1993**



Prepared by:

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Islamabad, Pakistan / Washington, D.C.

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# INTRODUCTION

The report format for Mission training statistics from 1983 to present (back cover) has been revised to focus on participants who completed programs. The previous format, quantifying *concluded* programs, had included participants terminated or terminating before program completion and candidates who withdrew or were disqualified prior to program start. Close to 25% of cases managed do not eventuate in training.

To date, completed programs number close to 6000; one out of six completing participants earned one or more graduate degrees.

The integration of the Participant Training Database System, linking program and finance data on upwards of 7000 participants previously stored in separate home and field office systems has been achieved. At this writing, automated updating of the database through MCI Mail has been accomplished.

As a result of extensive cooperation with USAID/Pakistan's Office of Contracts, steps were taken for the first time to integrate accounting of all funding under the contract -- both within and without AED's Federal Reserve Letter of Credit, whether disbursed by AID or AED, and whether in dollars or rupees. Advices of charge from the Mission's Office of Finance will conclude the process of financial reconciliation.

This spring, AED bade farewell to C. David Esch, DSTP Project Officer, and Dr. David Sprague, Chief of the Pakistan Office of Human Resources Development, who moved on to new positions within AID. Both men were staunch supporters of DSTP-II from its inception in 1988 and were key factors in the project's continuing success. AED welcomes their successors, Dr. Lois Bradshaw, Chief of the Mission's newly created Social Sector Programs Division, and Iftikhar Ahmed, Project Officer; AED looks forward to

equally successful working relations with these two veterans of USAID/Pakistan, who have extensive experience in human resources development and with DSTP.

In June, DSTP bade farewell to Dr. Tom Rogers, who served the project for a year as Counselling/Testing Specialist and was from June, 1991 Director of DSTP's Follow-Up Unit in Islamabad. The project's follow-up effort will continue with remaining staff under the supervision of the Chief of Party, Lance Lindabury.

Legal issues relating to encashment of IRS refund checks, payable to participants but representing project money, and provision of MIS assistance to scholarship administration at the Embassy of Pakistan in Washington remain to be resolved. Early resolution of a difference of opinion between the Mission and USAID/OIT with respect to signatory authority of the project officer is hoped for.

AED looks forward to submitting a Year 6 plan and budget for DSTP upon conclusion of the Year 1-5 revision and clearance of the proposed sole-source waiver.

Peter L. Boynton  
Vice President  
Management Development Services  
Academy for Educational Development  
Washington, D.C.

September, 1993

# HIGHLIGHTS

## Jefferson Fellowship Program

### Note on Terminology

*USAID's Thomas Jefferson Fellowship Program supports human resources development through long-term (academic, degree-targeted) and short-term (technical, non-degree) training in the United States or a country other than that of the trainee. Long-term program beneficiaries are referred to as Jefferson Fellows; short-term, as Jefferson Associates. For convenience, Fellows and Associates are also commonly referred to as participants and the Jefferson Program, as the participant training program. Training which takes place in a country other than the United States and Pakistan is referred to as third country training.*

### Project to Date

Total USAID/Pakistan participants completing programs since 1983 stood at 5898; one out of six, or close to 1000, received one or more higher degrees. Of the total completing training, 98 percent were administered by the Development Support Training Project (DSTP).

For every three participants administered, a participant or candidate did not conclude or enter training; nine out of ten such cases were the result of pre-start cancellation or disqualification.

Confirmed 'non-returnees' from training in the United States constituted less than 1 percent of all participants.

USAID-support to GOP scholarship recipients administered through DSTP reached just short of 500 beneficiaries; at the end of the

reporting period, the files of 100 Ministry of Science and Technology (MOST) and Ministry of Education (MOE) scholars in on-going training had largely been transferred to the administration of the Embassy of Pakistan, Washington, in accordance with an agreement reached in 1992.

### 6-Month Summary

During the reporting period, 746 participants were in active status, defined as being in training or pre-training processing. The figure represents a decline of close to 50 percent over the second half of 1992.

In all, 213 AID-funded participants departed for training abroad; 230 concluded programs and returned to Pakistan. At the close of the reporting period, 311 participants remained in training and 205 nominations were in process.

Participants funded by the Development Support Training Project accounted for 19 percent of all active-status USAID participants. The remaining 81 percent were sponsored by the independently administered TIPAN project (Transformation & Integration of Provincial Agriculture Network) and 16 other Mission projects with training plans under DSTP administration.

Of the latter, projects of the Office of Agriculture and Rural Development (ARD) were most active. ARD projects accounted for 60 percent of DSTP's active status total; the Primary Education Project, under the Human Resources Development Office, accounted for 9 percent and projects of the

Office of Health, Population and Nutrition, for 6 percent. The Private Enterprise and Energy Office with 4 percent and the Office of Engineering with 2 percent made up the balance of the active status total.

#### Women

Women accounted for 17 percent of participants departing for training during the period, up 4 percent over 1992.

#### Third Country Training

During the reporting period, 34 Jefferson Associates departed for training in third countries. This represents 16 percent of the total USAID sponsored departures during the period. Training was conducted in Egypt, Philippines, Thailand, Malaysia and Indonesia.

#### Islamabad Office

During the reporting period, the field office received 106 nominations for slots previously without candidates, as follows:

Office of Agriculture and Rural Development	28
Office of Human Resources Development	20
Office of Health, Population and Nutrition	11
Office of Private Enterprise and Energy	24
Office of Engineering	13

Saleem Razaque, Shahana Javed, Cynthia Brown and Zara Ahmed Hyder conducted pre-departure orientations in Lahore, Karachi and Islamabad.

In the continuing effort to confirm the return to Pakistan of participant's trained from 1986 to 1993, 1,266 participants were confirmed as having returned. These confirmations were obtained through the combined efforts of the Participant Training Unit, the Follow-Up and Evaluation Unit and the Karachi Regional Representative.

Mark Ketcham, home office Project Director visited Pakistan during February. He met extensively with Participant Training staff to discuss program management and financial administration.

In February, Cynthia Brown, Saleem Razaque and Mark Ketcham traveled to Peshawar to meet with the Primary Education/NWFP technical team to discuss future training.

The Participant Training Finance staff completed approximately 1,331 PIO/P close-out amendments to reconcile the final expenditure with the allocation during the reporting period.

#### Washington Office Stateside Participant Training

**Active Cases:** During the six-month period from January - June 1993, home office staff provided placement or monitoring services to a total of 985 Jefferson Fellows and Associates. Fellows enrolled in academic programs comprised 60 percent of this total; Associates, 40 percent.

**New Files Received:** 151 placement requests were received by home office staff during the six month period. Of these, 144 were for technical programs and seven were for academic programs.

Arrivals for U.S. training totalled 176 Fellows and Associates. 13 of these were for academic programs; 189, for technical programs.

**Completions:** 231 Jefferson Fellows and Associates successfully completed training programs within the six month period. Of these, 62 completed academic programs and 169 completed technical programs.

Three annexes to the present report, Participant Training Statistics, New

**Participants and Returning Participants** provide additional information on participant training during the reporting period.

### **GOP Scholarship Programs**

Transfer of files for the Ministry of Science and Technology and Ministry of Education programs to the Embassy of Pakistan continued throughout the six-month period and was nearly completed by June 30. DSTP staff, in consultation with Dr. Sikander Hayat, Educational Attache of the Embassy of Pakistan, devised the following schedule to implement the transfer:

- Phase I all MOST scholars who had completed their 4 years of funding - to be transferred by January
- Phase II all MOST scholars still within the funded portion of their programs - to be transferred by April 30
- Phase III all MOE scholars to be transferred by May 31

As was reported in the last semi-annual report, HRD had secured a waiver of AID/OIT's regulation prohibiting transfer of IAP-66 sponsorship. The implementation of the transfer of each of the three phases required close coordination between PPTP staff, Embassy staff, Ministry scholars, their academic advisors and the international student offices, and OIT. Some lag in transfer of scholars was occasioned by delay in receipt of IAP-66 forms from universities and authorizing documents from OIT.

As part of the transfer, Program Specialist Dollene Targan held several sessions with Embassy staff to provide training in all aspects of PPTP's administrative systems and monitoring. During May, three representatives from MOST visited the U.S. They were Dr. S. Hujjatullah, Director of HRD; Mr. Ayaz Hamid, Deputy Scientific Advisor; and Mr. Mukhtar Ahmed, Accounts Officer. The three, accompanied by Dr.

Sikander Hayat, met with Mark Ketcham, Dollene Targan and Bridget Bolcik for several hours to discuss training issues and matters related to the program transfer. A meeting was also held with Deanna Dunworth, Senior Vice President of Finance, and Mark Ketcham to provide an overview of AED's accounting systems for participant expenditures. An achievement during this meeting was the resolution of a long-standing discrepancy between amounts MOST remitted to USAID and amounts AED received for scholarship financial administration. Bridget Bolcik and Dollene Targan arranged visits for them with staff at local embassies involved with sponsored student training.

Given the enormous scope of this undertaking, PPTP was pleased that as of June 30, only 19 files remained to be transferred to the Embassy. It is expected that they will be transferred by the end of July. At the end of June, the remaining task to be accomplished for finalization of the transfer is purchase and installation of the Embassy computer and participant database. As of the end of the six month period, authorization and a contract amendment for procurement had not been received.

### **Follow-Up**

During the first six months of 1993, the Follow-up Unit continued its expanded program as conceived in the Handbook 10 and the O/HRD mandate. The role of the Follow-up Unit assumed special importance in view of the interest of the Projects to assess performance and sustainability of their programs on the completion of the project assistance. The major tasks performed by the FU Unit included survey of returned participants, interview of returnees, supporting professional networking, assisting in the organization of events for Jefferson alumni and preparation of reports for the Projects with special focus on their interests. Major achievements are mentioned below:

**Survey**

Total number of questionnaires issued during the six-month period was 398 which included 111 return-from-training questionnaires and 287 post-training questionnaires (more than 6 months after return). Total number of responses received was 175. The information received was entered in the FU database which now has a total of 2512 records which can be retrieved in a number of ways to produce reports for the users in AID and GOP.

**Interviews**

FU unit conducted interviews of returned participants to record their opinions and evaluation of training programs. Interviews of employers/supervisors of returnees were also conducted to determine the extent of utilization of training upon return. The number of interviews conducted in the field was 18. In addition some interviews of returnees were conducted at the AED office in Islamabad.

**Confirmation of Return for PIO/P Amendments**

At the request of the Participant Training Unit, FU confirmed return of 1195 participants in order to complete the close-out amendments in the participant database.

**English Proficiency Testing and Evaluation**

Eleven institutional TOEFL tests were administered to 159 participants during the first six months of 1993. Tests were administered in Islamabad, Lahore, Karachi and Quetta.

TOEFL office adjusted its working pattern to meet the requests of Projects for administering tests to groups proceeding to U.S. or third countries at short notice. Special arrangements were made to deliver the unofficial scores immediately after the test, making it possible for the participants

to complete formalities of medical examination and visa in time for call forward. The responsiveness of the TOEFL administration to the short-notice requests from the Projects made it possible to reduce the number of waiver requests to OIT and also the number of program cancellations.

**Information Systems****Washington Office**

A number of exciting developments occurred to improve the information systems capabilities of the home office staff:

- As was reported in our last six-month report, significant improvements were made or were in the works during the latter half of 1992 to upgrade DSTP's information systems capability. As part of this, DSTP staff were integrated into AED's Local Area Network to better facilitate communication among the staff and with other AED staff. In late 1992, Kanwar Nasir, field office Information Systems Manager, visited the home office to gather information for design of a home office Participant Training Database System (PTDS) module. As part of Kanwar's activities, meetings were held with Alan Kreger to explore the possibility of AED's transferring PDF information electronically to OIT.
- In the past six months, work has continued to implement these new systems and procedures. Randy Prosser, DSTP Information Systems Manager, continued to create office forms using information systems and the LAN to increase staff efficiency. These included devising macros and programs for standard PPTP letters and forms. Randy also developed a comprehensive database for tracking HAC expenditures and for facilitating the quarterly payments to OIT for HAC enrollment.

- In May, Kanwar Nasir returned to the home office to install the home office module for the PTDS. He and Randy successfully downloaded the participant training database and financial database from the project's Wang system. The Wang database contained 7,641 participant records. Concurrent with this work, Kanwar and Randy worked with Barbara Conway, AED's Information Systems Coordinator to establish a data-transmission link between the DSTP home and field offices. It is expected that daily transmission will begin in August.
- Several attempts were made to integrate the PTDS with AED's accounting system to enable staff to produce financial reports for DSTP participant training program but were unsuccessful as a result of problems associated with downloading the information from accounting's DEC system. It is expected that integration will take place within the next few months.
- During June, DSTP staff began transmitting PDF information directly to OIT through AED's E-Mail service. This capability is a function of the program design of the PTDS. OIT required data is automatically converted into data codes which can be read by OIT's Participant Training Information System (PTIS). DSTP staff will now directly transmit all participant data required to be reported by contractors to OIT.

#### Islamabad Office

Based on the information, collected by Kanwar during his visit to the home office in 1992, the home office module of the PTDS was analyzed, designed and initiated. A total of five database files were created to store participant data for the home office module. These files consist of 219 data fields plus an accounting file down loaded from the home office accounting system. Several data input screens and a variety of system outputs were

also programmed. Outputs include, form letters, reports, statistical tables and address labels.

Several PTDS program modifications, including integration method, were made including automatic record keeping of data updates and additions to electronically update between field and home offices; closeout and carryover PIO/P amendments; reports; additional data fields and a new function to pull a list of codes for code-entry fields.

Mark Ketcham and Kanwar Nasir established a list of telephone companies and international organization which were called by Kanwar to research possibilities of international telecommunication through computers. Paknet, a sub-division of Pakistan Telecommunication Corporation (PTC), is in this business in Pakistan and have a drop-in with MCI in New York. A request was made and electronic connection was installed to communicate with the home office.

MIS policy was reviewed with section heads and Mark Ketcham and was finalized. A copy of a policy paper with covering letter from the Chief of Party was circulated to all staff of AED and HRT, who were required to indicate their acknowledgement of the policy by signature.

DSTP's computer maintenance contract with LANTech Systems expired and USAID concluded a new contract with EGS for the remaining life of project.

#### Contract Management

Core contract expenses stood at \$17.8m at the close of the reporting period participant expenses stood at \$66.6m against a budget of \$88.3m.

Details on contract expenditures through June 30, 1992 and contract amendments enacted during the reporting period are contained in the annex entitled **Prime Contract**.

