

AMIDEAST امد ياست

PALESTINIAN FACULTY DEVELOPMENT PROGRAM (PFDP)

Third Quarter
Performance Monitoring Report
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Executive Summary

During this quarter a new PFDP Chief of Party was hired by AMIDEAST and deployed. The former COP, Chris Shinn, continued to provide leadership and management to the program with reduced time spent until the new COP was in place and oriented. The Senior Program Officer, Nariman Rajab assumed the leadership role in managing the administration of the project during the transition period.

During the April to June quarter, important progress continued in all program component areas. Qualitative and quantitative data for the *National Study of Undergraduate Teaching Practice* was gathered. The third edition of *The PFDP News* was released and copies distributed to universities. Ongoing planning for the Academic Colloquium and Teacher Excellence Awards continued and the *2009 Needs Assessment* was completed in order to help shape future directions of the project. The two Collaborative Projects in Teaching component worked towards concluding activities in the next quarter as did the five Faculty Grant projects.

The Central European University continued its excellent collaboration with PFDP by hosting two administrative seminars in Budapest and conducting a training session for Seminar in Excellence in Teaching Master Trainers in the West Bank. The purpose of this training was to create a group of Palestinian faculty that could become future PFDP SET Master Trainers in areas of course design, teaching methodology, comparative trends in higher education, and related issues

PFDP's partnership with OSI continued with joint management of the PhD and Short Term Fellowship programs. The Short Term Fellow program continued this quarter with some Fellows departing, some returning, and preparations for the next cohort underway. PhD Fellows made progress toward completing their programs with many Fellows returning to Palestine to conduct research once their proposals had been accepted.

The PFDP staff continued the daily administrative tasks of dealing with visa and permit issues, attending training, planning for expansion, reporting on progress, monitoring grants, and communicating successes to clients and partners.

PFDP Program Activity

Seminar for Excellence in Teaching (SET)

SET Cohort III Selection of Participants

A selection process was conducted for participants of Cohort III scheduled for delivery in July. Ten faculty from a number of Palestinian universities were selected to participate in the first training session to be held in Ramallah in July.

SET Master Trainer Selection and Training

In collaboration with the Central European University (CEU), the PFDP completed a two-day conference in Ramallah to train a group of Seminar for Excellence in Teaching (SET) alumni.

The purpose of this training was to create a group of Palestinian faculty to take the lead and become future PFDP SET Master Trainers in areas of course design, teaching methodology, comparative trends in higher education and related issues.



Mr. FitzGibbon with Matyas Szabo (left) next to Dr. Howlett and Trainees

Through this initiative the PFDP intends to expand its training capacity in Palestine to provide a large-scale SET faculty development program. By working together with a group of 10 local academics, PFDP aims to multiply the number of training sessions and workshops offered for local faculty.

The first day of the training involved dividing the group into two; where trainers from the CEU, Mr. Matyas Szabo, lead one group which focused on course design and assessment and Dr. Sophie Howelett facilitated the second group which focused on teaching and learning practices. Participants learnt material associated in these fields to be able to teach them in future Seminar for Excellence in Teaching courses. The second day involved plenary presentations by the participants with critiques occurring at the same

time from their colleagues as a form of training. Participants will regroup for further training in the summer.

The groups of participants concurred that this training was very constructive in developing their skills as university instructors. Mr. Mohammad Tamimi from Palestine Polytechnic University added “PFDP is offering a series of outstanding training and academic programs that meet the intrinsic needs of Palestinian faculty. This Master Training Program is a continuation of those programs with a more detailed approach. This program has also helped me develop my train-the-trainer skills enabling me to conduct future training to other faculty members within Palestinian universities.”

Needs Assessment

In a follow-up to 2007 needs assessment, the 2009 needs assessment document was developed and distributed to faculty for completion in January with collation of results in April and May. The eight-page survey included 35 questions designed to elicit a better understanding of faculty priorities and needs in four areas: 1) institutionalizing faculty development; 2) administrative training; 3) faculty grants; and 4) the Academic Colloquium. The design of the survey received important input and revisions from USAID and OSI. It was translated into Arabic and disseminated to all Palestinian faculty with approximately 190 respondents. The complete report will be distributed to faculty attending the Academic Colloquium in July and distributed to university administration thereafter. The results will be discussed at the Academic Colloquium. The Executive Summary is below.

Needs Assessment 2009: A Summary Report of the Academic Survey

Executive Summary

The Palestinian Faculty Development Program (PFDP) aims to increase capacity within the higher education section in the West Bank and Gaza. It does so by promoting the expansion, retention, and professional development of promising academics teaching in the social sciences and humanities. Two other central aims of the program are to revitalize and reform the teaching in these areas at Palestinian higher education institutions and to promote an institutional culture of teaching and learning. The PFDP is funded by the United States Agency for International Development (USAID) and the Open Society Institute (OSI). It is administered by AMIDEAST and OSI.

