



AFRICAN TRAINING FOR LEADERSHIP AND ADVANCED SKILLS

ATLAS, PHASE II

Contract FAO-0475-C-00-5037-00

REPORT COVERING THE PERIOD

OCTOBER 1, 1996 TO SEPTEMBER 30, 1997

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SUBMITTED TO:

**Bureau for Economic Growth, Agriculture and Trade
Agency for International Development
Washington, D.C.**

SUBMITTED BY:

**The African-American Institute
380 Lexington Avenue
New York, New York 10168**

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I. EXECUTIVE SUMMARY

The highlights of activities for Phase II of the ATLAS project in the second year of operation (October 1, 1996 through September 30, 1997) were as follows:

- ATLAS undertook participant selection in 11 countries and made 90 awards for academic programs in the United States.
- Women received 46 of the 90 awards, or 51.9% exceeding the contract mandate.
- ATLAS published the 2nd and 3rd issues of ATLAS ALERT, Volume 2; the 2nd and 3rd issues of IROKO, Volume 2; and its 7th Directory of Fellows.
- ATLAS held its sixth women's conference at North Carolina A&T University, Greensboro, North Carolina, attended by 17 participants from nine countries.
- Fifty alumni of USAID programs participated in the ATLAS conference "Gender, Empowerment and Sustainable Development in Africa" in Blantyre, Malawi.
- Forty alumni of USAID programs participated in the ATLAS conference "Partnerships in Higher Education in Africa" held in Gaborone, Botswana.
- ATLAS provided grants to four African regional or continent-wide professional organizations, on topics that included a workshop on oil and foodstuffs production, a conference on gender issues, establishment of a directory of female scientists, and a system for sharing of scientific laboratory services amongst a network of scientists.
- U.S. universities committed \$1.6 million in tuition scholarships for the 90 ATLAS participants whose programs began in FY 1997.

II. THE ATLAS PROJECT

The African Training for Leadership and Advanced Skills Project (ATLAS) 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. The ATLAS Project, like its predecessor, the African Graduate Fellowship Program (AFGRAD I, II and III) 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. The African-American Institute has been awarded the contract for Phase II for a minimum of three years (1995-1998) with two option years.

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 offers 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.

A significant feature of ATLAS is 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. The administrative costs of AAI to manage the project activities, including follow-on activities, are centrally-funded by the Africa Bureau.

AAI administers 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 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 grants funds 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 bring 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), has 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, assists AAI in designing and implementing the field activities.

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

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

III. SELECTION AND ADMINISTRATION

In October 1996 ATLAS staff participated in a workshop devoted to USAID re-engineering and the implications of the re-engineering process for ATLAS. The most immediate implication was that ATLAS would have to be re-engineered in the way it does business with ATLAS Missions. The most important change at the Mission level is elimination of the Training Office and the decentralization of decision-making power and accountability for results to Strategic Objective (SO) teams.

In response to Missions' re-engineering efforts, marketing materials were developed to show ATLAS' impact on specific SOs in participating countries. ATLAS staff developed "Country Sheets" organized according to known Mission SOs that identified ATLAS students from a given country currently studying in the US, identified AFGRAD and ATLAS alumni prominent in that field; and identified enrichment activities and ATLAS symposia that could contribute to the specific SO. These documents also listed universities that have contributed tuition scholarships to the project and have strong programs in areas related to each SO. Examples of Country Sheets are included in Appendix A.

ATLAS staff accompanied by members of the Deans' Committee traveled to eleven countries to participate in selection panels to interview candidates who had been pre-selected for ATLAS consideration: Benin, Guinea, Guinea-Bissau, Madagascar, Malawi, Mali, Mozambique, Namibia, South Africa, Uganda and Zambia. The ATLAS teams also met with Mission SO team leaders to emphasize ways in which ATLAS provides training relevant to specific SOs.

The Executive Committee of Deans reviewed 97 dossiers, recommending 91 as eligible for placement, once again evidence of the quality of the in-country screening process. Based upon the availability of funds, 82 dossiers were forwarded to placement. During the report period, academic placements were secured for 94 candidates.

CAII developed a methodology and questionnaires to collect ATLAS impact data including pre-training baseline data and post-training results. During this reporting period, questionnaires based on this system were mailed to AFGRAD and ATLAS alumni.

As Table I confirms, buy-ins by USAID missions, which declined in FY 1996, decreased drastically in FY 1997 to only \$1,550,000. Reasons for the down-turn in buy-ins included a reduction in number of USAID missions, the increased focus on in-country and short-term training, budget reductions and the development of the SO system which decentralized mission decision-making on long-term expenditures.

FY 1990	\$2,405,000
FY 1991	\$6,609,000
FY 1992	\$8,711,000
FY 1993	\$8,650,000
FY 1994	\$8,717,378
FY 1995	\$8,998,426
FY 1996	\$4,670,000
FY 1997	\$1,550,000

IV. THE ATLAS AWARDS

Ninety students from 16 countries began their ATLAS programs in the United States during the report period, bringing the total number of ATLAS awards to 647, including the 450 awards made during Phase I. Nineteen of the awards were at the undergraduate level, 66 were for master's degrees and five for doctoral degrees. Table II shows the distribution of these awards by country and degree level, while Appendix B is a computer roster of ATLAS grantees. One hundred thirty-nine universities (Appendix C) have provided tuition awards to ATLAS Fellows.

TABLE II
ATLAS DEGREE DISTRIBUTION BY COUNTRY

<u>COUNTRY</u>	<u>BA/BS</u>	<u>MA/MS</u>	<u>PHD</u>	<u>N/D</u>	<u>TOTAL</u>
Benin	---	55	--	--	55
Cameroon	---	---	---	3	3
Cape Verde	9	17	---	---	26
C.A.R.	---	10	1	1	12
Comoros	11	---	---	---	11
Congo	---	18	1	---	19
Equatorial Guinea	6	---	---	---	6
Guinea	10	36	---	---	46
Guinea-Bissau	13	31	---	---	44
Madagascar	7	30	4	4	45
Malawi	---	28	1	---	29
Mali	---	22	---	---	22
Mozambique	---	47	2	---	49
Namibia	11	39	2	---	52
Niger	1	22	7	---	30
Nigeria	---	11	---	---	11
Rwanda	---	---	1	---	1
Sao Tome & Principe	8	---	---	---	8
Senegal	---	28	---	---	28
Sierra Leone	---	---	---	6	6
South Africa	---	22	11	---	33
Tanzania	5	34	13	---	52
Togo	---	10	---	---	10
Uganda	---	14	---	---	14
Zaire	---	15	---	---	15
Zambia	---	13	3	4	20
TOTALS	81	502	46	18	647

One of the distinguishing characteristics for USAID of the ATLAS program is the high level of continuing contributions by American universities, despite increasing cost pressure. Appendix D is a summary of student budgets, including USAID Mission funding and the university contribution. The anticipated total cost of the 647 awards, including administrative funds provided by USAID/Washington, is \$61,836,433 of which \$43,145,678 is provided through Mission OYB funds, \$8,092,400 by USAID/Washington and \$10,597,708 by U.S. universities. The universities are contributing approximately 17.1% of the total cost of the training program.

A. Participation of Women

At least 30% of the ATLAS awards are targeted for women, with the objective of increasing the capacity among women to fill leadership and non-traditional roles in African development. This year, 46 of the 90 ATLAS awards (51.9%) were made to women. Two hundred thirty-three of the 647 ATLAS awards, or 36.0% of the awards to date have been made to women, exceeding the targets and proving that it was indeed possible to identify qualified women candidates. Listed below are the awards to women and the percent of total awards to women by country.

TABLE III
ATLAS AWARDS TO WOMEN

COUNTRY	AWARDS TO WOMEN	TOTAL AWARDS	PERCENT
Benin	30	55	54.5
Cameroon	2	3	66.7
Cape Verde	7	26	26.9
Central African Republic	2	12	16.7
Comoros	4	11	36.4
Congo	3	19	15.8
Equatorial Guinea	1	6	16.7
Guinea	18	46	39.1
Guinea-Bissau	11	44	25.0
Madagascar	22	45	49.3
Malawi	11	29	37.9
Mali	9	22	40.9
Mozambique	15	49	30.6
Namibia	29	52	55.8
Niger	8	30	26.7
Nigeria	5	11	45.5
Rwanda	0	1	0.0
Sao Tome and Principe	1	8	12.5
Senegal	7	28	25.0
Sierra Leone	3	6	50.0
South Africa	16	33	48.5
Tanzania	18	52	34.6
Togo	1	10	10.0
Uganda	5	14	35.7
Zaire	2	15	13.3
Zambia	3	20	15.0
TOTAL	233	647	36.0

B. Historically Black Colleges and Universities (HBCUs)

ATLAS has a project goal of 10% placement at HBCUs and a subcontract with the National Association for Equal Opportunity in Higher Education (NAFEO). Sixty-one awards (9.4%) have been made to students placed at HBCUs in the fields of electrical engineering, computer science, agricultural engineering, public administration, finance, business administration, economics, education, transportation and water 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.

C. Fields of Study

Table IV shows the distribution of ATLAS awards by fields of study. To support Mission strategic objectives, USAID Missions determine the fields of study in which awards will be offered.

