

PD-ABH-337

85495

**Annual Report  
South African Higher Education Program  
May 1986 - April 1987**

**Contract Numbers:  
AFR-0213-C-00-3047-00  
AFR-0213-C-00-5027-00**

**Submitted to:**

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## Introduction

This report covers the period from May 1986 to May 1987, and pertains to both programs administered by Aurora Associates for the U.S. Agency for International Development's Training for Disadvantaged South African Project (TDSA). Although awarded and administered separately in all financial areas, contracts #AFR-0213-C-00-3047-00 and #AFR-0213-C-00-5027-00 mandate identical activities. Both are administered by Aurora Associates' South African Higher Education Program (SAHEP).

Aurora Associates began its South African Higher Education Program (SAHEP) in April 1983 when AID contracted with it to place 23 black South African scholarship recipients. Drawing from its broad Africa experience and equally extensive experience in domestic education, Aurora quickly set into place the administrative and procedural mechanisms that provided solid foundations for a programmatic performance that has grown more effective over the years.

In April 1984, AID invited Aurora to undertake the placement of a second group of South African students selected by the Johannesburg-based Educational Opportunities Council (EOC). In the Fall semester of 1984, Aurora's SAHEP had 45 participants under its sponsorship.

In the beginning, the SAHEP was informed by the experience of the Institute of International Education's South African Education Program (SAEP). Over the subsequent four years of operation, the two programs, SAEP and SAHEP, achieved an exemplary level of cooperation and exchange which permitted the

effective delivery of a wide range of educational and counseling services to all participants selected by the South African based Educational Opportunities Council.

In April of 1985, Aurora's SAHEP program was extended to permit the placement and support of an additional 100 participants in the subsequent three to four years. This award and previous work with TDSA established Aurora as the only minority-owned firm significantly involved in a U.S. government funded program in South Africa.

In its fourth year of operation, SAHEP participants under sponsorship totaled over one-hundred. Although it is a small program by many standards, the requirement of serving over 100 participants constituted an effective test of the program's ability to maintain and monitor a significant number of USAID grantees.

This fourth year was also important in providing a clearer indication of several emerging trends and in forecasting their possible long-term significance. Notable issues include:

- 1) Strong financial support this year, coupled with warnings of diminishing funds for institutional aid in the future.
- 2) A shift in the proportion of graduate and undergraduate applicants from EOC favoring graduate candidates.
- 3) More numerous requests for extension of the training period to complete a second degree or practical training.

- 4) Problems arising out of administrative support to former SAHEP participants whose training period in the U.S. has been extended.
- 5) Growing disparity in monthly living allowances paid to participants sponsored by AID, Fulbright, corporations and disparities due to initial date of program participation.
- 6) Slow response of the HAC insurance in settling claims.
- 7) Increasing need for program activities that address the issue of returnees with regard to job placement, professional networking and support and re-entry into a socio-political patterns very different from those of the U.S.

A discussion of these issues and others is incorporated in the reporting on selected program activities that follows.

#### Growth of SAHEP

The number of SAHEP participants rose from an average of 65 to that of over 100 participants with the intake of the 1986 grantees. The increase posed new challenges for a relatively small staff that continued not only to counsel and monitor successfully but to make effective placements with tuition waivers. Although the total of 36 new intakes was only four more than the number enrolled in the Fall 1985, the estimated value of scholarships and tuition waivers obtained for an average of three years per award grew from \$15,450 to \$18,615 per participant.

The administrative systems in place adapted readily to the new requirements. In some areas definite improvements were effected. Responses to participant inquiries were, for example, more stringently standardized. An improved grasp of AID regulations and the tightening of program rules to reflect AID's Handbook 10 and other funding agency directives allowed for the greater rationalization of procedures.

The SAHEP succeeded in these efforts while undergoing a turnover in personnel. The new team, nonetheless, benefited considerably from the solid foundations established by those who had launched the program. Not only was continuity sustained, but also the transition reinforced the importance of reliable and accessible record-keeping and the necessity to maintain personal but structured relationships with participants; relationships that encourage easy communication while anticipating the inevitable changes in personnel that are a common feature of the American work environment.

Despite staffing changes, the importance of individual communication with participants has remained pre-eminent. The program's primary objective is to facilitate the successful completion of each participant's training within the estimated date of completion. Therefore, easy access to an individual counselor is, for that purpose, imperative. Staff realignments implemented in the course of the year provided for the assignment of each participant to a specific counselor. A counselor, in turn, monitors the progress of all SAHEP participants at the same institution. The same counselor serving

as a placement specialist expands the relationship cultivated at the institution to make strong placements, obtain financial assistance and generally pave the way for a new intake's smooth settling-in.

Using essentially person loading levels originally proposed, the SAHEP staff was organized to include, by the end of the reporting period, a Project Director, two Counselor/Placement Specialists and an Information Coordinator. Clerical services were obtained as needed from the Aurora corporate support pool. The position of Logistics Coordinator is one whose necessity became apparent in order to cope with the growing complexity of financial and regulatory tasks. The flow of institutional and individual requests continued to be handled foremost by the Counselors and the Project Director. The sheer volume of details, however, compelled the involvement of a Coordinator who could focus on those requests, assess their specific implications with respect to cost and regulations, make appropriate recommendations and act on an approved course of action.

#### Expanding Institutional Network and Increased Value of Scholarships

The SAHEP reorganization also contributed to the strengthening of its institutional network. Assigning an institution to a counselor ensures an on-going relationship with individual faculty and personnel at each institution. The on-going contact engenders a comprehensive knowledge of each institution. Strengths and weaknesses in specific academic fields are continuously monitored and for a relatively small

program, this integration of functions is proving an effective way to maintain strong placement capabilities. Thus, when the placement process is under way, an assessment of specific program offerings and general academic conditions as well as the availability of financial support can quickly be made. This works well in the case of institutions currently involved and those new to the SAHEP project.

The sustained contacts and SAHEP's increasing visibility were two significant factors contributing to a substantial increase in the value of scholarships obtained. Aurora staff participation in the past three annual National Association of Foreign Student Advisors (NAFSA) conferences has consolidated our contacts with university personnel. A small group planning workshop, sponsored by AID/OIT and NAFSA this year, was another opportunity for the SAHEP Project Director to represent the program. One contact at that meeting subsequently yielded two placements with tuition waivers in the schools of Agriculture and Forestry at Washington State University in Pullman, Washington.

