



**PALESTINIAN FACULTY
DEVELOPMENT PROGRAM (PFDP)**

Third Quarter
Performance Monitoring Report
April 1 – June 30, 2007



Funded by:

United States Agency for International Development
Cooperative Agreement No. 294-A-00-05-00234-00

Open Society Institute

Implemented by:

AMIDEAST

Open Society Institute



TABLE OF CONTENTS

Executive Summary

1. Pre-Academic Training
2. Annual US Fellows Conference
3. Annual Planning Meeting and Office Retreat
4. New Program Components
 - Faculty Grants
 - Seminar for Excellence in Teaching (SET)
 - Teaching Excellence Awards (TEA)
 - Academic Colloquia (AC)
6. Open Society Institute's US-based Activity
 - Annual Grantee Conference
 - University Placements
 - Short term Fellows
7. Administration and Reporting

Executive Summary

The third quarter of FY07 involved a great deal of planning in preparation of a much busier fourth quarter. Administratively, a benchmark Planning Meeting set the stage for an important reframing of locally based through an expected modification of the cooperative agreement in the next quarter. The following key milestones took place:

- The placement process continued for 18 PhD finalists and 16 were finalized.
- Pre-academic training continued
- First annual US Fellows Conference
- Collection of applications for Seminar for Excellence in Teaching, Faculty Grants and Teaching Excellence Award
- Preparation and registration for first PFDP Academic Colloquia
- Preparation and planning for the Seminar for Excellence in Teaching.

Pre-Academic Training

In Nablus, a Presentation/ Communication Skills Seminar was held from April 12 to April 14. During that time a Public Speaking Seminar was held in Ramallah. In May, both Ramallah and Gaza offices held a Statistical Package for the Social Sciences (SPSS) course for the PhD finalists. This quarter an Academic Writing course began in Ramallah and Nablus which will continue through July 2007. The course is tailored by the instructors to meet the individual needs of each participant. In addition to class hours the instructors require homework and follow up via email. Once again, managing the logistics, securing very qualified trainers and ensuring high attendance from the finalists remain top priorities for AMIDEAST staff. This quarter will see the conclusion of the majority of pre-academic training, except for a few academic writing classes continuing into next month.

Annual US Fellows Conference

The first annual US fellows' conference was held at the Heller School of Social Policy and Management at Brandeis University in Waltham Massachusetts from April 27-29, 2007. The Open Society Institute organized the event which brought together 27 of the first cohort PhD and Short-term fellows. The two PFDP AMIDEAST Program Officers also attended. The first day began with opening remarks by Heller School faculty and from OSI staff, followed by an address from the President of AMIDEAST, Ambassador Theodore Kattouf. After the break Melissa Hageman, the Program Manager of the OSI Information Program, gave an enlightening presentation on OSI's Open Access Project, aims to assist international efforts to make scholarly research articles freely available online. After lunch, Mike Amitay, OSI Senior Policy Analyst, led a discussion on the role of Congress in making US Middle East policy. All presentations were warmly welcomed by the grantees. The end of the day involved a general discussion on programmatic issues providing grantees an opportunity to discuss their challenges and ask questions.

The second day involved presentations by panels of grantees. Each panel presentation was followed by comments from a university professor and/or mentor. The third morning involved a workshop on effective communication techniques titled "Messages, Meaning and Credibility" presented by Dr. Judy Bowker from the Department of Speech Communication at Oregon State University; followed by closing remarks. Both evenings of the conference included social events mixing OSI and PFDP staff and PFDP grantees. See Annex 1 for detailed conference schedule.

In general, the conference went well and as expected. Everyone greatly appreciated the chance to meet each other and spend free time together. Day one was a clear success and the presenters were interesting. The grantees did feel that day two had too many presentations and in the future they should be divided over the days of the event. Also, the presentation by Dr. Bowker was initially quite theoretical, but ended up being interactive, practical, and effective.

Annual Planning Meeting and Office Retreat

The PFDP staff attended the annual AMIDEAST planning meeting and office retreat in Jericho from May 2-4, 2007. Reflections on the past year along with preparations for next year were discussed among the program staff. Team building exercises and methods of communication were the highlight of the retreat.

New Program Components

Last quarter AMIDEAST conducted various university visits to promote the launch of new program components. This quarter focused on collecting applications for these new activities.

Faculty Grants: Faculty grants to support the scholarship and best practices in teaching and learning at Palestinian universities and colleges was a new component launched in April. The awards will vary in size ranging from \$5,000 per person up to a possible \$25,000 for academic teams. Grant projects might include organizing internal, multi-disciplinary workshops on topics such as effective lecturing; coordinating a local conference on teaching techniques; or covering the cost of a faculty member's time in order to take a sabbatical and develop a new departmental course. Projects may also be research oriented. Applicants are encouraged to submit proposals that involve more than one faculty member, such as for projects that will be administered by a small team of academics from similar departments but different universities.