TABLE IV
FIELDS OF STUDY

<u>FIELD</u>	<u>NUMBER OF AWARDS</u>	<u>PERCENT</u>
Business Administration	144	22.3
Agriculture (including natural resources)	100	15.4
Education	76	11.7
Public Health (including population studies)	69	10.7
Engineering	63	9.7
Economics	56	8.7
Public Administration	43	6.6
Math/Science	31	4.8
Agricultural Economics	27	4.2
Sociology	14	2.2
Computer Science	11	1.7
Communications	9	1.4
Law	4	0.6
TOTAL	647	100.0

D. Progress towards End of Project Indicators (EOPS)

The contract for Phase II projects that ATLAS will train approximately 150 participants per year for degree training in the United States (25 at the bachelor's level, 100 at the master's level and 25 at the Ph.D level) as well as 25 per year for non-degree postgraduate training. Given Mission closings and the emphasis on short-term, in-country training, it is unlikely that ATLAS will achieve these award objectives.

The End of Project Indicators (EOPS) are described in the ATLAS contract at the level of the individual who has benefited from ATLAS-sponsored training. The EOPS are stated in terms of the performance of ATLAS graduates and their contributions to key African institutions.

One hundred eleven ATLAS students completed their academic programs during FY 1996; 103 of them returned to their home countries and eight remained in the United States. Five students withdrew from their programs; three returned to Africa and two remained in the United States. (Appendix E) The overall repatriation rate for ATLAS is an excellent 91.2%. A distribution of the awards by country appears in Appendix F.

On the basis of fellows' statements of objectives at the time of selection, 333 (or 51%) of the 647 ATLAS Fellows expect to hold government positions, 174 (27%) expect to be employed in university teaching and research and 140 (22%) in the private sector or central bank.

V. ATLAS ENRICHMENT PROGRAMS

ATLAS students benefited from a number of enrichment activities. ATLAS provides the full range of enrichment activities provided under ADS 253, including orientation and English language training. ATLAS conducted one-week group orientations in January 1997 and August 1997. Students whose programs did not coincide with either orientation session received a one-day individual orientation and administrative briefing at AAI.

Sixty-eight ATLAS students attended professional conferences that were directly related to their degree programs and future employment. Sixteen ATLAS Fellows conducted thesis or dissertation research in their home countries on topics relevant to development. Sixteen ATLAS students undertook practical training at the conclusion of their academic programs.

In collaboration with ATLAS subcontractor, NAFEO, AAI implemented the sixth annual Women's Conference held at a historically black college or university. Seventeen ATLAS participants from nine countries attended the workshop, "The Impact of Women on the Environment," held at North Carolina A&T University in Greensboro, May 13-18, 1997. The workshop approach to discussions on the environment set aside the concept that it is limited to the physical environment in favor of the broader definition of the environment that included culture, people and technology. Within this framework, the workshop presentation and discussions focused on how individuals and communities interact and affect each other. Field trips included a tour through historic Greensboro and a visit to Booker T. Washington's homestead in Staunton, Virginia.

Twenty-six ATLAS participants from eight countries attended the "Leadership Strategies for Development" seminar held in San Diego, California from December 26, 1996 to January 5, 1997. Management Training and Development Institute (MTDI), based in Washington, D.C., designed the seminar specifically for ATLAS as part of ATLAS' on-going strategy to complement participants' academic training and strengthen their skills in creating effective strategies for the sustainable development of African institutions. The seminar included sessions on leadership strategies, management and communications and project design and evaluation. Participants created personal action plans at the beginning of the workshop based upon their individual training objectives and their personal leadership styles. The action plan was also a guide for achieving professional development goals upon their return home.

VI. PROFESSIONAL ENHANCEMENT ACTIVITIES

Unique features of the ATLAS project include professional enhancement activities that serve former participants who have returned to their country of origin. These include:

- * Seminars, conferences and workshops in Africa
- * Publication of IROKO, the Project's alumni networking bulletin
- * Grants to African professional organizations
- * Annual publication of the Directory of Fellows
- * Publication of ATLAS ALERT
- * Membership in U.S. professional societies.

A. Seminars, Conferences and Workshops in Africa

AAI, in cooperation with the Global Bureau, organizes conferences that focus on areas of USAID priority concern. Two conferences were held during the report period.

1. Blantyre: Gender and Development

The impact of gender on the ability of men and women to work in partnership to achieve sustainable development in Africa was the topic of discussion for the ATLAS regional and national conferences held in Blantyre, Malawi. Fifty delegates from seventeen countries attended the four-day regional conference "Gender, Empowerment and Sustainable Development in Africa," February 24-27, 1997. On February 28 the regional conference participants joined over 120 Malawians for a one-day national conference that examined how the issue of gender has affected development in Malawi.

Cooperation between men and women and acknowledgment of the cultural expectations that are placed on each sex were the foci of the conference. During their discussions, the delegates examined social roles and their impact on political, educational and environmental development within Africa.

Two workshops were held during the conference. The workshop on "Electronic Communications" stressed the rapid growth in communication and information technology and introduced participants to the practical uses of the Internet, including electronic mail and

resources for conducting on-line research. The workshop on "Theories of Gender and Social Construction" presented useful techniques for examining the ways language and culture influence gender bias behavior.

2. Gaborone: Partnerships in Higher Education in Africa

Forty participants from 17 countries attended the ATLAS conference "Partnerships in Higher Education in Africa" held in Gaborone, Botswana, August 11-15, 1997. The delegates represented national universities, government ministries of education, research institutions and development agencies. The group discussed a range of issues, but all shared the sense of urgency that strengthening higher education in Africa was critical and that partnerships were one way of addressing that need.

The role of international cooperation, the impact of communication technologies and case studies of existing partnerships were the major topics of discussion. In this age of globalization, new technologies and economic pragmatism, collaboration plays an important role in strengthening Africa's ability to benefit from these trends. As a result of faster, more reliable and more cost-effective communications technologies, the ability to communicate with Africa is improving. Nonetheless, economic imperatives bring pressure on the continent as a whole to solve the practical and philosophical challenges encountered in shaping partnerships that serve the needs of all stakeholders.

Two workshops held during the conference focused on two important skills for developing partnerships: developing negotiating skills and project proposals. A visit to the University of Botswana library provided an opportunity for the delegates to conduct on-line research using the library's multi-media facilities.

B. IROKO

Two issues of IROKO were published this year (Appendix G). IROKO disseminates information on grants, fellowships, conferences and other activities pertaining to African development and provides a forum for alumni news and opinions. Articles written by alumni include "Consulting in Africa: A View from the Field," and "Roots of IROKO." IROKO is mailed to more than 2,000 alumni throughout Africa and the U.S., as well as to current ATLAS students, USAID/Washington, USAID Missions and U.S. universities.

C. ATLAS Grants

The Grants Program is intended to benefit African professional organizations that have significant AFGRAD/ATLAS membership and also alumni societies of U.S. trained participants. Four grants were made to the following African professional societies this year:

1. The African Safou Network (ASANET) received a grant to hold a workshop on "African Pear Improvement and Other Sources of Vegetable Oils." ASANET is a regional professional society based in Ngaoundere, Cameroon. Its membership includes chemists, nutritionists and other professionals concerned with processing foodstuffs and vegetable oils.

2. The Network for Analytical and Bioassay Services in Africa (NABSA) received support to provide High Field NMR and mass spectrometry services free of charge to African scientists working in various institutions continent-wide. Based in Botswana, NABSA is a network of chemical laboratories in East and Southern Africa, including Madagascar.

3. The African Social and Environmental Studies Program (ASESP) held a five-day "African Social Education and Planning Seminar" in Kampala, Uganda. ASESP is a regional organization based in Nairobi, Kenya, concerned with promoting citizenship education. The Seminar brought together the education leadership in ASESP's 19 member countries to develop curricula in the field of social education and to identify strategies for promoting gender issues, citizenship, basic education and adult learning.

4. Women in Science and Technology (WIST) received a grant to produce a "Directory of Female Scientists in Africa." WIST, based in Legon, Ghana, is a national professional society that serves to enhance the participation of women in the African science community. The Directory includes information on WIST members working in a variety of research, training and private sector institutions in Ghana and has been distributed to governmental, non-governmental, national and international organizations.

D. Directory of Fellows

The Directory of Fellows is published annually under ATLAS. Copies are distributed to alumni, current participants, sponsoring universities, USAID Missions, African government offices and other interested parties. The 1997 Directory included 352 ATLAS alumni in addition to the 2,923 alumni of the AFGRAD programs.

E. ATLAS ALERT

ATLAS ALERT is a project newsletter, designed to inform those with administrative responsibilities for ATLAS about the full scope of ATLAS activities. Circulation includes USAID Missions, USAID/Washington, USIS, Embassies in Washington, D.C., university representatives and other users or providers of ATLAS program services. Two issues of ATLAS Alert were published this year (Appendix H). Both issues included articles on ways in which Missions could use ATLAS to achieve their Strategic Objectives.

