

FOURTH MEETING
JOINT COMMITTEE ON AGRICULTURAL RESEARCH
AND
DEVELOPMENT (JCARD)
May 16 - 17, 1983

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JOINT COMMITTEE ON AGRICULTURAL RESEARCH
and
DEVELOPMENT (JCARD)

TAB A

of the

Board for International Food
and
Agricultural Development (BIFAD)

Fourth Meeting

Monday, May 16, 1983 -- 1:00 to 5:00
Tuesday, May 17, 1983 -- 8:30 to 12:15

Holiday Inn
1850 N. Fort Myer Drive
Rosslyn, Virginia

Agenda

Monday, May 16 - Hugh Popenoe, Chairman

1:00 - 1:15

1. Call to Order and Announcements..... Chairman
2. Comments..... John Stovall
3. Report of Executive Committee..... Hugh Popenoe

1:15 - 4:00

4. International Agricultural Research Centers

Objectives: (1) To assess AID's program of support for International Centers within the context of AID's overall research strategy
(2) To review progress of the JCARD Panel on International Centers and consider their recommendations for inclusion in BIFAD's Annual Budget Recommendations report.

- o An overview of AID's Research Program in Food and Agriculture..... Anson Bertrand
- o Issues from Perspective of the CGIAR Secretariat..... Curtis Farrar
- o BREAK
- o Progress Report and Recommendations from the JCARD Panel on IARCs..... Jim Johnston
- o Discussion and Action by JCARD

4:00 - 4:15

5. Official Welcome to JCARD Members..... Peter McPherson

4:15 - 4:45

6. Implementing AID's Women in Development Policy

Objective: To learn about AID's new WID policy,
implementation plans and consider suggestions for
improving policy and implementation..... Sarah Tinsley
AID WID Office

4:45 - 5:00

7. Plans for Ad Hoc Regional
Bureau Discussion Groups
Tuesday Morning..... Jack Robins

5:00 - 5:30

8. Advisory Committee Appointments,
Appointments as Consultants,
Conflict of Interest Rules..... John Stovall, BIFAD
Nancy Frame, AID
Office of General
Counsel

Objective: To acquaint non-federal members
of JCARD with some of the federal regulations
applicable to advisory committee appointments
and appointment as consultants.

NOTE: Federal members of JCARD will be excused for Session #8.

Tuesday, May 17 - Jack Robins, Chairman

8:30 - 10:00

9. Regional Bureau Ad Hoc Discussion Groups
Objectives: (1) To explore the need for a continuing mechanism for JCARD interaction with the four Regional Bureaus and (2) To discuss current issues relating to regional strategy or projects.

NOTE: Each JCARD member has been assigned to one of the four Ad Hoc Regional Bureau Discussion Groups. Discussion leader will be the Regional Bureau Representative on JCARD. Location of meeting will be announced.

10:15 - 10:45

10. Plenary Session: Report from the four Ad Hoc Groups and Discussion of Future JCARD/Regional Bureau Interaction.

10:45 - 11:45

11. Strengthening Grant Program..... Allen Christensen

Objective: To hear a progress report from the Panel on Strengthening Grants and give guidance on the issues they have identified.

11:45 - 12:00

12. Update on MOU..... Fred Hutchinson

12:00 - 12:15

13. Update on JCC..... Erv Long

12:15 ADJOURN

NOTE: The Executive Committee will remain in session until mid-afternoon.

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JCARD Membership RosterTitle XII Universities

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 Dean, School of Agriculture
 California State Polytechnic University
 Pomona, California 91768
 714-598-4101

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Dr. Rodney Foil
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Dr. James E. Johnston
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* Co-Chairman

U.S. Department of Agriculture

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Mr. Albert (Scaff) Brown
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202-632-8126

Mr. Richard Cobb
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Near East Bureau
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Room 6484, New State
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Mr. Allen Hankins
Chief, Agriculture and Rural
Development Division
Asia Bureau
Agency for International Development
Room 3327A, New State
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Dr. Robert Wildman
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Mr. Hugh Dwelley
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BIFAD Staff Support and A.I.D.
Advisory Committee Representative

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Scheduled Meeting Dates

JCARD Executive Committee

June 20/21 (Tuskegee, Ala. - Before the AUSUDIAP Meeting)

or

July 21 (Thursday)

September 28 (Wednesday)

JCARD

May 16 - 17

(Monday 16, 1:00 p.m. thru Tuesday 17, 5:00 p.m.)

August 18 - 19

(Thursday 18, 9:00 a.m. thru Friday 19, 12:00 noon)

October 11 - 12

(Tuesday 11, 1:00 p.m. thru Wednesday 12, 5:00 p.m.)

November 30 - December 1

(Wednesday 30, 1:00 p.m. thru Thursday 1, 5:00 p.m.)

BIFAD

June 2 (Thursday)

July 22 (Friday)

September 29 (Thursday)

December 2 (Friday)

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UNCERTIFIED MINUTES

OF THE

D R A F T

JOINT COMMITTEE ON AGRICULTURAL
RESEARCH AND DEVELOPMENT (JCARD)

March 17-18, 1983

Holiday Inn, Rosslyn, Va.

March 17, 1983

Announcements

The meeting was called to order at 1:15 p.m. by Co-Chairman Hugh Popenoe. John Stovall, BIFAD/S, said he would welcome comments on the notebooks prepared for JCARD members for each meeting as to whether or not they contained enough or too much material. (He would also like feedback on material mailed to members prior to the meetings.) He asked members to note the final version of the JCARD Plan of Work contained in notebooks for this meeting. This plan was approved by the Board on February 18, 1983.

Report of Executive Committee

Popenoe stated that the Executive Committee met in the a.m. There were general discussions relating to Training, CRSPs, Contracting Modes, the JCC and MOU mechanisms.

Popenoe said the Training program is a complex system and several committees have been involved in studies trying to clarify the issues. Francille Firebaugh (a member of the Executive Committee) has been asked to chair an ad hoc committee to make recommendations on the

Reed-Hertford Training Report (a study commissioned by BIFAD/AID) focusing on the experimental approaches and cost effectiveness of the training program. Popenoe reported that there have been some complaints among some universities regarding the lack of clear and concise information on the Joint Career Corps (JCC). It was noted that it should be the responsibility of one office to disseminate information on the JCC -- the Title XII office -- and JCARD should ask that priority be given to getting a successful working model established before the momentum for this mechanism is lost. Erven Long (S&T/RUR) agreed to do a chronology on the JCC and will present to the full committee.

Panel Progress Reports

Popenoe said that Jean Kearns, Chairperson, Communications Panel, was out of the country and will present her report at the next JCARD meeting. Report of the CRSP Panel will be given at tomorrow morning's session. He asked Jean Weidemann (BIFAD/S) to give a progress report on the Pre-departure Orientation Program. Weidemann said the GAO Report on Title XII recommended that AID Administrator in consultation with BIFAD initiate action to develop better means of preparing, orienting and assisting universities contract staff for overseas assignments. Many universities are already providing adequate orientations but they recognize the need to improve and revitalize their efforts. Some university contractors go out without any orientation and some go out well prepared. She noted that: a manual for contractors is needed giving pertinent information on the characteristics of each foreign location, potential problems, etc.;

continuous monitoring and evaluation of program is necessary; AID assistance needed to provide administrative and logistic support for university people going overseas; and that language training was very important.

Weidemann said that various meetings were held on orientation program with representatives from universities and AID offices; a former AID Mission Director served as a consultant and prepared an orientation outline which was circulated to AID Missions, AID/W staff and university representatives for comments. The subject was also discussed at the recent Regional Title XII Seminars. She stated that a "Training of Trainers Workshop"(involving AID training staff) is being planned and will be conducted by a major Title XII university to develop capacity on campus to design individualized orientation programs; prepare additional resource materials for orientation and disseminate information about existing materials. A project-specific pilot orientation program using existing concepts and materials is also being considered.

Contracting Issues

Popenoe asked Ralph Smuckler for a report on Contracting Modes. Smuckler said he reviewed the paper developed by a JRC Sub-Committee chaired by James Johnston on Alternative Models and approaches for organizing U.S. efforts in International Research Programs. This study addressed the research contracting modes and there are adequate mechanisms available for research contracts and general project contracting. However, since Mission Directors have authority to negotiate contracts in the field, new guidelines and procedures set up by AID/W and universities may be needed. Consideration need to be given to how much leeway individual missions have in establishing procedures and content for its contracts with universities.

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Smuckler thought that to clarify current status of Title XII Contracting attention needed to be given to:

1) Number of agreements (contracts, cooperative agreements, etc.) which have been negotiated with universities since January 1, 1981.

2) Number of agreements developed and negotiated in the collaborative style and dollar size of individual contracts.

3) Number and types of Country-mission negotiated contracts.
How many with universities?

4) Contracting guidelines that are now available to contracting officers.

He thought it would be helpful to distribute basic information now available on collaborative style of contracting to missions and universities since this is the preferred Title XII mode. Also, guidelines might be developed by BIFAD Staff to be used by universities as they enter into contracting since there is a number of inexperienced university contractors.

In the discussion that followed several suggestions and points were made:

- o A manual should be "put together" on AID/University Contracting -- a sort of "How to" for universities negotiating with AID -- similar to a SECID paper by Mary Reynolds.
- o Someone (AID) should go through various AID Handbooks and documents and extract pertinent information relating to contracting and distribute to universities.
- o With the shift in agency toward large projects with distinct components involving four or five contractors, there is greater need for a collaborative style where all parties concern agree on what is expected

from the contract at the outset and a precise interlink between AID/W contracts office and contracts office in the field.

- o Universities need to know all current procedures relating to cost/benefit in pre-contract stage in advance especially when sending a university team to the field to negotiate a contract.
- o With a reduction in direct hires for the Agency in contracting and a cut back in staff more private contracting is being done.
- o To get project through review system a more streamlined development and implementation process procedure needs to be addressed.
- o A smaller than normal percentage of funds have been obligated for projects for this time in the fiscal year, therefore the bulk of the projects will come late in the fiscal year.
- o BIFAD should consider locating a person in AID Regional Bureaus who could stay up to date on what is going on in the Bureaus and serve as a communication link.
- o Should find out how many projects are in the pipeline and how many of these are university-related projects.

Smuckler will pursue further information on contracting modes and Title XII based on this discussion and make recommendations to JCARD.

Utilizing the private sector in Developing Countries

Popenoe asked Ed Harrell of the Private Enterprise Bureau to give an overview of AID's strategy for involvement of the private sector. Harrell said the Bureau's mandate is to direct the Agency's overall effort in promoting private enterprise development in the less developed countries by using host country private, for profit business enterprises as a means of achieving development objectives.

The Bureau has a \$25M program budget/\$15M investment and a small staff. They work directly with the private sector, lend on market rate term and have a 60-day investment policy. Their efforts focus on identifying and removing constraints to private enterprise development and selecting indigenous investments and joint ventures with U.S. private business associations and organizations involved in agribusiness and health services. He noted current agribusiness investment funds operating in Thailand and Peru.

They are involved in co-financing arrangements and work with commercial banks as opposed to development banks. They are also concerned with management and technical training activities. Relating to Technology Transfer they provide support to explore ways of transferring U.S. agribusiness technology to developing countries small businesses to improve their productivity and to help them become more competitive.

The Bureau responds to specific mission requests for assistance on private enterprise related strategies and projects and has established relationships with regional bureaus. There is a Private Sector Enterprise Liaison representative in each bureau.

Nazir Bghat who represented PRE after Harrell's departure noted that PRE had been working predominantly in the Latin American countries but is spreading out to include other countries. They work through regional bureaus in a "set-aside" project relationship. The thrust is not to work with the government but directly with the private sector. Special emphasis need to be given to linking research activities since research is very

important in agricultural development and should be considered from a technical feasibility standpoint.

Regarding linking universities with private enterprise/sector--Bghat said the PRE Bureau could play a facilitating role in getting interested parties together for a certain project -- a kind of broker-leverage arrangement. It was mentioned that the BIFAD RIR assess could possibly be used in this arrangement.

Peter Bittner, LAC Private Sector/Enterprise officer, alluded to projects under the Alliance for Progress in the 1960's aimed at production centers, management and engineering activities. In the 1970's there was a refocus on the private sector with attention to high unemployment problems in the Caribbean area and foreign exchange/exports. The overall economic climate in that region has improved due to training programs, brokering, marketing, export, investment and credit activities. Co-financing and development banking arrangements have aided in establishing agribusiness and micro-enterprises which contribute to employment generation.

Bittner noted a number of organizations working in the Caribbean area and successful projects that had been implemented. Latin American Agribusiness Development (LAAD) -- an organization composed of 16 U.S. corporations based in Miami that deal in loans, equity investments and co-financing arrangements have been instrumental in spearheading a number of projects. He said that co-ventures of U.S. and indigenous organizations in developing projects are usually successful because of the high commitment of donors and acceptance by local governments. However, these projects are investment activities as opposed to institution-building because of the need to create jobs.

After a general discussion it was stated that universities could play a role through borrower or entrepreneur arrangements and it would be useful to have university personnel with knowledge about agriculture and marketing conditions. With each bureau having a private enterprise liaison officer -- entrepreneur related projects usually first become known in the regional bureaus, are discussed with the Missions and negotiations are then done with private businesses.

Roland Hendrickson stated that the Pfizer Company's businesses in the developing countries related to human and animal health and seeds. When looking at investments in foreign countries one has to consider what is beneficial to or in those countries. In developing countries profits are lower, growth rate is slower, and one has to be cautious investing capital in some countries because of the political hazards. He said it was important to have competent management people (not necessarily with graduate degrees) supervising the business--persons with skills in giving technical advice and how to use products. It also helps to have natives of country in management positions. If not a native the person managing project should be physically located in that area. Success of project sometimes depends on aggressiveness of manager.

Hendrickson said the U.S. businesses have a competitive edge in developing projects because there is a lesser bureaucratic process involved, active price reporting, extension and research data availability, market channels, brand names, and consumer acceptance. Communication with other groups having an interest in developing countries, some flexibility of the laws, education and training, and matter of foreign exchange are items that need constant attention for implementing successful projects.

After a general discussion on utilizing the private sector in developing countries the meeting was recessed for the day at 5:15 p.m.

March 18, 1983

The meeting was called to order at 9:08 a.m. by Co-Chairman John Robins. He asked Rodney Foil, Chairman of ad hoc panel on CRSPs, for a report on that activity. This report is annexed as Attachment #1.

After some discussion it was moved and seconded that JCARD accept the recommendations of the Panel relating to: 1) establishment of a standing sub-committee on CRSPs, 2) exceptions to CRSP matching requirements, and 3) resolution to be considered at the next CRSP workshop on entities involved in the evaluation and review process of CRSPs. These recommendations will be presented to the BIFAD (at its March 31st meeting) for approval. Having completed its charge the ad hoc panel was discharged by the Co-Chairman.

Summary Critique of Title XII Seminars

Frederick Hutchinson, Executive Director, BIFAD, said he was pleased with the agenda as well as attendance at the seminars. A summary of the activities was prepared for Administrator McPherson. The topics discussed were: Sub-Saharan Africa food problems; science and technology programs; Incentives Study; Orientation and Training; Universities, Private Sector and Title XII; Memoranda of Understanding, Joint Career Corps; Standards of Performance; and Grants and Contracts issues. There was great interest expressed by universities in the MOU, JCC, and Incentive Study as well as contracting issues.

In the discussion following it was noted that: 1) On the recruitment for overseas assignments the policy of contract and compensation package were

factors to be considered. Tax-related incentives vary by situations relating to salary earnings, tenure of faculty, long-term, short-term assignments, etc. 2) Since the Agency now use the services of private contractors to a large extent in project planning perhaps a meeting should be organized in Washington to discuss university participation in this process.

Others who attended the seminars thought the participants were more open than in the past in expressing their feelings on certain topics/issues and that the sessions were useful--calls and visits to regional bureaus have increased.

Overview of Process for Formulating, Implementing Strategy

Robins asked John Eriksson, DAA/S&T, to give a general overview of AID's agricultural development strategy. Eriksson said this process began in the Spring 1981 through a series of discussions between BIFAD and AID that led to BIFAD asking AID to re-examine and sharpen the focus of its agricultural development strategy. As a result the formulation of AID Policy Paper on Food and Agricultural Development was the first of a series of policy papers under the new administration. This policy paper was issued in May 1982 and begins with dual objectives: 1) Increased food availability, by increasing agricultural production, incomes and market participation of small farmers, and 2) Improved food consumption in rural and urban areas through employment and health and education programs that emphasize the principles of nutrition.

Eriksson said in accomplishing the objectives the Agency will focus on:

1) Improving country policies to remove constraints to food and agricultural production, marketing and consumption, by providing technical assistance in planning capacity and policy analysis.

2) Strengthening human resources and institutional capacities to support food and agriculture.

3) Supporting conduct of research on developing country food and agriculture problems.

4) Expanding role of developing country private sectors in agriculture (universities, cooperatives, agribusiness enterprises and private voluntary organizations).

5) Integrating of assistance instruments that relate to international food security including the PL 480 food program.

Eriksson said the overall objectives of the U.S. Food and Agriculture assistance are to enable countries to become self-reliant in food and contribute to economic growth.

With completion of the Food and Agriculture policy paper and several other policy papers; during the summer and fall of 1982 activities focused on developing strategies for implementation of policies at the central and regional Bureau levels in AID and at country mission level. The Administrator also asked for formulation of Research Priorities as well as Sector Strategies.

Eriksson stated that the Regional strategic plans are supposed to be consistent with (a) sector policy and strategy papers, and (b) with Research Priorities. Regional strategic plans as well as strategy papers and research priorities are to have affect on FY-85 CDSS and especially the FY-85 ABS. (All of the plans are to set out concrete objectives as to what the Bureaus expect to accomplish in its regional and country programs focusing on the next five years--1988.)

Regional Strategies for Agricultural Development

Africa - Dave Schaer

The overall objectives of the Africa Bureau are to establish reliable sources of food, through improvement in production, marketing, storage and processing systems; and to facilitate growth and expansion of the agricultural sector to improve economic well-being of the African population.

The Bureau's strategy is being implemented through the following program areas:

Policy environment - encouraging donors to participate in policy dialogues with African countries; use of commodity import programs and PL-480 III programs that relate to policy issues; and increasing projects to develop capability of African governments to collect data for planning and policy analysis.

Basic Institutions - placing major emphasis on agricultural research, providing direct funding to national and local institutions related to production; and establishing common themes such as Farming Systems, agribusiness, livestock, etc. to give priority to areas of institutional assistance.

Technology Transfer - funding major research projects in nine African countries; and supporting several regional research efforts.

Private Sector - work with African governments to encourage the public sector investment and policy decisions necessary to improve private sector investment opportunities.

Schaer noted the following papers (available at meeting for interested persons) that had been developed by the Africa Bureau relating to policy/strategy:

Agricultural Input Subsidies, Livestock development, Increasing Farmer Participation, agricultural research, Food Sector Assistance, Food AID Policy & Programming Guidance; and Food Problems and Prospects in Sub-Saharan Africa.

Asia - Allen Hankins

Hankins mentioned the RDO conference held in Jakarta in 1981 when it was noted that this region needed to develop a more concentrated focus of its strategy.

The major program areas are:

Water resources and irrigation management - emphasizing management and productivity as opposed to capital construction in this area.

Agricultural research and system development - including the education and extension components. Asia Bureau has received guidance in strengthening this area from expertise of personnel at University of Minnesota.

Food and agricultural policy - a slow moving process and the Bureau is focusing on developing a concept for better food policy research -- better information is needed for policy makers to make decisions since policy is a sensitive matter with heads of host countries.

Rain-fed agriculture - which includes work in watersheds, upland secondary crops and agro forestry. This area received major attention at a recent conference held in Hyderabad, India. The role of agro forestry, fuelwood, and forestry research need to be expanded.

Hankins said that generally the Asia strategy plan is tailored to the overall agency policy and strategy. The private sector involvement in this area needs to be strengthened and he feels that backstopping in rural development and agriculture is unnecessary.

Latin America and the Caribbean - Scaff Brown

Brown said they are focusing on the productive efforts of small commercial farms for increased food production and increased income to enable people to achieve their basic need for food. Small commercial farms are responsive to policy and market incentives and will have the following beneficial results:

- Increase the output of food and industrial products
- Provide additional direct farm labor employment opportunities
- Increase the demand for additional producer and consumer goods, thereby stimulating rural agribusiness and retail trade, and the wholesalers who supply them, generating additional employment
- Expand the supply of agricultural products enough to encourage the development of agro-industrial processing, generating additional employment and income in the rural areas, and providing more stable outlets for agricultural products.