This survey, the *Needs Assessment 2009: A Summary Report of the Academic Survey*, is a follow-up study to the *2007 Needs Assessment* although focused on specific aspects of the PFDP. The first major theme of the survey centered on faculty professional development (PD). Results indicate support for institutions to fund faculty professional development although there is also considerable support for an NGO responsible for this activity. The major types of faculty development currently supported by institutions are workshops, short training courses, and seminars, which are also the type of PD preferred by the respondents. Faculty and administrators indicated a strong preference for research opportunities. Other forms of faculty PD, both supported by institutions and preferred by institutional staff, are MA and PhD fellowships and scholarships, as well as attendance at conferences. Respondents to the survey suggested that centers for PD could be self-sustaining and valued using outside funding through projects, an emphasis on quality and good service, and by fees levied on faculty, or through services provided to agencies outside the institution or from research. In the area of administration upgrading, respondents felt their English skills level was sufficient to enable training to be delivered in English and that staff had the ICT skills to access training electronically. This statement of current skill level in ICT was reiterated with a preference for a combination of web-based and face-to-face training. The results indicated strong support for a certification program for advanced management that targeted the department head level. Somewhat in contrast to the PD types preferred by faculty generally, the type most often suggested as most needed by institutions were e-learning and ICT closely followed by strategic planning at the unit level.

The second major theme of the survey related to the PFDP faculty grants program. The survey results suggested that the most useful grants were those that were prioritized by field and academic area and that the most popular would be research grants. The suggestion on how to improve the grant application cycle most often offered was PFDP coordination with university plans and needs.

The faculty and staff that responded to the survey contributed a wide number of ideas for themes for the annual PFDP Academic Colloquium and a similar variety of possible research topics for presentation. The most often suggested theme for the conference was related to quality and excellence, with research, teaching, e-learning, and the challenges facing higher education also mentioned.

National Undergraduate Study in Teaching Practice

The PFDP continued work on the *National Study of Undergraduate Teaching Practice*. The study will provide the higher education community with valuable information on questions such as: What is the state of teaching practice among Palestinian institutions? What are teachers and students doing in a typical university or college classroom? What materials and pedagogical approaches are commonly used? How are teachers assessing student learning?

In April a contract was awarded to the Arab World for Research and Development (AWRAD) under the direction of Dr Nader Said after a competitive bidding process involving seven local polling agencies. AWRAD conducted the survey during May and the research team began analyzing the data sets in early mid-May. The *National Study for Undergraduate Teaching Practice* preliminary results were shared with the USAID CTO at the end of May. Lead Researcher and Project Director: Dr. Louis Cristillo from Columbia University Teachers College arrived back in Palestine in mid-June to conduct the final stages of data gathering and to confer with the Palestinian research team.



Follow-up focus groups were organized in the latter part of June to provide qualitative information to support the data gathered from the survey. Focus groups were held with the senior Palestinian researchers acting as group facilitators in both West Bank and Gaza. Preliminary analysis of the survey results was led by Dr Amaney Jamal of Princeton and shared with the research team for comment.

A focus group for the National Study led by Dr. Tayseer Abdullah (right) and Dr. Ali Habayeb (second right)

The research team worked to prepare the preliminary results in a form for presentation at the annual Academic Colloquium to be held in July. The Colloquium will be used as a forum for triangulating and confirming preliminary results and for gathering advice on appropriate steps for presentation to the system in the fall. The final study report will be published in Arabic and English and formally presented to all stakeholders in September and October 2009. Free copies of the report will be made widely available to all interested parties.

Short Term Fellowships

The Short Term Fellow program continued this quarter with some Fellows departing, some returning, and preparations for the next cohort underway. For example, Short Term Fellow, Hasan Arafat from Cohort 3 was able to depart for his first visit to Utah State University's Utah Water Research Laboratory. The second visit departure of three grantees, Abdulfattah Shamleh, Bilal Shafie, and Saed Koni also proceeded during this quarter. Planning occurred for fellows from the first and second cohort for their second visit this summer. Details will be furnished in the next quarterly report.

A paper review of Short Term Fellow applications for the January 2010 cohort was conducted in early June in preparation for interviews to be held in July. Below is the report from Saed Koni that was published on the website of An Najah's Faculty of Economics and Administrative Sciences, and in the next issue of Syracuse University's Maxwell's School of Citizenship and Public Affairs Middle East Newsletter.

Dean Al Koni Visits Partners at the Maxwell School of Citizenship and Public Affairs at Syracuse University



July 9, 2009

Syracuse, New York, United States of America

Dr. Saed Al Koni, Dean of An Najah's Faculty of Economics and Administrative Sciences, visited on July 9, 2009 partners at the Maxwell School of Syracuse University and discussed with them various possibilities for academic and research cooperation. He met Prof. William J. Sullivan, Associate Dean for External Relations; Prof. William C. Bank, Director of the Institute for National Security and Counterterrorism (INSCT); and Mehrzad Boroujerdi, Associate Professor of Political Science and Director of Middle Eastern Studies Program.