In late 1992, both a Training Cost Proposal and Technical Assistance Budget proposal were submitted to USAID, projecting training and administrative costs through December, 1994. In January, a request for obligation of additional core contract funds was submitted to USAID/Pakistan Contracts. Throughout the six-month period, there was much ongoing communication as AED staff responded to requests for clarification from the Office of Contracts and Commodities (O/CC). Both the Training Cost Proposal and the Technical Assistance budget were revised several times within the six month period with the final submission of each to O/CC in early June.

Two Contract Modifications were received in March from the O/CC. These were Modification 68 to deobligate \$1,100,000 from the Rural Electrification (0473) Project and Modification 69 to deobligate \$550,000 from the Energy (0478) Project. Following review and clarification from USAID, these were signed and submitted to O/CC.

In early April, Mark Ketcham submitted summaries of obligations, expenditures and balances for the following buy-in projects: Malaria Control II (0472), Food Security (0491), Balochistan Area Development (0479), Population Welfare Planning (0469), irrigation Systems Management (0467), and Energy Planning and Development (0478).

#### Financial Administration

In addition to the ongoing financial administration for participants in training, file closures were the focus of financial staff activity. During this period, finance staff closed a total of 1,085 files. Five hundred sixty-nine files were for trainees who completed programs prior to January 1991

and included all carry-over files for participants who completed programs prior to 1991 and who were funded through the following projects: 0478, 0480, 0473, 0496, 0492. The other 516 files closed were for trainees who completed programs after December, 1990.

Daissy Moreno processed and submitted to accounting staff carry-over participant PIP/P amendments received during the period with instructions for reallocation of funding and expenditures against the appropriate PIO/Ts.

In addition to his routine review and processing of monthly cost sheets, core contract rupee expenses and the monthly expense voucher, Carl Boesch accomplished the following activities during the period January through June: submitted the final expenditures associated with the CIELS Program; reviewed the history of advances to and invoices from World Learning, Inc. and confirmed vouchered WLI expenses for 1992; researched appropriation numbers and budget plan codes for several PIO/Ts and updated PIO/T listings in the monthly expense voucher. Carl also coordinated several TOEFL matters between ETS and the home and field offices.

For the 1992 tax year, USAID'S Office of International Training changed their procedures for filing Fellows' taxes. Rather than sending tax forms and information to Fellows, OIT directed that USAID contractors compile all Fellows' tax information and forward it to OIT for tax forms to be completed by OIT on Fellows' behalf. Due to the changes in the interpretation of tax regulations, OIT directed that all third-country trainees are subject to thirty percent withholding. Daissy Moreno and her staff spent a great deal of time responding to and complying with these directives. Tax forms for all Fellows and Associates who received income during 1992 were submitted to OIT by the March 15.

## Staff

### Liaison and Professional Development

During the six month period, Washington staff were involved in the following liaison and professional development activities:

#### Conferences or Workshops:

- Mark Ketcham and Daissy Moreno attended workshops sponsored by the Society for International Development (SID) in May. Mark and Daissy attended a workshop on the financial management of government grants and contracts. Mark also attended a workshop on "fourth generation project evaluation" and Daissy attended a workshop on proposal writing.
- Geoffrey Moskowitz and Kim Stalnaker attended the annual conference of NAFA: Association of International Educators held in May in San Francisco.

#### Meetings and Visitors:

In March, Mark Ketcham, Dollene Targan, and Bridget Bolcik were the guests of Dr. Sikander Hayat, Education Attache of the Embassy of Pakistan, at an Eid celebration at the home of Pakistan's ambassador Ms. Abida Hussain. In early April, staff working with the GOP scholarship programs (Bridget Bolcik, Dollene Targan, Michelle Madden, and Mark Ketcham) were hosted by Dr. Hayat and his family in their home.

The following visitors and/or institutional representatives met with staff during January - June 1993:

- Mr. Shah Jan Khan, Director and Mr. Fida Hussain, Assistant Director, of Primary Education, NWFP
- Dr. S. Hujjatullah, Director, HRD, MOST; Mr. Ayaz Hamid, Deputy Scientific Advisor, MOST; and Mr. Mukhtar Ahmed Minhas, Accounts Officer, MOST
- Mr. David Woodward, American Cultural Exchange

- Dr. Suzanne Morris, Management Training and Development Institute (MTDI)
- Mr. Mark Palumbo, HRS Water Consultants
- Dr. Claudette Morton, Western Montana College

### Staffing Changes

With the phasedown of Mission activities, DSTP continued to experience reduction of staff. Some staff members, in anticipation that their jobs would be phased out, were able to find permanent jobs and resigned from the project earlier than was planned. DSTP management has been consistently pleased with our ability to hire high caliber staff members on a temporary basis to fill short-term assignments.

Also notable in the past six months was the loss of Academic Coordinator Laurie Treleven in June, due to the phaseout of her position. Laurie worked with PPTP since 1984 and in her role as one of the project's management staff, contributed immeasurably to the project's oversight and growth, as well as to its daily operations and staff development. Laurie was integral to the successful operation of this project and will be missed.

The changes in staffing which took place included:

#### *Resignations or Position Terminations*

- Selena Cohen, Financial Intern (temporary)
- Lauren Supina, Academic Program Specialist (temporary)
- Debbie Durham, Academic Program Specialist (temporary)
- Karen Miller-Lane, Technical Senior Program Specialist
- Laurie Treleven, Academic and Technical Coordinator

Michelle Madden, Academic Program Assistant  
(temporary)

Hywon Cha, Academic and Technical Program  
Assistant (temporary)

Carmen Cabollero-Ramos, Financial Assistant  
(temporary)

### *New Hires*

Susan Fickling, Academic Program Specialist  
(temporary)

Margaret Gridley, Technical Program Specialist  
(hired previously for a temporary position was  
made permanent full-time)

Faith Galetshoge, Academic Program Specialist  
(temporary)

Marcel Del Prado, Intern (temporary)

Joe Wible, Financial Clerk

### **Issues**

Four issues regarding 1) integration of contract accounting, 2) reclamation of overpaid IRS liabilities, 3) determination of permissible assistance to the Pakistani Embassy, Washington, DC, and 4) signatory authority of the Project Officer are detailed in the annex **Issues**.

## **ANNEXES**

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### **Participant Training Statistics**

#### **New Participants**

#### **Returning Participants**

#### **Prime Contract Activity**

#### **Issues**

# PARTICIPANT TRAINING STATISTICS

All Training  
Government of Pakistan Academic Participants and Nominees  
Women  
Third Country  
USAID Jefferson Fellows, Associates and Nominees

## Notes to Statistics

<b>Nominations Received</b>	For the six-month period, the number of nominations for academic training, technical training, and total. The head of the Islamabad office participant training pipeline.
<b>Departures</b>	For the six-month period, the number of academic participants, technical participants, and total departing for training and the number departing to training institutions in Third Countries. Additions to the support and monitoring caseload.
<b>Unfunded Nominations</b>	At the close of the reporting period, the number of nominees for academic training, technical training, and total whose nominations were not yet funded by a Project Implementation Order (PIO). The Islamabad office pre-training caseload.
<b>Funded Nominations</b>	At the close of the reporting period, the number of PIO-funded nominees for academic training, technical training, and total for whom pre-training arrangements were in process. The Washington office pre-training caseload.
<b>Concluded Programs</b>	For the six-month period, the number of participants who successfully concluded programs and, among them, the number who successfully concluded programs in Third Countries. Attrition in the support and monitoring caseload; the head of the follow-up pipeline.
<b>In Training</b>	At the close of the reporting period, the number of participants in training. The support and monitoring caseload.
<b>Active Status Total</b>	The sum of the number of participants concluding programs during the six-month period and the number of nominees (funded and unfunded) and participants in training at the close of the period. A measure of the caseload of the Islamabad and Washington participant training units for the reporting period as a whole.
<b>Third Country</b>	A country other than Pakistan or the United States.

### All Training

## USAID Mission to Pakistan (DSTP) and Government of Pakistan

A, B, and D as of 06/30/93. All other for the six month period.

Funding Agency	Trainee Group	Pre-Training				Training		All Participants and Nominees Active Status A+B+C+D
		Nominations Received	Departures	Islamabad	Washington	U.S. and Third Country		
				A Unfunded Nominations	B Funded Nominations	C Concluded Programs	D In Training	
USAID Mission to Pakistan (DSTP)	Fellows	2	14	0	4	71	245	320
	Associates	104	199	68	133	159	68	428
	Total	106	213	68	137	230	311	746
Government of Pakistan	Academic	0	0	0	0	(including Embassy transfere) 74	19	93
USAID and Government of Pakistan	All Groups	106	213	68	137	304	330	839

### Government of Pakistan

#### Academic Participants and Nominees

A, B, and D as of 06/30/93. All other for the six month period.

Funding Agency	Pre-Training				Training		Academic Participants and Nominees Active Status A+B+C+D
	Nominations Received	Departures	A Unfunded Nominations	B Funded Nominations	C Concluded Programs	D In Training	
Ministry of Science and Technology		0			(including Embassy transfers) 42	17	59
Ministry of Education		0			7	27	34
<b>Total</b>		0			49	44	93

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### Women Participants

Project Number - Title  Participant Group	Pre-Training		Training	
	Nominations Received	Departures	Concluded Programs	In Training
Office of Human Resources Development Fellows Associates	10	24	12 18	17 5
Office of Health, Population, & Nutrition Fellows Associates	5	9	1 9	2 1
Office of Agriculture & Rural Development Fellows Associates		4	4 2	9 3
Office of Private Enterprise & Energy Fellows Associates	2			
Office of Engineering Fellows Associates				
USAID Fellows Associates Total	0	0	16	28
	17	37	29	0
	17	37	45	28
Government of Pakistan MOST MOE Total	0	0	1	2
	0	0	0	1
	0	0	1	3
	Of USAID Total	Of USAID Total	Of USAID Total	Of USAID Total
	0%	0%	23%	11%
	16%	19%	18%	0%
	16%	17%	20%	9%
	Of GOP Total	Of GOP Total	Of GOP Total	Of GOP Total
	0%	0%	2%	12%
	0%	0%	0%	4%
	0%	0%	2%	7%

### Third Country Training

Funding Agency	Trainee Group	Departures		Concluded Programs	
		Number	Of Mission Total	Number	Of Mission Total
USAID Mission to Pakistan	Fellows	0	0%	2	3%
	Associates	34	17%	26	16%
	Total	34	16%	28	12%

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## USAID Mission to Pakistan (DSTP) Office of Agriculture & Rural Development

### Jefferson Fellows, Associates and Nominees

A, B, and D as of 06/30/93. All other for the six month period.

Project Number – Title	Participant Group	Pre-Training				Training			Fellows Associates and Nominees Active Status A+B+C+D
		Nominations Received	Islamabad		Washington	U.S. and Third Country		D In Training	
			Third Country	Total	A Unfunded Nominations	B Funded Nominations	C Concluded Programs		
0467 – Irrigation Systems Management	Fellows Associates	9					14	2	16
	Total	9	42		1		46		47
0471 – Tribal Areas Development	Fellows Associates				1				1
	Total				1				1
0481 – Forestry Planning & Development	Fellows Associates			9	2	4	2	15	17
	Total			9	2	4	1	11	18
				9	2	4	3	26	35
0485 – North West Frontier Area Development	Fellows Associates				4				4
	Total				4				4
0489 – Management of Agricultural Research & Technology	Fellows Associates			1		1	5	13	18
	Total			1		1	5	13	19

**USAID Mission to Pakistan (DSTP)  
Office of Agriculture & Rural Development, continued**

**Jefferson Fellows, Associates and Nominees**

A, B, and D as of 08/30/93. All other for the six month period.

Project Number – Title	Participant Group	Pre-Training				Training			Fellows Associates and Nominees Active Status A+B+C+D
		Nominations Received	Islamabad		Washington	U.S. and Third Country		D In Training	
			Third Country	Total	A Unfunded Nominations	B Funded Nominations	C Concluded Programs		
0492 – Agricultural Sector Support	Fellows Associates	2	13		1		11	154	166
	Associates	17	45	21	75		29	37	162
	Total	19	58	21	76		40	191	328
All Projects	Fellows	2	13	0	1		32	184	217
	Associates	26	97	28	81	0	76	48	233
	Total	28	110	28	82	0	108	232	450

## USAID Mission to Pakistan (DSTP) Office of Human Resources Development

### Jefferson Fellows, Associates and Nominees

A, B, and D as of 06/30/93. All other for the six month period.

Project Number – Title	Participant Group	Pre-Training					Training			Fellows Associates and Nominees Active Status A+B+C+D
		Nominations Received	Islamabad		Washington		U.S. and Third Country		D In Training	
			Third Country	Total	A Unfunded Nominations	B Funded Nominations	C Concluded Programs	Total		
0474 – Development Support Training Project	Fellows Associates Total		1	25	16	3	2	28	39	70
		1	26	16	32		1	14	12	74
		1	26	16	35		3	42	51	144
0467 – Primary Education Development	Fellows Associates Total	20	17	32	7	13		1	11	12
		20	17	32	7	13	17	26	6	52
		20	17	32	7	13	17	27	17	64
All Projects	Fellows Associates Total	0	0	1	0	3	2	29	50	82
		20	18	57	23	45	18	40	18	126
		20	18	58	23	48	20	69	68	208

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## USAID Mission to Pakistan (DSTP) Office of Health, Population & Nutrition

### Jefferson Fellows, Associates and Nominees

A, B, and D as of 06/30/93. All other for the six month period.

Project Number – Title  Participant Group	Pre-Training					Training			Fellows Associates and Nominees Active Status A+B+C+D
	Nominations Received	Islamabad		A Unfunded Nominations	Washington B Funded Nominations	U.S. and Third Country		D In Training	
		Third Country	Total			C Concluded Programs Third Country	Total		
0489 – Population Welfare Planning Fellows Associates Total	2 2	8 8	19 19	5 5		8 8	18 18		23 23
0496 – Child Survival Fellows Associates Total	9 9		8 8				4 8 12	11 11	15 8 23
All Projects Fellows Associates Total	11 11	8 8	27 27	5 5		8 8	4 26 30	11 11	15 31 46

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## USAID Mission to Pakistan (DSTP) Office of Private Enterprise & Energy

### Jefferson Fellows, Associates and Nominees

A, B, and D as of 06/30/93. All other for the six month period.

