

DRAFT



THE AFRICA-AMERICA INSTITUTE
EDUCATING PEOPLE • CONNECTING WORLDS

ADVANCED TRAINING FOR LEADERSHIP AND SKILLS

ATLAS, PHASE II

Contract FAO-CC-00-95-0037-00

REPORT COVERING THE PERIOD

OCTOBER 1, 2002 TO SEPTEMBER 30, 2003



I. EXECUTIVE SUMMARY

In September 2000, the ATLAS contract was extended for three years (2000-2003) in order to monitor the remaining participants through their program completions. September 30, 2003 marked the end of the third fiscal year of the extension phase.

Operations in FY 2003 focused on:

- Providing administrative support for the remaining ATLAS II participants;
- Updating the Alumni Directory records,
- Upgrading the online Alumni Directory on the AAI website;
- Keeping abreast of university concerns and policies regarding foreign students and providing more frequent communications with ATLAS participant scholars about these and related visa status issues.

In addition, during FY 2003:

- Four students conducted thesis research in their home countries on topics relevant to their future employment;
- Twenty-nine students completed their academic programs and returned to their home countries;
- In September 2003 the ATLAS II contract was extended through March 2004 to enable the remaining five students to complete their programs.
- An "Impact Study", conducted by Aguirre International, on ATLAS I and II was launched. The study is expected to be completed by March 2004.

II. THE ATLAS PROJECT

The ATLAS Project is the fourth in a series of projects designed to address Africa's lack of trained human capital in order to create an enabling environment for sustainable growth. Originally titled "African Training for Leadership and Advanced Skills", the contract was amended in 1998 to expand the ATLAS model from Africa to other regions of the world. While still known as ATLAS, the acronym now stands for "Advanced Training for Leadership and Skills."

ATLAS, like the predecessor projects the African Graduate Fellowship Programs, (AFGRAD I, 1962-1975; AFGRAD II, 1975-1988; and AFGRAD III, 1985-1997) promotes cooperation among U.S. universities, USAID Missions and African countries to provide advanced academic and professional training for African students. The ATLAS project extends over 16 years (1990-2006): The contract for ATLAS Phase I covered the five-year period from August 1990 through October 1995; Phase II includes the five years from October 1995 through September 2000, with a further extension through September 2003. The Africa-America Institute (AAI)¹ has been awarded the contract for the full Phase II period.

The goal of the ATLAS project is to improve the performance of African institutions and organizations to plan and promote sustainable development in Africa. The project's purpose is to strengthen leadership and technical abilities and enhance the professional excellence of individuals serving in African public and private sector entities, including universities, research centers and other key development institutions.

ATLAS provides fellowships for undergraduate, graduate and postgraduate training in the United States. In addition to the fellowships, ATLAS has offered an extensive professional enhancement program for the alumni of AFGRAD, ATLAS, and other AID-funded programs. These activities are designed to nurture the participants' professional development and to strengthen the contribution the graduates will make to their institutions and to development in Africa and now elsewhere.

A significant feature of ATLAS has been the U.S. universities' contribution of tuition scholarships for undergraduate and graduate students. Funding of student stipends, international travel and other educational expenses occurs through transfers of missions' bilateral accounts to the ATLAS contract. AAI's administrative costs of managing project activities, including follow-on activities, are centrally-funded by the Africa Bureau.

During the course of the contract, AAI has administered the ATLAS project in partnership with the Council of Graduate Schools (CGS) and three subcontractors: The African Academy of Sciences (AAS), the National Association for Equal Opportunity in Higher Education (NAFEO), and Creative Associates International, Inc. (CAII). As availability of both core funding and mission buy-ins has diminished, AAI found it necessary to discontinue subcontracting in FY 2000.

¹ AAI's official name was changed from "African-American Institute" to "Africa-America Institute" in FY 1999.

As prime contractor, AAI is responsible for direct management of all activities. AAI administers all aspects of the education and training program, including the field activities. AAI obtains scholarships from U.S. universities for all academic degree programs. AID provides funding to AAI to administer and coordinate the entire ATLAS effort, including selection, placement, academic and social counseling, financial disbursements, follow-up and professional enhancement activities. AAI's New York office administers the program, with extensive assistance from its field representatives during recruitment, repatriation and follow-up of the program's phases.

AAI's cooperative relationship with CGS, which began in 1963 with the first AFGRAD project, has continued under ATLAS. The Executive Committee of Graduate Deans, whose membership is drawn from CGS, has helped AAI maintain its close liaison with American universities and has provided guidance on program matters. Members of the committee accompany AAI program staff on annual trips to Africa to discuss manpower development needs with USAID mission personnel and African government and university officials, and to participate on the national selection committees. The close collaboration with CGS has ensured quality selection, appropriate placement at member institutions, and tuition scholarships by host institutions. An Undergraduate Deans Committee was established to work with AAI and CGS on undergraduate selection and placement.

The subcontractors brought added expertise to the ATLAS project team: The National Association for Equal Opportunity in Higher Education (NAFEO), as liaison with the Historically Black Colleges and Universities (HBCUs), assisted AAI in securing tuition scholarships at HBCUs and in developing seminars for women participants.

The African Academy of Sciences, the premier African association of professionals in science and agriculture, assisted AAI in designing and implementing field activities.

Creative Associates International, Inc. (CAII) carried out activities related to developing the computerized system to track impact and to develop performance indicators for ATLAS activities.

The ATLAS project remains a cooperative effort of African governments, American universities, the Council of Graduate Schools, AID/Washington, the USAID Missions, and AAI.

III. SELECTION AND ADMINISTRATION

As ATLAS has entered the no-cost extension phase, no new selections were made, and there were no buy-ins from any Missions. The buy-ins to ATLAS II ended in 2000 as shown in Table I below:

FY 1995	\$8,998,426
FY 1996	\$4,670,000
FY 1997	\$1,550,000
FY 1998	\$2,642,500
FY 1999	\$975,000
FY 2000	\$158,490*

* Additional buy-in to fully support selected candidates

IV. THE ATLAS II AWARDS

Three hundred forty-six ATLAS II awards were made from 1995 to 2000. Table II shows the distribution of the ATLAS II awards by country and degree level. As the contract extension is to monitor only continuing students, no new awards were made in 2003.

TABLE II
ATLAS II DEGREE DISTRIBUTION BY COUNTRY
1995-2003

<u>COUNTRY</u>	<u>BA/BS</u>	<u>MA/MS</u>	<u>PHD</u>	<u>N/D</u>	<u>TOTAL</u>
Benin	---	35	---	---	35
C.A.R.	---	3	---	---	3
Comoros	6	---	---	---	6
Congo	---	4	---	---	4
Guinea	10	25	---	---	35
Guinea-Bissau	9	16	---	6	31
Liberia	---	1	---	---	1
Madagascar	---	11	2	---	13
Malawi	---	17	1	---	18
Mali	---	---	---	3	3
Mozambique	---	34	---	---	34
Namibia	8	48	3	---	59
Niger	---	2	1	---	3
Sao Tome & Principe	2	---	---	---	2
Sierra Leone	---	---	---	5	5
South Africa	---	25	13	---	38
Tanzania	4	24	3	1	32
Uganda	---	7	---	---	7
Windward Islands	---	8	---	---	8
Zambia	---	8	---	1	9
TOTALS	39	268	23	16	346

Thirty-five students continued to receive ATLAS II sponsorship during FY 2003. Table III provides the degree distribution by country for 2003. Appendix A is a roster of the 35 continuing students.

TABLE III
ATLAS II DEGREE DISTRIBUTION BY COUNTRY
2003

<u>COUNTRY</u>	<u>BA/BS</u>	<u>MA/MS</u>	<u>PHD</u>	<u>N/D</u>	<u>TOTAL</u>
Benin	---	14	---	---	14
Guinea	---	3	---	---	3
Madagascar	---	1	---	---	1
Mozambique	---	4	---	---	4
Namibia	---	4	1	---	5
South Africa	---	---	3	---	3
Tanzania	---	4	1	---	5
TOTALS	---	30	5	---	35

Ninety-three universities (Appendix B) have provided tuition awards to ATLAS II Fellows since 1995. Appendix B shows the distribution of the 346 ATLAS II awards by state and university. During 2003 the 35 continuing students studied at 18 universities as shown in Appendix C.

One of the distinguishing characteristics for USAID of the ATLAS program has been the high level of continuing contributions by American universities, despite increasing cost pressure. Appendix D is a summary of ATLAS II student budgets, including USAID Mission funding and the university contribution from 1995 through program completion. The anticipated total cost of the 346 awards, including administrative funds provided by USAID/Washington, is \$33,362,064 of which \$22,544,661 is provided through Mission OYB funds, \$4,980,500 by USAID/Washington and \$5,836,903 by U.S. universities. The universities are contributing approximately 17.5% of the total cost of the training program.

A. Participation of Women

At least 30% of the ATLAS awards were targeted for women, with the objective of increasing the capacity among women to fill leadership and non-traditional roles in African development. One hundred forty-eight of the 346 ATLAS II awards, or 42.8% of the awards, were made to women. This exceeded project goals and shows the strength of AAI's recruitment and selection. Listed below in Table IV are the awards to women and the percent of total awards to women by country.

