

THE UNIVERSITY OF MICHIGAN

POPULATION
FELLOWS
PROGRAMS

2003 Annual Report



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Cover photo: A young girl watches her brother while their parents fish at a nearby river in Manicoré, Amazonas.

Photo Credit: Caryl Feldacker

DEVELOPING THE NEXT GENERATION OF LEADERS IN INTERNATIONAL POPULATION.

The Population Fellows Programs were designed to develop future leaders in the field. To do this, we provide fellowships and internships that achieve three interrelated goals:

- offer career-development opportunities to promising professionals;
- provide technical expertise to organizations working to improve quality of life in the developing world; and
- advance the field by supporting best practices, innovative programs, intersectoral cooperation, and diversity among practitioners.



ABOUT THE POPULATION FELLOWS PROGRAMS

The Population Fellows Programs were established in 1984 to develop the next generation of leaders in international population. The Programs are comprised of seven components designed to further the professional development of those building careers in international family planning and reproductive health; exploring the field of population-environment; or engaged in essential dialogue on the relationships among population dynamics, environmental degradation, and international security.

The Programs are funded by USAID. Additional support is provided by the Compton Foundation, the William and Flora Hewlett Foundation, The David and Lucile Packard Foundation, and the United Nations Foundation.

*A happy toddler and mother at
the Chekemel Dispensary in
Kenya.*

Photo Credit: Christine Pilcavage



The Population (Pop) Fellows Program

Offers professional fellowships to individuals with a recent advanced degree in a population-related area. Fellows¹ receive two-year assignments with organizations working to improve family planning and reproductive health care in the developing world. Fellows gain the on-the-job experience they need to launch their careers while providing their host organizations with technical assistance in program design, implementation, and research. Fellows are generally early-career professionals and must be U.S. citizens or permanent residents.

The Population-Environment (PE) Fellows Program

Offers professional fellowships to individuals with a recent advanced degree who have expertise in both population and environment. Fellows¹ receive two-year assignments with organizations working to link family planning and environmental programming in the developing world. The program aims to develop fellows' skills, provide technical assistance, and foster the development of linked approaches to population, health, and environmental issues. Fellows are generally early-career professionals and must be U.S. citizens or permanent residents.

“The Population Fellows Programs provide early-career professional development opportunities that promote diversity, innovation, leadership, and quality in family planning and other reproductive health services throughout the world.”

POPULATION FELLOWS PROGRAMS' MISSION STATEMENT

¹ Fellows placed at host organizations other than USAID are technically referred to as Michigan International Development Associates (MIDAs), but the term “fellows” is used throughout this report for simplicity.

The Professional Exchange for Applied Knowledge (PEAK) Initiative

Aims to build the capacity of professionals and organizations from developing countries to offer leadership in the fields of family planning, reproductive health, and population-environment. The initiative features a two- to four-month fellowship for early-career professionals from Latin America and sub-Saharan Africa. It also offers organizational support through strategic planning, network building, seed grants for applied projects, and regional workshops. The PEAK Initiative is funded by the Hewlett, Compton, and United Nations Foundations and by USAID.

The Minority-Serving Institutions (MSI) Initiative

Aims to increase the number of students from Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), and Tribal Colleges and Universities (TCUs) who pursue careers in international family planning, reproductive health, and population-environment. The initiative exposes MSI undergraduates to these fields through summer internships; offers a small number of customized internships for individuals with a graduate degree from an MSI to help them prepare for Population or Population-Environment Fellowships; and partners with MSI faculty to enhance the population-related opportunities available to their students.





The Summer Certificate Course in Global Population and Reproductive Health

Is an intensive two-week introduction to the field held at the University of Michigan each summer. Taught by leading U-M faculty and guest lecturers from top organizations, the course is designed to help prepare early-career professionals and graduate students for work in the field of international family planning and reproductive health. Participants are introduced to the fundamental principles, program components, and politics of reproductive health – including family planning, maternal and child health, STIs, HIV/AIDS, and population-environment activities. The course also offers hands-on practice to build skills in needs assessment, strategic planning, and managing and evaluating reproductive health programs.

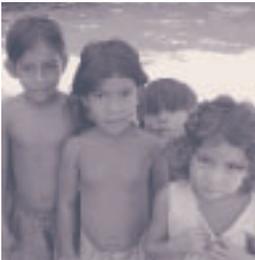
Graduate Applied Project (GAP) Mini-Grants

Are small grants for graduate students who have unpaid or partially funded internships in international family planning or population-environment. The funding is designed to strengthen both the field and the Population Fellows Programs by helping promising students, including potential fellowship applicants, acquire relevant experience.

“I was grateful for the opportunity to utilize and develop the technical skills of a public health practitioner within a project setting and to have the chance to observe a project as it unfolded on the ground.... I gained perspective on the challenges that an organization faces in breaking ground in a new programmatic area.”

2003 GAP MINI-GRANT RECIPIENT

The Population, Environmental Change, and Security (PECS) Initiative



Is a formal collaboration between the Population Fellows Programs and the Environmental Change and Security Project of the Woodrow Wilson International Center for Scholars in Washington, D.C. The PECS Initiative brings together specialists from the highest levels of the governmental, academic, and nongovernmental communities to discuss the implications of population, health, and environmental issues for global security. The initiative offers a unique nonpartisan, interdisciplinary forum for examining the roots of conflict and exploring program and policy options. The initiative sponsors regular seminars and working groups at the Woodrow Wilson Center, a working-paper series within the Fellows Programs, newsletters, annual reports, specially commissioned papers, and symposia.

PECS INITIATIVE CONNECTS FELLOWS TO SECURITY DIALOGUE

The collaboration behind the Population, Environmental Change, and Security (PECS) Initiative allows fellows' field-level insights to inform the dialogue among leading government officials, academics, and NGO representatives on the relationships between population, health, environment, and global security.

In 2003, the initiative's dialogue-fostering meetings ranged from a lecture by anthropologist Jane Goodall to USAID and State Department officials discussing the benefits of integrated population-environment programs to the President of Madagascar's presentation on health and development in his country. The latter provided PE Fellow Jennifer Talbot (USAID/Madagascar) the opportunity to present her research on successful PE programs in Madagascar to the President and Minister of Health. The PECS Initiative also facilitated the filming of PE Fellow Anthony Kolb's (Médecins Sans Frontières/Uzbekistan) work that was featured on a segment of the PBS *Journey to Planet Earth* series.

In addition, both fellows were featured in the *PECS News*. Jennifer co-authored an article on developing indicators for integrated population-environment projects in Madagascar. Anthony described his research in Uzbekistan studying the implications of Aral migration patterns and his work developing policy recommendations that MSF can use in its advocacy activities.

Program	Primary Audience(s)	Goal
Population (Pop) Fellows Program	Early-career U.S. professionals	Train future leaders and retain them in the field
	Key organizations in the field	Provide technical assistance to key organizations
Population-Environment (PE) Fellows Program	As above	As above
	PE field	Develop tools and methods for advancing intersectoral cooperation
Professional Exchange for Applied Knowledge (PEAK) Initiative	Professionals from Latin America and sub-Saharan Africa	Fellows' professional development
	Their home organizations	Organizational development
Minority-Serving Institutions (MSI) Initiative	MSI undergraduates	Expose undergraduates to the field as a career option
	Individuals with an MSI graduate degree	Help candidates with an MSI graduate degree prepare for fellowships
Summer Certificate Course	Potential fellowship candidates	Attract candidates to the field with highly sought skills from other disciplines
Graduate Applied Project (GAP) Mini-Grants	Potential fellowship candidates	Help promising graduate students get applied experience in the field
Population, Environmental Change, and Security (PECS) Initiative	Policy-makers, researchers, and practitioners	Discuss implications of population, health, and environmental issues for global security

Mechanism	Key Linkages
Two-year professional fellowships	<p>MSI interns, GAP interns, Summer Certificate Course participants may become fellows</p> <p>Current and former fellows may mentor and collaborate with MSI interns, GAP interns, and PEAK Fellows</p> <p>Fellows may cooperate with each other in project planning and fundraising</p>
Two-year professional fellowships	As above
Customized two- to four-month fellowships, plus applied project at home organization	PEAK Fellows may participate in an exchange with Pop or PE Fellows, GAP interns, or MSI interns to support the home organization's capacity during the PEAK Fellow's training
Strategic planning workshops and fellows' applied projects	PEAK Fellow may collaborate with Pop or PE Fellows on applied project
Summer internships	MSI interns may become fellows
Customized internship packages	
Two-week course on the principles and practice of international population	Course includes MSI graduate interns and potential Pop and PE Fellows
Small grants for students with unpaid or partially funded internships	GAP Mini-Grant recipients include former MSI undergraduate interns, MSI graduate interns, and potential Pop and PE Fellows
Nonpartisan meetings and publications	<p>Fellows share field-level insights with policy community</p> <p>Fellows tap initiative's knowledge base on intersectoral cooperation</p>



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A mother and child wait to be seen at a clinic in Osh, Kyrgyzstan.

Photo Credit: Shawn Malarcher



FILLING THE GAP

As an organization committed to developing future leaders in international family planning and reproductive health, the Population Fellows Programs are continuously engaged in a dialogue on how early-career professionals can best be prepared for this important field.

In 2003 we examined this in two ways. First, we surveyed our current and former fellows about their career development – from what they gained (and wished they had gained) in graduate school to where they see the field heading. We then followed this up with focus groups among senior professionals and academics. What we found has not only confirmed the absolute relevance of our mission, but has helped us implement activities that support it even more fully.

Adolescent girls take part in a team-building exercise in Cajabamba, Ecuador.

Photo Credit: Nancy Ochoa

What was remarkable about our dialogue with this assortment of new fellows, program alumni/ae, leading academics, and distinguished professionals was the near unanimity of their vision. This was particularly true in two areas: the gaps that recent graduates must fill in order to successfully enter the field; and the skills that will be needed by these professionals as their careers unfold.

Voices from the field

In the first area, our constituents noted that while the traditional public health degree provided a solid foundation for a career in the field, there were ways in which this preparation could be strengthened. These “gaps” in training fell into three main categories: applied experience; mentoring; and concrete skills development.

In terms of applied experience, respondents noted that most graduate programs would be enhanced by a greater infusion of “real world” insights and experience. This could be achieved, most felt, in two ways. One was through the wider use of structured internships to teach students about the on-the-ground realities of program implementation. To paraphrase one survey respondent:

[G]raduate programs actually give students very little exposure to the real issues involved in program implementation and management. Articles and class discussions are focused on technical issues, but there is little discussion of how one copes with things like overstretched organizations and local politics and how one can design a theoretically sound program that is also practical to implement...



The opportunity for students to grapple with these issues in developing-country projects was seen as essential in helping them “activate” their classroom learning. Then, to ensure that they go the next step in culling lessons and strategies from such experiences, respondents called for more practice-based teaching that purposefully integrates students’ field experience into the classroom.

Another means cited for tapping insights derived from applied experience was mentoring. Respondents indicated that early-career professionals were often in need of a seasoned professional who could not only share observations from his or her own time in the field but could also help recent graduates identify opportunities for gaining relevant experience of their own.

“Developing countries now have a critical mass of trained professionals. This has raised the bar for U.S. professionals.”

FOCUS GROUP PARTICIPANT

The discussion of concrete skills development was one that bridged what students needed now to what they would need over the long term. Respondents agreed that to be employable, recent graduates needed to know more than concepts, measurements, data sources, and programming models. They also needed to be well-versed in “hard skills” – from program evaluation to training to health communication. And while such hard-skills training could be strengthened in most graduate programs, our discussants felt that even this would not be sufficient to position early-career professionals to become “future leaders.” Looking ahead, they felt that students needed to learn not only how to apply these skills – but how to build local counterparts’ capacity to apply them. There was general agreement that as local professionals develop increasingly sophisticated skill sets, what was needed from U.S. specialists was help in capitalizing on these skills through support for processes like strategic and operational planning.

“While a traditional thesis is valuable, having the practical experience in management skills is ultimately more important for establishing a solid and marketable foundation for someone entering this field. Employers usually look for someone who can jump right in and manage a complicated field program.”

FELLOWS' SURVEY RESPONDENT

Filling the gaps

This dialogue was intended, in part, to help inform the design of both courses and curricula for MPH students. Of course, we were also interested in assessing the relevance of our own programming and considering how we might refine it to meet graduates' needs – now and well into the future.

From our perspective, the good news is that our mission is as valid and as vital as ever. With our emphasis on applied experience that stresses both concrete skills utilization and capacity building within a context of professional direction and mentoring, we are already filling the most critical gaps faced by early-career professionals. The very purpose of our fellowships, graduate applied project funding, and MSI internships is to help emerging professionals bridge the academic and professional worlds. So, in this respect, the Programs are filling a critical need for the next generation of family planning and reproductive health professionals.

But there is even better news. Inspired by these discussions, we've worked to refine, target, and enhance our offerings in 2003 so that our programming is more relevant than ever.

Skills-based summer course

One of the subtle refinements we embarked on in 2003 was a reconfiguration of our Summer Certificate Course in Global Population and Reproductive Health. Conceived in part as a way to help those with non-traditional backgrounds transition to the field, our two-week summer course is reinforcing its traditional strengths in history, principles, and theory with an increased emphasis on programming practice. This will range from concrete discussions of best practices in key program areas to substantial skill-development exercises in areas such as needs assessment, strategic planning, policy communication, fundraising, project design, and program evaluation. This new format, which will be piloted in 2004, is being presented by leading U-M faculty and guest lecturers from top organizations in the field.

FILLING THE GAP BY DESIGN

The good news that emerged from our 2003 surveys and focus groups is that our programming is as vital and relevant as ever. Here are some ways that our activities are meeting the most pressing needs identified for early-career professionals seeking to launch careers in this field.

Population and Population-Environment Fellowships

- Provide two years of intensive applied experience in organizations grappling with the field's most pressing issues;
- Encourage sustained mentoring from supervisors and other colleagues;
 - Offer scopes of work designed to cultivate critical skills, including organizational capacity building;
- Include workshops to help fellows identify lessons from their experience and strategies for greater effectiveness.

PEAK Fellowships

- Provide two to four months of relevant applied experience in key organizations;
 - Encourage mentoring from supervisors and other colleagues;
- Offer applied projects that utilize the skills developed during the fellow's placement and build capacity within the fellow's home organization;
 - Include workshops to help fellows identify lessons from their experience and strategies for greater effectiveness.

Graduate Applied Project Internships

- Help graduate students access internships that reality-test their classroom learning and allow them to grapple firsthand with the challenges of developing-country programming.

Minority-Serving Institutions Internships

- Provide MSI students with real-world experience that illuminates the pressing needs in international FP and RH and career options for addressing them.

PE small grants

While the Summer Certificate Course is focusing increasingly on concrete skills development, we addressed the applied experience gap in 2003 with our first PE small grants awards. With the generous support of the David and Lucile Packard Foundation, we were able to make small grants available to fellows' organizations so that a lack of start-up resources would not prevent fellows from implementing innovative PE projects during their placements. The first awards were made in 2003 to two PE Fellows' partner organizations.

The first went to the National Council of Rubber Tappers (Conselho Nacional de Seringueiros, known as CNS), a partner of Management Sciences for Health in Brazil. It allowed PE Fellow Caryl Feldacker to design, coordinate, and develop an evaluation plan for a project linking sustainable income-generation activities with life skills trainings. Through beekeeping and forest-based handicrafts, her project provides a forum for teaching women and youth about forest management, sustainable agriculture, and money management, as well as family planning and STI prevention.