In spite of these successes, there are growing signs pointing to a reduction in the availability of financial support. Financial cutbacks and other measures, including new tax laws, may threaten the ability of institutions and divisions within them to sustain past levels of financial support. The situation may prove particularly difficult at state-controlled institutions, where increasing pressure from legislatures to cut costs may primarily affect funds earmarked for assistance to foreign students. Potentially significant to TSDA may be a

diminishing attention to the South African situation. At the 1987 NAFSA conference this spring, participants exhibited little interest in meetings dealing with that country. Sessions on Japan and Pacific Basin countries, reputed for paying all of their students' fees, attracted the greatest attention. A confirmation of this trend could negatively affect the assumption that funds will continue to be forthcoming to complement TDSA allocations. Already this year, expensive and highly competitive programs in Engineering proved virtually unavailable with tuition waivers. Scholarships once supported by donations from corporations are less frequently available. This evolving situation may, in some cases, be connected to the declining U.S. corporate presence in South Africa and the reduced exposure accorded events taking place in that country.

None of these developments impacted on SAHEP's placements in this reporting period, however. Aurora's SAHEP placed 37 participants in 28 institutions in the fall of 1986. Of these, 11 were new institutions and ten were historically black colleges and universities. The total value of scholarship for the average of three years of training was \$1,618.16 for 33 of the new participants. Two HBCU's contributed three scholarships, tuition waivers, or graduate assistantships with a value of \$36,282.

As it is the case every year, a number of scholarships or waivers obtained were not used. Although the reasons for not making use of all offered scholarships are numerous, the primary cause is simply the limited number of appropriate candidates. This year again, various approaches were considered for making

these scholarships available to other eligible but unsponsored black South Africans and refugees. To date, no practical method has been found for transferring offers that become clearly available only late in the spring and are often restricted. For example, institutions frequently offer the support only to students who have a sponsor able to guarantee the balance of the required funds.

By the end of spring, SAHEP had placed the 27 new participants (two above the number projected by AID funding allocation) expected to arrive in July 1987. Of the 23 colleges and universities, 11 were new to SAHEP. Tuition waivers and scholarships were provided by all 23 institutions, totaling \$502,626 for three years. Five participants or 20% of the intake were placed in HBCU's.

#### Greater Cooperation with AID, IIE, and EOC

Training for Disadvantaged South Africans Project (TDSA) has benefited greatly from the sustained commitment and cooperation of all entities involved. Because of the complexity and urgency of the task, such close cooperation is as salutary as it is essential. The four major entities responsible for the program's implementation include of course the SAHEP, the Institute for International Education's South African Education Program (SAEP), the Educational Opportunities Council (EOC), and the Agency for International Development (AID).

From the beginning, Aurora's SAHEP and IIE's SAEP have endeavored to establish common operational procedures. This is to optimize the benefits of the program and to minimize any

discrepancy in the services and resources available to the participants. In the past year, the cooperation has grown even more extensive, culminating in a joint proposal submission for the extension of TDSA this spring. While a considerable amount of consultation routinely takes place on virtually every facet of the program, closer coordination was maintained in four general areas.

- 1) The planning and coordination of the orientation and the Participant Conference activities.
- 2) The final selection and selection procedures that involved the EOC and the apportioning of EOC candidates dossiers between SAHEP and SAEP.
- 3) Communications and negotiations with the elected board of the Student Representative Council (SRC).
- 4) Review of AID policy and monitoring of trends and developments concerning participants in the US and related events in South Africa.

Both IIE and Aurora share a close and valuable association with the EOC. In the US and in South Africa, the EOC and its chairman, Archbishop Desmond Tutu continue to enhance the program's legitimacy and integrity. Thus, not only does the EOC orchestrate and implement the selection process, but also it provides the South African students in this country a reference that evokes academic legitimacy and political acceptability.

IIE has the primary responsibility for assisting EOC in the selection process. It advises on specific procedures and selects the two US university instructors who conduct first interviews in

July and August at regional EOC centers throughout South Africa. Through its on-going interaction with EOC staff, Aurora has also participated in the refinement of the selection procedures, resulting in a highly efficient process.

The EOC recruits and selects the candidates who are awarded TDSA grants. The effectiveness of the wide promotion of scholarship programs is evidenced in the number of applications submitted. In 1986, for 120 available slots, some 3,000 applications were received by the EOC in time for the April deadline. A preliminary review of eligibility was conducted (matriculation exemption or university entrance certification is a requirement) and candidates meeting basic requirements were urged to submit transcripts and other documents. In July, more than 500 participants were invited to regional interviews conducted at ten sites throughout the country: Zululand, Durban, Fort Hare, Port Elizabeth, Cape Town, Bloemfontein, Turfloop, Unibo, Pretoria, and Johannesburg. The interview team, composed of the two American professors and members of the regional EOC board, assesses the individual fitness of each candidate. Specific recommendations are then made and presented to the national selection board that meets in Johannesburg in late August to make the final decision on applicants to be submitted for placement.

Aurora has participated in the last two final selections. On both occasions, the SAHEP representatives made specific recommendations on criteria for selections. Last August, for example, the SAHEP Project Director had an opportunity to brief

the board on the increasingly stringent requirements of US institutions particularly for Engineering, Law and the Sciences. It was agreed, among other things, that graduate Law applications would be accepted only from persons who had completed their law training and had, preferably, gained some practical experience.

Other informed exchanges during those site visits have proven useful in strengthening the bonds between the SAHEP and the EOC staff. The efficient flow of communications this past year greatly contributed to smooth placement effort. Only the necessity to considerably reduce the number of placements marred a generally flawless activity. The EOC's strengths in supporting the placement process are notable in two areas: 1) Rapid response to all SAHEP inquiries; and 2) effective communication with candidates. EOC's shortcomings, if any, must be considered in light of the difficult environment in which an able and courageous staff must perform. The SAHEP greatly values its collaboration with the Johannesburg team that continues to perform with efficacy and sensitivity.

SAHEP communicates with several bureaus at USAID to address a range of issues. Most SAHEP communications requiring an AID action are conducted with the Office of International Training. These communications usually concern IAP-66A requirements and requests for extension of the training period. Frequent consultations on all issues take place with the AID program officers attached to the South Africa Bureau, The African Project Development, Southern African Project Division in Washington, and with the mission staff in Pretoria.