The LAC expects to have expanded private sector participation to aid in developing human and institutional resources. However, to implement strategy there is a need to improve country policy (policy dialogue needed) and this is a difficult area. Also one has to consider the rigid social structure and political problems.

During the discussion following, the question of middle income countries policy and linkage to developing programs was raised. Brown noted that there had been a number of papers written and forum held on MICs. There had been a suggestion of employing development attaches in these countries since it would not be a traditional mission operation. However, this suggestion has been challenged. Brown noted that his office was working with the small countries.

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Near East - Richard Cobb

The Near East Region had been dominated by research and extension activities in Egypt. The general overview for agricultural strategy consist of the following:

- Identification and analysis of policies which affect growth of the agricultural sector. Specifically engage host country officials in policy dialogue relevant to success of programs and expand capability of host country institutions to gather and analyze data necessary to make policy decisions.
- Strengthening of institutions involved in agricultural research, extension and training. Stress closer coordination with donors so that resources are effectively utilized as well as linkage with international research centers and Title XII institutions.
- Use of existing technologies to increase agricultural production of food crops. Increased focus on farming systems and rainfed technologies for study and investment. (Need incentive to enable technology to be utilized.)
- Stimulate involvement of the private sector in marketing of agricultural products and provision of production input.

Cobb noted some of the problems in implementing the strategy: 1) limited historical perspective - do not have advantage of long standing relationship with the field; 2) urban dominance - urban migration affects farmers advancement; 3) technology outpacing infrastructure; and 4) making things work with imported models.

In the discussion following, it was noted that: 1) A cadre of scholars who know this region could be helpful in solving some of the agricultural development problems of that region. 2) With the rapid change in personnel

there is a lack of continuity in the field--the Agency needs to give more attention to experienced long-term employees. 3) The rotation policy of moving people in the field every two years should be questioned. Time should be expanded to be more productive in designing and implementing projects.

Robins noted that there had been some discussion as to whether or not Regional working groups should be established in JCARD to offer interchange and interaction between AID and non-AID persons since needs vary from one region to another.

Allen Hankins, Asia Bureau, agreed to work with Rodney Foil, University of Mississippi, in a pilot project to assess the advantages of setting up such groups.

The meeting was adjourned at 12:20 p.m.

March 17, 1983

Report of the JCARD Ad Hoc Panel for CRSPs

by
Dr. Rodney Foil, Chairman

In response to the charge--"to review the role that JRC played with respect to the CRSPs and---recommend what role JCARD should play in the future", the Panel recommends that:

JCARD should continue to perform the functions with respect to CRSPs that were previously done by JRC with appropriate modifications to reflect the changes in committee structure and the growing experience with the CRSP mode of funding.

Specifically, we recommend the establishment of a standing subcommittee or panel on CRSPs. The charge to this body should include, but not be limited to:

1. Recommending needed editorial and other changes in the "Guidelines for CRSP, Oct. 10, 1979".
2. Establish and maintain contact with on-going CRSPs, including participation in triennial external evaluations.
3. Recommend procedures for "preparing and keeping current a prioritized list of areas or subjects suitable for CRSP Research".
4. Recommend procedures for JCARD involvement in the review, revision and extension of current CRSPs.
5. Recommend procedures whereby CRSPs can be made more effective by linkages with mission programs, IARC efforts and other cooperative mechanisms that draw upon the strengths of the CRSP, but constitute action relative to the central thrust of the Collaborative Research.
6. Provide a forum in which technical disagreements between AID and CRSPs can be discussed, studied, and either resolved or referred to JCARD for Action.

In addition to the foregoing response to the specific charge to the Panel, immediate concern with certain aspects of the CRSPs led the Panel to consider, and make the recommendations to JCARD regarding the matching requirements of existing CRSPs, which are described herein.

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Matching Requirements of U.S. Universities
Participating in CRSPs

1. The matching requirements for U.S. universities participating in CRSP was based on the concept that the goal of the research was mutual to AID's interest for LDC developmental assistance programs and to the domestic interest of participating U.S. universities for their states' agriculture. With this mutuality of interest, it was expected that the participating universities would make modifications in appropriate domestic research programs to focus them definitively on achievement of the CRSP goal. It was felt that the cost of this modification would be paid by the participating universities from non-federal resources, and that this cost would constitute the universities' matching contributions. At the same time, it was recognized that there might be cases where modifications would require some federal funds. However, the basic principle of matching contemplated that AID's support would not be directed toward domestic research, but to encouraging the focus of universities' domestic research on objectives relative to the CRSP, i.e. to solve LDC development problems and to benefit U.S. agriculture.

Therefore, the JCARD AD Hoc CRSP Panel recommends that the matching requirements as currently provided be continued, with the following exceptions, which should be excluded from matching:

- (1) Funds committed under the terms of a formal CRSP-host country sub-agreement for utilization by the host country entity for CRSP related activities.
- (2) Equipment and supplies identified for use in the host country sub-agreement, and purchased by a participating U.S. institution for the host country and the U.S. use in the host country. It is recognized that funds for such equipment may not be committed under the sub-agreement, but may be held apart in reserve by the participating U.S. institution for such equipment and supplies.
- (3) U.S. grant funds used for payments of costs incurred by participating U.S. institution for training of participants as defined in AID Handbook 10, Chapter 1, Paragraph 1B*. It is expected that provisions for such training would normally be made in the formal sub-agreement.

However, all costs associated with the performance of faculty and staff of participating U.S. institutions, both domestically and overseas and for both short and long termed assignments are program costs of the CRSPs that must be matched.

* "AID Participants are foreign nationals sponsored by AID to receive training outside their home countries. This includes those whose training programs are funded by AID loans or grants or, in some cases, are funded independently or on a reimbursable basis by the government of a developing country. Management of a Participant's program is the responsibility of either DS/IT, an AID Mission, or a contractor of AID or of a host country. Foreign nationals traveling on invitational travel orders or financed under general support grants are not considered Participants."

2. We recommend that JCARD pass the following resolution:

"JCARD recommends to AID that the following be placed on the Agenda at the next CRSP workshop". That entities engaging in the annual evaluation and review process of CRSPs be provided with data sufficient to allow a critical examination of the relevant domestic research program of cooperating U.S. institutions to assure that CRSP participation has resulted in a focus of such research on appropriate international applications. In addition, universities should be encouraged to identify other non-federal contributions to attainment of CRSP objectives, including, but not limited to estimation of non federal tuition subsidy to participant training."

Attendance at Meeting of Panel on March 16, 1983 (Attachment A)

Attachment A

Attendance at Meeting
of JCARD AD Hoc Panel on March 16, 1983

Rodney Foil	Chairman
John Yohe	AID/STB (member)
W. Fred Johnson	BIFAD
John Stovall	BIFAD
Erven Long	AID/STB
Mort Darwin	AID/Contract Office
Sam Kahn	AID/STB
Davia Robinson	Small Ruminant CRSP (submitted written responses) (member)

JCARD MEETING

March 17, 1983

Attendance

MEMBERS

Name

Hugh Popenoe	University of Florida
Ralph Smuckler	Michigan State University
Francille Firebaugh	Ohio State University
Rodney Foil	Mississippi State University
James Johnston	Rockefeller Foundation
Roland Hendrickson	Pfizer, Inc.
John S. Robins	AID/S&T/FA
Robert Wildman	NOAA/Dept. of Commerce
Richard Parry (for Ernest Corley)	U.S. Dept. of Agriculture
David Schaer	AID/Africa Bureau
Allen Hankins	AID/Asia Bureau
A.L."Scaff"Brown	AID/Latin America & Caribbean
Hugh Dwelley	AID/Contracts Office

OTHERS

Jane O. Yager	NOAA
Margaret Fahs	NASULGC
James Cowan	NASULGC
Harold McArthur	University of Hawaii
Nazir Bghat	AID/PRIVATE ENTERPRISE BUREAU
Edgar Harrell	" "
Peter Bittner	AID/LAC Bureau
Curt Barker	AID/S&T/RUR
Malcolm Novins	AID/AFR/PRE
Harold Robinson	BIFAD

BIFAD Staff

Myron Smith
Frederick Hutchinson
John Stovall
Jean Weidemann
Jiryis Oweis
Wm. Fred Johnson
Mary Lester
Doris Dawson

JOARD MEETING

March 18, 1983

Attendance

MEMBERS

Name

Hugh Popenoe	University of Florida
Ralph Smuckler	Michigan State University
G. Edward Schuh	University of Minnesota
Rodney Foil	Mississippi State University
James Johnston	Rockefeller Foundation
Roland Hendrickson	Pfizer, Inc.
John S. Robins	AID/S&I/FA
Robert Wildman	NOAA/Dept. of Commerce
Richard Parry (for Ernest Corley)	U.S. Dept. of Agriculture
David Schaer	AID/Africa Bureau
Allen Hankins	AID/Asia Bureau
A.L. "Scaff" Brown	AID/Latin America & Caribbean
Hugh Dwelley	AID/Contracts Office
Richard Cobb	AID/Near East Bureau

OTHERS

Jane O. Yager	NOAA
Yvonne Williams	Tuskegee Institute
John Eriksson	DAA/S&T
Erven Long	S&T/RUR
Curt Barker	" "

BIFAD Staff

Myron Smith
Frederick Hutchinson
John Stovall
Jean Weidemann
John C. Rothberg
Wm. Fred Johnson
Mary Lester
Doris Dawson

JCARD COMMITTEES AND PANELSExecutive Committee

Dr. Hugh Popenoe, University of Florida - Co-Chairman
Dr. John S. Robins, AID/S&T - Co-Chairman
Mr. Richard Cobb, AID/NE
Dr. Francille Firebaugh, Ohio State University
Dr. James E. Johnston, Rockefeller Foundation
Dr. Frederick E. Hutchinson, AID/BIFAD - Ex Officio

Panel on Criteria for Title XII Projects

Mr. David Schaer, AID/AFR - Chairman
Dr. Ernest Corley, USDA/OICD
Dr. William Flynn, MUCIA
Dr. Jackson Rigney

Panel on Communications

Dr. Jean Kearns, CID - Chairperson
Ms. Margaret Fahs, NASULGC
Mr. Larry Laird, AID/S&T
Dr. Harold Matteson, New Mexico State University
Dr. Jean Weidemann, AID/BIFAD

Panel on CRSPs

Dr. Rodney Foil, Mississippi State University - Chairman
Mr. William Furtick, AID/NE
Dr. Phillip Upchurch, University of Arizona
Dr. John Yohe, AID/S&T

Panel on the Strengthening Grant Program

Dr. Allen Christensen, California State Poly. University - Chairman
Dr. Curtis Barker, AID/S&T
Dr. Earl Brown, University of Maryland
Mr. Larry Laird, AID/S&T
Dr. Jean Weidemann, AID/BIFAD

Panel on International Centers

Dr. James E. Johnston, Rockefeller Foundation - Chairman
Mr. Allen Hankins, AID/ASIA
Dr. Charles Hess, University of California - Davis
Dr. G. Edward Schuh, University of Minnesota

Ad Hoc Panel on Participant Training

Dr. Francille Firebaugh, Ohio State University - Chairperson
Dr. Burton Swanson, University of Illinois
Ms. Dona Wolf, AID/OIT
Dr. Jean Weidemann, AID/BIFAD

Revised 05/06/83
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BOARD FOR INTERNATIONAL FOOD AND AGRICULTURAL DEVELOPMENT
INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

American International Development
Washington, DC 20543

January 21, 1983

MEMORANDUM

TO : Mr. David Schaer, AID/AFR
Dr. Ernest Corley, USDA/OICD
Dr. Jackson Rigney
Dr. William Flynn, MUCIA

SUBJECT: JCARD Panel on Criteria for Title XII Projects

Early in our deliberations, JCARD concluded that one of the areas in which we could be helpful to AID was to recommend a set of criteria for use in identifying as early in the project proposal process as possible, those that were to be Title XII projects and those that were not. Recently the Executive Committee of JCARD discussed this issue and decided to establish a panel to develop a set of criteria which it would present to JCARD for consideration. We are asking the four of you to serve in that capacity, and that Dave Schaer serve as chairman.

Both BIFAD and AID have devoted a considerable amount of attention to the definition of Title XII activities and the criteria that should be used to guide their selection. Despite this attention, it is the view of the Executive Committee that there is a lack of a clear understanding, both from the point of view of Title XII institutions and AID staff who make those decisions, as to what criteria are appropriate and how they work in an operational sense. We ask that you draw on the considerable amount of work that has been done on this issue in the past and we have structured the committee so that some members have personal knowledge of that history.

We would expect that your final product be a suggested set of criteria that can be used in the AID decision-making process, which can be clearly understood by the Title XII institutions and AID decision makers.

Although we would prefer not to give you a target date for the report because we understand that other commitments may dictate the speed with which you can proceed, we would encourage you to move as quickly as possible because decisions will be made over the next several months and your recommendations could be useful in that decision-making process.


John S. Robins
Co-Chairman


Hugh Popenoe
Co-Chairman



BOARD FOR INTERNATIONAL FOOD AND AGRICULTURAL DEVELOPMENT
INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

Avenue of the Americas, Washington, D.C. 20543

JAN 21 1983

MEMORANDUM

TO : Dr. Jean Kearns, CID
Ms. Margaret Fahs, NASULGC
Mr. Larry Laird, AID/S&T
Dr. Harold Matteson, New Mexico State U.

SUBJECT: JCARD Panel on Communications

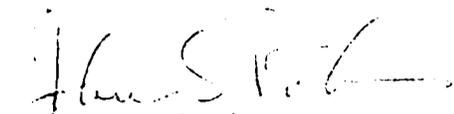
At a recent meeting of the Executive Committee of JCARD we identified the lack of adequate communications between AID and the university community as a continuing problem -- both from the viewpoint of AID and the viewpoint of the university community. We quickly concluded that here was an opportunity for JCARD to make a contribution by suggesting ways and means by which communications could be improved.

We are asking that you serve as an ad hoc panel to (1) assess the extent to which communication problems do exist and more fully utilize the resources of Title XII institutions in AID's programs; (2) identify the kind of information that needs to flow in both directions; and (3) recommend the means by which this information should be transmitted. We have asked Dr. Jean Kearns to serve as chairperson of the panel.

We recognize that the scope of your assignment is broad (communication covers a wide range of activities), but we leave it to you to narrow the focus to those problems and activities you deem most appropriate. We would suggest, however, that you give specific attention to the various newsletters that disseminate information about Title XII activities within and between AID and the university community.

We appreciate you serving on this important panel with a very difficult assignment and we look forward to hearing your recommendations. We

suggest that the chairperson meet with the Executive Committee as soon as you have laid out a scope of work and established the timetable for your task, to give them an opportunity to react to your plans.


John S. Robins
Co-Chairman


Hugh Popenoe
Co-Chairman



BOARD FOR INTERNATIONAL FOOD AND AGRICULTURAL DEVELOPMENT
INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

Agency for International Development
Washington, D.C. 20523

May 2, 1983

MEMORANDUM

TO : Rodney Foil, Mississippi State University - Chairman
Phillip Upchurch, University of Arizona
William Furtick, AID/NE
John Yohe, AID/S&T

SUBJECT : JCARD Panel on Collaborative Research Support Programs

The former Joint Research Committee played a major role in designing and implementing the Collaborative Research Support Programs and continued to play an active part in the program until it was dissolved and its responsibilities given to JCARD. Early in its formation the JCARD Executive Committee appointed an ad hoc panel to review JRC's role with respect to the CRSPs and to ascertain whether or not any changes were in order as JCARD carried forward this responsibility. That ad hoc committee has recommended and JCARD has accepted that a permanent panel be established to carry out essentially those same responsibilities which previously were exercised by JRC.

We are asking the four of you to serve on that permanent panel with Dr. Foil as chairman. Your primary function is to assist JCARD in its oversight of that program and in recommending policy actions to AID.

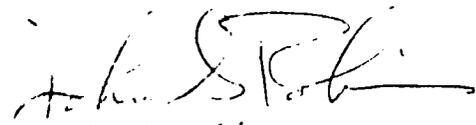
Specifically, the charge to the panel includes:

- o the identification of research needs suitable for the CRSP mode; and the periodic prioritization of research needs for CRSPs;
- o the planning, development, implementation, review, evaluation, and extension of CRSPs;
- o periodic review of the method of organization and management of CRSPS and periodic updating of CRSP guidelines.
- o monitoring CRSPs to keep abreast of progress, and to keep informed on critical issues arising which impede progress, especially those pertaining to institutional relationship problems.

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- o study and recommend procedures whereby CRSPs can be made more effective by tying into mission country strategies and country research programs, and by developing linkages with relevant country mission technical assistance programs, IARC activities and other institutions involved in programs related to CRSPs, in order to fully utilize and extend the CRSPs scientific developments, and to exchange experiences and scientific knowledge.
- o maintain liaison with AID's central and regional bureaus to facilitate the panel's operation, to acquire a better understanding of AID's strategies and other programs, to bring about a better understanding of the role of CRSPs in these strategies and programs, and to participate in budgetary reviews of CRSPs, as appropriate.
- o maintain liaison with the U.S. university community to realize a better understanding of CRSPs, their role, and their potential contribution to American agriculture, as well as their overseas achievements.

The Panel will represent JCARD and BIFAD in its relationships and will report to JCARD's Executive Committee on its activities and on recommendations for JCARD, BIFAD action or decision. Mr. William F. Johnson of the BIFAD will provide staff support for this panel.



John S. Robins
Co-Chairman



Hugh Popenoe
Co-Chairman



BOARD FOR INTERNATIONAL FOOD AND AGRICULTURAL DEVELOPMENT
INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

Agency for International Development
Washington, D.C. 20520

January 27, 1983

MEMORANDUM

TO : Dr. Allen Christensen, California State
Polytechnic University
Dr. Curtis Barker, AID/S&T
Dr. Earl Brown, University of Maryland
Mr. Larry Laird, AID/S&T
Dr. Jean Weidemann, AID/BIFAD/S

SUBJECT: JCARD Panel on the Strengthening Grant Program

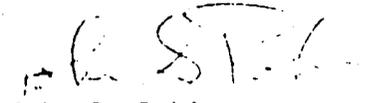
In its final report the Joint Committee on Agricultural Development (JCAD) recommended that the JCARD include the Strengthening Grant Program on its agenda. The report stated that there was an urgent need to find ways to continue these grants long enough to enable the successful participating universities to institutionalize their involvement in AID's programs. In addition, JCAD reviewed and made recommendations on applications for strengthening grants and acted on requests for change in roster status.

Recently, the Executive Committee of JCARD discussed this matter of leftover business from JCAD and concluded that we need an ad hoc panel to review the past involvement of BIFAD committees in the Strengthening Grant Program, and in light of the current status of that program, to (1) recommend what role JCARD should play with respect to strengthening grants and roster status and (2) suggest appropriate mechanisms through which the responsibilities could be exercised on a continuing basis. We ask that you constitute that panel with Dr. Allen Christensen serving as chairman.

In addition to your recommendations, we ask that, until such time as a more permanent mechanism is established, your panel review and make recommendations on any actions that come before JCARD with respect to strengthening grants or roster status. In particular, we would like your recommendations on any applications that come before us. Your recommendations would be considered by the Executive Committee which would then act on behalf of JCARD.

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We appreciate you serving on this important panel and we look forward to hearing a report at future JCARD meetings or meetings of the Executive Committee.



John S. Robins
Co-Chairman



Hugh Popenoe
Co-Chairman

cc: JCARD Executive Committee



BOARD FOR INTERNATIONAL FOOD AND AGRICULTURAL DEVELOPMENT
INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

Agency for International Development
Washington, D.C. 20507

January 21, 1983

MEMORANDUM

TO : Dr. James E. Johnston, Rockefeller Foundation
Dr. G. Edward Schuh, University of Minnesota
Mr. Allen Hankins, AID/ASIA
Dr. Charles Hess, University of California - Davis

SUBJECT: JCARD Panel on International Centers

We are requesting that you serve on a panel to assist JCARD in its charge relative to the international agricultural research centers, with Dr. James E. Johnston serving as chairman. We know that each of you are heavily committed to other activities but we believe you are uniquely able to assist us in this important work and we appreciate your willingness to devote your time and energy.