F. Membership in U.S. Professional Societies

The ATLAS contract stipulates that AAI will enroll each ATLAS graduate in an appropriate American professional society and provide the graduate with a three-year subscription to the society's professional journal. In accordance with ADS 253, each completing student is given a list of professional societies and encouraged to enroll in the society of his or her choice. Given the scarcity of professional journals in libraries in Africa, this is an important contribution to sustaining the participant's skill levels in their chosen fields.

VII. FINANCIAL SUMMARY FOR FY 1997

TABLE V
ATLAS COSTS FOR FY 1997

<u>PROGRAM COSTS</u>	<u>Participant Training</u>	<u>Field Services</u>	<u>TOTAL</u>
Participant Costs (Mission Funded)	\$6,997,238	\$84,270	\$7,081,508
Other Program Costs: Symposia, ATLAS grants, Alumni awards (Core-funded)	0	207,714	207,714
Total Program Costs	6,997,238	291,984	7,289,222
<u>ADMINISTRATIVE COSTS</u>			
AAI Administrative Costs	1,225,809	281,097	1,506,906
Indirect Costs	622,097	136,413	758,510
Subcontracts	121,085	75,000	196,085
Total Administrative Costs	1,968,991	492,510	2,461,501
TOTAL COSTS	\$8,966,229	\$784,494	\$9,750,723

APPENDIX A

AFRICAN TRAINING FOR LEADERSHIP AND ADVANCED SKILLS

SAMPLE OF ATLAS STRATEGIC OBJECTIVE COUNTRY SHEETS

ATLAS: Training Activities for Encouraging Economic Growth

As *Encouraging Broadbased Economic Growth* is central to the strategic objectives of many USAID missions in Africa, so too is this agency goal a cornerstone in the training activities of ATLAS. ATLAS's dedication to Africa's economic growth is evidenced in a variety of training activities, both long-term and short-term, US-based and Africa-based. These activities include the following:

Long-term US-based Degree Training:

Since the inception of the ATLAS Project, approximately 25% of all participants programmed for US-based degree training pursued programs in fields of study related to *Business and Economics*. To date over 190 ATLAS fellows have been successfully placed (with tuition scholarships) into U.S. degree programs in Business Administration (including Management, Marketing, Finance), Agribusiness, Economics, and Agricultural Economics. The universities at which these fellows have been programmed are listed on the back-side of this sheet.

Pre-MBA English Language Training at the Economics Institute:

ATLAS maintains a collaborative agreement with the Economics Institute (EI) in Boulder, CO, whereby MBA candidates in need of US-based English language training prior to academic enrollment can be programmed for ELT and MBA/GMAT prep-work at 50% of EI's normal tuition rate. This effectively puts EI's tuition on par with that traditional ELT institutions, while offering enrollees the added value of MBA/GMAT prep-work. As EI maintains close institutional relationships with many of the US's finest schools of business, ATLAS also benefits by EI's assistance in the academic placement of ATLAS fellows enrolled there. As a result, since ATLAS began collaborating with EI, the quality of MBA placements for ATLAS fellows coming from Lusophone and Francophone Africa has improved dramatically.

ATLAS Leadership Strategies for Development Workshops:

ATLAS, in conjunction with the Management Training and Development Institute, offers each ATLAS fellow the opportunity to participate in a Leadership Strategies for Development Workshop before completion of his/her academic program. Designed to complement the degree training received under ATLAS, this interactive program focuses on the role of the ATLAS fellow as a leader and the practical techniques and skills needed for him/her to introduce appropriate change with significant impact once he/she has returned home.

ATLAS Field Activities:

- "Export Marketing: Entry Strategies", Arusha, Tanzania (November 30-December 4, 1992) - Implemented by the World Trade Institute, this regional conference addressed the overall importance of export marketing for Africa. It focused first on the trends and tendencies in the sector and the opportunities and obstacles that exist for African exporters, and then carried participants through the entire marketing cycle, from development of a marketing plan, to researching the market, to identifying potential buyers, to setting competitive prices.
- "Export Marketing: Entry Strategies", Accra, Ghana (December 8-14, 1992) - See above.
- "Consultancy and Development: The Role of the African Consultant", Harare, Zimbabwe (October 2-6, 1995) - This regional conference offered delegates from 20 countries expert presentations and four intensive workshops on marketing, service delivery, strengthening individual skills and the use of electronic communications.
- "Effective Leadership and Skills Development in Africa", Abidjan, Cote d'Ivoire (August 26-30, 1996) - This regional conference offered 50 delegates from 17 countries presentations and three workshops aimed at defining their personal leadership style, strengthening their management skills, and exploring the use of electronic communications as a tool in maintaining the knowledge and efficiency necessary to compete in the current global environment.

Universities at which ATLAS fellows have been placed into programs related to Business and Economics ("" denotes academic placements that were made with the assistance of the Economics Institute):*

Alabama A&M University
Alcorn State University
*American Grad. School of Int'l Mgmt.,
Thunderbird
Arizona State University
*Arkansas, University of
*Auburn University
Ball State University
Bentley College
Brandeis University
California, University of, Berkeley
California, University of, Los Angeles
California State University, Fresno
*California State University, Fullerton
Central State University
Claremont Graduate School
Clemson University
Columbia University
*Connecticut, University of
Coppin State University
Eastern Michigan University
Economics Institute
Emporia State University
Florida A & M University
*Georgia State University
*Illinois, University of
Illinois Institute of Technology
Indiana State University
Indiana University
Iowa State University
Jackson State University
Kansas, University of
Kentucky, University of
*Lehigh University
Louisiana State University
Macalaster College
Maryland, University of
Michigan State University
*Mississippi, University of
Missouri, University of

Morgan State University
Nebraska, University of
New Hampshire, University of
North Carolina State University
North Florida, University of
*Northern Illinois University
Ohio University
Oklahoma, University of
Oklahoma State University
*Old Dominion University
Portland State University
*Rensselaer Polytechnic Institute
Roosevelt University
Rutgers University
*San Jose State University
South Carolina, University of
Southeastern Louisiana University
Southern University
*Southern Illinois University, Carbondale
State University of New York, Albany
State University of New York, Binghamton
Tennessee State University
Tennessee, University of
Texas, University of, at Dallas
Thiel College
Toledo, University of
Vanderbilt University
Virginia Commonwealth University
Wartburg College
Washington State University
*Washington University, St. Louis
Western Illinois University
Western Michigan University
West Texas A&M University
*West Virginia University
Wichita State University
*Willamette University
*Williams College
Winthrop University
Wright State University

The ATLAS Impact on Guinea-Bissau

Strategic Objective #1: Increase Private Sector Trade and Investment through Improved Governance

- *ATLAS Programs Participants in Fields Relevant to Guinea-Bissau's Strategic Objective*

At present, there are 23 ATLAS fellows from Guinea Bissau currently enrolled in graduate and undergraduate programs in such fields as Agronomy, Agricultural Management, Economics, Finance and Banking, Accounting, Information Systems, Business or Public Administration, and Rural Sociology. Without exception, all are pursuing degree training in fields directly or indirectly related to the Mission's strategic objective. Three current participants in management information systems plan to create a business when they return home to implement projects and provide in-country training in technology.

- *ATLAS Alumni Play Leading Roles in Guinea-Bissau's Socio-Economic Development*

At least fifteen former participants who completed university degrees in the U.S. hold professional positions at the Ministry Rural Development and Agriculture, seven at the Central Bank, seven at TIPS, while others have joined NGOs, and other Ministries, such as Finance, which work closely with USAID and the international donor community. The alumni have recently formed an association that plans to be active in ATLAS-related activities.

- *ATLAS Fellows from Guinea-Bissau Receive Professional Development and Leadership Skills*

ATLAS Fellows from Guinea-Bissau have participated in such enrichment activities as the Management Training for Development Institute's seminars in Project Management and Evaluation and Management Communication for Development Projects; and ATLAS Women's seminars on Leadership and Small Enterprise Development and the Changing Roles of Women in Development. **Gabriela Evora** did an internship at Star Bank in Dayton, and **Jose Buaro** was a program analyst for ChoiceCare company in Cincinnati in summer 1996. **Jorge Cusna** attended the International Conference on Communications in Dallas, **Mamadou Mane** participated in a professional conference on Investment Analysis for Projects in Washington, and **Robalo Embalo** was involved in a Leadership Skills seminar on his campus at Rensselaer Polytechnic Institute.

- *ATLAS Fellows Produce Theses Relevant to Guinea-Bissau's Strategic Objective for Private Sector Trade and Investment*

Jose Casimiro "The Impact of Structural Adjustment Programs on Agriculture in Guinea-Bissau" (Southern Illinois University, M.Sc. in Economics, May 1995).

Augusto So "Economic Evaluation of Forage Production by Old World Bluestems" (West Texas University, M.Sc. in Agribusiness, December 1995).