The deadline for applications was March 30, 2007. The West Bank and Gaza offices received a total of 70 faculty grant applications. This response was overwhelming, particularly given the brief 4 week period of application. Total requested funds exceeded one million dollars; twenty times the amount budgeted for the fiscal year. See Annex B for faculty grant application and guidelines. Proposals went through a two-staged pre-screening process. The first stage was conducted by PFDP program staff to ensure relevance and adherence to rules. The second stage involved a careful read through of all grants by the COP and the USAID CTO. A comparison and discussion of their notes resulted in 25 grants that were selected for a formal review committee. The review process was meant to culminate announcing awards by May 17, 2007. However, the USAID Regional Legal Advisor unexpectedly ruled that the awards were "institutional" in nature, even though they were being given to individuals. Consequently the entire review process was suspended until June 27, at which point it was conveyed to AMIDEAST that new compliance procedures should be implemented before any grants could be awarded. A tentative plan is for USAID to vet all universities, and those universities that clear vetting can then have faculty apply for a grant. AMIDEAST sent all applicants an email apologizing for the delay and notified them that further guidance and possible re-application may occur in the fall.

Associated with this component has been ongoing confusion regarding faculty grants received by faculty employed at the Islamic University of Gaza. Approximately 41% of the Faculty Grant applications were from IUG, with another 5 from the Community College of Applied Sciences and Technology, which shares much of its administration with IUG and reports to the same Board of Trustees.

AMIDEAST received written guidance from the PFDP CTO on May 21 indicating IUG faculty would not be eligible for Faculty Grants, unless pending some further policy review. All IUG grantees were sent a notice on June 10 by the Gaza Program Officer informing them their applications were not approved. On purpose, no explanation or comment was offered because of the sensitive nature of the explanation, and because no formal written policy regarding the USG and IUG currently exists. AMIDEAST has never received any guidance regarding how to explain why all IUG faculty were excluded. The exclusion of such a large number of grants based on political or security matters has proven to be a complicated and controversial setback.

Seminar for Excellence in Teaching (SET): The West Bank and Gaza offices received 63 applications for the SET training. See Annex C for the SET Applications. SET was developed by the Central European University's (CEU) Curriculum Resource Center and will be delivered by two CEU trainers. SET exposes faculty to a variety of teaching approaches and key issues associated with course design. The goal is to encourage an understanding of the university teacher as a professional scholar ready to engage in teaching that is informed by research and discussion of models of good practice. SET helps faculty cope with the increasing demands for professionalism by providing appropriate strategies required of university faculty.

AMIDEAST staff have worked diligently to organize two separate SET programs; one in Cairo for the Gaza participants, and another in Ramallah for the West Bank participants. The organization of the Gaza program was problematic from the start. Issues of transportation and accommodation from Gaza to Cairo and back were challenging. Furthermore, most of the original applicants were faculty from IUG and they were excluded from participating. AMIDEAST included 10 alternates as a backup, most of whom were from Al Azhar University. The Cairo delivery was scheduled for June 10-14, but had to be postponed because the senior administration of Al Azhar would not give formal approval for their faculty to attend the one-week training because it was occurring during the crucial exam period at the end of the semester. Originally, the dates of June 10-14 were chosen because they fell after the close of the semester; however, Al Azhar University closed its campus for two weeks during two weeks of particularly vicious factional fighting in Gaza City. This closure delayed the semester.

AMIDEAST will attempt to provide a work-around, and include some of the Gaza faculty by inviting them to the West Bank training. The success of this approach will depend upon the IDF granting permits and the Erez border actually being open and functioning for Palestinians. Fortunately, the CEU team is being very accommodating and has tentatively added an additional trainer so that we have two groups of 15 if the Gaza faculty can attend. The West Bank SET is to be offered from July 7-11, and will only involve 19 faculty if the Gaza colleagues cannot make it.

Teaching Excellence Awards (TEA): Fourteen applications were received in the WB and Gaza offices. See Annex D for TEA guidelines published in the AMIDEAST website. Eligible individuals include full- and part-time faculty with at least five years experience currently teaching at a university or college in the West Bank and Gaza. Individual awards of \$2,000 will be given to faculty for outstanding achievement in teaching. Faculty who can demonstrate an uncommon commitment to teaching, who use especially effective teaching strategies, and who have enabled notable achievements by former students are encouraged to apply. Applications were reviewed by a committee on June 27 and the awards will be announced during the Academic Colloquia in July. These awards of \$2000 are designed to spotlight the importance of teaching in higher education, inspire teachers within academia, and recognize success.