The second grant, to SAF/FJKM, a USAID partner in Madagascar, allowed PE Fellow Jennifer Talbot to supplement this partner's strong family planning program with activities aimed at improving forest conservation and family health. These ranged from the promotion of improved cook stoves to the cultivation of medicinal forest plants to the establishment of community forest management plans. This project is allowing Jennifer to gain experience in every phase of the project cycle, including project design, budgeting, implementation, and dissemination of results.

Based on the success of these early grants, USAID has supplemented the Packard Foundation funding with small grants focused on PE and other special initiative areas.

WHAT ARE SENIOR PROFESSIONALS LOOKING FOR IN A NEW HIRE?

- MPH
- International experience
 - Language skills
 - Cultural sensitivity
- "People skills" – management, negotiation, diplomacy
 - Strategic planning skills
 - Writing/communication skills (grant writing, proposals, reports, concept papers)
- Computer/software skills

2003 FOCUS GROUP



Fellows' cross-visits

The third “gap” area our constituents identified for early-career professionals was mentoring. While fellows’ host agencies are encouraged to identify a supervisor who will guide and support their fellow, there are certainly other ways for mentoring relationships to develop. One such way, which we began fostering in 2003, is through “lateral mentoring.” After being approached by a fellow eager to visit another fellow’s host organization for his own professional development, we decided to develop a formal “cross-visit award.” Population and Population-Environment Fellows can now apply for modest funding to visit another fellow to receive informal training in a special-interest area, to examine the project strategies employed by the other’s host organization, and to troubleshoot – and ultimately strengthen – the projects on which each fellow is working.

Next steps

These small steps represent ways in which the Population Fellows Programs continue to refine our program offerings to keep our fellows on their trajectory from early-career professionals to future leaders.

And we hope to continue the dialogue that informs this process. Our next discussion on the topic is scheduled for the 2004 Global Health Council annual meeting, where we are sponsoring a panel on “Careers in International Reproductive Health.” In an effort to bridge the professional and academic worlds, we are bringing together senior professionals with MPH faculty and students to discuss institutional needs, future trends in the field, and how to successfully launch a career. Dates, times, and location will be announced on our Web site at www.sph.umich.edu/pfps/aboutus/special-events.htm. We hope you will join us.



FROM THEIR PERSPECTIVE

The previous section of this report provides a glimpse of how we are bridging the gap between the academic and professional worlds in our efforts to develop the next generation of leaders in the field.

In this section, we've asked a key USAID officer, a member of Columbia's public health faculty, and a handful of former fellows and interns to share their thoughts on how the Programs have filled gaps in the field, within organizations, or in their personal backgrounds and experience.

Naranjan Singh (left) of the Johns Hopkins University Center for Communication Programs continues his support of intern Katarro Rountree (right) at the 2003 MSI program debriefing in Washington, D.C.

Photo Credit: Suzanne Copsy



Margaret Neuse

Director of USAID/G's Office of Population and Reproductive Health

The Director of USAID/G's Office of Population and Reproductive Health reflects on the value of Michigan Fellowships in ensuring a ready supply of well-trained future leaders

“We need to open ourselves up to the possibility that less experience might be better in some cases because newcomers may be more willing to try different things and be less hindered by preconceived notions about how programs should work.”

Why have Michigan Fellowships? The obvious answer is that the Fellows Program is one of the few ways early-career family planning and reproductive health professionals can actually get started in this field. The hardest thing for most public health graduates who want to work overseas is finding a way to get their foot in the door – to land that first position that will put something on their resume beyond Peace Corps. A lot of us were in Peace Corps and got interested in this field because of it, but it's hard to move to the next level. But Michigan Fellows are given a lot of responsibility – they have real work to do, and they have a structured environment that gives them mentoring and guidance. In addition, Michigan provides a sense that they belong someplace as well as an important source of backup and support.

But there's another, and perhaps more important reason, to have a program like this. I see a trend in our field of relying on the “tried and true” folks without providing enough opportunities for more junior people to get started. The problem with this is that a lot of us “old-timers” are retiring – and retiring quickly. What worries many of us is whether there are enough people coming quickly enough and with enough experience to fill in behind us. There just doesn't seem to be an adequate supply of well-trained professionals between our generation and the graduate students to really fill the gap.

The tendency toward overlooking the need to train the next generation is understandable: People look to people with experience when they're under pressure to get things done. But we need to ask ourselves, do we really need a more senior person for a particular role – or could we do quite well with a bright newcomer who can provide fresh perspective and get some experience?

There are a lot of challenges in the field right now. One is keeping family planning on an agenda so heavily oriented to HIV/AIDS – that is, making sure it is integrated into programs like voluntary counseling and testing and prevention of mother-to-child transmission. We’re also seeing, in part because of the HIV/AIDS crisis, a recognition that we need to coordinate more closely with other donors and partners of all kinds, including the private sector, in order to attack the problem. And we’re facing questions about how to sustain our efforts.

With challenges like these, I think it is critical that we draw on the capacity, the creativity, and the energy of recent graduates. We need to open ourselves up to the possibility that less experience might be better in some cases because newcomers may be more willing to try different things and be less hindered by preconceived notions about how programs should work.

The case I make for early-career professionals is similar to the case I make for other types of diversity. This includes the diversity fostered by the Fellows Program’s Minority-Serving Institutions Initiative. We simply must draw on all of the resources available to us in this country, and I think there are perspectives from minority populations in the U.S. that can be extremely useful as we try to address certain problems and issues in the developing world.

I feel quite strongly that we need to maintain a certain number of positions for the kinds of early-career professionals the Michigan Fellows Program makes available to us. There are some great talents coming out of universities today, and those brought on by Michigan have generally proven to be self-starters, quick learners, and able to adapt to a variety of complex environments. We’ve had incredibly good luck in this office, and I think that’s partly because Michigan has done so well matching fellows and jobs. So if you have a position where you want new and different perspectives – and somebody to pick up and run with a particular activity – a Michigan Fellow is a good option to consider.

“I feel quite strongly that we need to maintain a certain number of positions for the kinds of early-career professionals the Michigan Fellows Program makes available to us.”



Therese McGinn

Population Fellows Program Board Member

A faculty member at Columbia University's Mailman School of Public Health and member of the Reproductive Health Response in Conflict Consortium shares her thoughts on how a series of strategic Population Fellowships helped establish the field of refugee reproductive health

“As I look back ... I can't help but be struck by how quietly pivotal a handful of Population Fellows were in helping to establish this field.”

I was involved in refugee reproductive health before it was truly a field. Like others, I sort of sidestepped my way into it. I was working with CARE in Rwanda in 1991 when the civil conflict forced people to flee for safety. Suddenly, our development project became a project for the displaced, and I witnessed “camps” for the first time. I was also there in 1994 when the genocide started, and saw people’s very lives disintegrate.

This is really how the field emerged. You had the confluence of these two incredible humanitarian disasters – Rwanda and Bosnia-Herzegovina – and the aid response was so inefficient, inadequate, and just plain bad that relief agencies, foundations, universities, and others got together to form standards for future action. Thanks to the efforts of a number of key people from both the reproductive health and relief arenas, humanitarian relief standards gradually grew to encompass reproductive health.

As I look back over how this happened, I can't help but be struck by how quietly pivotal a handful of Population Fellows were in helping to establish this field. A number of key organizations were able to use fellows to advance this issue in truly significant ways.

The field itself was created after 1994. At Cairo that year, refugees were highlighted because, of course, they were so much in the press between Rwanda and Bosnia-Herzegovina. But nothing was really happening on the ground. Relief agencies would look at us reproductive health people and say, “What does your work have to do with emergency relief? We do food, shelter, water, and sanitation. Period.” There was just no recognition that displaced people might need family planning or STI care or might be pregnant and have a baby any minute.

So, following Cairo, several people got together – from UNHCR and UNFPA as well as UNICEF, WHO, bilateral donors, relief agencies, and reproductive health organizations – to form the Inter-agency Working Group on reproductive health for refugees. And, the first refugee reproductive health fellow, Julia Cohen ('95-'97), was essentially the U.S. government representative to this group. Julia was placed perfectly at the Bureau for Population, Refugees, and Migration at the U.S. State Department, and she played an incredibly important policy role in the government. She worked with the Inter-agency Working Group, which had agreed to promote reproductive health in refugee settings and had developed

a groundbreaking field manual on providing reproductive health services to refugees. Julia helped get U.S. funding for this group and really raised the profile of this issue within the U.S. government – not only at the State Department but with USAID, the CDC, and other agencies – as well as with key NGOs. She was truly present at the birth of the field.

So, with Julia, you had somebody at the policy level pushing this, and the next fellowship was in a key position with the U.S.’s largest humanitarian relief agency – the International Rescue Committee. Their Population Fellow, Lorelei Goodyear, was charged with integrating reproductive health care into refugee assistance, and she worked out of IRC’s New York headquarters. This was a new position for the organization, which had bought in early to the notion that reproductive health was something they should be doing. This was very courageous on IRC’s part because, unlike water, food, and shelter, reproductive health has always been controversial. And Lorelei was perfect for this position. She’d worked in refugee camps, so she came with field experience. She had this prestigious fellowship position. And we created links with Columbia early on so she had the backing of a university also involved in these issues. All this was important because she had a massive undertaking – institutionalizing this new issue in a very large, decentralized NGO. But she was able to do it. The fact that IRC funded the position when her fellowship ended is a strong mark of success.

Both of these positions helped create the field. By the time the third refugee reproductive health fellow was placed, she was in a position to help this new field fill one of its most pressing needs – data. This fellow was Michelle Hynes, who was placed at the CDC’s Division of Reproductive Health in early 1999. Columbia and the Population Council had organized a meeting the year before with a number of partners on the research needs of the field, and they were immense. We didn’t know if refugees were better or worse with regard to reproductive health – we could theorize that stable camp services were probably better than emergency services and so on, but there were virtually no data. Michelle’s position at the CDC helped generate this data. Her work involved documenting the reproductive health needs of refugees, conducting gender-based violence surveys, and assessing unmet need for family planning. These efforts, in fact, helped advance the reproductive health agenda within CDC to the point that it’s now become sort of a focus: There have been only two HIV sero-surveys in refugee settings on a large scale that I’m aware of, and the CDC’s done both.

“The fellowship is the perfect mechanism for an emerging field like this one.”

With the next fellow, Tara Sullivan, things moved to a different phase, which was having a fellow on the ground working intensively with a particular project. The first three fellowships were headquarters positions, which were critical, but it was exciting to see the field advance to a point where it was ready for the time-tested fellowship model of working overseas with a particular project. Tara was placed in early 2001 with Thailand’s Mae Tao Clinic, which is an astounding place. It was formed by Dr. Cynthia, a student-revolutionary from Burma who

fled to Thailand in the late '80s. She was an undocumented refugee, but because she was a doctor, Burmese refugees started coming to see her in her home. Over time, her "clinic" grew into a full hospital, run initially on fairly informal lines by the charismatic Dr. Cynthia. With this growth came attention from international groups that wanted to provide support but also wanted to see checks and balances, accounting systems, standards and protocols, and so forth. So, Tara was part of that. She helped the clinic use monitoring and evaluation techniques, improve its systems, and enhance its quality of reproductive health care.

Now, there's a brand new placement, developed by the Reproductive Health Response in Conflict Consortium, that is designed to test a new model – regional technical support to several organizations. I was one of the people who worked on the job description. While the idea of doing one-on-one technical assistance to a particular project is ideal, it's not plausible given the number of requests we get for TA. On the other hand, the Consortium's current model of having a very small number of technical advisors support projects around the world is hard in this funding climate. You can't be everywhere and do everything through occasional fly-in visits from New York, D.C., or Nairobi. So, we are using the Population Fellowship to test a model of regional technical assistance and capacity building. This position, which Melissa Sharer has accepted and which will be based at the JSI Research and Training Institute, will help a small number of key national NGOs build their programming capacity in refugee reproductive health. It will also allow the Consortium to have a full-time fellow devoted to developing synergies on the ground – encouraging the family planning people to talk to the HIV people, the protection people, and the Peacekeepers, and helping the NGOs, UN, and the various government ministries know what the others are doing and not duplicating efforts. There are lots of local resources, but coordinating them takes time and effort and someone who knows how to bring people together. That's the goal of this fellowship, and Melissa will be excellent in it.

“
*Having fellows within these
key organizations actually
altered the way an entire field
does business.*”

As I look back on the roles fellows have played in helping to establish this field – mobilizing policymakers and NGOs, gathering much-needed data, and building the capacity of local NGOs – it's clear that these placements were critical. Maybe at some point, these organizations would have developed positions like those the fellows held, but the fellowships certainly helped move things at a pace none of us would have expected. The fellowship is the perfect mechanism for an emerging field like this one. A fellow's position is not terribly threatening to an organization; if they don't like it, they can get rid of it after two years. But from the field's standpoint, fellowships can be essential. The truth is that nothing happens in organizations unless there are people inside pushing an issue. Any of us could push as much as we want from the outside, but it doesn't usually change things. Having fellows within these key organizations actually altered the way an entire field does business.



Michelle Folsom

Former Population Fellow

PATH's Africa Regional Representative, shares how her Michigan Fellowship was a catalyst for a career change

International reproductive health was a second career for me. My first career was in private-sector media and mass communication. I found myself immersed in the corporate world – working with big shoe companies and computer makers and the like. But there was always a disconnect. It wasn't what I was doing – I loved working in media. The problem was I really wanted to care about the impact of that work. I knew I was in trouble when I described my work with Gillette as ridding the world of unnecessary hair.

For a while I tried bringing in pro bono, public-sector jobs, but that wasn't enough and it didn't thrill senior management. At the time Hillary Clinton was running around talking about health reform, and she got my attention. I started thinking about health education and was appalled at what I was seeing. Doctors were still writing brochures, and what passed for graphic design were pencil sketches featuring an African-American, an Asian, and a white person. I saw a real opportunity to apply my skills to issues I cared about.

I began by taking on projects for the Massachusetts Department of Public Health. It was clear, however, that they were wary of my having come from the private sector, and I soon realized that having an MPH would be a useful thing. I enrolled in Boston University's public health program, thinking I wanted to do health promotion. At the time, international public health was not on my radar screen.

During a basic demography course, however, I started to see how all of my worlds could come together – media, health, and travel. I had a passion for the subject matter that was different from all of my other coursework. Soon after, I saw poster for the Population Fellows Program and knew that it could be my ticket for a life change.

It wasn't until later that I realized what a risk the Program took in bringing me on. I was offered a position at REDSO, USAID's regional office in Kenya. Although I had traits that would be useful there – I was a quick study and had consulting experience, a strong service orientation, and basic public health training – I was totally inexperienced in reproductive health. Despite this, I was in a role of responding to mission requests for technical assistance. I knew I had to develop that technical expertise – and fast.

“The fellowship gave me the equivalent of an ‘Equity card’ in the field of international reproductive health.... I needed that first major overseas job, and the Michigan Fellows Program helped me get it.”

“
*I got to travel and to engage
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Thankfully, REDSO gave me that opportunity. I got to travel and to engage with health programs, systems, and experts all across East and Southern Africa. With each trip my knowledge base expanded exponentially. I was also lucky because I had good mentors.

But as important as the technical experience was in launching my career, I sometimes think the biggest benefit was much more basic: The fellowship gave me the equivalent of an “Equity card” in the field of international reproductive health. In theater, you can’t get an Equity card without being in an Equity show. And you can’t get a role in an Equity show without having an Equity card. It is a catch-22 – not unlike breaking into international reproductive health. I knew I needed that first major overseas job, and the Michigan Fellows Program helped me get it.