In the past year, when several trends emanating from the program began to crystallize, Robert Walker, President of Aurora proposed that all parties concerned, Aurora, IIE, EOC and AID meet over two to three days to review their implications. Although such a meeting has yet to take place the issues highlighted in the letter continue to beg attention. These include:

- a. To examine current operational assumptions and determine their efficacy;
- b. To determine priorities of the EOC and the manner in which this program enhances or competes with other educational assistance programs (e.g., internal bursaries, corporate scholarship programs, other donor agencies and governments);
- c. Assess the manner in which contractors report about student placements, progress, and other activities and decide on minimum required data to be routinely generated;
- d. Review the respective orientation programs of the EOC and the contractors to determine if modifications should be made to better serve the students;
- e. Discuss AID's priorities and the context in which support may continue;
- f. Examine the issues and potential problems of graduates (1) prior to departure and (2) upon return;
- g. Jointly consult about and develop a framework for input into the upcoming AID evaluation effort;

- h. Generally share with each other, in a conference setting the manner in which each contractor works and explore additional ways to achieve efficiencies, increase effectiveness, and obtain economies.

The mechanism by which these matters might be addressed outside a meeting such as the one proposed is not clear to us. And in this somewhat urgent and delicate situation, Aurora continues to perceive a need for regular consultation and responsiveness to an evolving situation.

One of the developments in need of definite and urgent policy attention is the growing number of participants who request extensions to complete a second degree or to undertake an internship. In this respect, two problems recur. The first is the difficulty in obtaining well enough ahead of time confirmation of fellowship and internships to properly notify AID and solicit its approval. AID/OIT has never refused a request even when made somewhat after the fact. Such delays are usually caused by last minute decisions on awards by UNETPSA or the institutions involved proposing to award scholarships or fellowships. In some cases, participants postpone making a choice between a second degree or practical training until all their options are delineated. Whatever the reason, SAHEP's inability to inform AID in a timely fashion is cause for concern.

The second area deserving of attention and resulting from training extensions is the SAHEP's responsibility as original sponsor vis-a-vis a former participant whose application for an extension has been approved. Because financial support for the

training is provided either by the United Nation's UNEPTSA or the university or both, the SAHEP maintains virtually no contact with the participant and can no longer claim to be monitoring his or her progress. This is also true in the case of practical training. Only the return ticket and shipping allowance remains to be paid. Yet, the yearly renewal of the IAP-66A continues to be the responsibility of the original sponsor. Moreover, performance of related tasks entails a scope of work, albeit small, for which the program is not compensated.

Also in need of review are issues pertaining to the maintenance allowance. SAHEP's students comparing their allowance with that of the Fulbright scholars or students with corporate sponsorship do complain about the lower amount permitted for them. SAHEP participants who will arrive this fall will also enjoy slightly higher benefits than those who arrived earlier. The complaints are neither vehement nor unanimous, but the disparities are nonetheless bewildering to some participants. More candid responses provided in exit questionnaire have grantees almost equally divided between those who found the level of support totally inadequate and others who, by budgeting, found it sufficient. This tends to confirm that the complaints are due as much to a perceived inequity as to a real hardship, although in some specific geographical locations the allowance may be inadequate.

Another cause of greatest frustration to participants affected is the HAC insurance delays in settling claims. Several participants this year report being harassed by medical service

providers when HAC failed to settle the bills. This matter is frequently raised at SRC meetings and consumes an undue amount of the participants' and SAHEP's staff time.

On the SAHEP side, it became evident in the course of the year that the cost of summer tuitions had been grossly underestimated in the original projections. Indeed, while the placement team has been successful in obtaining tuition waivers, these rarely apply to summer school. The summer session, when offered, is often managed separately from the fall and spring offerings. This reality is necessitating a readjustment of cost allocations.

The issue of establishing clearly, each year, the number of candidate slots available acquires, in light of unforeseen variations in costs, considerable importance. A clear and informed decision on the matter would avoid the confusion created this year by leading too many candidates to believe that they might be placed. Upon review of available funds, the SAHEP in fact reduced its third intake to 27 from the 33 originally projected. This difference would not have been as harmful if based on an AID recommendation, EOC's intake had not been increased by 20%. Sixty candidates were selected for placement by SAHEP last summer. Adding to the problem was the near absence of withdrawals which in the past had amounted to 20% of the nominations.

In the future, clear goals must be established both with regard to the number of scholarships and the fields of study. In this respect it is helpful to keep in mind that Engineering,

which has been a preferred area of study, is also one of the most expensive. In addition, scholarships that might cover the four and sometimes five years of training have been very difficult to obtain recently.

To minimize the disappointment of those not placed, the EOC may have to be more emphatic in pointing that a nomination for placement offers no guarantee of participation in the program. Candidates will also have to be alerted to possible lateness of confirmation since the scheduling of admission and scholarship awards procedures of most U.S. institutions, often culminates in the late spring or early summer.

Notwithstanding the items noted, the quality of communications between SAHEP and AID officials is substantive and highly supportive. While some policy areas remain unclear, these do not necessarily hamper the implementation of the program. The expectation is that in the coming year many of the issues noted will have been addressed. The TDSA implementation will continue to be highly effective and meaningful.

One other important player in SAHEP's implementation of TDSA is Denison University and more notable its impressive orientation program team directed, last summer, by Don Schilling. The orientation staff is composed of Americans and South Africans (several current SAHEP and SAEP participants as well as South African residents in the US). Over the past three years, the academic and the curricular activities have been fine-tuned to offer an experience which an overwhelming majority of

participants credit for a manageable adaptation to American university life.

The orientation program is planned and monitored jointly by the IIE and Aurora who shared one evening last July to welcome new participants. Robert Walker, President of Aurora, addressed the new arrivals. SAHEP staff present fielded questions and over a two-day period, conducted in-depth interviews with each participant. Over the three-week orientation, at least one staff member was assigned to the group, particularly at the beginning, to accompany the participants from New York to Denison, and at the end to see the participants off to their respective schools.

Throughout, however, the Denison team remain fully in charge. Procedures and practices that have been refined, as well as courses and field trips to ensure the maximum benefit in the time allowed. Finally, it is worth noting that for the vast majority of Africans, Colored and Asian South Africans present, that experience afforded the very first opportunity for them to work and live together.

#### Participant Networking Activities and Conference

The SAHEP interacts with participants on two levels. Most commonly grantees are individuals with specific academic goals. With minimum assistance to overcome loneliness, home sickness, cultural estrangement and real anxiety about the fate of their families, most achieve those goals admirably. On another level, black South African students who have had to endure apartheid are prone to exhibit, understandably, impatience and frustration. Bureaucratic rigidities, for example, that would test anyone's

patience, are sometimes perceived in the extreme as comparable to more severe inflexibilities in South Africa.

The tangible manifestations of these conditions incorporate both a need for action that would resolve these conditions, and a longing for stability and peace. In its daily interactions with participants the SAHEP staff encounters the normal range of psycho-social expressions that are in many respects indistinguishable from any group of foreign students. On the other hand, it is impossible to ignore coping patterns related to the additional pressures, stresses, and worries confronting the black South African students in the United States.