Project Number – Title	Participant Group	Pre-Training				Training			Fellows Associates and Nominees Active Status A+B+C+D
		Nominations Received	Islamabad		Washington		U.S. and Third Country		
			Departures	A	B	C	D		
		Third Country	Total	Unfunded Nominations	Funded Nominations	Concluded Programs	In Training		
						Third Country	Total		
0473 – Rural Electrification	Fellows						1		1
	Associates								
	Total						1		1
0478 – Energy Planning & Development	Fellows						5		5
	Associates	4		3			2		2
	Total	4		3			7		7
0494 – Private Sector Power	Fellows								
	Associates	10			5				9
	Total	10			5				9
0507 – Shelter Resource Mobilization	Fellows								
	Associates	19		7	3				12
	Total	19		7	3		7		12
0514 – Private Investment Expansion	Fellows								
	Associates	1							1
	Total	1							1

## USAID Mission to Pakistan (DSTP) Office of Private Enterprise & Energy

### Jefferson Fellows, Associates and Nominees

A, B, and D as of 06/30/93. All other for the six month period.

Project Number – Title	Participant Group	Pre-Training				Training			Fellows Associates and Nominees Active Status A+B+C+D
		Nominations Received	Islamabad		Washington		U.S. and Third Country		
			Departures		A	B	C	D	
		Third Country	Total	Unfunded Nominations	Funded Nominations	Third Country	Total	In Training	
All Projects	Fellow Associate	34	10	8	7	6	9	15	6
	Total	34	10	8	7	15	9	15	24
									30

## USAID Mission to Pakistan (DSTP) Office of Engineering

### Jefferson Fellows, Associates and Nominees

A, B, and D as of 06/30/93. All other for the six month period.

Project Number – Title	Participant Group	Pre-Training					Training			Fellows Associates and Nominees Active Status A+B+C+D
		Nominations Received	Islamabad		A Unfunded Nominations	Washington B Funded Nominations	U.S. and Third Country		D In Training	
			Third Country	Total			C Concluded Programs Third Country	Total		
0480 – Road Resources Management	Fellows Associates	13	8	8	4				12	
	Total	13	8	8	4		8		12	
All Projects	Fellows Associates	13	8	8	4				12	
	Total	13	8	8	4		8		12	

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## NEW PARTICIPANTS

By participating project, the name, position and employer of each new Jefferson Fellow or Jefferson Associate and his/her program title, site and dates of training.

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0467	Abdul Hamid Khan Superintending Engineer,	Irrigation & Power Department	Jan 93 Jan 93	Water Resources Facilitis American Water Foundation
0467	Abdul Sami Sheikh Executive Engineer,	Irrigation & Power Department,	Feb 93 Feb 93	Flow Regulation & Measure Colorado State University
0467	Abdullah Jan Accounts Officer	Office of the Chief Engineer	Feb 93 Feb 93	Financial Management U.S. Dept / Agriculture
0467	Ahmed Kamal Assistant Engineer (Flood)	Federal Flood Commission	May 93 May 93	Mississippi River Study American Wat Found Denver
0467	Ali Muhammad Shah Hashmi Executive Engineer	Irrigation Division	May 93 May 93	On Farm Irrig Design Evin Utah State University
0467	Bashir Ahmed Dahar Superintending Engineer	Irrigation & Power Department	May 93 May 93	Mississippi River Study To American Wat Found Denver
0467	Fazal Ahmad Faizi Assistant Research Officer	S.M.Die. SM, WAPDA,	Jan 93 May 93	Dev of Ground & Surface W Colorado State University
0467	Ghulam Mustafa Moroojo Assistant Director	DRIP Campus	Feb 93 May 93	Monitoring Drainage System Utah State University
0467	Ghulam Qadir Javed Executive Engineer	Irrigation & Power Department	Jan 93 Jan 93	Main System Irrig Schedul Utah State University
0467	Ghulam Usman Babar Deputy Project Director (	Irrigation & Power Department,	Jan 93 Jan 93	Project Monitoring & Eval Colorado State University
0467	Hizbullah Khan Executive Engineer	Warsak Canals Division	Feb 93 Feb 93	Flow Regulation & Meas... Colorado State University
0467	Iftikhar Hussain Mughal Assistant Director Design	Irrigation Department	Apr 93 Apr 93	Applied Micro-Computer Utah State University
0467	Ijaz Ahmad Humayun Chief Engineer	WAPDA (Dams Review Cell)	Jan 93 Jan 93	Appropriate Modernization Colorado State University
0467	Manzar Qayyum Assistant Executive Engin	Ballokh Headworks, Post Office	Apr 93 Apr 93	Applied Micro Computer Utah St Un
0467	Manzoor Ahmed Shaikh Executive Engineer	Indus River Commission Division	Jan 93 Apr 93	Hydraulics/Hydrodynamics Colorado State University
0467	Masud Ali Arbab Chief Engineer,	Irrigation & Power Department,	Jan 93 Jan 93	Construction Mgmt for Wt American Water Found, Denv

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0467	Mati-Ur- Rahman Technical Officer	Office of the Chief Engineer	Jan 83 Jan 83	Project Monitoring & Eval Colorado State University
0467	Mian Yousaf Ali Executive Engineer	OSD Directorate of Indus Waters	May 83 May 83	Design & Mgt of Small ... Utah State University
0467	Mohammad Aslam Executive Engineer	Irrigation & Power Department	Mar 83 Apr 83	River Engineering American Water Foundation
0467	Mohammad Ayub Jan Executive Engineer,	Irrigation Department NWFP,	Jan 83 Jan 83	Irrigation Engineering American Water Foundation
0467	Mohammad Wasil Sethi Executive Engineer	Hydrology Irrigation	Mar 83 Apr 83	Flood Management Engg. American Water Foundation
0467	Mohammad Yaqoob Raza SDO/AEE	Sadhoke Sub Division, UCC	Mar 83 May 83	Rehab. of Large Scale Irr Colorado State University
0467	Muhammad Ilyes Senior Research Officer I	Office of Director General IWASRI	Jan 83 May 83	Ground Water Modelling Colorado St. Univer, Denve
0467	Muhammad Siddique Executive Engineer	Chakwal Dams	Mar 83 Apr 83	Flood Management Engg. American Water Foundation
0467	Muhammad Ali Shaikh Assistant Executive Engin	Irrigation & Power Department,	Jan 83 Jan 83	Monitng Eval Mgt of Irrg Colorado State University
0467	Muhammad Ashraf Sandhu Sub Divisional Officer/AE	Phalia T/Well Sub Division	Mar 83 May 83	Rehab. of Large Scare Irr Col. St. Univ. Den. Col
0467	Muhammad Aslam Tabassum Assistant Executive Engin	Irrigation Development Project	Apr 83 Apr 83	Applied Micro-Computer Utah St. Univ
0467	Muhammad Azim Sabir Director, Office of the C	Adviser/Chairman, Federal Flood Comm	Feb 83 Feb 83	Financial Management U.S. Dept / Agriculture
0467	Muhammad Idris Rajput Additional Secretary	Irrigation & Power Department	May 83 May 83	Mississippi River Study American Water Foun, Denve
0467	Muhammad Iqbal Shaikh Execut Engg/Sec Officer,	Irrigation & Power Department,	Jan 83 Jan 83	Mod'n Surface Irri-Design Colorado State University
0467	Muhammad Ishaq Shinwari Project Director North IP	WAPDA	Apr 83 May 83	Irrig. Mgt. Res. Methodlg Utah State University
0467	Nasir Ghaffor Khan Assistant Engineer	Mardan Irrigation	May 83 May 83	Environmental Factors Utah State University

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0467	Reo Irshad Ali Khan Executive Engineer ISCARP	Irrigation & Power Department	Apr 83 May 83	Mgmt of Mod Irrig System Utah State University
0467	Rasul Bux Shaikh Chief Engineer,	Irrigation Department,	Jan 83 Jan 83	Construction Mgmt Wtr Res American Water Foundation
0467	Riaz Hussain Chaudry Superintending Engineer	Irrigation & Power Department	Jan 83 Jan 83	Modern Surface Irrigation Colorado State University
0467	Riaz-ul Haq Chief Engineer	Irrigation & Power Department	Feb 83 Feb 83	Financial Management Irr USDA, Grad Schl, WDC
0467	Shuja Ahmed Junejo Superintending Engineer	Rohri Canal Circle	May 83 May 83	Mississippi River Study American Wtr Found Denver
0467	Syed Munawar Hussain Executive Engineer,	Irrigation & Power Deptt.	Jan 83 Jan 83	Modern Surface Irrig. Des Colorado State University
0467	Syed Qasim Ali Shah Research Officer	Punjab Engineering Academy	Mar 83 Apr 83	Trg for Trainers Irrig Mg Colorado State University
0467	Syed Shahid Hussain Additional Secretary (Wat)	Ministry of Water and Power	Mar 83 Apr 83	Program Mgmt & Evaluation U.S. Dept / Agriculture
0467	Waheed Iqbal Khan Executive Engineer,	Irrigation/Power Dept, River Survey	Jan 83 Jan 83	Modern Irrig systems Mgmt Utah State University
0467	Wasif Sultan Khan Executive Engineer (OP)	Irrigation & Power Department	Mar 83 May 83	Rehab. of Large Scale Irr Colorado State University
0469	Aman Ullah Khokhar Distt. Pop. Wlfr. Officer	31-X Housing Colony	Apr 83 Apr 83	Islam & Family Planning IHP Western Consortium
0469	Ataul Haq Iqbal Co-Ordinator	Community Council	Mar 83 Apr 83	Program Mgmt & Evaluation USDA/Grad Schl,WDC
0469	Bashir Hussain Nazim Deputy Director Research	M/O Religious Affairs	Apr 83 Apr 83	Islam & Family Planning IHP Western Consortium
0469	Deedar Ali Abbasi District Population Welfa	Population Welfare Department	Mar 83 Apr 83	Family Plng Prgm Mgmt San Jose, California
0469	Ejaz Ahmed Khan Instructor	Population Welfare Training Inst.	Apr 83 Apr 83	Islam and Family Planning IHP Western Consortium
0469	Ghazala Ashfaq Deputy Director	Ministry of Population Welfare	Apr 83 Jun 83	Biochemical CEEED, Columbus, Ohio

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0469	Khalil A. Siddiqui Joint Secretary Planning	Ministry of Population Welfare	Mar 93 Apr 93	Building Mgmt. & Leadersh MSH, Boston, Massachusetts
0469	Mohammad Jameel Director (Training)	Ministry of Population Welfare	Apr 93 May 93	Managing Training & Devel U of Pittsburgh
0469	Mohammad Ibrahim Khan Secretary/Director Genera	Population Welfare Department	Mar 93 Apr 93	Building Management Leadr Mgmt of Sciences BostonMA
0469	Mohammad Saqib Khan Deputy Director	Ministry of Population Welfare	Apr 93 Apr 93	Islam & Family Planning Inst for trng research
0469	Naheed Qavi Khan Assistant Director	Population Welfare Training Instt.	Mar 93 May 93	Info.Educ.& Communication Iowa State University
0469	Nasim Akhtar Ilyas Assistant Director (Educ)	Ministry of Population Welfare	Mar 93 Apr 93	Project Mgt & Evaluation U.S. Dept / Agriculture
0469	Nighat Ara Ullah Medical Officer Incharge	Nishtar Hospital	Mar 93 Apr 93	Family Ping Clinical Skil Intl Health Prgm, San Jose
0469	Shamim Ahmad Khan Section Officer	Sindh Population Welfare Department	Apr 93 Apr 93	Islam & Family Planning IHP Western Consortium
0469	Shamshad Ahmad Khan Deputy Director (C&Ls)	Population Welfare Department,	Mar 93 Apr 93	Management & Evaluation U.S. Dept / Agriculture
0469	Shamsuddin K Qureshi District Population Welfa	Population Welfare Department	May 93 May 93	Project Management & Evln Norther Illi Univ, Chicago
0469	Shaukat Ullah Dist. Population Officer	Population Welfare Department	Apr 93 Apr 93	Islam & Family Planning IHP Western Consortium
0469	Sikandar Baloch Convenor Phchikara Work Un	FPAP, C/O Field Office	Apr 93 Apr 93	Islam & Family Planning Inst ltrng Research
0469	Zahir Iqbal Khan Director/Principal	Population Welfare Training Instt.	Apr 93 Apr 93	Islam & Family Planning IHP Western Consortium
0474	Abdul Hameed Naqshbandi Director General ,	National Center for Rural Develop-	Mar 93 May 93	Pub Budgeting & Fin Mgmt I. Tax Administration
0474	Ashfaq Ahmed Assist. Chief of Section	Govt. Of Punjab	Jan 93 Jun 94	Agricultural Economics North Carolina A&T Univ.
0474	Ashfaq Ahmed Deputy Medical Superinten	Services Hospital,	Mar 93 Jun 93	Accelerated Mangmnt Prgm Boston University

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0474	Asif Jah Chaudry Chief Accountant	Premier Exploration Pakistan Ltd.	Mar 93 Mar 93	Managerial Accounting U.S. Dept / Agriculture
0474	Babar Sohail Management Executive	Dairy Services(pvt)Ltd.	Jun 93 Jul 93	Mgmt. Information Systems U. of Connecticut
0474	Danish Yazdani Manager	Expressions Boutique	May 93 May 93	General Management USDA Graduate School/WDC
0474	Gharib Hussain Shah Director,	Wafaqi Mohtasib Secretariat	Jun 93 Jul 93	Human Resource Mgmt U. of Connecticut
0474	Iftikhar Abbas Private Secretary to Chai	National Hajra Council,	Jun 93 Jul 93	Finance: Mgt & Accounting U. of Connecticut
0474	Jamil Anwar Kanjoo Director Performance	Evaluation Cell, Dept of Auditor	Mar 93 May 93	Budgeting/Financial Mgmt Inst for Tax Admin.
0474	Maqsood Khatri Deputy Planning Manager	SANDOZ (Pakistan) LTD.	Jan 93 May 93	Business Administration U of Missouri @ Columbia
0474	Masood Ahmed Deputy Economic Advisor	Ministry of Finance,	Apr 93 May 93	Economic Indicators US Bureau of Labor Statis
0474	Matloob Alam Deputy Financial Advisor	(Industries & Comms), M.A. Jinnah Rd	Jun 93 Jul 93	Public Finance U. of Connecticut, CT
0474	Mohammad Humayun Deputy Secretary Finance	Government of NWFP	Mar 93 May 93	Pub. Budgeting & Fin. Mng Inst for Tax Admin.
0474	Muhammad Ibrahim Khan Director General,	Bureau of Emigration & Overseas Emp	Jun 93 Jul 93	Public Finance U. of Connecticut
0474	Mumtaz Ahmad Khan Assistant Professor	Institute of Business Administratio	Jan 93 May 93	International Marketing U of Missouri @ Columbia
0474	Mushtaq Ahmed Qureshi Director Finance	Civil Aviation Authority, HQs,	May 93 May 93	Development Management Asian Inst of Mgmt
0474	Nergis Mustafa Owner/Operator	Limelight Enterprise	Apr 93 May 93	Small Business Management World Trade Institute
0474	Raffat Iqbal Qureshi Manager Human Resources	Atlas Honda Limited	Jun 93 Jul 93	Human Resource Devlp. Pgm Univ. of Connecticut/PSI
0474	Saleha Rahman Employment Information Of	Aurat Foundation	Jan 93 Apr 93	Info, Educ & Communication Cornell University