The U.S. support of international agricultural research centers is a program within the scope of BIFAD and the Joint Committee on Agricultural Research and Development (JCARD) has been requested specifically to place this matter high on our agenda. Chairman Wharton at a recent BIFAD meeting, when formation of JCARD was discussed, listed four aspects of the international centers for JCARD attention:

- formula funding for centers
- the relationship between the work of the centers and the various centrally-funded research activities
- the relationship of the work at the centers to AID mission needs
- the involvement of BIFAD in the continuing reviews of the international centers

We believe our charge can best be carried out in two phases. The first phase is an examination of the policy issues involved from the U.S. Government point of view. These include funding and budgeting matters, AID's role in the Consultative Group and the criteria for making policy decisions.

The second phase would be a review of the work at the research centers in terms of:

- o relevance to AID needs
- o relationship to other research financed by AID

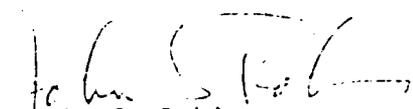
- o needs of developing countries
- o linkages with U.S. universities

Your charge is to complete the first phase (policy analysis) and develop a recommended plan and procedures for the second (reviewing the work of the centers). You may want to do both assignments concurrently or in sequence. In any event, we ask that you give priority to phase one.

As we go about this task it is important that we not impose additional review burdens on the agricultural research centers. They already devote a considerable amount of resources to programs reviews of various kinds and we do not want to duplicate those nor add to their burden. Hence, we urge that you fully explore opportunities for drawing on previous reviews, the experiences of people who have participated in those review activities, or tying to reviews that are in the planning stage.

We will be discussing the international center issue at the JCARD meeting the afternoon of January 24. We would ask that as many of you as can, on this short notice, meet on the morning of the 24th to discuss your charge then give JCARD the benefit of your preliminary discussions.

Again, we appreciate your serving on this important panel. We look forward to your report and recommendations.


John S. Robins
Co-Chairman


Hugh Popenoe
Co-Chairman



BOARD FOR INTERNATIONAL FOOD AND AGRICULTURAL DEVELOPMENT
INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

Agency for International Development
Washington, D.C. 20523

March 21, 1983

MEMORANDUM

TO : Dr. Francille Firebaugh, Ohio State University
Dr. Burton Swanson, University of Illinois
Ms. Dona Wolf, AID/Office of International Training
Dr. Jean Weidemann, BIFAD/S

SUBJECT: Ad Hoc JCARD Panel

The Joint Committee on Agricultural Research and Development (JCARD) has identified Participant Training as one of five areas for attention during the coming year. Our committee has held reviews of some of the initiatives underway to strengthen AID's Participant Training Program and the Executive Committee has discussed several ways in which JCARD might be useful in strengthening this important program. However, we have not yet come to a conclusion as to how we might be most helpful.

Recently, two reports have come to our attention which we think may contain some ideas for initiatives that might be pursued by JCARD. These are "Participant Training in Agriculture" by James Collom, Reed Hertford, Doyle Matthews, Malcolm Purvis, Handy Williamson and Larry Zuidema and a "Discussion Paper on the Implementation of Development Training Policy" from the Office of International Training in AID. We are asking that you four comprise a JCARD Review Panel to assess these two documents and recommend to the Executive Committee any initiatives in which JCARD could and should play a role or assist with their implementation. In your assessment we think it would be important to be selective and recommend only those activities that in your judgement have the highest potential payoff and in which JCARD could have an impact. Dr. Firebaugh has agreed to serve as chairman of this Review Panel and we would appreciate having a preliminary report from her at the May 16 meeting of the JCARD Executive Committee.


John S. Robins
Co-Chairman


Hugh Popenoe
Co-Chairman

Enclosure:

1. Discussion Paper
2. Hertford Paper
3. McPherson Paper

Suggested Assignments of JCARD Members to
Ad Hoc Regional Bureau Groups
(for Tuesday, May 17, 8:30 s.m.)

AFRICAASIANEAR EASTLATIN AMERICA
AND CARIBBEAN

Schaer, Leader

Hankins, Leader

Cobb, Leader

Brown, Leader

Humphries

Foil

Christensen

Schuh

Smuckler

Johnston

Hess

Popenoe

Robins

Firebaugh

Kearns

Hendrickson

Wildman

Dwellely

Corley

Caton



BOARD FOR INTERNATIONAL FOOD AND AGRICULTURAL DEVELOPMENT
INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

Agency for International Development
Washington, D.C. 20523

May 4, 1983

MEMORANDUM

TO : Allen Hankins, ASIA
: Richard Cobb, NE
: David Schaefer, AFR
: Albert (Scaff) Brown, LAC

FROM : John G. Stovall, BIFAD *John*

SUBJECT : JCARD Discussion with Regional Bureaus

Most of you participated in a discussion at the Ag Sector Council on April 26 where the suggestion was made to devote some time at the upcoming JCARD meeting to ad hoc discussion groups organized around regional bureaus. Following the Ag Sector Council meeting, Jack Robins and Hugh Popenoe agreed to give it a try. The major purpose of the experiment is to explore the need for a continuing mechanism for JCARD interaction with the four regional bureaus.

Here is the way we hope it will work. The JCARD membership has been arbitrarily divided into four groups - one for each regional bureau (see attached list). You, the regional bureau representative will serve as the discussion leader of that group. From 8:30 a.m. until 10:00, May 17, your group will meet somewhere in the Rosslyn Holiday Inn for your discussion. In addition to the question about continued interaction between JCARD and the regional bureaus you might want to:

- o Update the group on Regional Strategy Papers and/or issues;
- o Review current project issues of interest to the group;
- o Discuss the adequacy of communications between your regional bureau and the university community.

In discussing the possible need for a mechanism for continuing interaction between the bureaus and JCARD, you might consider the following questions:

- o What are the bureau interests to be served?
- o What are the university interests to be served?
- o How would it help JCARD achieve its purpose?

I would suggest you prepare an agenda for the discussion choosing from among the above suggestions those you feel most appropriate. I would also encourage you to get any background material to those in your group prior to the Tuesday morning session. At the latest there will be an opportunity to hand out any relevant material Monday afternoon.

Note that the agenda calls for a 30 minute plenary session following the regional meetings for a report on any recommendation as to what we do in the future.

If you have any questions or if I can be of assistance, please feel free to call on me.

Attachments:

- Agenda
- Regional Group Assignment

cc: John Robins, JCARD Co-Chairman
Hugh Popenoe, JCARD Co-Chairman

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A.I.D. Policy Paper

Women in Development

Bureau for Program and Policy Coordination
U.S. Agency for International Development
Washington, D.C. 20523

October 1982

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PREFACE

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Preface

This policy paper demonstrates how LDC women's concerns are to be integrated into AID's program. Other policy papers recognize various roles LDC women play. For example, the Food and Agriculture paper highlights women as agricultural producers, farm laborers and family food providers, and recommends an expansion of their opportunities in the food-related and agriculture fields. The Water and Sanitation paper recognizes women's stake in the provision of clean water and sanitation for the community. The Nutrition paper points out that since women's income is most likely to go toward food for her family, improving nutrition through increased income generation should focus on women. The Private Enterprise paper establishes four priorities for AID's investment (agriculture, agribusiness, small scale industries and private sector service enterprises), all of which are important areas for women's involvement. But, unlike most of AID's policy statements, the Women in Development Policy is cross-sectoral; it is meant to provide the policy framework and overall practical guidance for each sector and for the Agency as a whole in its efforts to incorporate women into the total development process.

I. Summary of AID Women in Development Policy

(1) AID will take into account the actual and potential roles of LDC women in carrying out its development assistance program. This will be done in all AID's country strategies and projects in order to ensure achievement of development goals, through:

- a. overall country programs and individual project designs which reflect the distinct roles and functions of LDC women as they relate to project implementation;
- b. strategies for explicitly benefiting women and girls in all sectors within countries, and in all projects within sectors which are developed and implemented as an integral part of AID's work;
- c. sex-disaggregated data collection, gender-specific social-soundness analysis and economic analysis, monitoring and evaluation.

(2) AID will also, under appropriate conditions, support LDC women's institutions and programs where special efforts are required to reach women because of cultural conditions, where separate programs and facilities are deemed necessary, or where women's groups provide a particularly advantageous vehicle for addressing women's needs.

(3) AID recognizes that the productivity of women is important to personal, family and national well-being. Women's increased productivity depends on their improved access to resources,

e.g. land, improved farming techniques, information, employment; therefore,

a. where lack of education and training constrain women's effective access to more productive work, AID will seek to increase relevant knowledge and skills among women and girls;

b. where inefficient technologies reduce women's overall productivity, AID will support the development of labor-saving and time-saving technologies which are acceptable and accessible to women;

c. where systematic bias exists against females in the labor force, or in certain segments of the labor force, AID will support efforts to alleviate the bias, through policy reform and/or experimental programs which demonstrate ways in which women can enter non-traditional types of work.

(4) AID acknowledges that largely because of their traditional responsibilities for child care and family welfare, women in developing countries have special needs for adequate human resource development programs in the areas of health care, family planning, potable water, nutrition and education. AID will support investments in human resource development which have particular implications for females in society. Effective strategies to secure women's inclusion in such programs will ultimately result in the critical national benefit of a healthy, well-trained, productive workforce.

(5) AID will support the development of institutions and transfer of technology which ensure: (a) the appropriateness and access of improved technology to women (as well as men); and (b) the existence of institutions which include women and effectively reach women (as well as men) and which permit the dissemination of benefits and information to both sexes.

(6) AID acknowledges that there is still much to know about the implications for development of gender differences among target populations. Such knowledge gaps severely reduce the effectiveness of development program planning. Therefore AID will support research in areas where adequate knowledge of gender-roles in relation to development planning is lacking. Such research will include (but not be limited) to:

- a. studies of *intra-household* dynamics regarding division of labor, distribution of resources and decision-making;
- b. income needs and income sources for males and females;
- c. women's contribution to agriculture;
- d. fuel and water needs and sources;
- e. incidence of households which are actually or *de-facto* female-headed.

(7) AID recognizes that most LDC's have endorsed the goal of further integrating women and girls

into the development process through support of international efforts such as those undertaken by the various UN entities (e.g., UN Decade for Women, FAO's WCAARD Plan of Action), and that most countries have established their own programs and plans to address the concern of women in development. Therefore, AID will support reforms which are consistent with these national positions.

(8) AID seeks to increase the knowledge and skills of its staff in planning projects which effectively engage women in the development process and its benefits. The Office of Women in Development and the women in development officers will continue to *support* the Agency's personnel in their efforts to implement the women-in-development policy. However, *the overall responsibility for implementation of this policy rests with all of AID's offices and bureaus, in all AID programs and projects.*

II. Introduction

Nearly a decade has passed since Congress first introduced the subject of women in development into AID's program. The 1973 "Percy Amendment" to the Foreign Assistance Act required that the U.S. bilateral assistance programs:

"be administered so as to give particular attention to those programs, projects and activities which tend to integrate women into the national economies of foreign countries, *thus improving their status and assisting the total development effort.*" (emphasis added)

This legislative mandate and the extensive women in development literature make two basic points. The first point ("... thus improving their status...") raises the social or equity issues which derive from women's status relative to men in many countries. It stresses the need for development planners to be sensitive to the ways in which modernization may negatively affect females in society. This approach casts females as beneficiaries of development, and focuses on the need for planners to guard against negative effects of their projects on women.

The second point ("... and assisting the *total development effort*"), the economic or efficiency issue, focuses on women as active contributors to and agents of economic development, and actively seeks to enhance women's participation in the process. This approach emphasizes women's economic roles. It stresses the need to enhance their productivity, raise their incomes and promote their access to economically productive resources as a means to achieving overall national economic growth. While both arguments are important and both serve to guide AID's interpretation of the women in development policy, AID's primary concern is to fully comprehend that the

pace of development and the quality of its outcome is greatly dependent on the degree to which women and girls fulfill their potential contribution and share in society's gains.

Of course the primary responsibility for ensuring the participation of both women and men in development rests with LDC governments and the people themselves. But it is clear that foreign donors such as AID can play a part in the process. AID must now move beyond its initial activities, and provide leadership in ensuring that women have access to the opportunities and benefits of economic development.

The major challenge for economic development is the need to make more efficient use of scarce resources. Women and girls are resources for development whose contribution to development is already substantial. Yet their contribution would be dramatically enhanced if they were better educated, in better health, and had better access to training, services and jobs. Therefore, to pursue a development planning strategy *without* a women in development focus would be wasteful and self-defeating—wasteful, because of the potential loss of the contribution of vital human resources and self-defeating because development which does not bring its benefits to the whole society has failed. The underlying premise of this paper is that, for AID to undertake an effective strategy that promotes balanced economic development, a focus on the economic participation of women in development is essential.

III. Rationale for Women in Development Policy

One of the premises of AID's women in development policy is that gender-roles constitute a key variable in the socio-economic condition of any country—one that can be decisive in the success or failure of development plans. Research from the last decade portrays a fairly consistent pattern of findings that in most developing countries, females differ from men in their:

- access to and control over productive resources;
- stakes in development outcomes;
- responses to incentives introduced to encourage development

Briefly stated, the constraints which women face in the task of self- and therefore national-development are often different constraints than those men face. The particular ways in which females are constrained function as limitations to the overall development process itself. Some constraints relate to cultural norms of physical mobility, while others derive from the predominant sexual division of labor and the consequent segregation of women in the economy. Time can also act as a constraint when women must fulfill

child care, home production, and market responsibilities.

The implications of these differences for development planners are substantial. The experience of the past ten years tells us that the key issue underlying the women in development concept is ultimately an economic one: *misunderstanding of gender differences, leading to inadequate planning and designing of projects, results in diminished returns on investment*. Gender, therefore, is a critical category of analysis in AID's work, one which has not received sufficient attention to date.

A. Access to and Control Over Resources: Gender Differences

Although there are regional variations, in most countries and within most ethnic groups it is much more difficult for women to: own land; obtain credit; receive training and information; and obtain new technologies. If these constraints are not overcome women's productivity will decrease and their economic independence will decline.

Attempts to raise overall output and to achieve national self-sufficiency will be thwarted.

For example, even though there is now sufficient evidence to prove women's substantial contribution to agriculture in many of the countries of the world, there is equal proof that these women are often farming without benefit of the improved inputs and services required for a more productive and remunerative agriculture. The paradox is most obvious in the African setting, where it is estimated females do 60-80 percent of all agricultural work. Yet these same females are rarely systematically targeted for: training, extension, research, technology, or improved inputs. It is predictable, then, that efforts to improve access to resources and thereby to increase productivity in the agriculture sector will need to be better directed to the female population, if goals for growth are to be achieved.

B. Stakes and Incentives Related to Productivity: Gender Differences

There are also important gender-role differences affecting the way members of the society respond to incentives introduced to encourage development and the degree to which they perceive a stake in the outcome of a development intervention. Gender-roles are strongly associated in most regions with such tasks for daily survival as water-bearing and fuel provision. For example,

- in the numerous areas where water-carrying is traditionally women's work, it is crucial to understand the greater stake women may have in a project designed to improve water availability;
- certain types of environmental degradation (deforestation, soil erosion) also may bear more heavily on the lives of women and girls if, for example, their traditional responsibilities for pro-

viding fuelwood are affected. Where females supply the household with fuel women, not men, may be largely contributory to the fuelwood/deforestation crisis—and at the same time women and girls may have the greatest stake in finding a solution to the problem.

Knowledge of these gender-role patterns will assist project planners to maximize the chance of project success. Introducing incentives for change which are specifically adapted to gender-roles, and are therefore based on a proper assessment of the stake the population feels in the outcome of project, are critical to success.

For this reason, the accuracy and utility of descriptive terms which AID uses to describe target populations are questionable without gender distinctions. Employing aggregated terminology such as "family labor," "hired labor," "farmers," "youth," "children," and others, may mask key sex-linked aspects or social and economic behavior and may contribute to incorrect assumptions about the population in the conceptualization and implementation of projects.

Reliance on the *family* as the level of analysis in social data collection for instance, also contains inherent risks of misinformation. Often *intra-family* dynamics related to distribution of resources and division of labor by sex and age will be overlooked; these intra-household dynamics have critical implications for the successful implementation of projects.

An example is useful here. There is a predominant misperception about disposition of income within poor families which has persisted and given rise to critical miscalculations in project planning. This is the assumption that household incomes are:

- dominated by the contribution of a male "breadwinner,"
- pooled with other supplementary income earners (women and children), and
- redistributed within the family according to need.

This has led project planners to establish such objectives as to "raise family incomes," "improve family living standards," and "increase family resources."

However research findings for Sub-Saharan Africa, the Caribbean and South and Southeast Asia, indicate that the prevailing pattern of household economics is quite different. In fact there is a pattern of separate and distinct income streams and expenditures, where males and females meet financial responsibilities to the family individually with little or no access to each other's cash or other resources. Furthermore, studies indicate that it is often from *women's income*, not men's, that the basic survival needs of the family (food, health care, education,

maintenance of property) are met.

In some cases this type of family dynamic is a carry-over from tradition, one which has been misperceived and misunderstood by generations of outsiders. In others it is a relatively new pattern resulting from socially dislocating factors like migration, leaving women for at least part of the year as heads of households. In either event, income needs and income sources within the family require analysis which goes beyond preconceived and often erroneous assumptions about household behavior. A thorough understanding of the gender-related dynamics of: decision-making, resource allocation, and financial responsibility within the household is imperative if a Women in Development Policy is truly to be implemented by AID. Miscalculations derived from ethnocentric assumptions about women and imprecise social analysis will have negative consequences for project design and implementation.

IV. Women in Development Policy Issues

A. Agricultural Development

Women are the majority of the Third World's rural population. The small farmer producing food in Third World countries is, increasingly, a woman. The worldwide demographic and social changes which have occurred in tandem with Third World development have worked to push women *into* the agricultural sector, rather than out of it as was the case historically in many of the developed countries.

In the Andean region, women engage in agricultural field work, especially planting and weeding, processing of agricultural products, feeding, grazing, milking and shearing of animals and to a great degree in marketing (Deere & Leon de Leal, Bourque & Warren).

In Cameroon, the existence of women's farming systems, separate and distinct from those of their husbands' and fathers', and women's crops, has been described and analyzed (Guyer; Jones).

In Kenya, the productivity of women farmers compares favorably to that of men who receive equivalent farm services (Staudt).

In India, the participation of women in reforestation programs and in milk production schemes has been shown to be an important source of household income, particularly for those with limited resources (Dixon; Jain).

Therefore, steps must be taken to ensure that the new technologies and resources which are part of development assistance in the agriculture sector actually reach women. There has been little evidence in the past decade of "trickle-across;" in fact resources allocated to "the farm household" typically reach men rather than women. Male agricultural extension agents provide information to groups of male farmers; women farmers get the

knowledge of improved technologies second-hand, if at all. Credit is given to those who own land; women in most countries, however, till land which is owned by their husbands, fathers, and brothers. Furthermore, steps must be taken to ensure that control which women may have over resources is not threatened or eliminated by reallocation of such resources to others. Finally, women's participation in agriculture must not be defined solely in terms of their labor; the benefits of that labor should also flow to women.

It is especially important, in the transition from subsistence to commercial agricultural systems, that the traditional concept of reward for labor be retained. In Cameroon, for example, men were allocated the resources (land, water, seeds, information) to enable them to produce rice for sale. Women were expected to carry out the tasks of transplanting and harvesting this rice and, at the same time, to continue their traditional cultivation of sorghum for their family's subsistence.

Unavailability of women's labor became an unanticipated constraint to the expansion of commercial rice production and therefore to the desired improvement in standards of living in the area (Jones). Better pre-project analysis as well as implementation monitoring systems which enable women to communicate directly to project management, can help to prevent repetition of such cases. Farming systems approaches to agricultural research—*where researchers get directly in touch with rural women*—offer another avenue for seeking women's inputs into the definition of agricultural problems and possibilities. It should be noted however that experience has shown that this access to women farmers often requires special efforts; these must be planned for in the research design.

Other areas of agricultural and rural development activity which primarily involve women are those of food storage, processing and, often, trade. Women perform storage and processing tasks as part of their household maintenance duties as well as for cash incomes. Women engage in the trade of both processed and unprocessed agricultural commodities (both food and fiber) for profit. For example, Caribbean women higglers and hucksters are the mainstay of inter- and intra-island food trade.