To exercise a measure of control over their American experience, the SAHEP and SAEP participants expressed early on the need to establish a representative body through which program ideas and grievances could be channeled. In view of South African realities, this student representative group also reflects a broadly articulated commitment to "the struggle", a term notwithstanding its belligerent connotation, which implies in the mind of most participants, the advent of a society that adheres to generally accepted standards of human and civil rights.

The SRC as presently constituted, formally came into being at the 1985 Conference in Columbia, Maryland. That occasion was the first to bring together all the EOC selected participants and was coordinated jointly by IIE and Aurora. Eight delegates (three SAHEP's and five SAEP's) were elected by sponsored participants to serve for one year. The creation of an SRC that

would serve as an ombudsman on behalf of all others was welcomed by program managers who anticipated its value as a mechanism for conflict resolution.

The meetings involving the sponsors and the members of the SRC over the past years have been increasingly open and constructive. The relationship has also compelled sponsors to maintain closer communication and to ensure some consistency in their stated position and in the follow-ups to discussions with the Council.

The orientation and the annual conference were organized with considerable input from the SRC. Their participation in the orientation proved useful and constructive. The Annual Conference in Nashville, achieved many of its intended objectives but also highlighted the changed circumstances of the gathering. Nearly 300 SAHEP/SAEP participants were present and almost 50 to 60 unaffiliated attendees. Both on the programmatic and logistical scale the conference had become bigger than what was ever provided for in fiscal and personnel projections. The event originally designed to foster networking for the future and exchange of views on the U.S. experience, appeared in this suddenly large gathering to be lacking a clear direction and purpose. The sponsors and members of the SRC elected in Nashville are now endeavoring to identify appropriate objectives that are faithful to the program's directives and to the participants' interests.

Another concern that has necessitated SAHEP's attention is the return to South Africa. Although rarely discussed

spontaneously, this final phase of the training experience remains a sobering consideration. To address the subject, Aurora initiated a pilot effort last fall for participants based in the Washington, D.C. area. The initiative sought to provide a forum in which job opportunities, anxieties about returning, and other related matters could be aired. Two meetings were convened and attended by roughly half of those invited. There was general agreement on the usefulness of such gatherings, but the tone was restrained on essential questions. From these meetings and private conversations, two points have become clear. First, as the number of graduate students increases, concerns about jobs will diminish, since most are already employed and expect to return to their posts. Second, while unemployment may not be a serious problem, neither are participants overjoyed at the prospect of returning to situations they have found frustrating in the past and expect will continue to be in the future. Many admit to be returning for their families and not for their jobs. These impressions were confirmed during interviews conducted by Yves Savain, SAHEP Project Director with program alumni in Johannesburg.

For those wishing assistance in finding work, Aurora offers a resume preparation service and will forward these, as per the participants' preference to companies, the EOC, the USAID, and other institutions as appropriate, in the hopes of eliciting interest. Conversations conducted with employment specialists in South Africa reveal that opportunities are available for well trained returnees, particularly in technical areas most affected

by the exodus of white professionals. However, the posts have confining dimensions, advancement is limited, and most handicapping of all are the rules imposed by apartheid. Not only do these limit access to new information through informal interaction with white colleagues, but they impose onerous obstacles to such modest aspirations as decent housing. No matter what his salary, a SAHEP-trained professional explained that his only certain shelter for the foreseeable future, was a shack in his mother's yard in Soweto.

In the hope of addressing these issues, Aurora submitted a concept paper to the mission in Pretoria. The proposed activities would first undertake a skilled labor needs assessment to determine the ultimate requirements of a post-apartheid society. The object is to avoid the support of training solely for an existing labor market. To make both current and future requirements coincide would certainly be ideal. The paper argues, however, that the process ought not to be left to chance but should be guided by empirical evidence of needs, should the society undergo a peaceful and deliberate political transformation.

The other point raised by the paper titled "Skilled Labor Assessment and Support Network For Black Professionals" and transmitted in December, 1986, speaks to the issue of providing a support system to black professionals until significant changes materialize. The concerns in this respect touches less on employment and more on professional growth and supportive communication. A TDSA alumni-group has been suggested as a

vehicle for such support. There is resistance to that idea, however, from graduating participants who fear being labeled elitist by blacks and attracting the hostile attention of whites who may resent their American experience. The proposal envisages a network of small associations or groupings that will bring together professionals with shared interests, independent of their place of training. This less conspicuous approach is inspired in part by a burgeoning collection of associations in South Africa. The skills labor needs assessment has also been favorably received by black researchers in South Africa who concur as to its necessity and timeliness.

#### HBCU Initiative

As a minority controlled firm, Aurora is particularly sensitive to the importance of involving Historically Black Colleges and Universities (HBCU) in the TDSA program. HBCU's are an integral part of the American educational sector and not involving them adequately under any circumstances constitutes an avoidable shortcoming. In the case of South African students, a minimal participation by HBCU's would mirror some of the patterns in need of correction in their country.

SAHEP's commitment has ensured from the beginning a proportion of placements well above the required 10% by USAID. Over the course of 1986, 16 of nearly 100 participants were enrolled at HBCU's. These constituted 20% of all institutions cooperating with SAHEP. For the 1987 intake, five of the 27 participants have been placed at HBCU's. Despite these figures, Aurora continues to be concerned by the near absence of black

colleges and universities in the numerous activities that engage American institutions in support of developments in South Africa. This concern is based on two counts. First, the preponderant involvement of large and influential institutions while essential, also distorts the American reality as presented to black South Africans. Second, excluding black institutions for whatever perceived weaknesses, exacerbates the dichotomous status granted these schools and invites black South Africans to endorse negative evaluations of their capabilities.

All SAHEP placements are predicated on the quality of the programs available. HBCU placements, consequently meet the same stringent requirements. Different rules apply only with regard to the financial support that may be provided by the institutions. In most cases, HBCU's find it difficult to offer financial assistance, although, several have done so and others are joining them in increasing number to provide scholarships to black South Africans.

Aurora perceives the opportunity of involving HBCU's more substantially in South African education as critical to a sound American position vis-a-vis South Africa. To that end, the SAHEP solicited and obtained a planning grant from Chevron USA, in the amount of \$2,000. Those funds permitted the organization of a seminar/workshop on December 2nd, 1986 in Atlanta entitled: "Opportunities for Black South Africans at Historically Black Colleges and Universities." The seminar, co-sponsored by Atlanta University, brought together representatives of HBCU's in the state of Georgia. Also in attendance was Dr. Marie Gadsden,

Assistant Director of NAFEO, a Washington based association that promotes the interests of HBCU presidents, Alex Wilson of Edison Electric and Yves Savain of Aurora.