Getting a foot in the door was critical. I see a lot of people who finish their MPH and get a job with one of the CAs in the U.S. and get stuck at a certain level because they don’t have field experience. I understand it from a management point of view – you can’t send out somebody who’s green, but everyone needs to start somewhere.

Of course, there were other fellowship benefits that fed into my career development. My placement at USAID allowed me to learn how the money moves, an invaluable skill for anyone working in international health. In addition, since my job at REDSO involved networking, I established a lot of contacts and relationships with high-level Ministry of Health, USAID, and CA staff that have been beneficial. Coming back to the term “fellowship,” there was also a cohort of fellows in Kenya who not only helped me settle into my placement but whose work lives continue to intersect with mine.

I suppose it was partly out of a sense of wanting to give back and provide a similar opportunity to another professional in transition that I decided to mentor a fellow myself. Our fellow at PATH/Kenya, Karen Schmidt, was fantastic, and I think she got some wonderful opportunities to be involved in areas like emergency contraception, youth, and integrated family planning and HIV. It was also an enormous benefit for me as a program manager – Karen had skills that complemented those of our local staff, and it was truly a win-win on all sides.

I would love to see more people benefit from the opportunities availed by a Michigan Fellowship. If you take advantage of what you’re exposed to, the fellowship can certainly serve as a transition point for your career and more.



Wendy Philleo

Former Population-Environment Fellow

A former PE Fellow with the Packard Foundation discusses how fellows can bridge an organizational gap and test the waters for new programming

When The David and Lucile Packard Foundation brought me on as a fellow in early 1999, my scope of work was an exploratory one. My charge was to go to Packard and create a bridge between the population and environment programs – just to see if there might be opportunities for joint grant-making. Looking back, I often forget that I wasn't there to create an actual PE program necessarily. It turned out that a PE program did result from my work, but that wasn't a foregone conclusion when I began.

The idea of using a fellow to explore PE issues came from Dr. Sarah Clark, who had recently joined the foundation as Director of the Population Program. She was very familiar with the use of fellowships, having herself come from USAID, and saw their value both as a leadership opportunity for a young professional and a means for Packard to explore synergies between the two programs. She was able to secure funding for the placement from the foundation itself, and I was fortunate enough to be offered the position.

It was an interesting process because when I first arrived, there was some real distance between the population and conservation programs. There was a lot of goodwill on each side to work together, but before my interview they'd never actually sat down with each other for a formal meeting.

So, the first seven or eight months of my placement were really about facilitating discussions between the two sets of programs. There was a lot of groundwork that needed to be laid. With only one exception, there was no one in the population program with any environmental background and vice versa. So, each group had to begin by clarifying their program priorities. Whereas the population priorities tended to be in family planning and reproductive health service-delivery, the environment folks tended to think of "population" more in relation to consumption, population dynamics such as migration, or girls' education and women's empowerment. Likewise, while the conservation program's priority was biodiversity, the population folks tended to see the "environment" as encompassing everything from water to agricultural programming. Thus, we had to begin by clarifying each program's priorities before we could start to look at areas of overlap. So, I facilitated this process.

A PE Fellow was a particularly good fit for this role because fellows must have balanced backgrounds. I was a generalist; I had most of my experience in environment, gender, and development work but I also came with some population under my belt. This was ideal because I tended to see development from an interdisciplinary perspective rather than through a single lens and could more easily see potential linkages between the two programs.

“Staff can be so absorbed with their day-to-day work that [they] sometimes need an outside person to help create new patterns of thinking and new opportunities for thought.”

As the dialogue progressed, I also helped put some “meat” on our rather broad and general discussions by writing background papers and draft strategies that explored in concrete terms what joint PE goals and objectives might look like and, ultimately, what joint grant making might look like.

Even though it was often tricky to meet the expectations of both programs and their very different cultures and ideas, we came a long way. The biggest evidence of this was that during my placement the Board approved Packard’s first PE program at a level of \$25-30 million over five years. And we made several interesting grants with this allocation. One that I was very involved in initiating and developing – and that I’m especially proud of – was with PATH/Philippines. It features an operations research project that will really test the hypothesis of synergy in linked health, development, and conservation programming.

But just as important as these tangible outcomes is the fact that we created a climate within the foundation of looking at things in an interdisciplinary way. I was hired by Packard to continue my work once the fellowship ended – and around the same time, the foundation created a director’s position for cross-cutting activities to encourage collaboration not just between the population and conservation programs, but among all of the foundation’s programming areas. Even now, although many areas have been trimmed, the interdisciplinary efforts have lived on, just on a smaller scale.

“
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with these issues... that was
a big selling point for
[Packard].*”

I think PE Fellows are ideal for exploring joint programming opportunities for several reasons. First, organizations have a time period after which they don’t have to remain committed to this person – or to the idea s/he’s testing – so it allows them some freedom of experimentation. Second, they can bring on a person who can focus intently on the area they’re interested in – in my case, exploring cross-disciplinary opportunities. That’s so important because staff can often be so absorbed with their day-to-day work that you sometimes need an outside person to help you create new patterns of thinking and new opportunities for thought. And, third, the big difference between hiring a fellow and someone “off the street” is that the fellow comes with a ready support network. Packard valued the fact that, through the Michigan Fellows Program, I had access to resources on PE and could attend workshops with others who were grappling with these issues, and that was a big selling point for them. So, it was for all of these reasons that a PE Fellowship was the perfect fit for Packard – and, of course, a wonderful opportunity for me, as well.

Wendy is currently consulting for both the population and environment programs of The William and Flora Hewlett Foundation.



Katarro Rountree

2003 MSI Undergraduate Intern

A recent MSI intern discusses how his experience helped to clarify and confirm his plans for the future

In a world where “the sky is the limit” in options and career paths, it is not unusual not to know exactly what you want to do with your life. The undergraduate years are an important time when young people are challenged to decide on a profession and often change their minds after being exposed to something new. For most, this process cannot be accomplished by taking classes alone. One way in which many undergraduates explore their options is by participating in internships. These opportunities allow students to experience “real” work in an area to see if it is something they would be interested in doing long term.

Before my arrival at Morehouse College, I knew I wanted to pursue a career in the health field. Whether I was going to become a physician, research scientist, epidemiologist, or health policy analyst was ambiguous, but the experiences I have had as an undergraduate have given me the chance to explore numerous options in this field. The MSI undergraduate summer internship in particular allowed me to learn more about public health and the many family planning and reproductive health issues that underserved countries face.

As an MSI intern during the summer of 2003, I worked at the Johns Hopkins University Center for Communication Programs in the Africa Division. The experience gave me insight into the skills involved in knowledge management and publicity in international family planning and reproductive health. It also made me aware of the rewards that can come when the goals of effective programs are realized – helping to educate, change behaviors, and ultimately improve and save lives.

While the skills and insights I acquired last summer are important, it is the impression made by individuals working in the field that will last a lifetime. My mentor, Niranjn Singh, and I had many interesting conversations about vision and the importance of both setting realistic goals and doing what makes you happy – not just what others want you to do.

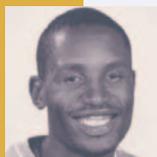
In the end, not only did the MSI internship confirm my commitment to public health, but I now wish to have an active voice in international family planning and reproductive health issues. After graduation, I plan to pursue a master’s degree in epidemiology and then eventually a doctorate – and perhaps even a Population Fellowship. After all, Mr. Singh told me to set my goals high....

Katarro is graduating from Morehouse College with a bachelor’s degree in psychology in spring 2004. He plans to begin graduate school in the fall.

See Katarro’s intern profile on page 82.

“Exposing minority youth to international family planning/reproductive health programs via internships gives them the opportunity to realize the global, pervasive, and fundamental nature of these issues – and gives them the confidence that they too can excel professionally in this vital field.”

NIRANJAN SINGH,
KATARRO’S MENTOR
AT JHU/CCP.



Stubbs Maluleke

2002 PEAK Fellow

A former PEAK Fellow shares how his experience created a network of opportunities

“Yes, the PEAK Fellowship did further my training, education, and experience as I had hoped, but it has also provided my organization, my host agency, and my community with new opportunities.”

Believe it or not, I almost wasn't a fellow. A colleague of mine from the Township AIDS Project (TAP) attended a workshop where a participant spoke to her about the PEAK Fellowship. She brought the forms to me and asked if I was interested. A PEAK Fellow? At first I was hesitant. I was only 25 and new to the field. I didn't know what to expect. But I applied after a bit of persuasion from my colleagues. As an AIDS educator, I wanted to learn more about AIDS-prevention programs for adolescents and decided to make that the focus of my fellowship. I made that goal over two years ago. Little did I know that I would come away with so much more. Yes, the PEAK Fellowship did further my training, education, and experience as I had hoped, but it has also provided my organization, my host agency, and my community with new opportunities.

Through my fellowship in the summer of 2002, I interned with Advocates for Youth (AFY) in Washington, D.C., to gain exposure to a range of HIV/AIDS programs and to learn more about effective program management. During my internship, I helped coordinate a youth visibility campaign at the XIV International AIDS Conference in Barcelona and conducted a monitoring and evaluation workshop in Botswana for YOHO, one of Advocates' partner organizations. I also participated in the Public Health Institute's "Implementing AIDS Programs" workshop in Santa Cruz, California, and in the Global Health Conference in Washington, D.C.

It was a little hard for me to adjust to my fellowship at first; the work setting at AFY was much different from back home. Once I settled in and got used to all of the systems and procedures, I found it was a very encouraging and challenging environment. In fact, the entire staff of the international division was supportive – especially my supervisor, Kent Klindera. During my time there, I received invaluable guidance and feedback that has helped me in both my personal and professional development.

This past year after returning to Soweto, I have been working on my applied project – organizing a group of local men into an independent, non-profit organization committed to addressing gender-based violence and reducing the impact of HIV/AIDS in South Africa. They named

themselves the African Men Health Organization. Using many of the research, planning, and networking skills that I acquired during my fellowship, I helped them to register as a legal NGO; secured their start-up funding and office; and educated them in areas such as sexual health, decision-making, and advocacy.

In addition to my work with this group, I've also been developing the training skills of two male colleagues and passing on the information and skills I gained during my internship to the rest of the staff at TAP. I have shared my fellowship experiences with them informally (through one-on-one talks and informational materials) and formally (through workshops and reports). I have also shared my new skills and knowledge with some of our partner organizations and our target population.

The biggest change since returning home has been my new role at TAP. I am now managing a cyber café that has been created through a partnership between TAP and Advocates for Youth. It wouldn't have happened without PEAK. My mentors at AFY became interested in bringing one of its model interventions – a cyber café – to Soweto after meeting me and learning about TAP's work. With AFY's financial and technical support, TAP has been able to launch the café, which is free for youth aged 10-25.

“
Whoever thought that
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the same time!”

It is very difficult to learn computer skills in this township; there is no access to the Web. The young people are hungry for computer training and time online. By providing access to this, TAP can use the relationships to convey reproductive health and AIDS-prevention messages that young people might otherwise overlook. For example I have established an Internet club where I assign a different topic each week for members to research online and then we conduct a discussion about it. Whoever thought that you could teach computer skills and safe sex at the same time!

Looking back, I can see how my level of commitment and my understanding of issues have increased since my participation in the PEAK Fellowship. I now always try to help and motivate my colleagues – especially the young ones. I guess one of the biggest lessons I learned from this experience is the importance of networking and sharing information with colleagues. After all, what would I be doing today if my colleague had never shared the PEAK Fellowship information with me? Or if I'd never met my mentors at AFY?



STARTING FELLOWS

During the period of this report, 11 Population and Population-Environment Fellows began placements with organizations as diverse as government donor agencies, their cooperating partners, and international NGOs.

The following pages provide a brief snapshot of each fellow's role within his or her host organization. Fellows are designated as follows: Population Fellows (Pop); Population-Environment Fellows (PE); former MSI Graduate Interns (MSI). Fellows' start date, graduate institution(s), and highest degree obtained are also provided.

Fellow Caryl Feldacker (left) and former fellow Kathy Taylor (right) meet with traditional birth attendant, Dona Dora, in Santa Sivita, Brazil. Dona Dora has helped 75 women successfully give birth in their homes.

Photo Credit: Caryl Feldacker

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PATRICIA BIERMAYR-JENZANO

PRB/USA

*Policy Communication (PE) • 1/03**PhD, Cornell University*

Patricia was placed as a Policy Specialist with the Population, Health, and Environment (PHE) Program at the Population Reference Bureau in Washington D.C. Her scope of work was designed to help a variety of developing-country partners, particularly in Southeast Asia and Latin America, communicate with policymakers about the impact of field-based PHE initiatives. This involved training, documenting successful initiatives, and advising on participatory field-based research techniques.

During her fellowship, Patricia worked with the World Conservation Union (IUCN) in Costa Rica as lead author on a policy brief outlining the role of gender in protected areas that was presented at the 5th World Parks Congress in Durban, South Africa. She also coordinated a program in Mazatlán, Mexico, aimed at increasing the use of PHE data and analysis for better-informed local policy by enhancing understanding of issues such as coastal resource management, sustainable livelihood approaches, food security, and household-level consumption.

SOPHIA BREWER

JSI/Romania

*Special Audiences (Pop) • 1/03**MPH, Tulane University*

Sophia serves as a Technical Advisor for adolescent/young adult reproductive health for the USAID-funded Romanian Family Health Initiative (RFHI), which is implemented by John Snow, Inc. (JSI) Research and Training Institute. Her scope of work involves working with RFHI's pilot project on youth-friendly services and supporting the implementation of innovative approaches to RH among hard-to-reach populations, including the Roma ethnic minority and prison populations. These projects include linkages to policy development at the national level.

In addition, Sophia provides support to the Ministry of Health and local NGOs in the development of monitoring and reporting systems, program evaluation and documentation, sustainability, and evidence-based program planning. She also assists RFHI in expanding partnerships with new implementing agencies, including collaborations with non-traditional partners, such as faith-based organizations.

“Not only are my technical skills being utilized, but I am also being provided with constructive opportunities to grow professionally.”

POPULATION FELLOW

CONTINUING FELLOWS

In addition to those fellows who started or ended placements, the following were in the midst of their fellowships in 2003:

Population Fellows

Julia Henn
USAID/Senegal

Karin Hopkins
USAID/Bolivia

Kristina Lantis
USAID/Eritrea

Rachel Lucas
USAID/Washington

Jennifer Miller
USAID/Guyana

Christine Pilcavage
JICA/Kenya

Harris Solomon
USAID/Washington

Shanda Steimer
USAID/Zambia

Christine Stevens
Africa Youth Alliance/Uganda

Ellen Werthheimer
Intrah/PRIME/Senegal

Population-Environment Fellows

Carol Boender
*Conservation International/
Washington, D.C.*

Anthony Kolb
Médecins Sans Frontières/Uzbekistan

Jennifer Talbot
USAID/Madagascar

“I have gained valuable experience interacting with my colleagues, learning to be a more effective contributor on a cross-cultural team and developing the insights and skills to work successfully in international settings.”

POPULATION FELLOW

ELIZABETH BUNDE

Save the Children/Ethiopia

Adolescent Reproductive Health (Pop) • 1/03

MPH and MIA, Columbia University



Elizabeth works with the Adolescent Reproductive and Sexual Health (ARSH) Program of Save the Children/U.S. in Ethiopia, whose goal is to educate in- and out-of-school youth aged

10-24 in order to improve reproductive health outcomes in the country. Her primary responsibility is to strengthen overall program management and quality of program interventions. This includes the revision and standardization of training manuals, development of a program monitoring system to improve performance, incorporation of behavior-change messages and activities into program strategies, and capacity building of program staff.