In efforts to reduce postharvest food losses and to increase the amount of private sector activity in the rural areas, it is important to keep the role of women in these activities in mind. Addressing the problem of information transfer in methods of improved storage and processing technology will be part of the solution; training of women extension agents will help in this process. And developing techniques and technologies of postharvest food preservation and storage which are accessible to

women, and which can be maintained by them are equally important.

As efforts get underway in many developing countries to reduce the role of public agencies in food marketing, it is essential that women be given opportunities for greater roles in these markets.

Their participation should be especially encouraged where they can provide marketing services efficiently and effectively at low capital costs.

To summarize, the key elements of AID's policy concerning women in agricultural development are that:

1. The sex- and age-linked division of labor by crop and ethnic group must be fully comprehended as a basis for all project planning.

2. Male and female differentials in access to and control over key productive resources must be understood and planned for in projects. These resources include:

land • capital • labor • credit • information • seeds • tools • fertilizers • water • fuel

3. The specific farming responsibilities which are uniquely and particularly assigned to female members of the household/society must receive an appropriate share of attention in project identification, design and implementation. These may include:

"women's animals" • "women's crops" • weeding • transporting • marketing • preserving • processing • storage

4. Explicit strategies to address gender-role aspects of farming must be built into all projects where outreach to farmers is attempted (extension, training, research, etc.). In particular, integrated services to address females' multiple responsibilities in farm households are required. These would include:

human nutrition/health • animal nutrition/health • farm management • family resource management • time/labor saving technologies

B. Employment and Income Generation

In the past decade, development activities that have targeted women as beneficiaries have been primarily focused on women's reproductive, health and nurturing roles. Projects aimed at directly increasing women's income have typically been small in scale with little attention paid to effective marketing or long-term viability. Such small-scale income generation programs, which effectively stand outside the mainstream of development planning, do little to address the long-term economic needs of low-income women. Furthermore, large-scale development programs often have not accounted for the actual economic roles women play or attempted to enhance these roles. The consequences have been to keep women in the unproductive sectors of the economy,

underutilizing their capacity, and contributing to the failure of programs.

Poor women in developing countries bear major economic responsibilities, yet they are generally less well educated than men and have less access than men to modern productive resources. Thus they often fill jobs which require little skilled work and are among the lowest paying. General trends in Third World countries show that the percentage of women, although low in the formal labor force as a whole, is disproportionately high when one looks at the service sector. In all regions except Africa, where women tend to concentrate in agriculture, more than a third of working women are confined to service occupations. The data from Latin America show quite dramatically how the ranks of women in the labor force are swollen by their entry into service sector, where they fill the menial jobs, primarily as domestics.

Informal labor markets have always existed in developing countries but the increased population and the inability of the formal sector to accommodate the expanding labor force has pushed more people, especially women, into seeking employment in the informal sector. The size of the informal sectors in cities such as Bombay, Djakarta, and Lima varies from 53 percent to 69 percent of the working population of those cities. Female workers are disproportionately represented. In India, between 41 percent and 49 percent of the female labor force participates in the informal sector, while only 15 percent to 17 percent of the male labor force does so. (Mazumdar 1976, ICSSR 1975).

Therefore, in the *formal sector*, AID must encourage attempts to break the pattern of women's relegation to low-productivity occupations with no growth potential. AID can accomplish this by designing into projects the expansion of employment opportunities in sectors where women have not traditionally worked, and in those relatively new sectors of the economy where gender-specific work roles are not yet entrenched. In addition, AID can support and fund occupational training programs for women at two basic levels:

- Technical and industrial skills programs should be used to prepare younger women for entry into profitable employment sectors where there are shortages of skilled workers.

- Management skills programs should be used to prepare women for entry into white collar occupations which require knowledge of basic accounting, and administrative skills.

For the *informal sector*, a variety of programs for small entrepreneurs and micro-enterprises have been successful, and AID can adapt them for women. AID's decision to focus on technical assistance and/or provision of credit through financial intermediaries must depend on the par-

ticular situation. However, in many countries there are substantial numbers of self-employed women, particularly in micro and small industries, who will gain from enhanced managerial, administrative and financial skills, as well as from the formation of cooperative institutions.

Other factors which are relevant to AID's approach to women's employment and income generation are:

1. *Measurement of Women's Economic Activities*

Current information on women's productive activities in their national economies not only masks the contribution women make, it also masks the division of labor and the roles women play. These data collection practices are disadvantageous to women because:

- they exclude activities connected with household production of goods and services which are not actually sold on the market, and
- because women are more likely to be misclassified as economically inactive since the reference period or time frame in which women perform work often does not conform to the standard reference period used in data collection; women's work is more often than men's, home based, seasonal, and therefore elusive to categorize;
- for status reasons both men and women often deny that women "work".

AID's reliance on standard statistical measures of female economic activity must be tempered with knowledge of the substantial limitations of these data. Wherever possible, efforts to supplement national census data with more recent and microlevel surveys and other research data should be undertaken.

2. *Migration*

For several decades increasing population pressure, rural poverty and, more recently, the high wages offered in countries with labor shortages have caused men to emigrate from rural areas in search of wage labor in the city or in another country. As a result, women's roles are changing rapidly in rural areas. Rural women are being called upon to increase their work loads, to take over important decision-making roles, to organize cultivation, and to ensure that the decisions they make in economic matters are implemented. AID's investments in rural areas must be made with full knowledge of these effects of migration and the concomitant increase in number of households which are female-headed.

Though men still predominate among migrants to urban areas, the number of women migrating is increasing, especially in Latin America and a few African and Asian countries. As compared to the men, the women immigrants have a lower educa-

tional level and face a very limited labor market. In Latin America they usually become street vendors or domestics. Whereas long-term male migrants are more likely to achieve upward mobility, the female either remains at the same level or her situation worsens. Special programs of non-formal education and vocational training must be provided to help these women develop skills for employment in the formal sector and increased income earning opportunities in the informal sector.

3. *Displacement of Female Workers by Technology*

The introduction of labor-saving technologies in many developing countries has resulted in the displacement of large numbers of unskilled rural and urban female laborers (e.g., rice milling, grain grinding, food processing, and the mass production of handmade items). In cases where mechanization has resulted in a decline in traditional sources of income for females or in reductions in female employment, mechanization can provide new employment for women only when they are trained and encouraged to enter the industry. The choice of mechanization in the agriculture sector, for example, should be made selectively, where economically justified and where the selected technologies are appropriate to the setting.

4. *Women's Organizations*

Typically, organizations selected to undertake income generating activities for women have had little technical expertise and yet have been selected because they are organizations exclusively of women. The objectives of these programs tend to be welfare-oriented and ill-defined; their activities often fail to provide women with real opportunities for generating income over the long-term. AID should support the upgrading and development of implementing institutions based on their *technical capability or potential technical expertise*. AID will support the funding of women-specific organizations only to the extent that they meet this criterion.

C. **Human Resource and Institutional Development**

1. *Education*

The education of women and girls has been called by the World Bank "one of the best investments a country can make in its future growth and welfare" for the following reasons:

- The better educated the mother, the less likely the child is to die in infancy. The children of educated mothers are better nourished and healthier.
- The children of educated mothers are more likely to succeed in school, more so than if only the father is educated. Their daughters are more likely

to attend school, do well and graduate.

- Educated women are more receptive to family planning and tend to have later marriages and fewer children.
- Primary education opens the way to further education or vocational training in agriculture, health services, etc. and, thereby, increases the opportunities to find remunerated employment.

All these facts are increasingly recognized, yet the number of female illiterates grows at a pace faster than males. Two out of three of the world's illiterates today are women. The following table presents literacy rates for selected countries in which AID works; only in Latin America is the skew less severe.

Number of Literates in the Population Over 15 Years (by Percent)*

Country	Year	Male	Female	Total
Africa				
Kenya	1980	64.3	35.1	49.6
Liberia	1980	42.2	9.3	25.4
Somalia	1980	10.0	0.5	5.2
Zaire	1980	77.2	39.4	57.9
Asia				
Bangladesh	1974	37.3	13.2	25.8
India	1971	46.8	18.9	33.4
Nepal	1975	33.4	5.0	19.2
Pakistan	1972	29.6	10.3	20.7
Latin America				
Ecuador	1974	78.2	70.4	74.2
Guatemala	1973	53.9	38.5	46.1
Honduras	1974	58.9	55.1	56.9
Near East				
Egypt	1974	53.6	22.4	38.2

*Source: UNESCO Statistical Handbook 1981.

Third World countries increasingly accept the importance of education for their populations. Yet girls are still impeded in their access to education by:

- competing household and child care tasks and responsibilities. In poor families both boys and girls must work, but girls have the added responsibility of caring for younger siblings.
- parents' negative attitudes toward educating daughters. There is the fear that education will make girls less compliant and, therefore, less marriageable. Educating daughters often is considered a poor investment by the family.
- shortage of schools. In countries where schools

are segregated by sex, there are disproportionately fewer girls' schools.

- distance from schools, especially upper-primary schools. Many village schools are incomplete, offering only the first three or four grades.
- shortage of female teachers who can encourage girl students and provide role models. Housing for female teacher-trainees and teachers is often inadequate in rural areas.
- earlier marriage age for girls keeps them out of school or forces them to leave school at a younger age.
- lack of provision for girls to re-enter school once they have dropped out.

A variety of direct and indirect programs have been established in some countries to overcome obstacles, such as programs to improve attitudes towards female education. Financial rewards and other incentives can be provided to schools and teachers with high female enrollment in their classes. Women must be recruited for teacher training programs and encouraged to teach in rural areas. Alternate child care arrangements will release young girls so they can attend school. However, no significant progress in either raising the levels of education in society as a whole or in increasing upward mobility for women is possible without a major increase in the number of girls successfully completing primary and entering academic secondary schools.

2. Population, Health and Nutrition

Among the most important goals of development are better health, improved nutrition and reduced fertility. In their multiple roles, women play a central part in strategies to improve health, raise nutritional levels and reduce population growth. Investments in these areas and in education are the basis for the development of human capital.

It is not possible to achieve the necessary changes in nutrition, health and population growth without understanding and addressing the roles of women. In places where the norms prescribe for a woman the role of child bearer as the primary means of attaining status, where female children find their educational prospects limited, where early marriage is the rule rather than the exception, daughters are typically condemned to the same conditions which circumscribed their mothers' lives. If fertility is to be reduced through the use of voluntary family planning services, it is necessary to address, through other development efforts, those factors which may militate against women's understanding of and ability to utilize family planning. Of the factors bearing on women's reproductive behavior, their education and their access to and control over resources and income are particularly significant.

3. Institutions

Viable self-sustaining institutions at the local, regional and national levels (both public and private) are critical elements in development. Unions, cooperatives, credit and lending associations, and markets are examples of institutions that greatly benefit from women's active participation, while at the same time benefitting women. To the degree all LDC institutions include and represent women as well as men they will succeed in providing access to key resources and ensuring the full development of human capital. Women who combine the skills provided by modern education with an understanding of the traditional values and local realities affecting women contribute a great deal to successful development programming. Thus AID must take measures to provide access for women to training programs and higher education, especially in the management and administration of the sectors, to prepare them for positions from which they can influence policy formation.

Additionally, since most countries today have governmental agencies assigned to address the needs of women, AID should regard these entities as channels for both obtaining and disseminating information about women as well as potential vehicles for carrying out projects to enhance women's economic productivity. In countries where women's issues can *only* be addressed in a segregated context, these women's bureaus can also provide an appropriate institutional contact to inform and advise AID in its women in development efforts. AID recognizes, however, that in most countries it is the functional ministries that bear primary responsibility for integrating women into their programs—and for ensuring the relevance of their programs to the particular needs of women and girls—in order to ensure the success of their overall activities.

D. Energy and Natural Resource Conservation

In the villages of the Third World, women are important providers and consumers of energy. Traditionally, animal and human energy have been used to plant, harvest and prepare food, and to obtain fuel for warmth and cooking. It is usually women and girls who collect the wood, dung and crop residue used for these purposes. In effect these women are caught in a kind of vicious circle. In order to obtain fuel for the household they must expend their own energy. As fuelwood shortages increase their situation is aggravated. More and more human energy is required to travel greater distances to collect fuel or to generate cash income to pay for fuel. In effect, human energy is substituted for another form: woman's labor must increase in proportion to the ever-decreasing supplies of fuel while women's available energy for labor is increasingly being taxed.

If women are to participate effectively in the development process, the energy they expend for such activities as obtaining fuel must be reduced by access to more convenient fuel sources; this frees energy for other productive activities. Any development project which proposes to add to women's workload without commensurate energy savings can be expected to fail.

Women, therefore, have a large stake in the success of AID's reforestation projects which can provide not only fuel, but food, fodder and medicines, as well as a cash return. Rural women have been shown to be very knowledgeable about the attributes of both familiar forest products and new rapid-growing trees for forest plantations. Women, however, cannot be expected to care for the seedlings and young trees if the primary benefits will accrue to others. Only if women share the control of forest product distribution will they have the incentive to participate in reforestation.

Several other cautions are in order. The adaptation of fuel conserving stoves and other energy- and labor-saving technologies to village life has proven to be extremely complex.

- Fuel conserving stoves have been slow to be adopted for a variety of reasons. For example, though the smoke of the old stoves is considered deleterious to the family's and particularly the women's health, it also keeps the insects away.
- Solar cookers are of use only in the heat of the day when many women may prefer not to cook or need to be working away from the house.
- Biogas digesters have proven adaptive for pig-raising since pigs can be penned and fed fairly easily. In a cattle-raising society, however, either fodder for the cattle must be collected or the dung must be collected if they graze. Either activity adds time to a woman's already long day.
- Labor saving technologies have displaced poor women from some of their traditional means of livelihood. The spread of mechanized rice mills in most of Asia, though a boon to the overworked women on the medium and large farms, has left many poor women destitute. Traditionally these poor women derived some income from hand processing rice, but it is now predominately men who own and work the mills.

In one Asian country, Bangladesh, a few rice mills have been set up under the management of women's cooperatives with cooperative members employed to run the mills. And in Egypt, some women in one village have organized to bake bread for the rest of the community using solar ovens which, though very economic in terms of fuel costs, are too time-consuming for individual households. Therefore these new technologies can provide the basis for small-scale enterprises with

long-term viability and economic return for village women when appropriately conceived and implemented.

E. Water and Health

AID recognizes that success of water and sanitation programs depends in large measure on the ability and commitment of people to use, operate and maintain the systems properly. What is not clearly understood by project planners is that the relation between water and health is primarily a women's concern.

As mothers, women are the traditional family health guardians and teachers of hygiene, disease prevention and sanitation. And as mothers they are largely responsible for the care and raising of children. Thus the high prevalence of waterborne and parasitic diseases, health problems due to contaminated water, and consequent high infant mortality rates are critical concerns to women. Women, therefore, have a strong stake in the establishment of water and sanitation systems and an equally strong incentive to make sure the systems are adequately and continuously maintained.

1. Water Use

Women as primary users and haulers of water can and should play a significant role in promoting community acceptance of improved water supply and sanitation programs. As primary water users the question of access is usually of more importance to women than to men. Will the location of the water source mean an increase or decrease in the time spent fetching and hauling it? Furthermore, numerous social and religious restrictions exist in many regions which may dictate restrictions (as in the case of installation of latrines) which will virtually prohibit men and women, or men and children from using the same facilities. Or the facilities may be situated too far from the home so that women will not or cannot use them. A lack of awareness of these sorts of traditional attitudes can lead to the failure of water and sanitation projects.

2. Water Management

Once a water supply system is brought to a village, a number of questions arise regarding its use. Will it be used primarily for agricultural and irrigation purposes? The need for sufficient available water for domestic use and for women's use in their small home gardens, where much of family's food needs are met, should not be overlooked. Women and men must not be put into competition with each other over limited available water. Involving local women in early management and water-use decisions, in regard to both domestic and agricultural uses, is critical and ultimately will be beneficial to the entire community. Wherever feasible water and sanitation

projects should include a plan to train community workers—women as well as men—in the actual construction, operation and long-term maintenance of systems. Teaching women to maintain the water source can lead to long term cost savings.

3. Time Allocation

The time saved from water collection is especially important to women and to the community. Frequently women use this saved time in expanding or initiating more economically productive activities—like income-generation. AID Impact Evaluation Report Number 32 states that with the installation of piped water systems women in one village in Panama actually *doubled* their monthly output of small home-produced goods.

V. Implementation of the Women in Development Policy

The responsibility for implementing AID's Women in Development Policy rests with all of AID's offices and programs, at all levels of decision-making. Implementation of this policy must be understood to be an important qualitative aspect of AID's overall program, one which is crucial to the achievement of the Agency's goals. It is not a concern which can adequately be addressed in any one sector alone, or by any single office or officer.

Several factors may constrain AID's implementation of the Women in Development Policy. These are:

- inadequate data on women's actual economic roles and a lack of experience in targeting women for other than welfare-type assistance;
- imputed or real sensitivities on the part of some host governments to interventions which explicitly address gender differences in the population;
- the cross-cutting nature of the Agency's women in development policy which precludes convenient compartmentalization of the issue.

In light of these constraints, AID's Women in Development Policy should be implemented through the following approaches:

1. Women in Development Activities in AID's Projects

Effective implementation of AID's Women in Development Policy depends on the policy being reflected throughout AID's portfolio. This shall be done by:

- a. introducing gender distinctions in the terminology employed in all of AID's program and project documents in order to define more precisely the social context and impact of AID's work.
- b. disaggregating by sex data collected for AID's country strategy formulation, project identification, project design and throughout the life of projects. This prepares the way for soundness of pro-

ject implementation and provides a basis for measuring success/failure in gender-related terms.

c. relying on sex-disaggregated social soundness analysis to *inform* (not merely justify) the project development process.

d. requiring AID's country strategy, project identification and planning documents (CDSS's, PID's, PP's) to *explicitly* describe strategies to involve women, benefits and impediments to women and benchmarks to measure women's participation; providing substantive analysis of these statements during the process of their review.

e. requiring AID's consultants to address women in development issues by introducing this requirement in their scopes of work.

f. increasing the number of LDC women involved in AID's participant training programs.

g. evaluating and assessing the impact of AID's programs and projects according to gender differentials—both in relative and absolute terms—with regard to improvements in access to and control over resources and predicted benefits and returns.

WID projects and WID components of projects will continue to constitute a mechanism for the Agency to reach women, in circumstances where:

a. access to females in an integrated setting is constrained by cultural conditions;

b. where segregated institutions or facilities are the norm;

c. where experimental or model activities are being introduced and a controlled sex-specific environment offers the best hope of success.

For definitional purposes in AID, separate "women-only" projects or components of projects which are exclusively designed to directly benefit women *economically*—are differentiated from projects which provide *services* to women such as maternal-child-health, family planning services, etc. The former meet the criteria for a "WID project" in reporting Agency funding levels in women in development. The latter, services to women, do not.

2. AID's Women in Development Office and Women in Development Officers

AID's Office of Women in Development, in the Bureau for Program and Policy Coordination, will continue to serve as the Agency's focal point for disseminating relevant information, providing technical advice on specific women in development issues, granting supplementary funds to missions and outside groups to support women in development projects, components of projects, and data collection and analysis.

a. The Office will offer technical support to AID missions and bureaus to enhance their capacity to implement the Agency's women in development

policy by participating in CDSS, PID and PP reviews; by consulting with mission and project staff during TDY's, and by contributing a women in development perspective to the Agency's overall policy development and evaluation efforts.

b. The Office will grant additional funds to AID's missions and outside groups primarily to support field projects where women in development concerns are addressed. Additionally, these funds will be used to support new and/or experimental initiatives where direct economic benefit will be achieved.

c. The Office will, together with other PPC offices, fulfill the coordinating function for AID with the other donors, UN agencies and non-governmental organizations which are implementing their own women in development programs.

d. The Office will commission, compile and disseminate written resources on subjects related to women's economic and productive roles in LDC's, to inform and advise the Agency on scholarly findings and practical results from worldwide women in development activities.

e. The Office will seek to systematically collect, bank, assess and exchange experiences in implementing AID's women in development policy in projects and programs.

f. The Office will continue to work in cooperation with Title XII and other universities, the Bureau of the Census, the Department of Agriculture and other public and private institutions to engage their expertise in implementing AID's policy on women in development through activities which provide information exchange, research, training and technical assistance to missions and private groups involved in development.