The meeting explored in depth various rationales for maintaining a strong foreign student presence in general, and the special involvement HBCU's might establish with black South Africans. The dearth of resources that limits the involvement of HBCU's has not, however prevented it if we are to judge by extraordinary cases, like Small Oakwood in Alabama which supports 16 black South Africans. But ultimately, the real irony of the superficial involvement of HBCU's in South African Education lies in the fact that 30 years ago, most South African or Africans and Caribbeans wishing to study in the U.S. were welcomed by those institutions.

The December 2nd meeting resolved that a joint scholarship fund ought to be established that would support black South Africans at participating black institutions. It also engendered soon afterwards several offers of scholarships by HBCU's in Georgia, who, sensitized to the issue, drew from their own resources to demonstrate their commitment. It also made clear that other opportunities existed for involving academics and students of these historically black institutions throughout the country in supporting the myriad initiatives that seek to improve conditions in South Africa.

The absence of clear and consistent funding, however, for supportive programmatic activities is an undeniable stumbling block. The issue was underlined recently when efforts to bring

together a visiting specialist from the University of the Western Cape with counterparts at HBCU's floundered for lack of resources that would facilitate a meaningful gathering. The irony was compelling since a last attempt to take advantage of his presence in Atlanta never materialized because the large American corporation that had retained him for that period foresaw no possibility to free him long enough during the two days to allow a meeting to take place with faculty of the Atlanta University Center. This case exemplifies how black South Africans may come to the U.S. and throughout their short stay may never make contact with African-American institutions or individuals. Isolated programs exist, such as the one involving the American Black College Consortium and the African Teachers Association of South Africa (ATASA). But the present level of participation is minuscule compared to that involving all U.S. institutions and are far below the potential to be derived from a more substantial input by HBCU's, their faculties and students.

Site Visites, Training, and Speaking Engagements

The following briefly summarizes site visits, speaking engagements and professional development and networking activities that have involved SAHEP staff in the course of the reporting period.

- The SAHEP Project Director, Yves Savain traveled to Johannesburg and Pretoria, South Africa in August 1986, to participate in final selection, confer with EOC and USAID staff and make contact with SAHEP Alumni.

- The entire SAHEP staff and Aurora's President, Robert Walker participated in the Denison University Orientation. Orientation activities began with greetings in New York and ended with assistance to participants departing for their respective institutions to assess present and future involvement of Historically Black Colleges and University in TDSA and other related programs.
- The SAHEP Project Director, Yves Savain and a SAHEP participant, Jonathan Jansen attended the November 1986, Conference at Michigan State University on "U.S. Initiatives for Education and Training of South Africans and Namibians."
- Aurora played a major role in coordinating the Nashville conference for all SAHEP and SAEP participants in January 1987. Planned and coordinated jointly by Aurora and IIE staff, in conjunction with the SRC, Aurora and IIE personnel provided logistical and programmatic support to over 300 attendees and the Aurora Executive Vice President, Jim Statman, presented one of the opening addresses.
- The SAHEP Project Director addressed the 10th Annual Conference of the American Association of Blacks in Energy in Washington, on the SAHEP initiative to increase the involvement of HBCU's in its program and to solicit the support of the membership composed of black executives of large corporations involved in various

facets of the energy industry. The invitation was an outgrowth of the involvement of the Edison Electric Company and Chevron USA.

- A smaller planning workshop in Washington, sponsored by AID/OIT and NAFSA in March 1987, was attended by the SAHEP Project Director.
- In April 1987, the SAHEP Project Director was invited to be a panelist at a session of the Annual Conference of the National Association for Equal Opportunity in Higher Education (NAFEO) in Washington. The panel reviewed specific opportunities available through USAID programs of which HBCU's might avail themselves.
- The SAHEP Counseling and Placement officers attended both the 1986 National Association of Foreign Student Advisors (NAFSA) national conferences, in May 1986 and May 1987. Both occasions provided a unique opportunity to meet, in person, counselors from several institutions with which SAHEP works and to solicit funding support for incoming participants.
- The Information Coordinator and a SAHEP Counselor/Placement officer attended an AID/OIT contractors' workshop on December 15 and 16, 1986. The workshop reviewed in detail revisions of various procedures and regulations and provided an opportunity to clarify specific areas of concern.

### Student Performance Record

The participant data that follows provides a detailed summary of the program's performance to date. Two major indicators illustrate the effectiveness of procedures in effect: the successful completion on time or before the projected date of completion (DOC) of over 80% of participants sponsored and the rarity of transfers and change of academic concentrations. And although not detailed here, the excellence is evidenced in the preponderance of on-time graduations, and interestingly the numerous requests mentioned earlier for training extensions to pursue second degrees. More often than not, these requests are prompted by offers of fellowships coupled with persistent encouragements by faculty and classmates. Other program elements that provide some demonstration of SAHEP's fulfillment of TDSA goals include the following:

- As noted earlier, requests for transfers and actual transfers have continued to hold below 5% of placements confirming the effectiveness of the SAHEP placement process and the EOC selection.
- The number of uncompleted training programs due to voluntary withdrawals and cancellations of award totals 4 cases out of the 120 participants who have been sponsored by the SAHEP.
- Only two participants remained in the U.S. undocumented after dropping out or losing their award. One has since received a full fellowship and has requested a normalization of his student status, and there are

indications that the other may have resumed university training of his own.

- Across the spectrum of fields of study the performance remains strong, institutions continue to be impressed, and black South Africans demonstrate the talent and competence which they expect to share fully with their communities and nation.
- Clearly, the proportion of graduate students has grown in recent years. This is not due to any deliberate selection practice but more to the clear advantage of those who have already undergone an undergraduate experience hold in the demographic pool of eligible candidates. On the plus side, graduate students tend to be clearer about their goals and move quickly to attain them. Costs remain more or less, for graduate and undergraduate participants, the same since most full tuition room and board scholarships are awarded to undergraduates. The concern, however, is whether a diminishing number of strong high school graduates is indicative of the quality of candidates who will continue to be available in the future.
- The ratio of women to men has fluctuated over the past four years, but has more than doubled from the initial 1983 intake of 17.6%. Despite these variations in the number of women, the overall average has remained a constant 32.6%.

Data on all participants enrolled by SAHEP, their current status and fields of study are highlighted in the tables that follow.