Elizabeth is charged with participating in an operations research study testing the effectiveness of four intervention packages that is expected to inform the design of adolescent programs countrywide. Her role includes coordinating preparation activities, monitoring data quality, providing data analysis, and organizing a dissemination workshop. She also provides technical assistance for the HIV/AIDS and family planning/reproductive health activities of two additional health programs, including strengthening their implementation, writing proposals, and developing linkages between programs.

ELENA CYRUS

EngenderHealth/Ghana

Male Involvement (Pop, MSI) • 1/03

MPH, University of Miami (FL)



Elena was placed with EngenderHealth/Ghana to help implement the Men As Partners (MAP) initiative. In collaboration with the Ghanaian Ministry of Health, MAP places

the needs of men – as both partners of women and as individuals – on the agenda of Ghanaian health care providers.

The MAP program is committed to providing reproductive health services for men and educating them about issues such as sexually transmitted infections (STIs), gender-based violence, and contraceptive options, such as vasectomy. One of MAP's primary objectives is to increase awareness of the No-Scalpel Vasectomy (NSV) as a viable contraceptive option. Elena was charged with helping to provide information to the public on the NSV through mass media and IEC campaigns, as well as with facilitating trainings for service providers on the procedure. Elena has served as a trainer at six MAP workshops in four regions of Ghana and was involved in the development of the media campaign, which was launched in early 2004.

“ [Our fellow’s] work to date has been excellent as demonstrated by her level of contribution in the brief time she has been here. She pays careful attention to detail and takes great initiative. ”

POPULATION FELLOW'S
HOST AGENCY REPRESENTATIVE

GAP MINI-GRANTS SUPPORT 23 PROMISING STUDENTS

In its fourth year the Graduate Applied Project (GAP) Mini-Grant program provided support to 23 graduate students who had unpaid or partially funded population-related internships.

The GAP program was designed to strengthen both the field and the Population Fellows Programs by helping promising students acquire experience relevant to a career in international family planning or population-environment. Through this program, we have also been able to expand the number of graduate schools with which we work and introduce our programs to new organizations overseas.

Four previous GAP interns were accepted into the Pop and PE Fellows candidate pools during 2003, and two began placements as Pop Fellows. 2003 GAP recipients included two former MSI undergraduate interns.

During their internships, 2003 GAP Mini-Grant recipients worked on projects such as:

- incorporating family planning education into an HIV/AIDS support network in the Dominican Republic;
- analyzing the potential for increased family planning use among Burmese refugees in Thailand through male involvement and outreach to religious leaders;
- studying health providers' counseling capacities and training needs for a re-launch of the Cooper T IUD in Guatemala;
- assisting in the monitoring and evaluation of a national reproductive health life skills curriculum for in-school Ugandan youth aimed at preventing early pregnancy, unsafe abortion, and sexually transmitted infections; and
- evaluating cost-sharing feasibility and private-sector linkages for the integration of female genital cutting and HIV/AIDS prevention programs into an existing family planning/reproductive health program for the Ethiopian office of an international NGO.

CARYL FELDACKER

MSH/Brazil*

Program Development (PE) • 3/03

MPH, Tulane University



As the only Management Sciences for Health staff member stationed in Manicoré, Amazonas, Caryl was responsible for planning, implementing, and managing MSH/Brazil's first PE initiative. To encourage local participation and leadership in this multi-faceted project, she worked to increase community buy-in, strengthen relevant organizational partnerships, and build local capacity in both human and environmental health.

Working with the municipal MOH, Caryl initiated a training program for community health agents in 84 rural communities. She also incorporated family planning and reproductive health into the monthly trainings for municipal health workers. Moreover, in partnership with the local agricultural cooperative, Caryl made use of a Population Fellows Programs' PE small grant to launch a handicraft project promoting women's economic empowerment and the sustainable use of natural resources. By requiring participation in reproductive health trainings, the project strengthens connections among population, environment, and economic development. In January 2004, the handicraft association was officially recognized and began making a profit.

** Caryl is continuing her fellowship with the Population Council in Corumbá, Brazil.*

ANTIGONI KOUMPOUNIS

WHO/SEARO/India

Program Development (Pop) • 11/03

MPH and MIA, Columbia University



Antigoni is the first person at the World Health Organization's South East Asia Regional Office (SEARO) to specifically focus on family planning. The purpose of her post is to advocate for and facilitate the use of evidence-based standards, norms, guidelines, and practices among policymakers, program managers, and service providers in order to improve family planning programs in member countries.

Based in New Delhi, Antigoni works to address the needs of India and SEARO's 10 other members: Bangladesh, Bhutan, Indonesia, Maldives, Myanmar, Nepal, North Korea, Sri Lanka, Thailand, and Timor Leste. She provides technical support through knowledge management and by supporting, monitoring, and evaluating progress in family planning programming. She is also involved in WHO's Implementing Best Practices (IBP) initiative where she collaborates with partners working with the local governments of four Indian states to build capacity and provide support in translating lessons learned into successful family planning practices.

TANVI PANDIT

USAID/Washington

Contraceptive Security (Pop) • 3/03

MPH, Emory University



Tanvi serves on the Contraceptive Security (CS) Team, which aims to expand and integrate CS into USAID's Global Health Bureau projects, country programs, and donor agendas to ensure the long-term availability of contraceptives to clients who want and need them. She is working with cooperating agencies and projects such as DELIVER, the POLICY Project, and Commercial Market Strategies to help countries identify priority areas

SUMMER CERTIFICATE COURSE INTRODUCES THE FIELD

The 2003 Summer Certificate Course provided participants with a two-week introduction to the fundamental principles and practices of international family planning and reproductive health.

Taught by former fellow and University of Michigan School of Public Health faculty member Win Brown, the course explored basic demographic measures, the evolution of family planning service-delivery strategies from "Bucharest to Cairo," and current examples of family planning programming in Latin America, Africa, and Asia. Guest lectures rounded out the syllabus: Roger-Mark DeSouza of the Population Reference Bureau discussed current issues in population-environment programming; and Frank Zinn, Director of the Population Fellows Programs, introduced the group to the concerns and methodologies of international donor organizations, with a particular focus on USAID.

Participants included members of the candidate pools for both Pop and PE Fellowships. Two former course participants were placed as fellows in 2003.

and begin strategic planning to ensure a full supply of contraceptives. This includes addressing long-term or alternate financing mechanisms for the purchase of contraceptives, the role of the private sector, donor coordination, government policies, contraceptive logistics, and health-sector reform.

Tanvi is working with the CS Working Group and Team to develop SPARHCS (Strategic Pathway to Reproductive Health Commodity Security), a tool that supports countries in developing a strategic commitment and funded action plan for ensuring an adequate supply and range of quality contraceptives and other reproductive health commodities.

BERNICE PELEA

PCI/Bolivia

Adolescents, Quality of Care (Pop) • 8/03

MPH, Johns Hopkins University



Bernice's work with Project Concern International/Bolivia focuses primarily on improving the sexual and reproductive health of youth in Cochabamba. She provides technical guidance and assists in the implementation of an adolescent sexual and reproductive health (SRH) project that uses trained youth leaders to disseminate accurate SRH information to their peers. The project also works with key community members (teachers, parents, and health providers) to create an environment supportive of adolescents' access to SRH services and information.

Thus far in her placement, Bernice has developed, piloted, and administered a baseline survey to gather data from adolescents within the project area. Baseline results will be used to inform project design as well as to measure effects of project activities. Bernice also co-authored a proposal that resulted in a two-year, \$250,000 USAID grant to implement an innovative child survival and reproductive health project that promotes household and community management of childhood illnesses.

POP FELLOWS WORKSHOP IN ACCRA, GHANA

In September, the Population Fellows Program hosted a Fellows Workshop in Accra, Ghana. Eleven fellows took part in discussions of their placements, reflection on the theme of organizational development, and a new feature being tested this year – peer trainings. Four fellows piloted trainings on various topics: Elena Cyrus discussed male involvement programming in Ghana; Noni Gachui discussed behavior-change communication; Julia Henn described management issues related to HIV programs in Senegal; and Ellen Werthheimer facilitated an exchange on regional initiatives and professional development opportunities.

ERIC RAMIREZ

Healthscope/Tanzania

Adolescent RH, HIV/AIDS (Pop) • 12/03

PhD, Stanford University



As a Senior Program Officer at Healthscope/Tanzania, Eric is responsible for the monitoring and evaluation of the "Ishi" campaign, a mass-media effort focused on HIV prevention among youth. As the campaign expands throughout Tanzania and involves additional regional NGOs, Eric is charged with strengthening the program evaluation capacity of Healthscope and its partner organizations. His scope of work involves the quantitative analysis of monitoring and survey data, as well as qualitative assessments based on the experiences of NGO staff and clients.

Thus far, Eric has co-authored a proposal to USAID/Tanzania to add community-level interventions to Ishi's mass-media efforts. The proposed components under the USAID Presidential Initiative include the creation of a national HIV youth hotline and regional HIV-Prevention Resource Centers.

Eric's placement is supported with non-population, field-support funds.

MICHELE SEIBOU

Africare/South Africa*

FP-HIV/AIDS Integration (Pop) • 8/03

MPH, Emory University



Placed with Africare's HIV/AIDS Regional Support Unit in Johannesburg, South Africa, Michele was charged with enhancing Africare's reproductive health programming with family planning activities. Her scope of work focused on two main projects: an adolescent HIV/AIDS-prevention project implemented through community-based initiatives; and a community-based project examining the use of digital satellite radio as a tool in behavior change. Michele educated staff members about the integration of family planning into HIV/AIDS projects, and provided technical assistance and feedback on data collection, material development, and evaluation for the two projects.

* Michele is continuing her fellowship with the Population Council in South Africa.

KIYOMI TSUYUKI

Pathfinder/Bolivia

Postabortion Care (Pop) • 11/03

MPH, University of Michigan



Kiyomi serves as a Technical Advisor for Pathfinder International/Bolivia. She is supporting a joint effort with the Ministry of Health to introduce clinical postabortion care (PAC) programs throughout Bolivia. Her scope of work involves designing and implementing a PAC community participation program, the first of its kind to add a community mobilization component to the clinical PAC model. The goals of this program are to connect the community with available PAC services and to increase awareness about postabortion complications and family planning/reproductive health counseling services.

Thus far, Kiyomi has helped revise the program methodology and develop field instruments. She is also conducting baseline research on PAC, helping to implement community plans, designing technical training activities, and assisting with data analysis and monitoring and evaluation.

PE WORKSHOP AT THE GLOBAL HEALTH COUNCIL CONFERENCE

This year, the Population-Environment Fellows Program (PEFP) Workshop was held in conjunction with the Global Health Council's (GHC) annual conference, "On Common Ground: Health and the Environment" in Washington, D.C. The workshop's theme was "Organizational Capacity Building." Seven Population-Environment Fellows, as well as representatives from USAID, the Woodrow Wilson Center, the Population Reference Bureau, and the University of Vermont participated in the event. The GHC conference provided a unique opportunity for fellows to learn about other integrated programs and to interact with the professionals working with those programs.



ENDING FELLOWS

During 2003, 18 fellows ended their placements having made significant impacts on their organizations' ability to advance international family planning, reproductive health, and population-environment efforts. The following pages profile the fellows who completed their placements during the period of this report.

Noted are the contributions they made to their host organizations as well as their current activities.

Fellow Hilikka Abicht (center) leads a Christian Health Association of Nigeria (CHAN) monthly meeting in Iseyin, Oyo State, where Traditional Birth Attendants (TBAs) share stories and review educational materials.

Photo Credit: CHAN TBA

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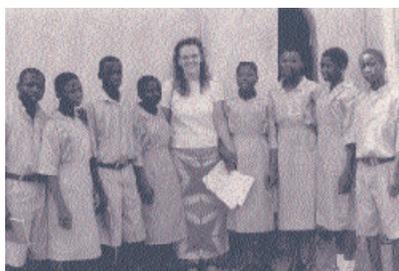


HILKKA ABICHT

Center for Development and Population Activities/Nigeria
Capacity Building (Pop) • 6/01-6/03
 MPH, University of Illinois at Chicago



Hilikka visits with Mr. Inaolaji Jimoh, a market-based distribution agent for National Council of Women's Societies at a market in Osogbo (Osun State).



Community-based agents with the Country Women Association of Nigeria (COWAN) in Ondo State pose with Hilikka during a break in training.

Hilikka served as a Reproductive Health Program Officer at CEDPA in Lagos, Nigeria. CEDPA partners with local organizations, granting them funds and technical assistance for programming that aims to improve women's access to quality reproductive health and family planning services. Hilikka provided technical assistance to subprojects and assisted with funding proposals.

- Hilikka was originally responsible for two subprojects – The National Council of Women's Societies in Osun State and the Christian Health Organization of Nigeria in Oyo State. She provided technical assistance in areas such as staff motivation, cost-recovery, referral systems, commodity logistics, family planning and HIV/AIDS service integration, client-provider interaction, and reproductive health updates. Her efforts helped these subprojects achieve increases of more than 500% in couple years of protection (CYP) and go from being two of the weaker performers to CEDPA's second- and third-highest performers based on this measure. In addition, the organizations' volunteer attrition rate decreased, and staff knowledge and job satisfaction showed improvement. Because of her success with these subprojects, Hilikka was given direct responsibility for one more NGO-partner, the Country Women Association of Nigeria (COWAN) in Ondo State, as well as indirect responsibility for another six. When her three primary subprojects ended in late 2002, Hilikka helped design and implement the Living Hope Care project in Osun State.
- In addition to enhancing the capacity of its partners, Hilikka also supported CEDPA/Nigeria's own capacity by helping to write numerous successful grant proposals. Among them were a \$1.4 million grant from the Packard Foundation for adolescent services, a "bridge" grant from USAID as a follow-on to the ENABLE (Enabling Change for Women's Reproductive Health) project, a \$400,000 grant from the Macarthur Foundation for Safe Motherhood, and World Bank funding for a child survival program.
- Hilikka ended her placement by serving as the Master of Ceremony for the ENABLE End-of-Project Dissemination. She co-facilitated and moderated the event, which shared project results with high-level stakeholders.

Hilikka is currently working on her doctoral dissertation at the University of Illinois at Chicago's School of Public Health on community organizing for women's health.



S. AFUA APPIAH-YEBOAH

Centers for Disease Control and Prevention/USA
Applied Research (Pop) • 4/01-4/03
MPH, University of Michigan

*“I now have an appreciation
for all aspects of the field —
from research to data analysis
to policy-making and the many
ways in which they are
interrelated.”*

POPULATION FELLOW

Afua supported the CDC’s Division of Reproductive Health on two types of surveys: the Reproductive Health Survey (RHS) and the Young Adult Reproductive Health and Behavioral Risk Survey (YARHBRS).