Dr. Al Koni expressed his pleasure over his second visit to the Maxwell School and elaborated the importance of the signed collaboration agreement between An Najah University and Maxwell for the development of academic and cultural cooperation. He promoted the exchange of students and faculty members for the sake of mutual learning and understanding.

Dr. Al Koni pointed to the careful attention that An Najah's administration, under the direction of its President Prof. Rami Hamdallah, has given to developing academic and research cooperation programs with well-respected universities and research centers internationally. In addition, Al Koni described the positive role that An Najah University, as the largest Palestinian university, is playing in promoting higher education in Palestine.

Dr. Al Koni briefed his counterparts on the impact of the economics faculty's academic programs in Palestinian political and economic development. This faculty has produced highly qualified and competent employees and decision makers now active in the management of Palestine's economy and society. The faculty's academic programs also build relationships with private and public sector leaders, facilitating their participation in the development process.

The Maxwell counterparts, in return, clarified their concrete interest in developing relations with An Najah University's School of Economics and Administrative Sciences through a faculty and student exchange program. Furthermore, they expressed their readiness to contribute to the capacity-building of An Najah's political science and economics departments by creating opportunities for An Najah's graduates to enroll in Maxwell's graduate programs. They also showed interest in cooperating with An Najah's Institute of Public Administration to develop training programs for officials and employees of Palestinian public institutions. Lastly, the counterparts reacted positively to the idea of assisting the institute in all academic and research aspects to establish a master's program in public administration (MPA).

At the end of the meeting, Dr. Al Koni thanked his colleagues at the Maxwell School for their hospitality and willingness to cooperate. He also extended his thanks to the Palestinian Faculty Development Program (PFDP), co-funded by USAID, OSI, and AMIDEAST, for making such communication and academic relationships between Palestinian and American universities possible.

Collaborative Projects in Teaching (CPT)

Both Collaborative Projects in Teaching continued university-based activities during this quarter. In late May, the COP and Outreach Coordinator interviewed both directors regarding progress according to deliverables.

Collaborative Projects in Teaching Special Needs Education

A workshop on Special Needs Education as part of this CPT was held in Jenin in late May, with the presence of school teachers, representation from institutions that work within the special needs sector in addition to parents who have children with special needs. The purpose of this workshop was to spread awareness about this topic, as part of Dr. Basha's project and introduce people to the challenges that are faced in this sector within Palestinian society. Dr. Basha was assisted by Dr. Walid from AAUJ who explained to the audience the genetic factors that lead to abnormalities.

Central European University Administrative Seminars

For the second consecutive year, AMIDEAST partnered with the Central European University (CEU) to offer Palestinian faculty working in senior administrative roles short term – three to four day – professional development opportunities. The CEU's Department of Special and Extension Programs provided the seminars addressing Higher Education Management and Policy in Budapest. All university administrators were contacted and asked to nominate two faculty for each seminar. The applications were reviewed by an AMIDEAST and CEU committee and five participants were selected for each seminar.

How to Create an Integrated Student Services Department, April 26-30, 2009

The 'integrated' approach to student management, from application to alumnus, is now the focus of student services development in continental Europe and beyond, and of particular interest for universities in Central and Eastern Europe seeking functional integration. This workshop introduced participants to 'Student Services' as a concept, and Integrated Student Services as a management model in practice. Amongst specific topics addressed were 'What does "student-oriented" mean in different institutional cultures?', 'Student Services and enrollment management', 'Who do "Student Services" serve?' and 'How can we use the integrated approach to enhance educational effectiveness?' The workshop was led by Dr Rositsa Bateson (CEU) and Prof. John Taylor of the Centre for Higher Education Management and Policy at Southampton University, UK. Four Palestinian participants from four different universities, An Najah, Arab American University of Jenin, Al Quds Open, and Bir Zeit attended.

Developing and Implementing Teaching and Learning Support for Your Faculty, June 1-4, 2009

Quality of teaching and learning is increasingly considered an important dimension of institutional effectiveness. While general ideas on ‘student-centeredness’ and ‘active learning’ have become widespread and the importance of leadership in teaching and learning at universities is growing, there is much to be done to help institutions implement meaningful strategies to improve the quality of teaching and learning. This workshop was intended for senior administrators and faculty developers or other academics responsible for strategic development of teaching and learning at universities. The workshop was led by the CRC Development Manager, Joanna Renc-Roe, and Torgny Roxå, an academic developer from Lund University, with support from the Dean of Special and Extension Programs at CEU, Dr. Sophie Howlett. Five Palestinian participants attended as well as the former and current PFDP COPs.

Faculty Grant Program

A number of Faculty Grants continued with individual faculty members preparing materials and courses as part of their grants. The COP, the USAID CTO, and the contracted grants manager met with all of the grantees during this quarter to review progress and deliverables.

Some grant deliverables will be completed in the next quarter and all will be finished by the end of the first quarter of the next fiscal year.