Academic Colloquia: During this quarter preparations for the first Academic Colloquia were begun. An advertisement with an invitation for registration was made in local newspapers on May 31. The response to the ad was overwhelming and more than anticipated. Over 180 registrants registered online. The event will be held in Ramallah at the Grand Park Hotel on July 12-14, 2007. The theme of this conference is *Teaching and Learning in International Perspective*. This conference promises to be the largest gathering of academic faculty in many years, and the first such gathering focused on the practice of university teaching. An objective of the colloquia will be to provide a local framework for the exploration of scholarship and the practice of excellent

teaching. Furthermore, the Academic Colloquia will provide an opportunity for the development of sustainable academic linkages and discipline-specific networking based on the needs and interests of the Palestinian faculty in attendance

Open Society Institute US-Based Activity

Annual US Fellows Conference: As mentioned above OSI organized the first annual US fellows' conference. It was hosted by the Heller School for Social Policy and Management at Brandies University in Waltham, Massachusetts.

PhD Placement: In April and May OSI staff continued negotiating finalist placements and tuition waivers with host universities. By the conclusion of the quarter OSI had completed placements for 15 finalists. Annex E includes a list of the 15 finalists and their US university placements. Throughout the quarter, Mr. Patrick Hynes, OSI's PFDP Program Coordinator and PFDP Program Manager, Joseph Glicksberg were in constant contact with admissions offices and host departments in order to facilitate the formal admissions process, respond to inquiries about the authenticity of finalist documents, and answer general questions about PFDP. Many universities required that OSI fill out online applications and handwrite admissions and other forms.

Short term Fellows: The first cohort of the short term fellows attended the first annual grantee conference, completed their visits, and returned to Palestine.

Administration and Reporting

Planning Meetings: AMIDEAST hosted an important Planning Meeting on June 4 addressing major programmatic and budgetary changes to the PFDP. AMIDEAST expects to negotiate a modification of the cooperative agreement in July. If approved, nearly one million dollars of money will be reprogrammed and approximately \$1.6 million will be obligated to the grant so that it is fully obligated through September 2011.

Financial: AMIDEAST submitted its third quarter financial pipeline report on June 15, 2007. This report included estimations for the month of June. The total cumulative expenditures reported in the pipeline report were \$272,922. Total actual expenditures were estimated to be \$259,631.01 as reported in the SF269 submitted on July 30, 2007. The discrepancy stems from OSI incurred USAID expenses (living stipends and tax withholding) during the period which have not yet been reimbursed by AMIDEAST to OSI, and therefore, have not registered in AMIDEAST accounting system.

USAID Audit: Price Waterhouse Coopers is the firm assigned by USAID to audit the PFDP project. Field work ended in April and preliminary results of the audit were discussed with AMIDEAST and the auditors in May. On June 24 AMIDEAST received a formal letter outlining the material and non material findings. AMIDEAST is in the process of preparing a management response to each item mentioned.



Open Society Institute

Annex A
Palestinian Faculty Development Program (PFDP) 2007 Fellows' Conference
Schedule

Thursday, April 26

11:00am – 11:00pm Grantee Arrivals in Boston & Newton

Friday, April 27

8:00am Meet in Hotel Lobby --Group Transportation from Hotel to Brandeis U. Heller School – Please be on time!

8:30am Breakfast at Brandeis University's Heller School – 415 South St. (Irving Schneider and Family Building)

9:00am Grantee, Staff, and Participant Introductions

9:30am Welcoming Remarks
Ambassador Theodore Kattouf, Former US Ambassador to the United Arab Emirates and Syria, President and CEO, Amideast

10:30am Break

10:45am Presentation: “Open Access to Scholarly Communication”
Melissa Hagemann, Program Manager, Information Program, Open Society Institute - NYC

11:30pm Lunch at Brandeis University's Heller School

1:00pm Presentation: “The Role of the Congress in US Middle East Policy”
Mike Amitay, Senior Policy Analyst, Open Society Institute – Washington, DC

2:00pm Break

2:15pm General Discussion – PhD Study, Short-Term Fellowships, and Programmatic Issues