- Afua worked extensively on the 2001 YARHBRS in Zimbabwe, only the second such survey conducted in sub-Saharan Africa. Along with the traditional YARHBRS focus on issues such as family planning, antenatal care, family life education, and reproductive health knowledge, the Zimbabwe survey, in response to the country’s high HIV prevalence rate, focused heavily on HIV/AIDS. In fact, it was the first population-based survey to include testing for an HIV/AIDS biomarker. Afua worked with a team from CDC/Atlanta, CDC/Zimbabwe, and the Zimbabwe National Family Planning Center on developing the questionnaire. She then traveled to Zimbabwe to pretest the instrument and train interviewers, later returning to oversee field activities and to clean and analyze data. These data will serve as a baseline of HIV prevalence and for the evaluation of HIV/AIDS and other reproductive health programs.
- Afua analyzed data and co-authored final reports for the 1999 Georgia RHS and the 2002 Azerbaijan RHS as well as for a comparative report on Reproductive, Maternal, and Child Health in Eastern Europe and Central Asia. These reports, which are based on data collected in nationwide, population-based surveys by the CDC/Atlanta and collaborating in-country agencies, inform government ministries, NGOs, and other stakeholders about countries’ reproductive health status. Among the findings are that withdrawal is the most common contraceptive method in Azerbaijan (used by 29% of women) and that nearly half of Eastern European and Central Asian women believed that “condoms are not necessary if you know your partner,” suggesting the possibility of risky sexual behavior.
- Afua co-presented a paper on her work at the 2002 Population Association of America Annual Meeting.

Afua is currently working as a Research Associate for the Health, Social, and Economic Research Division of the Research Triangle Institute in Atlanta.



DORSEY BURGER

The Nature Conservancy/Ecuador

Program Development (PE) • 4/01-4/03

MA, Clark University



Dorsey trains volunteer surveyors for the household family planning and reproductive health survey.



A family on Santa Cruz Island answers survey questions on their attitudes about local family planning services.

Dorsey worked with TNC in the Galapagos Islands, focusing on the archipelago's high rate of population growth and threats to its biodiversity. His contributions were in three areas: support for family planning (FP) and reproductive health (RH) services; population policy review; and site conservation planning.

- Dorsey catalyzed the collection of population-related data that not only set the stage for the introduction of FP/RH services on the islands but can also help guide future environmental programming. In collaboration with the Centro Médico de Orientación y Planificación Familiar (CEMOPLAF), Dorsey helped organize and train volunteers to carry out a survey of 250 households on three islands, measuring women's knowledge, acceptance, and use of family planning as well as their attitudes about reproductive health services and needs. The surveys revealed a decline in the use of modern contraceptives and a severe lack of reproductive and other health services on the islands. These surveys formed the basis of a CEMOPLAF feasibility study for family planning services in Galapagos. With Dorsey's input, CEMOPLAF has since developed a proposal for a full-service clinic that would make family planning and other health services available to population centers throughout the islands.
- Dorsey organized a sexual education training course for high school teachers to prepare them to address topics such as sexuality, gender, self-esteem, and the prevention of adolescent pregnancy and sexually transmitted diseases, including AIDS.
- Working with the Galapagos National Institute, Dorsey carried out an analysis of the islands' population policies, including options for achieving environmental and social goals.
- Dorsey facilitated two TNC workshops on site conservation planning with colleagues from the Galapagos National Park, the Charles Darwin Research Station, and other organizations. He also developed a conceptual framework on the links between population and biodiversity preservation in the Galapagos that demonstrates the value of integrated vs. single-sector projects.

Dorsey is working for the Fundacion para el Desarrollo Alternativa Responsable (Foundation for Responsible Alternative Development) in Galapagos, whose mission is to define and implement sustainable development in the islands.

FORMER FELLOWS IN THE FIELD

Upon completion of their fellowships, program alumni/ae continue to contribute to the field.

Historically, 80% of our more than 250 former Population and Population-Environment Fellows have gone on to hold jobs in family planning, health, or development.

Former fellows have served in the following positions: a Senior Policy Analyst for the Population Reference Bureau; the Chief of Party for JHU/CCP Zambia; a Senior Program Manager for the MEASURE Evaluation Project; a Senior Research Associate for Family Health International; a Population, Health and Nutrition Deputy Director for USAID/Zambia; an Associate Professor at the Tulane School of Public Health and Tropical Medicine; a Regional HIV/AIDS Advisor, USAID/Central Asia Region; a Country Director, PATH/Kenya; an Africa Regional Representative, PATH; and the Vice President and Director, PATH.

“Her ability to fit in with the organization has been exemplary. At a time when the organization was experiencing rapid change she adapted her work style and made meaningful suggestions to assist in the change process.”

POPULATION FELLOW'S HOST
AGENCY REPRESENTATIVE

FELLOWS PRESENT AND PUBLISH

Current and former Population Fellows continue to enrich the field through presentations and publications. In 2003, nine current or former Population and Population-Environment Fellows presented or co-authored papers at the Global Health Council conference, and 16 did so for the American Public Health Association annual conference, one of which was co-written by Population Fellow Elizabeth Butrick and PEAK Fellow Iliana Moreno: “Contraceptive Supply Choice Among Users of FPA-run Family Health Clinics.”

Population Fellow Carol Camlin and Chiweni Chimbwete published an article in *AIDS Education and Prevention* (2003) entitled “Does knowing someone with AIDS affect condom use? An analysis from South Africa.”



ELIZABETH BUTRICK

Mexfam/Mexico

Monitoring and Evaluation (Pop) • 6/01-5/03

MPH and MSW, University of California, Berkeley



Elizabeth works closely with PEAK Fellow Iliana Moreno to revise final evaluation reports at Mexfam.



PE Fellow Kathleen Dowd-Gailey and Elizabeth attend a Pronatura Population and Environment strategic planning workshop.

Elizabeth's primary role within Mexfam was in the area of evaluation. However, she also provided support on activities ranging from international professional exchanges to partnership building.

- One of Elizabeth's primary accomplishments was the design and implementation of a study assessing the role of family planning in Mexfam clinics. The study, which was a rare example of non-donor-driven evaluation by Mexfam, was designed to determine the validity of staff perceptions that family planning was being de-emphasized compared with more revenue-generating services. To keep the study cost-effective, Elizabeth designed it to be carried out by existing staff with support in data collection from summer interns (one of whom was GAP-funded). Using client surveys and interviews of both clients and staff, Elizabeth did find weaknesses in contraceptive promotion and identified an important percentage of users who get their methods from other private sources even though they use Mexfam clinics. The study's findings helped catalyze several changes within Mexfam. Management decided to base the year's productivity awards on family planning promotion, and the organization's new strategic plan reaffirmed the centrality of family planning. Elizabeth presented her results at the 2003 APHA Annual Meeting.
- During her second year, Elizabeth lent in-depth support to an international professional exchange based on Mexfam's award-winning youth program, Gente Joven. This Packard-funded exchange brought professionals from Nigeria, Ethiopia, the Philippines, and the United States to visit Mexfam and learn new adolescent sexual health service strategies. In addition to providing logistical support, Elizabeth conducted participant recruitment visits, presented material during workshop sessions, and provided participant follow-up.
- Elizabeth served other roles, as well. She initiated partnership activities between Mexfam and Pronatura, a Mexican environmental organization supported by PE Fellow Kathleen Dowd-Gailey; worked closely with PEAK Fellow Iliana Moreno on qualitative evaluation projects; and helped host donors and other key visitors to Mexfam.

Elizabeth now serves as the Senior Public Administration Analyst for the Institute for Global Health at the University of California, San Francisco.



CAROL CAMLIN

Africa Centre for Population Studies
and Reproductive Health/South Africa

Applied Research (Pop) • 1/01-1/03

MPH, University of North Carolina at Chapel Hill

“My knowledge and skills in demographic and reproductive health research have taken a quantum leap. I was presented with great challenges and the freedom to develop my own agenda and as a result learned a great deal about the field in the past two years.”

POPULATION FELLOW

Carol conducted research at the Africa Centre designed to help inform HIV/AIDS program and policy development.

- She prepared an article on fertility trends and patterns in Hlabisa in the context of HIV/AIDS. Key findings were that in rural KwaZulu-Natal (KZN), fertility among women over 18 has declined rapidly for two decades, yet adolescent fertility levels have not changed. Although most adolescents in rural KZN are sexually active, few use contraception, suggesting an unmet need for family planning among this group. Trends suggest that below-replacement fertility and increasing mortality due to AIDS could soon lead to negative natural population growth.
- Carol prepared an analysis of 1998 South Africa Demographic and Health Survey data, addressing whether knowing someone with AIDS is correlated with condom use. Prior research in Africa suggested that personally knowing someone with HIV/AIDS might positively influence HIV-preventive behaviors. Her research found no such correlation. Instead, condom use was associated with knowledge that condoms can prevent HIV/AIDS, sex with non-marital partners, higher education, younger age, and urban residency. Findings suggest that prevention campaigns must reinforce condoms' efficacy and reach rural, less educated women.
- Carol wrote a paper on the individual, parenting, and household-level characteristics associated with reproductive health risks among young women in Hlabisa. The paper identifies the correlates of three outcomes: early age at pregnancy; early age at sexual debut; and non-use of contraception.
- Carol developed a system for population-based, longitudinal monitoring of sexual behavior for interpretation of epidemiological information that will be collected through a large HIV sero-surveillance project. The surveys she developed will be conducted annually among all adults in the surveillance area beginning in 2003. A key feature of the research is a low-tech “voting box” method for ensuring the privacy of participants' responses and yielding more reliable data on the behavioral correlates of HIV prevalence and incidence. Carol led this project through all stages of literature research, design, obtaining ethical approval, community entry, training, and field implementation.

Carol is currently consulting for the Africa Centre and other clients.



KATHLEEN DOWD-GAILEY

Pronatura Península de Yucatán/Mexico

Program Development (PE) • 3/01-3/03

MPA and MSES, Indiana University



Kathleen researches water-obtaining devices in the Calakmul region of Mexico.

“If it were not for my placement, my host organization would not be addressing PE linkages. Hopefully, this placement will pave the way for more programming in this area, or at a minimum allow them to determine if they wish to continue down this road in the future.”

POPULATION-ENVIRONMENT
FELLOW

Kathleen helped the Mexican conservation NGO, PPY, explore water issues and consider if and how it might pursue population-environment programming in the Calakmul Biosphere Reserve on the Yucatan Peninsula.

- Prior to Kathleen’s arrival, PPY staff were not well apprised of the merit of addressing population issues within conservation efforts. Kathleen worked to educate staff about various definitions of PE and PE programming models. She coordinated a presentation by the National Wildlife Federation on its PE experience and collaborated with NWF on a PE resource and training center in Calakmul, which is now under construction.
- Kathleen garnered a \$30,000 planning grant from the Packard Foundation, which allowed PPY to explore collaboration with potential PE partners and municipal leaders in the Calakmul region. Through the grant, PPY hosted a strategic planning meeting with stakeholders, including Mexico’s IPPF affiliate, Mexfam, with whom Population Fellow Elizabeth Butrick was working. Among the products of this meeting was a PE policy statement that provides PPY with guidelines for future intersectoral work. Kathleen also facilitated technical exchange trips for PPY staff to PE projects in Chiapas, Mexico, and Peten, Guatemala, implemented by Conservation International, Mexfam, and ProPetén. The trips not only illuminated useful PE strategies but fortified relationships that are essential to future collaboration among these organizations.
- Kathleen wrote a successful two-year, \$40,000 grant to the Mexican Fund for the Conservation of Nature that allowed PPY to study water use, population dynamics, and human health in four communities in Calakmul. Among the findings was that average per capita water consumption was at the minimum level for human survival (46-52 liters/day), with no significant difference between indigenous residents and recent arrivals. Furthermore, unmet need for family planning was high – at 63% – distinguishing the region as a prime location for PE interventions.
- Kathleen spoke at the 12th Annual Stockholm Water Symposium’s Young Water Professionals Seminar on balancing conservation and development, specifically regarding water.

Kathleen now works with EnviroIssues, an environmental consulting firm in Seattle, Washington.



MUTHONI “NONI” GACHUHI

Population Services International/Zimbabwe

Social Marketing (Pop) • 10/01-10/03

MPH, Tulane University

“[Our fellow] is good at her work – she’s accurate, thorough, complete, and most importantly independent. She gets into the depth of things and addresses issues comprehensively. We depend a lot on her input.”

POPULATION FELLOW’S
HOST AGENCY REPRESENTATIVE

Noni served as the coordinator of Corridors of Hope (COH), a regional, USAID-funded HIV/AIDS-prevention program. Incorporating seven countries, COH targets mobile populations (such as long-distance truckers and migrant workers), commercial sex workers, and adolescents in border towns along major highways. The program encourages condom use, STI treatment, and a reduction in the number of sexual partners. Noni was responsible initially for a variety of COH work in Zimbabwe – coordinating the project’s two subcontracting partners, monitoring program activities, and reporting to PSI/Washington and USAID. However, her duties became increasingly regional as her fellowship progressed.

- Noni ensured that COH was efficiently run and well-coordinated. Among other things, this involved making other departments within PSI/Zimbabwe aware of COH’s relevance and value, thereby raising its prominence within the organization’s portfolio and fostering synergies with other departments (such as sales, marketing, voluntary counseling and testing (VCT), and targeted communication). Based partly on this precedent, other programs in PSI/Zimbabwe are now managed under one focal coordinator.
- Noni led COH’s expansion from two to eight border towns in Zimbabwe.
- Based on her success in Zimbabwe, Noni was appointed regional coordinator of COH, responsible for encouraging countries to adopt a strategically consistent approach to activities. She provided technical support to other COH countries such as Mozambique and Lesotho; coordinated regional reporting; and participated in proposal writing to renew the project’s funding. This position is now slated to become a permanent one within PSI.
- Noni developed and produced five educational brochures for fieldworkers to use with COH target audiences. The brochures address condom use, sexually transmitted diseases, HIV/AIDS, caring for someone living with AIDS, and tuberculosis.

Noni continues at PSI/Zimbabwe as the Regional Coordinator for Corridors of Hope.



JAMES HUTCHINS

CARE/Tanzania

Applied Research (PE) • 1/01-1/03

MS, Auburn University

James worked with CARE International in Zanzibar. Initially charged with developing a participatory research framework for a livelihood security-marine conservation project on Misali Island, his role evolved to include advocacy for linked population-health-environment programming within CARE and among potential partners.

- James' first contribution was in research. He led the design and coordination of the Pemba Rural Household Livelihood Security Assessment, which gathered qualitative and quantitative data on six household livelihood securities (income, food and nutrition, health, education, participation in civil society, and access to natural resources).
- James then successfully advocated for the expansion of the Misali Island Conservation Project from a project focused on sustainable livelihoods for marine resource users in a single protected area to a Pemba-wide fisheries management and marine conservation initiative.
- James also helped design and fund the Pemba Resource Centre, which provided a physical presence for the Misali Island Conservation Project and a place for meetings, workshops, technical materials, evaluation activities, and computer support.
- Using the results of the Pemba Rural Household Livelihood Security Assessment, James successfully urged CARE to link health promotion to its ongoing conservation and development work in villages reliant upon the Ngezi Forest Reserve and the Misali Island Marine Conservation Area. He coordinated the consultative process of writing a proposal to the Swiss Agency for Development for a six-year health project in Pemba. The project, on which CARE would be an implementing partner, would foster: organizational capacity building for the Zanzibar Ministry of Health; village capacity building and empowerment; and market-based activities that improve household access to health services and medicines.
- James coordinated a site visit by PE Fellow Jennifer Talbot (USAID/Madagascar). Both fellows gave presentations to CARE/Tanzania, USAID/Tanzania, and the Zanzibar Ministry of Health to raise awareness of the potential for population-health-environment programming. This collaboration informed the design of the health project proposal.

“Sharing responsibility with my colleagues for the design, implementation and analysis of [our project] was an opportunity to apply what I have learned about conducting field-based research in a very ‘hands-on’ manner.”

POPULATION-ENVIRONMENT
FELLOW

James has resumed his doctoral program in development studies at the University of Wisconsin-Madison.