Summary of Current Faculty Grants

	Title & Description of Activity	Principal Contact	Lead University
1	<p><u>Standards and codes for transformation of lost space to more vivid green places in Palestine</u> The objective of this project is to redefine two main courses taught in Department of Architecture and Department of Geography. A text book will be published in English and Arabic to ensure the benefit for various schools in and outside of Palestine.”</p>	Salem Thawaba Urban Planning	Birzeit University
2	<p><u>Training and Development of Pedagogical Multimedia Based Materials for Teaching</u> The project will train faculty in the Bethlehem Faculty of Arts on ways to produce multimedia-based materials for teaching and for use in and outside of the classroom by conducting two workshops.</p>	Qustandi M Shomali Arts/ Journalism	Bethlehem University
3	<p><u>Photographic Perception of Spaces</u> This project will involve a two-week student workshop within the Advanced Urban Design course with the goal of using photography as a means of evaluating physical, social, and economic processes in the use of urban spaces.</p>	Yazid N Anani Urban Planning	Birzeit University
4	<p><u>A case-based approach in pre-service teacher education: Teaching Education Psychology</u> The project aims to develop an Educational Psychology course as part of the Education Diploma of BZU. BZU is currently in the process of reviewing and enhancing their education diploma program as part of the National Teacher Education Strategy of Palestine.</p>	Maher Hashweh Education and Psychology	Birzeit University
5	<p><u>Developing civic education, democracy, and human rights curriculum.</u> This project will develop a curriculum for civic education, democracy and human rights as part of the humanities and social science departments.</p>	Riad El Eilah	Al Azhar University, Gaza

University Outreach/Communications

The PFDP Outreach and Program Coordinator continued outreach visits to West Bank universities promoting this year's PFDP components and distributing the newsletter. The PFDP Program Officer in Gaza also conducted outreach visits to Gaza universities also promoting the year's PFDP components. Both will routinely visit universities during the next quarter.

The third *PFDP News* was produced in May and distribution was conducted during June to all universities and institutional partners.

The new COP instituted weekly reporting to the USAID CTO with bullet points for activities conducted during the previous week, activities planned for the coming week, and USAID support required if appropriate. USAID indicated that this was a useful exercise and has requested that all education projects follow a similar approach. The COP requires that the Gaza program officer submit a weekly summary of events in Gaza as material for the PFDP weekly.

At the request of USAID, PFDP also instituted a weekly summary of education related articles printed the previous week in the Palestinian press. Short English summaries are provided to the USAID CTO and other interested projects.

The new COP visited Gaza in the first few weeks of his service and met with Gaza AMIDEAST staff, the Presidents and senior staff from three Gaza universities. He also attended meetings with two West Bank universities with the Outreach and Program Coordinator.

For presentations with USAID and the Ministry of Education, the COP updated the PFDP standard presentation for 2009. It will be used in all briefings on the program with modifications as necessary for specific audiences. A copy of the presentation slides is attached as Annex II.

Teacher Excellence Awards (TEA)

Teacher Excellence Award nomination forms and criteria were sent to all university administrators in early spring followed by a newspaper announcement and personal outreach by the Outreach Coordinator. Applications were received until June 1 followed by an adjudication process managed by an external team of faculty.

The TEA Faculty Committee submitted a list of five finalists to PFDP. Finalists will be interviewed by the COP and USAID CTO in early July with awards being presented at the Academic Colloquium later in the month.

PFDP PhD Grantee News and Achievements

The PFDP currently has 31 grantees pursuing their PhDs in the US. Their ongoing efforts constitute a significant level of engagement that often goes unnoticed. This section of the Quarterly Report highlights notable achievements of Fellows each quarter.

Snapshots of Success: Highlights of PFDP PhD Grantees' Achievements:



Hassan El-Nabih (PhD Fellow in Education at Boston College) – Hassan has been selected as one of three recipients of the 2009 Sheikh Nahayan Doctoral Dissertation Fellowship administered by TIRF (The International Research Foundation for English Language Education). The award will help support his research on his dissertation, which is tentatively titled “Learning English Inchoatives: A Problem Addressed in the Palestinian Context.”



Mohammad Awad (PhD Fellow at University of Texas-Dallas) – Mohammad has successfully defended his dissertation proposal on the topic of “Volunteerism in Nonprofit Sector - A Case Study of Palestinian Non-Governmental Organizations (NGOs) in the West Bank”. The research hypothesis argues that international funding of projects to Palestinian NGOs and social causes that would normally be undertaken by volunteers has undermined the development of social capital in the West Bank.



Hasan Ayoub (PhD fellow at University of Denver) – Hasan successfully completed all his required course work. Most recently in International Political Theory, International Relations, Strategy, Conflict Resolution, Political Economy, Social Science Methods and Comparative Politics he received four As and one A-. He is currently working on his prospectus called “Failing States in Post –Cold War Era”. Hasan received approval to sit for his comprehensive exams which will address comparative politics and international political theory.