3:30pm End of Day's Activities at Brandeis University Heller School

6:00pm Group Dinner in Waltham at *The Chateau* Restaurant

Saturday, April 28

- 8:00am Meet in Hotel Lobby -- Group Transportation from Hotel to Brandeis U. Heller School – Please Be on Time!
- 8:30am Breakfast at Brandeis University’s Heller School
- 9:00am Grantee Panel 1 – PFDP Public Policy, Health Issues Panel
Khitam Abu Hamad, Karam Adawi – Brandeis U. Heller School
Discussant: *Dr. A.K. Nandakumar*, Brandeis U. Heller School
- 9:30am Grantee Panel 2 – PFDP Public Policy, Public Administration Panel
Ammar Al-Dwaik, Brandeis U.; *Wasim Al-Habil*, Cleveland State U.
Saed Al-Koni, Syracuse U. (Maxwell); *Sabar Natsheh*, Duke U.; *Abdulfattab Shamleh*, U. of Southern Maine; *Ziad Zaghrout*, U. Washington-Seattle
Discussant: *Dr. Bruce Clary*, U. of Southern Maine, Muskie School of Public Service
- 11:00am Break
- 11:15am Grantee Panel 3 – PFDP Education Panel A
Ahmad Abu Awad, Columbia U. Teacher’s College; *Ata Darwish*, U. of Pennsylvania;
Sadek Firmana, Boston College; *Hisham Hidmi*, Vanderbilt U.
Discussant: *Dr. Gretchen Rossman*, U. of Massachusetts-Amherst, Center for International Education
- 12:15pm Lunch at Brandeis U. Heller School
- 1:15pm Grantee Panel 4 – PFDP Education Panel B
Ayman Khalifah, U. of Massachusetts-Amherst; *Ola Khalili*, U. of Massachusetts-Amherst; *Jamal Rabee*, U. of Pennsylvania; *Mohammad Zayyad*, Boston College
Discussant: *Dr. Gretchen Rossman*, U. of Massachusetts-Amherst, Center for International Education
- 2:15pm Grantee Panel 5 – PFDP Urban Planning Panel
Ahmed Al-Noubani, U. Washington – Seattle; *Emad Dawwas*, U. Washington-Seattle;
Mazen Hamada, U. Illinois-Urbana-Champaign; *Akram Ijla*, Cleveland State U.
Discussant: *Dr. Christopher Silver*, U. of Florida, College of Design, Planning, and Construction
- 3:15pm Break
- 3:30pm Grantee Panel 6 – PFDP Political Science Panel
Dua Nakhala, U. Texas-Austin; *Abeer Shaheen*, Columbia U.; *Wael Dokhan*, U. of Denver; *Najeh Shabin*, U. of Pennsylvania
Discussant: *Dr. Ronald Tammen*, Portland State U., Hatfield School of Gov’t.

- 4:30pm Grantee Panel 7 – PFDP Social Work Panel
Ihab Daqqaq, Columbia U.
Discussant: *Dr. James Lubben*, Graduate School of Social Work, Boston College
- 5:00pm End of Day’s Activities at Brandeis U. Heller School
- 5:15pm Group Trip to Downtown Boston (Free Evening in Boston)
- 10:00pm Group Transportation from Downtown Boston to Hotel

Sunday, April 29

- 8:00am Check-Out of Hotel (Leave Suitcases in Lobby Storage Room)
- 8:20am Meet in Lobby – Group Transportation to Brandeis U. Heller School
- 8:30am Breakfast at Brandeis University’s Heller School
- 10:00am Interactive Presentation Skills Workshop: “Messages, Meaning, and Credibility”
Dr. Judy Bowker, Dept. of Speech Communication, Oregon State U.
- 12:00pm Lunch at Brandeis University’s Heller School
- 1:00pm Closing Session & Final Remarks
- 2:00pm Group Transportation from Brandeis U. Heller School to Hotel
- 3:15pm Group Transportation to Airport for Afternoon Departures

PFDP PhD & Short-Term Grantees

Ahmad Abu Awad, Columbia University	Hisham Hidmi, Vanderbilt University
Mysoon Abu El Noor, University of Akron	Akram Ijla, Cleveland State University
Nasser Abu El Noor, University of Akron	Ayman Khalifah, University of Massachusetts
Khitam Abu Hamad, Brandeis University	Ola Khalili, University of Massachusetts
Karam Adawi, Brandeis University	Dua Nakhala, University of Texas – Austin
Ammar Al-Dwaik, Brandeis University	Sahar Natsheh, Duke University
Wasim Al-Habil, Cleveland State University	Jamal Rabee, University of Pennsylvania
Saed Al-Koni, Syracuse University	Abeer Shaheen, Columbia University
Ahmed Al-Noubani, University of Washington	Najeh Shahin, University of Pennsylvania
Ihab Daqqaq, Columbia University	Abdulfattah Shamleh, Univ. of Southern Maine
Ata Darwish, University of Pennsylvania	Fida Yaseen, University of Illinois
Emad Dawwas, University of Washington	Ziad Zaghrou, University of Washington
Wael Dokhan, Denver University	Mohammad Zayyad, Boston College
Sadek Firwana, Boston College	
Mazen Hamada, University of Illinois – UC	

