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CENTRAL CONNECTICUT STATE UNIVERSITY
Management Training and Economics Education
in
Eastern and Central Europe
Grant No. EUR (0029 G-00)-1039-00

Report for
July, 1993

I. Administration

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A. Status of grant funding:

At this writing we still await an official Amendment for our Program Continuation and Center for Excellence Proposals. The delay, the reasons for which we understand, has, however, inevitably delayed by at least sixty days the implementation schedule specified in our Center for Excellence Proposal. The major impacts are in the inability of TUWr to hire Center staff, which also delays program development and our training planned for them, and the delay in beginning the site renovations and construction for the Center facility. A major practical concern in this regard is that the Center addition's foundation be laid before the Wroclaw frost line prevents such work and that the exterior construction on it be completed before winter.

A further difficulty that by mid-August will be a major concern arises from our plan to assign two CCSU professors full-time to TUWr for the fall semester. Both Professors Parker and Parrish-Sprowl plan to arrive in Wroclaw about September 15 for three month stays. Without an Amendment award, all kinds of logistical problems will arise, some of which may be insurmountable within our State of Connecticut budgetary system. As a university, of course, we are tied to a strict academic calendar. This means that we cannot simply delay their visits for

several months without harming our own academic schedule for the Spring, 1994 semester.

However, since we were able to carry forward \$69,592 and have received a no-cost administrative extension through August 31, we have been able to continue grant work and provide our first scheduled training session in Market Economics in July. A report on this activity appears later in this Report.

In short, we are on the verge of the delay causing us direct, qualitative programmatic difficulties. I express our concern for your information.

B. Administrative changes:

Effective September 1, 1993, Professor Kriemens begins an elected three-year assignment as Prorektor for Student and Teaching Affairs at TUWr. He will continue, however, as A.I.D. project director at TUWr. In fact, his new assignment may offer him a good opportunity to develop other, more traditional academic relationships between our institutions.

Professor Malgorzata Pawlowska, a Facilitator in the Solidarnosc workers' council training program and a Teaching Assistant in the economic education program for Lower Silesian high school teachers, will become Director of the Rektor's Cabinet at TUWr beginning September 1, 1993. Fortunately, as in the case of Professor Kriemens, she will continue her work as Facilitator and as Teaching Assistant.

At Central Connecticut Professor Edward Rybczyk replaces Professor Patricia Sanders, who has accepted a dean's position at a private New York college, as coordinator of our management training activities. Professors Olson and Daigle continue as activity coordinators. Professor Muirhead and Ms. Cephas continue in their respective capacities. Ms. Renata Vickrey, a native of Wroclaw and graduate of its liberal arts university, has joined our staff as Polish language translator. The need for this position had become abundantly clear in light of the large amount of Polish language teaching materials we are providing and because of the large number of participant evaluation forms that must be translated from Polish to English.

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C. Directors' Activities:

I spent the period July 18-23 in Budapest, attending the meetings convened by the Principal Evaluator, Dr. Leslie Koltai, and the period July 25-31 in Wroclaw. I found the Budapest meetings quite helpful, particularly the discussions on sustainability and regarding common problems and challenges. In Wroclaw I met with Rektor Wiszniewski and Professors Klemens, Krokosz- Krynke, Zuber, Waskiewicz, Olszewski, Pawlowska, Bronowska, and Stefan regarding Program Continuation and Center for Excellence matters. I also met with Wroclaw Vojevode Janusz Zaleski, NSZZ Solidarnosc of Lower Silesia President Tomasz Wojcik, and Marek Skopiec, Coordinator of International Programs for the Wroclaw Municipality. To the latter three colleagues I stressed the point that the extent to which the Center for Excellence succeeds will be determined in part by the extent to which they and their colleagues support its outreach activities and programs. With President Wojcik I also discussed in detail the program in privatization we are jointly planning.

I spent the July 23-25 weekend in Rastatt, Germany, where we completed, with Prof. Dr. Reinhard Mussnug of the University of Heidelberg, a Workshop in "Democracy in Public Administration." Funded by the Sparkassen Finanzgruppe Baden and attended by twenty-one public officials from Lower Silesia and a representative of the "Polish White House," the Workshop included presentations by eight prominent German public officials and professors of public administration. Polish participant evaluations of the Workshop were uniformly high.