MARY PAT KIEFFER

USAID/Regional Economic Development
Services Office/Kenya
Capacity Building, HIV/AIDS (Pop) • 2/02-8/03
MSc, Harvard University

*“We are delighted that this
fellowship has led to a longer term
position with [our organization].
[Our fellow’s] expertise and
commitment will continue to be
extremely valuable to this office.”*

POPULATION FELLOW’S
HOST AGENCY REPRESENTATIVE

Mary Pat served as the Regional HIV/AIDS Coordinator in the Population, Health and Nutrition (PHN) Office of REDSO, USAID’s regional office for East and Southern Africa. She provided technical input into both REDSO’s HIV/AIDS programming and its capacity-building work with the PHN Office’s three African partner organizations.

- Mary Pat identified and analyzed emerging issues in HIV/AIDS and contributed to the development of REDSO’s new regional HIV/AIDS strategy and its monitoring and evaluation plan.
- She provided technical support to REDSO’s partner activities, including regional reviews of HIV/AIDS programs and policies, workshops for faith-based organizations, and a meeting for countries addressing emerging HIV/AIDS epidemics. She also provided substantial technical assistance in the design and analysis of the Training Needs Assessment (TNA) being conducted by REDSO partner, the Centre for African Family Studies, and the Regional AIDS Training Network to identify training-related needs that could be met by regional training organizations. She provided USAID review of the 12 TNA country reports and much of the analysis for the regional report.
- A major area of her work was overseeing the Regional Centre for Quality of Health Care (RCQHC), a REDSO partner, in the development of the African Network for Care of Children Affected by HIV/AIDS. The network, which seeks to improve quality of care for infected and affected children in Africa, has advocated for early diagnosis and treatment of children with HIV and developed a handbook on pediatric AIDS in Africa. With the HIV/AIDS Advisor at RCQHC, Mary Pat worked to strengthen RCQHC programs on HIV prevention, care, and treatment.
- She provided technical assistance to the USAID bilateral missions on implementing the President’s Emergency Plan for AIDS Relief and on the prevention of mother-to-child transmission of HIV.

*Mary Pat’s placement was supported with non-population,
field-support funds.*

*Mary Pat now serves as REDSO’s Regional Advisor on the Prevention
of Mother-to-Child Transmission.*

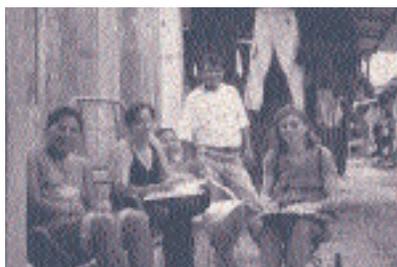


SHERI LIPPMAN

Population Council/Brazil

Applied Research (Pop) • 4/01-4/03

MPH, University of California, Berkeley



Together Sheri and a colleague survey community members about condom use, HIV transmission, and family planning in the market town of Tabatinga.



Sheri interviews the president of the local council in Belém de Solimões (an indigenous reserve), a Ticuna village in the Amazon.

Sheri co-coordinated the Brazil Borders Project, an initiative to assess and improve the prevention of STI/HIV/AIDS and unwanted pregnancies in the diverse frontier regions of Brazil. The project, which was implemented in collaboration with the Ministry of Health's National AIDS Program and the USAID mission, began with a diagnostic assessment of STI/HIV/AIDS and reproductive health services at Brazil's international borders and continued with the implementation of operations research projects based on assessment findings.

- Sheri's contribution began with co-authorship of the assessment proposal, an adaptation of the World Health Organization's Strategic Approach to Contraceptive Introduction. This primarily qualitative methodology uses a participatory approach to explore the interplay among health services, communities, and the socioeconomic and political context.
- Sheri participated in the fieldwork, was instrumental in data analysis, and co-authored the final assessment report. The findings, which the research team presented at a national dissemination seminar, informed the development of priority projects and national policy initiatives.
- Sheri presented the assessment findings at international conferences, including the XIV International AIDS Conference and the 2002 APHA Annual Meeting.
- Sheri also coordinated the transition into the second stage of the Brazil Borders Project, designing action research that responds to prevention priorities identified during the assessment phase. Sheri authored two proposals to increase safer sexual behaviors with vulnerable populations, including truck drivers and commercial sex workers, in international border municipalities. The projects, which feature condom promotion, integrated reproductive health care, and STI/HIV testing activities, are currently being implemented by the Population Council/Brazil with support from the USAID mission, the Horizons Program, and the National AIDS Program.
- Sheri played a lead role in the implementation of the Borders action research, designing the protocols, data collection instruments, and analysis plans, in addition to lending technical assistance in the development of behavior-change communication materials.

Sheri accepted a follow-on consultancy with the Population Council/Brazil to continue her work on the Borders Project and to begin new operations research initiatives.



SHAWN MALARCHER

USAID/Washington

Operations Research (Pop) • 9/02-11/03

MPH, Tulane University



A nurse using the Balanced Counseling Strategy developed by FRONTIERS counsels a woman on her contraceptive choices at a hospital in Guatemala City.



Shawn tours an STI clinic in Osh, Kyrgyzstan, as part of an assessment of the USAID-funded ZdravPlus Program run by Abt Associates in Central Asia.

Shawn served in the Research, Technology, and Utilization (RTU) Division of USAID's Office of Population and Reproductive Health. Her primary role was as the technical advisor for FRONTIERS – a ten-year, \$120 million project that conducts research aimed at improving the delivery of family planning and reproductive health services worldwide. She also provided technical support for the Division's other operations research activities and served on several USAID working groups.

- With FRONTIERS, Shawn reviewed project proposals, presentations of research results, and technical summaries for publication. She facilitated the project's annual management review, guided the development of its workplan for future activities, and conducted monitoring visits to Guatemala, Kazakhstan, South Africa, and Ghana.
- Shawn also worked to strengthen the link between research and service delivery. Within USAID, she articulated the need for better communication between her division and the Service Delivery Improvement (SDI) Division. This led to the designation of specified contacts within each division who were responsible for identifying opportunities for collaboration between cooperating agencies doing research and those involved in service delivery. As a designated coordinator herself, Shawn helped FRONTIERS and Advance Africa develop a coordinated strategy to implement and scale up a birth spacing model in Mozambique. She also personally worked to ensure the sharing of best practices between divisions.
- Shawn facilitated the development of the Office of Population and Reproductive Health's Programmatic Research Agenda. During this process, she garnered input from technical experts in service delivery, contraceptive security, policy, and regional country support.
- She participated in an assessment for the Kazakhstan regional mission, reviewing the progress of and challenges to the information system developed as part of its regional health reform project.
- As a member of the Postabortion Care (PAC) Working Group, Shawn led the development of a strategic framework and indicators for the Office's PAC portfolio.

Shawn continues to serve the RTU Division as a Population Leadership Advisor.



SEAN MARK

PATH/Philippines

Capacity Building and Advocacy (PE) • 1/03-1/04

MS, American University

“The support, friendship, and excitement of people in the village has been the greatest reward of this fellowship.”

POPULATION-ENVIRONMENT FELLOW

Sean was placed with the Philippines office of the Program for Appropriate Technology in Health. He worked in Palawan Province with PATH's Integrated Population and Coastal Resource Management Project, which addresses family planning/reproductive health, food security, and coastal resource management issues facing Filipino fisherfolk. Sean's main roles were to complement PATH's health expertise by providing technical assistance in coastal resource management to the project's partner NGOs and to educate local government officials and communities about the project's health and resource management goals.

- Sean contributed to the creation of an official marine protected area (MPA) in the village of Binudac in the municipality of Culion. He supported the efforts of the municipal councilman for the environment to establish the MPA by helping delineate the area's boundaries using global positioning systems and mapping skills. He also assisted with public hearings and education campaigns to raise awareness of the MPA's benefits. As part of this, Sean worked with the Culion Foundation, Inc., one of PATH's partner NGOs, on slogan contests and educational signboards.
- Sean helped articulate population-environment concerns to local communities through a variety of open forums. For example, at a "Coastal Clean-up" event held in Culion town, he spoke about the linkages between coastal resource management and family planning, the importance of protecting the local marine environment, and solid waste management strategies.
- Sean strengthened the capacity of PATH's partner NGOs by holding several workshops and trainings on information, education, and communication; coastal resource management; and coral reef assessment.

Sean plans to complete his Ph.D. in environment and development at the University of Hawaii.



NTOMBINI MARRENGANE

Margaret Sanger Centre International/South Africa

Information, Education, & Communication (Pop, MSI) • 1/01-1/03

MA • Clark Atlanta University

MSCISA provides technical assistance and training to sexual and reproductive health (SRH) practitioners in southern Africa. As its IE&C Programme Officer, Ntombini helped develop educational and communication materials for MSCISA and its clients – low-resourced, community-based SRH organizations.

- Ntombini coordinated and carried out field tests of a low-literacy SRH teaching aid – a storyboard with movable images aimed at involving men in discussions ranging from reproductive anatomy to the prevention of HIV/AIDS and domestic violence. The fieldwork was carried out in urban and rural communities in Botswana, Namibia, and Zambia and led to the refinement of the tool, which Ntombini has since prepared for broad distribution. She exhibited the research and prototype at the 2001 International AIDS Conference.
- Working closely with marketing and information technology consultants, Ntombini coordinated the launch of the new MSCISA corporate identity and Web site.
- Ntombini helped develop and coordinate “Shop Talk,” a roundtable series sponsored by MSCISA featuring presentations on regional SRH issues by local researchers and practitioners. Shop Talk provides an opportunity for clinical service providers, program managers, and policy-makers to explore topics such as advocacy and low-tech SRH education techniques.
- Ntombini helped develop organizational assessment tools for MSCISA’s Joint Initiative grant program. The program, which is jointly administered by MSCISA and the American Jewish World Service, provides small grants of \$5,000-\$10,000 to build the capacity of local organizations to effectively address the sexual and reproductive health needs of their communities. The tools to which Ntombini contributed help assess the grants’ effectiveness in building organizational capacity.
- Ntombini also helped standardize training materials for MSCISA courses aimed at improving service delivery by SRH organizations.

“[Our fellow] brought a keen intellect, determination and U.S. savvy to the post. [I am also extremely] pleased with her growth in adapting to the cultural setting in which we operate.”

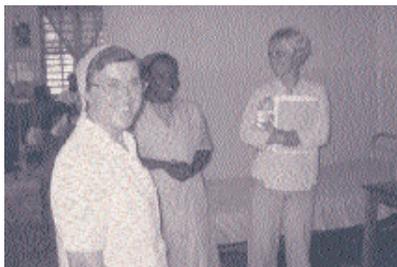
Ntombini is working as a Senior Consultant with the Institute of Directors in Southern Africa in Johannesburg.



TENLEY MOGK

USAID/Democratic Republic of Congo

Program Coordination and Monitoring (Pop) • 8/01-8/03
MPH, Columbia University



Tenley tours a health clinic in the Congo to assess their family planning program needs.

“ [Our fellow] helped energize the entire mission – many people throughout [our organization] worked harder and better because of [her] example, energy, commitment, and insight. She made us into a better mission. ”

POPULATION FELLOW'S
 HOST AGENCY REPRESENTATIVE

Based in Kinshasa, Tenley served as USAID/DRC's Reproductive Health and Family Planning Program Coordinator. Her fellowship provided the mission with the needed capacity to recommence family planning programming after a 13-year hiatus.

- Tenley organized an assessment of current family planning programming and unmet needs in the country. The needs were great. According to UNICEF, the maternal mortality rate stood at 1,289/100,000 live births and fertility at 7.2 live births/woman. In addition, the assessment revealed several issues: modern contraceptives were virtually absent; providers needed retraining in methods and counseling; contraceptive rumors – particularly about hormonal methods – were rampant; men and churches were serving as barriers to the adoption of family planning; and birth spacing was rare, threatening both maternal and child survival.
- Tenley led the health team in setting programming priorities and choosing partners. The urban portion, managed by Population Services International (PSI), was instituted in three cities, and services for 11 rural areas were integrated into the mission's largest health project, SANRU III. Activities included the procurement of modern contraception; a social marketing component for PSI's Confiance pill and injectable; training of trainers and service providers; information campaigns targeting men and churches; and support for the provision of the Standard Days natural family planning method. Tenley monitored these activities, communicating almost daily with partners and traveled often during her second year to SANRU's rural sites. Her programming recommendations were factored heavily into the mission's integrated strategic plan for 2004-2009.
- To ensure the sustainability of her work, Tenley updated her colleagues on the rules governing the use of U.S. population funds, maintained open and frequent communication with USAID/Washington, and worked closely with the National Family Planning Program. To continue her work, USAID/DRC has hired a full-time replacement whom Tenley helped orient prior to her departure.

Tenley is currently job searching.



GWEN MORGAN

Family Health International/Kenya

Monitoring and Evaluation (Pop) • 6/01-5/03

DrPH, Tulane University

“[Our fellow] blended in well with [our] program and became part and parcel of [our] team.”

POPULATION FELLOW'S
HOST AGENCY REPRESENTATIVE

Gwen served as a monitoring and evaluation (M&E) technical officer for the USAID-funded and FHI-managed Implementing AIDS Prevention and Care (IMPACT) Project. She worked to establish systems, procedures, and methodologies for monitoring and evaluating IMPACT's activities in Kenya.

- Gwen created management information systems for IMPACT partners working in peer education and in voluntary counseling and testing (VCT). She also collaborated in creating Kenya's national VCT monitoring form.
- Gwen received \$50,000 in corporate funding from FHI/Arlington as well as matching funds from FHI/Kenya to perform a comprehensive process and outcome evaluation of the behavior communication and change (BCC) component of the IMPACT Project. Findings from this research will be used to refine IMPACT's BCC activities.
- Gwen served as a co-principal investigator for three studies, including: (1) the 2002 Kenya Behavioral Surveillance Survey, a national cross-sectional behavioral study of selected risk groups; (2) a national feasibility study of integrating family planning services into VCT services; and (3) a pilot test of indicators for care and support of people living with HIV/AIDS in Western Kenya, designed and supported as an exercise in four countries by USAID, WHO/UNAIDS, and other U.S. government agencies and cooperating agencies.
- Gwen also had input into other studies, such as formative research on the acceptability of female condoms among sex workers in Mombasa.
- As a result of Gwen's accomplishments and higher funding for IMPACT/Kenya, FHI/Kenya has institutionalized her M&E work by establishing her role as a permanent, local-hire position and appropriating three percent of its annual budget for M&E activities.

Gwen is now a Technical Advisor for Communication and Research with Population Services International in Kenya.



KIRK RIUTTA

Conservation International/Philippines

Program Development (PE) • 7/01-7/03

MA, Monterey Institute of International Studies



Kirk works on the GIS Demographic Project with Dario Pagcaliwagan, former Country Director of CI/Philippines.



PE Fellow Carol Boender, Kirk, and Mulong Sitchon of PROCESS-Luzon at the PE Baggao Project planning meeting in Penablanca, Cagayan.

Kirk spearheaded the development of CI's population-environment program in the Philippines. This involved conducting research on PE linkages, formulating a PE strategy, establishing relationships with partners and funders, and writing grants that resulted in a major applied research project (the GIS Demographic Project) and an integrated community-based project (the PE Baggao Project).