- *ATLAS Programs Enrichment and Enhancement Activities Related to Guinea-Bissau's Strategic Objective for Private Sector Trade and Investment:*

ATLAS Women's Seminars:

- 1991: Issues in Management, Health, Agriculture and Education (Spelman College)
- 1992: Leadership Training for Women (Southern University)
- 1996: The Roles of Women in Management and Health (Tuskegee University)

ATLAS Conferences:

- 1991: Tanzania: Import/Export Marketing
- 1992: Dakar: Governance in Africa
- 1994: Zimbabwe: Managing Development, Experiences and Lessons
- 1995: Zimbabwe: Consultancy and Development
- 1996: Cote d'Ivoire: Effective Leadership and Skills Development

- *ATLAS Grants Support Professional Development Activities Related to Private Sector Development:*

The Association of Management Trainers in Africa (AMTA), formed as a result of the ATLAS regional conference on "Managing Development" in Harare, organized a "Training Manual Production" workshop and produced a training manual on supervision.

The West African Economic Association (WAEA) based in Abidjan invited ten countries in the Economic Community of West African States (ECOWAS) zone to examine themes of regional economic integration, parastatal reform and private sector development during the seminar on "Research Priorities in Africa".

- *Other AAI-Administered Training-Related Activities in Support of the USAID/Guinea Bissau's Strategic Objective:*

Through Partners for International Education and Training (PIET) in Washington, DC, the African-American Institute programmed over fifty USAID-funded participants from Guinea-Bissau, mostly for short-term training in Business, Management and Finance.

Under a predecessor program, entitled Development Training for Portuguese-speaking Africa (DTPSA), which ran between 1975 and 1985, 165 Guineans received short and long-term training in the U.S., Portugal and Brazil, the majority in agricultural and other fields related to the Mission's past and current strategic objectives.

ATLAS: Training Activities for Improving the Delivery of Basic and Secondary Education in Africa

Since, for many USAID missions in Africa, *Improving the Delivery Basic and Secondary Education* is a strategic objective upon which the success of other strategic objectives rests, so to is this objective an important component in the mix of ATLAS training activities. ATLAS's dedication to the improvement of Education in Africa is evidenced in a variety of training activities, both long-term and short-term, US-based and Africa-based. These activities include the following:

Long-term US-based Degree Training:

Since the inception of the ATLAS Project, approximately 7% of all ATLAS fellows have pursued US-based degree or post-graduate training in fields of study related to Education. These fields of study include Primary Education, Secondary Education, Curriculum & Instruction, Math/Science Education, Teacher Training, Educational Administration, Adult Education, Health Education, Agricultural Education, Philosophy/Foundations of Education, Comparative Education, TESL, Educational Psychology, and Educational Guidance/Counseling. Drawing on close relationships with some of the top research universities in the United States, ATLAS has been able to secure academic placements with tuition scholarships in these fields at the following schools:

Boston College	Oregon State University
California State U./Sacramento	Southern Illinois University
Central Michigan University	Southern University
Cornell University	SUNY/Albany
Delaware State University	SUNY/Binghamton
Emporia State University	SUNY/Buffalo
Florida State University	University of Akron
Indiana State University	University of Connecticut
George Washington University	University of Florida
Jackson State University	University of Georgia
Kent State University	University of Illinois
Louisiana State University	University of Massachusetts
Northern Illinois University	University of Minnesota
Ohio University	University of Pittsburgh
Oklahoma State University	University of South Carolina
Old Dominion University	

ATLAS Field Activities:

- "Education in Africa: Resources and Linkages", Windhoek, Namibia (May 16-20, 1994) - This regional conference brought together participants from seventeen African countries to share information and develop ways to strengthen the role of university education in African society. Presenters from Namibia, Mozambique, South Africa, Kenya, Zimbabwe, Ghana, Uganda, Cote d'Ivoire and the United States discussed topics ranging from strategic management and information technology to the need for new models and the role of research in development. The group focused on developing strategies to establish viable linkages that are needed to overcome limited access to crucial resources which hinder the continent's overall development.

Other AAI administered activities in the area of Education:

- "New Directions for South African Universities" - Under the USIA-funded International Visitors Program, AAI is currently administering this 1 year program designed to expose participants from South Africa's universities, technikons, and National Commission on Higher Education to ideas and resources that they can draw on in recommending reforms in higher education.

The ATLAS Impact on Malawi

Strategic Objective #4: To Increase Access to and Quality and Efficiency of Basic Education, Especially for Girls

- *ATLAS Programs Participants in Fields Relevant to Mission's Strategic Objectives:*
At present, there are 2 Malawian ATLAS fellows pursuing graduate training in the field of Education: **Grace Chombo** is enrolled in a Master of Education program at the University of Akron, and **Richard Nyirongo** is enrolled in a Master of Education program at Ohio University.

- *ATLAS/AFGRAD Alumni Play Leading Roles in Improving Malawi's Educational System:*
Dr. Samuel Safuli (AFGRAD), who earned the Ph.D. in Education from Kent State University, is presently employed as Principal Secretary at the Ministry of Education. His dissertation was entitled "Utilization of Instructional Media by Lecturers in the Primary Teachers Colleges: A Study of Factors Related to Adoption and Diffusion of Innovation in the Malawi Teachers Colleges."

Dr. Meria Nowa-Phiri (AFGRAD), who earned the Ph.D. in Education at the University of Massachusetts, is currently employed as Principal of the Domasi Teacher Training College. Since returning to Malawi, Dr. Nowa-Phiri's achievements have included planning and writing a project proposal for the development of the Malawi College of Distance Education, and formulating objectives and producing materials for distant learners.

- *ATLAS Fellows from Malawi Receive Professional Development and Leadership Skills:*
ATLAS Fellows from Malawi have participated in such enrichment activities as the Management Training for Development Institute's seminars in Project Management and Evaluation, Management Communication for Development, and Leadership Strategies for Development; the ATLAS Women's seminars on the Roles of Women in Health and Management and The Information Highway; and various professional conferences related to their specific areas of specialization.

- *AFGRAD/ATLAS Fellows Produce Theses and Scholarly Papers Relevant to Improving Malawi's Educational System:*
Dr. Samuel Safuli (AFGRAD - Ph.D. in Education, Kent State University): Doctoral dissertation entitled "Utilization of Instructional Media by Lecturers in the Primary Teachers Colleges: A Study of Factors Related to Adoption and Diffusion of Innovation in the Malawi Teachers Colleges."

Dr. Meria Nowa-Phiri (AFGRAD - Ph.D. in Education, University of Massachusetts): Doctoral dissertation entitled "Educational Leadership: An Examination of Issues and Factors that Promote and Hinder Utilization of African Women in Educational Leadership Positions."

- *ATLAS Programs Enrichment and Enhancement Activities Relevant to Mission's Strategic Objectives:*

ATLAS Women's Seminars:

- 1991: Issues in Management, Health, Agriculture and Education (Spelman College)
- 1992: Leadership Training for Women (Southern University)
- 1994: The Changing Roles of Women (Central State University)
- 1995: The Information Highway (Jackson State University)
- 1996: Women in Health and Management (Tuskegee University)

ATLAS Conferences:

- 1994: Namibia: Education in Africa: Resources and Linkages

- *ATLAS Grants Support Professional Development Activities Related to Education:*

The **Kenya Home Economics Association (KHEA)** held three national workshops on "Re-conceptualization of Home Economics" and produced a revised curriculum for teaching home economics in primary and secondary schools in East Africa.

The **Zimbabwe Educational Administration Association (ZEAA)** held a workshop to discuss the "Quality of Education in Zimbabwe: Defining Issues, Agendas and Indicators."

- *Other AAI-administered Training-related Activities in Support of Mission's Strategic Objectives:*

Through Partners for International Education and Training (PIET) in Washington, DC, the African-American Institute programmed over ten USAID-funded participants from Malawi, mostly for short-term training in Education, Administration, Curriculum Planning, and Women's Studies.

ATLAS: Training Activities for Building Democracy

As *Building Democracy* has become central to the strategic objectives of many USAID missions in Africa, so too has this agency goal become a vital component in the training activities of ATLAS. ATLAS's dedication to building democracy in Africa is evidenced in a variety of training activities, both long-term and short-term, US-based and Africa-based. These activities include the following:

Long-term US-based Degree Training:

In response to Mission requests to have graduate fellows trained in the field of Legal Studies, ATLAS has been successful in securing academic placements with tuition scholarships at some of the leading universities in the United States. To date, ATLAS has programmed 4 fellows for the LL.M. (Master of Laws). Three have pursued the LL.M. in Legal Studies at American University, and the other, the LL.M. in Constitutional Law at the University of Georgia. ATLAS has also developed a close working relationship with Harvard University's Edward S. Mason Masters Program in Public Administration, where, to date, 3 ATLAS fellows have been programmed for MPAs. There, ATLAS fellows not only study with and under many of the world's foremost academic and political leaders, but also have full access to the range of courses and lectures offered through Harvard's Kennedy School of Government.

ATLAS Leadership Strategies for Development Workshops:

ATLAS, in conjunction with the Management Training and Development Institute, offers each ATLAS fellow the opportunity to participate in a Leadership Strategies for Development Workshop before completion of his/her academic program. Designed to complement the degree training received under ATLAS, this interactive program focuses on the role of the ATLAS fellow as a leader and the practical techniques and skills needed for him/her to introduce appropriate change with significant impact once he/she has returned home.