AID's women in development officers in bureaus and missions will inform and advise Agency staff and others on effective ways to implement the Agency's policy.

a. WID officers will be selected based on their knowledge of the subject of women in development in the setting to which they are assigned, their knowledge of the Agency's women in development policy, and their ability to act as resources to other staff and contractors in effectively translating the policy into operational terms.

b. WID officers will function as resources for the planning and implementation of work AID is undertaking in every sector. They should not be restricted to a single sector such as health, family planning or working with PVOs.

c. WID officers should seek out and make contact with groups and individuals who are actively engaged in women in development activities—including host country government of-

officials and leaders, women leaders in the public and private sectors, scholars and researchers, project personnel and community members who have knowledge of women in development issues.

3. AID's Support for Other Donor and Host Government Women in Development Activities

The United Nations Decade for Women (1976-1985) has been instrumental in focusing international attention on women's issues as well as encouraging specific national measures for women in many countries. The sub-themes of the UN Decade for Women—employment, health and education—have important development implications and serve to guide many national governments in establishing priorities for action in women's programs.

Many LDCs now have women's bureaus within their government structures. These national

machineries for the advancement of women—as they are termed by the United Nations—are important to AID in carrying out its Women in Development Policy. Whenever appropriate, women's bureaus will be encouraged to undertake activities such as collecting information on women to supplement existing macro-data sources, carry out action projects which increase women's economic self-sufficiency and encourage leadership by women leaders and scholars. AID will actively support LDC efforts to strengthen women's organizations and bureaus by granting funds and providing technical assistance as needed.

AID through its missions will support and encourage the work of regional UN organizations such as UNECA, UNESCAP and the U.N. agencies such as FAO, ILO, UNESCO in their efforts to implement their plans of action relating to the goals of the Decade for Women.

CALIFORNIA STATE POLYTECHNIC UNIVERSITY,
POMONA

Office of the Dean

3801 West Temple Avenue
Pomona, California 91768

April 25, 1983

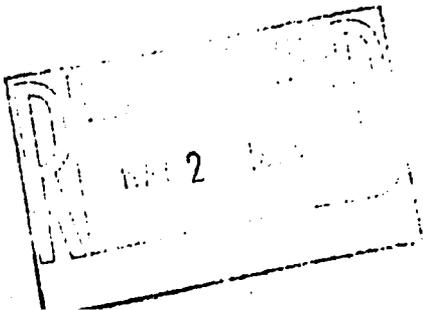
To: Dr. Curt Barker
Dr. Earl Brown
Mr. Larry Laird
Dr. Jean Weidemann

From: Allen C. Christensen *Allen C. Christensen*

Subject: JCARD Strengthening Grant Panel

The following is a summary of our 19 April 1983 meeting at the Department of State. The facts and issues as identified by our discussions with Drs. Hutchinson and Long are detailed as follows. In a number of instances, both highlighted the same ideas. Dr. Hutchinson made the following points:

- 1.. The future of the strengthening grants is not clear.
2. There is some feeling that strengthening grants may have been a boondoggle.
3. Perhaps strengthening grants may need to be called by some other name.
4. The relationships of memoranda of understanding (MOU's) to strengthening grants (S.G.) are not clear.
 - a. Key AID personnel apparently assume the list of MOU's will be rather small.
 - b. MOU's require a commitment of ten person-years per year.
 - c. Funding level for S.G. and MOU's is at the \$5,000,000 level.
 - d. MOU's will apparently be determined on the basis of university business with AID and the needs and vote of the Regional AID bureaus.



- e. MOU's are to be funded at the S3rd level.
 - f. Also asked was why have an MOU in such as it locks a university into an area.
5. Currently there are 96 Title XII projects involving 46 universities. These statistics include TSM activities.
 6. There is the question of the extension of strengthening grants and the 10% formula as originally proposed.
 - a. There is the issue raised by Dr. Wharton regarding those universities which have tried very hard and yet have not been successful in winning AID contracts.
 - b. The question was raised of how do we enable universities to remain competitive who do not have contracts. This could become a critical question in the case of MOU institutions.
 7. Regarding the S.G. incentive, perhaps the incentive should be to encourage a smaller university to link up with an internationally experienced university. The basic question for a small university might be to focus on a particular country or two, to emphasize a particular subject matter, expertise, or even to focus on foreign student training.

Dr. Long stated the following as fundamental realities:

1. Money for new S.G.'s will only be available through the reduction of current grant recipients.
2. There is a need to get more money into the strengthening grant system. However, the message is that there will be no more than \$5,000,000 and it would take \$7,000,000 to carry the current portfolio.
3. Explicit policy of what to do beyond 5 years was never established.
4. Process and procedures of funding strengthening grants:
 - a. Formula provided funds at a rate of 10% of AID business with a funding cap of \$300,000.
 - b. The provision of 10% was waived for the first five years to allow other universities to get started.

- c. Volume of business, or 10% provision. is not as clear cut as it would appear on the surface. For example, do off-campus hires qualify?
5. Strengthening grants have not necessarily been applied to a causal way to the university's international programs.
 6. The Panel should develop a direct inventory process regarding:
 - a. Number of people qualified to serve.
 - b. Joint career corps appointments.
 7. The Panel should define criteria and data gathering requirements to help evaluate strengthening grants. Criteria are needed to evaluate increased university capability in the international area. Perhaps those criteria should include some mechanism to measure the quality, quantity and quickness of a university's response to AID/BIFAD requests. Presently, the S.G. reports are not telling AID what it needs to know. The format for the reports themselves has allowed for a great deal of latitude. The lack of a precise reporting format makes comparison among several grants difficult. The goal should be to determine whether or not the fundamental objectives of the grant were achieved. Criteria need to be established to determine where a university was at the time the grant was awarded and to measure, by demonstratable means, how far the institution has been able to progress.

As a result of our discussions about our proposed work program, we agreed to the following:

1. That each committee member would develop their own analysis of what would constitute appropriate criteria for the evaluation of strengthening grants. We determined to look at the main issues of how evaluation should be structured with the understanding that some other person or means would be employed to flesh out the skeleton. Perhaps it might be appropriate to consider such issues as the following:
 - a. Original objective.
 - b. Achievement of objectives, i.e.,
 - language training,
 - administrative support,
 - extent of international involvement, etc.

c. Method of review, i.e.,

site visits,
peer evaluation,
expert panel.

2. We also agreed to develop our own set of recommendations as to the future of the strengthening grants or alternative structures including such issues as the following:

a. Name change.

b. The nature of grants to 1890's, Land Grants, and other agricultural universities.

c. Grant focus or thrust, i.e.,

language training,
travel-study,
subject matter approaches, both as to commodity
and regional areas of the world,
graduate training.

Would you please try to send me your thoughts by May 10, 1983, and I will attempt to synthesize a draft for us to consider at our next meeting. It might be possible to schedule this meeting on May 18, 1983, in conjunction with the next scheduled JCARD meeting.

Thanks to all for your important contribution to this important project.

ACC/mg

cc: Dr. Frederick Hutchinson
Dr. Erven Long
Dr. John Robins
Dr. Hugh Poponoe

Biographical Sketch

Albert L. (Scaff) Brown

b. Arizona B.S. (1946), M.S. (1947), University of Arizona (Range Ecology, Animal Sciences). Range Ecologist, Southern Great Plains Field Station (Woodward, Oklahoma: 1948). Range Ecologist, University of Arizona (Tucson, Arizona: 1948-52). Range Management Expert, UN/FAO (Mexico: 1953-55). Livestock Advisor and Deputy Agricultural Development Officer, AID (Colombia: 1955-59). Agricultural Development Officer, AID (Honduras: 1959-61), (Guatemala: 1961-64), (AID/LAC: 1965), (Brazil: 1968-69), (AID/LAC: 1980-present). Director, Office of Institutional Development, AID (AID/LAC: 1966-68). International Vice President, American Technical Assistance Corporation, Flow General (McLean, Virginia: 1969-80). Nominee, Rockefeller Public Service Award (1963). Princeton Fellow in Public Affairs (Princeton University: 1964-65). Alpha Zeta. Sigma Xi.

V I T A

Allen C. Christensen , Dean
School of Agriculture
California State Polytechnic University
Pomona, California 91768

Education:

B.S. Brigham Young University, 1957, with Honors
Major: Animal Husbandry
Minors: Chemistry
Soils

M.S. University of California, Davis, 1960
Major: Animal Nutrition
Minors: Chemistry
Education

Ph.D. Utah State University, Logan 1979
Major: Animal Nutrition

Additional Part-Time Graduate Work:

Brigham Young University, 1961 - Education
University of California, Davis, 1962 - Agricultural Education
University of Nevada, Reno, 1961-63 - Agricultural Education

Professional and Administrative Experience:

1957 Laboratory Instructor, Brigham Young University

1957-
60 Teaching and Research Assistant, Department of Animal Science
University of California, Davis
Courses Taught:
Livestock Judging
Horse Production for two-year students

Courses in which I was an assistant:
Introduction to Animal Science
Physiology of Reproduction
Advanced Livestock Judging

Research Assistant in
Net energy investigations with Dr. G. P. Lofgreen
Purified diets to growing lambs with Dr. J. H. Meyer
Newspaper as Roughage Replacer with Dr. J. H. Meyer

1960-
61 General Farm Operation, Utah
Responsible for Marketing and Cow-Calf Operation.

1961-
64 Vocational Agriculture and Adult Agriculture Instructor, White Pine County Schools, Lund, Nevada. Responsibility for instruction of secondary students (white and Shoshone Indian) and adult farmer-ranchers in a livestock production county. Primary teaching responsibility in animal production, forage production and range management.

1964-
Present California State Polytechnic University, Pomona

Appointments

1964-68	Assistant Professor of Animal Science
1968-73	Associate Professor of Animal Science
1973-Present	Professor of Animal Science
1974-75	Acting Dean of Agriculture
1975-76,	
1977-80	Associate Dean, School of Agriculture
1976-77	Sabbatical Leave, Utah State University
1980-Present	Dean, School of Agriculture

Responsibilities

Teaching responsibility for the following courses:

- Feeds and Feeding
- Advanced Livestock Feeding
- Animal Nutrition
- Livestock Marketing
- Poultry Principles
- Poultry Production
- Poultry Marketing
- Livestock Evaluation and Judging

Coach - University Intercollegiate Livestock
Judging Team, 1965-1973

Supervision and Administration

1964-74	Management of the University Poultry Production Laboratory
1968-70	Initial Coordinator for the Vocational Agriculture Teacher Education Program
1971-Present	Coordinator for the California Agricultural Leadership Development Program
1974-75	Acting Dean, School of Agriculture
1975-76,	
1977-80	Associate Dean, School of Agriculture
1980-Present	Dean, School of Agriculture

Committee Assignments

- University Research Committee, 1964-67
- Parliamentarian, University Faculty Senate, 1965-68; 1971-72
- Faculty Senator, School of Agriculture, 1965-74
- Statewide Academic Senator - California State University and
College System, 1968-74
- Faculty Senate Executive Committee, 1965-68
- University Education Advisory Committee, 1965-70
- Chairman, Administrative Vice-Presidential Search Committee, 1967

Committee Assignments (continued)

Ad Hoc Committee to Review the Language Arts Department, 1967-68
 University Committee, Course Unit Conversion and Curriculum Revision,
 1967-68
 Chairman, Animal Science Dept. Curriculum Committee, 1968-69
 School of Agriculture Curriculum Committee, 1967-69
 Chairman, University Committee on Procurement and Retention of
 Quality Faculty, 1970-71
 Chairman, Faculty Grievance, 1973
 Outstanding Professor Selection Committee, 1974
 Statewide Liaison Committee, Agriculture and Natural Resources,
 1974-Present
 Pine Tree Ranch Management Committee, 1977-Present
 Equine Research Committee, 1977-Present, Chair 1980-present

Industry Related Service:

Consultant, Union Bank of Los Angeles, 1965
 Chairman, Livestock Division, California State Livestock Judges Certification
 Conference, 1966-67
 Scientific Advisory Committee - Pacific Egg & Poultry Association, 1973
 Council of California Growers - Agricultural Leadership Program, 1971-Present
 California Poultry Meat Inspector, 1974-Present
 Consultant, Golden Valley Bank, Turlock, California, 1979-Present
 Consultant, Cal Poly Kellogg Unit Foundation, 1972-Present
 Jojoba Meal Advisory Committee, 1978
 Deans Educational Council - Agriculture Leadership Program - Vice Chair, 1980
 University Consortium for Agricultural Education in California, 1977-Present;
 Chair, 1980-81
 Western Regional Council, member 1981, Vice Chair 1982

Professional and Honorary Societies:

American Society of Animal Science
 Parliamentarian, National Business Meeting 1971, 1972
 Undergraduate Scholarship Medal Committee - member, 1970-71; Chair,
 1971-75
 Teaching Committee, 1980-81
 Western Section American Society of Animal Science
 Livestock Evaluation Contest Committee - member, 1970-72
 Teaching Committee - Chair, 1974-75
 Resolutions Committee - member, 1978; Chair, 1979
 Advising and Coordination Committee, 1980-82
 Poultry Science Association
 Phi Kappa Phi
 Gamma Sigma Delta
 Chapter Vice President, 1968-69; Chapter President, 1969-70
 Sigma Xi (Associate)
 Alpha Zeta

Honors:

Silver Emblem Livestock Judge - 1952 American Royal
 State Farmer Degree, 1953
 Standard Oil of California Scholarship, 1953
 Utah Feed Manufacturers Scholarship, 1957

Academic Senate - California State University and Colleges Golden Needle Award, 1972
Honorary Membership - Agricultural Leadership Associates, 1975
Gamma Sigma Delta, Kellogg Voorhis Chapter - Outstanding Faculty Award of Merit, 1975-76

International Professional Work:

Travel: Belgium, Botswana, Brazil, Canada, Costa Rica, Cypress, Egypt, El Salvador, Finland, France, Greece, Guatemala, India, Iran, Israel, Italy, Kenya, Kuwait, Lebanon, Mexico, Netherlands, Nicaragua, Pakistan, South Africa, United Kingdom, USSR, West Germany.

Consortium for International Development
University Contact Officer, 1979-80
Member, CID Board of Trustees, 1979-Present
Executive Committee, 1981-Present

Board of Institutional Representatives Small Ruminant - Collaborative Research Support Program - Alternate Member 1979-80, Member 1980-Present

USDA Small Ruminant Short Course
Co-coordinator and Instruction, Cal Poly, Pomona, June 15-July 24, 1981

Personal:

Married: Kathleen Ruth Atwater, December 19, 1958

Children: Ann Marie
Allen C., Jr.
James L.
Niel Daniel
Eric Wayne

Foster Native American Children:

Joella Barlow
Jenny Thompson
Patty Tallman
Susan Leslie
Michael Flores (Vaughn)

Member: The Church of Jesus Christ of Latter Day Saints
President, Chino California Stake (LDS Church)
1979-Present

Richard A. Cobb

Experience:

- 1967-69 - Head of Department of Life Sciences
Catawba Valley Technical College,
Hickory, North Carolina
- 1970-76 - Program Analyst and Agricultural
Officer, USAID/Addis-Ababa
- 1976-78 - Agricultural Officer, USAID/Tanzania
- 1979-1982- Faculty, AID Development Studies Program
- 1982-present-Chief, Agriculture Division
Bureau for Near East

Education:

- B.S. Agriculture - University of Florida
- M.A. Rural Sociology - New Mexico State University
- M.P.S. Planning and Economics - Cornell University
- Ph. D. Economics - American University (being completed)

Married with 4 nice children.

Biographical Sketch

Dr. Ernest L. Corley

Dr. Ernest L. Corley is the Acting Senior Deputy Administrator for Research and Scientific Cooperation for the Office of International Cooperation and Development. Dr. Corley holds a BS degree in Dairy Science from Clemson College, an MS degree and a Ph.D degree in Dairy Science from the University of Wisconsin. After receiving his Ph.D, Dr. Corley served as an instructor and later as an Associate Professor of Dairy Science at Wisconsin.

Dr. Corley began his career with USDA in 1963 serving as the Leader, National Dairy Recordkeeping and Herd Improvement Program of the Agricultural Research Service. In 1965 he became the Chief of the Dairy Cattle Research Branch and later served as the Assistant Director of the Animal Science Research Division. In 1980 Dr. Corley became the Chief of the Program Development and Coordination Staff of the Science and Education Administration. Throughout his career, Dr. Corley has received numerous awards, including the Presidential Letter of Commendation and the Presidential Management Improvement Award in 1978, and USDA Superior Service Award in 1977, 1981, and 1982.

Dr. Corley is a native of South Carolina and currently resides in Silver Spring, Maryland.

RESUME

NAME : HUGH L. DWELLEY

ADDRESS :

Phone:

Legal residence: Maine

EDUCATION : 1954 - Boston University
BS in Business Administration
1961 - The American University
MA in Public Administration
1970 - Tufts University, Fletcher School of
Law and Diplomacy
(Academic-year program in political science
and development economics)
1974 - U.S. Federal Executive Institute
(Seven-week program in executive management)

EXPERIENCE IN A.I.D.

1961 - Joined A.I.D. (then ICA) in November and went to Turkey
as Assistant Supply Adviser

1963 - Still at USAID/Ankara, assumed responsibilities as
Program Economist, External Finance in the Program Office

1964 - Returned to AID/W for training as a Capital Development
Officer in the Near East Bureau

1965 - Capital Development Officer at USAID/New Delhi

1967 - Assumed duties as Assistant A.I.D. Representative at
USAID/Colombo. Assisted with programming and F.I. 480
matters as well as being responsible for implementation
of a sizable commodity import program.

1970-71 Academic year at the Fletcher School of Law and Diplomacy

1971 - In June assumed duties as Deputy Director, Office of
Contract Management (then Office of Procurement).

1974 - Seven week Senior Executive Education Program at the
Federal Executive Institute at Charlottesville

1975 to present Director, Office of Contract Management

Responsible for managing a staff of over 100 whose
functions are to:

- Develop AID policy guidelines in the fields of direct contracting, host country contracting, grants management, use of participating USG agencies and utilization of USG excess property.
- Negotiate, award and administer all AID/W direct contracts and grants for services.
- Delegate contracting authority and provide professional backstepping for contracting officers located at A.I.D. missions overseas.
- Manage A.I.D.'s program for participation of other USG agencies in carrying out the purposes of the Foreign Assistance Act.
- Manage AID's program for utilizing USG excess property in AID-supported programs.

EXPERIENCE SUMMARY:

- Ten years of experience at A.I.D. missions overseas as a supply adviser, capital development officer and programmer
- Ten years of experience in AID/W as a senior manager responsible for the contracts, grants, PASAs and other instruments that are a major factor in implementing projects and programs.

NAME: Francille M. Firebaugh

CURRENT APPOINTMENT: Director, School of Home Economics
The Ohio State University - Columbus, OHIO 43210
1973 to present; on leave July, 1978-
Sept., 1979 .
Associate Dean, College of Agriculture
and Home Economics; and
Professor, Department of Home Management and
Housing

EDUCATION:

University of Michigan, Survey Research
Center, Summer program, 1969
Ph.D. Cornell University, 1962
M.S. University of Tennessee, 1956
B.S. University of Arkansas, 1955

PREVIOUS EMPLOYMENT:

Mar-Sept 1973: Principal Family Economist, USDA-CSRS,
Washington, D.C.
1969 to present Professor, Ohio State University
1965-69 Associate Professor, Ohio State University
Summer 1964 Marshall University
1962-65 Assistant Professor, Ohio State University
Summer 1962 University of Puget Sound
Summer 1960 University of Tennessee
Summer 1958 Washington State University
1956-58 Instructor, University of Texas-Austin

PROFESSIONAL MEMBERSHIPS AND SERVICE

American Home Economics Association
AHEA Graduate Commission, 1974-77
Ohio Home Economics Association
President, OHEA, 1970-72
Association of Administrators of Home Economics,
President, AAHE, 1977-78
Small Grants Committee, AAHE, Chairman, 1974-75, 1975-76
Experiment Station Committee on Organization and Policy,
National Association of State Universities and Land
Grant Colleges, Division of Agriculture, Home Economics
Sub-committee, Chairman, November 1974-77
National Council on Family Relations
Ohio Council on Family Relations
Research Committee on Anthropometry for the U.S. Civilian
Working Population, The American Society of Mechanical
Engineers, 1977-78
American Association for Advancement of Science

MEMBERSHIPS IN HONORARIES:

Sigma Delta Epsilon
Omicron Nu
Phi Upsilon Omicron
Gamma Sigma Delta
Phi Kappa Phi
Who's Who in American Women
Two Thousand Women of Achievement

INTERNATIONAL:

Experience

Consultant, University of Udaipur, College of Home Science, January-March, 1970, USAID.
Participant, working conference of valuation of the non-paid productive contributions of homemakers, Wageningen, The Netherlands, July 1975.
On leave, located in Lashkar Gah, Afghanistan, July 1978-Sept. 1979.