- Kirk began his placement with a six-month study of PE linkages in the Philippines. He and a local consultant analyzed conceptual models, national stakeholders, and demographic and environmental data. They also conducted case studies in the Palawan and Sierra Madre biodiversity corridors.
- The team then presented their findings at a national workshop and sought stakeholders' input on CI's PE strategy. Based on these recommendations, Kirk finalized a strategy that tied into CI's objectives at the national, regional, and local levels.
- As part of this strategy, Kirk designed and gained funding from USAID/Philippines for the GIS Demographic Project, an ambitious spatial analysis of the demographic and socioeconomic pressures affecting conservation in the country's 78 provinces. The project aims to improve the government's ability to consider multi-sector data in formulating holistic programs and policies. Several project partners, such as the National Economic Development Agency, the National Commission on Population, and the Philippines Council on Sustainable Development, have already expressed plans to incorporate the project's data into their planning processes. Kirk presented the project at the 2003 Global Health Council Annual Conference.
- As a site-level component of the PE strategy, Kirk collaborated on the design and implementation of the PE Baggao Project. The project, which is funded by USAID/Washington, aims to reduce pressure on the Sierra Madre rainforest municipality of Baggao by combining agricultural training with reproductive health and family planning (RH/FP) services. Kirk identified a local RH/FP partner (PROCESS-Luzon) and provided technical support in project implementation, including creating maps to help measure land-use change throughout the project.

Kirk is currently job searching.



TARA SULLIVAN

Mae Tao Clinic/Thailand

Monitoring and Evaluation (Pop) • 4/01-4/03

PhD, Tulane University

Tara worked as the Reproductive Health Monitoring and Evaluation Coordinator with Thailand's Mae Tao Clinic, which serves refugees, migrant workers, and internally displaced people on the Thai-Burmese border. One of her main roles was to implement the Reproductive Health Quality Improvement Project, which uses monitoring and evaluation (M&E) techniques to improve quality of care in areas such as family planning; the prevention of STDs and gender-based violence; and antenatal, emergency obstetric, and postabortion care. The project focuses on systems improvement (including management and logistics); staff supervision and support; and client knowledge, attitudes, and behaviors.

- Tara helped the reproductive health team strengthen its routine data collection system and develop three instruments (a facility audit, an observation checklist, and a client exit interview) to gather baseline and follow-up data. Because clinic staff were included in all phases of the M&E work – from developing project objectives, activities, and data collection instruments to implementing the assessments – they became stakeholders in the sustainability of the M&E system.
- Tara also identified staff training needs and either arranged or conducted trainings in areas such as: survey design and implementation; data collection and analysis; and use of observation checklists and chart reviews. Tara also worked to build the capacity of a local counterpart to sustain the M&E system upon her departure.
- Through the Averting Maternal Death and Disability Project, Tara helped the clinic develop an inpatient facility poised to offer comprehensive emergency obstetric care. She assisted with the building design, ordering of equipment and supplies, staff trainings, and development of patient records for M&E purposes.
- Tara also enriched the clinic's capacity in advocacy and information-sharing. She helped the reproductive health team present at five international conferences; conducted trainings in presentation skills and proposal and report writing; and supported the development of proposals that succeeded in securing more than \$100,000 in funding from the International Rescue Committee and a private donor.

“Prior to this program, the bulk of my experience has been theoretical. It has been extremely valuable to learn about how programs run on the ground. I have learned a lot from working with such a bright and motivated reproductive health team.”

POPULATION FELLOW

Tara is now working as a Monitoring and Evaluation Specialist at JHU/CCP in Baltimore, Maryland.



KATHLEEN TAYLOR

Pan American Health Organization/USA

Gender (Pop) • 6/01-6/03

MPH, Tulane University

“She is now known in reproductive health circles in the region... Her training course and materials have received consistently good reviews by even the toughest critics.”

POPULATION FELLOW'S
HOST AGENCY REPRESENTATIVE

Kathleen served as a Reproductive Health and Gender Technical Officer at PAHO, the Americas office of the World Health Organization. As part of the Gender and Health Unit, Kathleen worked to incorporate a gender perspective into PAHO and its various reproductive health projects.

- Kathleen's main activity was providing technical assistance to the Male Involvement in Reproductive and Sexual Health project in Central America. The project, which she ushered through its formative research stage, aims to engage men in positive reproductive health behaviors, including gender-equitable family planning decisions. Kathleen's work entailed writing the conceptual framework for the research protocol, helping define the research methodology, coordinating technical and ethical approval of the research in six countries, and supporting the project's regional coordinator in Nicaragua. She organized and presented at a meeting in Nicaragua introducing the project to stakeholders at PAHO, various Ministries of Health, donors, and other agencies. She also developed an advocacy packet on male sexual and reproductive health to mobilize support for the project.
- Kathleen participated in the USAID Interagency Gender Working Group's Men and Reproductive Health Task Force, and helped organize its Fall 2003 conference, "Reaching Men to Improve Reproductive and Sexual Health for All."
- To support gender mainstreaming within PAHO, Kathleen co-developed and facilitated a well-received short course on integrating gender into project planning. She was also involved in developing both a gender policy for PAHO and a five-year plan to integrate gender into the organization.
- Kathleen helped the HIV/AIDS unit integrate gender into its work, participating in workshops and project planning, as well as developing an advocacy packet on gender and HIV/AIDS. She also helped her own unit examine regional health-sector reform and gender, specifically examining the effects of policy changes on women's access to reproductive health services.

Kathleen is currently traveling. She plans to begin a job search when she returns to the U.S.



MOPLAF

DER EN D REPRODUCT

PROFESSIONAL EXCHANGE FOR APPLIED KNOWLEDGE (PEAK) FELLOWS

The PEAK Initiative allows the Fellows Programs to apply our experience in professional development, capacity building, and networking even more directly to individuals and institutions from developing countries who are working in the fields of family planning, reproductive health, and population-environment.

In 2003, four PEAK Fellows from Latin America undertook their fellowships. Five fellows from sub-Saharan Africa were selected to begin placements in 2004. In addition, we began to see the impacts of our first two cohorts' projects on their organizations and communities.

The PEAK Initiative is funded by the Hewlett, Compton, and United Nations Foundations and by USAID.

PEAK Fellow Nancy Ochoa (far right) celebrates the anniversary of Ecuador's National Network for Sexual and Reproductive Rights with CEMOPLAF youth promoters in Quito, Ecuador.

Photo Credit: Luis López, CEMOPLAF

2003 Fellows



ROSSANA CIFUENTES

International Family Planning Leadership Program • Guatemala

“The fellowship has helped me to recognize the strengths and weaknesses of projects which [will] improve my ability to administer social programs.”

2003 PEAK FELLOW

Rossana is a medical doctor with a master’s degree in gender studies who has worked extensively on population-environment issues in the fragile Petén region of Guatemala. Her PEAK fellowship focused on how to effectively communicate population-environment issues to diverse stakeholders, such as local counterparts, implementing partners, policy-makers, and funders. It also included visits to organizations working on reproductive health and environmental issues in biodiverse regions of Latin America. During the first part of her fellowship with the Population Reference Bureau in Washington, D.C., Rossana helped to develop and facilitate a PE communication workshop in Mazatlán, Mexico, where she disseminated her findings to stakeholders including Mexican media channels. The second portion of her placement took place at CEMOPLAF, a reproductive health organization in Ecuador. There, she conducted a diagnostic study in the Galapagos that found that PE programming was urgently needed. Based on Rossana’s report, CEMOPLAF plans to coordinate a project proposal with the Ministry of Education and environmental organizations to address critical PE issues.



MARÍA KAHN

United Nations Development Programme • Peru

María’s fellowship addressed three themes critical to her work: evaluation; fundraising; and adolescent programming. Her placement began with an internship at Mexfam where she conducted an assessment on the current state of reproductive health programming for rural youth in Mexico by visiting youth projects administered by Mexfam, the Ministry of Health and the Mexican Social Security program. In addition, María attended a MEASURE impact evaluation workshop in Costa Rica to hone her analytical skills. The final portion of her fellowship involved an internship with the Ecuadorian reproductive health NGO,

CEMOPLAF. There, she developed a strategic plan and a proposal for CEMOPLAF's future work with adolescents. During her PEAK Fellowship, María learned about several innovative interventions and plans to incorporate many of these new approaches into her work in Peru.



NANCY OCHOA

ASDE (Social Action and Development Association) •
Peru

“This fellowship has changed the way I work with youth. I want to work toward removing the guilt-ridden sex education messages that alienate young people in my country.”

2003 PEAK FELLOW

Nancy is the Adolescent Program Coordinator for Social Action and Development Association (ASDE), a local health and community development NGO based in Arequipa, Peru. During her fellowship, she concentrated on acquiring new techniques to meet youth development needs and gaining exposure to integrated population-environment programming. Her placement began at Advocates for Youth (AFY) in Washington, D.C., where she helped assess several adolescent reproductive health projects. She also participated in an AFY European Study Tour to observe best practices for youth programming in the Netherlands, Germany, and France. After returning to Washington, D.C., she attended CEDPA's "Youth Development and Reproductive Health" course. The final portion of her PEAK Fellowship took her to Ecuador where she developed youth educational materials at CEMOPLAF, a local reproductive health organization. While there, she visited several population-environment projects that integrate agricultural and health projects. Nancy's applied project focuses on empowering youth to get involved in local development and in raising awareness among leaders about the importance of including youth in the decision-making process. She is also teaming up with ASDE's agricultural division to incorporate gardening, composting, small animal husbandry, and business skill-building into her youth development curriculum.

“My experience with the PEAK Fellowship has strengthened my ability to do advocacy work and to train others in sexual and reproductive rights (SRR) advocacy. It expanded my political and social perspective to understand that SRR are integral to human rights.”

2003 PEAK FELLOW



YURIRIA RODRÍGUEZ

Democracy and Sexuality Network (DemySex) • Mexico

Yuriria is a social psychologist and the technical advisor for the Democracy and Sexuality Network (DemySex), a national network of more than 250 civil society organizations dedicated to promoting sexual and reproductive rights in Mexico. Her fellowship addressed advocacy strategies and how the human rights framework can aid in promoting and sustaining access to sexual and reproductive health. During internships with Catholics for Choice in Washington, D.C., the Center for Reproductive Rights in New York City, and Advocaci in Rio de Janeiro, Brazil, Yuriria developed advocacy tools, performed background research for reproductive rights legal action, and documented strategies for awareness-raising campaigns in Latin America. In addition, she learned how to effectively influence and monitor public policy at the international, national, and local levels. While in New York, Yuriria took two Foundation Center courses to improve her fundraising skills. Her applied project involves enhancing DemySex's strategies for training constituents to implement sexual and reproductive rights campaigns for Mexican youth.

2004 FELLOWS

RESTER BONIFACE

Reproductive Health Manager • Family Planning Association/Tanzania
Refugee reproductive health (funded by the Compton and Hewlett Foundations)

MUSA DLAMINI

Youth Affairs Coordinator • Family Life Association of Swaziland/South Africa
Adolescent reproductive health (funded by the Compton and Hewlett Foundations)

TIMOTHY KACHULE

Program Manager • Project Hope/Malawi
HIV/AIDS prevention education (funded by USAID)

BARTHELEMY RAKOTOTIANA

Regional Coordinator • SAF/FJKM/Madagascar
Population-environment (funded by USAID)

ODILE RANDRIAMANANJARA

National Coordinator • Voahary Salalma/Madagascar
Population-environment (funded by USAID)

THE PEAK PROCESS

PEAK Fellows participate in a number of activities that build skills and foster dialogue critical to program success:

1. The first is a strategic-planning workshop that helps fellows and their supervisors confirm the skill set needed by both the fellow and his/her organization. The results feed directly into the design of both the fellowship and the applied project.
2. Fellows then participate in a group orientation where they receive an overview of relevant technical topics.
3. This is followed by a fellowship individually tailored to the fellow's professional development needs. This may include a formal training course, classes at a university, and/or an internship with a regional or international organization doing high-quality work in the fellow's area of interest.
4. Upon completion, each fellow returns to his/her home organization to implement an applied project, which is partially funded through a PEAK seed grant and utilizes the fellow's new skills.
5. After this phase, fellows and their supervisors participate in a follow-up workshop to maintain connections, share successes, and discuss lessons learned.

Alumni/ae Highlights

2002 PEAK Fellows

Clement Bwalya (*Youth Activists Organization/Zambia*) presented results from his evaluation of soccer camps as a mechanism for teaching youth about HIV/AIDS prevention at the 13th International Conference on AIDS and Sexually Transmitted Infections in Africa in Kenya.

Abdoul Aziz Cissé (*Senegalese Association of Family Welfare/Senegal*) is now leading his organization's UNFPA-funded project focusing on poverty alleviation and employment skill development.

Fatimata Lankoande (*World Neighbors/West Africa, Burkina Faso*) drew the attention of her colleagues at the World Neighbors International workshop in Kenya with her household sample survey evaluating the extent of population-environment programming in Burkina Faso. The results are being used to inform the Ministry of Health of community needs and issues.

Stubbs Maluleke's (*Township AIDS Project/South Africa*) organization received funding to launch a cyber café from Advocates for Youth (his PEAK host organization). He also started a men's group in Soweto, South Africa, as an offshoot of his applied project. (*See story on page 34*).

Mary Phiri's (*Youth Media/Zambia*) applied project evaluating the reader characteristics of the teen newspaper, *Trendsetters*, provided invaluable input for a formal evaluation performed by the Swedish government to assess the impact and viability of Youth Media's future efforts.

2001 PEAK Fellows

Mary Elizabeth Flores (*Profamilia/Nicaragua*) is working to incorporate rural youth leaders from her applied project into local decision-making processes and advocating for increased awareness of HIV/AIDS prevention with local community organizations.

Conny Peralta's (*Commercial Market Strategies/Nicaragua*) Knowledge Award contest to improve staff job knowledge and motivation was recognized by USAID/Nicaragua and the USAID-funded Quality Assurance Project is using her contest model in pediatric units of MOH hospitals to teach and supervise the adoption of clinical norms.

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MINORITY-SERVING INSTITUTIONS INITIATIVE INTERNS

The Population Fellows Programs' Minority-Serving Institutions (MSI) Initiative provided summer internships in international population to 15 undergraduates in 2003, eight from Historically Black Colleges and Universities (HBCUs) and seven from Hispanic-Serving Institutions (HSIs).

In addition, this year the MSI graduate internship program supported a recent HBCU graduate as she completed an applied internship at USAID and supplemental population-related coursework in preparation for a Population Fellowship.

*MSI undergraduate intern
Carmen Violich conducts a
workshop on nutrition during
pregnancy in the upper
Andean town of Sibayo, Peru.*

Photo Credit: Miriam, ASDE

2003 UNDERGRADUATE INTERNS



Summer 2003 interns: (front row from left) Veila Gonzáles-Lugo, Shirley Román-Hernández, Shannon Dickerson, (middle row from left): Sindy Benavides, Dorcey Jones, Amanda Nasseb, Denisse Licon, Shannon Prudhomme, (back row from left): Carmen Violich, Katarro Rountree, Charles Ford, Jenniffer Santos-Hernández, Nia Bodrick, Alonda Love, and Fabienne Snowden.

Sindy M. Benavides

*Family Care International, New York
Virginia State University '03, Political Science*

- Assisted with the FCI/Bolivia health promoters training workshops in Bolivia and Trinidad utilizing the LAC's *Cuidate! (Careful!)* series on contraceptive methods.
- Organized and formulated a spreadsheet for the Numbers Reached Project – a compilation of all publications and materials distributed to organizations worldwide by FCI since 1997 – to be used in FCI's annual donor report.
- Conducted research at The Foundation Center in New York on prospective donors for FCI and the LAC Division.
- Acquired and organized materials for “el Baúl Mágico” (Haiti Magic Box) in French and Creole to teach adolescents about sexual and reproductive health in Haiti.