ATLAS Field Activities:

- "Governance in Africa: Issues in Community Development and Local Participation", Dakar, Senegal (April 21-23, 1992) - This regional field activity included 23 participants from Togo, Mali, Madagascar, Niger and Senegal and featured presentations by international experts and case study analyses by the regional participants. The papers that were presented and analyzed were "Traditions d'Autoritarisme et Problemes de Gouvernement en Afrique Sub-Saharienne", by Professor Achille Mbembe of the University of Pennsylvania, and "From Dispensing Political Patronage to Generating Social Capital: African Development in Transition", by Professor Goran Hyden of the University of Florida. After analysis and debate on the papers, national delegations worked on formulating specific conclusions on three sets of issues:
 1. Governance and the Process of Democratization
 2. Decentralization, Education and Communication
 3. The Role of Intellectuals and of Government Administration
- "National Colloquium on Governance and the Process of Socio-Economic Development: A Senegalese Case Study", Dakar, Senegal (April 24-26, 1992) - Designed as a follow-on activity to the regional field activity programmed just prior to it, this national field activity addressed the meaning of "governance" and several of the critical issues this concept embodies, and worked with participants to analyze and develop recommendations for improving governance in the following four areas: 1) decentralization; 2) private sector; 3) civil society, including NGOs; and 4) role of donors.

Other AAI administered activities in the area of Democracy & Governance:

- **Africa Regional Electoral Assistance Fund** - This initiative has been at the forefront of aid to democratic transitions in Africa, and has supported improved electoral processes and increased civic participation through innovative programs capable of providing a rapid response to the dynamic environment of African democratic transitions. To date, AREAF has carried out programs in Benin, Burundi, Cameroon, Cape Verde, CAR, Chad, Congo, Djibouti, Ethiopia, Eritrea, Gabon, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Madagascar, Mali, Malawi, Namibia, Niger, Rwanda, Senegal, Sierra Leone, Tanzania, Togo, and Uganda.
- **Mozambique Democratic Initiatives Project** - This project is strengthening Mozambique's nascent NGOs and assisting the Ministry of State Administration in a nationwide dialogue on an increased role for traditional authorities in local governance.
- **Mozambique National Assembly Project** - As part of an international donor effort to strengthen the National Assembly of Mozambique, AAI has provided administrative and logistical support to the State University of New York Office of International Programs for an 18-month program aimed at strengthening the capacity of the National Assembly.
- **Sierra Leone Senior Officers Training Program** - As part of efforts by the United Nations to ensure a democratic transition from military government to a freely-elected civilian government in Sierra Leone, AAI, under contract from UNDP, provided academic placement services for fifteen top members of Sierra Leone's National Provisional Ruling Council, including two former heads of state.
- **Global Women in Politics** - AAI and The Asia Foundation (the lead partner in the program) are collaborating on a series of regional workshops aimed at increasing women's political awareness, strengthening advocacy tactics and building the leadership skills of candidates and office holders. The first workshop, organized in collaboration with the National Women's Lobby Group of Zambia, was held in Lusaka, Zambia May 12-18, 1996.
- **The Second Conference of African Women Ministers and Parliamentarians** - AAI organized a half-day session on networking for the Second Conference of African Women Ministers and Parliamentarians, which was sponsored by the United Nations Population Fund (UNFPA) in Dar es Salaam October 25-28, 1996.
- **The Role of Women's Organizations in Social and Political Affairs** - In May, 1996, AAI arranged a training of trainers (TOT) workshop for 20 Nigerian women who had participated in a three-year, AAI-sponsored program to strengthen the capability of women's organizations in social and political affairs in Nigeria. The goal of the workshop was to train the women to train others in the campaign, candidacy and advocacy curriculum used in the program.
- **South Africa Community Outreach and Leadership Development Project/Local Elections Support Project** - In conjunction with the South African Council of Churches and the Cooperation for Research and Education, AAI provided small sub-grants and training of elections administrators in support of the provincial elections held in November 1995 and April 1996.

The ATLAS Impact on Malawi

Strategic Objective #5: To Strengthen and Broaden the Institutional Base for Democratic Participation:

- *ATLAS Programs Participants in Fields Relevant to Mission's Strategic Objectives:*

At present, there are 3 Malawian ATLAS fellows pursuing graduate training in the fields that support a stronger and broader institutional base for democratic participation: **Janet Banda** is enrolled in a Master of Laws (LL.M.) program at the University of Georgia, with a concentration in Constitutional Law; **Matilda Katopola** is enrolled in a Master of Laws (LL.M.) program at American University, with a concentration in International Law; and **Zeria Banda** is enrolled in a Master of Arts program in Communications at Ball State University.

- *ATLAS Fellows from Malawi Receive Professional Development and Leadership Skills:*

ATLAS Fellows from Malawi have participated in such enrichment activities as the Management Training for Development Institute's seminars in Project Management and Evaluation, Management Communication for Development, and Leadership Strategies for Development; the ATLAS Women's seminars on the Roles of Women in Health and Management and The Information Highway; and various professional conferences related to their specific areas of specialization.

- *ATLAS Programs Enrichment and Enhancement Activities Relevant to Mission's Strategic Objectives:*

ATLAS Women's Seminars:

1991: Issues in Management, Health, Agriculture and Education (Spelman College)

1992: Leadership Training for Women (Southern University)

1994: The Changing Roles of Women (Central State University)

1995: The Information Highway (Jackson State University)

1996: The Roles of Women in Health and Management (Tuskegee University)

ATLAS Conferences:

1992: Senegal: Governance in Africa: Issues in Community Development and Local Participation

1992: Senegal: National Colloquium on Governance and the Process of Socio-Economic Development: A Senegalese Case Study

- *ATLAS Grants Support Professional Development Activities Related to Democracy and Governance:*

The Association of African Women for Research and Development (AAWORD), held a regional seminar in Pretoria entitled "Women and Democratization in Africa: Challenges and Perspectives" to develop a framework for participation of African women in the democratization process and priority issues for the "Fourth World Conference on Women" held in Beijing in 1995.

- *ATLAS Grants Support Professional Development Activities Related to Democracy and Governance (Continued):*

The Kenya Comparative Education Society (KCES) produced a textbook for use by education specialists entitled *Education for Democracy: International Education Systems* as a result of the "All Africa Conference on Education and Democracy" workshop held in Nairobi.

- *Other AAI-administered Training-related Activities in Support of Mission's Strategic Objectives:*

Through Partners for International Education and Training (PIET) in Washington, DC, the African-American Institute programmed over ten USAID-funded participants from Malawi, mostly for short-term training in Public Administration

ATLAS: Training Activities for Protecting the Environment

As *Protecting the Environment* has become central to the strategic objectives of many USAID missions in Africa, so too has this agency goal become a vital component in the training activities of ATLAS. ATLAS's dedication to the long-term survival of Africa's environment and natural resources is evidenced in a variety of training activities, both long-term and short-term, US-based and Africa-based. These activities include the following:

Long-term US-based Degree Training:

Since the inception of the ATLAS Project, approximately 10% of all ATLAS fellows have pursued US-based degree-training in fields of study related to the Environment. These fields of study include Renewable Natural Resource Management, Range Management, Environmental Studies/Conservation, Environmental Law, Environmental Engineering, Irrigation, Fisheries/Wildlife, Water Science/Conservation, Forestry/Forest Management, Biology, Botany, Plant Pathology, Geography/Remote Sensing, Geology, Agronomy/Soil Science and Desalinization. Drawing on close relationships with some of the top research universities in the United States, ATLAS has been able to secure academic placements with tuition scholarships in these fields at the following schools:

American University
Arizona State University
Auburn University
Central State University
Clemson University
Cornell University
Indiana State University
Iowa State University
Jackson State University
Louisiana State University
Michigan Technological University
Montana State University
Oklahoma State University

Southern Illinois University
SUNY/Syracuse
Texas A&M University
University of Arizona
University of Florida
University of Hawaii
University of Idaho
Univ. of Maryland, College Park
Univ. of Maryland, Eastern Shore
University of Minnesota
University of New Hampshire
Utah State University
Washington State University

ATLAS Field Activities:

- "The African Family: Issues in Family Health, Population and the Environment", Kampala, Uganda (October 17-18, 1991) - The goal of this regional conference was to present theory and data concerning three distinct but integral sectoral approaches having as their objective the improvement of the quality of life of the African Family. The message for planners was that the approaches from the family health, population and environmental sectors must be integrated in order to realize their common goal of improving the quality of life of the African Family.
- "Natural Resource Management in Africa: Issues in Conservation & Socio-Economic Development", Libreville, Gabon (October 11-13, 1993) - This regional conference had as its central theme the management of both environmental and developmental needs and pressures in Africa, and the importance of recognizing the need for realistic management policies on natural resources in Africa.
- "Natural Resource Management in Senegal: Issues, Options and Strategies", Dakar, Senegal (April 6-8, 1995) - Conceived by USAID/Senegal as a major step toward creating a National Environmental Action Plan for Senegal, this national colloquium brought together over 200 Senegalese professionals in the Environmental sector to sensitize them to the current status of the environmental debate, and to create a forum through which they could address Senegal's environmental issues in an integrated fashion.