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D. A Word on Program Descriptors/Program Continuation:

To this point Central Connecticut has regarded its MTEB grant as a "project" and the training programs funded by the grant as "subprojects." With the decrease by 50% in funding and because we have concluded our "immediate impact" training programs with KGHM and Bank Zachodni et.al., we have reduced the number of training programs from six to three, a decision which generated some administrative savings. We now use the word "activity" in place of "subproject." Please note, though, that our Management Training and Economic Education

"activities" each have three sub parts or "programs." I offer this explanation in hopes of avoiding confusion given our decision to drop the use of the term "subprojects."

II. Program Continuation

A. Activity I: Management Training

CCSU Coordinator: Professor Edward Rybczyk

TUWr Coordinator: Professor Zofia Krokosz Krynke

No training programs took place during July, 1993.

I am pleased to report that, after Mr. French checked "in-country" with appropriate Slovakian officials and gave us his approval, TUWr Professor Zofia Krokosz-Krynke, with A.I.D. funding, joined CCSU Professors Jane Stoneback and Walter Parker (non-A.I.D. funded) at the World Association for Case Method Research & Application tenth annual international conference in Bratislava, July 3-7, 1993. The three professors presented a session on "Ups and Downs of Cross-National Training Partnerships: Maintaining A Healthy, Long-Term Relationship."

I am also pleased to report that TUWr Professors Krokosz-Krynke and Ryszard Machowski and Mr. Jacek Brochowski, President of the Wroclaw branch of the BRB Export Development Bank, an I.B.S. graduate, have taken the lead in forming an I.B.S. alumni association. Professor Krokosz-Krynke reports that the association was formed in June and that it is being registered in the appropriate Polish court. Since "sustainability factors" are a highly important consideration in our work, this association, of course, like the one in Communication, is noteworthy.

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B. Activity II: Organizational and Managerial Communication

CCSU Coordinator: Professor Scott Olson

TUWr Coordinator: Professor Jan Waskiewicz

UWr Coordinator: Professor Marcelina Zuber

No training programs took place during July, 1993.

C. *Activity III: Economic Education*

CCSU Coordinator: Professor Ronald Daigle

TUWr Coordinator: Professor Lech Stefan

Program One: Market Economics Training for Lower Silesian High School Teachers

During the period July 5-9 and 12-16 Professors Ronald Daigle and David O'Connor provided a forty-seven hour Microeconomics training program to a group of forty participant teachers and their trainers, thirty one of whom are women. While primarily from the Wroclaw vojevodeship, they also came from Opole, Jelenia Gora, Walbrzych, and Szczecin.

This intensive program covered the following major topics: the economic way of thinking; applications of an economic decision making model; supply and demand analysis; advertising; applying supply and demand analysis to realistic situations; government established prices; evaluation of the price system; price elasticity of demand and supply; economic resources, technology, and the production function; and production costs. The professors distributed to the participants copies of the Glossary of Economic Terms, a course outline, student exercises, and teaching suggestions to accompany the "Economics USA" video series, all in the Polish language.

During a typical training day, Professor Daigle provided lectures on Microeconomics topics. These were followed by a discussion of teaching strategies appropriate for high school classrooms by Professor O'Connor. The three TUWr Teaching Assistants (Professors Pawlowska, Bronowska, and Zajac) frequently followed the lectures with a "concept check" to make sure that the participants understood the essential ideas before Professor Daigle moved on to new material. Importantly, the Teaching Assistants, in preparation for their instructional roles in the Center for Excellence programs being planned, assisted Professor Daigle during his lectures. They also delivered lectures on their own and led a number of small group discussions.

In addition, Professors Daigle and O'Connor spent ten hours working specifically with the Teaching Assistants, three hours working with the Facilitators, and two hours working with President Wojcik and Professor Stefan.

I regret to report a concern I also raised at the Budapest meetings. The Koltai evaluation form's mixture of positive and negative questions caused some confusion on the parts of the participants when they completed the forms.

Student Contact Hours

40 participants x 47 hours = 1,880 s.c.h.

3 Teaching Assistants x 10 hours = 30 s.c.h.

3 Facilitators x 3 hours = 9 s.c.h.

2 participants x 2 hours = 4 s.c.h.