TABLE IV
ATLAS II AWARDS TO WOMEN
1995-2003

<u>COUNTRY</u>	<u>AWARDS TO WOMEN</u>	<u>TOTAL AWARDS</u>	<u>PERCENT</u>
Benin	16	35	45.7
Central African Republic	1	3	33.3
Comoros	2	6	33.3
Congo	0	4	0.0
Guinea	18	35	51.4
Guinea-Bissau	9	31	29.0
Liberia	0	1	0.0
Madagascar	6	13	46.2
Malawi	8	18	44.4
Mali	0	3	0.0
Mozambique	11	34	32.4
Namibia	29	59	49.2
Niger	0	3	0.0
Sao Tome and Principe	1	2	50.0
Sierra Leone	1	5	20.0
South Africa	17	38	44.7
Tanzania	17	32	53.1
Uganda	5	7	71.4
Windward Islands	5	8	62.5
Zambia	2	9	22.2
TOTAL	148	346	42.8

Nineteen of the 35 students receiving ATLAS II sponsorship during 2003 were women. Table V shows the distribution of women students in 2003.

TABLE V
ATLAS II AWARDS TO WOMEN
CONTINUING STUDENTS
2003

<u>COUNTRY</u>	<u>AWARDS TO WOMEN</u>	<u>TOTAL AWARDS</u>	<u>PERCENT</u>
Benin	8	14	57.1
Guinea	1	3	33.3
Madagascar	1	1	100.0
Mozambique	2	4	50.0
Namibia	3	5	60.0
South Africa	0	3	0.0
Tanzania	4	5	80.0
TOTAL	19	35	54.3

B. Historically Black Colleges and Universities (HBCUs)

ATLAS has a project goal of 10% placement at HBCUs and until last year (FY 2000) had a subcontract with the National Association for Equal Opportunity in Higher Education (NAFEO). Thirty-three awards (9.5%) of the ATLAS II awards since 1995 have been made to students placed at HBCUs in the fields of mechanical engineering, computer science, public administration, finance, business administration, economics, education, and natural resource management. Considering the problem HBCUs face of being able to afford required tuition scholarships, the ATLAS placement record at HBCUs is an excellent one.

Five of the 35 continuing students were studying at HBCU's in 2003.

C. Fields of Study

Table VI shows the distribution of ATLAS II awards by fields of study. To support Mission Strategic Objectives, USAID Missions determined the fields of study in which awards were offered.

TABLE VI
FIELDS OF STUDY
ATLAS II AWARDS
1995-2003

<u>FIELD</u>	<u>NUMBER OF AWARDS</u>	<u>PERCENT</u>
Business Administration	64	18.5
Education	64	18.5
Agriculture (including natural resources)	46	13.3
Public Health (including population studies)	41	11.9
Public Administration	26	7.5
Economics	25	7.2
Engineering	22	6.4
Math/Science	16	4.6
Law	15	4.3
Agricultural Economics	9	2.6
Sociology	9	2.6
Communications	5	1.4
Computer Science	4	1.2
TOTAL	346	100.0

The fields of study for the 78 continuing students are shown in Table VII below.

TABLE VII
FIELDS OF STUDY
CONTINUING ATLAS II STUDENTS
2003

<u>FIELD</u>	<u>NUMBER OF AWARDS</u>	<u>PERCENT</u>
Public Health (including population studies)	10	28.6
Education	8	22.8
Business Administration	7	20.0
Agricultural Economics	4	11.4
Agriculture	2	5.7
Public Administration	2	5.7
Economics	1	2.9
Math/Science	1	2.9
TOTAL	35	100.0

V. ATLAS MONITORING AND ENRICHMENT PROGRAMS

ATLAS monitoring has focused on assisting and encouraging ATLAS students to complete their academic programs within the Mission-approved time limits and to benefit from a range of enrichment programs during their programs.

A. Academic Progress

Most students made satisfactory progress during 2003 and thirty students completed their academic programs during the year extension. Appendix E is a list of the completions.

Five students were unable to complete their programs by September 2003 for the following reasons:

- A South African student in a Ph.D. program Neurology encountered delays in his research due to research laboratory problems.
- An MBA student from Benin needed one additional semester to complete required graduate courses; the terms of his admission in Summer 2001 had been contingent on completion of eleven prerequisite courses.
- An MPH student from Benin needed one additional semester to complete a required course and Field Practicum; her program was delayed due to recuperation from cancer surgery.
- An MBA student from Namibia required an additional semester due to low grades for three of his required courses.

- A student from Mozambique needed additional time to complete her master's degree in Agriculture Economics due to the length of time required to receive her research data from Mozambique.

These five students are expected to complete their programs by December 2003.

B. ATLAS Enrichment Programs

ATLAS students have benefited from the full range of enrichment activities provided under ADS 253. During 2003, five ATLAS II students attended professional conferences that were directly related to their degree programs and future employment program. A list of these students is provided in Appendix F.

Four ATLAS students conducted thesis research in their home countries on topics relevant to development and their future employment. See Appendix G for a list of the ATLAS students who conducted research in Africa during 2003.

One ATLAS student undertook practical training at the conclusion of his academic program. A description of his training program is provided in Appendix H.

C. Program Completion and Repatriation

Twenty-nine of the thirty ATLAS II students who completed their academic programs during 2003 returned to their home countries. One student remained in the United States and has been reported as a non-returnee to the Responsible Officer at USAID in Washington, D.C.

Non-returnee reports were also submitted for four undergraduate participants from Guinea whose programs ended in August 2002. These students had completed their programs and had been scheduled to return to Guinea in September 2002. (Non-returnee reports had previously been submitted for five other undergraduate participants.) These nine students were all part of a special USAID/Guinea project for Guinean secondary school teachers. AAI continued to follow-up with appropriate university officials to obtain additional information on the whereabouts of these non-returnees.

The repatriation rate for ATLAS students in 2003 is 96.7% (29 of 30 returned to Africa.) The overall repatriation rate for ATLAS II through September 2003 is 90.9% (310 of 341 returned to Africa.) Appendix I is a distribution of the ATLAS II awards by country. Appendix J provides examples of the contributions that ATLAS alumni are making in Africa

VI. PROFESSIONAL ENHANCEMENT ACTIVITIES

As the contract extension is to monitor only continuing students, there were no professional enhancement activities in Africa in 2003.

The Directory of Fellows was published and distributed. The Directory lists 767 alumni of ATLAS I and II. This number includes 19 individuals who participated in the Leadership and

Advocacy for Women in Africa (LAWA) Project. The Directory also provides the most recent information collected on the 2,877 individuals who participated in the AFGRAD programs from 1963 through 1977.

VI. FINANCIAL SUMMARY FOR FY 2003.

There were no field services during FY2003

**TABLE VI
ATLAS COSTS FOR FY 2003**

<u>PROGRAM COSTS</u>	<u>Participant Training</u>	<u>Field Services</u>	<u>TOTAL</u>
Participant Costs (Mission Funded)	\$510,094	\$0	\$510,094
Other Program Costs: Symposia, ATLAS grants, Alumni awards (Core-funded)	\$0	\$0	\$0
Total Program Costs	\$510,094	\$0	\$510,094
<u>ADMINISTRATIVE COSTS</u>			
AAI Administrative Costs	\$279,328	\$0	\$279,328
Indirect Costs Subcontracts	\$163,369	\$0	\$163,369
Total Administrative Costs	\$442,697	\$0	\$442,697
TOTAL COSTS	\$952,791	\$0	\$952,791

INDEX OF APPENDICES

Appendix A	ATLAS II Grantee Roster
Appendix B	Distribution of ATLAS II Awards by State and University, 1995-2003
Appendix C	Distribution of ATLAS II Awards by State and University, 2003
Appendix D	Summary of ATLAS II Budgets
Appendix E	ATLAS II Completions, 2003
Appendix F	ATLAS II Students Attending Professional Conferences
Appendix G	ATLAS II Students Conducting Research in Africa
Appendix H	ATLAS II Students Who Participated in Practical Training
Appendix I	Country Distribution of ATLAS II Students
Appendix J	ATLAS Success Stories
Appendix K	ATLAS II Number of Students by Country and Degree, 2001-2003