Professional memberships and service

Overseas Advisory Board, Journal of Consumer Studies and Home Economics, 1976-
International Federation of Home Economics
Association of U.S. University Directors of International Agricultural Programs (AUSUDIAP), 1977-

Site Visits

USAID-OSU-University of Sao Paulo at Piracicaba, Brazil, 1966.
INCAP, Guatemala, Home Economics Programs, 1967.
Home Economics programs in India, Thailand, Phillipines, Japan, while on Assigned Research Duty, 1969.

BIOGRAPHICAL SUMMARY

R. Rodney Foil

Personal Information:

██████████ ██████████ Married, two children. Educated in public schools of Bogalusa, followed by Bachelor's and Master's degrees at Louisiana State University (1956, 1960). Undergraduate major was Forest Production with minor in Forest Utilization. Master's program primarily in silviculture and soils, with a thesis entitled "The Effects of Environmental Factors on Latewood Production in Young Slash Pine." Doctor of Forestry Degree awarded by Duke University in 1965. Major Professor, Charles W. Kalston, with dissertation entitled "The Effects of Compaction on Soil Characteristics and Seedling Growth." Doctoral program at Duke included emphasis on tree physiology, soils, forest climatology, and statistics.

Professional Experience:

Shortly after graduation with the Bachelor's degree, employed by Union-Camp Corporation as Land Management Forester in Baxley, Georgia. Drafted into the U.S. Army in October, 1956, and served as an enlisted man for two years in Texas and Alaska. Employed as teaching instructor by the LSU School of Forestry in February 1959, with teaching responsibility in dendrology and artificial regeneration. Worked as Research Instructor in forest utilization from August, 1959 to June 1960. During this period performed investigations into the specific gravity, environmental relationships of eastern cottonwood. Joined the research staff of the North Louisiana Hill Farm Experiment Station in June of 1960, with research responsibilities in silviculture, forest management, and artificial regeneration. Served as an instructor in that position until 1962, when promotion to Assistant Professor was approved. Research program was general in nature, but included an emphasis on artificial regeneration of loblolly pine in the upper coastal region. Took leave of absence from 1963 to late 1964 to pursue Doctorate at Duke University. The concluding four months of this study consisted of dissertation research supported by a grant from the Southeast Forest Experiment Station and conducted at the Santee Experimental Forest at Charleston, S. C. Continued research work at Homer, Louisiana until June, 1967, when transfer to Forestry Extension Department as Associate Specialist was approved. Work in this position consisted of adult education throughout the state of Louisiana in many aspects of forestry. Promoted to full Specialist in Forestry Extension July 1, 1969, with responsibility for all forestry extension work in Louisiana. In October, 1969, accepted position of Head, Department of Forestry, Mississippi State University. Promoted to Dean, School of Forest Resources in January, 1974, with responsibility for teaching and research in forestry, Wildlife and Fisheries, and Wood Science and Technology. In January,

1978, named Director of the Mississippi Agricultural and Forestry Experiment Station, an autonomous state agency administered through Mississippi State University and charged by statute with the conduct of research in agriculture and forestry statewide. As Director, responsibility includes administration of a budget approaching \$30 million, with over 1,000 employees, 10 branch experiment stations, and 15 on-campus departments. In addition to providing administrative leadership, the agency status of the Experiment Station requires continuous interaction with state government, since appropriations are made directly to the Station.

Author of more than 60 technical and other publications.

Honorary, Professional and Civic Affiliations:

Honorary

Member, Xi Sigma Pi, Alpha Zeta, Phi Kappa Phi, Gamma Sigma Delta, Sigma Xi. Listed in Who's Who, American Men of Science, Outstanding Young Men in America, Dictionary of International Biography.

Professional

Chairman, Association of Southern Experiment Station Directors, 1981-82
Society of American Foresters

Chairman, Gulf States Section, 1969, 1976

Chairman, Mississippi Chapter, 1973

Member, National Policy Committee, 1967-71

Chairman, Committee on Ethics, 1973-75

Chairman, House of Section Delegates, 1975-76

Councilman, 1978-79

SAF - Committee on Educational Policies, 1980-81

SAF - Ad Hoc Committee on Forestry Education, 1979-81

Forestry Associations

Member and Board Member, Mississippi and Louisiana Forestry Associations

Member, Industry-Deans Committee, AFI, 1974-77

Chairman, Southern Pine Beetle Action Council, 1973-78

Active in Forest Farmers, Southern Forest Institute and others.

Governmental

Past member of Cooperative Forestry Advisory Board and
Advisory Committee on State and Private Forestry, USDA

Member, Committee of Scientists to Advise on Regulations for
NFMA, 1977-79

Member, Advisory Panel, U.S. Study on Wood as
a Strategic Material, 1981-

International:

Consultant, Forestry Extension, Brazil, 1970

Leader of Technical Team, Peoples Republic of China, 1979

Board Member, Sorghum/Millet CRSP, 1979-80

VITA

ALLEN C. HANKINS

PERSONAL DATA

[REDACTED] - Married with one child

EDUCATION

A.A. (2 year junior college) New York Agricultural and Technical Institute,
Alfred, N.Y. (major - horticulture)

B.S. University of Georgia (majors in Agronomy/Botany)

M.S. Colorado State University (major in Agronomy/Agricultural Education)

Post graduate studies at Colorado State University, primarily in rural
sociology

LANGUAGES

Spanish, Persian (but unused for 15 years)

U.S. MILITARY

Army Signal Corps (Germany 1951-53)

WORK EXPERIENCE

Has served in the Agency for International Development (AID) for over 24
years, with 20 of those years in overseas posts. The last four years have
been in Washington.

Served in a variety of functions: Area Extension Specialist, Rural
Development Officer, Agricultural Development Officer, Agricultural Management
Specialist and General Development Officer.

Assignments: Iran, 7 1/2 years
Pakistan, 2 years
Vietnam, 2 years
Philippines, 6 years
Ecuador, 3 years

In Asia region -- extended TDY assignments in Sri Lanka, Pakistan, Bangladesh,
India and Burma

Currently: Head of the Agricultural and Rural Development Office in Asia
Bureau, responsible for backstopping projects in 10 different Asian
countries. Also, Acting Director, Office of Technical Resources and has
been assigned as Agricultural Development Officer, USAID/Pakistan beginning
o/a July 1.

From: Pfizer Inc.
235 East 42nd Street
New York, New York 10017
(212) 573-7203

ROLAND M. HENDRICKSON

Roland M. Hendrickson is a vice president of Pfizer Inc. and is also president of the Agricultural Division.

Mr. Hendrickson joined the Pfizer Agricultural Division in 1962 as product manager of feed supplements, was made national sales manager in 1963 and division general manager in 1967. He was named vice president and general manager of the division in January 1969 and division president in August 1971. He was named a vice president of the corporation in March 1973.

Born in Los Angeles, Mr. Hendrickson received his early education in Kimball, Minnesota, and was graduated from the University of Minnesota with a B.S. degree in agricultural education in 1944.

Active in a number of industry and civic organizations, Mr. Hendrickson is currently a director of the Animal Health Institute, the National Broiler Council, and the Farm Foundation; a trustee of the National FFA Foundation and a member of the National 4-H Service Committee. He is past president of the Animal Health Institute, a former member of the Food and Agriculture Committee of the Chamber of Commerce of the United States and in 1980 was chairman of the National FFA Foundation Sponsoring Committee.

Mr. Hendrickson was recipient of the National Agri-Marketing Association's "Marketer of the Year" award in 1978.

Before joining Pfizer, Mr. Hendrickson served in several marketing positions and as a regional manager for General Mills, Inc. In previous positions, he was sales representative for Minnesota Linseed Oil Company, district manager of Farmers Insurance Group and an instructor in agriculture at the University of Minnesota.

Mr. Hendrickson and his wife, Beverly, reside at 5 Harbor Road in Darien, Connecticut. They have two sons, Paul and David, and a daughter, Julie.

6/82

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RESUME

CHARLES EDWARD HESS

Business Address: Dean's Office
College of Agricultural and Environmental Sciences
University of California
Davis, California 95616
Tel. (916) 752-1605

EDUCATION

Degrees: B.Sci. Plant Science June 1953. Rutgers University,
New Brunswick, New Jersey

M.Sci. Horticulture and Plant Pathology June 1954
Cornell University, Ithaca, New York

Ph.D. Horticulture, Plant Physiology and Plant Pathology
January 1957. Cornell University, Ithaca, New York

Academic Honors: Burpee Award in Horticulture at Rutgers University
National Alpha Zeta World War II Memorial Fellowship
for Graduate Study
Graduated with High Honors from Rutgers University
Alpha Zeta
Phi Beta Kappa
Sigma Xi
Pi Alpha Xi

Completed the Senior Executive Education Program of the
Federal Executive Institute, Charlottesville, Virginia,
July 1977.

PROFESSIONAL EXPERIENCE

University of California, Davis. Dean, College of Agricultural and Environmental Sciences. Associate Director, California Agricultural Experiment Station, July 1975 to present. Supervisors: Chancellor James Meyer and Vice President James Kendrick. As Dean, Dr. Hess has administrative responsibility for the academic programs of the College represented by 39 majors and 26 academic departments. There are 4,700 undergraduate students, 1,000 graduate students, and an

PROFESSIONAL EXPERIENCE (Cont.)

instructional budget of \$14 million. As Associate Director of the Experiment Station, Dr. Hess administers a research budget of \$38 million. There are a total of 516 budgeted faculty (FTE) in the College and Experiment Station and 1,000 support staff. In addition to traditional academic departments in the College and Experiment Station, interdepartmental and multidisciplinary research groups have been established including the Plant Growth Laboratory (a recipient of a \$3.9 million NSF grant for Nitrogen Fixation Research), the Food Protection and Toxicology Center, the Center for Consumer Research, the Institute of Ecology, and the Food Intake Control Group. The establishment of a Post Harvest Physiology Group and a Biosaline Research Group are currently being explored. In addition to administrative responsibilities on Campus, Dr. Hess represents the College and the Experiment Station in numerous public hearings and before the State legislature, particularly during budget hearings.

Rutgers University, New Brunswick, New Jersey. Dean, Cook College and Director of New Jersey Agricultural Experiment Station, July 1972 to July 1975. Supervisor: Dr. Edward Bloustein, President of Rutgers University. Dr. Hess administered the teaching, research, and extension programs of the College. Cook College is a multipurpose college which combined the agricultural sciences of the former College of Agriculture and Environmental Sciences with the humanities and social sciences. Dr. Hess provided the leadership in the evolution of Cook College and served as its first dean. The College had 2104 undergraduate students, 509 graduate students, and a budget of \$14 million.

Rutgers University, New Brunswick, New Jersey. Acting Dean, College of Agriculture and Environmental Sciences and Director of New Jersey Agricultural Experiment Station, July 1971 to July 1972. Supervisor: Dr. Edward Bloustein, President.

Rutgers University, New Brunswick, New Jersey. Associate Dean, College of Agriculture and Environmental Sciences and Director of New Jersey Agricultural Experiment Station, January 1971 to July 1971. Supervisor: Dr. Leeland Merrill, Dean.

Rutgers University, New Brunswick, New Jersey. Research Professor and Chair of the Department of Horticulture and Forestry, September 1966 to January 1971. Supervisor: Dr. Leeland Merrill, Dean.

PROFESSIONAL EXPERIENCE (Cont.)

Purdue University, Lafayette, Indiana, Department of Horticulture,
December 1958 to August 1966. Supervisor: Dr. E. C. Stevenson, Head.
Assistant Professor 1958
Associate Professor 1962
Professor 1965

U.S. Army Chemical Corps, Frederick, Maryland, First Lieutenant,
November 1956 to November 1958. Dr. Hess served a two-year tour at
the U.S. Army Biological Laboratories and was a project leader in
the Chemical Section of Crops Division.

PROFESSIONAL ACTIVITIES

Dr. Hess is a member of the American Association for the Advancement of Science, the American Society for Horticultural Science, and the International Plant Propagators Society. Dr. Hess served as editor of the International Plant Propagators Society from 1962 to 1970. He served as President of the Eastern Region in 1967-70 and President of the International Plant Propagators Society in 1973. Dr. Hess has been a member of the Board of Directors of the American Society for Horticultural Science, was Chairman of the Placement Service Committee and of the Floriculture, Ornamental and Landscape Horticulture Section and was elected president-elect in 1971. He took office as president of the American Society for Horticultural Science in August 1972 and completed his term as chairman of the Board of Directors in 1974.

NATIONAL ACTIVITIES

In 1976 Dr. Hess chaired a study team evaluating agricultural research organization in the United States as part of the National Academy of Sciences World Food and Nutrition Study. He was a consultant for the Congressional Office of Technology Assessment. From 1977 to 1979, he participated on advisory panels dealing with the assessment of Alternatives for Supporting High Priority Research to Enhance Food Production and a study of Implications of Increased Support of Research on Major Food Crops in Developing Countries. He also participated in a study of alternatives for the organization of foreign assistance programs.

Dr. Hess is currently a member of the National Association of State Universities and Land Grant Colleges. In the Division of Agriculture, he serves on the Experiment Station Committee on Policy and the Legislative Subcommittee. He is also a member of the Council of Administrative Heads of Agriculture and the Western Experiment Station Directors Association.

INTERNATIONAL ACTIVITIES

Dr. Hess has participated in the following international conferences:

- 1955 - 14th International Horticultural Congress, Netherlands
- 1962 - 16th International Horticultural Congress, Belgium
- 1963 - 5th International Conference on Naturally Occurring Plant Growth Regulators, France
- 1964 - Woody Plant Physiology Meeting, East Malling Research Station, East Malling, England
- 1964 - 10th International Botanical Congress, Scotland
- 1968 - Lecturer, 15th Easter School, University of Nottingham, Loughborough, England
- 1980 - 4th Invitation Symposium - Australian Academy of Technological Sciences - Food Resources of Australia, Melbourne, Australia
- 1981 - Food Security in a Hungry World - San Francisco, California

He has served as a consultant to the Agency for International Development, U.S. Department of State and taught an intensive course in Plant Physiology to graduate students at the Rural University of Minas Gerais, Brazil in 1965. In 1976, Dr. Hess served as a consultant for the Ministry of Education of the Republic of Sudan. He reviewed graduate programs at the University of Khartoum and helped plan for the establishment of new universities in Juba and Gezira. Dr. Hess is currently a member of the Board of Directors of the University of California-Egypt Program, a \$15 million AID project to work on agricultural policy development and the enhancement of food production and nutrition in the Middle East. In July 1980 Dr. Hess was the leader of the U.S. Agricultural Education Team which visited the key agricultural colleges in China to establish linkages between the Chinese agricultural colleges and U.S. Land Grant Colleges and State Universities. He is a member of ISEC, the International Science and Education Council, a Council linking the international activities of the U.S. Department of Agriculture and the National Association of State Universities and Land Grant Colleges.

AWARDS

Dr. Hess was awarded a Certificate of Achievement from the U.S. Army Biological Laboratories for his work in evaluating plant growth regulating substances. In 1960, he was selected as one of five "Most Popular Professors" at Purdue. He was the recipient of the International Plant Propagators Society Award of Merit in 1963 and the Greater Lafayette Junior Chamber of Commerce Distinguished Service Award (Outstanding Young Man of the Year) in 1964. In 1967, Dr. Hess received the Norman J. Colman

AWARDS (continued)

Award from the American Association of Nurserymen in recognition of his research contributions to the nursery industry and has received the Kenneth Post Award in 1967 and 1969 for research papers published in the Proceedings of the American Society for Horticultural Science. Dr. Hess was made a Fellow of the American Society for Horticultural Science in 1970. In 1971, Dr. Hess received the Jackson Dawson Memorial Medal from the Massachusetts Horticultural Society and the Thomas A. Weston Trophy from the New York Florists' Club. He is cited in Who's Who in America, Who's Who in Government, Outstanding Young Men in America, and American Men of Science. In 1972, he was elected a Fellow in the American Association for the Advancement of Science. He received awards from the New Jersey Association of Nurserymen in 1972, the New Jersey Horse Council in 1973 and the Vegetable Industry in 1974. In 1975, he was presented the George H. Cook Memorial Award by the Board of Managers of Cook College, Rutgers University.

COMMUNITY SERVICE

Dr. Hess was director of the Lafayette Regional Science Fair in 1962, 1963, and 1964. He was appointed to the West Lafayette School Board in January 1963 and was elected to a four-year term in 1964. He served as secretary of the Board, July 1963 to June 1964, and as president of the Board from June 1964 to July 1965.

FAMILY STATUS

Dr. Hess is married to Eva G. Carroad. He has four children by a former marriage. The children are Mary Alice, 27, Carol Lynn 25, Nancy Jane 22, and John Charles 14.

HOBBIES

Hobbies include fishing, backpacking, sailing, squash, tennis, and gardening.

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PERSONAL DATA:

Name: Humphries, Frederick S.

Address: (Mailing) Office of the President
Tennessee State University
3500 Centennial Boulevard
Nashville, Tennessee 37203

Condition of Health: Excellent Disability: None
U. S. Citizen: Yes Marital Status: Married
Sex: Male Number of Children: Three (3)

Born:

Spouse: Antoinette Humphries

Children: Frederick, Jr.
Robin Tanya
Laurence Anthony

Degrees Conferred and Education:

Ph.D. In Physical Chemistry - University of Pittsburgh, 1964
B. S. In Chemistry - Florida A. and M. University, 1957
Straight Academic Diploma - Wallace M. Quinn High School
Appalachicola, Florida

Academic (Honor) Recognition and Awards:

National Urban League Fellow, Summer, 1966
Graduate Research Fellow, University of Pittsburgh, 1960-1964
Graduate Teaching Assistant, University of Pittsburgh, 1959- 1960

Degrees Conferred with Honor:

B.S., Magna Cum Laude, 1957
Most Outstanding Young Man in America, 1965
Most Outstanding Personalities in the South, 1967
Distinguished Military Science Student, 1956
Distinguished Military Science Graduate, 1957

Professional History:

- President, Tennessee State University, 1974
- Vice President, Institute for Services to Education, 1970-1974
- Director, Thirteen-College Curriculum Program, ISE, 1968-1974
- Director, Three-Universities Graduate Program Humanities, ISE
1970-1974
- Director, Two-Universities Graduate Program in Science, ISE,
1973-1974
- Director, Interdisciplinary Program, ISE, 1973-1974
- Director, Knoxville College Study of Science Capability of the
Black College, ISE, 1972-1974
- Director, Innovative Institutional Research Consortium, ISE,
1972-1973
- Director, ISE, Summer Conferences, 1968-1974
- Director, Thirteen-College Curriculum Program, Florida A. and M.
University, 1967-1968
- Professor of Chemistry, Florida A. and M. University, 1964-1967
- Associate Professor of Chemistry, Florida A. and M. University,
1964-1967
- Assistant Professor of Chemistry, University of Minnesota,
1966-1967
- Private Tutor of Students in Science and Mathematics, 1959-1964
- Officer, United States Army Security Agency, 1957-1959

Special College Services and Related Activities:

- 1976 - Member Board of Graduate Advocates, Meharry Medical
College.
- 1974 - Performed as an External Evaluator of Title III
Program for six predominantly Black colleges.
- 1973 - Special Committee, Graduate Board of Education, National
Academy of Science, Minority Representation in Graduate
Schools.