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0474	Sameera Raja Senior Teacher	Islamabad School of Arts & Sciences	Jun 93 Jul 93	T.E.F.L. Bowie State University
0474	Sheema Zameer Partner/Architect	Sem Engineers	Jun 93 Aug 93	Effective Mgmt & Decision Northern Illinois Univ.
0474	Sheikh Muhammad Sadiq Accountant General	Pakistan Revenues	Apr 93 Apr 93	Strategic Management Pennsylvania State Univ.
0474	Stephanie Rodrigues Chief Executive	Stephannes Creations Pvt Ltd.	Jun 93 Aug 93	Small Business Developmet MCID, Jackson/Mississippi
0474	Viqar-Un- Zeb Additional Secretary	Info, Tourism, Culture, Sports,	Jun 93 Jul 93	Human Resources Mgmt U. of Connecticut
0474	Zehra Shahed General Manager	Alisons Furnishers	Jun 93 Aug 93	Effective Mgmt & Decision Northern Illinois Univ.
0478	Khalid Waheed Khan Dy. Chief (Power)	M/O Planning & Dev. Energy Wing	Mar 93 Jun 93	Power Planning Power Tech. Inc. NY.
0478	Qaiser Suhail Deputy Chief (Data Base)	Planning & Development Division	Jun 93 Jul 93	Energy Information System IIE
0478	Sadaqat Ali Baig Research Officer, Energy	M/O Planning & Development Division	Apr 93 May 93	Refinery Operations BECHTEL, Houston/Texas
0480	Abdul Ghaffar Siddiqui Chief Engineer	District Council	May 93 May 93	Road Maintenance Mgmt Asian Inst of Technology
0480	Abdul Ghafoor Mahar Engineer	District Council	May 93 May 93	Road Maintenance Mgmt Asian Inst of Technology
0480	Abdul Rafiq Leghari Chief (T&C)	Planning & Development Department	May 93 May 93	Road Maintenance Mgmt. Asian Inst of Technology
0480	Ali Gul Shah Engineer	District Council	May 93 May 93	Road Maintenance Mgmt Asian Inst of Technology
0480	Asif Riaz Mughal Engineer	District Council	May 93 May 93	Road Maintenance Mgmt. Asian Inst of Technology
0480	Ejaz Hussain Rajput Assistant Engineer	Rural Development Department	May 93 May 93	Road Maintenance Mgmt Asian Inst. of Technology
0480	Ghulam Sarwar Soomro Assistant Engineer	Rural Development Department	May 93 May 93	Road Maintenance Mgmt Asian Inst of Technology

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0480	Mashooque Rajpar Engineer	District Council	May 93 May 93	Road Maintenance Mgmt Asian Inst of Technology
0481	Abdul Raziq Baloch Chief Conservator of Fore	Forest Department Balochistan	Jun 93 Jul 93	Management of Agriculture USDA/Office of Int'l Coop
0481	Ali Akbar Khan Conservator of Forests	Sidran Forest Circle,	Jun 93 Jul 93	Sustainable Natural Resou University of Tennessee
0481	Bahauddin Sirhindi Secretary to Govt of Sind	Forest, Fisheries & Livestock Dept	May 93 Jul 93	Project Ping & Analysis USDA/Office of Internatio
0481	Chaudhry Tariq Nazir Section Officer	Ministry of Food & Agriculture	Jun 93 Jul 93	Sustainable Natural Resou University of Tennessee
0481	Fazal-Ur-Rehman Khan Div Forest/Statistics Off	O/O Chief Conservator of Forests	Jun 92 Jul 92	Land Use Planning USDA/OICD
0481	Ghulam Mustafa Sheikh Conservator of Forests	Forest Department	Jun 93 Jul 93	Sustainable Natural Resou University of Tennessee
0481	Inam Ullah Khan Divisional Forest Officer	Office of Chief Conservator Forest	Jul 93 Aug 93	Farming Systems Approach USDA/Office of Int'l Coop
0481	Rafiq Ahmad Dy. Inspec. Gen. Forests	Ministry of Food & Agriculture	Jun 93 Jul 93	Sustainable Natural Resou University of Tennessee
0481	Raja Muhammad Zafar Abbasi Divisional Forest Officer		Jun 93 Aug 93	Developing & Operating Ag USDA/Office of Int'l Coop
0481	Samiullah P.S to Minister for Fores	Ministry of Forest	Jun 93 Aug 93	Developing & Operating USDA/Office of Int'l Coop
0481	Shamsul Haque Memon Conservator of Forests, S	Afforestation Circle Sukkur	Jun 93 Aug 93	Sustainable Development o USDA/Office of Int'l Coop
0481	Yar Mohammad Khan Secretary to Govt of NWFP	Fisheries and Wildlife	Mar 93 Apr 93	Project Mngt/Evaluation USDA
0481	Zafar Iqbal Divisional Forest Officer	Punjab Forestry Reserach Institute	Jul 93 Aug 93	Farming Systems Approache USDA, Office of Internati
0489	Bushra Yasmin Research Officer	Government of Punjab	Jan 93 Feb 93	Project Analysis USDA Graduate Schl W/DC
0492	Abdul Latif Regional Sales Manager	Agriculture Division	Jun 93 Jul 93	Integrated Crop Protectio USDA/Office of Int'l Coop

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0492	Abdul Qadeer Development Manager	AG Services & Supplies	Jun 83 Jul 83	Integrated Crop Protection USDA/Office of Int'l Coop
0492	Abdul Rahim Factory Manager		Jul 83 Aug 83	Dairy Program Lincoln University, USA
0492	Abdul Ghaffar Livestock Specialist	Agriculture Census Organisation	Apr 83 Jun 83	Livestock Management University of Tennessee
0492	Abdul Aziz Wadhawan Proprietor	Rizwan Poultry Farms	Jun 83 Jul 83	Poultry Management Mississippi Consortium fo
0492	Ahmad Saleem Akhtar Plant Pathologist	Ayub Agricultural Research Instt.	Mar 83 Mar 83	Plant Pathology Agricultural Cooperative
0492	Ahmed Samiullah Scientific Officer	Arid Zone Research Institute	Jan 83 Jan 86	Agronomy Iowa State University
0492	Ali Muhammad Quality Control Analyst	United Dairy Farms	Jul 83 Aug 83	Dairy Program Lincoln University, USA
0492	Ashfaq Ahmed Shaikh Self-Employed	Gul Agriculture & Fruit Farms Hala	Apr 83 Jun 83	Farm Management California State Universi
0492	Azhar Iqbal Chief Executive	Tawakkal Enterprises (Pvt) Ltd	Jun 83 Jul 83	Seed Improvement USDA/Office of Int'l Deve
0492	Azizur Rehman Zamindar (Farmer)	Village Ranjhe Khan	Apr 83 Jun 83	Farm Management California State Universi
0492	Bashir Ahmad Khan Self-Employment	House No. 27-A, Block X	Jun 83 Aug 83	Developing Markets for Ag Colorado State University
0492	Bashir Ahmed Chaudhry Chief Statistical Officer	Federal Bureau of Statistics	May 83 Jul 83	Demonstration Household U.S. Bureau of Census
0492	Chaudhry Hamid Malik Partner	Khalid Rice Mills	Jun 83 Jul 83	Corp Science Production Mississippi Consortium fo
0492	Dur Muhammad Abbas Agriculture Officer	Agriculture Extension	Jan 83 Jan 86	Agriculture Education & Iowa State University
0492	Faqir Muhammad Assistant Professor	University of Agriculture	May 83 May 84	Statistics Post Code Kent State University
0492	Ferd Khan Wazir Senior Executive	Consulting Associates, Flat No. 23	Apr 83 Jun 83	Storage Facilities for Im Utah State University

# USAID Mission to Pakistan

## Program Data: New Jefferson Fellows

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0492	Fayyaz A. Nauman Research Officer	Economic Wing, Food & Agriculture	Feb 93 Feb 96	Agriculture Economics Univ of Delaware/Newark
0492	Ghulam Asghar Chaudhry Production Manager	Merhaba Poultry Breeding Farms	Jun 93 Jul 93	Poultry Management Mississippi Consortium fo
0492	Iftikhar Ahmad Qamar Production Manager	Waheed Brothers Pakistan Limited	Jun 93 Jul 93	Poultry Management Mississippi Consortium fo
0492	Ijaz Ahmed Oil Seeds Technologist	Oil Seeds Research Institute	Jan 93 Jan 96	Home Economics South Dakota State Univ.
0492	Inayat-Ur- Rehman Agriculture Officer	Directorate of Agriculture	Jun 93 Jul 93	Integrated Crop Protection USDA/Office of Int'l Coop
0492	Khalid Mahmood Managing Director	42-B/1	Jun 93 Jul 93	Poultry Management Mississippi Consortium fo
0492	Khalid Siddique Azam Self Employed		Apr 93 Jun 93	Farm Management California State Unversity
0492	Luminta Samarandita Karim Proprietor	Orizont International	Jun 93 Aug 93	Developing Markets for Ag Colorado State University
0492	M. Najum-uz-Zaman Qureshi General Manager	Tops Food & Beverages	Jan 93 Apr 93	Quality Control Managemen Mississippi Consortium fo
0492	Manzoor Hussain Range Forest Officer	Balochstan Forest Department	Jan 93 Dec 94	Forestry Mississippi State Univ.
0492	Masood uz Zaman Khan Self-Employed	Zaman Fruit Farms	Apr 93 Jun 93	Farm Management CA.State Univ. Chco
0492	Mazullah Khan Statistical Investigator	Agricultural Training Institute	Apr 93 Jun 93	Livestock Management University of Tennessee
0492	Mohammad Sadiq Assistant Potato Botanist	Vegetable Seed Farm P.O. Box 361	Jan 93 Jan 96	Plant and Soil Science North Carolina A&T Univ
0492	Mohammad Akram Manager	Bostan Agro Services (Pvt) Ltd	Jun 93 Jul 93	Developing Marke... for Ag USDA/Office of Int'l Deve
0492	Mohammad Azam Khan Self-Employed	Shangrila Poultry Farm	Jun 93 Jul 93	Poultry Management Mississippi Consortium fo
0492	Mohammad Jamil Akhtar Poultry Consultants		Jun 93 Jul 93	Poultry Management Mississippi Consortium fo

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0492	Mohammad Salahuddin Abbasi Self-Employed		Jul 93 Aug 93	Dairy Program Lincoln University, USA
0492	Mohammad Waseem-Ur- Rehman Regional Sales Manager	Chaudhry Dairies Ltd	Jul 93 Aug 93	Dairy Program Lincoln University, USA
0492	Muhammad Arshad Managing Director	M/S. Sher Sons	Jun 93 Oct 93	Cotton Production Mississippi Consortium fo
0492	Muhammad Younes Field Investigator	M/O Food & Agriculture (Econ Wing)	Feb 93 Feb 96	Agriculture Business Univ of Delaware/Newark
0492	Muhammad Akhter Durrani Consultant/Advisor	Ravi Agri. of Dairy Products Ltd	Jul 93 Aug 93	Dairy Program Lincoln University, USA
0492	Muhammad Laiq Khan Assistant Professor	University of Agriculture	Apr 93 Mar 94	Animal Nutrition North Carolina State Univ
0492	Muhammad Riaz Awan Statistical Officer	Directorate of Live Stock Farms	Apr 93 Jun 93	Livestock Management University of Tennessee
0492	Muhammad Saeed Arain Principal Sc. Officer	Atomic Energy Agricultural	Jun 93 Jun 94	Post-doc. program in Soil North Carolina State Univ
0492	Muhammad Saleem Mian Painter/Business Exec.	M/s M. Sharif & Company	Jun 93 Jul 93	Crop Science Production Mississippi Consortium fo
0492	Muhammad Umar Khan Mills Manager	Pano Industries (Pvt) Ltd	Jun 93 Jul 93	Poultry Management Mississippi Consortium fo
0492	Muht. M. Hayat Khan Khakwani Farmer	Muzaffar Nagar Farm	Jun 93 Jul 93	Crop Science Production Mississippi Consortium fo
0492	Mumtaz Muhammad Khan Farmer		Apr 93 Jun 93	Farm Management California State Universi
0492	Munawer Hassan Khan Self Employed	Marshall Trading Company	Jun 93 Jun 93	Hydrology and Irrigation Utah State University
0492	Mushtaque Hussain Jokhio Veterinary Officer	Animal Husbandry Dept	Jan 93 Jan 96	Animal Science Iowa State University
0492	Mustafa Ahmed Khan Works Manager	Lever Brothers (Pak) Limited	Jan 93 Apr 93	Quality Control Managemen Mississippi Consortium fo
0492	Raja Abdul Qayyum Production Manager	Karachi Feeds	Jun 93 Jul 93	Poultry Management Mississippi Consortium fo

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0492	Raza Ali Gill Professor	University of Agriculture	Jun 93 Aug 93	Agribusiness Management Santa Clara University, S
0492	Robina Aamir Chaudhry Self Employed	Al-Mairaj Enterprises	Jun 93 Jul 93	Developing Markets for Ag USDA/Office of Int'l Deve
0492	Sayed Sultan Ahmad Quality Control Officer	Mubarak Dairies Limited	Jul 93 Aug 93	Dairy Program Lincoln University, USA
0492	Shabir Ahmed Badini	Agriculture Business	Apr 93 Jun 93	Farm Management California State Universi
0492	Shah Mahmood Extra Assistant Director	A.D.B.P., Head Office	Jan 93 Jan 95	Agriculture Economics Kansas State University
0492	Shakeel Ahmad Junior Engineer	Hamilton Mangar Airport	Jan 93 Mar 93	Airplane Maintenance Embry-Riddle Aeronautical
0492	Siraj Ul Haq Deputy Director Planning	Food, Agri. Livestock	Apr 93 Jun 93	Livestock Management University of Tennessee
0492	Syed Ahyaz Hussain Gilani	Gilani Poultry Farm	Jun 93 Jul 93	Poultry Management Mississippi Consortium fo
0492	Syed Amjad Taqi		Apr 93 Jun 93	Farm Management California State Universi
0492	Syed Shah J. Ali Shah Research Officer	Agriculture Research Institute	Jan 93 Jan 95	Food Science North Carolina A&T Univ.
0492	Syed Zahid Hussain Zaidi Aircraft Engineer	Karachi Airport, Dept-Plant Protect	Jan 93 Mar 93	Airplane Maintenance Embry-Riddle Aeronautical
0492	Tanveer Akhtar Butt Research Officer	Food & Agriculture Division	Jan 93 Feb 95	Agricultural Economics Colorado State University
0492	Tariq Mahmood Agriculture Officer	Directorate of Agriculture	Jan 93 Jan 95	Food Science North Carolina A&T Univ.
0492	Taslim-ul- Haq Managing Partner	Khyber Chicks, Charsadda Road	Jun 93 Jul 93	Poultry Management Mississippi Consortium fo
0492	Zaheeruddin Khan Durrani Self Employed		Jun 93 Jun 93	Irrigation Utah State University
0492	Zahir Shah Mohmand Deputy Secretary (IC)	Min. of Food, Agri. & Cooperatives	Jun 93 Aug 93	Macro-Economic Adjustment Harvard Institute for Int