APPENDIX A

ADVANCED TRAINING FOR LEADERSHIP AND SKILLS

ATLAS, PHASE II

PARTICIPANT TRAINEE ROSTER

OCTOBER 2002 – SEPTEMBER 2003

Appendix A
PARTICIPANT TRAINEE ROSTER – ATLAS II
October 2002 – September 2003

Country Name	BENIN		Total	14				
<u>Name</u>	<u>Sex</u>	<u>Field of Study</u>	<u>Deg</u>	<u>Obj</u>	<u>Training Institution</u>	<u>Start</u>	<u>End</u>	<u>TR</u>
Adjadja, Roger	M	Marketing	MBA		Emporia State University, Emporia, KS	08/13/00	12/31/03	
Agbangla, Christophe	M	Public Health	MPH		University of Oklahoma, Oklahoma City, OK	03/12/00	05/31/03	C1
Agbla, Felix	M	Maternal and Child Health	MPH		Tulane University, New Orleans, LA	09/25/00	05/29/03	C1
Agossou, Sename Nicole	F	Teaching English As Frgn Lan	MA		Southern Illinois University, Carbondale, IL	09/25/00	09/30/03	C1
Ahouassa, Andrea	F	Urban Development & Planning	MA		Indiana State University, Terre Haute, IN	09/28/00	08/31/03	C1
Gbetowenonmon, Radoxine	F	Public Health	MPH		California State University, Fresno, CA	06/01/00	05/31/03	C1
Gouthon, Raymond	M	Curriculum Planning	MA		Southern Illinois University, Carbondale, IL	01/12/00	12/17/02	C1
Houndekon, Kpedetin	M	Public Health	MPH		University of Oklahoma, Oklahoma City, OK	01/12/00	12/31/02	C1
Hounhanou, Arlette	F	Curriculum Planning	MA		Florida A&M University, Tallahassee, FL	09/25/00	08/30/03	C1
Houkpatin, Sophie	F	Public Health	MS		University of Oklahoma, Oklahoma City, OK	08/07/00	08/31/03	C1
Hounon, Sennen	M	Public Health	MPH		University of Oklahoma, Oklahoma City, OK	08/07/00	06/07/03	C1
Kouton, Armelie	F	Marketing	MBA		Southeastern Louisiana University, Hammond, LA	08/13/00	08/17/03	C1
Mami-Yari Ogoussan, Ibouira	F	Public Health	MPH		University of South Carolina, Columbia, SC	03/15/01	12/31/03	
Sossouthounto, Yolande	F	Science Education	MA		Florida A&M University, Tallahassee, FL	06/01/00	05/31/03	C1

Appendix A
PARTICIPANT TRAINEE ROSTER – ATLAS II
October 2002 – September 2003

Country Name	GUINEA		Total					
<u>Name</u>	<u>Sex</u>	<u>Field of Study</u>	<u>Deg</u>	<u>Obj</u>	<u>Training Institution</u>	<u>Start</u>	<u>End</u>	<u>TR</u>
Bah, Alpha I	M	Business Management	MS		Emporia State University, Emporia, KS	10/29/99	12/31/02	C1
Balde, Fatoumata	F	Public Health	MS		University of Oklahoma, Oklahoma City, OK	10/14/99	05/31/03	C1
Barry, Alpha	M	Public Health	MS		University of Oklahoma, Oklahoma City, OK	10/14/99	05/29/03	C1

Appendix A
PARTICIPANT TRAINEE ROSTER – ATLAS II
October 2002 – September 2003

Country Name	MADAGASCAR		Total					
<u>Name</u>	<u>Sex</u>	<u>Field of Study</u>	<u>Deg</u>	<u>Obj</u>	<u>Training Institution</u>	<u>Start</u>	<u>End</u>	<u>TR</u>
Randriamamonjy, Josee	F	Agricultural Economics	MS		Cornell University, Ithaca, NY	09/26/00	09/30/03	C1

Appendix A
PARTICIPANT TRAINEE ROSTER – ATLAS II
October 2002 – September 2003

Country Name	MOZAMBIQUE		Total				
<u>Name</u>	<u>Sex</u>	<u>Field of Study</u>	<u>Deg</u> <u>Obj</u>	<u>Training Institution</u>	<u>Start</u>	<u>End</u>	<u>TR</u>
Faria, Angela	F	Agricultural Economics	MS	University of Arkansas, Fayetteville, AR	08/13/00	12/31/03	
Filipe, Manuel	M	Agricultural Economics	MS	Louisiana State University, Baton Rouge, LA	08-08/99	12/15/02	C1
Mabota, Anabela	F	Agricultural Economics	MS	Ohio State University, Columbus, OH	08/08/99	12/31/02	C1
Mutondo, Joao	M	Agriculture	MS	University of Arkansas, Fayetteville, AR	01/06/00	11/15/01	C1

Appendix A
PARTICIPANT TRAINEE ROSTER – ATLAS II
October 2002 – September 2003

Country Name	NAMIBIA		Total		5		
<u>Name</u>	<u>Sex</u>	<u>Field of Study</u>	<u>Deg Obj</u>	<u>Training Institution</u>	<u>Start</u>	<u>End</u>	<u>TR</u>
Kahikuata, Inaani	F	Special Education	PHD	Ball State University, Muncie, IN	08/10/97	07/31/03	C1
Kalunduka, Grace	F	Curriculum Planning	MA	California State University, Fresno, CA	08/31/00	01/31/03	C1
Louw, Randall	M	Business Administration	MBA	University of Missouri, Columbia, MO	07/02/00	12/31/02	C1
Motlatla, Stanislaus	M	International Economics	MS	Jackson State University, Jackson, MS	12/31/00	12/31/03	
Simeon, Imelda	F	Higher Education Admin.	MA	Jackson State University, Jackson, MS	08/13/00	12/31/02	C1

Appendix A
PARTICIPANT TRAINEE ROSTER – ATLAS II
October 2002 – September 2003

Country Name

SOUTH AFRICA

Total 3

<u>Name</u>	<u>Sex</u>	<u>Field of Study</u>	<u>Deg Obj</u>	<u>Training Institution</u>	<u>Start</u>	<u>End</u>	<u>TR</u>
Bugarith, Kishor	M	Neurology	PHD	Washington State University, Pullman, WA	12/28/97	08/31/03	
Fikeni, Somadoda	M	Public Administration	PHD	Michigan State University, East Lansing, MI	08/11/96	11/23/02	C1
Lalendle, Luvuyo	M	Educational Administration	PHD	Michigan State University, East Lansing, MI	08/09/98	05/30/03	C1

Appendix A
PARTICIPANT TRAINEE ROSTER – ATLAS II
October 2002 – September 2003

Country Name	TANZANIA		Total		5			
<u>Name</u>	<u>Sex</u>	<u>Field of Study</u>	<u>Deg</u>	<u>Obj</u>	<u>Training Institution</u>	<u>Start</u>	<u>End</u>	<u>TR</u>
Breik, Masaad	F	Administration	MBA		Emporia State University, Emporia, KS	08/27/00	08/31/03	C7
Kasesela, Subilaga	F	Public Health	MPH		California State University, Fresno, CA	08/06/00	12/22/02	C1
Kingori, Judika	F	Business Administration	PHD		Southern Illinois University, Carbondale, IL	08/12/96	05/31/03	C1
Massawe, Nangi	F	Administration	MBA		Jackson State University, Jackson, MS	08/13/00	01/30/03	C1
Mwangomo, Ephraim	M	Natural Resources	MS		Washington State University, Pullman, WA	08/06/00	02/27/03	C1

APPENDIX B

ADVANCED TRAINING FOR LEADERSHIP AND SKILLS

ATLAS, PHASE II

DISTRIBUTION OF ATLAS AWARDS

BY STATE AND UNIVERSITY

1995 -2003

Appendix B

DISTRIBUTION OF ATLAS II FELLOWSHIPS BY STATE & UNIVERSITY
1995 - 2003

<u>Alabama</u>	<u>2</u>	
Alabama, University of		1
Auburn University		1
<u>Arizona</u>	<u>9</u>	
American Graduate School of International Management		2
Arizona State University		5
Arizona, University of		2
<u>Arkansas</u>	<u>8</u>	
Arkansas, University of		8
<u>California</u>	<u>19</u>	
California State University, Fresno		7
California State University, Fullerton		2
California State University, Long Beach		1
California State University, Sacramento		1
California, University of, Berkeley		1
California, University of, Los Angeles		2
Claremont Graduate School		1
College of the Canyons*		2
Humboldt State University		2
<u>Colorado</u>	<u>1</u>	
Colorado State University		1

* Associate Degree Students Not Qualified for Scholarship

Appendix B

DISTRIBUTION OF ATLAS II FELLOWSHIPS BY STATE & UNIVERSITY
1995 - 2003

<u>Connecticut</u>	<u>3</u>	
Connecticut, University of, Hartford		1
Connecticut, University of, Storrs		2
<u>District of Columbia</u>	<u>12</u>	
American University		8
George Washington University		1
Georgetown University		2
Howard University		1
<u>Florida</u>	<u>11</u>	
Florida A & M University		5
Florida, University of		3
South Florida, University of		3
<u>Georgia</u>	<u>8</u>	
Georgia, University of		8
<u>Hawaii</u>	<u>3</u>	
Hawaii, University of		3
<u>Illinois</u>	<u>23</u>	
Illinois, University of, Urbana		1
Northern Illinois University		2
Southern Illinois University, Carbondale		20