INTAKE 1983

Name	Town of Origin	N/P Graduate/ Under-Graduate	Inst. NDCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Abrahams, Shaheen	Wetton	N/U	Ohio Wesleyan University	Biology	5/88	Graduated, pursuing M.A.
Bokaba, Lucky	Pretoria	N/U	University of N. Carolina, Charlotte	Mechanical Engineering	12/87	
Rock, Lesotho	Matapo	N/U	Clark (1) College	Chemistry	8/87	Graduated
Lesene, Bellinah	Petersburg	P/G	Atlanta (1) University	Social Work	12/84	Graduated
Macozoma, Sekunzi	Port Elizabeth	N/G	Boston (2) University	Journalism	5/86	Returned without completing deg.
Naphai, Juditha	Pretoria	P/U	Spelman (1) College	Psychology		Withdrew
Mdekazi, Nvuyisi	Johannesburg	N/U	Marquette University	Chemistry	12/87	Graduated & pursuing M.A.
Noji, Daniel	Johannesburg	N/U	Syracuse (2) University	Mechanical Engineering	12/87	
Nokuena, Daniel	Jereeniging	N/U	Dillard (1) University	City Planning	6/89	Graduated, Pursuing M.A.
Nonamodi, Seboko	Johannesburg	N/G	Indiana University	Business Administration	12/86	Graduated, Pursuing M.A.
Msimanga, Doris	Vryheid	P/G	Atlanta (1) University	Chemistry	12/85	Graduated, Pursuing M.A.

INTAKE 1983

Name	Town of Origin	M/P Graduate/ Under-Graduate	Inst. HBCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Mzimela, Sabelo	Durban	M/U	Florida Institute of Technology	Mechanical Engineering	12/87	Graduated
Mkonyane, Mjabulo	Johannesburg	M/U	Morris Brown (1) College	Chemistry		Withdrew
Peter, Mzwandile	Port Elizabeth	M/U	Warren Wilson College (2)	Chemistry	5/86	Graduated
Phillips, Gavin	Strand Cape	M/G	Howard (1) University	Botany	5/85	Graduated
Thoka, Brian	Chunies Port	M/G	Drew University	Economics	5/87	Graduated, Admitted to M.A. program, UN scholarship pending
Zingitwa, Pintsji	Johannesburg	M/G	Florida Institute of Technology	Mechanical Engineering	12/85	Graduated

INTAKE 1984

Name	Town of Origin	M/P Graduate/ Under-Graduate	Inst. NBCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Cita, Malinge	Port Elizabeth	M/U	University of Southern Calif.	Pharmacy	6/88	
Daniels, Sharifa	Strand Cape	P/G	University of Iowa (2)	Linguistics	2/86	Graduated
Ganzin, Benjamin	Parklands	M/G	Marquette University	Mechanical Engineering	6/88	Graduated
Gcaba, Sibusiso	Durban	M/U	University of Texas (Austin) (2)	Chemical Engineering	6/88	
Gzalaba, Patrick	Capetown	M/U	University of North Carolina, Charlotte	Mechanical Engineering	6/88	
Julies, Eugene	Capetown	M/U	Florida Institute of Technology	Mechanical Engineering	6/88	
Lebankeng, Azaria	Johannesburg	M/U	Florida Institute of Technology	Chemical Engineering	8/87	On time
Luzipho, Dryden		M/G	Atlanta (1) University	Public Administration	6/86	Graduated
Nadine, Morootshoge	Deveyton	P/G	Columbia (2) University	Elementary Education	6/86	Graduated, pursuing M.A.
Nadonsela, Dumisane	Durban	M/U	Florida Institute of Technology	Mechanical Engineering	6/88	
Mahlasela, Dumisani	Port Elizabeth	M/U	University of the District of (1) Columbia	Journalism	9/87	Graduated
Mayeng, Issac	Kimberly	M/U	SUNY Buffalo	Pharmacy	6/88	
Mchele, Sylvia	Port Shepstone	P/U	University of Georgia (Athens)	Business	6/88	
Mqabadel, Agnes	Port Nare	P/G	Howard University(1)	Economics	5/86	Graduated, practical training

INTAKE 1984

Name	Town of Origin	M/F Graduate/ Under-Graduate	Inst. NBCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Mndaveni, Cedrie	Natal	M/G	Tulane University	Law	5/86	Graduated
Moloane, Edward	Transvaal	M/U	Franklin (2) University	Computer Science	6/88	
Mthenbu, Aggrey	Durban	M/U	Howard (1) University	Electrical Engineering	6/88	
Nkosi, Grace	Vryheid	F/U	Syracuse University	Nursing	6/88	
Nkosi, Siphosiso	Vryheid	M/G	University of Massachusetts	Marketing	8/86	Graduated
Nkoko, Samuel	Soshanguve	M/G	Ohio Wesleyan University	Electrical Engineering	5/86	Graduates 12/87
Pillay, Kubandiran	Pretoria	M/G	Howard (1) University	Comparative Jurisprudence	5/86	Graduated
Ranchod, Naya	Port Elizabeth	F/U	Ohio Wesleyan University (2)	Psychology	6/87	Graduates 8/87
Salie, Faiza	Cape Town	F/U	Boston (2) University	Chemistry	6/87	
Sithole, Abel	Orlando-west	M/U	Lawrence (2) University	Electrical Engineering	6/88	Graduates 12/87
Siwundla, Nompembelelo	Zwelitsha Cape	F/G	North Carolina University	Biology	12/86	Graduated
Xulu, Busisive	Ladysmith	F/G	University of Iowa	Education	6/86	Graduated

INTAKE 1985

Name	Town of Origin	M/P Graduate/ Under-Graduate	Inst. NBCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Bloemetje, Michael	Cape Town	M/G	University of Iowa (2)	Computer Science	6/87	Graduated
Cassin, Masina	Petersburg	F/G	Northern Illinois University (2)	Special Education	12/87	
Dimati, Sello	Johannesburg	M/U	Paine College (3)	Biology	6/89	
Dlamini, Nosipho	Lamontville	F/U	Bridgewater (2) College	Chemistry	6/89	
Fumba, Albion	Tabankulu	M/G	Gallaudet College(2)	Education	8/86	Graduated
Hlati, Maleho	Parys	M/U	University of Connecticut (2)	Engineering	6/89	
Jansen, Jonathan	Cape Town	M/G	Cornell (2) University	Biology	6/87	Graduated. pursuing Ph.D.
Kava, Andisive	Port Elizabeth	F/U	Columbia (2) University	Education	6/87	
Khumalo, Ariel	Johannesburg	M/U	Kent State University	Pharmacy	6/89	
Mabena, Joseph	Springs	M/U	University of Connecticut (2)	Chemical Engineering	6/89	
Malamba, Matilda	Capetown	F/G	University of Iowa (2)	Social Work	6/87	
Meko, Kate	Northern Cape	F/G	University of the District of Columbia (1)	Business Administration	7/87	Graduates 7/87
Noqgi, Sylvia	Atteridgeville	F/G	University of Georgia (2)	Social Work	6/87	Graduated
Noephuli, Shadrack	Johannesburg	M/U	University of Connecticut (2)	Agricultural Science	6/89	