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0496	Ali Naseer Bughti Paediatrician	Sandeman (Prov) Hospital	May 93 Jun 93	Lactation Management Wellstart San Diego
0496	Altaf Bashir Professor & Head of Depar	Department of Gynae & Obstetrician	May 93 Jun 93	Lactation Management Wellstart, San Diego
0496	Hasan Fatimah Jeffary Associate Professor	Jinnah Post Graduate Medical Centre	May 93 Jun 93	Lactation Management Wellstart, San Diego, CA
0496	Iqbal Bano Panesar Lady Medical Officer	Sandeman (Prov) Hospital	May 93 Jun 93	Lactation Management Wellstart San Diego, CA
0496	Mohammad Mustanear RMO/Senior Registrar	Deptt. of Paediatrics	May 93 Jun 93	Lactation Management Wellstart, San Diego
0496	Rafiqus Khanum Nursing Superintendent	Jinnah Post Graduate Medical Center	May 93 Jun 93	Lactation Management Wellstart, San Diego, CA
0496	Shamim Oureshi Principal	Public Health School	May 93 Jun 93	Lactation Management Wellstart San Diego, CA
0496	Zeenat Isani Professor of Paediatrics/	National Institute of Child Health	May 93 Jun 93	Lactation Management Wellstart
0497	Abdur Rashid Dy District Education Off	Primary Education Department	Apr 93 May 93	Teaching Methodologies NWREL, Portland/Oregon
0497	Abdur Rehman Dy District Education Off	Primary Education	Apr 93 May 93	Small Schools Management NWREL, Boulder/Colorado
0497	Ehsan Ahmed Lecturer	Govt. College of Elementary Educ.	Apr 93 May 93	Teacher Training SEAMED/AIT
0497	Fida Hussain Assistant Director	Primary Education Department	Apr 93 May 93	School Management NWREL, Portland/Oregon
0497	Ghulam Farid Malik Chief (Education Section)	Planning & Development Division	Jun 93 Jul 93	Education, General Harvard University
0497	Habib Khan District Education Office	Primary Education	Apr 93 May 93	Small School Management NWREL, Portland/Oregon
0497	Hamida Rashid Dty. Education Officer, B	Department of Education, NWFP	Apr 93 May 93	Teaching Methodologies NWREL, Portland/Oregon
0497	Haron Jan District Education Office	Primary Education Department	May 93 May 93	Expanding Access/Envolmen Terbuk.a/Angkatan

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0497	Illahi Bakhsh Baloch Subject Specialist	Govt. College of Elementary Educ.	Apr 93 May 93	Teacher Training SAEMEO/AIT
0497	Jamila Malik District Education Office	Primary Education Department	May 93 May 93	Expanding Access/Enrolmen Terbuka/Angkatan
0497	Mehrussa Subject Specialist	College of Elementary Education	Apr 93 May 93	Teachers Training SEAMEO/AIT
0497	Mohammad Anwar Director Education Curric	Directorate of Education	Apr 93 May 93	Teacher Training SEAMEO/AIT
0497	Mohammad Usman Subject Specialist	Bureau of Curriculum	Apr 93 May 93	Teacher Training SAEMEO/AIT
0497	Mohammad Fayyaz Deputy Director (RD&E)	Primary Education Department	Jun 93 Jul 93	Education, General Harvard University
0497	Mohammad Rafique Khattak Deputy Director (P&D)	Director Primary Education	Jun 93 Jul 93	Education, General Harvard University
0497	Muhammad Khen Assistant Director	Bureau of Curriculum	Apr 93 May 93	Teacher Training SAEMEO/AIT
0497	Muhammad Naseem Khan Computer Programmer	NEMIS, Directorate of Education	Jun 93 Jul 93	Education, General Harvard University
0497	Muhammad Sarfraz Khan Assistant Director	BEMIS, Education Department	Jun 93 Jul 93	Education, General Harvard University
0497	Mumlikat Tajdar Assistant Director	Primary Education Department	May 93 May 93	Expanding Access/Enrolmen Terbuka/Angkatan
0497	Mumtaz Anwar Lecturer	College of Elementary Education	Apr 93 May 93	Teachers Training SEAMEO/AIT
0497	Naushaba Mehmood Subject Specialist	Bureau of Curriculum & Ext. Centre	Apr 93 May 93	Teacher Training SAEMEO/AIT
0497	Nazakat Shaheen Deputy Directress	Primary Education	Apr 93 May 93	School Management NWREL, Portland/Oregon
0497	Qazi Abdul Jalil Assistant Director (RD&E)	Directorate of Primary Education	Jun 93 Jul 93	Education, General Harvard University
0497	Saeeda Lodha Additional Directress	Primary Education	Apr 93 May 93	Teaching Methodologies NWREL, Portland/Oregon

# USAID Mission to Pakistan

## Program Data: New Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0497	Saeeda Shama Distt. Education Officer	Govt. of NWFP, Beshir Lane,	May 93 May 93	Expanding Access/Enrol Terbuka/Angkatan
0497	Sarwar Shaheen Sr. Subject Specialist	College of Elementary Education	Apr 93 May 93	Teachers Training SEAMED/AIT
0497	Shad Begum Deputy Education Officer	Primary Education Department	May 93 May 93	Expanding Access/Enrolmen Terbuka/Angkatan
0497	Shah Jehan Khan Director	Primary Education	Apr 93 May 93	School Management NWREL, Portland/Oregon
0497	Shahnaz Akhtar Subject Specialist	College of Elementary Education	Apr 93 May 93	Teachers Training SEAMED/AIT
0497	Sher Ahmed Akhtar Dy Divisional Director of	(Secondary) Dera Ismail Khan Div.	Apr 93 May 93	Small School Management NWREL, Portland/ Oregon
0497	Surriya Shabbir Principal	Govt. Elementary College for Girls	Apr 93 May 93	Teachers Training SEAMED/AIT
0497	Tahira Nasreen Qureshi Deputy District Education	Primary Education Department	May 93 May 93	Expanding Access/Enrolmen Terbuka/Angkatan
0507	Abdul Moied Khan Director Finance	House Building Finance Corporation	Apr 93 May 93	Housing Finance Managment U. of Pennsylvania
0507	Goharulyan Afzal Marketing Director	Citibank Housing Finance Company	Apr 93 May 93	Housing Finance Mgmt U. of Pennsylvania
0507	Hameed Khan Managing Director, Int'l	Finance Ltd., 1st Floor, Sheikh	Apr 93 May 93	Housing Finance Mgmt U. of Pennsylvania
0507	Hamid N. Jaffer Chief Executive	Jaffer Brothers Housing Finance Co	Apr 93 May 93	Housing Finance Mgmt U. of Pennsylvania
0507	Iqbal Ahmed Joint Secretary (Dev)	Ministry of Finance	Apr 93 May 93	Housing Finance Managment Universit of Pennsylvania
0507	Naveed Ahmed A.V.P.	Olympic Housing Finance Company	Apr 93 May 93	Housing Finance Mgmt U. of Pennsylvania
0507	Saeed-ur-Rehman Chief Executive,	Empire Housing Finance Company	Apr 93 May 93	Housing Finance Mgmt U. of Pennsylvania

# RETURNING PARTICIPANTS

By participating project, the name, position and employer of each returning Jefferson Fellow or Jefferson Associate and his/her program title, site and dates of training.

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0467	Abdul Hamid Khan Superintending Engineer.	Irrigation & Power Department	Jan 93 Jan 93	Water Resources Facilitis American Water Foundation
0467	Abdul Sami Sheikh Executive Engineer,	Irrigation & Power Department,	Feb 93 Feb 93	Flow Regulation & Measure Colorado State University
0467	Abdullah Jan. Accounts Officer	Office of the Chief Engineer	Feb 93 Feb 93	Financial Management U.S. Dept / Agriculture
0467	Abdur Rauf Qamar Sub Divisional Officer	Irrigation & Power Department	Jan 92 May 93	Hydraulic Structure Colorado State University
0467	Ahmed Karnal Assistant Engineer (Flood	Federal Flood Commission	May 93 May 93	Mississippi River Study American Wat Found Denver
0467	Ali Hussain Sajid Asstt Water Mngt Engineer	Water Management Wing, M/O Food & A	Dec 91 Apr 93	Irrigation/Agriculture En North Dakota State Univer
0467	Ali Muhammad Shah Hashmi Executive Engineer	Irrigation Division	May 93 May 93	On Farm Irrig Design Evin Utah State University
0467	Azizullah Mahar Assistant Director	Drainage & Reclamation Inst of Pak.	Jan 91 May 93	Agricultural Engineering University of Idaho
0467	Bashir Ahmed Dahar Superintending Engineer	Irrigation & Power Department	May 93 May 93	Mississippi River Study To American Wat Found Denver
0467	Farooq Mohammad Ashrafi Junior Research Officer	Soil Mechanics & Hydraulics Labs	Dec 92 May 93	Hydraulic Engg & Soils Colorado State University
0467	Fazal Ahmad Faizi Assistant Research Officer	S.M.Dte. SM, WAPDA,	Jan 93 May 93	Dev of Ground & Surface W Colorado State University
0467	Ghulam Mustafa Moroojo Assistant Director	DRIP Campus	Feb 93 May 93	Monitoring Drainage System Utah State University
0467	Ghulam Qadir Javed Executive Engineer	Irrigation & Power Department	Jan 93 Jan 93	Main System Irrig Schedul Utah State University
0467	Ghulam Usman Babar Deputy Project Director I	Irrigation & Power Department,	Jan 93 Jan 93	Project Monitoring & Eval Colorado State University
0467	Hizbullah Khan Executive Engineer	Warsak Canals Division	Feb 93 Feb 93	Flow Regulation & Meas... Colorado State University
0467	Iftikhar Hussain Mughal Assistant Director Design	Irrigation Department	Apr 93 Apr 93	Applied Micro-Computer Utah State University

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0467	Ijaz Ahmad Humayun Chief Engineer	WAPDA (Dams Review Cell)	Jan 83 Jan 83	Appropriate Modernization Colorado State University
0467	Mansoor Ahmed Hashmi Senior Engineer	Nespak, 80-B, Tariq Road	Aug 88 Feb 93	Irrigation Engineering Colorado State University
0467	Fazanzar Qayyum Assistant Executive Engin	Ballokhi Headworks, Post Office	Apr 93 Apr 93	Applied Micro Computer Utah St Uni
0467	Mansoor Ahmed Shaikh Executive Engineer	Indus River Commission Division	Jan 93 Apr 93	Hydraulics/Hydrodynamics Colorado State University
0467	Masud Ali Arbab Chief Engineer,	Irrigation & Power Department,	Jan 93 Jan 93	Construction Mgmt for Wt American Water Found.Denv
0467	Mati-Ur-Rahman Technical Officer	Office of the Chief Engineer	Jan 93 Jan 93	Project Monitoring & Eval Colorado State University
0467	Mian Yousaf Ali Executive Engineer	OSD Directorate of Indus Waters	May 93 May 93	Design & Mgt of Small ... Utah State University
0467	Mirza Bargees Bag Scientific Officer (Soil)	Pakistan Agriculture Research	Jan 80 Jan 83	Soil Sciences Utah State University, Lo
0467	Mohammad Ashraf Water Mngt Specialist	9-A, Civil Line Jauharabad	Aug 90 Jan 93	Water Management Colorado S. University
0467	Mohammad Aslam Executive Engineer	Irrigation & Power Department	Mar 93 Apr 93	River Engineering American Water Foundation
0467	Mohammad Naeem Assistant Engineer,	Pehure High Level Canal Project,	Jan 93 Feb 93	Applied Micro-Computer... Utah State University
0467	Mohammad Ayub Jan Executive Engineer,	Irrigation Department NWFP,	Jan 93 Jan 93	Irrigation Engineering American Water Foundation
0467	Mohammad Naeem Akhter Assistant Professor	Civil Engineering Department	Jan 92 May 93	Irrigation University of Wyoming
0467	Mohammad Wasil Sethi Executive Engineer	Hydrology Irrigation	Mar 93 Apr 93	Flood Management Engg. American Water Foundation
0467	Mohammad Yaqoob Raza SDO/AEE	Sadhoke Sub Division, UCC	Mar 93 May 93	Rehab. of Large Scale Irr Colorado State University
0467	Muhammad Iqbal Assistant Professor	Irrigation & Drainage Department	Aug 89 May 93	Irrigation & Drainage Oklahoma State University

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Fellows

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0467	Muhammad Younus Senior Research Associate	Centre of Excellence in Water Resor	Aug 88 Mar 93	Irrigation in Hydrology Washington State University
0467	Muhammad Yahya Research Officer,	Agronomy/Agriculture & Land Use	Nov 92 Jan 93	Biotic Reclamation Soils Consortium for EEE Devel
0467	Muhammad Arif Sub Divisional Officer	Irrigation & Power Department	Jan 92 May 93	Civil Engineering Univ of Maryland, C.P.
0467	Muhammad Ilyas Senior Research Officer (	Office of Director General IWASRI	Jan 93 May 93	Ground Water Modelling Colorado St. Univ, Denve
0467	Muhammad Siddique Executive Engineer	Chakwal Dams	Mar 93 Apr 93	Flood Management Engg. American Water Foundation
0467	Muhammad Ali Shaikh Assistant Executive Engin	Irrigation & Power Department,	Jan 93 Jan 93	Monitrng Eval Mgt of Irrg Colorado State University
0467	Muhammad Ashraf Sandhu Sub Divisional Officer/AE	Phalia TAWet Sub Division	Mar 93 May 93	Rehab. of Large Scale Irr Col. St. Univ. Den. Col
0467	Muhammad Aslam Tabassum Assistant Executive Engin	Irrigation Development Project	Apr 93 Apr 93	Applied Micro-Computer Utah St. Univ
0467	Muhammad Azim Sabir Director, Office of the C	Adviser/Chairmen, Federal Flood Comm	Feb 93 Feb 93	Financial Management U.S. Dept / Agriculture
0467	Muhammad Idris Rajput Additional Secretary	Irrigation & Power Department	May 93 May 93	Mississippi River Study American Water Foun, Denve
0467	Muhammad Iqbal Shaikh Execut Engg/Sec Officer,	Irrigation & Power Department,	Jan 93 Jan 93	Mod'n Surface Irri-Design Colorado State University
0467	Muhammad Ishaq Shinwari Project Director North (P	WAPDA	Apr 93 May 93	Irrig. Mgt. Res. Methdlyg Utah State University
0467	Muhammad Sharif Malik Junior Engineer LRRP	WAPDA	Jan 92 May 93	Civil Engineering Texas Tech University
0467	Nasir Ghafoor Khan Assistant Engineer	Mardan Irrigation	May 93 May 93	Environmental Factors Utah State University
0467	Rao Irshad Ali Khan Executive Engineer (SCARP	Irrigation & Power Department	Apr 93 May 93	Mgmt of Mod Irrig System Utah State University
0467	Resul Bux Shaikh Chief Engineer,	Irrigation Department,	Jan 93 Jan 93	Construction Mgmt Wtr Res American Water Foundation