Appendix B

DISTRIBUTION OF ATLAS II FELLOWSHIPS BY STATE & UNIVERSITY
1995 - 2003

<u>Indiana</u>	<u>13</u>	
Ball State University		8
Indiana State University		4
Purdue University		1
<u>Iowa</u>	<u>9</u>	
Iowa State University		7
Wartburg College		2
<u>Kansas</u>	<u>15</u>	
Emporia State University		15
<u>Kentucky</u>	<u>2</u>	
Kentucky, University of		1
Louisville, University of		1
<u>Louisiana</u>	<u>23</u>	
Louisiana State University		13
Southern University		4
Southeastern Louisiana, University of		5
Tulane University		1
<u>Maryland</u>	<u>4</u>	
Coppin State College		2
Maryland, University of, College Park		1
Maryland, University of, Eastern Shore		1
USDA Agricultural Station, Beltsville		1

Appendix B

DISTRIBUTION OF ATLAS II FELLOWSHIPS BY STATE & UNIVERSITY
1995 - 2003

<u>Massachusetts</u>	<u>16</u>	
Brandeis University		1
Clark University		5
Harvard University (HIID)		4
Massachusetts, University of		2
Williams College		4
<u>Michigan</u>	<u>12</u>	
Central Michigan University		1
Eastern Michigan University		1
Grand Valley State University		1
Michigan State University		8
Western Michigan University		1
<u>Minnesota</u>	<u>4</u>	
Mankato State University		1
Minnesota, University of		3
<u>Mississippi</u>	<u>18</u>	
Jackson State University		18
<u>Missouri</u>	<u>4</u>	
Missouri, University of, Columbia		2
Missouri, University of, St. Louis		2
<u>New Hampshire</u>	<u>1</u>	
New Hampshire, University of		1

Appendix B

DISTRIBUTION OF ATLAS II FELLOWSHIPS BY STATE & UNIVERSITY
1995 - 2003

<u>New Jersey</u>	<u>2</u>	
New Jersey Institute of Technology		1
Rutgers University		1
<u>New York</u>	<u>25</u>	
Clarkson University		1
Columbia University		2
Cornell University		3
State University of New York, Albany		8
State University of New York, Binghamton		2
State University of New York, Buffalo		7
Villa Maria College*		2
<u>North Carolina</u>	<u>2</u>	
North Carolina State University		1
North Carolina, University of, Charlotte		1
<u>Ohio</u>	<u>16</u>	
Akron, University of		3
Kent State University		1
Ohio State University		3
Ohio University		6
Ohio Wesleyan University		1
Toledo, University of		2
<u>Oklahoma</u>	<u>28</u>	
Oklahoma State University		16
Oklahoma, University of, Oklahoma City		12

* Associate Degree Students Not Qualified for Scholarship

Appendix B

DISTRIBUTION OF ATLAS II FELLOWSHIPS BY STATE & UNIVERSITY
1995 - 2003

<u>Oregon</u>	<u>6</u>	
Oregon State University		2
Willamette University		4
<u>Pennsylvania</u>	<u>8</u>	
Lehigh University		3
Pennsylvania State University		2
Pittsburgh, University of		3
<u>South Carolina</u>	<u>13</u>	
South Carolina, University of		11
Winthrop University		2
<u>Tennessee</u>	<u>7</u>	
Tennessee State University		1
Tennessee, University of		1
Vanderbilt University		5
<u>Texas</u>	<u>1</u>	
Tarleton State University		1
<u>Utah</u>	<u>1</u>	
Utah State University		1

Appendix B

DISTRIBUTION OF ATLAS II FELLOWSHIPS BY STATE & UNIVERSITY
1995 - 2003

<u>Virginia</u>	<u>1</u>	
Hampton University		1
<u>Washington</u>	<u>8</u>	
Washington State University		5
Washington, University of		3
<u>Wisconsin</u>	<u>6</u>	
Wisconsin, University of, Eau Claire		5
Wisconsin, University of, Green Bay		1

APPENDIX C

ADVANCED TRAINING FOR LEADERSHIP AND SKILLS

ATLAS, PHASE II

DISTRIBUTION OF ATLAS AWARDS

BY STATE AND UNIVERSITY

OCTOBER 2002 – SEPTEMBER 2003

Appendix C

DISTRIBUTION OF ATLAS II FELLOWSHIPS BY STATE & UNIVERSITY
October 2002 – September 2003

<u>Arkansas</u>	<u>2</u>	
Arkansas, University of		2
<u>California</u>	<u>3</u>	
California State University, Fresno		3
<u>Florida</u>	<u>2</u>	
Florida A & M University		2
<u>Illinois</u>	<u>3</u>	
Southern Illinois University, Carbondale		3
<u>Indiana</u>	<u>2</u>	
Ball State University		1
Indiana State University		1
<u>Kansas</u>	<u>3</u>	
Emporia State University		3
<u>Louisiana</u>	<u>3</u>	
Louisiana State University		1
Southeastern Louisiana, University of		1
Tulane University		1

Appendix C

DISTRIBUTION OF ATLAS II FELLOWSHIPS BY STATE & UNIVERSITY
October 2002 – September 2003

<u>Michigan</u>	<u>2</u>	
Michigan State University		2
<u>Mississippi</u>	<u>3</u>	
Jackson State University		3
<u>Missouri</u>	<u>1</u>	
Missouri, University of, Columbia		1
<u>New York</u>	<u>1</u>	
Cornell University		1
<u>Ohio</u>	<u>1</u>	
Ohio State University		1
<u>Oklahoma</u>	<u>6</u>	
Oklahoma, University of, Oklahoma City		6
<u>South Carolina</u>	<u>1</u>	
South Carolina, University of		1
<u>Washington</u>	<u>2</u>	
Washington State University		2

APPENDIX D

ADVANCED TRAINING FOR LEADERSHIP AND SKILLS

ATLAS, PHASE II

SUMMARY OF ATLAS II BUDGETS

SEPTEMBER 30, 2003

SUMMARY OF ATLAS II BUDGETS

September 30, 2003

<u>Country</u>	<u>Number of ATLAS Awards</u>	<u>University Tuition Contribution</u>	<u>USAID/W Core Administrative Costs</u>	<u>USAID Mission Funding</u>	<u>Total Budget</u>
Benin	35	570,225	580,000	2,527,207	3,677,432
Central African Republic	3	60,000	41,000	176,156	277,156
Comoros	6	135,500	179,000	685,693	1,000,193
Congo	4	56,000	81,000	283,720	420,720
Guinea	25	375,750	468,000	1,875,080	2,718,830
Guinea Basic Education	10	150,000	0	1,353,914	1,503,914
Guinea-Bissau	31	506,000	531,500	1,977,341	3,014,841
Liberia	1	6,000	0	79,673	85,673
Madagascar	13	295,400	206,500	889,196	1,391,096
Malawi	18	278,935	206,000	813,691	1,298,626
Mali	3	7,500	6,500	38,322	52,322
Mozambique	34	506,858	559,500	2,221,944	3,288,302
Namibia	59	1,055,346	792,500	3,323,088	5,170,934
Niger	3	34,000	48,000	175,589	257,589
Sao Tome & Principe	2	45,000	60,000	195,478	300,478
Sierra Leone	5	0	15,000	145,773	160,773
South Africa	38	907,100	586,000	2,328,999	3,822,099
Tanzania	32	497,644	465,500	2,168,826	3,131,970
Uganda	7	91,945	74,500	368,259	534,704
Windward Islands	8	160,000	0	482,024	642,024
Zambia	9	97,700	80,000	434,688	612,388
Total	346	5,836,903	4,980,500	22,544,661	33,362,064
Percent of Total Cost		17.5	14.9	67.6	100.0

APPENDIX E

ADVANCED TRAINING FOR LEADERSHIP AND SKILLS

ATLAS, PHASE II

ATLAS COMPLETIONS

OCTOBER 2002 – SEPTEMBER 2003

Appendix E

ATLAS II COMPLETION & RETURN
OCTOBER 2002 – SEPTEMBER 2003

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>COMPLETION DATE</u>
<u>BENIN</u>		
Mr. AGBANGLA, Cristophe	University of Oklahoma MPH, Public Health	May 2003
Mr. AGBLA, Felix	Tulane University MPH, Public Health	May 2003
Ms. AGOSSOU, Sename	Southern Illinois University MA, TESL	September 2003
Ms. AHOUASSA, Andrea	Indiana State University MA, Urban Planning	August 2003
Ms. GBETOWENONMON, Randoxine	California State University, Fresno MPH, Public Health	May 2003
Mr. GOUTHON, Raymond	Southern Illinois University MA, Curriculum Planning	December 2002
Mr. HOUNDEKON, Kpedetin	University of Oklahoma MPH, Public Health	December 2002
Ms. HOUNHANOU, Arlette	Florida A & M University MA, Curriculum Planning	August 2003
Ms. HOUNKPATIN, Sophie	University of Oklahoma MS, Public Health	August 2003
Mr. HOUNTON, Sennen	University of Oklahoma MPH, Public Health	June 2003
Ms. KOUTON, Armelie	Southeastern Louisiana University MBA, Marketing	August 2003
Ms. SOSSOUHOUNTO, Yolande	Florida A & M University MA, Science Education	May 2003
<u>GUINEA</u>		
Mr. BAH, Alpha I.	Emporia State University MS, Business Management	December 2002
Ms. BALDE, Fatoumata	University of Oklahoma MS., Public Health	May 2003
Mr. BARRY, Alpha	University of Oklahoma MS, Public Health	May 2003