Ola Khalili (PhD Fellow in Education at University of Massachusetts-Amherst) – Ola successfully defended her dissertation research proposal on 4/1/09. Her academic advisor noted that “she has done a commendable job of designing research that will be valuable to Palestine, is do-able, and is theoretically informed.” Ola was assigned as a research coordinator to work with MA candidates from Afghanistan to help them develop their research designs and proposals.

In addition Ola aided in developing and implementing a week-long research seminar for the students, which came under the Afghanistan Higher Education Project (HEP). This project is part of an overall program that aims to rehabilitate and strengthen the capacity of the education system to improve access to quality education throughout Afghanistan.

Open Society Institute Activity

Short Term Fellows:

Cohort IV Selection

OSI and AMIDEAST staff conducted semi-finalist selection for the spring 2010 PFDP short-term visiting scholar cohort on June 14 at AMIDEAST-Ramallah. Martha Loerke (Director, OSI Network Scholarship Programs), Joseph Glicksberg (PFDP Program Manager, OSI), and John FitzGibbon (PFDP COP, AMIDEAST) selected 20 semi-finalists out of a total application pool of 34 candidates. Interview guidelines are attached as Appendix A.

While in Ramallah for semi-finalist selection, OSI and AMIDEAST PFDP staff in Ramallah and Gaza held a DVC staff meeting to discuss PFDP PhD grantee visa renewals and other programmatic issues. In addition, OSI and AMIDEAST staff met with two PFDP PhD grantees that were in the Ramallah area conducting dissertation research: Ayman Khalifah (Education, U. of Massachusetts-Amherst) and Ziad Zaghrou (Public Administration; U. of Washington-Seattle). Both students are doing well in their studies.

In-person finalist selection interviews are scheduled for July 20-21. In late June Dr. John Collins of Harvard University's Graduate School of Education agreed to serve on the interview team, which will also include John FitzGibbon, Chris Shinn, Bassam Kort, and Joseph Glicksberg.

Cohort I and II Second Visits

In May and June OSI facilitated the arrival arrangements and logistics of four summer 2009 PFDP short-term visiting fellows. These fellows included:

- *Hassan Arafat* (Cohort II; First Visit) – Currently at the Utah State University's Utah Water Research Laboratory;
- *Bilal Shafei* (Cohort II, Second Visit) – Currently at Columbia University's Teacher's College;
- *Saed Al-Koni* (Cohort I, Second Visit) -- Currently at Syracuse University's Maxwell School of Public Affairs;
- *Abdelfattah Shamleh* (Cohort I, Second Visit) – Currently at the University of Southern Maine's Muskie School of Public Service.

All of the grantees arrived safely at their host universities and are in close contact with their university mentors. OSI ensured a smooth transition for each of them. All summer 2009 short-term fellows have returned a *visit plans form* that was filled out in conjunction with their mentors.

Unfortunately, *Jamal Rabee*, who was scheduled to undertake his third short-term visit at the University of Pennsylvania's Graduate School of Education in summer 2009, was unable to embark due to unanticipated staffing needs at the Ramallah Men's Training College.

Cohort III: First Visit Departures

In mid and late May, four spring 2009 STFs (Munir Serhan, Wael Abu Hassan, Yusuf El-Subuh, and Khaled Abed Rabbo) completed their visits and departed the US. The cohort's visits went well and were productive. All of the fellows returned home safely and are in compliance regarding their final grant reporting requirements.

Short-Term Fellow Cohort III includes five Gazans: Ala Al-Ghoul, Shawqi Ghannam, Khaled El-Sousi, Mohammed El-Sahhar, and Ahed Helles. All of these fellows had host university placements for spring 2009. However, due to the war in Gaza in winter 2009, none of these fellows were able to leave to undertake their scheduled visits. OSI remained in contact with their host universities throughout the quarter. OSI has confirmed Fall 2009 visits for all of these grantees at their original host institutions.

Ongoing Contact with Grantees and Host Universities

Throughout the quarter OSI staff:

- responded to grantee questions about programmatic issues.
- updated host universities regarding Gazan grantees from STF Cohort III as to the uncertainties regarding the departure of these grantees due to the ongoing issues associated with leaving the Strip.
- answered questions from host universities about issues such as grantee health insurance coverage and grantee tuition / fees billing.

Grantee Monitoring

Throughout the quarter OSI staff continued:

- communicating with grantees to answer questions about PFDP terms and conditions.
- answering questions from host universities about PFDP terms and conditions.
- fielding questions from host universities about matters concerning grantee tuition/fees.
- processing invoices from host universities for tuition/fees.
- processing grantee living stipends and requests for professional development funds.
- facilitating discussions between grantees and host university mentors regarding questions about the appropriateness of certain placements.

OSI Staff July Trip Preparations

In late June Joseph Glicksberg completed travel arrangements to attend the 2009 PDFP Academic Colloquia and to visit AMIDEAST-Ramallah from July 20-21 for PFDP Short-Term Fellows Cohort IV finalist selection interviews.