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0467	Riaz Hussein Chaudry Superintending Engineer	Irrigation & Power Department	Jan 83 Jan 83	Modern Surface Irrigation Colorado State University
0467	Riaz-ul Haq Chief Engineer	Irrigation & Power Department	Feb 83 Feb 83	Financial Management Irr USDA, Grad Sch, WDC
0467	Saeed Ahmad Sub Divisional Officer	Irrigation & Power Department	Jan 82 May 83	Hydrology Colorado State University
0467	Samina Khalil Scientific Officer	Soil Microbiology	Aug 88 May 83	Soil Sciences Iowa State University
0467	Shoaib Nadeem Tarin Sub Divisional Officer	Irrigation Sub Division Office	Jan 82 May 83	Irrigation Engineering University of Wyoming
0467	Shuja Ahmed Junejo Superintending Engineer	Rohri Canal Circle	May 83 May 83	Mississippi River Study American Wtr. Found Denver
0467	Syed Hassan Gilani Assistant Design Engineer	Central Design Office	Mar 82 May 83	Agriculture Engineering Utah State University
0467	Syed Munawar Hussain Executive Engineer,	Irrigation & Power Deptt.	Jan 83 Jan 83	Modern Surface Irrig. Des Colorado State University
0467	Syed Qasim Ali Shah Research Officer	Punjab Engineering Academy	Mar 83 Apr 83	Trg for Trainers Irrig Mg Colorado State University
0467	Syed Shahid Hussain Additional Secretary (Wat	Ministry of Water and Power	Mar 83 Apr 83	Program Mgmt & Evaluation U.S. Dept / Agriculture
0467	Waheed Iqbal Khan Executive Engineer,	Irrigation/Power Dept, River Survey	Jan 83 Jan 83	Modern Irrig systems Mgmt Utah State University
0467	Wasif Sultan Khan Executive Engineer (OPI)	Irrigation & Power Department	Mar 83 May 83	Rehab. of Large Scale Irr Colorado State University
0467	Zaheer Ahmad Piracha Senior Engineer,	Hydrology and Water Management,	Jul 82 Jan 83	Tube Well Rehabilitation Colorado State University
0469	Aman Ullah Khokhar Distt. Pop. Wfr. Officer	31-X Housing Colony	Apr 83 Apr 83	Islam & Family Planning IHP Western Consortium
0469	Ataul Haq Iqbal Co-Ordinator	Community Council	Mar 83 Apr 83	Program Mgmt & Evaluation USDA/Grad Sch,WDC
0469	Bashir Hussain Nazim Deputy Director Research	M/O Religious Affairs	Apr 83 Apr 83	Islam & Family Planning IHP Western Consortium

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# USAID Mission to Pakistan

## Program Data: Returning Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0469	Deedar Ali Abbasi District Population Welfare	Population Welfare Department	Mar 93 Apr 93	Family Plng Prgm Mgmt San Jose, California
0469	Ejaz Ahmed Khan Instructor	Population Welfare Training Inst.	Apr 93 Apr 93	Islam and Family Planning IHP Western Consortium
0469	Ghazala Aahfaq Deputy Director	Ministry of Population Welfare	Apr 93 Jun 93	Biochemical CEEED, Columbus, Ohio
0469	Khail A. Siddiqui Joint Secretary Planning	Ministry of Population Welfare	Mar 93 Apr 93	Building Mgmt. & Leadersh MSH, Boston, Massachusetts
0469	Mohammad Jameel Director (Training)	Ministry of Population Welfare	Apr 93 May 93	Managing Training & Devel U of Pittsburgh
0469	Mohammad Ibrahim Khan Secretary/Director General	Population Welfare Department	Mar 93 Apr 93	Building Management Leadr Mgmt of Sciences Boston MA
0469	Mohammad Saqib Khan Deputy Director	Ministry of Population Welfare	Apr 93 Apr 93	Islam & Family Planning Inst for trng research
0469	Naheed Qavi Khan Assistant Director	Population Welfare Training Inst.	Mar 93 May 93	Info. Educ. & Communication Iowa State University
0469	Nasim Akhtar Ilyas Assistant Director (Edu)	Ministry of Population Welfare	Mar 93 Apr 93	Project Mgt & Evaluation U.S. Dept / Agriculture
0469	Nighat Ata Ullah Medical Officer Incharge	Nishtar Hospital	Mar 93 Apr 93	Family Plng Clinical Skul Intl Health Prgm, San Jose
0469	Shamim Ahmad Khan Section Officer	Sindh Population Welfare Department	Apr 93 Apr 93	Islam & Family Planning IHP Western Consortium
0469	Shamshad Ahmad Khan Deputy Director (C&L)	Population Welfare Department,	Mar 93 Apr 93	Management & Evaluation U.S. Dept / Agriculture
0469	Shamsuddin K Qureshi District Population Welfare	Population Welfare Department	May 93 May 93	Project Management & Evaln Norther Illr Univ, Chicago
0469	Shaukat Ullah Dist. Population Officer	Population Welfare Department	Apr 93 Apr 93	Islam & Family Planning IHP Western Consortium
0469	Sikandar Baloch Convener Phaikara Work Un	FPAP, C/O Field Office	Apr 93 Apr 93	Islam & Family Planning Inst Trng Research
0469	Zahur Iqbal Khan Director/Principal	Population Welfare Training Inst.	Apr 93 Apr 93	Islam & Family Planning IHP Western Consortium

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Fellows

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0473	Muhammad Javed Sahi SDO	PDC Office, WPADA	Jul 91 Apr 93	Instructional Technology West Virginia University
0474	Abdul Hameed Naqshbandi Director General ,	National Center for Rural Develop-	Mar 93 May 93	Pub Budgeting & Fin Mgmt I. Tax Administration
0474	Ali Nawaz Chowhan Federal Dist Judge/	Special Judge, Federal Govt.	Feb 91 Mar 93	Administrative Law Columbia University, N.Y
0474	Aliya Zamir Assistant Manager	Caltex-State Life Building No. 1	Jan 91 Jan 93	Mgmt Info System Cal State/Fullerton
0474	Ashfaqe Ahmed Deputy Medical Superinten	Services Hospital.	Mar 93 Jun 93	Accelerated Mangmnt Prgrm Boston University
0474	Asif Jah Chaudry Chief Accountant	Premier Exploration Pakistan Ltd.	Mar 93 Mar 93	Managerial Accounting U.S. Dept / Agriculture
0474	Aziz Ahmed		Jan 91 May 93	Business Administrtion Univer. of Central Ark
0474	Baqir Habib Lecturer	Physicc, Govt. Science College	Jan 91 Jan 93	Physics Eastern Michigan
0474	Danish Yazdani Manager	Expressions Boutique	May 93 May 93	General Management USDA Graduate School/WDC
0474	Daud Aziz Kurd		Jan 91 May 93	General Studies Vincennes University
0474	Durdana Yakoot		Jan 91 May 93	Individual Studies/Comput Broome Community College
0474	Farhana Asad Deputy Medical Superinten	Qadri Memorial Medical Centre	Jul 92 Jun 93	Public Health Johns Hopkins University
0474	Fida Hussain Afridi Dy Secretary (Budget)	Finance Department,	May 92 May 93	Development Management AIM/Manila
0474	Furqan Zakir Khan		Jan 91 May 93	General Studies Vincennes University
0474	Ghayas Qazi		Jan 91 May 93	Business Management Pennsylvania College of T
0474	Jamil Ahmed Khoso		Jan 91 May 93	Business Administration Broome Community College

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0474	Jamil Anwar Kanjoo Director Performance	Evaluation Cell, Dept of Auditor	Mar 93 May 93	Budgeting/Financial Mgmt Inst for Tax Admin.
0474	Kamran Shafiq Siddiqui Research Executive	Business Research Bureau,	Jan 91 Jan 93	BUSINESS ADMINISTRATION Unver. of San Francisco
0474	Mahyabeen Zeby		Jan 91 May 93	Individual Studies Broome Comm.College, NY
0474	Mahmood Akram Mengal		Jan 91 May 93	Business Management Pennsylvania College of T
0474	Maqsood Khatri Deputy Planning Manager	SANDOZ (Pakistan) LTD.	Jan 93 May 93	Business Administration U of Missouri @ Columbia
0474	Masood Ahmed Deputy Economic Advisor	Ministry of Finance,	Apr 93 May 93	Economic Indicators US Bureau of Labor Statis
0474	Mohammad Aarif		Jan 91 Jan 93	Business Management Edmonds Comm.Clg,Lynnwood
0474	Mohammad Rashid		Jan 91 May 93	Business Administration Allen County Community
0474	Mohammad Humayun Deputy Secretary Finance	Government of NWFP	Mar 93 May 93	Pub. Budgeting & Fin. Mng Inst for Tax Admin.
0474	Mohammad Bashir Khan Chairman	Department of Public Administration	Jan 91 May 93	Public Administration New York University
0474	Mohammad Noman Siddiqui Credit Officer	ABN/AMRO Bank N.V.	Jan 91 Jan 93	Finance/Accounting MGMT U. of Illinois
0474	Mohammad Sharif Sabar Section Officer	Ministry of Interior, Government of	Jun 92 May 93	Management Am/Manila
0474	Mossarat Sharif Asst. Architect,	Consultant Combined,	Sep 90 May 93	Landscape Architecture Unrv. of Michigan
0474	Muhammad Fayyaz Architect	PEPAC Ltd.	Jan 93 May 93	Construction Management Oklahoma St.U/Stilwater
0474	Muhammad Amjad Lecturer	Center for Advanced Molecular Biol-	Aug 87 Feb 93	Molecular Biology Temple University
0474	Muhammad Saleem Research Officer,	M/O Commerce, Govt. of Pakistan,	Jan 91 Jan 93	Development Economics Kansas St Universit *

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Fellows

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0474	Muhammad Khurshid Khan Kiani Research Officer	Manpower Division (Technical Wing)	Jan 91 Feb 93	Econ. Planning & Dev. Kansas State University
0474	Mumtaz Ahmad Khan Assistant Professor	Institute of Business Administration	Jan 93 May 93	International Marketing U of Missouri @ Columbia
0474	Munwar Sultan Assistant Economic Advisor	Ministry of Finance (Devel. Wing)	Jan 91 Jan 93	Economics Virginia State University
0474	Mushtaq Ahmed Jamali		Jan 91 May 93	Individual Studies Broome Community College
0474	Mushtaq Ahmed Qureshi Director Finance	Civil Aviation Authority, HQs,	May 93 May 93	Development Management Asian Inst of Mgmt
0474	Naeela Naeem N/A		Jan 91 Mar 93	Business Ad. George Washington Univ.
0474	Najia Asrar Farooqi		Jan 91 Mar 93	Education Kansas State
0474	Nergis Mustafa Owner/Operator	LimeLight Enterprise	Apr 93 May 93	Small Business Management World Trade Institute
0474	Nisar Mohammad Khan Senior Roads Engineer	Balochistan Area Development	Jan 91 Jan 93	Transportation Engg Pennsylvania St. Univer
0474	Rafia Nazeer Economic Advisor,	Industries & Mineral Development	Jan 91 May 93	Development Economics U. of Nebraska
0474	Raza Mohammad		Jan 91 Jan 93	Business Administration Allen Cty Comm College
0474	Rubina Akram Mengal		Jan 91 May 93	Individual Studies/Comput Broome Community College
0474	S. Imran Qasim Ali		Jan 91 May 93	Business Administration Univ. of Central Arkan
0474	Saeeda Imtiaz Ali Lecturer	Kinnaird College for Women	Jan 92 May 93	Int'l Educ Development Columbia Univ Teacher's C
0474	Saleh Mohammad		Jan 91 May 93	General Business Univ. of Central Oklahoma
0474	Saleha Rahman Employment Information Of	Aurat Foundation	Jan 93 Apr 93	Info, Educ & Communication Cornell University

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Fellows

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0474	Shabnam Khan Assistant Professor	National College of Arts	Jan 91 Jun 93	Art Education Massachusetts Col of Art
0474	Sheikh Muhammad Sadiq Accountant General	Pakistan Revenues	Apr 93 Apr 93	Strategic Management Pennsylvania State Univ.
0474	Umer Farooq Hayat		Jan 91 May 93	Business Administration Broome Community College
0474	Uzma Afzal Assistant Product Manager	La Belle Marketing Pvt. Ltd.	Jan 91 May 93	MBA New Hampshire College
0474	Zahid Majeed Deputy Director,	Management Services Division	Jan 92 Apr 93	Business Management University of New Haven
0474	Zahir Hussain		Jan 91 May 93	History Vincennes University
0478	Ghulam Ahmad Junior Engineer	O.G.D.C., Planning Division	Sep 91 May 93	Petroleum Engineering Univ of SW Louisiana Lafc
0478	Khalid Waheed Khan Dy. Chief (Power)	M/O Planning & Dev. Energy Wing	Mar 93 Jun 93	Power Planning Power Tech. Inc. NY.
0478	Muhammad Aslam Principal Reservoir Engr.	O.G.D.C., Kashf Plaza	Sep 91 May 93	Petroleum Engineering Univ of SW Louisiana, Lafc
0478	Ras Ahmed Principal Geochemist	G & A Labs, Expl. (S & R) Dept.,	Sep 91 May 93	Petroleum Geology Univ of SW Louisiana Lafc
0478	Sadaqat Ali Baig Research Officer, Energy	M/O Planning & Development Division	Apr 93 May 93	Refinery Operations BECHTEL, Houston/Texas
0478	Syed Haider Ali Shah Deputy Chief Geologist	Oil & Gas Development Corporation	Sep 91 May 93	Petroleum Geology Univ of SW Lousian Lafc
0478	Syed Shabbir Hasan Rizvi Acting Project Engineer	Sui Southern Gas Company Limited	Sep 91 May 93	Mechanical Engineering Texas A&I University
0480	Abdul Ghaffar Siddiqui Chief Engineer	District Council	May 93 May 93	Road Maintenance Mgmt Asian Inst of Technology
0480	Abdul Ghafoor Mehar Engineer	District Council	May 93 May 93	Road Maintenance Mgmt Asian Inst of Technology
0480	Abdul Rafiq Leghari Chief (T&C)	Planning & Development Department	May 93 May 93	Road Maintenance Mgmt. Asian Inst of Technology