Appendix E

ATLAS II COMPLETION & RETURN
OCTOBER 2002 – SEPTEMBER 2003

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>COMPLETION DATE</u>
<u>MADAGASCAR</u>		
Ms. RANDRIAMAMONJY, Josee	Cornell University MS, Agricultural Economics	September 2003
<u>MOZAMBIQUE</u>		
Mr. FILIPE, Manuel	Louisiana State University MS, Agricultural Economics	December 2002
Ms. MABOTA, Anabela	Ohio State University MS, Agricultural Economics	December 2002
Mr. MUTONDO, Joao	University of Arkansas MS, Agriculture	November 2002
<u>NAMIBIA</u>		
Ms. KAHIKUATA, Inaani	Ball State University PHD, Special Education	July 2003
Ms. KALUNDUKA, Grace	California State University MA, Curriculum Planning	January 2003
Mr. LOUW, Randall	University of Missouri MBA, Business Administration	December 2002
Ms. SIMEON, Imelda	Jackson State University MA, University Administration	December 2002
<u>SOUTH AFRICA</u>		
MR. FIKENI, Somadoda	Michigan State University PHD, Public Administration	November 2002
Mr. LALENDLE, Luvuyo	Michigan State University PHD, Educational Administration	May 2003
<u>TANZANIA</u>		
Ms. KASESELA, Subilaga	California State University MPH, Public Health	December 2002
Ms. KINGORI, Judika	Southern Illinois University PHD, Business Management	May 2003

Appendix E

**ATLAS II COMPLETION & RETURN
OCTOBER 2002 – SEPTEMBER 2003**

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>COMPLETION DATE</u>
<u>TANZANIA (continued)</u>		
Ms. MASSAWE, Nangi	Jackson State University MBA, Administration	January 2003
MWANGOMO, Ephraim	Washington State University MS, Natural Resources	February 2002

Appendix E

**ATLAS II COMPLETION/NONRETURN
OCTOBER 2002 – SEPTEMBER 2003**

**COUNTRY AND
NAME OF STUDENT**

**UNIVERSITY
DEGREE. FIELD OF STUDY**

COMPLETION DATE

TANZANIA

Ms. BREIK, Masaad

Emporia State University
MBA, Administration

August 2003

APPENDIX F

ADVANCED TRAINING FOR LEADERSHIP AND SKILLS

ATLAS, PHASE II

ATLAS STUDENTS WHO ATTENDED PROFESSIONAL CONFERENCES

OCTOBER 2002 – SEPTEMBER 2003

Appendix F
ATLAS STUDENTS WHO ATTENDED PROFESSIONAL CONFERENCES
October 2002 – September 2003

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>ANTICIPATED FUTURE EMPLOYMENT</u>	<u>PROFESSIONAL CONFERENCE</u>
<u>BENIN</u>			
AGBANGLA, Christophe	Tulane University MPH, Maternal & Child Health	Medical Doctor Ministry of Health	American Public Health Association
HOUNTON, Sennen	University of Oklahoma MPH, Public Health	Medical Doctor Ministry of Health	American Public Health Association
<u>GUINEA</u>			
BALDE, Fatoumata	University of Oklahoma MPH, Public Health	Head of Medical Consulting Pediatrics and Vaccinations	American Public Health Association
BARRY, Alpha	University of Oklahoma MPH, Public Health	Epidemiologist IEC, NGO in Family Planning	American Public Health Association
<u>NAMIBIA</u>			
MOTLATLA, Stanislaus	Jackson State University MS, International Education	Chief Trade Promotion Officer Ministry of Trade and Industry	American Economics Association

APPENDIX G

ADVANCED TRAINING FOR LEADERSHIP AND SKILLS

ATLAS, PHASE II

ATLAS STUDENTS WHO CONDUCTED RESEARCH IN AFRICA

OCTOBER 2002 – SEPTEMBER 2003

Appendix G
ATLAS STUDENTS WHO CONDUCTED RESEARCH IN AFRICA
October 2002 – September 2003

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>ANTICIPATED FUTURE EMPLOYMENT</u>	<u>RESEARCH TOPIC</u>
<u>BENIN</u>			
GBETOWENONMMON, Randoxine	California State University, Fresno MPH, Public Health	CNHU, National Hospital Center and University	Evaluating Domestic Violence as a Public Health Issue in West African Countries: Response of Medical Community in Benin
HOUNHANOU, Arlette	Florida A & M University MA, Curriculum Planning	Curriculum Development Ministry of Education	An Instructional Leadership Approach to Developing Innovative Design of Instructional Materials in Benin Rural Secondary Schools
<u>MADAGASCAR</u>			
RANDIAMAMONJY, Josec	Cornell University MS, Agricultural Economics	Analyst, Institute of National Statistics, INSTAT	The Socioeconomic Correlates of HIV/AIDS Knowledge and Risking Sexual Behavior in Madagascar
<u>NAMIBIA</u>			
KAHIKUATA, Inaani	Ball State University PHD, Basic Education	Head, Directorate for Special Education, Ministry of Basic Education & Culture	Namibian Primary School Principals' Attitudes Toward Educating Students with Disabilities in the Regular Classroom: A National Survey

APPENDIX H

ADVANCED TRAINING FOR LEADERSHIP AND SKILLS

ATLAS, PHASE II

ATLAS STUDENTS WHO PARTICIPATED IN PRACTICAL TRAINING

OCTOBER 2002 – SEPTEMBER 2003

Appendix H
ATLAS STUDENTS II WHO IN PRACTICAL TRAINING PROGRAMS
October 2002 – September 2003

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>ANTICIPATED FUTURE EMPLOYMENT</u>	<u>PRACTICAL TRAINING</u>
<u>TANZANIA</u>			
MWANGOMO, Ephraim	Washington State University MS, Natural Resources	Park Ecologist Kilimanjaro National Parks	Internship, Sequoia National Park

APPENDIX I
ADVANCED TRAINING FOR LEADERSHIP AND SKILLS
ATLAS, PHASE II
COUNTRY DISTRIBUTION OF ATLAS II STUDENTS
SEPTEMBER 30, 2003

Appendix I
COUNTRY DISTRIBUTION OF ATLAS II STUDENTS
September 30, 2003

<u>Country</u>	<u>Current Students</u>	<u>Returned To Africa</u>	<u>All Other</u>	<u>Total Awards</u>
Benin	2	33	0	35
Central African Republic	0	2	1	3
Comoros	0	6	0	6
Congo	0	0	4	4
Guinea	0	25	10	35
Guinea-Bissau	0	20	11	31
Liberia	0	1	0	1
Madagascar	0	13	0	13
Malawi	0	18	0	18
Mali	0	3	0	3
Mozambique	1	33	0	34
Namibia	1	58	0	59
Niger	0	3	0	3
Sao Tome & Principe	0	1	1	2
Sierra Leone	0	4	1	5
South Africa	1	37	0	38
Tanzania	0	29	3	32
Uganda	0	7	0	7
Windward Islands	0	8	0	8
Zambia	0	9	0	9
Total	5	310	31	346

*"All Other" includes all students who have completed a degree or withdrawn from ATLAS and have not yet returned to Africa.

APPENDIX J
ADVANCED TRAINING FOR LEADERSHIP AND SKILLS
ATLAS, PHASE II
ATLAS SUCCESS STORIES

Success Stories 2003

Name: Bassirou, Johnson	Country of Origin: Senegal
School(s): Univ. of California, Los Angeles (UCLA)	Degree(s): MD, MPH
Field of Study: Epidemiology	Year of Graduation: 1997
Current Position/Title: National Coordinator for Integrated Disease Surveillance and Response	Organization/Employer: Ministry of Health

Mr. Bassirou Johnson, MD, (MPH., Epidemiology, University of California at Los Angeles—UCLA) is the National Coordinator for Integrated Disease Surveillance and Response in The Ministry of Health in Senegal. His training at UCLA has allowed him to operate rapid surveys and public research in Senegal. Mr. Bassirou's samplings, study designs and surveillance programs focus on HIV/AIDS, Yellow Fever and Malaria in endemic infected areas.

Mr. Bassirou's work involves:

- Settling, within Senegal, an essential care package for primary health in village health service with community-based financial support in the scope of Poverty Reduction Strategy Program.
- Settling, within Senegal, a National Health information System with early detection system for epidemic prone diseases. That is, a national data base management for classification of morbidity and mortality for all diseases that have occurred in the country.
- Handling epidemics and better responding to outbreaks.
- Performing practical epidemiological investigation for unknown disease occurrence in Bignona due to abnormal pesticide utilization (environmental exposure) in year 2003, in Kolda in year 2002, Yellow fever in all the country in years 2001, 2002, and 2003.
- Reinforcing Acute flaccid Paralysis surveillance and containment to get the country free of Polio virus since 1998.
- Evaluating specific ongoing programs including Polio, Malaria Expanded Immunization Program, Lymphatic filariasis, National Surveillance System.
- Training health staff on disease control and surveillance

Name: Babou Diouf	County of Origin: Senegal
School(s): Kansas State University	Degree(s): MS in Agronomy and Soil Science
Field of Study: Agriculture	Year of Graduation: 1986
Current Position/Title: Community Natural Resource Management Specialist	Organization/Employer: Winrock International.