Meeting with MOEHE Regarding Potential PFDP MA Degree Component

On June 15 OSI, AMIDEAST, and USAID staff met with representatives from MOEHE to discuss potential options for the inclusion of an Education MA / MAT component within the PFDP. The Ministry is supportive of the idea but a definite structure was not agreed upon. Discussions remain ongoing.

PFDP Administration and Reporting

Financial

AMIDEAST submitted its third quarter financial pipeline report on June 15, 2009. The total cumulative expenditures reported in the pipeline report were \$454,596. Total actual expenditures were estimated to be \$447,310 as reported in the SF269 submitted on June 20, 2009.

In late April, USAID conducted a Compliance Review led by Nidal Abdelghafour. PFDP received notification in late June to the effect that there were no findings from the review.

Administrative

Chief of Party

During this quarter, AMIDEAST engaged in the final selection and hiring of a new Chief of Party to replace Chris Shinn who was functioning as COP for both PDFP and the Model Schools Network during April and early May of this quarter. Approximately 10 qualified applications for the position were received with two candidates being interviewed. Mr. John FitzGibbon, the successful candidate, was hired May 11, attended an orientation session in Washington hosted by AMIDEAST, and took up his position May 15th in Ramallah. During the COP selection process and the first weeks of orientation AMIDEAST ensured that the project had continuity and support from the AMIDEAST West Bank/Gaza team in general and the Country Director and Chris Shinn in particular. The day-to-day operations of PFDP were managed by Nariman Rajab, Senior Program Officer.

USAID

USAID instituted a monthly meeting of education program COPs. The first meeting was held at AMIDEAST and chaired by the MSN COP. The MSN staff shared information about the program and other programs engaged in a question and answer session. The session was attended by the PFDP COP.

USAID conducted mandatory training for all partners on the reporting of sub-awards to USAID Program Support Unit/OCM. This is part of an effort to comply with a GAO recommendation on improving sub-award reporting by USAID partners. The PFDP Senior Program Officer attended the training.

Staff from USAID conducted a mini-workshop at the PFDP office on Geo-MIS reporting including guidance that will help PFDP staff to verify Geo-MIS data entry/reporting.

Visas and Permits

Various issues, logistical arrangements, and procedural questions regarding the granting of permits to travel by Israeli authorities and visas for entrance to the US take an inordinate amount of staff time. Discussions often include PFDP, OSI, USAID, and US state department staff. Ongoing issues include:

- Renewal of J-1 visas for PhD staff that have returned to Gaza or the West Bank for research, wish to visit relatives or attend conferences or do research in other countries after the term of their J-1 visa has expired.
- Permits for Palestinians to travel to Jerusalem from either the West Bank or Gaza for their visa interviews. At least one Fellow has been refused a permit to travel to Jerusalem by Israeli authorities, citing security problems. In order to remove a security prohibition, letters from the CTO, AMIDEAST, and the US consulate are required as well as a completed security form. The process of removing the security prohibition can take from two weeks to two months.
- Permits for Gazans. PFDP and USAID faced considerable delays in gaining permits for travel to Jerusalem for the five Gazan STF.

Activities Planned for Quarter Four

Planning for Fiscal Year 09 Expansion and Supplemental Funding.

- Meetings with staff of Bard Al Quds Master in Teaching program staff regarding program details and timing.
- Planning meetings with OSI staff and MOE regarding MA Scholarship component of Supplemental Funding.
- Meetings with AMIDEAST Gaza staff and Al Azhar administration regarding Al Azhar local scholarship program.

Academic Colloquium, An Najah, National University, Nablus July 23/24, 2009

Release of National Study of Undergraduate Teaching

- Presentation of preliminary results at Academic Colloquium
- Focus groups and qualitative data collection
- Final report preparation
- Release of report and discussion on findings

Needs Assessment 2009: A Summary Report of the Academic Survey

- Printing and distribution
- Discussion of findings at Academic Colloquium

Teacher Excellence Awards

- Interviews with finalists
- Presentation of Awards at Academic Colloquium
- Individual reports and success stories created for publication

Collaborative Projects in Teaching

- CPT Special Needs conference August 6-8, 2009
- CPT final conference Peer Observation July 31-August 2, 2009

Annex A

2009 Palestinian Faculty Development Program (PFDP)

Short-Term Fellow Pre-Selection (Semi-Finalist Selection) Guidelines

Selection Procedures

Applications have already been pre-screened for eligibility. In-person interviews with the semi-finalists you select will be conducted in July 2009 by an interview committee composed of staff members from OSI, AMIDEAST, and USAID, in addition to one potential host university faculty member. The interviews will be conducted in Ramallah, West Bank. In late summer 2009, finalist applications will be circulated to host universities, which will rank finalists they would be willing to accept in order to begin the placement process. Fellows will not be permitted to select their host universities, but are encouraged to offer suggested placements.