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- 1972 -Director of Planning Grants for the Five College-Consortium and Thirteen-College Consortium to develop new major academic programs.
- 1971-1972-Planning Committee, United Negro College, Fund, Premedical program, Fisk University.
- 1969 -Special Committee on Minority Participation in Graduate and Professional Education, Co-Chairman and Co-Sponsor Special Conferences, Institute for Services to Education and Intensive Summer Study Program.
- 1968 -Co-Chairman, Special Committee, Florida A. and M. University, Student Unrest following Martin Luther King's death.
- 1967 -Chairman, Student Exchange Committee, Florida A. and M. University.
- 1967 -Representative of Florida A. and M. University, Conference on Undergraduate Programs for Black Colleges, Southern Regional Education Board.
- 1967-1967-Member, Faculty Senate
- 1966 Member, Curriculum Committee, FAMU
- 1965-1966-Member, Advisory Committee, Student Activities, FAMU
- 1975 -Member, Ethics Committee Metro Davidson County
- 1976 -Member, CRITA Advisory Committee
- 1976 -NAFEO Board of Directors
- 1977-1980-Vice President NAFEO Board of Directors
- 1976 -Member, TACTICS Board of Directors
- 1977-1978-Secretary ACE
- 1980 -Member NAFEO Board
- 1979 -Member Board of Directors American Cancer Society
- 1980 -President Communiversitry Development Corporation
- 1979 -CAEL Advisory Committee on Testing
- 1979 -Director of Urban Affairs, NASULG

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Professional Organizations:

American Association of Higher Education
American Association for Advancement of Science
American Association of University Professors
American Chemical Society

Honors of Distinction:

Award for Distinguished Service to the Advancement of Education for Black Americans--Received from the Institute for Services to Education.

Award for Meritorious Service and Distinguished Achievement in Education--Received from Alpha Phi Alpha Fraternity-Nashville Chapter.

Received Distinguished Education and Administrator Meritorious Award from Florida A. and M. University (Almater).

Received Proclamation from the Honorable Richard G. Lugar, Mayor, City of Indiana declaring March 15, 1975 as "Frederick S. Humphries Day".

Received award from Alpha Kappa Mu National Honor Society, FAMU, upon inauguration as Fourth President of Tennessee State University to Commemorate the Achievements of a Distinguished Alumnus and Past President of the Chapter.

Received Distinguished Service Award in the Field of Education from the Miami Chapter of the Florida A. and M. Alumni Association.

Received the "1976 Outstanding Citizen of the Year Award" from the Greater Nashville Chapters of Omega Psi Phi Fraternity, Inc.

Received the Human Relations Award for making an outstanding contribution to the cause of human relations/human rights in the community from the Metropolitan Human Relations Commission of Nashville, Davidson County, Tennessee, April 4, 1978.

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Brief Personal History

JAMES EDWARD JOHNSTON

Marital Status: Married, two children (born 1948 and 1951)

Education: 1940-43 Rutgers University, New Brunswick, New Jersey
Major: Preparation for Research in Agriculture
Minor: Dairy Husbandry

1946-47 As above - B.Sc.Agr.
1947-50 Rutgers University
Major: Animal Physiology
Minor: Endocrinology
Research: Hyaluronidase in Bull Semen
Excretion of 17-Keto-Steroids by Cattle
Ph.D. - June 1950

Employment: 1947-50 Agent (Biochemist) USDA and Graduate Assistant,
Rutgers University

1950-53 Assistant Professor of Dairy Science,
Dairy Department, Louisiana State University,
Baton Rouge
Teaching: Dairy Cattle Physiology
Research: Environmental Physiology of Dairy Cattle
with emphasis on Hot Climates; Repro-
ductive Physiology and Artificial
Insemination; Studies of Zebu-European
Crossbred Cattle

1953-57 Associate Professor of Dairy Science,
Louisiana State University, Baton Rouge
Teaching: Dairy Cattle Physiology; Agricultural
Statistics and Experimental Design
Research: Environmental Physiology including Nutri-
tional Studies of Cattle under Heat Stress

1957-62 Professor of Dairy Science, Louisiana State University
Teaching and Research as above

1961-62 FAO Expert in Animal Climatology, Indian Veterinary
Research Institute, Izatnagar, India. Advising on
the establishment of Research Programs in Animal
Climatology including Animal Housing

- 1963-65 Chief, Cattle Husbandry Section, Animal Production Branch, Animal Production and Health Division, FAO, Rome
- 1965-70 Professor of Dairy Science, Louisiana State University
- 1965-66 Teaching and Research on Baton Rouge Campus
- 1966-70 Senior Visiting Professor and Team Leader, Louisiana State University-Ford Foundation supported program at the College of Agriculture, Malaya, Kuala Lumpur, Malaysia. Responsible for the development and implementation of a program to assist the College expand its enrollment, revise its curriculum and initiate a research program in all fields of agriculture including animal production. Included advising and working with other government agencies to stimulate agricultural diversification in Malaysia
- 1970-71 Animal Scientist, the Rockefeller Foundation, Bangkok, Thailand. Working with Kasetsart University and Department of Livestock Development to improve graduate training programs and development of a National Swine Research and Training Center as well as National Beef and Water Buffalo research programs
- 1972-75 Agricultural Project Leader, the Rockefeller Foundation, Thailand. Working with Kasetsart University in the planning and implementation of its IBRD assisted expansion and development program as well as the establishment and improvement of teaching and agricultural research and development programs conducted jointly by Kasetsart University and the Ministry of Agriculture
- 1975-76 Associate Director for Agricultural Sciences, the Rockefeller Foundation, New York. Program officer dealing with Asian agricultural and animal science interests of the Foundation
- 1976- Present Deputy Director for Agricultural Sciences, the Rockefeller Foundation, New York. Act for the Director in his absence, represent the Foundation in agriculturally related activities including the Consultative Group on International Agricultural Research. Continue responsibilities for Asian agricultural and animal science interests of the Foundation

Memberships: Alpha Zeta, Gamma Sigma Delta (Agricultural Honor Societies), Sigma Xi, American Association for the Advancement of Science (Fellow), American Society of Animal Science, American Dairy Science Association, Indian Dairy Science Association, Malaysian Institute of Agriculture

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Other
Professional
Activities:

Numerous University Committees - Experiment Station Publications, International Agriculture Curriculum, Student Loan Fund, Computer Facilities, Computer Policy, etc.

Consultant to the International Basic Economy Corporation (Reproduction in Tropical Cattle); International Atomic Energy Agency (Use of Radioisotopes in Livestock Research); Ford Foundation (Agricultural Education)

Participant in numerous seminars on Tropical Animal Production

Member of FAO Panel of Experts on Animal Breeding and Climatology; National Research Council of National Academy of Sciences on "Physiological Effects of Environmental Factors on Animals"

Organizing Committee for the First and Second World Conferences on Animal Production

National Research Council, National Academy of Sciences - Member of Study Team on Animal Productivity for World Food and Nutrition Study, 1976; Member of Committee on Animal Health, 1976-81

Board for International Food and Agriculture Development, USAID - Member of the Joint Research Committee, 1981-82; Member of the Joint Committee for Agricultural Research and Development, 1982-

International Center for Living Aquatic Resources Management (ICLARM), Manila, Philippines - Chairman of the Board of Trustees

Other
Activities:

Military:

1943-46 U.S. Army Infantry Officer with service in the Mediterranean Theatre of Operations

1946-61 U.S. Army Reserve - Infantry/Engineers. Commanding Reserve Army Engineer Battalion

Present Retired Reserve

Community:

Member Kiwanis International

Elder of Presbyterian Church

Chairman, Board of Directors, International School of Kuala Lumpur (1966-70)

Member, Board of Directors, American Association of Malaysia (1966-70)

Publications: Over 100 scientific and popular publications in fields of Environmental Physiology, Cattle Nutrition, Reproductive Physiology, Tropical Animal Husbandry, World Food Problems, etc.

Honors: Recipient of 1966 Gamma Sigma Delta "International Award for Outstanding Service in Agriculture"

D.Sc. (Hon.) in Agriculture, Kasetsart University, Bangkok, Thailand, 1981

VITA

BESSIE JEAN RULEY KEARNS

Education

Ph.D.	Florida State University	1964-66
M.S.	University of Arizona	1957-58
B.S.	McNeese State University	1953-57

Professional Employment Record

Distinguished Scholar and Assistant Director	The Consortium for International Development	1982-Present
Assistant Executive Vice President	University of Arizona	1978-1982
Professor	University of Arizona*	1970-Present
Chairman, Division of Child Development and Family Relations	University of Arizona*	1975-1977
Associate Professor	University of Arizona*	1965-1970
Assistant Professor	University of Arizona*	1961-1965
Instructor	University of Arizona*	1959-1961
Instructor	McNeese State University	1958-1959
Fulbright Professor	Singapore Teachers Training College	1967-1968
Summer Visiting Professor	Florida State University	1966
Headstart Professor (Summer Session)	Ohio University	1966
Visiting Professor	University of British Columbia	1962
Visiting Professor	Philippine Women's University	1960

*NOTE: The University of Arizona faculty appointment was 100% instruction which translated into four to six different classes each semester. At no time was part of appointment designated as research or extension.

Administration Responsibilities as Assistant Executive Vice President

Served as Affirmative Action Officer for entire University campus, hospital and off-campus centers and Compliance Officer for Title IX, Section 504 for Rehabilitation Act as well as other relevant Titles and Acts.

Other duties included monitoring class enrollments, evaluation of student petitions, production of University policy statements on faculty recruitment, development of grievance procedures, frequent interaction with College and University administrators relative to EEO/AA and management issues, University representative in meetings with Federal and State agencies, supervision of personnel, issuance of press releases and meeting with community/state interest groups such as newspapers, television stations, Arizona Governor's office, Hispanic groups, Black groups, women's organizations and American Indian groups.

GV

Responsible for writing, updating and distributing University policies and procedures relative to student grievance procedures, University affirmative action plan, interviewing procedures, faculty recruitment guidelines, charge investigation procedures for faculty and staff and other memoranda on behalf of the University administration. Coordinated several University-wide committees and acted as University representative relative to specific topics with Arizona Board of Regents and legislative groups.

Teaching Experience (1975-1980)

Major Fields of Academic Interest. Human development cross-cultural research; early childhood education; child rearing practices; gerontology.
Graduate Studies. Served as major professor and/or as member of graduate committees for approximately twenty master degree level students and ten doctoral degree level students. Also served as graduate student coordinator for department. In that capacity set up procedures for degree progress and examinations, and organized various aspects of program. Wrote procedures manual, designed forms and coordinated graduate activities.

Taught the following courses:

Research Methods In Social Science. Problem selection, literature review, research design, data analysis and other related topics leading to the development of a research prospectus.

Child Development. Growth, development and socialization of the child within the family setting, from conception to the middle years; observations of infants and preschoolers.

Preschool Education. Basic course in methods of teaching young children in groups; art, literature, music, science and play materials.

Women In Contemporary Society. Interdisciplinary examination of women in families and society; review of recent research and analysis of selected topics; lifestyles, biology, artistic and professional roles, theological, moral and legal views of status of women. This was first Women's Studies Course taught in the State of Arizona and was proposed and developed by Professor Kearns.

Note: This course was taught for three semesters on Microcampus as part of a research project involving inmates of Arizona State Prison in Florence. The course was taped and viewed by the Maritime Division of Commerce Department in Washington, D.C., the Army Testing Laboratory in Maryland and the U.S. Commerce Department in New York.

Readings In Child Development. Critical analysis of selected studies in development and socialization.

Issues In Aging. Introductory course in gerontology with emphasis on contemporary issues. (This course was originally proposed and taught by Professor Kearns.)

Preschool Teaching Theory. Consideration of individual and group needs, guidance and program planning in preschools.

Advanced Child Development. Contributions of theorists and integration of selected major theories and developmental concepts.

International Experience

1982. Served as consultant for curriculum development for Qaboos University in Oman. As consultant provided input relative to the development of the College of Education and Islamic Sciences and the Department of Home Economics.

1981. Served as social scientist for Poultry Extension Design Team and the Water Resources Team for Consortium for International Development Title XII Project to Yemen Arab Republic. In role of social scientist made contacts with government ministries, interviewed over 100 indigenous persons, participated in various aspects of the culture and participated in AID and CIP planning meetings.

1980. Conducted one-day workshop for Ibb Agricultural School faculty relative to incorporating women in agricultural training in the Yemen Arab Republic.

1980. Presented seminar presentation for New Mexico State University B.I.F.A.D. Committee on "Woman's Role in International Agriculture".

1980. Presented briefing session on Cultural Aspects of Agricultural Life in the Yemen Arab Republic for design team members of Water Resources Team to the Y.A.R.

1979. Served as social scientist of design team for Consortium for International Development Title XII Project to Yemen Arab Republic. In role of social scientist made contacts with governmental agencies, conducted surveys and produced project papers.

1979. Toured and consulted on Consortium for International Development Water Project in Egypt.

1979. Visited agricultural sites in Jordan and met with rural health workers.

1979. Attended briefing sessions with A.I.D. Agricultural Officers and U.S.D.A. team in Syria.

1968-69. Lived in the Republic of Ireland and conducted research project relative to child rearing practices in Ireland.

1958. Short term project with F.A.O. to work with rural resettlement program in Malaysia. Area of emphasis was women's activities and women's role in the resettlement program. Published worker handbook to be used in resettlement areas.

1967-68. Fulbright Professor to Singapore Teacher's Training College, Singapore. In this capacity served as assistant college principal, taught classes in various areas of higher education.

1952. Summer Visiting Professor, University of British Columbia, Vancouver, Canada.

1960. Summer Visiting Professor, Philippine Women's University, Manila, Iloilo and Davoe in Philippine Islands. Taught workshops for elementary school teachers in rural areas.

Traveled in Arab Republic of Yemen, Austria, Cambodia, Canada, Czechoslovakia, Costa Rica, Denmark, Egypt, Finland, France, Germany, Greece, Guatamala, Hong Kong, India, Iran, Ireland (Eire), Israel, Italy, Japan, Jordan, Lebanon, Malaysia, Mexico, Morocco, Norway, Pakistan, Philippines, Poland, Portugal, Russia, Scotland, Singapore, Spain, Sweden, Syria, Thailand and Turkey.

Honorary and Professional Memberships

National Organization on Legal Problems of Education
Royal Society of Medicine, London, England
Gamma Sigma Delta - The Honor Society of Agriculture
Chi Omega
Omicron Nu - The Honor Society of Home Economics
Southern Association on Children Under Six
Western Gerontological Society
Alpha Zeta - Agriculture Honor Society
National Association for Education of Young Child
Gamma Sigma Delta, Honor Society of Agriculture

Recent Awards and Recognition Received

Selected to University of Arizona Hall of Fame
Tucson Trade Bureau Faculty Recognition Award
Keynote speaker - National Association Extension 4-H Agents Annual
Conference, Orlando, Florida
PAC-10 Affirmative Action Officers' Meeting - Chairman and Coordinator of
this first meeting
John Henry Cardinal Newman Outstanding Faculty Award
Who's Who in Women in Education
Who's Who of American Women
Mortar Board Citation Award for Academic Excellence
Tucson Pilot Club Recognition of Outstanding Civil Leaders
University of Arizona Student Association Certification of Appreciation

HUGH L. POPENOE

I. Present Position

Director, International Programs (Agriculture)
Director, Center for Tropical Agriculture
Director, State University System of Florida Sea Grant Program
Professor, Departments of Soils, Botany, Agronomy, Geography

II. Personal



<u>III. Educational Background</u>	<u>Major</u>	<u>Degree</u>	<u>Year</u>
University of California (Davis)	Irrigation	B.S.	1951
University of Florida	Soils	Ph.D.	1960

IV. Positions Held

Academic

1954-60 Graduate Assistant and Research Associate, University of Florida
1960-66 Assistant Professor of Soils and Geography
1966-71 Associate Professor of Soils, Geography and Botany
1971- Professor of Soils, Geography, Botany and Agronomy
1975- Visiting Lecturer on Tropical Public Health, Harvard School of Public Health, Harvard University

Administrative and Other

1951-52 Soil Scientist, Economic Cooperation Administration, Bangkok, Thailand
1952-54 U.S. Army Engineers, Topographic Surveyor
1962-65 Director, Caribbean Research Program, University of Florida
1965-66 Assistant to the Provost, Institute of Food and Agricultural Sciences, University of Florida
1965- Director, Center for Tropical Agriculture, IFAS, University of Florida
1966- Director, International Programs (Agriculture), University of Florida
1969- Acting Director, Center for Aquatic Sciences, University of Florida
1970-74 Chairman, Florida Water Resources Research Center Administrative Committee
1971-75 Director, State University System of Florida Sea Grant Program
1976- Director, State University System of Florida Sea Grant College

IV. Positions Held (continued)

Short-term Professional

Evaluated and recommended changes in agricultural colleges and schools in the following States and countries: Hawaii, Colombia, Costa Rica, Honduras, Jamaica, Nicaragua, Panama, El Salvador and Vietnam.

Boards and Organizations

- 1963-64 Research Advisor to Latin American Program, National Committee on Economic Development
- 1964-67 Member, Board of Directors, Organization for Tropical Studies, Inc.
- 1969-70 Chairman, Association of U.S. University Directors of International Agriculture Programs
- 1969-70 Vice President, Florida State Horticultural Society (Krome Section)
- 1969-72 Consultant, Foreign Area Fellowship Program (Latin American National Screening Committee)
- 1969-73 Member, International Awards Committee, American Society of Agronomy
- 1970- Member, Board of Directors, Gulf Universities Research Consortium; Vice Chairman, Executive Committee, 1971-72; Secretary, Executive Committee, 1973-
- 1970- Member, Board of Trustees and Executive Committee, Escuela Agrícola Panamericana; Chairman, Board of Trustees, 1971-
- 1971-73 Associate Editor, Journal of Agronomic Education, American Society of Agronomy
- 1971-74 Member, Board of Trustees, Latin American Scholarship Program of American Universities
- 1974- Member, International Affairs Committee, National Association of State Universities and Land-Grant Colleges
- 1974- Member, International Science and Education Council, National Association of State Universities and Land-Grant Colleges and U.S. Department of Agriculture
- 1975-76 Chairman, Council of Sea Grant Directors
- 1975-76 President Elect, Sea Grant Association
- 1975- Director, Florida International Agricultural Trade Council, Inc.
- 1976- Member, Study Team 14, World Food & Nutrition Study, National Academy of Sciences
- 1976- President, Sea Grant Association
- 1977- Member, Joint Research Committee, Board of Intl Food and Agricultural Development, Title XII
- 1976- Chairman, Liaison Committee, American Society of Agronomy and League for International Food Education
- 1976- Member, Board of Directors, League for International Food Education
- 1977- Chairman, Criteria Committee, Joint Research Committee, BIFAD
- 1977- Member, Advisory Committee on Technology Innovations of National Academy of Sciences

IV. Positions Held (continued)

Membership in Professional Organizations

Fellow: American Association for the Advancement of Science
American Society of Agronomy
American Geographical Society
International Soils Science Society

Member: Soils Science Society of America
International Society of Tropical Ecology
Association of Tropical Biology
Latin American Studies Association
Florida Soil and Crop Science Society
SECOLAS
Florida State Horticultural Society
American Society for Horticultural Science, Tropical Region
American Association of Geographers

Honor Societies: Sigma Xi
Gamma Sigma Delta
Blue Key
Alpha Zeta
Gamma Theta Upsilon
Cosmos Club

Listed in: Who's Who in American Education
Who's Who in Ecology
Who's Who in the Southeast
Who's Who in Florida
American Men of Science
Dictionary of International Biography
The International Who's Who

Awarded "Professor of the Year in Agriculture," University of Florida, 1964.

V. Lectured at the Following Universities: North Carolina State University, University of Wisconsin, University of California at Los Angeles, Duke University, Yale University, Harvard University, University of Rhode Island, Rollins College, Florida A & M University, Columbia University, University of Texas, University of Michigan, Oregon State University, University of Oregon.

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VII. Grants and Awards

Recipient of grants from the Rockefeller Foundation, National Science Foundation, Ford Foundation, National Institutes of Health and Atomic Energy Commission to support research primarily in the fields of tropical land management and tropical ecology.

During 1973-74, administered programs of technical assistance to Latin American countries and Vietnam and foreign student and visitor program which attracted approximately three million dollars in non-State funds. Additionally, administered the State University System of Florida Sea Grant Program of approximately \$900,000 for the 1975 fiscal year.