Mr. Babou Diouf, is a Community Natural Resource Management Specialist in Senegal under the auspices of Winrock International. Upon his graduation in 1986 he was assigned to a saline soils management program in Senegal's Fatick and Kaolack regions, where he was responsible for 66 000 hectares of affected soils. One of Mr. Diouf's important contributions was his role in introducing the local concept of "tree rights" into Senegal's 1993 forestry law, so that Senegalese citizens are considered legal owners of any trees they plant. He also involved river dwellers in the management of the Senegal River Acacia forests.

Mr. Diouf developed and conducted numerous training courses for forestry agents and technical representatives for non-government organizations. He was responsible for the management of two reforestation projects which integrated participatory approaches in community development including land use management and planning and community forestry.

Name: Ousseynou Diop	County of Origin: Senegal
School(s): Southern Illinois University	Degree(s): Master's of Science in Plant and Soil Science
Field of Study: Agronomy	Year of Graduation: 1988
Current Position/Title: Agricultural Forecasting and Pest Control Division Director	Organization/Employer: Plant Protection Direction

Mr. Ousseynou Diop is the Division Director for the Agricultural Forecasting and Pest Control Division at "La Direction de Protection des Plantes" (Plant Protection Agency) in Senegal. Two years after his graduation, he achieved his first success in biological pest control against specific crops. Below is the list of his four major accomplishments and successes related to his professional training in the United States.

- 2001 - 2002: Success in biological control against *Salvinia molesta*, an invading exotic aquatic plant in the Senegal River, National Djoudj Park and Guiers Lake by the releases and monitoring the natural enemy (*Cyrtobagous salviniae*).
- 1995 - 1996: Success in biological control against the mango mealybug (*Rastrococcus invadens*) in the region of Dakar by the releases and monitoring the natural enemies *Gyranusoïdae tebygi* and *Anagyrus mangicola*.
- 1994 - 1995: success in biological control against water lettuce (*Pistia stratiotes*), an invading exotic aquatic plant in the Lake of Guiers water plans and the National Djoudj Park; by the releases and monitoring the natural enemy (*Neohydronomus affinis*).
- 1990 - 1995: Success in biological control against cassava mealybug (Phenacoccus manihoti) that caused the abandonment of the cassava culture in Senegal between 1986 and 1992; by the releases and monitoring the natural enemy (*Epidinocarsis lopezi*).

Mr. Ousseynou Diop was honored by the International Institute of Tropical Agriculture (UNDP, FAO and OAU), Cotonou, Benin on November 1989 for his work in biological pest control.

Name: Karuaihe Umbiroo-Swartz	County of Origin: Namibia
School(s): University of Tennessee, Knoxville, TN	Degree(s): M. Sc. Communications
Field of Study: Communications	Year of Graduation: 1997
Current Position/Title: Manager	Organization/Employer: Corporate communications Division, Namibian Broadcasting Corporation.

The Manager of Corporate Communications of the Namibian Broadcasting Corporation since 1997 is **Ms. UMBIROO Angeline KARUAIHE-UPI**, an eloquent, vocal and outgoing ATLAS alumnus.

In 1964 when Ms. Umbiroo was born, South Africa's apartheid segregation policies had already divided and classified Namibians according to skin colour and language groups. People also lived in residential areas according to their race. Ms. Umbiroo can remember that as a Herero-speaking Namibian she grew up in a Nama-speaking residential area and

attended a coloured school. All these experiences gave her an appreciation of the diversity of the Namibian cultures.

Between 1987 and 2002, Ms. Umbiroo has obtained not less than 12 qualifications, all in the field of broadcasting and communication. These qualifications include four certificates and six diplomas obtained at institutions in Namibia, South Africa, Zimbabwe and the USA. She also obtained a BA (Broadcasting) at Wayne State University, Detroit, Michigan and an M.Sc (Communications) in 1997 at the University of Tennessee, Knoxville supported by ATLAS.

She has gained most of her working experience at the national broadcaster, the NBC, where she started in 1990 as Chief Reporter. In 1992 she was promoted to Senior Producer. During this time she successfully applied for the ATLAS scholarship, which enabled her to obtain a Master's Degree in Communications. After completing her Masters degree, Ms. Umbiroo was appointed to her current position.

Outside her work as a broadcaster, Ms. Umbiroo has been a trustee and board member of the Namibia Rural Development Program since 2001, and was co-founder of the J.P. Karuaihe Trust Fund, which facilitates education for Namibians studying law. She is also the founder and editor of Airwaves Magazine, and created, presented, produced and directed a current affairs television program which, for some time, was the second most popular programme on the NBC besides the News.

Name: Barbara Nicolene Gowases	County of Origin: Namibia
School(s): New York State University	Degree(s): Master's in Finance
Field of Study: Finance	Year of Graduation: 2000
Current Position/Title: Manager for Human Resources Development	Organization/Employer: First National bank in Windhoek, Namibia

Ms. BARBARA NICOLENE GOWASES was born in 1969 in Southern Namibia to a family deeply committed to the independence and development of the country. She completed her primary and secondary schooling in Namibia and attended the University of Western Cape, South Africa, between 1989 and 1995 where she earned a Higher Diploma in Education, a Bachelor's Degree in Education and an Honors Degree in Development Studies. During this time she also started a career as History/English teacher in Namibia in 1992.

In 1995 she served as Senior Training Officer in the Ministry of Agriculture, Water and Rural Development, where she coordinated formal training in the country's agricultural colleges. During this period she obtained a Postgraduate Diploma in Social Science Research (1998) at the University of Stellenbosch, a former whites-only university in South Africa. While working as Senior Training Officer she successfully applied for an ATLAS scholarship, which enabled her to complete a Masters Degree in Higher Education Finance at the State University of New York, Buffalo in 2000.

She returned to Namibia and continues to serve the Government of Namibia as Chief: Curriculum Development Officer in the Ministry of Higher Education, Training and Employment Creation. In 2002 she was appointed Manager for Human Resources Development at First National Bank in Windhoek, one of the top positions in Namibia's business world.

Although she works long hours during the day she still has time to continue her studies. She is currently enrolled for the M.Tech degree in Human Resources Development at Technicon South Africa. Building on her past experience as a part-time lecturer at the University of Namibia, Barbara is currently teaching part time at the Polytechnic of Namibia. She also serves as Member of the Ombaye Fishing Board of Directors.

Name: Fredrika Babsy Uahengo	County of Origin:
School(s): Jackson State University, Mississippi	Degree(s): M.Sc. Educational Administration and Supervision
Field of Study: Educational Administration	Year of Graduation: 2002
Current Position/Title: Rector	Organization/Employer: College of Education in Northern Namibia

Ms. FREDRIKA BABSY UAHENGO, Rector of the Onwediva College of Education in Northern Namibia, received her Master of Science Degree in Educational Administration and Supervision at Jackson State University in 2002 as an ATLAS scholar.

Ms Uahengo started her career in 1995 as Science teacher in Windhoek. She moved up the ladder and was appointed senior lecturer, head of department and rector of the largest education college in the country. Her stated aim is to earn a PhD and to be a role model to all female educators in the country.

Completing her undergraduate degree at Augsburg College in 1990 and returning to Namibia, Ms Uahengo decided to become a teacher. To earn the required teacher's certificate she enrolled at the University of Namibia in 1994 and completed the Postgraduate Diploma in Education. After teaching for two years, she applied for the ATLAS scholarship to earn a Master's Degree.

She is an active member of the Namibia National Teachers' Union and the Mathematics and Science Teachers' Association. During academic holidays she provides in-service training for non-certified Namibian teachers and teaches Youth Discovery Science.

Name: Jerome Mutumba	County of Origin: Namibia
School(s): Southern Illinois University	Degree(s): Master's in Teaching English as a Second Language
Field of Study: Teaching English	Year of Graduation: 2000
Current Position/Title: Manager of Corporate Communications	Organization/Employer: Bank of Namibia

Before 1990, management positions in the commercial banking sector in Namibia were far beyond the reach of historically disadvantaged Namibians. This opportunity came for ATLAS alumnus **Mr. JEROME MUTUMBA MUTUMBA** in November 2002 when he was appointed as Manager of Corporate Communications at the Bank of Namibia.

Born on the 7th of September 1969 in the Caprivi region in the northeast of Namibia, Jerome Mutumba completed his Grade 12 in 1988 at Caprivi High School in Katima Mulilo. He moved to Windhoek to be trained as a secondary school teacher at the Academy for Tertiary Education, which, at the time, was the only tertiary institution in the country offering such training. Jerome completed the Higher Education Diploma in Secondary Education in 1995 as English and Economics teacher.

In addition to teaching English to secondary school students English since 1990 Jerome also served as Language Instructor and later Language Coordinator for US Peace Corps in Windhoek between 1994 and 1995.