1. Please read all of the applications. As you read each application, write descriptive notes (bullets are fine) on the Rating Sheet as to why you feel that the applicant should or should not be interviewed. For example “*applicant shows tremendous potential for multiplier effect in prison reform in Gaza with her previous work at XYZ, plans to set up NGO upon return, wants to initiate policy changes*”, will be more useful than “*interesting background – let’s interview*”. Descriptive notes will not only help you defend your position (and refresh your memory!) when discussing the applicant with another reader but also aid in final selection and placement. **Please try not to spend more than 15 minutes on each application.**
2. Please rate each application as follows: 1 ‘*highly recommend*’ to be interviewed, 2 ‘*discuss*’ applicant with other readers, or 3 ‘*not recommended*’ for an interview.
3. Each application will have a minimum of two readers. Those rated ‘discuss’ will be presented to other members of the committee for additional review.

Selection Criteria

Points to keep in mind as you evaluate Short-Term Scholar applications:

1. Palestinian universities have long been operating in an environment of political, social, and economic crisis. **Many Palestinian academics may therefore have not had exposure to international academia, professional development opportunities, and publishing options that scholars from other areas of the world may have had.**
2. **Universities in the West Bank often have better facilities, international connections, and resources than those in Gaza.** The backgrounds of scholars from the West Bank and Gaza may reflect this discrepancy.

Please evaluate candidates according to the following criteria:

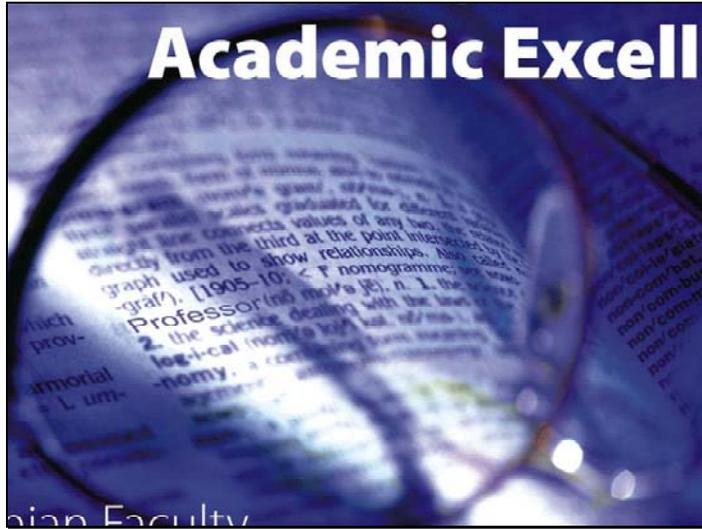
1. **Dedication to Teaching.** In the case of two candidates that you rate equally, we ask you to give preference to those that show a stronger interest in teaching than research.
2. **Match or Fit with a US Host Department.** We ask that you think of strong candidates as those whose interests and abilities make them good candidates for a potential “match” between applicant interests and particular faculty interests and/or departmental strengths. In this regard, please envision that anyone who is selected at this stage should have what you would consider to be a 60-70% chance of actually being placed in a US host department. (There is no specific limit to the number of semi-finalists that should be chosen per field.)
3. **Multiplier Effect and Ability to Contribute to a US and Palestinian Universities:** Ideal candidates will show potential for the multiplier effect – i.e., have potential for generating

change in research and instructional methodologies among their Palestinian colleagues and at Palestinian institutions of higher education. In addition, they will be able to positively contribute to their US host departments.

4. **Competency in English and Research Methodology.** When evaluating these categories, please keep in mind that *all finalists chosen by the final selection committee will receive extensive academic training before starting their US programs.* This training will include extensive research methodology training, so please consider your views on a candidate's research ability accordingly. In this area, we ask reviewers to give candidates some benefit of the doubt. We also ask you to do so with English. In our experience, candidates who appear to have weak English on paper may actually prove to have excellent English in person.
5. **Understanding of Field.** Candidates should exhibit an understanding of their field, and have realistic goals for their short-term visit in the US as well as their future career development.
6. **Appropriate Professional Status.** This award is not meant for individuals who wish to drastically change their career so much as for those able to enhance their abilities in their current field or gain expertise in a *new but related* field. The nature and quality of the candidate's professional or academic experience should be related to their chosen field.
7. **Character.** Ideal candidates exhibit resourcefulness, self-confidence, focused motivation, and a high level of maturity, which enables them to fully exploit the fellowship's cultural and professional opportunities.
8. **Dedication to the West Bank/Gaza.** Individuals who express a desire to remain in or emigrate to the US do not meet the program's goals; applicants must be dedicated to fulfilling their J-1 visa return commitment. Please note on the rating sheet if an applicant appears to express an intention to emigrate.
9. **Previous international experience.** If choosing between two identical candidates, those with less international experience (from studying or working abroad) should be given preference.