BIOGRAPHICAL AND PROFESSIONAL DATA

Name: John S. Robins, Agency Director, Food and Agriculture
Science and Technology Bureau
Agency for International Development

Born:



Family Status: Married to Kathryn Rose, 1946 - 6 children

Education: B.S. - Agriculture, Kansas State College, 1949
Ph.D. - Soil Science, University California, Davis 1951

Military: U.S. Army Air Force, 1944-1945

Employment: U.S. Department of Agriculture

Agricultural Research Service

Prosser, WA, 1951-56, Soil Scientist. Performed research and soil and water management in irrigated areas of Central Washington

Fort Collins, CO, 1956-61, Research Investigations Leader. Provided technical guidance to research and soil and water problems in the Western States

Boise, Idaho, 1961-65, Branch Chief
Administration of soil and water research in Washington, Oregon, Idaho and Alaska

Cooperative State Research Service

Washington, D.C., Associate Administrator, 1970-73.
Assist in directing agency programs and federal grants for 50 states and Puerto Rico for research into problems relating to agriculture, rural life, environmental quality and human nutrition.

Washington State University, College of Agriculture

Prosser, WA, 1965-67, Superintendent, Irrigated Agriculture Research and Extension Center. Administration of the University's agricultural research in Central Washington.

Pullman, WA 1967-70, Director, Agricultural Research Center. Administration of the University's agricultural research statewide.

Pullman, WA. 1973-1981, Dean College of Agriculture.
Overall administration of statewide programs in Research, Instruction, and Cooperative Extension

Agency for International Development

Washington, D.C. 1981 to present, Agency Director for Food and Agriculture, Bureau for Science and Technology. Manage programs of the Offices of Agriculture and Nutrition; coordinate and provide leadership to food and agriculture programs, agency wide.

Professional Affiliations:

American Association for Advancement of Science (Fellow)
American Society of Agronomy (Fellow)
Soil Conservation Society of America
Western Society of Soil Science
Council on Agricultural Science and Technology

Honorary Societies:

Sigma Xi
Phi Kappa Phi
Gamma Sigma Delta
Alpha Zeta

University and other service and special assignments:

State of Washington Conservation Commission, 1973-81.
State of Washington Board of Natural Resources, 1973-81.
Co-Chairman National Land Use Task Force on Land Use Planning, 1974-75.
Chairman, Division of Agriculture, National Assoc. State Univ. & Land Gr. Coll, 1977.
Secretary, Vice-Chairman and Chairman, Council of Administrative Heads of Agriculture, NASULGC, 1974-76.
Co-Chairman, Joint Council on Food and Agricultural Sciences USDA 1978-81.
Member Joint Committee on Agricultural Development, BIFAD, 1977-81.
Consultant, Food and Agriculture Organization of the UN, 1959.
Principal Administrator, Title V, Rural Development Advisory Council for WA.
Consultant on numerous special studies, national and international in scope.
Member, Board of Directors, U&I, Inc., 1979-81.
Member, Board of Directors, Prior Land Co. and Horse Heaven Farms, Inc., 1974-1978.

Publications:

Nearly 40 research publications on a variety of soil and water management and conservation topics. Numerous presentations on technical and oversight topics.

Name: David H. Schaer

Title of Present Position: Chief, AFR/TR/ARD

Education:

<u>Institution</u>	<u>Degree</u>	<u>Major Area of Studies</u>
University of Minnesota 1961	B.S.	Agriculture
University of Minnesota 1963	DVM	Veterinary Medicine
Foreign Service Institute 1971	B.A. (equiv.)	International Development Economics

Technical Country Experience: (Attach supplemental sheets if necessary)

1982 - Chief, AFR/TR/ARD
1981 - 1982 Deputy Chief, AFR/DR/ARD, AID/W
1980 - 1981 Deputy Head, Agricultural Production Branch, AFR/DR/ARD, AID/W
1977 - 1980 Chief, Agricultural and Rural Dev. Office - USAID/Colombia
1975 - 1977 Asst. Agricultural Development Officer, USAID/Guatemala
1974 - 1975 Asst. Agricultural Development Officer, USAID/Ethiopia
1973 - 1974 Regional Livestock Advisor, USAID/REDSO/EA
1971 - 1972 Veterinary Advisor, USAID/Uganda
1968 - 1970 Chief, Animal Health Branch, USAID/Vietnam
1966 - 1968 Veterinary Advisor, USAID/Vietnam

Foreign Language Proficiency:

Spanish S3+ (T) 1979 Vietnamese S2 (T) 1969
R3 (T) 1979 R2 (T) 1969

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Areas of specialization:

Project management, implementation problem solving, project design and evaluation. Special interest and experience in small farm/mixed farm development, livestock, (Swine, Poultry, Dairy, Beef) and fresh water fisheries. Office management and administration.

Publications (list relevant publications)

Professional Affiliations: American Veterinary Medical Association,
Minnesota Vet. Medicine Association

Curriculum Vitae

G. Edward Schuh

Present Position:

Head, Department of Agricultural and Applied Economics, University of Minnesota

Recent Positions:

Deputy Under Secretary for International Affairs and Commodity Programs, U.S. Department of Agriculture, February 1978 - June 1979

Director, Center for Public Policy and Public Administration, and Professor of Agricultural Economics, Purdue University, 1977 - 78

Marital Status: Married, with three children

Nationality: USA

Military: South Korea and Japan, 1954 - 1956, U.S. Army

Education:

B.S.	Purdue University - Agricultural Education	1952
M.S.	Michigan State University - Agricultural Economics	1954
M.A.	University of Chicago - Economics	1958
Ph.D.	University of Chicago - Economics	1961

Academic Experience:

1. Academic Grades

- a. 1952-54: Graduate assistant and instructor, Michigan State University
- b. 1959-61: Instructor, Purdue University
- c. 1961-62: Assistant Professor, Purdue University
- d. 1962-65: Associate Professor, Purdue University
- e. 1965-79: Professor, Purdue University

2. Research Activities (Purdue and Brazil)

- a. Comprehensive study of the agricultural factor markets in the U.S., and the inter-relationships between the farm and nonfarm sectors of the economy. (Major attention has been on the labor market, but research has also dealt with land and credit markets.)
- b. Technical change in U.S. agriculture and its consequences to resource use.

- c. A comprehensive analysis of the agricultural sector in Brazil.
- d. The economics of technical change and its role in trade and development - multiple-country analyses.
- e. Policy analyses of U.S. agriculture.

3. Teaching Experience (Purdue)

- a. Agricultural policy (dual level)
- b. Advanced production economics (graduate)
- c. Econometrics (graduate)
- d. Research methodology (graduate)
- e. Agricultural development (graduate)
- f. Theory of income distribution and welfare economics (graduate)
- g. Advanced research methodology (graduate)

4. Teaching Experience (Brazil)

- a. Intermediate micro-economic theory (Vicosa)
- b. Production economics I (Vicosa)
- c. Econometrics (Vicosa)
- d. Agricultural development (Vicosa)
- e. Agricultural development (University of Sao Paulo)

5. Other Experience

- a. Program Advisor to the Ford Foundation, 1966-1972 (shared with duties at Purdue)
- b. Research Associate, Development Advisory Service, Harvard University, 1968-1969 (on leave from Purdue)
- c. Senior Staff Economist, President's Council of Economic Advisers, Washington, D.C. (while on leave from Purdue), September 1, 1974 to August 31, 1975

International Experience:

- 1. Visiting Professor, Federal University of Vicosa, Brazil, 1963-1965
- 2. Program Advisor in Agriculture to the Ford Foundation, 1966 to 1972 (share with duties at Purdue). Primary focus was with Brazil, but had Latin American responsibilities as well.
- 3. Consultant to Ford Foundation, Colombia, to review country program in agricultural economics, 1970 and 1971.
- 4. Consultant to International Center for Tropical Agriculture, Cali, Colombia, on how to strengthen their program in the rural social sciences (1971).
- 5. Consultant to the Ford Foundation, India, on strengthening the rural social sciences in India, 1973 and 1974 (six months total).
- 6. Advisor to Office of Economic Analysis and Research, Brazilian Ministry of Agriculture, 1974 and 1973.

7. Consultant to Colombian Institute of Agricultural Research on program development in rural development, 1974 and 1975.
8. Consultant to graduate program in agricultural economics, Chapingo, Mexico, 1974.
9. Consultant to agricultural economics programs, Universidad Catolica, Santiago, Chile, 1975.
10. Consultant to Superior Institute of Agriculture, Santiago, Dominican Republic, 1975, 1976, and 1977.
11. Outside Reviewer for USAID Spring Review, March, 1975.
12. Consultant to Ford Foundation, Rio de Janeiro, Brazil, 1976.
13. Consultant to International Fertilizer Development Center, Muscle Shoals, Alabama, 1976 to present.
14. Visiting Professor, Escola de Agricultura "Luiz de Queiroz," Brazil, June-July, 1977.
15. Consultant to Instituto de Pesquisas Tecnologicas of Sao Paulo, Brazil, November 1979 - December 1979.
16. Consultant to EMBRAPA, 1980.

Other Activities:

1. Collaborator with USDA in developing labor research in ERS (1966-67).
2. Chairman, Bi-National Committee on Agricultural Economics, sponsored by U.S. National Academy of Sciences and the Brazilian National Research Council (1967 to 1972).
3. Prepared a technical paper for President Johnson's Commission on Poverty in Agriculture (1967).
4. Chairman of Committee that judged published research, American Agricultural Economics Association, 1969 and 1970 (served on this committee a total of four years).
5. Served as consultant to the U.S. National Academy of Public Administration on administrative reforms needed in developing countries for agricultural development (1970).
6. Participated in Workshop on Science and Technology, sponsored by U.S. National Academy of Sciences and Brazilian National Research Council, Rio de Janeiro, April 1969, and again in 1970.
7. Organized Workshop on Problems of Agricultural Development in Latin America, sponsored by the Ford Foundation and held in Caracas, Venezuela, May 1971. Organized Workshop on Price and Trade Policy and Agricultural Development held at Purdue University in August 1971.

Other Activities: (Continued)

- 8. Member of National Academy of Science group on cerrados in Brazil, 1976.
- 9. Chairman, Study Team 7 (Rural Institutions and Policy) of National Academy of Science Study of World Food and Nutrition, 1975-1976.
- 10. Consultant to Council of Economic Advisers, 1975-1976.
- 11. Director, National Bureau of Economic Research, 1976 -
- 12. Member, Editorial Board, Explorations in Economic Research, Quarterly Publication of the National Bureau of Economic Research, 1976 -
- 13. Chairman, University Interdisciplinary Committee in Modernization and Development, Purdue, 1976-1977.
- 14. Member, Food and Agriculture Committee of the U.S. Chamber of Commerce, 1976-1977.
- 15. Member, Board of Directors, Economic Institute, University of Colorado, Boulder, Colorado, 1979 -
- 16. Member, Advisory Committee for IIASA, U.S. National Academy of Sciences, 1979 -
- 17. Member, BIFAD Integrated Crop Protection Advisory Committee, 1979 -
- 18. Consultant, U.S. Department of Agriculture, 1979 -
- 19. U.S. Representative, Working Party I, Agricultural Policy, Organization for Economic Cooperation and Development, July 1979 -
- 20. Member, Senator David Durenburger's Economic Advisory Committee, 1980 - April 1981.
- 21. Public Member, Board of Directors, Minneapolis Grain Exchange, 1980 -
- 22. Member, St. Paul/Minneapolis Committee on Foreign Relations, 1979 -
- 23. Member, Board of Directors, Minnesota Economic Association, 1980 -
- 24. Co-chairman, University/Cooperatives Advisory and Liaison Committee, 1979 -

Special Awards, Honors, and Professional Recognition:

1. American Agricultural Economics Association

Received the Association's Award for the best Ph.D. thesis of 1961. Thesis title: "An Econometric Study of the Hired Agricultural Labor Force."

Major professor for student who received the Association's Award for the best M.S. thesis 1963. Thesis title: "A Regional Analysis of the Supply of Hired Agricultural Labor."

Received travel grant from the Association to participate in meetings of International Association of Agricultural Economists, held in Lyon, France, August, 1964.

Major professor for student who received the Association's Award for the best Ph.D. thesis 1966. Thesis title: "An Econometric Study of the Agricultural Labor Market."

Received Association's Award for Best Published Research in 1971. Award was for the book The Agricultural Development of Brazil (Praeger Publisher, 1970).

In Association's competition for Best Journal Article, a co-authored paper was placed second and received special mention. Title of article: "Social Rates of Return and Other Aspects of Agricultural Research: The Case of Cotton Research in Sao Paulo, Brazil" (1973).

Received Association's award for Best Journal Article in 1974, for article "The Exchange Rate and U.S. Agriculture," AJAE, February, 1974.

Elected for three-year term as Director of the Association, 1977-1980.

Received Association's Distinguished Policy Award, 1979.

Elected President-Elect of the Association with term beginning July 1980.

2. Brazil

Received title of Professor Honoris Causis from the Rural University of Minas Gerais, Vicosa, Brazil, July, 1965.

Honored at Annual Meeting of Brazilian Society of Agricultural Economics, July, 1972, for work in developing the profession of agricultural economics in Brazil.

3. Professional Association Memberships

American Agricultural Economics Association
International Association of Agricultural Economists
Brazilian Society of Rural Economics
Minnesota Economic Association
American Economic Association

4. Honorary Societies and Fraternities

As an undergraduate, was elected to Alpha Zeta, Ceres, and Kappa Delta Pi.

As a professional, have been elected to Sigma Xi, Gamma Sigma Delta, and Phi Tau Sigma.

Elected a Fellow, American Academy of Arts and Sciences, 1977.

5. Listings in Professional References

Who's Who in America
American Men and Women of Science
Dictionary of International Biography
The Writer's Directory

Current Position: Professor of Political Science & Dean of International Studies and Programs, Michigan State University

Personal

Born: [REDACTED]

Married, with three children:

Gary 28

Sandra 24

Harold 20

Military Service: World War II veteran

Education

B. A., University of Wisconsin, 1948 - International Economics, with Honors

Ph.D., University of Wisconsin, 1952 - Political Science

Dartmouth College, 1953 - SSRC Fellow, Post Doctoral summer course in Mathematics for Social Scientists

Professional Experience

1. Appointed instructor of political science at Michigan State University, 1951. Promotions to rank of Professor, 1963.
2. Appointed Assistant Dean of International Programs at Michigan State University, 1957. Named Associate Dean of International Programs in 1961. Acting Dean for two years, 1964-1966, while Dean Glen Taggart served as Vice Chancellor of the University of Nigeria. Dean, 1962-. Involved with development and supervision of overseas technical assistance projects of the University (Okinawa, Taiwan, Vietnam, Thailand, Pakistan, India, Turkey, Nigeria, Brazil, Argentina, Central America, etc.). Also participated actively in expansion and improvement of the University's research and academic programs in the international field.
3. Served in Vietnam on two tours totaling about 3½ years between July, 1955 and December, 1959, as member of Michigan State technical assistance contract group. Held positions as Research Coordinator, Assistant Chief Advisor, and Chief Advisor (March, 1958 - December, 1959).
4. Vice President of Education and World Affairs, a foundation sponsored organization, New York City, 1963-1964, while on leave from Michigan State. Main responsibilities: general program planning and leadership, backstopping task force on AID-University relations headed by Dr. John Gardner, organizing regional conferences of university leaders. Returned to Michigan State University to become Acting Dean of International Programs.

Representative, The Ford Foundation, Pakistan, 1967-1969. Main responsibilities: General supervision of Foundation program throughout East and West Pakistan in all fields, including technical assistance and research in such fields as agriculture, education, family planning, economics and administration. The Ford Foundation has had an active and large program of grants in Pakistan since the middle 1950's. By the late 1960's, the budget for Pakistan totaled about \$3½-4 million dollars per year and included contract and grant activity in support of 15-20 different Pakistani institutions with backstopping agencies in the United States and England.

- 6: Current position: Professor of Political Science and Dean of International Studies and Programs, Michigan State University. Responsible to the President of the University for Michigan State University's international development and contractual activities and to the University Provost for the development of international educational programs on campus in cooperation with the various colleges. Participate actively in the work of the University Administrative Group and Committees, the Academic Senate, Academic Council, and other all-university administrative and academic processes. Work actively with all colleges of the University in the development of their curricular and research programs related to international studies. Continue to teach periodically at undergraduate level.

Recent and Current Organizational and Professional Memberships

1. Member: American Political Science Association
American Society for Public Administration--Member of
International Committee & Comparative Administration Group
Midwest Political Science Association
American Association of University Professors
Society for International Development
International Studies Association
2. Professional Activities:
 - Member of International Linkages in Higher Education Study Group
(Sabbatical leave Jan. 1 - June 30, 1977)
 - A.I.D. Joint Research Committee, Title XII, BIFAD (1977-)
 - American Universities Field Staff Board of Trustees
(alternate). (1977-)
 - Brookings Institution Advisory Committee for Study
of Development Assistance Strategies, (1977-)
 - Consultant, General Accounting Office, Washington, D.C., Dec. 1976
 - Member, Board of Trustees, Institute of International Education
(1974-)
 - Member, Board of Directors, Franklin Book Programs (1974-77)
 - Member, American Council on Education, Government/Academic
Interface Committee on International Education (1973-)
 - Member, Management Institute for National Development
Advisory Committee (1973-)

Member, Research Advisory Committee, AID (1971-73)
Chairman (1973-)
Chairman of Steering Committee of the Committee on the
Future of International Studies. (1971-73) -
Chairman of Advisory Committee, Washington Office of the
International Council for Educational Development. (1971)
Member of International Affairs Committee of National
Association of State Universities and Land Grant Colleges
(1970-)
Chairman of Study Group on International Development Institute,
National Association of State Universities and Land Grant
Colleges. (1970-)
Participant at the American Ditchley Foundation Conference on
Coordination of International Strategy for Economic Develop-
ment and Technical Assistance, Ditchley Park, Oxfordshire,
England, December 1970.
Pakistan Studies Development Sub-Committee of Association
for Asian Studies (1969-71)
Consultant to Office of Education and Human Resources of
A.I.D. (1969-)
Member of Board of Directors, Midwest Universities Con-
sortium for International Activities. (1965-67; 1969-)
Committee on Education and Human Resources Development,
Education and World Affairs. (1965-66)
Chairman, Executive Committee, Inter-University Institution-
Building Research Program (Pittsburgh). (1964-67)
Task Force on Public and Business Administration of E.W.A.
Study Committee on "The Professions and World Affairs."
(1964-67)
Committee on University International Programs, E.W.A.
(1964-66)
American Council on Education Commission on International Affairs
(for Taggart, 1964-66)
Various papers and forms of participation at professional
political science and public administration meetings
and international association meetings.

3. Civic and Local Organizations:

Appointment as State U.N. Day Chairman by Governor G.
Mennen Williams. (1960)
Member of the Board, State of Michigan Partners of the Alliance
Program. (1970-)
Member of the Board of the State United Nations Association.
(1970-) Vice President (1972-76)
Member of the Greater Lansing United Nations Association
Board. (1970-75)
Member of Community Committee for East Pakistan Refugee
Relief. (1971-72)
Chairman, East Lansing Committee for Sister City Relation-
ships. (1973-76)

Frequent speaker on international and educational subjects
before various Civic groups - Kiwanis, Rotary, Civitan, etc.
Member of Board and Treasurer, Michigan International
Council (1974-)

Robert D. Wildman

Biographical Data

Born: 

Positions:

Deputy Director, Office of Sea Grant, NOAA, U.S. Department of Commerce - 1979 to present.

Associate Director for Operations, Office of Sea Grant, NOAA, U.S. Department of Commerce - 7/74 to 1979.

Director, Project Support Programs, Office of Sea Grant, NOAA, U.S. Department of Commerce - 10/70 to 7/74.

Program Director, Project Support, Office of Sea Grant, National Science Foundation - 8/67 to 10/70.

Chief, Radiation Science Branch, U.S. Atomic Energy Commission, Richland, Washington - 5/66 to 8/67.

Biologist and Health-Physicist, U.S. Atomic Energy Commission, Richland, Washington - 6/60 to 5/66.

Research Associate, Beaudette Foundation, Solvang, California - 6/59 to 8/59.

Education:

Upper Iowa University

B.S. - Biology

Scripps Institution of Oceanography

Graduate work in Marine Biology

UCLA

Botany and Plant Physiology (Graduate School)

University of California, Berkeley

Same as above

Indiana University

Business and Public Administration (Graduate School)

Memberships:

World Mariculture Society
Marine Technology Society

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Honors:

Awarded National Institute of Public Affairs Fellowship in 1966 for one academic year's study at Indiana University.

Awarded Silver Medal for meritorious Federal Service by the U.S. Department of Commerce in 1972.

Awarded the U.S. Department of Commerce Gold Medal in 1980.