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During his July Wroclaw visit, Professor Daigle met with eight teachers who participated in the Amendment Year market economics program. These teachers are now members of the Executive Board of Directors of the recently established Center for Economic Education of the Wroclaw Teachers' Trainers Center. To underscore the obvious point, the establishment of this Center for Economic Education fulfills a promise Kurator Tomaszewska made to Professor Daigle and me in March to sustain this training activity by creating this Center.

From this meeting and his meetings with the Teaching Assistants, Professor Daigle reports a number of anecdotal and other types of success stories. In most cases I am not submitting student contact hours since headcounts were not always taken and, in some instances, I am unclear as to whether the examples cited fit with the spirit of this academic productivity yardstick.

In general, the teachers reported a significant student interest in college or university studies in economics and a significant interest on the parts of their colleagues in the course materials and student exercises the teachers had obtained through their participation in this program. Also, in some cases parents of students

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studying market economics began to question their children about market functions and about the materials the students were studying. Several of these parents were in the midst of opening their own private businesses. As a group, the eight teachers are organizing programs for other teachers. Ms. Danuta Kowalska, for example, taught a three-hour introductory workshop for ten teachers from Jelenia Gora, and the teachers have already organized workshops for thirty other high school economics teachers working in Stoda Slaska, Olawa, Olesnica, Strezlin, Twardogora, and Wroclaw. Finally, Mrs. Aleksandra Grobelna, Director of the Center for Economic Education, reports that this past spring twenty "Economics USA" videotape segments were viewed by 1,600 students from five different high schools.

The Teaching Assistants also continue to be quite productive in "spreading the word." For the Fall, 1994 semester, Professor Zajac will teach a thirty-hour introduction to macroeconomics at TUWr. Professor Bronowska presented four three-hour seminars on market economics to ninety Wroclaw students. All three of them organized and presented a course in economics for members of the Solidarnosc chapter at TUWr, after which the participants requested a more advanced session on the theory of the firm and on profit maximization. Professor Pawlowska presented a four-hour workshop on Microeconomics for eight high school teachers and teacher trainers from the Wroclaw schools. This Fall the Teaching Assistants will present a market economics workshop for teachers in Wroclaw -- the program is sponsored by the Wroclaw Center for Economic Education and the Ministry of Education in Warsaw.

Importantly, at the request of the Trade Union of Lithuanian Workers, Facilitator Ryszard Wiciniak presented a twelve-hour program in free market economics to forty-five union representatives in Vilnius (in Polish-Wilno), Lithuania, May 16-23, 1993. The program was sponsored by NSZZ Solidarnosc of Lower Silesia and the Belgian Trade Union CSC.

Student Contact Hours

45 Participants x 12 hours = 540 s.c.h.

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President Wojcik has informed Professor Daigle that this same program will be

offered to about fifty members of the Industrial Workers Union in Lviv (in Polish-Lwow), Ukraine in the Fall. President Wojcik is also exploring the possibility of presenting the program to colleagues in Byelorussia.

During June and July of 1993, Facilitator Piotr Iwaszkiewicz presented the sixteen hour economic education program to one hundred unemployed workers in Walbrzych. This program was sponsored by the Regional Unemployment Office in Walbrzych.

Student Contact Hours

100 Participants x 16 hours = 1,600 s.c.h.

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Finally, I am proud to report officially that thirty-three teachers trained in the Amendment Year market economics program have reported through Professor Stefan the number of hours each of them devoted to classroom instruction in market economics for the period January 1-June 30, 1993. As Attachment A indicates, a total of 104,736 student contact hours were generated by these teachers.

Student Contact Hours

33 teachers x varying hours averaging 3,173.8 hours = 104,736

I include as Attachment B various letters from Polish officials and other materials regarding this outstanding training program for your information.

Program Two: Training of Solidarnosc Workers' Council Heads

I am proud to report that between January 1 and June 30, 1993 the Facilitators trained an additional 563 Solidarnosc workers' council heads in the sixteen-hour program in market economics education (Attachment C). The solid success this activity has enjoyed has led to the programs mentioned above for the unemployed in Walbrzych and for trade union members in Vilnius. By June 30, 1993 the Facilitators have trained a cumulative total of 1,179 workers' council heads. By the end of this calendar year we will meet our initial goal of 1,400 trained.