PFDP OSI & AMIDEAST Program Staff

Joseph Glicksberg, Program Director, OSI
Patrick Hynes, Program Coordinator, OSI
Nariman Rajab, Program Officer, Amideast
Ahmed Tannira, Program Officer, Amideast
Martha Loerke, Director Network Scholarship
Programs, OSI

Accommodations

Boston Marriott Newton, 2345 Commonwealth Avenue,
Newton, MA 02466
Hotel Front Desk: +1-617-969-1000

Emergency Phone Numbers

OSI New York Office (212) 548-0175
Patrick Hynes, PFDP Program Coordinator: Cell Phone -- (917) 576-4954
Joseph Glicksberg, PFDP Program Manager: Cell Phone -- (917) 359-1195



Open Society Institute

Annex B
Palestinian Faculty Development Program
FACULTY GRANTS
APPLICATION FORM

I. Biographical Information:

Applications will be accepted from individuals or teams. Please list information for each project member. If more than four members, please copy, paste and complete additional biographical boxes.

NAME				
<i>(As it appears on your passport)</i>	<i>Last</i>	<i>First</i>	<i>Middle</i>	<i>Title (Mr., Ms., Mrs., Prof., Dr.)</i>
University: _____		Department or Faculty: _____		
Home telephone: _____		Cell phone number: _____		
E-mail address: _____		Fax number: _____		
Check one: Part-time faculty: <input type="checkbox"/>		Full-time faculty: <input type="checkbox"/>		Academic discipline or specialty: _____
Country of permanent legal residence: _____		Country of citizenship: _____		
Current academic/professional status (faculty status or job title): _____				

NAME				
<i>(As it appears on your passport)</i>	<i>Last</i>	<i>First</i>	<i>Middle</i>	<i>Title (Mr., Ms., Mrs., Prof., Dr.)</i>
University: _____		Department or Faculty: _____		
Home telephone: _____		Cell phone number: _____		
E-mail address: _____		Fax number: _____		
Check one: Part-time faculty: <input type="checkbox"/>		Full-time faculty: <input type="checkbox"/>		Academic discipline or specialty: _____
Country of permanent legal residence: _____		Country of citizenship: _____		
Current academic/professional status (faculty status or job title): _____				

THE PALESTINIAN FACULTY DEVELOPMENT PROGRAM (PFDP)

NAME <i>(As it appears on your passport)</i>				
<i>Last</i>	<i>First</i>	<i>Middle</i>	<i>Title (Mr., Ms., Mrs., Prof., Dr.)</i>	
University: _____		Department or Faculty: _____		
Home telephone: _____		Cell phone number: _____		
E-mail address: _____		Fax number: _____		
Check one: Part-time faculty: <input type="checkbox"/>		Full-time faculty: <input type="checkbox"/>		Academic discipline or specialty: _____
Country of permanent legal residence: _____		Country of citizenship: _____		
Current academic/professional status (faculty status or job title): _____				
NAME <i>(As it appears on your passport)</i>				
<i>Last</i>	<i>First</i>	<i>Middle</i>	<i>Title (Mr., Ms., Mrs., Prof., Dr.)</i>	
University: _____		Department or Faculty: _____		
Home telephone: _____		Cell phone number: _____		
E-mail address: _____		Fax number: _____		
Check one: Part-time faculty: <input type="checkbox"/>		Full-time faculty: <input type="checkbox"/>		Academic discipline or specialty: _____
Country of permanent legal residence: _____		Country of citizenship: _____		
Current academic/professional status (faculty status or job title): _____				

Resume of all applicants are attached to the application.

II. Grant Activity Information

1. **Title of Activity :** _____

2. **Location of Activity:** _____

3. **Dates of Activity: From:** _____ **To:** _____

4. **Total amount requested: US\$** _____

A maximum of \$5000 can be awarded for an activity involving one person. Team projects may request more funding, but not greater than \$25,000.