Nia Imani Bodrick

*Advocates For Youth, Washington, D.C.
Hampton University '05, Biology*

- Produced three feature articles on adolescent reproductive and sexual health issues in sub-Saharan Africa and four demographic country profiles (Afghanistan, Zimbabwe, Somalia, and Nigeria) for www.youthshakers.org.
- Compiled a *Programs at a Glance* publication on emergency contraception (EC) in sub-Saharan Africa and an *Issues at a Glance* publication on youth activists working on EC.
- Fulfilled weekly international information requests from individuals and organizations.
- Presented at the Training of Youth Leaders in Policy Advocacy conference held in collaboration with Advocates for Youth's partner NGO, Youth Action Rangers of Nigeria (YARN), in Lagos, Nigeria.

Shannon Dickerson

*Margaret Sanger Center International, New York
San Diego State University '04, Sociology*

- Collected materials, training resources, and interventions (MTRIs) through Internet and database searches for Safe Youth Worldwide – a United Nations Population Fund (UNFPA) initiative to identify effective strategies for youth-focused HIV prevention.
- Analyzed the content and relevance of collected MTRIs and created summary reports to be entered into the project database.
- Organized the MTRI collection and created a comprehensive list to be used for UNFPA reporting.
- Provided narrative as well as quantitative and qualitative data for UNFPA's quarterly report.

Charles Ford

*Africare, Hararé, Zimbabwe
Hampton University '05, Political Science*

- Facilitated meetings and HIV/AIDS training workshops for four Zimbabwe youth groups participating in Africare's Communication for Social Change project.
- Organized a grants management training for each youth group resource person and revised the grants management training manual.
- Produced a slide show of the youth group HIV/AIDS training.
- Participated in the production of a youth group brochure.

UNDERGRADUATE INTERNSHIP ALUMNI/AE IN THE FIELD

Our undergraduate internships are designed to expose students from MSIs to career possibilities in the fields of international family planning, reproductive health, population-environment, and development. Each year, additional interns decide to parlay their experience into just such a career. To date, well over half of our 94 undergraduate internship alumni/ae have expressed an interest in continuing in the field. Five are still completing their bachelor's degrees, while 42 are applying to graduate schools or have pursued graduate studies in areas such as public health, sociology, public policy, and international affairs and development. In addition, 14 have held relevant follow-on positions, three have received GAP mini-grants for graduate-level family planning internships, and several more are planning to apply for GAP funding in 2004.

Veila Z. González-Lugo

MEDISOL, Lima, Peru

*University of Puerto Rico–Mayagüez '04,
Social Sciences*

- Evaluated and modified the Medisol Clinics adolescent reproductive health workshops.
- Conducted workshops, discussions, and educational programs with adolescents on reproductive health and family planning issues both at the clinic and in the community.
- Observed patient contraceptive counseling sessions, a natural birth, and a cesarean section at the clinic.

Dorcey Jones

**Johns Hopkins University Center for
Communication Programs, Baltimore**

Delaware State University '03, Psychology

- Contributed to a *Population Reports* chapter on vaginal microbicides – chemical substances that reduce the risk of STI/HIV transmission and may prevent pregnancy.
- Worked on a future *Population Reports* issue addressing the topic of integrating HIV/AIDS and family planning services.
- Helped promote the Red Ribbon Campaign, an initiative to encourage HIV testing and educate about HIV/AIDS.

*“I do not have enough words to describe the impact this
experience has had on me.”*

2003 MSI UNDERGRADUATE INTERN

Denisse B. Licon

Advocates For Youth, Washington, D.C.

New Mexico State University '03, Psychology

- Compiled a *Programs at a Glance* publication on emergency contraception youth initiative programs in the U.S. and Latin America.
- Wrote two feature articles on the Ambiente Joven Web site (www.ambientejoven.org) for youth in Latin America.
- Updated resource lists, a survey, and mini-poll questions regarding reproductive health and sexuality for the Ambiente Joven Web site.
- Accompanied supervisor to Brazil to participate in writing a chapter for AFY's cyber café manual and to visit emergency contraception sites for a case study.

Alonda Love

Population Action International,

Washington, D.C.

Howard University '04, Health Management

- Researched and wrote background information on HIV/AIDS prevention for a PAI fact sheet.
- Assisted with the community-based population and environment (CBPE) database, a new resource for groups in the international community interested in establishing programs, networking, or learning more about CBPE issues.
- Researched and documented NGOs and donors present in developing countries for the Priority Countries Project – a tool used to create synergies between PAI projects/themes and its advocacy, research, and communication efforts.

“International family planning is so important. I have always heard that, but being here has taught me the value of that statement.”

2003 MSI UNDERGRADUATE INTERN

Amanda Nasseh

**Communication Consortium Media Center,
Washington, D.C.**

Spelman College '04, Biology

- Coordinated and planned a World Population Day event to raise awareness about the field of population and family planning among college-age students and interns.
- Supported the Global Population, Health, and Development 2020 project by researching and collecting news articles related to family planning and population for distribution on e-mail listserves and via CCMC's Web site.
- Maintained the Global Population, Health, and Development 2020 project news article database and updated the CCMC contact information lists.

“This internship experience has taught me that every community has its own needs and priorities regarding reproductive health and family planning.”

2003 MSI UNDERGRADUATE INTERN

**FORMER INTERNS MAKE THEIR
WAY IN THE FIELD**

2000 MSI intern Christie Johnson presented the findings of her GAP-funded summer internship research at the 2nd Asian Pacific Islander Conference for Sexual and Reproductive Health in Bangkok, Thailand. Her paper was titled “Relationship Between the Empowerment of the Rural Filipino Lay Health Worker and the Promotion of Informed Choice Among Potential Contraceptives Users.” She also presented these findings at the annual American Public Health Association conference in San Francisco, California.

2001 MSI intern Maranda Ward presented research in a poster presentation titled “Identifying Risk Factors Associated with Intimate Partner Violence Among Youth” at the Society of Public Health Education (SOPHE) Annual Meeting in San Francisco. She was a SOPHE Fellow during 2003.

2001 MSI intern Hildred Rochon received a 2003 Graduate Applied Project (GAP) Mini-Grant from the Population Fellows Programs to pursue an internship at La Clinique des Mamelles in Dakar, Senegal during spring 2004.

Shannon Prudhomme

Africare, Hararé, Zimbabwe

Xavier University of LA '03, Mass Communication

- Managed and supervised the development of a children's storybook about HIV/AIDS.
- Reviewed literature and networked with community stakeholders (Zimbabwe Book Development Council, Save the Children UK, and several local HIV/AIDS outreach organizations) for the book's development.
- Conducted a focus group with children orphaned due to HIV/AIDS (the project's main target audience), and field-tested storyline drafts.
- Interviewed professionals (artists, writers, and printers) to potentially work on the project.

Shirley Román Hernández

Project Concern International, Bolivia

University of Puerto Rico–Mayagüez '05, Psychology

- Organized and administered workshops for the Adolescent Leadership Group program on reproductive health, family planning, self-esteem, alcohol, and gender roles for schools in the Punata, Villa Rivero, and Tiraque areas of Bolivia.
- Incorporated two alternative schools into the Adolescent Leadership Group program: Hogar Betania – an institution for orphans and children who have been removed from their homes; and Punata Nocturno – a night school for students between the ages of 14 and 20.
- Recruited a new group of psychologists from the Tiraque area to work with the Adolescent Leadership Group program.

PROGRAM CONNECTIONS

- Former Population Fellow Dorothy Nairne arranged internships at Africare/Zimbabwe for MSI undergraduates Charles Ford and Shannon Prudhomme.
- Former Population Fellow Besem Obenson arranged MSI intern Veila González Lugo's placement at MEDISOL in Lima, Peru.
- MSI intern Jennifer Santos worked with ProPetén in Petén, Guatemala, where PEAK Fellow Rossana Cifuentes had worked as a PE Coordinator.
- Carmen Violich interned at ASDE (Social Action and Development) in Arequipa, Peru, the home organization of PEAK Fellow Nancy Ochoa.
- Havidán Rodríguez who served on the MSI Board is now serving on the Population Fellows Program Board.
- Pop Fellow Rachel Lucas mentored MSI Graduate Intern Orazio Slayton during her six-month internship at USAID/W.

Katarro Rountree

*Johns Hopkins University Center for
Communication Programs, Baltimore
Morehouse College '04, Psychology*

- Produced binders containing JHU/CCP family planning and reproductive health materials for seven African countries.
- Converted campaign materials to a digital video format that can be viewed on computers and the Web.
- Created Population Communication Service (PCS) Web pages for Liberia, Tanzania, and Malawi (www.jhuccp.org/africa).
- Contributed to a concept paper for the Sports for Life (SFL) program that addresses health issues through sports.

See Katarro's internship reflections on page 33.

NEW HOST AGENCIES. NEW SCHOOLS

Of the 15 2003 MSI interns, six were placed abroad and nine in the U.S. New host agencies for interns this year were:

- MEDISOL/Lima, Peru
- Africare/Hararé, Zimbabwe
- Communications Center Media Consortium in Washington, D.C.
- ProPetén/Petén, Guatemala
- Academy of Education Development/Washington, D.C.

This year's interns came from seven HBCUs and four HSIs. New schools included: Virginia State University, Delaware State University, and New Mexico State University.

“Having the opportunity to be surrounded by experts in the field allowed me to have an in-depth look at what is really occurring worldwide.”

Jennifer M. Santos-Hernández*ProPetén Foundation, Guatemala**University of Puerto Rico–Mayagüez '04, Sociology*

- Developed a Web site (www.propeten.org) and trained staff members in its maintenance.
- Coordinated and participated in educational workshops on family planning, health, self-esteem, child care, and other women's and family issues in indigenous communities inside and near the Maya Biosphere Reserve.
- Contributed to the design of reports and prepared translations for several projects and programs.
- Helped in the maintenance of the organization's biological station and participated in a radio program about agricultural, health, and social issues.

Fabienne O. Snowden*Academy for Education Development, Washington D.C.**Lehman College '03, Social Work*

- Compiled a list of online Bangladeshi and Vietnamese newspapers and other online resources addressing AED's areas of interest (reproductive health, population, dowry, girls' education, etc.).
- Organized and maintained the on-site reference library and created a file system based on subject.
- Developed and maintained hard copy and electronic files for the Gateway Project (dedicated to researching international public health behaviors).
- Attended and summarized local information sessions regarding international public health held by USAID, Advocates for Youth, and other organizations.

Carmen N. Violich*Social Action and Development, Arequipa, Peru**San Diego State University '03,**Community Health Education*

- Conducted reproductive health, nutrition, and environmental health awareness workshops in the community of Arequipa.
- Co-facilitated two-day workshops on nutrition and pregnancy in the towns of Callalli and Sibayo.
- Developed and implemented workshops and a booklet on gender equity and reproductive health rights for adolescents.
- Assisted clinical staff with weekly health campaigns in marginalized areas of Arequipa.

“I never even considered international family planning as an option before this experience. Now, I am beginning to visualize myself working in this field after graduate school.”

2003 MSI UNDERGRADUATE INTERN

GRADUATE INTERN



Orazie Slayton

*MA, International Affairs and Development,
Clark Atlanta University, GA*

Internship Host Agency: Office of Population and Reproductive Health, Global Health Bureau, USAID, Washington, D.C.

Through her MSI graduate internship package, Orazie worked as a Policy, Evaluation and Communication (PEC) Division intern in the Office of Population and Reproductive Health at USAID in Washington, D.C., during fall 2003. She provided support to the division's health communication projects; assisted the Office Gender Advisor; participated in a range of technical meetings; and assisted the Female Genital Cutting (FGC) Advisor with organizing gender activities and developing quarterly updates for the field. Orazie is taking supplemental coursework at Emory University's Rollins School of Public Health to broaden her knowledge of international family planning and reproductive health. After successful completion of her internship in spring 2004, she will be placed in a Population Fellowship.

Preliminary Fellowship:

SDA Church/Adventist Health Department/Tanzania. Focus on program monitoring and evaluation, youth reproductive health program development, and capacity building.

“My learning experience here has resulted from the dedication of my mentor [Population Fellow, Rachel Lucas].... Her organization has provided me with structure and a supportive atmosphere to explore and learn.”

PROGRAM STAFF



Population Fellows Programs staff: (front row, from left) Shay Bluemer; Sandra Wiley; Shelly Nicholson; Jane MacKie; Theresa Short (middle row, from left) Jose Martinez; Karen Fletcher; Lisa Menardi; Cindy Payne; Aimee Balfe; Ann Smith; Anna Folsom; (back row, from left) Suzanne Copsey; Kathleen McCrumb; Linda Berauer; Angela Linenfelsler; Frank Zinn; Chinyere Neale; and Kevin Pereira.

Frank D. Zinn
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Deputy Director

Aimee V. Balfe
Publications Manager

Linda Berauer
Manager, Host Agency Relations

Shay Bluemer
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Suzanne Copsey
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*Vicki Faircloth
Administrative Assistant

Karen Fletcher
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*Mita Sengupta Gibson
Manager, Population-Environment Fellows Program

*Sarah Harrison
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*Kelli Mineard
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Shelly Nicholson
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Chinyere Neale
Manager, Minority-Serving Institutions Initiative

Cindy Payne
Accountant

Kevin Pereira
Computer Systems Specialist

Theresa Short
Program Administrator

Ann K. Smith
Administrative Associate

Sandra Wiley
Manager, Population Fellows Program

* These staff members left the Programs during 2003 to pursue new opportunities.

Subcontracting Partner for the Population, Environmental Change, and Security Initiative

Geoffrey D. Dabelko
Director, Environmental Change and Security Project of the Woodrow Wilson International Center for Scholars

2003 USAID Officers

Rochelle Thompson
Fellows Program Cognizant Technical Officer, USAID Bureau for Global Health

Tom Outlaw
Senior Technical Advisor, Population-Health-Environment Programs

Small, square photos provided by: p. 2 (from left) Sheri Tackett, Caryl Feldacker, Carol Boender; p. 6 Carol Boender; p. 7 (from left) Caryl Feldacker, Susana Camacho; p. 8 (from top) Tenley Mogk, Caryl Feldacker; p. 9 Caryl Feldacker; p. 16 (from left) Caryl Feldacker, Tenley Mogk; p. 21 (from top) Kirk Riutta, Shawn Malarcher. Photos accompanying Ending Fellows' profiles are courtesy of the fellows themselves.

2003 PROGRAM ADVISORS

Our fellowship and internship programs receive guidance from Advisory Boards made up of leading academics and practitioners in the field. These advisors not only support our program development efforts but also review applicants and assess prospective host agencies.

Population Fellows Program Advisory Board

Joseph Winchester Brown
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School of Public Health*

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IntraHealth International, Inc.

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Havidán Rodríguez
(beginning fall 2003)
University of Delaware

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*Program for Appropriate
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Norma Ojeda
*San Diego State University
Departments of Sociology
and Chicano/a Studies*

Havidán Rodríguez
(through fall 2003)
*University of Puerto Rico-Mayagüez
Center for Applied Social Research
(University of Delaware beginning
fall 2003)*

*Sunset provides relief from the
heat of the Amazon days.*

Photo Credit: Caryl Feldacker



*Thank you for your interest in
our programs. If you would like more
information on becoming
or hosting a fellow or intern,
hiring program alumnae,
or becoming involved in our
programs in some other way,
please contact us.*

The University of Michigan
Population Fellows Programs

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