Annex II: PFDP PowerPoint Presentation

Slide 1



Slide 2

Palestinian Faculty Development Program

A vision of Academic Excellence



USAID AMIDEAST OPEN SOCIETY INSTITUTE
@ Soros Foundations Network

Palestinian Faculty Development Program 2

Slide 3

PFDP Sponsors



Responsible for 52% of funding



Open Society Institute (OSI)
Responsible for 30% of funding

OSI Network of US universities
Responsible for 18% of funding

Palestinian Faculty Development Program 3

Slide 4



- AMIDEAST West Bank/Gaza provides a wide range of education programs and services including advising, testing, training, and scholarships - most of which do not involve USG funding.
- AMIDEAST opened its doors in Jerusalem over 50 years ago and has continuously managed USAID projects for over 30 years.

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Slide 5

PFDP

PFDP is a 7 year project concluding in September 2012 focusing on higher education reform.

Aims

- Promote the expansion, retention, and professional development of promising academics.
- Revitalize the teaching of the social sciences and humanities at Palestinian universities and colleges and promote an institutional culture of teaching and learning.

Palestinian Faculty Development Program 5

Slide 6

Targeted Social Sciences and Humanities Fields

Environmental Science	Education
Education	Urban Planning
History	Political Science
Philosophy	International Relations
Sociology	Public Administration
Anthropology	Public Policy
Cultural Studies	Social Work
Literature	Economics
Languages	History
Philosophy	Literature
Sociology	

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US Host Universities

- University of Massachusetts-Amherst
- Columbia University
- Boston College
- Brandeis University
- University of Washington-Seattle
- University of Pennsylvania
- University of Texas-Austin
- University of Illinois-Urbana Champaign
- Cleveland State University
- University of Akron
- University of New Mexico
- California State-Northridge
- University of Denver
- Vanderbilt University
- University of Southern Maine
- Syracuse University
- Duke University
- Southern Illinois University-Carbondale
- University of Florida-Gainesville
- University of Texas-Dallas
- Portland State University
- University of Michigan-Ann Arbor
- Iowa State University
- Utah State University

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Program Components

- PhD Fellowships
- Short-Term Fellowships
- Academic Colloquia
- US Grantee Conference
- Seminar for Excellence in Teaching
- Faculty Development Series
- Faculty Grants for Teaching and Learning
- Teaching Excellence Awards
- Collaborative Projects in Teaching
- CEU Academic Administrative Training
- Studies: National Study of Undergraduate Teaching, PFDP Needs Assessments 2007, 2009

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Slide 9

Ph.D. Fellowships

Full scholarships for 2 cohorts of fellows in social science and humanities fields.

- 34 PhD Fellows enrolled in US universities
- 2 completed and returned
- 1 changed to Masters and completed

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Short-Term Fellowships

Fellows spend 3-5 months at a US institution on a non-degree faculty exchange.

- 13 Fellows in 3 cohorts in Education, Public Administration, Urban Planning, Social Work, and Environmental Engineering.
- 2010 Cohort selection in process for up to 25 positions.

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Slide 11

Conferences

Forums for academic faculty to network, exchange ideas, and present research.

- Academic Colloquia, 2007, 2008, 2009
- US Grantee Conference, 2007, 2008, 2009

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Slide 12

Seminars in Excellence in Teaching

SET is a two part, 80 hour certificate program exposing faculty to a variety of teaching approaches.

- Cohorts in 2008 and 2009

Palestinian Faculty Development Program 12

Slide 13

Faculty Development Series

Series of workshops, seminars, or lectures to bring faculty together to learn and debate.

Topics

- BZU: Palestinian-American Partnerships
- Gaza: Career Advancement through Published Research
- Hebron: Publishing in Academia
- Ramallah: Cultivating a Collaborative Culture

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Faculty Grants for Teaching and Learning

Grants up to \$25,000 to support scholarship and best practices in teaching and learning.

Grants Awarded

- BZU: Urban Planning in Architecture and Geog.
- Bethlehem: Multi-media Materials for teaching
- Al Azhar: Civics and Human Rights curriculum
- BZU: Case-based Teaching in Ed. Psychology
- BZU: Photographic Perception in Urban Design

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Slide 15

Teaching Excellence Awards

Awards of \$2,000 to highlight the importance of teaching in higher education, inspire teachers, and reward excellence.

Junior: between 3-10 years' experience

Senior: more than 10 years' experience

- 2007 – 2 recipients
- 2008 – 4 recipients
- 2009 – in process

Palestinian Faculty Development Program

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Collaborative Projects in Teaching

An initiative to create professional associations of faculty dedicated to improving the teaching of their disciplines.

- Peer Observation: Mai Magatheh, Hebron
- Special Needs: Sami Basha, Bethlehem

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Slide 17

CEU Administrative Seminars

Central European University in Budapest

Topics

- Institutional Self-study and Evaluation
- New Issues in University Management
- Integrated Student Services
- The Bologna Process
- Quality Enhancement in Higher Education
- Teaching and Learning Support
- Fundraising: Challenges and Strategies

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2010-12 Implementation

Potential new areas of PFDP expansion and support:

- Bard-Al Quds MA in Teaching Program
- MA scholarship program in educational administration, leadership, curriculum, policy, counseling, special needs.
- US-Palestinian University Partnerships
- Scholarship support to Palestinian Universities

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