5. **Principle contact of proposed activity:**

Name: _____ **Title:** _____

Cell phone: _____ **Email:** _____

III Narrative Proposal

Each grant application requires a two or three-page narrative proposal. The proposal must include information on the following 8 aspects of the project:

1. **Goals of the Project:** Clearly describe the teaching-learning issue or problem to be addressed. Describe the general approach. How will this approach result in the stated goals or outcomes, perhaps in terms of knowledge, skills or otherwise?
2. **Impact on Teaching & Learning:** Provide specific detail about how your project will contribute to the scholarship or practice of teaching and learning in Palestinian higher education? Similarly, how will this knowledge be shared within your university or the larger Palestinian academic community?
3. **Project Implementation:** Be specific about what the project will entail. Explain what activities are to be carried out, by whom, and how materials are to be used.
4. **Timeline:** Indicate the projected timeline for carrying out the project, and provide a breakdown for various stages of grant activity, including any points of evaluation.
5. **Scope:** Indicate the number of students and/or faculty members who will be affected by the project both immediately and eventually, and indicate specific departments, programs, or courses on which your project will have an impact.
6. **Continuation:** Discuss if the grant activities will be continued beyond the funding period.
7. **Evaluation:** Describe methods for evaluating the effectiveness of the project. Evaluation may be qualitative or quantitative or both.

8. **Personnel:** Describe the roles and responsibilities of faculty members and others involved. If there is more than one faculty member participating in this project (ie. 2-4 members), please describe why this particular group is applying as a team.

IV Budget Justification

Separate from the Narrative Proposal, you must provide a justification of the budget so that it is clear why each requested budget item is essential to the project. A line item budget, perhaps on Excel, should be submitted, in addition to a separate budget narrative. Each line item on the budget sheet must be explained in the budget narrative. For example, the underlying assumptions for a particular item, such as rates of pay, numbers of hours and/or appointment percentages, and quantities and costs of various categories of supplies should be addressed in the budget narrative. Cost sharing, whether it is personal, in-kind support from a department, or cash from other funding sources should also be itemized.

Send Applications to one of the following offices. Further information about PFDP is also available at these offices.

Ramallah AMIDEAST Office

Street Address:
Al-Watanieh Towers, 1st Floor
34 Municipality Street
El-Bireh, Ramallah District
Phone: 972 (or +970) 2-240-8023
Ramallah Fax: 972 (or +970) 2-240-8017
E-Mail: nrjab@amideast.org

Gaza City AMIDEAST Office

Street Address:
Shaheed Raja Street. No.8/704
Bseiso Building, 8th Floor, (Opposite the Arab Bank of Rimal)
Al Jondi Al Majhool, Rimal Neighborhood
Phone: 972 (or +970) 8-282-4635 ext. 103
Gaza City Fax: 972 (or +970) 8-283-8126
E-Mail: atannira@AMIDEAST.org

DEADLINE FOR APPLICATIONS IS MARCH 30, 2007



Open Society Institute

Palestinian Faculty Development Program FACULTY GRANT GUIDELINES

The Palestinian Faculty Development Program (PFDP) seeks to increase capacity within the higher education sector in the West Bank and Gaza and address long term issues of reform in teaching and learning practices. The PFDP has two main objectives:

- To promote the expansion, retention, and professional development of young, promising academics teaching in social sciences and humanities.
- To revitalize and reform the teaching of these disciplines at Palestinian higher education institutions, as well as promote an institutional culture of teaching and learning.

In this context, one component to the PFDP includes Faculty Grants. The objective of faculty grants is to provide individual academics with financial support to undertake a professional development project or activity that supports the scholarship and/or best practices of teaching and learning within Palestinian higher education. Consistent with the objectives of the PFDP, faculty grants will preference activities in the social sciences and humanities. Applications must be submitted in English.

Faculty grants will be awarded up to \$5,000 per person. Grant applications are encouraged to involve small teams, although activities involving a single faculty member will also be accepted. A single grant applicant may apply for a maximum of \$5,000. Team projects (two or more academics) may apply for up to \$25,000. Grant applications will be evaluated on the quality of proposed scholarship or enhancement activity, as well as the project's potential contribution to the advancement of teaching and learning. Applications will also be evaluated for the soundness of approach, potential for scholarly output, potential impact of the results, creativity, uniqueness, and scholars' potential to serve as a resource in the Palestinian academic community. One obligation of grant recipients will be to share knowledge and expertise. Applicants should take the following priorities into consideration:

The following types of grant projects will be given preference:

- Collaborative projects involving teams of academics at the same university or at different institutions whose grant activities will support collegial interaction among and/or between universities and colleges;
- Activities that clearly have a significant multiplier effect. For example, projects that encourage wide interaction, or reach many academic staff or students;
- Activities that connect to larger institutional initiatives;
- Projects that include in-kind or cash cost share;
- Activities that take place fully within the West Bank and/or Gaza. Activities that involve expensive international travel will require a strong rationale to be competitive.