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0480	Ali Gul Shah Engineer	District Council	May 93 May 93	Road Maintenance Mgmt Asian Inst of Technology
0480	Asif Riaz Mughal Engineer	District Council	May 93 May 93	Road Maintenance Mgmt. Asian Inst of Technology
0480	Ejaz Hussain Rajput Assistant Engineer	Rural Development Department	May 93 May 93	Road Maintenance Mgmt Asian Inst. of Technology
0480	Ghulam Sarwar Soomro Assistant Engineer	Rural Development Department	May 93 May 93	Road Maintenance Mgmt Asian Inst of Technology
0480	Mashooque Rajpar Engineer	District Council	May 93 May 93	Road Maintenance Mgmt Asian Inst of Technology
0481	Amjad Tahir Virk Sub Divisional Officer	O/O Chief Conservator of Forests Lt	Sep 89 May 93	Wild life Management University of Montana M
0481	Mohammad Iqbal Divisional Forest Officer	Skardu Forest Division	Aug 88 Feb 93	Forestry Farm & Energy Univ of Idaho, Moscow
0481	Yar Mohammad Khan Secretary to Govt of NWFP	Fisheries and Wildlife	Mar 93 Apr 93	Project Mngt/Evaluation USDA
0489	Abdul Salam Memon Co-ordinator	Processing & Co-ordination Cell	Aug 88 Feb 93	Agri Economics Texas Tech University
0489	Abdul Sughra Planning Officer	Planning and Development Department	May 92 May 93	Development Economics Williams College
0489	Behrwal T. Devarjani Associate Professor	Deptt. of Land & Water Management	Jan 88 Jun 93	Engineering Iowa State University
0489	Bushra Yasmin Research Officer	Government of Punjab	Jan 93 Feb 93	Project Analysis USDA Graduate Schl W/DC
0489	Fatah Ullah Khan Plant Pathologist	Agri Research Institute	Nov 88 May 93	Plant Pathology North Dakota State Univ
0489	M. Shafiqul Khan Niazi Deputy Director (P.R.)	Pakistan Agricultural Research	Jun 90 Jan 93	Information Transfer Univ. Of Wisconsin
0489	Mohammed Akram Assistant Botanist	Ayub Agriculture Research Institute	Jan 89 Jan 93	Plant Physiology Washington State Univ
0489	Qadir Bux Baloch Assistant Botanist	Agricultural Research Institute	Aug 88 Apr 93	Plant Breeding/Crop Scien Mississippi State

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Fellows

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0491	Syed Intizar Hussain Statistical Officer	Federal Bureau of Statistics	Jan 91 Mar 93	Agricultural Statistics Cal State/Chico
0492	Abdul Ouddus Veterinary Officer	Karakal Sheep Breeding Farm	Jun 91 Jun 93	Animal Science: Pathology/ Louisiana State Univ A&M
0492	Abdul Ghaffar Livestock Specialist	Agriculture Census Organisation	Apr 93 Jun 93	Livestock Management University of Tennessee
0492	Ahmad Saleem Akhtar Plant Pathologist	Ayub Agricultural Research Instt.	Mar 93 Mar 93	Plant Pathology Agricultural Cooperative
0492	Antoinette Menezes Confidential Secretary	S K & F of Pakistan Ltd.	Aug 92 Jan 93	Food Nutrition Northern Illinois Unvers
0492	Ashfaq Ahmed Shaikh Self-Employed	Gul Agriculture & Fruit Farms Hala	Apr 93 Jun 93	Farm Management California State Unvers
0492	Azizur Rehman Zamindar (Farmer)	Village Ranjhe Khan	Apr 93 Jun 93	Farm Management California State Unvers
0492	Ghulam Rasul Asstt. Scientific Officer	National Institute of Biotechnology	Feb 92 Mar 93	Biological Nitrogen Michigan State University
0492	Gul Noor Khan Assistant State Officer	Agriculture Statistics Wing	Jan 93 Mar 93	Design of Collection & Pr US Bureau of Census
0492	Ishfaq Ahmed Asst. Conservator, Forest	Kashmir Forest School	Jan 91 May 93	Agroforestry University of Idaho, Mosw
0492	Khalid Siddique Aram Self Employed		Apr 93 Jun 93	Farm Management California State Unvers
0492	Khalid Ullah Khan Veterinary Officer	Multipurpose Sheep Research STATION	Sep 90 May 93	Animal Science: Sheep Breg Oregon State Uni
0492	M. Anwar-ul-Haq Hussain Seed Certification Offcr.	Federal Seed Certification Deptt.	Jun 91 Jun 93	Seed Technology/Virology Unv. of Idaho, Moscow
0492	M. Najum-uz-Zaman Qureshi General Manager	Tops Food & Beverages	Jan 93 Apr 93	Quality Control Managemen Mississippi Consortium fo
0492	Masood uz Zaman Khan Self-Employed	Zaman Fruit Farms	Apr 93 Jun 93	Farm Management CA.State Univ. Chico
0492	Mazulah Khan Statistical Investigator	Agricultural Training Institute	Apr 93 Jun 93	Livestock Management University of Tennessee

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0492	Mohammad Aslam Qureshi Asst. Statistical Officer	Directorate General of Agriculture	Jan 83 Mar 83	Design of Collection & Pr US Bureau of Census
0492	Muhammad Osim Khan Seed Analyst	Ministry of Food & Agriculture	Jun 81 Jun 83	Seed Technology/Virology Mississippi State Unvers
0492	Muhammad Riaz Awan Statistical Officer	Directorate of Live Stock Farms	Apr 83 Jun 83	Livestock Management University of Tennessee
0492	MUHAMMAD SARWAR KHAN LECTURER	COLLEGE OF VETERINARY SCIENCES	Sep 89 Mar 93	PH.D-VETERINARY MEDICINE OHIO STATE UNIVERSITY, CO
0492	Muhammad Zaman Khan Professor & Chairman	University of Agriculture	Aug 92 May 93	Veterinary Pathology University of Illinois at
0492	Mukhtar Ahmad Agri. Officer (Horticult).	Department of Agri.	Jan 81 Mar 83	Horticulture. Oregon State Univ
0492	Mumtaz Muhammad Khan Farmer		Apr 83 Jun 83	Farm Management California State Unvers
0492	Munawar Haasan Khan Self Employed	Marshal Trading Company	Jun 83 Jun 83	Hydrology and Irrigation Utah State University
0492	Mustafa Ahmed Khan Works Manager	Lever Brothers (Pak) Limited	Jan 93 Apr 93	Quality Control Managemen Mississippi Consortium fo
0492	Naseeb ud din Siddiqui Seed Analyst	Federal Seed Certification Deptt. G	Jan 80 Jan 83	Seed Technology Mississippi State Unvers
0492	Nazib Ur Rehman Assistant Professor	Dept of Animal Reproduction	Aug 89 May 93	Veterinary Sciences Washington St Univ, Pullm
0492	Naseer Ahmed Research Officer	Agri. & Food Section,	Aug 90 Jan 93	Agriculture Economics University of Illinois,
0492	Shabir Ahmed Badiru	Agriculture Business	Apr 83 Jun 83	Farm Management California State Unvers
0492	Sheheen Asad Assistant Scientific Offr	NIAB	Jan 92 May 93	Plant Biotechnology University of California
0492	Shakeel Ahmed Junior Engineer	Hamilton Manger Airport	Jan 83 Mar 83	Airplane Maintenance Embry-Riddle Aeronautical
0492	Sikandar Hayat Professor and Chairman	Dept. of Parasitology Faculty	Mar 82 Mar 83	Post-Doctral Training Baylor College Medicine

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0492	Siraj Ul Haq Deputy Director Planning	Food, Agri. Livestock	Apr 93 Jun 93	Livestock Management University of Tennessee
0492	Syed Amjad Taqi		Apr 93 Jun 93	Farm Management California State University
0492	Syed Mujahid Hussain Statistical Officer	Federal Bureau of statistics	Aug 92 Mar 93	Sampling and Statistical U.S. Bureau of the Census
0492	Syed Zahid Hussain Zaidi Aircraft Engineer	Karachi Airport, Dept-Plant Protect	Jan 93 Mar 93	Airplane Maintenance Embry-Riddle Aeronautical
0492	TALAT NASEER PASHA ASSISTANT PROFESSOR	COLLEGE OF ANIMAL SCIENCES	Aug 89 Jan 93	PH.D-UTILIZATION OF PUB S WEST VIRGINIA U
0492	Zaheeruddin Khan Durrani Self Employed		Jun 93 Jun 93	Irrigation Utah State University
0496	Ali Naseer Bughti Paediatrician	Sandeman (Prov) Hospital	May 93 Jun 93	Lactation Management Wellstart San Diego
0496	Altaf Bashir Professor & Head of Depart	Department of Gynae & Obstetrician	May 93 Jun 93	Lactation Management Wellstart, San Diego
0496	Altaf Hussain Qureshi Principal	College of Medical Technology	Jan 92 May 93	Public Health Tulane University
0496	Hasan Fatimah Jeffery Associate Professor	Jinnah Post Graduate Medical Centre	May 93 Jun 93	Lactation Management Wellstart, San Diego, CA
0496	Iqbal Bano Panzezi Lady Medical Officer	Sandeman (Prov) Hospital	May 93 Jun 93	Lactation Management Wellstart San Diego, CA
0496	Mohammad Mustansar RMO/Senior Registrar	Deptt. of Paediatrics	May 93 Jun 93	Lactation Management Wellstart, San Diego
0496	Mohammad Ashraf Bhurgari Registrar	Liaquat Medical College Hospital	Sep 92 Apr 93	Public Health U of Alabama Birmingham
0496	Rafique Khanum Nursing Superintendent	Jinnah Post Graduate Medical Center	May 93 Jun 93	Lactation Management Wellstart, San Diego, CA
0496	Salma Alam Khurwaja Family Physician	NIL	Jul 92 Jun 93	Public Health Johns Hopkins University
0496	Shamim Qureshi Principal	Public Health School	May 93 Jun 93	Lactation Management Wellstart San Diego, CA

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0496	Zeenat Isani Professor of Paediatrics/	National Institute of Child Health	May 93 Jun 93	Lactation Management Wellstart
0497	Abdur Rashid Dy District Education Off	Primary Education Department	Apr 93 May 93	Teaching Methodologies NWREL, Portland/Oregon
0497	Abdur Rehman Dy District Education Off	Primary Education	Apr 93 May 93	Small Schools Management NWREL, Boulder/Colorado
0497	Ehsan Ahmed Lecturer	Govt. College of Elementary Educ.	Apr 93 May 93	Teacher Training SEAMEO/AIT
0497	Fida Hussain Assistant Director	Primary Education Department	Apr 93 May 93	School Management NWREL, Portland/Oregon
0497	Habib Khan District Education Office	Primary Education	Apr 93 May 93	Small School Management NWREL, Portland/Oregon
0497	Hamida Rashid Dty. Education Officer, B	Department of Education, NWFP	Apr 93 May 93	Teaching Methodologies NWREL, Portland/Oregon
0497	Haron Jan District Education Office	Primary Education Department	May 93 May 93	Expanding Access/Envolmen Terbuka/Angkatan
0497	Illah Bakhsh Baloch Subject Specialist	Govt. College of Elementary Educ.	Apr 93 May 93	Teacher Training SAEMEO/AIT
0497	Jamila Malik District Education Office	Primary Education Department	May 93 May 93	Expanding Access/Envolmen Terbuka/Angkatan
0497	Mehrunsa Subject Specialist	College of Elementary Education	Apr 93 May 93	Teachers Training SEAMEO/AIT
0497	Mohammad Anwar Director Education Curric	Directorate of Education	Apr 93 May 93	Teacher Training SEAMEO/AIT
0497	Mohammad Usman Subject Specialist	Bureau of Curriculum	Apr 93 May 93	Teacher Training SAEMEO/AIT
0497	Muhammad Khan Assistant Director	Bureau of Curriculum	Apr 93 May 93	Teacher Training SAEMEO/AIT
0497	Mumlika Tajdar Assistant Director	Primary Education Department	May 93 May 93	Expanding Access/Envolmen Terbuka/Angkatan
0497	Mumtaz Anwar Lecturer	College of Elementary Education	Apr 93 May 93	Teachers Training SEAMEO/AIT

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0497	Naushaba Mehmood Subject Specialist	Bureau of Curriculum & Ext. Centre	Apr 93 May 93	Teacher Training SAEMEO/AIT
0497	Nazakat Shaheen Deputy Directress	Primary Education	Apr 93 May 93	School Management NWREL, Portland/Oregon
0497	Saeeda Lodhi Additional Directress	Primary Education	Apr 93 May 93	Teaching Methodologies NWREL, Portland/Oregon
0497	Saeeda Shama Distt. Education Officer	Govt. of NWFP, Bashir Lane,	May 93 May 93	Expanding Access/Enrol Terbuka/Angkatan
0497	Sarwar Shaheen Sr. Subject Specialist	College of Elementary Education	Apr 93 May 93	Teachers Training SEAMEO/AIT
0497	Shad Begum Deputy Education Officer	Primary Education Department	May 93 May 93	Expanding Access/Enrolmen Terbuka/Angkatan
0497	Shah Jehan Khan Director	Primary Education	Apr 93 May 93	School Management NWREL, Portland/Oregon
0497	Shahnaz Akhtar Subject Specialist	College of Elementary Education	Apr 93 May 93	Teachers Training SEAMEO/AIT
0497	Sher Ahmed Akhtar Dy Divisional Director of	(Secondary) Dera Ismail Khan Div.	Apr 93 May 93	Small School Management NWREL, Portland/ Oregon
0497	Surnya Shabbir Principal	Govt. Elementary College for Girls	Apr 93 May 93	Teachers Training SEAMEO/AIT
0497	Syed Atta Abbas Systems Analyst	Messrs Brinks (Pvt) Ltd	May 91 May 93	Business Administration American U
0497	Tahira Naureen Qureshi Deputy District Education	Primary Education Department	May 93 May 93	Expanding Access/Enrolmen Terbuka/Angkatan
0507	Abdul Moied Khan Director Finance	House Building Finance Corporation	Apr 93 May 93	Housing Finance Managment U. of Pennsylvania
0507	Goharulyan Afzal Marketing Director	Citibank Housing Finance Company	Apr 93 May 93	Housing Finance Mgmt U. of Pennsylvania
0507	Hameed Khan Managing Director, Int'l	Finance Ltd., 1st Floor, Sheikh	Apr 93 May 93	Housing Finance Mgmt U. of Pennsylvania
0507	Hamid N. Jaffer Chief Executive	Jaffer Brothers Housing Finance Co	Apr 93 May 93	Housing Finance Mgmt U. of Pennsylvania