The ATLAS Impact on Madagascar

Strategic Objective #3: Reduce natural resource depletion in target areas

- *ATLAS Programs Participants in Fields Relevant to Madagascar's Strategic Objectives*
At present, two ATLAS fellows from Madagascar are enrolled in graduate training directly related to this strategic objective. **Henri Rabesahala**, received his MBA from Claremont Graduate School and is currently in an internship program with the World Wildlife Fund (WWF), and **Soloarisoa Ranoromalala** is a Master of Science candidate in Floriculture and Ornamental Horticulture, with a specialization in agroforestry, at Cornell University.

- *ATLAS Alumni Play Leading Roles in Madagascar's Environmental Policy*
Upon completion of their programs they will join the pool of ATLAS alumni in environment-related fields such as **Mahefatiana Andrianifahanana** (M.S., Plant Pathology, Auburn University), **Adele Rahelimihaandralambo** (M.S. Agricultural Education and Range Management, Montana State University) and **Dr. Bakolimalala Ramamonjarisoa Rakouth**, a former AFGRAD Fellow who completed an ATLAS short-term postgraduate program in nitrogen fixation in legumes, and Rhizobial technology at the NIFTAL Project in Hawaii. **Dr. Rakouth** is representative of the 13 AFGRAD alumni in natural resource related fields, including botany, plant genetics, agroforestry, zoology, plant genetics and phytopathology, entomology, food science, agronomy and biology. Many teach at the University of Madagascar, and participate in environmental projects such as Ranomafana Park.

- *ATLAS Fellows from Madagascar Receive Professional Development & Leadership Skills*
Adele Rahelimihaandralambo undertook an internship with the State of Montana's extension service. **Henri Rabesahala** undertook an internship with the Washington headquarters of the World Wildlife Fund. Conference attendance for Fellows in environment-related fields include those sponsored by the Agricultural Education Association, Ecotourism Society, American Agricultural Economics Association meeting on sustainable agriculture, American Phytopathological Society. In 1997, the ATLAS Women's Workshop will be entitled "The Impact of Women on the Environment in Developing Countries".

- *ATLAS Fellows Produce Theses, Dissertations and Scholarly Papers Related to Madagascar's Strategic Objective in Environment*
Adele Rahelimihaandralambo's thesis was entitled "Public Land Survey for Agricultural Education." In it, she examined the factors that affect the behavior of Montana cattle ranchers toward natural resource conservation practices, and developed a decision-making model which integrates the interests of primary producers with the concern of natural resource conservation.

Soloarisoa Ranoromalala is currently conducting research under the Cornell Institute for International Food, Agriculture, and Development (CIFFAD) Project with SUNY-Stonybrook in the Ranomafana National Park Project. Her thesis will be entitled: "Evaluation of Coffee as a Component of Improved Agroforestry Systems in the Ranomafana Area, Madagascar".

Dr. Bakolimalala Rakouth presented a paper on her research to the African Association on Biological Nitrogen Fixation in Zimbabwe in 1994.

- *Case Study: Mr. Henri Rabesahala*

Mr. Henri Rabesahala was employed as project administrator for the World Wildlife Fund's Debt For Nature Program, prior to his ATLAS Fellowship. Under ATLAS, he attended Claremont Graduate School in California, where he obtained an MBA in May 1996. Among courses he took were International Environmental Policy and Management & Society. His enrichment activities included participation in the Management Communication For Development Seminar, and practical training at the WWF office in Washington, D.C., where he gained exposure to conservation finance, and to principal institutions working in conservation in Madagascar such as the World Bank and Conservation International. Upon his return, he will be employed as the Financial Comptroller and Head of the Administration Unit of the Madagascar World Wildlife Fund's office. One of his first duties will be to attend the WWF country meeting in Fort Dauphin.

- *ATLAS Programs Enrichment and Enhancement Activities to Relevant to Mission's Strategic Objectives*

ATLAS Field conference attendance has been high, with ten ATLAS and other AID-sponsored participants from Madagascar participating in conferences addressing management and sustainable development.

ATLAS Women's Seminars:

- 1991: Issues in Management, Health, Agriculture and Education (Spelman College)
- 1992: Leadership Training for Women (Southern University)
- 1994: The Changing Roles of Women (Central State University)
- 1995: The Information Highway (Jackson State University)
- 1996: The Roles of Women in Health and Management (Tuskegee University)

ATLAS Conferences:

- 1993: Gabon: Natural Resource Management in Africa: Issues in Conservation and Socio-Economic Development
- 1994: Senegal: National Colloquium on Natural Resource Management in Senegal
- 1995: Cote d'Ivoire: Sustainable Agriculture for Africa: Issues for Policymakers

- *ATLAS Grants to Support Professional Development Activities in Economic Growth:*
The Kenya Home Economics Association (KHEA) held three national workshops on "The Reconceptualization of Home Economics" and produced a revised curriculum for teaching home economics in secondary and primary schools in East Africa, and a book on reconceptualizing home economics.

ATLAS: Training Activities for Stabilizing World Population and Protecting Human Health

As *Stabilizing World Population and Protecting Human Health* is central to the strategic objectives of many USAID missions in Africa, so too is this agency goal an important component in the mix of ATLAS training activities. ATLAS's dedication to Africa's public health is evidenced in a variety of training activities, both long-term and short-term, US-based and Africa-based. These activities include the following:

Long-term US-based Degree Training:

Since its inception, ATLAS has enjoyed a great deal of success in the placement of graduate fellows in the field of Public Health. To date, ATLAS has secured public health placements (with tuition scholarships) for a total of 49 graduate fellows. It is worth noting that, for more than half of the 49 fellows placed, ATLAS was able to secure conditional admission pending US-based English language training and presentation of acceptable TOEFL and GRE scores before matriculation. This is of particular relevance for fellowship candidates coming from Francophone and Lusophone Africa. Placements, by school, include:

- | | |
|--|--------------------------|
| * U. Oklahoma, Health Science Ctr. (9) | * Tulane U. (2) |
| * U. Hawaii (8) | * U. Washington (2) |
| * U. Illinois, Chicago (7) | Boston U. (1) |
| * San Diego State U. (6) | U. Massachusetts (1) |
| * Johns Hopkins U. (3) | U. Minnesota (1) |
| * UCLA (2) | Northern Illinois U. (1) |
| * U. South Carolina (2) | * Ohio U. (1) |
| U. South Florida (2) | * U. Oregon (1) |

* Denotes a university that has offered conditional admission to ATLAS fellows in the field of Public Health

In order to ensure the best possible (and most appropriate) placements, ATLAS works hard to keep abreast of any Africa-based health projects in which U.S. schools of public health may be taking part. By placing ATLAS fellows (whenever possible) into schools of public health that maintain cooperative linkages in Africa, ATLAS not only maximizes the relevance of the training, but may ultimately lend to the goals and objectives of the cooperating institutions.

Examples of this approach can be found in Niger, where Tulane University cooperates with the Ministry of Health on a Child Survival project, and in CAR, where the University of Washington works closely with the Ministry of Public Health on an AIDS project. In both cases, based on knowledge of existing linkages, ATLAS was able to place fellows who were nominated by those Ministries into public health programs at their respective U.S. partner institutions. The resulting placements not only served the best interests of all parties involved, but also helped to strengthen the linkages.

ATLAS Field Activities:

- "The African Family: Issues in Family Health, Population and the Environment", Kampala, Uganda (October 17-18, 1991) - The goal of this regional conference was to present theory and data concerning three distinct but integral sectoral approaches having as their objective the improvement of the quality of life of the African Family. The message for planners was that the approaches from the family health, population and environmental sectors must be integrated in order to realize their common goal of improving the quality of life of the African Family.
- "Health Resource Management and Service Delivery in Africa", Cotonou, Benin (May 27-31, 1996) - The theme of this regional symposium was the link between resources, research, resource networks, electronic communication, and improved management of primary health care in Africa. The symposium included presentations and, as a main feature, practical training in electronic communication, which ATLAS is committed to providing in all of its enhancement activities.

Other AAI administered activities in the area of Population & Public Health:

- **Logistic Support Unit, Nigeria** - From 1988 to March of 1996, AAI managed one of Africa's largest Family Health projects: The USAID-funded Logistic Support Unit (LSU) in Nigeria. As administrator of this project, AAI provided financial, personnel, administrative and procurement support to U.S. Implementing Partners (USIPs) working with USAID and Nigerian NGOs to: 1) increase the voluntary use of family planning, 2) improve maternal and child health care practices, and 3) improve HIV/AIDS prevention and control.

The ATLAS Impact on Mozambique

Strategic Objective #3: Use of Essential Maternal/Child Health/Family Planning Services Increased in Focus Areas

- *ATLAS Programs Participants in Fields Relevant to Mozambique's Strategic Objectives*

Twelve graduate Fellows are currently in the United States studying public health, veterinary medicine, biochemistry, agricultural economics, and other related fields that have an impact on protecting human health.

- *ATLAS Alumni Play Leading Roles in Mozambique's Efforts to Improve the Health Sector*

As a faculty member in the School of Medicine at Eduardo Mondlane University, **Humberto Muquingue** is involved in teaching and research in the area of nutritional biochemistry (see thesis topic below). **Aurelio Gomes** is an advisor for the Technical and Scientific Board of the National Institute of Health, and does numerous consultancies in Mozambique and Angola. The alumni have formed an association which plans to be active in ATLAS-related activities.