Examples of Projects Eligible for Faculty Grants:

- Organizing internal, multi-disciplinary workshops on effective lecturing (team);
- Coordinating a local conference on teaching techniques (team);
- Covering the cost of an academic's time for teaching and learning activities within a university department (individual);
- Developing a new course(s) or supplemental course material for an already existing course(s) (team or individual);
- Conducting research at an international university on the teaching of a particular discipline (individual);

Please Note:

- Attending an international conference will not be considered an acceptable grant activity.

Grant Parameters:

- Grant activities must have clearly defined goals and outcomes.
- A final narrative report detailing the project outcomes and summarizing fiscal expenditures will be required upon completion of the grant activity. Depending on the length and nature of the activity, a interim report may also be required.
- Each grantee or beneficiary of a grant must sign a Grant Letter issued by AMIDEAST detailing all conditions and responsibilities.
- Presentation of the results of the grant must be made at the next Academic Colloquia hosted in Palestine.

Eligibility:

- Palestinian faculty currently working part-time or full-time at a university or college in the West Bank or Gaza;
- Faculty from the social sciences and humanities will be given preference;
- Faculty must have a Palestinian ID / "hawiya";
- Faculty cannot be on the payroll of the Palestinian Authority (PA).

Funding Conditions:

- Grant funds will be paid on a reimbursement basis, through installments depending on the amount and nature of the grant activity;
- Grant funds cannot be used for the purchase of goods (eg. equipment, furniture, etc.) with an acquisition cost in excess of \$500;
- The grantee agrees to record, classify and report all financed costs to AMIDEAST;
- Expenditure of grant funds must conclude within 12 months of the first disbursement of funds;
- Funds may be used for any budget category (e.g., printing, commodities, contractual, travel, student help, and salary), except indirect costs (e.g. overhead or G&A).

Application and Review Process

Grant applications are available online through AMIDEAST's website. (www.amideast.org). Proposals will be reviewed by a Faculty Grants Review Committee in the spring so that grant activities may start as early as the summer of 2007.





Open Society Institute

Annex C

Palestinian Faculty Development Program
Seminar for Excellence in Teaching (SET)
APPLICATION FORM

*All disciplines may apply although preference will be given to faculty teaching in social sciences and humanities. *

NAME _____
(as it appears on your passport) Last First Middle Title (Mr., Ms., Mrs., Prof., Dr.)

University: _____ Dept or Faculty: _____

Home telephone: _____ Cell phone number: _____

Office telephone: _____ E-mail address: _____

Date of Birth: _____ Place: _____
Month/Day/Year City Country

Country of permanent legal residence: _____ Country of citizenship: _____

ACADEMIC STUDIES: Please mention the last or highest degree you obtained, the university and dates.

Institution	Degree	Dates MM/YY – MM/YY	
		From:	To:

TEACHING EXPERIENCE: Please start with your most recent or current teaching experience.

University or College	Course Title	Dates Taught MM/YY – MM/YY	
		From:	To:

How many years of teaching experience do you have? _____

My resume is attached to this application which illustrates my full and complete professional experience.

ENGLISH LANGUAGE PROFICIENCY REQUIRED: Please attach a copy of a test score that is no more than 2 years old.

ITP or TOEFL Score: _____ Date taken: _____

ESSAYS: On a separate Word document please type in English your replies to the following two essays. **Each essay should be approximately 500 words.**

1. In your opinion what qualities must someone have to be an excellent university teacher?
2. What particular issue or challenge do you face as a teacher?

ELIGIBILITY CHECKLIST: Check the boxes to verify your eligibility and indicate that **YOU ARE:**

- Able to attend intensive training in June in Egypt for Gaza residents OR July 2007 in the West Bank for West Bank citizens for seven consecutive days
- Not on the payroll of the Palestinian Authority (PA).

Send Applications to the AMIDEAST Offices in West Bank or Gaza. Further information about PFDP is also available at these offices. For questions please call Nariman 02-240-8023 ext 211 in Ramallah or Ahmed 08-282-4635 ext 103 in Gaza.

Visit our website www.amideast.org for applications. Deadline for submission is
April 15, 2007



Annex D

**Palestinian Faculty Development Program
TEACHING EXCELLENCE AWARD GUIDELINES**

The Palestinian Faculty Development Program (PFDP) seeks to increase capacity within the higher education sector in the West Bank and Gaza and address long term issues of reform in teaching and learning practices. The PFDP has two main objectives: 1) to promote the expansion, retention, and professional development of promising academics teaching in the social sciences and humanities; 2) to revitalize and reform the teaching of the social sciences and humanities at Palestinian higher education institutions, as well as promote an institutional culture of teaching and learning.