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NOTE: With this official report from Professor Stefan on the actual number of Solidarnosc workers' council heads trained (1,179), I amend the "Final Report of the Amendment Year" spreadsheet by changing the number 1,106 to 1,179 (Attachment D). I regret the discrepancy which results from more recent and complete data submissions from all Facilitators in Lower Silesia.

Student Contact Hours

563 participants x 16 hours = 9,008 s.c.

Program Three: Privatization Counseling

No training programs took place during July, 1993.

Mr. Donald Gonsalves, who will work in this program, has accepted a six-week Citizen's Democracy Corps assignment in St. Petersburg, Russia. He will assist a Russian high-tech firm in its conversion to a commercial corporation. This assignment will not affect his work with us on privatization counseling.

D. CENTER FOR EXCELLENCE:

No activities took place during July, 1993.

[end of report]

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Attachment A

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LECH STEFAN SP#6

WROCLAW, LIPIEC 1993

PROF. HENRY S. ENCK
PROF. RONALD D. DAIGLE

CONTACT HOURS

EVALUATION OF THE MARKET ECONOMY COURSE FOR HIGH SCHOOL FROM LOWER SILESIA

33 TEACHERS FROM THE GROUP OF 36 WHO FINISHED THE COURSE, THEY ANSWERED THE FOLLOWED QUESTIONS:

A - DID YOU USE AT YOUR WORK DURING THE SECOND SEMESTER (02.93 - 06.93) THE MATERIALS RECEIVED AT THE COURSE?

B - GIVE NUMBER OF HOURS DURING WHICH THOSE MATERIALS WERE USED

C - GIVE NUMBER OF STUDENTS IN EACH CLASS

C_A - NUMBER OF CLASSES

B x C - NUMBER CONTACT HOURS

TEACHERS	A	B	C	C _A	B x C
T ₁	+	30	35	1	1050
		5	30	1	150
T ₂	+	20	204	6	4080
		5	128	4	640
T ₃	+	20	112	4	2240
T ₄	+	40	112	4	4480
T ₅	+	46	30	1	1380
T ₆	+	18	56	2	1008
T ₇	+	15	90	3	1350
T ₈	+	25	180	6	4500
T ₉	+	25	160	5	4000
T ₁₀	+	12	74	2	888
T ₁₁	+	15	350	15	5250

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TEACHERS	A	B	C	C ₁	B+C
T ₁₂	+	18	80	2	1440
T ₁₃	+	15	150	5	2250
T ₁₄	+	40	210	9	10800
		30	60	2	1800
		20	30	1	600
T ₁₅	+	20	120	5	2400
T ₁₆	+	15	182	6	2730
T ₁₇	+	15	150	6	2250
T ₁₈	+	18	140	5	2520
T ₁₉	+	20	145	5	2900
T ₂₀	+	30	102	3	3060
T ₂₁	+	25	104	3	2600
T ₂₂	+	20	98	3	1960
T ₂₃	+	25	110	4	2750
T ₂₄	+	18	105	4	1890
T ₂₅	+	20	180	6	3600
T ₂₆	+	15	175	4	1875
T ₂₇	+	15	160	5	2400
T ₂₈	+	25	185	6	4625
T ₂₉	+	20	162	5	3240
T ₃₀	+	20	175	6	3500
T ₃₁	+	25	178	6	4450
T ₃₂	+	18	210	7	3780
T ₃₃	+	20	215	7	4300
TOTAL					104736

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Attachment B

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SOLIDARNOŚĆ

NIEZALEŻNY SAMORZĄDNY ZWIĄZEK ZAWODOWY

ZARZĄD REGIONU
DOLNY ŚLĄSK

Ma6 Czerny 1/3/5 53-861 Wrocław
tel.: centr. 85 85 11, oskr. 85 00 24 • tlx 0715561 • fax 85 15 85
konto: 389210-3232-132, Bank Zachodni II Oddz. Wrocław

L.dz... 16/S/11/83.....

Wrocław, dn. 21.07.1993.

Mrs. Nina Majer Ph.D.
Project Specialist
U.S. Embassy
Wacszawn
Al. Ujazdowskie 29/31

Dear Mrs. Majer,

I would like to inform you that the cooperation with Central Connecticut State University (in SP/6 Program AID) is continued in two directions:

1. for the union members of Solidarity,
2. for High School teachers of all the towns in Lower Silesia.

I highly value the effects of the cooperation. I hope that the cooperation will continue according to plans made by Prof. Enck.