INTAKE 1985

Name	Town of Origin	M/F Graduate/ Under-Graduate	Inst. NDCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Mogashoa, Mary	Pietersburg	F/U	Southern Illinois University (2)	Biology	6/89	
Mogotsi, Merriam	Brits	F/G	Cornell (2) University	Urban Planning	6/87	Graduated
Mohapi, William	Warm Baths	M/G	Northern (2) Illinois	Educational Administration & Planning	6/87	Graduated, Pursuing M.A.
Mokati, Nachitje	Koppies	M/U	Paine (3) College	Chemistry	6/89	
Murray, Ingrid	Worcester	F/G	Eastern Illinois University (2)	Education	8/86	Graduated
Murray, William	Murraysburg	M/G	Eastern Illinois University (2)	Education	8/86	Graduated
Muyanga, Mlekane	Johannesburg	F/U	Georgia State	Business Administration	6/89	
Mduna, Noelette	Pretoria	F/G	Oakland (2) University	Education	6/87	Graduated, Pursuing Ph.D.
Mgonyama, Voyo	Capetown	M/U	Franklin (2) University	Business Administration	6/89	
Nicholas, Lionel	Capetown	M/G	Boston (2) University	Counseling	6/87	Graduated
Ntswana, Elvis	Capetown	M/U	Bridgewater State University (2)	Chemistry	6/89	
Ntshope, Zwelakhe	Johannesburg	M/U	Pennsylvania (2) State University	Biology	6/89	
Ntsoana, Moratsoe	Bethlehem	M/U	University of the District of (1) Columbia	Business Administration	6/89	
Phillips, Weston	Franschhoek	M/G	Georgia State University (2)	City & Regional Planning	6/87	Graduated

INTAKE 1985

Name	Town of Origin	M/P Graduate/ Under-Graduate	Inst. NDCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Rabotapi, Cynthia	Johannesburg	P/G	Indiana University of Pennsylvania (2)	Industrial Relations	6/87	Graduated, practical training
Scheepers, Peter	Cape Town	M/G	University of Illinois	Education	6/87	Graduated
Sebobe, Patricia	Johannesburg	P/G	Howard (3) University	Business Administration	12/85	Withdrew
Taliep, Phaldie	Capetown	M/G	Massachusetts Institute of Technology (2)	City & Regional Planning	6/87	Graduated, practical training
Thethiwe, Lulama	Capetown	P/G	University of Iowa (2)	Psychology	12/87	
Tshabalala, Bajabulile	Johannesburg	P/G	Lawrence (2) University	Economics	6/89	
Wala, Monde			University of Akron (2)	Industrial Psychology	9/85	Withdrew
Xaba, Thokozani	Durban	M/U	Dartmouth College (2)	Urban Planning	6/89	
Xiphu, Sizwe	Pranskei	P/U	Howard (1) University	Computer Science	6/89	

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Name	Town of Origin	M/P Graduate/ Under-Graduate	Inst. NDCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Africa, Kenneth	Bloemfontein	N/U	Elmira (2) University	Physics	6/90	
Cindi, Zukiswa	Johannesburg	P/U	University of Iowa (2)	Business Administration	6/90	
Flanders, Joanna	Capetown	P/U	Eastern Illinois University (2)	Psychology	6/90	
Pusi, Petrus	Ladybrand	N/U	Tuskegee (1) Institute	Civil Engineering	6/90	
Garbharran, Hari	Durban	N/C	Southern Illinois University (2)	Geography	6/89	
Gordhan, Taramathi	Durban	P/C	University of Connecticut (2)	Educational Psychology	6/88	
Khanye, Lemela	Soweto	N/U	Dillard (1) university	Social Sciences	6/90	Withdrew
Langeveldt, William	Vryburg	N/C	University of Iowa (2)	Educational Psychology	6/88	
Mabitsela, Frans	Randfontein	N/U	University of Vermont (2)	Genetics/ Biochemistry	6/90	
Makgopa, Douglas	Bdenvale	N/U	Southern Illinois University (2)	Business Administration	6/90	
Makhene, Modise	Johannesburg	N/U	University of Iowa (2)	Business Administration	6/90	
Marishane, Lepule	Moorfontein	P/U	University of the District of (1) Columbia	Psychology	6/90	
Marite, David	Randfontein	N/U	Syracuse (2) University	Mechanical Engineering	6/90	
Setzin, Kenneth	Mifkeng	N/U	University of Missouri, Columbia	Communications	6/90	

INTAKE 1986

Name	Town of Origin	M/F Graduate/ Under-Graduate	Inst. NDCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Sahkoane, Ronicah	White River	F/G	Northern Illinois University (2)	Education	6/88	
Smith, Noelene	Durban	F/U	Franklin (2) University	Business Administration	6/90	
Sookial, Sanjay	Durban	M/U	Syracuse (2) University	Electrical Engineering	6/90	
Tau, Sekhehle	Tweespruit	M/U	Clark (1) College	Business Administration	6/90	
Thabede, Reginald	Johannesburg	M/U	North Carolina Agricultural & Technical (1)	Industrial (automotive)	6/90	
Tshabalala, Mtombiruthi	Emondlo	F/U	Xavier (3) University	Pharmacy	6/90	
Van Niekerk, Marlene	Cape Town	F/G	Pennsylvania (2) State University	Dance Therapy	6/88	
Zulu, Theodora	Durban	F/G	Harvard (2) University	Educational Counseling	6/87	Graduated
Nosebi, Rousseau	Wolkon	M/G	Cheyney (3) University	Education	6/88	Graduated
Mlokati, Meddleton	Benoni	M/U	Boward (1) University	Education	6/90	
Masobe, Patrick	Virginia	M/U	Grinnell (2) College	Economics	6/90	
Mathe, Mahlanyane	Kroonstad	M/U	Elmira (2) College	Chemistry	6/90	
Mhlongo, Henry	Tembisa	M/U	Arizona State University	Biology	6/90	
Nogane, Moffat	Bushbuckridge	M/G	Boston (2) University	Social Work	6/88	