- *ATLAS Fellows from Mozambique Receive Professional Development and Leadership Skills*

ATLAS Fellows from Mozambique have participated in such enrichment activities as the Management Training for Development Institute's seminars in Project Management and Evaluation, Management Communication for Development, and Leadership Strategies for Development; the ATLAS Women's seminars on the Roles of Women in Health and Management and The Information Highway; and various professional conferences related to their specific areas of specialization.

- *ATLAS Fellows Produce Theses Related to Mozambique's Strategic Objective for Increasing the Use of Essential Maternal/Child Health/Family Planning Services*

Humberto Muquingue - "Studies on the Effects of Iodine, Vitamin E and Perchlorates on Thyroid Antioxidant Status in Selenium-Deficient Chicks" (M.Sc. in Biochemistry, Cornell University, September 1994)

Maria Paula Dias - "Pathogenesis of Channel Catfish Virus" (M.Sc. Veterinary Pathobiology, Auburn University, Expected Graduation June 1998)

- *ATLAS Programs Enrichment and Enhancement Activities Relevant to Mission Strategic Objectives:*

ATLAS Women's Seminars:

- 1991: Issues in Management, Health, Agriculture and Education (Spelman College)
- 1992: Leadership Training for Women (Southern University)
- 1995: The Information Highway (Jackson State University)
- 1996: The Roles of Women in Health and Management (Tuskegee University)

ATLAS Conferences:

- 1991: Uganda: The African Family - Issues in Family Health, Population and the Environment
- 1995: Cote d'Ivoire: Sustainable Agriculture for Africa - Issues for Policy Makers
- 1996: Benin: Health Resources Management and Service Delivery in Africa

- *ATLAS Grants Support Professional Development Activities in the Area of Public Health:*

The South African Association for the Advancement of Psychology (SAAAP) produced a video entitled "Challenging the Future of Psychology in South Africa" as part of the "Psychology and Societal Transformation" conference. The conference ended with the creation of a new multi-racial professional organization dedicated to promoting national and international professional linkages and collaboration between psychologists and other community-oriented professionals.

- *Other AAI-Administered Training-Related Activities in Support of Mission's Strategic Objectives:*

Through Partners for International Education and Training (PIET) in Washington, DC, the African-American Institute programmed over twenty-four USAID-funded participants from Mozambique, mostly for short-term training in International Health, Community Health and Public Health.

APPENDIX B

AFRICAN TRAINING FOR LEADERSHIP AND ADVANCED SKILLS

ATLAS GRANTEE ROSTER

DATE 11/10/97 (PRG:AGP101)

THE AFRICAN-AMERICAN INSTITUTE

PARTICIPANT TRAINEE ROSTER -- COUNTRY ORIGIN/PROGRAM

ID.NO	GRANTEE NAMNAME	EDUCATION ISNTITUION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE	S X	TERMINATION DATE	CD
000303	ABOH, SESSI STELLA FRIEDA	N.Y. STATE UNIV, BUFFALO	NY	ATLAS	BENIN	1/11/94	MAS	5200	F	5/31/96	C1
000112	ABOUOJA, HYACINTHE	SOUTHWESTERN LOUISIANA, U OF	LA	ATLAS	BENIN	1/05/93	MAS	3440	M	12/22/95	C1
000435	ACCALOGOUN, LEA BRIGITTE	LOUISIANA ST U/ELOP, BAT ROUGE	LA			8/08/92				1/05/93	
		DELAWARE STATE COLLEGE, DOVER	DE	ATLAS	BENIN	1/16/96	MA	5073	F	12/31/97	
		SO CAROLINA, U OF/EPI,COLUMBIA	SC			1/03/95				1/16/96	
000136	ADEGBIDI, HECTOR GUY	N.Y. STATE UNIV, SYRACUSE	NY	ATLAS	BENIN	8/08/92	MAS	6160	M	12/08/94	C3
000146	ADITE, ALPHONSE	TEXAS A&M UNIV, COLLEGE STATION	TX	ATLAS	BENIN	8/10/93	MAS	6320	M	12/21/95	C1
		TEXAS A&M U/ENG, COLLEGE STAT*N	TX			8/08/92				8/10/93	
000599	ADJADI, TAIBATOULAYE	SO CAROLINA, U OF, COLUMBIA	SC	ATLAS	BENIN	1/13/97	MPH	4600	F	12/31/98	
		SO CAROLINA, U OF/EPI,COLUMBIA	SC			3/20/96				1/13/97	
000600	ADJOGLO, TELESPORE	EMPORIA STATE U, EMPORIA	KS	ATLAS	BENIN	1/04/97	MBA	3500	M	12/31/98	
		ECONOMICS INST/ENG,BOULDER	CO			12/27/95				1/04/97	
000436	AFFOUDAH, MARIE	SOUTHERN ILLINOIS U,CARBONDALE	IL	ATLAS	BENIN	6/12/95	MA	5076	F	12/31/97	
		SO*ERN ILL. U/CESL,CARBONDALE	IL			8/07/94				6/12/95	
000601	AHO, JANINE	SOUTHERN ILLINOIS U,CARBONDALE	IL	ATLAS	BENIN	1/07/96	MBA	3500	F	5/31/97	C1
		ECONOMICS INST/ENG,BOULDER	CO			8/22/95				1/07/96	
000304	AHOSSI, CLEMENT	PRACTICAL TRAINING/WASHINGTON	WA	ATLAS	BENIN	7/01/96	MPA	3511	M	10/31/96	C1
		PORTLAND STATE UNIV, PORTLAND	OR			9/19/95				7/01/96	
		RESEARCH IN AFRICA				7/23/95				9/19/95	
		PORTLAND STATE UNIV, PORTLAND	OR			12/22/93				7/23/95	
001000	AHOANSOU, GILBERT	PLACEMENT PENDING--R CALDWELL	PP	ATLAS	BENIN	11/11/11	MBA	3500	M	11/11/11	O9
001001	AHOUASSA, ANDREA	PLACEMENT PENDING--R CALDWELL	PP	ATLAS	BENIN	11/11/11	MPA	6710	F	11/11/11	O9
000904	AKOUETE, FLORENTINE	SO*ERN ILL. U/CESL,CARBONDALE	IL	ATLAS	BENIN	8/10/97	MA	5000	F	5/30/00	
000602	AKPATCHA, AMBROISE	RESEARCH IN AFRICA		ATLAS	BENIN	10/07/97	MA	3900	M	7/31/98	
		BRANDEIS UNIVERSITY, WALTHAM	MA			8/09/96				10/07/97	
		BRANDEIS UNIV/ENG, WALTHAM	MA			6/25/96				8/09/96	
		ELS LANGUAGE CENTER, BOSTON	MA			2/20/96				6/25/96	
000612	ALIHONOU, MARTHE-BEATRICE	INDIANA STATE U, TERRE HAUTE	IN	ATLAS	BENIN	5/10/97	MPA	3511	F	8/31/99	
		INDIANA STATE U/ENG,TERRE HAUT	IN			8/09/96				5/10/97	
000437	ANJORIN, IDAYATOU	PRACTICAL TRAINING/ILLINOIS	IL	ATLAS	BENIN	9/01/97	MA	5270	F	12/31/97	
		EMPORIA STATE U, EMPORIA	KS			1/15/95				9/01/97	
		IOWA STATE U/IEOP, AMES	IA			8/06/94				1/15/95	
000908	ATTIGNON, JOSEPH	PLACEMENT PENDING--R CALDWELL	PP	ATLAS	BENIN	11/11/11	MBA	3500	M	11/11/11	O9
001002	AYABA, ALIOU	PLACEMENT PENDING--R CALDWELL	PP	ATLAS	BENIN	11/11/11	MPH	4600	M	11/11/11	O9
001003	BIAOU, CALIXTE	PLACEMENT PENDING--R CALDWELL	PP	ATLAS	BENIN	11/11/11	MS	6710	M	11/11/11	O9
000438	BIBI, ANTONINE	DELAWARE UNIV OF, NEWARK	DE	ATLAS	BENIN	7/21/97	MPA	4900	F	8/31/97	
		RESEARCH IN AFRICA				3/27/97				7/21/97	
		DELAWARE UNIV OF, NEWARK	DE			2/01/95				3/27/97	
		IOWA STATE U/IEOP, AMES	IA			8/06/94				2/01/95	
000603	BORNA, CLAUDE	CALIF UNIV OF, LOS ANGELES	CA	ATLAS	BENIN	9/20/97	MBA	3650	F	8/31/98	
		PRACTICAL TRAINING/CALIFORNIA	CA			6/23/97				9/20/97	
		CALIF UNIV OF, LOS ANGELES	CA			9/02/96				6/23/97	
000305	BOUKARI, ISBATOU	INDIANA UNIV, BLOOMINGTON	IN	ATLAS	BENIN	8/29/94	MAS	5650	F	5/31/97	C7
		INDIANA UNIV/BLOOMINGTON/IEP	IN			1/09/94				8/29/94	
000306	BOUKARY, ALIHA	CALIF STATE UNIV, SACRAMENTO	CA	ATLAS	BENIN	8/17/96	MAS	5200	F	12/22/96	C1