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Yours truly

ZARZĄD REGIONU DOLNY ŚLĄSK

11777 3011 22
Dolny Śląsk

Tomasz Wójcik

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KURATOR OŚWIATY
we WROCLAWIU
Grażyna Tomaszewska

Wrocław, 20. 07'1993 ✓

Mr Douglas Ebnor
Konsul ds. Prasy i Kultury
Konsulat Generalny Stanów Zjednoczonych
ul. Chopina 4
61-708 Poznań

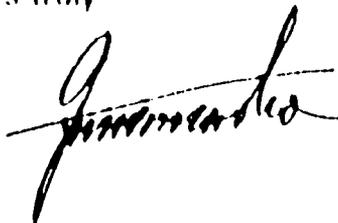
I take pleasure in informing you that the cooperation which started over a year ago between Wrocław Teachers' Trainer Center and Central Connecticut State University within Subproject #0 "Economic Education for Solidarity" - AID program, with C. C. S. U., Wrocław Technical University and Solidarity as participants, is continued with great success.

In February 1993, after the I Educational cycle had been completed, a Center of Economic Education for teachers was established. It helps teachers, coming also from outside of Wrocław, to teach economics.

At present the first session of the II cycle has been completed. Also this time the teachers who participated in the program highly evaluated the level and the quality of the course.

I should like to express my warmest thanks to the authors of the program Prof. Prof. H. Enck, H. Daigle, D. O'Connor and their Polish cooperators directed by Mr. Lech Stefan from Wrocław Technical University.

Yours truly



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Aleksandra Grobelna
Teacher trainer in Center for Education WOM in Wroclaw

1. Teachers from 8 schools who had completed the Market Economics course last year developed a workshops for 30 other teachers from high economic schools in Sroda Slaska, Olawa, Olesnica, Strzelin, Twardogora, Wroclaw. They used materials which they had been given during the course.

2. Center for Economic Education WOM in Wroclaw has provided video-films on USA Economics to economics teachers from high schools. 20 cassettes were watched by 1600 students from 5 economic schools.

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DIPLOMAS

Labai malonu pranešti, kad

Urn

baigė

EKONOMIKOS IR PROFSAJUNGINIŲ
VEIKĖJŲ MOKYMO TARPTAUTINI
SEMINARA

suorganizuotą

CSC Charleroi
NSZZ "Solidarnosc"

Regionas Dolny Śląc

Lietuvos Darbininkų Sąjunga

Belgijos Krikščioniškų Profesinių
Sąjungų Konfederacija

Jean HUBLET

Louis ADANT

Chantal DOFFIN

Tadek ORUBA

Robert WATHY

Lenkijos Nepriklausoma Profesinė
Sąjunga "Solidarnosc"

Przemysław BOGUSLAWSKI

Wiemik RYSZARD

Lietuvos Darbininkų Sąjunga

Aldona BALSIENĖ

Vilnius, 1993 m. gegužės mėn. 22



COURSES IN MARKET ECONOMY (within the framework of subproject #8 of AID programme) run in Lower Silesia have not only become popular in Poland but have expanded out of its borders.

On invitation of the authorities of the Trade Union of Lithuanian Workers (Lietuvos Profesinai Sąjunga) I participated in training of Lithuanian trade unionists as a member of an international (Belgian-Polish) team.

The course (co-sponsored by the Belgian Trade union CSC and the Solidarity of Lower Silesia) took place on May 18-23, 1993, in Vilnius. The curriculum of the course consisted of basic problems of market economy as prepared by our friends from Central Connecticut State University. Two groups (ca 20 persons each) have been trained during the week, the training of each group lasted for 12 hours.

The course was very well received by the trainees. In the questionnaire filled up by them, 75% of the audience expressed their strong (and 23% - moderate) will to participate in the next course. 98% would advise their friends to take part in the similar training. These numbers substantiate the advisability of organizing more such courses.