Between 1996 and 2000 Jerome moved to a more senior teaching position when he served as English lecturer at the Ongewediva Education College in Northern Namibia, the largest education college in the country. While there, he successfully applied for an ATLAS scholarship in 1998 which enabled him to obtain a Master's Degree in the Teaching of English as a Second Language at Southern Illinois University at Carbondale. After completing his Master's Degree in 2000, Jerome accepted a position as English lecturer at the Polytechnic of Namibia.

Two years later, the 34 year old Jerome became Manager of the Corporate Communication division at Namibia's central bank, the Bank of Namibia. In this position Jerome is responsible for planning and directing the bank's public relations, promotional campaigns and strategies. At the same time, Jerome also serves as a corporate communication consultant with the African Institute for Management Services on a part-time basis.

Name: Kanuapaua Ndilula	County of Origin: Namibia
School(s): Williams College, Massachusetts	Degree(s): M.A. in Development Economics
Field of Study: Economics	Year of Graduation: 2001
Current Position/Title: Executive Director	Organization/Employer: Namibian Development Foundation

Ms KANUAPAU NDILULA completed her MA in Development Economics at Williams College, Massachusetts, in June 2001, and gave birth to her daughter the day after her final examinations.

Born in Swakopmund on the west coast of Namibia 33 years ago, Ms. Ndilula was raised as one of six children. She completed her primary and secondary schooling in the mining town of Arandis, near Swakopmund. When she grew up she dreamt of becoming a medical doctor, but experience in community work during her secondary school years influenced her career choice. In 1991 she graduated from the University of Namibia as a social worker and started her career as Community Development Officer at the world renowned Rossing Uranium Mine, but after practicing social work for a couple of years she realized that social development cannot take place in isolation of economic development. The opportunity to move to another interesting field came when she was appointed as Associate Peace Corps Director in 1995 and then as Special Assistant to the Chairperson of the National Council in 1998.

Following up on her growing interest in development economics as a solution to social issues, Ms. Ndilula won an ATLAS fellowship to study economics at William's College, Massachusetts. She completed her MA in Development Economics in one year.

Since January 2003 Ms. Ndilula is the Executive Director of the Namibia Development Foundation (NamDef). NamDef provides strategic support and facilitates financial access to small and medium enterprises in Namibia.

Ms. Ndilula is a mother of three children.

Name: Lazarus Sheefeni Uaandja	County of Origin: Namibia
School(s): Harvard University.	Degree(s): MA in Public Administration.
Field of Study: Political Science; Public Administration	Year of Graduation: 1997
Current Position/Title: Executive Director	Organization/Employer: Central Governance Agency

Born in Odibo, Northern Namibia, **Mr. LAZARUS SHEEFENI UAANDJA** is the Executive Director of the Central Governance Agency (CGA) since May 2003.

When he started his primary education in the former Ovamboland, one of the most neglected areas in Namibia, Mr. Uaandja's objective was simply to learn how to read and write. While in secondary school, though, he realized that his people in this region were in serious need of a lawyer. Having been born to a family of ten children, however, education was a costly endeavor. Nonetheless, he completed his secondary education at the well-known Martin Luther High School, a school that during apartheid had refused to follow the prescribed South African curricula.

Mr. Uaandja sought scholarships as a means of furthering his studies outside the legally and racially discriminatory restrictions that characterized Namibia's educational system at the time. These included a United Nations Scholarship, the Holy Cross Scholarship, the First Lutheran Church Academic Scholarship and, in 2000, an ATLAS scholarship. These scholarships enabled him to complete a BA in Political Science at the College of the Holy Cross, Worcester (USA), a Graduate Certificate in Public Policy and Management at Harvard University and an MA in Public Administration, also at Harvard University.

Mr. Uaandja' career encompasses academic, non-profit organizations and government service. A loyal SWAPO member since 1975, Mr. Uaandja became Special Assistant to the Chairperson of the National Council (one of Namibia's two legislative houses) in 1994, and was promoted to Deputy Secretary the following year. He held this position until 1998.

After completing his studies he tried his hand at various ventures in the private sector and continued his involvement in the community organizations until the Cabinet of the Republic of Namibia appointed him as Executive Director of the CGA in May 2003.

National independence, achieved in 1990, gave all Namibians the opportunity to participate fully in building the country. As Namibia had suffered severe restrictions in international trade during apartheid, this represented an important area for growth. Mr. Uaandja served as member of trade delegations to the Democratic Republic of the Congo, Botswana and Angola to investigate business opportunities for Namibian companies. As an entrepreneur with special expertise in investment and appraisal, budgeting, management and negotiations, Mr. Uaandja served as Managing Director of Pamue Investments Corporations and Worldwide Investment Holdings, and has served as Board Member for several companies such as Pandu Ondangwa Hotel, Argil Ernst Young Namibia, and Fedsure Asset Management Namibia/Investec..

Name: Eliane Razafimandimby	County of Origin: Madagascar
School(s): Wichita State University	Degree(s): Master's Degree
Field of Study: Business Administration	Year of Graduation: 05/1997
Current Position/Title: ITN Project coordinator	Organization/Employer: PSI Madagascar

After working for two years with the CAP project (Commercial Agricultural Promotion), a USAID funded project, in 2000, Mrs. RAZAFIMANDIMBY has joined Population Services International (PSI), an American Non-Governmental Organization. PSI is specialized in the Social Marketing of health services and products such as condoms, water-treatment products, family planning products, kits for the treatment of sexually-transmitted infections, and insecticide-treated nets to poor populations in developing countries, including Madagascar.

Mrs. Razafimandimby started as the Human Resources Manager for PSI, and in 2001 was called to manage the insecticide-treated nets – ITN Social Marketing project. “Super Moustiquaire” is the net distributed and promoted by PSI to contribute in the reduction of malaria mortality and morbidity.

Started with a small funding from the headquarters, the project was soon able to secure other funds from donors such as USAID, CDC Atlanta in 2001 and the Global Fund in 2002. Within 2 years, the project distributed more than 200,000 nets nationwide through the commercial sector and NGOs and has conducted a large communication campaign to educate the population on malaria and prevention by ITNs.

With the CDC funds and Ministry of Health collaboration, a pilot program of heavily subsidized nets for the most vulnerable groups (pregnant women and children under five) was implemented in the rural district of Toamasina II. In one year, 10,000 nets were distributed through 30 public health centers, which have also seen an increase in the attendance level by pregnant women and children coming for health services such as antenatal care and immunization.

With 2 millions dollars from the Global Fund and support from other donors such as the World Bank, the ITN project managed by Mrs. Razafimandimby is now about to be scaled up. The objective is now to distribute 2 millions ITN throughout Madagascar and achieve the 60% ITN coverage of households necessary to significantly decrease malaria transmission.

Name: Andrianaivo Maherisoa Rakotonirainy	County of Origin: Madagascar
School(s): University of Illinois at Urbana-Champaign	Degree(s): Ph. D and Master of Science
Field of Study: Food Science and Human Nutrition	Year of Graduation: 05/2000
Current Position/Title: Marketing Technical Advisor	Organization/Employer: CRS Madagascar

Upon his returning in Madagascar after graduation, **Mr. MAHERY RAKOTONIRAINY** implemented the Marketing Department of TIKO Ltd, the largest food industrial company in Madagascar, as a consultant. He then joined Catholic Relief Services/Madagascar (CRS/MG), an American Non-Governmental Organization headquartered in Baltimore that works in social and economic community development in Madagascar.

M. Rakotonirainy started as the Emergency Mitigation Project Coordinator for CRS/MG. He was assigned to manage a US \$600,000 project (funded by the World Bank and the Malagasy government) that was aimed to mitigate the effects of Madagascar's 2002 political and economic crisis on poor urban families. This 9-month intensive food security project aimed at strengthening the economic safety net of approximately 31,627 individuals (7,344 malnourished children under the 5 years of age, 6,058 pregnant and lactating women, 18,225 men and women in needy families), benefiting from nutrition support and food for work activities. For his success in managing the project, M. Rakotonirainy was selected for the 'CRS/MG Employee of The Month' award in January 2003.

In March 2003, M. Rakotonirainy was called upon to manage a new \$490,000 US Department of Agriculture-funded marketing unit of CRS/MG designed to initiate marketing at smallholder farmers level. Working with 6,000 farm households, this is the ever first project that is attempting to introduce marketing concepts at farmer level in Madagascar.

M. Rakotonirainy believes that the US-university trained individuals like him have a great role to play in the reduction of poverty in Madagascar, and in the overall economic development of Madagascar.

Name: Ranaivoarivelo Bernardine Marie-Donna	Country of Origin: Madagascar
School(s): Louisiana State University, Baton Rouge, LA	Degree(s): Master
Field of Study: Food Science	Year of Graduation: 05/1991
Current Position/Title: Emergency Mitigation Project Coordinator	Organization/Employer: CRS Madagascar

After 8 years of professional experience in development projects in international organizations, Ms Ranaivoarivelo was recruited by Catholic Relief Services (CRS), an international NGO in Madagascar, to coordinate the activities of an Emergency Project to respond to the socio-political crisis in the country in 2002.