# USAID Mission to Pakistan

## Program Data: Returning Jefferson Associates

Project No.	Name and Position	Employer	Dates	Program Title & Institute
0507	Iqbal Ahmed Joint Secretary (Dev)	Ministry of Finance	Apr 93 May 93	Housing Finance Management Universt of Pennsylvania
0507	Naveed Ahmed A.V.P.	Olympic Housing Finance Company	Apr 93 May 93	Housing Finance Mgmt U. of Pennsylvania
0507	Saeed-ur-Rehman Chief Executive,	Empire Housing Finance Company	Apr 93 May 93	Housing Finance Mgmt U. of Pennsylvania
MOE	Fazal-ul-Hassan Nasim Lecturer Biochemistry	Department to Chemistry	Jan 88 Jan 93	Chemistry Iowa State University
MOE	Khalid Masud	Zam Zam Colony Near Mosque	Aug 80 Feb 93	Mathematics Suny/Buffalo
MOE	Mohammad Nauman Farooq Economic Assistant	Link Corporation (Pak) Ltd.	Aug 87 May 93	Management State Louis University
MOE	Zubair Ahmed Student	Nil	Aug 87 May 93	Civil Engineering Purdue University
MOST	Laveeza Bhatti Student		Aug 86 Jan 93	Medicine Univ. of Cal/Berkeley
MOST	Riffat Manzoor		Aug 88 Jun 93	engineering Wayne State University
MOST	Syed Irfan Hyder Unemployed		Aug 87 Feb 93	Computer Sci Tech U Texas/Austin

# PRIME CONTRACT

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**Summary of Contract Expenditures Through June 30, 1993**

Category	Budget	Cumulative to 06/30/93
Labor	3,588,241	3,693,301
Fringe Benefits	843,257	827,307
Consultants	590,099	603,109
Travel	839,460	669,436
Other Direct Costs	1,971,903	2,014,817
Overhead	2,155,844	2,238,356
Subcontractors	7,360,866	7,261,061
G & A	180,294	173,765
Overseas Allowances	209,593	234,066
Equipment	131,749	128,720
<b>TOTAL CORE EXPENSES</b>	<b>17,871,306</b>	<b>17,843,938</b>
Participant Expenses	88,369,902	66,691,373
Fixed Fees	238,641	203,960

**Contracting Actions (1/1-06/30/93)**

Modification No. 68, April 07, 1993, reduced the Participant Training budget line item by \$1,100,000, to \$89,440,713, as follows:

PIO/T No.	Revised Funding	Decrease in Funding
391-0473-3-30321	\$103,759.00	\$580,000.00
391-0473-3-80145	\$64,000.00	\$470,000.00
391-0473-3-70320	\$283,915.00	\$50,000.00
<b>Total:</b>		<b>\$1,100,000.00</b>

**Modification No. 69**, April 07, 1993, reduced the Participant Training budget line item by \$550,000 to \$88,890,713, as follows:

PIO/T No.	Revised Funding	Decrease in Funding
391-0478-3-80192	\$121,200.00	\$80,000.00
391-0478-3-60263		\$120,000.00
391-0478-3-80044	\$356,907.00	\$350,000.00
<b>Total:</b>		<b>\$550,000.00</b>

**Modification No. 70**, April 07, 1993, revised the contract budget based on a current analysis of cost required to complete the contract work and provided \$900,000 in incremental funding, as follows:

PIO/T No.	Revised Funding	Decrease in Funding
391-0474-3-00081/A5 App #72-11M1037 BPC: QES7-87-27391-KG-13	\$16,001.60	\$478.07
App #72-118/91037 QES8-88-27391-KG-13	\$172,044.02	\$159,288.25
App #72-111/11037 QESA-91-23391-KG-13	\$3,681,091.77	\$740,233.68
<b>Total:</b>		<b>\$900,000.00</b>

**Modification No. 71**, May 11, 1993, reduced the Participant Training budget line item by \$138,655, to \$88,752,058, as follows:

PIO/T No.	Revised Funding	Decrease in Funding
391-0491-3-60267	\$1,081,232.00	\$98,655.00
391-0491-3-80119		\$40,000.00
<b>Total:</b>		<b>\$138,655.00</b>

**Modification No. 72, May 11, 1993, reduced the Participant Training budget line item by \$154,496, to \$88,597,562, as follows:**

PIO/T No.	Revised Funding	Decrease in Funding
391-0479-3-70271	\$246,039.00	\$100,000.00
391-0479-3-70498	\$98,004.00	\$54,496.00
<b>Total:</b>		<b>\$154,496.00</b>

**Modification No. 73, May 11, 1993, reduced the Participant Training budget line item by \$227,660, to \$88,369,902, as follows:**

PIO/T No.	Revised Funding	Decrease in Funding
391-0472-3-40467	\$464,276.00	\$48,660.00
391-0472-3-80205	\$180,964.00	\$179,000.00
<b>Total:</b>		<b>\$227,660.00</b>

# ISSUES

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Following are three issues confronting the Development Support Training Project, background to each issue and proposed action to address the issue.

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**Issue** 1. Integrated accounting of contract funding

**Background** Accurate, integrated accounting of contract funding requires Advices of Charge from USAID/OFM with respect to monies disbursed outside of AED's Federal Reserve Letter of Credit. Present analyses of contract funding are based on AED's record of these expenses which are not authoritative. An accurate reading of funding available for the remaining life-of-project should be available prior to finalization of Year 6 funding this fall.

**Action** OFM, which agreed in May to provide the concerned Advices of Charge, should provide them by September, 1993.

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**Issue** 2. Reclamation of IRS Refunds

**Background** AED assumed payment of participant tax liabilities for 1992 and for a number of participants for whom claims were received from IRS with respect to 1990-91 liabilities. To date refunds have been received totaling \$ 4,400, payable to 19 participants now returned and disbursed throughout Pakistan. The power-of-attorney under which AED paid the liabilities does not extend to encashment of refunds. The refunds, representing US government money, should be returned to DSTP's account.

**Action** AED will explore with OIT and Mission personnel means to encash the checks directly on behalf of the project. Seeking an additional power-of-attorney for encashment from returned participants would be the solution of last resort.

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**Issue** 3. Assistance to scholarship administration at the Pakistani Embassy, WDC

**Background** From 1986 through June, 1993, DSTP provided extensive administrative support to some 400 scholarship recipients of the GOP Ministry of Science and Technology and lesser support to some 100 scholarship recipients of the Ministry of Education. Under an agreement reached in 1992, transfer of administration of the training of all but 19 active GOP scholars to the Embassy of Pakistan, Washington, DC, as well as files of returned scholars was concluded by the end of the reporting period. A PIO/C was initiated during the reporting period to provide MIS equipment, software, and training to the embassy in the interest of the continuance of efficient administration of this important investment in Pakistan's development through training in the United States. It is our understanding that the PIO/C, which has been discussed with and raised expectations at the embassy, has been questioned on legal grounds.

**Action** Permissible assistance to the embassy should be determined by USAID/HRD in consultation with concerned authority, GOP informed of USAID capabilities, and AED provided with instructions as to how to proceed in the matter.

**Issue**      **4. Signatory authority of the project officer**

**Background** On the departure of C. David Esch, a USAID direct-hire employee, as project officer, and his replacement by Iftikhar Ahmed, a Foreign Service National (FSN), it was understood that the latter would enjoy final signatory authority with respect to all participant training documents with the exception of IAP-66 forms used to obtain and extend U.S. visas. Recently, OIT has rejected Mr. Iftikhar's authority to sign final approval of Action Request Memos and sole-source waivers. The Mission has appealed OIT's rejection of the project officer's authority, and the matter remains under review at OIT. The persistence of this situation imposes a burden upon the project officer's direct-hire supervisor and occasionally hampers efficient implementation when prompt action is required and the supervisor is not available. If OIT's contention is upheld, the project officer's signatory authority on other program documents may, by analogy, be rejected, requiring amendment of hundreds of documents signed by him as acting or full project officer.

**Action**      Early resolution of the issue of the project officer's signatory authority between the Mission and OIT is desirable.

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**Mission Participant Training and USAID-supported GOP Scholarships: Concluded Programs and Biographical Data: 03/83-06/93**

**1. Participant Training by Development Sector**

Sectors as defined for Project Level Monitoring purposes.	Completed Programs			Participants <i>Geographic data by workplace: Federal=Jammu, Kashmir, Capital and Northern Areas</i>									
	Total	Academic	Technical	Male	Female	Public	Private	Punjab	Sindh	NWFP	Balochistan	Federal	
Agriculture	1344	238	1108	1309	35	1108	238	454	198	294	103	295	
Water Management	508	86	420	504	2	504	2	244	83	79	29	71	
Rural Development	69	17	52	66	3	50	19	0	1	30	35	3	
Education	175	35	140	116	59	160	15	35	24	28	42	46	
Energy / Engineering	599	74	525	595	4	570	29	255	139	28	65	112	
Health	432	29	403	340	92	414	18	135	82	51	44	120	
Management	2188	303	1883	1904	282	1700	486	585	509	197	215	680	
Other	587	205	382	494	93	468	119	139	115	36	74	223	
Mission Total	5898	985	4913	5328	570	4974	924	1847	1151	743	607	1550	

**2. Participant Training by USAID/Pakistan Office**

	Completed Programs			Participants <i>Geographic data by workplace: Federal=Jammu, Kashmir, Capital and Northern Areas</i>									
	Total	Academic	Technical	Male	Female	Public	Private	Punjab	Sindh	NWFP	Balochistan	Federal	
Agriculture & Rural Development	1883	331	1552	1848	37	1842	241	695	271	403	157	357	
Health, Population & Nutrition	419	21	398	336	83	416	3	134	79	51	42	113	
Private Enterprise & Energy	520	44	476	516	4	507	13	236	118	18	38	110	
Human Resources Development	3049	588	2461	2603	446	2382	667	782	659	1	370	967	
Engineering	27	1	26	27	0	27	0	0	24	0	0	3	
Mission Total	5898	985	4913	5328	570	4974	924	1847	1151	743	607	1550	

	of Mission	Academic	Technical	Male	Female	Public	Private	Punjab	Sindh	NWFP	Balochistan	Federal
Agriculture & Rural Development	32%	18%	82%	98%	2%	87%	13%	37%	14%	21%	8%	19%
Health, Population & Nutrition	7%	5%	95%	80%	20%	99%	1%	32%	19%	12%	10%	27%
Private Enterprise & Energy	9%	8%	92%	99%	1%	98%	3%	45%	23%	3%	7%	21%
Human Resources Development	52%	19%	81%	85%	15%	78%	22%	26%	22%	9%	12%	32%
Engineering	<1%	4%	96%	100%	0%	100%	0%	0%	89%	0%	0%	11%
Missionwide		17%	83%	90%	10%	84%	16%	31%	20%	13%	10%	26%

**3. Participant Training by USAID/Pakistan Project**

	Completed Programs			Participants <i>Geographic data by workplace: Federal=Jammu, Kashmir, Capital and Northern Areas</i>									
	Total	Academic	Technical	Male	Female	Public	Private	Punjab	Sindh	NWFP	Balochistan	Federal	
On-Farm Water Management 0413	87	6	81	86	1	87	0	36	13	13	13	12	
Irrigation Systems Management 0467	641	94	547	638	3	639	2	295	105	103	46	92	
Population Welfare Planning 0469	155	7	148	108	47	155	0	53	30	9	11	52	
Tribal Areas Development 0471	16	0	16	16	0	16	0	0	0	16	0	0	
Malaria Control II 0472	161	9	152	158	3	161	0	55	25	28	18	35	
Rural Electrification 0473	251	12	239	251	0	251	0	170	34	13	13	21	
Development Support Training 0474	2992	587	2405	2572	420	2326	666	782	657	252	334	967	
Primary Health Care 0475	47	0	47	40	7	47	0	12	13	4	4	14	
Energy Planning & Development 0478	216	32	184	214	2	216	0	58	58	5	25	70	
Balochistan Area Development 0479	44	19	25	41	3	22	22	1	1	0	40	2	
Road Resource Management 0480	27	1	26	27	0	27	0	0	24	0	0	3	
Forestry Planning & Development 0481	140	12	128	140	0	140	0	35	20	50	11	24	
Social Marketing of Contraceptives 0484	2	0	2	2	0	1	1	0	1	0	0	1	
NWFP Area Development 0485	16	0	16	16	0	16	0	0	0	15	0	1	
TIPAN 0488	130	74	56	129	1	129	1	0	0	130	0	0	
MART 0489	263	60	203	260	3	256	7	109	42	36	20	56	
Food Security Management 0491	220	21	199	216	4	184	36	68	38	18	8	88	
Agricultural Support Services 0492	326	45	281	304	22	153	173	151	52	22	19	82	
Private Sector Power 0494	0	0	0	0	0	0	0	0	0	0	0	0	
Child Survival 0496	54	5	49	28	26	52	2	14	10	10	9	11	
Primary Education Development 0497	57	1	56	31	26	56	1	0	2	19	36	0	
Shelter Resource Mobilization 0507	29	0	29	27	2	19	10	4	20	0	0	5	
Private Investment Expansion 0514	24	0	24	24	0	21	3	4	6	0	0	14	

**4. USAID-supported Government of Pakistan Scholarships: 03/86-06/93**

	Programs			Grantees <i>Geographic data by workplace: Federal=Jammu, Kashmir, Capital and Northern Areas</i>									
	Total	Academic	Technical	Male	Female	Public	Private	Punjab	Sindh	NWFP	Balochistan	Federal	
Ministry of Science & Technology	398	398	0	384	14	206	192	185	113	19	3	69	
Ministry of Education	98	97	1	83	15	90	8	44	25	15	2	10	
Total	496	495	1	467	29	296	200	229	138	34	5	79	