In this context, the Teaching Excellence Awards are an important component that complements the other main components of the PFDP: the Faculty Grants, the Seminar for Excellence in Teaching, the Academic Colloquia, and the ongoing PhD and Short Term Fellowships. The awards are designed to spotlight the importance of teaching in higher education, inspire teachers within the academic community and recognize success. Individual awards of \$2,000 will be given to faculty for their outstanding achievement in teaching. Faculty who can demonstrate an uncommon commitment to teaching, who use especially effective teaching strategies and who have enabled notable achievements by former students are encouraged to apply.

Eligibility:

- Palestinian faculty currently teaching part-time or full-time at a university or college in the West Bank or Gaza;
- Minimum of 5 years of teaching experience at the university/college level;
- Faculty must have a Palestinian ID / “hawiya”;
- Faculty cannot be on the payroll of the Palestinian Authority.

Documentation Required:

Five types of documentation are required which will compose a complete dossier. Only completed dossiers will be reviewed. Dossiers may be submitted in Arabic or English. However, a nominee who usually teaches in English should submit their documentation in English.

1. A one or two-page statement by the nominee on his or her teaching and learning philosophy, strategies, objectives, and on how these have evolved over time.
2. A curriculum vitae of the nominee.
3. Two letters of support from current or past students. At least one letter should be from a student with recent or current contact with the teacher.
4. Two letters of support from colleagues qualified to comment on the candidate's teaching. One letter of reference must be from the department chair.
5. A well-organized, small set of items (no more than 10 pages) that document the excellence of the candidate's teaching. For example, this may include:
 - A recent course syllabus;
 - Course handouts;
 - Descriptions of evaluation methods;
 - Course examinations;

- Details of grants received for teaching/course development or other academic work;
- Videotapes used in courses or tapes of the teacher teaching.

These items should be accompanied by a brief explanation of why they were included in the dossier. In effect, each item should document the excellence of the nominee's teaching.

6. Evidence of the success of the candidate's teaching. This must include a summary of student evaluations (not copies of actual evaluations) for at least four courses taught over the past two years. Other items may include a list of awards for teaching, invitations to speak at teaching improvement meetings, and other relevant material.

Nomination and Selection:

An individual must be nominated by a peer or supervisor. Once nominated, it will be the responsibility of the nominee to assemble a complete dossier with all the necessary documentation. A Selection Committee composed of peer Palestinian faculty will review each completed dossier. The selection criteria will focus on three main points:

- 1) A nominee displays an unusually strong commitment to teaching. For example:
 - Works to maintain a strong and current knowledge of the field;
 - Seeks out and develops innovative approaches to teaching, including effective uses of technology to enhance teaching;
 - Shares insights on teaching through presentations and publications;
 - Serves as mentor or special advisor to students;
 - Sponsors student-initiated projects;
 - Has engaged in relevant community service with students.
- 2) Demonstrates especially effective teaching strategies, such as:
 - Communicates high expectations;
 - Establishes good intellectual rapport with students;
 - Engages students in and out of the classroom in an active examination of the topic;
 - Conveys excitement about the material;
 - Fosters conceptual and critical thinking;
 - Models and encourages an integrated view of knowledge;
- 3) Has enabled notable achievements by former students.

Applications and Announcements

All nominations and the supporting documentation should be sent to the contacts below. The application deadline is May 1, 2007. The Selection Committee will meet in June. Formal announcements for the Excellence in Teaching Awards will be made during the Academic Colloquia on July 12-14, 2007. Awardees will be honored at this time, and thus, it is expected they will be present. The \$2000 award checks will be presented at the Academic Colloquia.

Send nominations to one of the AMIDEAST offices.

DEADLINE FOR APPLICATIONS IS May 1, 2007

Annex E

PFDP PhD Finalists Placement - Cohort II

No.	Name	US University Placement
Education		
1	Abdrabu AbuAlyan	University of Massachusetts -Amherst
2	Kefah Barham	University of Massachusetts -Amherst
3	Hasan El Nabih	Boston College
4	Bilal Younis	Southern Illinois University- Carbondale
Urban Planning		
5	Sahera Bleibleh	University of Washington-Seattle
6	Adulnaser Arafat	University of Florida- Gainesville
7	Alma Othman	University of Florida- Gainesville
Political Science		
8	Hasan Ayoub	University of Denver
9	Jehad Alaysa	Portland State University
10	Ayhab Saad	University of Michigan
Public Administration		
11	Wael Ramadan	Cleveland State University
12	Mohammad Awad	University of Texas-Dallas
Social Work		
13	Fayez Mahamid	Columbia University
14	Sami ZaidAlkilani	University of Texas-Austin
15	Najwa Safadi	Boston College