1986 INTAKES

Name	Town of Origin	M/P Graduate/ Under-Graduate	Inst. WDCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Mokae, Motsidisi	Johannesburg	M/U	Eastern Illinois University (2)	Medical Technology	7/87	Graduated
Motala, Ahmed	Durban	M/G	American (2) University	Law	6/87	Graduated
Mthiyane, Sibongile	Soveng	P/U	Xavier (3) University	Pharmacy	6/90	
Muller, Ashley	Cape Town	M/U	Dartmouth College (2)	Chemical Engineering	6/90	
Mevantalu, Prinsloo	Sibasa	M/G/Ph.D.	Northern Illinois University (2)	Immunology	6/89	
Mtshengulana, Lizo	Mount Prere	M/U	Bridgewater State University (2)	Business Administration	6/90	
Paulsen, William	Wynberg	M/U	The College of William & Mary (2)	Math/Computer Science	6/90	
Rassool, Ciraj	Woodstock	M/G	Northwestern University (2)	African Studies	6/88	
Satu, Richard	Johannesburg	M/U	North Carolina Agricultural & Technical (1)	Electrical Engineering	6/90	

INTAKE 1987

Name	Town of Origin	M/P Graduate/ Under-Graduate	Inst. NBCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Dlamini, Innocentia	Johannesburg	P/G	Clarion (2) University	Library & Information Science	9/88	
Dube, Nadge	Newcastle	P/G	Cheyney (3) University	Education	12/88	
Levis, Sean	Cape Town	M/U	SUNY Albany (2)	Computer Science	6/91	
Magau, M.	Pimulile	P/G	Harvard (2) University	Education	6/89	
Makobe, Molopeng	Benoni	M/G	Cheyney (3) University	Educational Administration	12/88	
Mampuele, Khutso	GA Kgapane	M/U	Lawrence (2) University	Education	6/91	
Mankga, Joel	Johannesburg	M/U	Knox College (2)	Biology	6/91	
Narumo, Joseph	Odendaarsrus	M/U	Washington State University (2)	Agriculture	6/90	
Maserule, Motudi	Sekhukhoniiland	M/U	Norris Brown College (3)	Engineering	6/91	
Navana, Mduna	Johannesburg	M/G	University of California- (2) Berkeley	Social Work	6/89	
Navela, Boatamo	Mabopane	P/G	University of California- (2) Berkeley	Anthropology	6/88	
Mayekiso, Monde	Port Hare	M/G	University of Maryland (2)	Zoology	6/90	
Mncube, Dingani	Highflats	M/U	Washington State University (2)	Forestry	6/91	

INTAKE 1987

Name	Town of Origin	M/F Graduate/ Under-Graduate	Inst. NBCU(1) Scholarship (2) Both(3)	Field of Study	DOC	Status
Mntambo, Vincent	Mafikeng	M/G	Yale Law School (2)	Law	6/88	
Molefe, Lerato	Johannesburg	F/U	Mt. Holyoke (2)	Communications	6/89	
Molefe, Balesenya	Tomba	M/G	Pennsylvania State University (2)	Counseling Psychology	6/89	
Molotsane, Bernice	Bloemfontein	F/G	University of Illinois-Urbana (2)	Linguistics	6/89	
Moreholi, Tshidiso	Picksburg	M/U	Grinnell College (2)	Economics	6/91	
Moshesh, Jobo	Katlehong	M/U	Oakwood (3)	Accounting	6/91	
Mothusi, Andrew	Mafikeng	M/G	University of California (2) (Berkeley)	Public Health	6/89	
Maidoo, Saiboonisha	Shallcross	F/G	Kansas State University (2)	Educational Counseling	6/89	
Mqendane, Tola	Mmabatho	F/G	Eastern Illinois University (2)	Counseling Psychology	6/89	
Mhlapo, Innocentia	Johannesburg	F/U	Franklin University (2)	Accounting	6/91	
Mtsoane, Elias	Pietersburg	M/U	Prarie View A & N (3)	Engineering	6/91	
Sesele, Koena	Kroonstad	M/U	Case Western Reserve Univ. (2)	Accounting	6/88	
Thomas, Cornelius	Port Elizabeth	M/G	Notre Dame (2)	History	12/88	
Languelo, Tualo	Katlehong	M/U	University of Missouri, Columbia (2)	Mathematics	6/92	

**SAHEP I AND II FINANCIAL REPORT**

SAHEP I  
AFR-0213-C-00-3047-00

	<u>Budgeted Costs</u>	<u>Cost to Date 5/31/87</u>	<u>Projected to Complete</u>
<b>Participant Costs</b>			
* Tuition and Fees	305,000	486,801	52,740
Subsistence	1,015,444	916,202	141,300
Travel/Per Diem	150,115	120,397	45,250
Orientation	<u>54,152</u>	<u>47,567</u>	<u>-0-</u>
	1,524,711	1,570,967	239,290
<b>Personnel</b>			
Direct Labor	297,421	218,499	24,000
Fringe @.286 Overhead @.543	295,429	216,243	23,623
Staff Travel/ Per Diem	<u>60,280</u>	<u>22,720</u>	<u>-0-</u>
	653,130	457,462	47,623
Other Direct Costs	83,650	32,446	5,000
<b>Total Labor, ODC, and Participant Costs</b>	<b>2,261,491</b>	<b>2,060,879</b>	<b>291,913</b>
G & A @.173	178,798	167,328	41,377
Fee @.07	<u>7,838</u>	<u>77,066</u>	<u>19,639</u>
<b>Grand Total</b>	<b>2,518,678</b>	<b>2,305,275</b>	<b>352,929</b>

\* Indirect cost does not apply

SAHEP II  
AFR-0213-C-00-5027-00

	<u>Budgeted Costs</u>	<u>Cost to Date 4/30/87</u>	<u>Projected to Complete</u>
<b>Participant Costs</b>			
* Tuition and Fees	266,250	225,895	250,000
Subsistence	3,057,570	868,916	1,603,684
Travel/Per Diem	494,909	177,762	256,328
Orientation	<u>167,475</u>	<u>83,284</u>	<u>52,000</u>
	3,986,204	1,355,857	2,162,012
<b>Personnel</b>			
Direct Labor	474,038	178,125	110,000
Fringe @.286	135,574	50,943	31,460
Overhead @.543	331,020	124,384	76,813
Consultants	12,500	-0-	12,500
Staff Travel/ Per Diem	<u>91,677</u>	<u>23,391</u>	<u>20,000</u>
	1,044,809	376,843	250,773
Other Direct Costs	122,750	54,902	50,000
<b>Total Labor, ODC, and Participant Costs</b>	<b>5,153,763</b>	<b>1,787,602</b>	<b>2,462,785</b>
G & A @.173	316,580	229,580	382,811
Fee @.07	<u>150,256</u>	<u>108,964</u>	<u>181,692</u>
<b>Grand Total</b>	<b>5,620,600</b>	<b>2,126,146</b>	<b>3,027,289</b>

\* Indirect cost does not apply