Mieczysław Wiercik

Enclosures:

- two photographs taken during the course in Vilnius
- blank of the diplomas that were handed out to course participants

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THE HISTORY OF SUCCESS
of the subproject #8 of AID programme

The history of success can be derived from the forwarded reports (including the latest one from July 1993). Nevertheless it is worthwhile to supplement them by:

I. The statements of:

- 1) Wiesława Bronowska
- 2) Halgorzata Pawłowska
- 3) Ryszard Wiernik
- 4) Marek Zajac
- 5) Aleksandra Gobelna (director of the established Center for Economic Training of Teachers)
- 6) Several teachers trained at the course for teachers and cooperating with the Center mentioned above

II. The following information:

- 1) Good results of training done in the vojevodschaft of Walbrzych by Piotr Iwanekiewicz brought forth the proposal that over 100 unemployed people be trained in June/July at Regional Unemployment Agency in the vojevodschaft of Walbrzych
- 2) Success of the course run by Ryszard Wiernik in Lithuania resulted in the proposal that similar training be organized in Ukraine and in Byelorussia

Lech STEFAN
Lech Stefan
SUBPROJECT #8

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Ms. Anna Warachin
Group of High Schools for Economy and Administration,
Worceła St. , Wrocław, Poland

The printed materials of the Course on Free Market Economy are used at my lessons. The other teachers from my school also use those materials at their lessons.

Students affirm, that are very satisfied and accept the economy lessons and the information given there. They like the lessons and assume them as more interesting than the others, especially because of applying of materials from the Course on Free market Economy.

I also teach the adults who have their own firms (mainly commerce). Some particular information are assumed as especially interesting for them in practice.

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Attachment C

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Wroclaw, July 1993

Subproject #0

Economic Education for 'Solidarity'

Report #0

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I. Information relating to sessions for union members

From 01.01.1993 to 30.00.1993 553 persons were instructed (10 hours each).

Nyszard Wiernik took part in Polish Belgian team educating Lithuanian union members in Wilno (more details in enc. 'story of success'). Good effects and high evaluation of the session resulted in:

1. proposal for sessions for unemployed in region of Walbrzych, which are being held already,
2. proposal for sessions for union members of Kalisz and Łódź districts,
3. proposal for sessions for union members of Ukraine and Byelorussia.

II. Information relating to sessions for High School teachers

* A Center of Economic Education has been established at the Teachers' Trainer Center in Wroclaw. The chief of the center is Mrs. Aleksandra Grobelna - the participant of the first edition. Several teachers from Lower Silesia, who participated in the session, cooperate with the center. (Wroclaw, Walbrzych, Jelenia Góra, Legnica, Opole)

* Teachers who participated in the I edition of the session have been using the materials and the knowledge during their lessons with students (enc. 'statistics of contact hours')

The total number of the contact hours is 104730.

* 05.07.-10.07. 1993 - the I session of the second edition of the course 'Introduction to Market Economy' for High School teachers from all Lower Silesia. The session has been completed by 40 people (35 were planned).

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Attachment D

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AMENDED

CENTRAL CONNECTICUT STATE UNIVERSITY
 Management Training and Economic Education
 in
 Eastern and Central Europe
 Grant No. Est-0029-G-00-1039-00

FINAL REPORT FOR THE AMENDMENT YEAR

<u>Subproject</u>	<u>PIP</u>	<u>PIP Amendment</u>	<u>Completed</u>	<u>To be completed</u>	<u>Add-on Activity</u>
#1: Institute for Business Studies	Final three sessions of Year II I.B.S. Four seminars in Business Studies	Five I.B.S. (Feb-June 92) Ref. 12/1/92 Report to A.L.D. Warsaw	Final three sessions of Year II I.B.S. (Oct., Nov., Dec.) Five I.B.S. sessions (Feb. - June)		December planning session.
#2: in-house Executive Training: KGHM	Three consecutive sessions		Three consecutive sessions (Nov., March & June)		
#3: Banking Fundamentals	Two sessions		Two sessions (Sept. & Nov./Dec.)		Two sessions (March/April & May)
#4: Export Marketing	Three sessions		Three sessions (Oct./Nov., Feb., March)		Two sessions: October: CADIEY; January: TQN.
#5: Organizational/Managerial Communications	Four sessions		Four sessions (Dec., Jan., Feb., March)		September Planning visit (Osion) June Planning visit (Osion) Research Consultance
#6: Lower Silesian High School Teachers Post-training Visit	Two sessions		Two sessions (July, January) Post-training visit (March)		45- sets of teaching materials
Glossary			Glossary		
Solidarity Workers' Council Heads - Goal of 1,400 trained by end of Grant			1,179	294 (by end of grant)	

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