Aiming to mitigate the effects of Madagascar's political and economic crisis in 2002 on poor urban families, the Catholic Relief Services (CRS) Program in Madagascar has implemented a targeted and intensive food security intervention, aimed at strengthening the economic safety net of those most severely affected by the emergency. In addition to intensifying health education and nutritional support to malnourished children, pregnant and lactating women, CRS/Madagascar is also executing an 18-month food-for-work (FFW) project to keep newly unemployed women and men from falling into destitution. During the project's first phase, 31,627 individuals (7,344 malnourished children under the 5 years of age, 6,058 pregnant and lactating women, 18,225 men and women in needy families) benefited from the nutrition support and food for work activities. During the second phase, approximately 30,300 individuals (14,847 men and 15,453 women in needy families) will benefit from food for work activities.

As the FFW Coordinator, Ms Ranaivoarivelo is managing all aspects of the technical and financial preparation and the implementing in 80 sites of the Food For Work activity of the Emergency Mitigation Project. She has installed implementation teams in 6 urban centers and set up technical coordination procedures with the World Bank. This requires coordination of over 20 project officers and 80 community based animators.

Name: Jimmy Ramiandrison	County of Origin: Madagascar
School(s): Georgia State University	Degree(s): Master
Field of Study: Business Administration	Year of Graduation: 08/1997
Current Position/Title: Owner, Managing Director and Consultant	Organization/Employer: Management Consulting Services

After his graduation from Georgia State University in 1997, Mr. **JIMMY RAMIANDRISON** returned to join his employer, who had sponsored his studies in the US. He initiated many organizational development projects including the implementation of the company cost accounting system, the design and implementation of new performance-based monitoring system, and staff training in the use of modern tools of management. He also provided consulting services to other organizations in the fields of finance, marketing, and administration.

In 1999 Jimmy Ramiandrison decided to create a consulting firm, Management Consulting Services, Inc, in 1999 with other specialists with similar backgrounds (many of whom are other ATLAS alumni) to make their expertise available to as many organizations and individuals as possible. MCS solves management problems, designs and implements projects, and provides management training. MCS rapidly became very successful, taking on international clients as well as Malagasy firms. MCS draws upon the expertise available within the network of alumni to form teams of consultants according to the assignments at hand.

Mr. Ramiandrison was appointed AAI's Representative in Madagascar in 2000 and, in 2003, managed recruitment and selection for the World Wildlife Fund's *Education For Nature* Program, which has been extended through 2004 due to the good results obtained.

Name: Ahmed Tidiane Diallo	County of Origin: Senegal
School(s): San Diego State University	Degree(s): MPH
Field of Study: Public Health	Year of Graduation: 1997
Current Position/Title: Health Administrator, UNICEF	Organization/Employer: UNICEF

Upon receiving his MS from San Diego State University's Graduate School of Public Health in 1997, **Dr. DIALLO** returned to Guinea to become Assistant Project Coordinator for Africare in Dabola, where he managed a regional nutrition project. From 1998 to 2002 Dr. Diallo then worked as Health Advisor with Plan International/Guinea, where he helped to build more than 30 Health Posts and train 350 Community Health Workers to staff the health posts.

Since July 2002, Dr. Diallo is the new Health Administrator at UNICEF Guinea. With UNICEF, where he is implementing the "Accelerated Strategy for Child Survival and Development" project in two districts of Guinea (Forecariah and Kissidougou). Since the beginning of the project, these two districts have already achieved the highest immunization rates in the country.

Name: Nene Ousmane SOW	County of Origin: Guinea
School(s): University of Nebraska	Degree(s): Master's
Field of Study: Geology	Year of Graduation: 1986
Current Position/Title: Director, Social and Women's Affaires	Organization/Employer: Ministry of Mines and Geology

Ms. NENE SOW earned a Master's Degree in Geology with a scholarship from Halco Mining at the University of Nebraska in Lincoln in 1986. In 1991, she participated as an ATLAS Non Degree scholar in Mineral Economics at the US Dept of Interior /Bureau of Mines. Since her return in Guinea, Ms. Sow works the Ministry of Mines and Geology, where she has served in a number of different positions before being appointed as Deputy Director at the Center of Mining Promotion and Development in 1997. While in that position she lead numerous promotion campaigns to raise interest in Guinea's mineral sector, as a result of which mining titles increased from 77 in 1997 to more than 200 in 2003.

Since 1993 she has been the focal point for Social and Women's Affaires at the Ministry of Mines and Geology. As such, she participated in the elaboration of the "National Policy on Women in Guinea" focusing particularly on the issue of "Women, Environment and Sustainable Development". She also participated in the preparation of Guinea's Environmental Action Plan. Since 1998, Ms. Sow is President of the "Association of Women, Mining and the Environment", the main objective of which is to help improve the living condition of women involved in small-scale mining. The association is currently very active in the field and has succeeded in raising environmental sustainability awareness of women involved in small-scale mining. Finally from 1993 to 2003, as AAI's Representative in Guinea, she participated in the recruitment and follow-up of ATLAS participants.

Name: Diarra Emmanuel	County of Origin: Guinea
School(s): Vanderbilt University	Degree(s): Master's
Field of Study: Sociology	Year of Graduation: 1984
Current Position/Title: Owner/Director of a private school	Organization/Employer: Self employed

After earning a Master's Degree in Sociology at Vanderbilt University in 1984, Mr. **DIARRA** worked with the USAID Mission's Training Office in Conakry, Guinea from 1986 to 1988. From 1989 to 2002 Mr. Diarra was employed by United Nations International Children's Education Fund (UNICEF) as Project Officer first in Conakry, then abroad in Niger.

In stages, beginning with a three-classroom pre-school in 1990, Mr. Diarra built a private school serving students from pre-school through secondary school. Now accredited by the Guinea Ministry of Education, Mr. Diarra's school is considered among the best private schools in Conakry. Mr. Diallo manages the school with his wife.

Name: Nene Mariam BALDE	County of Origin: Guinea
School(s): Ball State University	Degree(s): Master's
Field of Study: Regional and Urban Planning	Year of Graduation: 2000
Current Position/Title: Chairperson, Planning Unit	Organization/Employer: Ministry of Urban Planning and Housing

At Ball State University, where she earned her Master's Degree in Regional and Urban Planning in 2000, Ms. **NENE MARIAM BALDE** was awarded the "Best Student" certificate. Now working as Chairperson of the Planning Unit of the Ministry of Urban Planning and Housing, Ms. Balde is in charge of designing policies and monitoring the housing department projects.

Ms. Balde is also involved in many sectoral and national processes such as the Habitat Program; the institutional improvement of the Ministry of Urban Planning and Housing, and the New Partnership for African Development (NEPAD). She also plays a leadership role in preparing Guinea's National Strategy for Poverty Alleviation.

Name: Diallo Alpha Souleyman	County of Origin: Guinea
School(s): University of Connecticut	Degree(s): Master's
Field of Study: Electrical Engineering	Year of Graduation: 2000
Current Position/Title: Program Specialist for Strategic Planning and Result Center (SRPC) at USAID/Guinea	Organization/Employer: USAID/Guinea

After graduating from the University of Connecticut in Electrical Engineering in 1987, **Mr. DIALLO ALPHA SOULEYMANE** provided computer support services for Infotech, a private firm. In 1990 Ms. Diallo joined the USAID mission in Guinea, first serving as Training Specialist/Training Assistant, then serving (from 1996 to 1997) as Acting Team Leader for the Health and Population Strategic Ojective.

From 1997 to 2000 Mr. Diallo was a Program Specialist for Strategic Planning and Result Center (SRPC) at USAID/Guinea, contributing to the Mission's strategic planning and program design process. Since 2000 he is the Team Leader at the SRPC, supervising a mutli-cultural staff of professionals, facilitating decisions, advising the USAID Mission Director on political and technical issues and appraising requests from the Government of Guinea for new projects and supplementary funds for ongoing projects.

APPENDIX K
ADVANCED TRAINING FOR LEADERSHIP AND SKILLS
ATLAS, PHASE II
NUMBER OF STUDENTS BY COUNTRY AND DEGREE
2001-2003

Appendix K
NUMBER OF STUDENTS BY COUNTRY AND DEGREE

Sept 2001 Number of Students by Country and Degree

Degree	Benin	Comoros	Guinea	Guinea Bissau	Madagascar
BA/BS		3	4	2	
MA/MS	16		6		1
PhD					1

Degree	Mozambique	Namibia	Niger	South Africa	Tanzania
BA/BS		1			
MA/MS	9	11			14
PhD		2	1	3	2

Degree	Country Zambia
BA/BS	
MA/MS	1
PhD	

Sept 2002 Number of Students by Country and Degree

Degree	Benin	Guinea	Madagascar	Mozambique	Namibia
BA/BS					
MA/MS	13	3	1	4	4
PhD					1

Degree	South Africa	Tanzania
BA/BS		
MA/MS		4
PhD	3	1

Sept 2003 Number of Students by Country and Degree

Degree	Country Benin	Country Mozambique	Country Namibia	Country South Africa
BA/BS				
MA/MS	2	1	1	
PhD				1