000210 CAPU-CHICHI, LUDOVIC
 000439 CHOUBADE, AMINATOU

AUBURN UNIVERSITY, AUBURN MS ATLAS BENIN 9/10/74 MAS 6520 F 6/11/77 CI
 SO CAROLINA, U OF/EPI, COLUMBIA SC 8/31/93 9/18/94
 JACKSON STATE U, JACKSON MS ATLAS BENIN 8/16/95 MBA 3510 F 8/31/97 CI

DATE 11/10/97 (PROG:AGP101)

THE AFRICAN-AMERICAN INSTITUTE

PARTICIPANT TRAINEE ROSTER -- COUNTRY ORIGIN/PROGRAM

ID.NO	GRANTEE NAMNAME	EDUCATION ISNTITUION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE	S X	TERMINATION DATE	CD
000613	DAN, YVETTE	ECONOMICS INST/ENG.BOULDER SO CAROLINA, U OF, COLUMBIA	CO SC	ATLAS	BENIN	8/06/94 1/08/96	MS	1300	F	8/16/95 5/01/98	
000307	DEGBEY, RAYMONDE M	SO CAROLINA, U OF/EPI, COLUMBIA	SC	ATLAS	BENIN	8/29/95				1/08/96	
000440	DEHOUE, MARCELLE	WICHITA STATE UNIV., WICHITA	KS	ATLAS	BENIN	1/02/94	MPA	4900	F	12/31/96	CI
000441	DEKADJEVI, DANGNRO	N.Y. STATE UNIV, BUFFALO	NY	ATLAS	BENIN	5/10/96	MS	4570	F	12/31/98	
000604	DJENGUE, ARLETTE	N.Y. STATE UNIV/IELI, BUFFALO	NY	ATLAS	BENIN	8/22/95				5/10/96	
000327	DOGNON, GBEWLANNOU MICHEL	CONN UNIVERSITY OF, STORRS	CT	ATLAS	BENIN	8/28/95	MBA	3570	M	8/11/97	CI
001004	DONKPEGAN, WILFRID	ECONOMICS INST/ENG.BOULDER	CO	ATLAS	BENIN	8/06/94				8/28/95	
000614	DOSSA SOSSAVI, EDMOND	JACKSON STATE U, JACKSON	MS	ATLAS	BENIN	1/03/96	MBA	3500	F	12/31/97	
000605	ENIANLOKO-HOUËSSOU, BAI GISEL	ECONOMICS INST/ENG.BOULDER	CO	ATLAS	BENIN	8/22/95				1/03/96	
000606	FAGBEURO, VERONIQUE	EMPORIA STATE U, EMPORIA	KS	ATLAS	BENIN	8/10/96	MBA	3650	M	12/29/96	CI
000308	FALABI, ABLAWA JEANNE	RESEARCH IN AFRICA				6/02/96				8/10/96	
000607	GADO, YSSAOU	EMPORIA STATE U, EMPORIA	KS	ATLAS	BENIN	8/21/94				6/02/96	
000442	GHOUMGO, NORBERT	N.Y. STATE UNIV/IELI, BUFFALO	NY	ATLAS	BENIN	1/11/94				8/21/94	
000443	GOUNDETE, VICTOR	PLACEMENT PENDING--R CALDWELL	PP	ATLAS	BENIN	11/11/11	MBA	3500	M	11/11/11	09
000906	HODONOU, ASSOGBA	EMPORIA STATE U, EMPORIA	KS	ATLAS	BENIN	8/18/96	MBA	3500	M	8/31/98	
000309	HONVO, MAHOUGBE	ECONOMICS INST/ENG.BOULDER	CO	ATLAS	BENIN	12/27/95				8/18/96	
000608	HOUËTO, COLETTE	JACKSON STATE U, JACKSON	MS	ATLAS	BENIN	1/03/96	MA	5290	F	4/28/98	
000434	HOUINATO, MAXIME YEOU	ALABAMA U/O-ENG, TUSCALOOSA	AL	ATLAS	BENIN	8/05/95				1/03/96	
000310	HOUNSOU, REMY	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	BENIN	1/18/96	MA	1340	F	12/31/98	
000445	KETCHION, JOSEPH	LOUISIANA ST U/ELOP, BAT ROUGE	LA	ATLAS	BENIN	8/05/95				1/18/96	
		ARIZONA UNIV OF, TUCSON	AZ	ATLAS	BENIN	6/06/94	MAS	2370	F	12/31/96	CI
		ARIZONA U/O-CESL, TUCSON	AZ	ATLAS	BENIN	1/11/94				6/06/94	
		KENT STATE UNIVERSITY, KENT	OH	ATLAS	BENIN	7/24/97	MA	5290	M	12/31/97	
		RESEARCH IN AFRICA				5/29/97				7/24/97	
		KENT STATE UNIVERSITY, KENT	OH	ATLAS	BENIN	1/02/96				5/29/97	
		SOUTHERN UNIV, BATON ROUGE	LA	ATLAS	BENIN	8/31/94	MS	5200	M	11/26/96	CI
		NORTHERN ILLINOIS UNIV, DEKALB	IL	ATLAS	BENIN	8/19/95	MS	1441	M	12/31/97	
		ECONOMICS INST/ENG.BOULDER	CO	ATLAS	BENIN	8/11/95				8/19/95	
		LEAVE OF ABSENCE USA/AFRICA	US*			7/21/95				8/11/95	
		ECONOMICS INST/ENG.BOULDER	CO	ATLAS	BENIN	8/06/94				7/21/95	
		GEORGIA, U OF/ALP, ATHENS	GA	ATLAS	BENIN	3/21/98	MS	2680	M	12/30/00	09
		PRACTICAL TRAINING/CALIFORNIA	CA	ATLAS	BENIN	6/01/96	MPA	4900	F	9/01/96	CI
		CALIF STATE UNIV, FRESNO	CA			8/29/94				6/01/96	
		CALIF STATE UNIV/EI, FRESNO	CA			8/29/94				8/29/94	
		OREGON STATE UNIV, CORVALLIS	OR	ATLAS	BENIN	4/01/96	MPH	4600	F	9/01/98	
		OREGON STATE U/ALP, CORVALLIS	OR			9/13/95				4/01/96	
		PRACTICAL TRAINING/NEW YORK	NY	ATLAS	BENIN	5/24/96	MBA	3510	M	8/11/96	CI
		BRANDEIS UNIVERSITY, WALTHAM	MA			2/15/96				5/24/96	
		RESEARCH IN AFRICA				9/14/95				2/15/96	
		BRANDEIS UNIVERSITY, WALTHAM	MA			8/31/94				9/14/95	
		WEST TEXAS A&M UNIV, CANYON	TX	ATLAS	BENIN	8/15/94	MS	3610	M	6/30/96	CI
		ECONOMICS INST/ENG.BOULDER	CO			1/02/94				8/15/94	
		CLAREMONT GRAD SCH, CLAREMONT	CA	ATLAS	BENIN	6/28/96	MBA	1520	M	5/31/98	
		LEAVE OF ABSENCE USA/AFRICA	US*			3/16/96				6/28/96	
		OLD DOMINION UNIV, NORFOLK	VA			8/23/95				3/16/96	
		ECONOMICS INST/ENG.BOULDER	CO			8/06/94				8/23/95	

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001005	KIKI, CELESTINE	PLACEMENT PENDING--R CALDWELL PP	ATLAS	BENIN	11/11/11	MBA	460	M	11/11/11	09
001006	KLAU, KOUESSI	PLACEMENT PENDING--R CALDWELL PP	ATLAS	BENIN	11/11/11	MBA	3500	M	11/11/11	09
001007	KORA, MARIE-JOSEPHINE	PLACEMENT PENDING--R CALDWELL PP	ATLAS	BENIN	11/11/11	MA	5221	F	11/11/11	09
000446	KOTY, GEORGETTE	N.Y. STATE UNIV, BUFFALO	ATLAS	BENIN	6/14/97	MS	5072	F	12/31/97	

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ID.NO	GRANTEE NAMNAME	EDUCATION ISNTITUION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE	S X	TERMINATION DATE	CD
		RESEARCH IN AFRICA				5/01/97				6/14/97	
		N.Y. STATE UNIV, BUFFALO	NY			5/30/95				5/01/97	
		N.Y. STATE UNIV/IELI, BUFFALO	NY			8/24/94				5/30/95	
000447	KOUKPAIZAN, VINCENT	SAN JOSE STATE UNIV, SAN JOSE	CA	ATLAS	BENIN	8/21/95	MBA	3531	M	8/31/97	C1
		ECONOMICS INST/ENG. BOULDER	CO			8/06/94				8/21/95	
000311	KOUYON, ADJOKE E	OREGON STATE UNIV, CORVALLIS	OR	ATLAS	BENIN	5/03/96	MAS	5000	F	12/19/96	C1
		RESEARCH IN AFRICA				3/25/96				5/03/96	
		OREGON STATE UNIV, CORVALLIS	OR			9/12/94				3/25/96	
		SO CAROLINA, U OF/EPI, COLUMBIA	SC			1/09/94				9/12/94	
000332	LADJOUAN, RACHIDATOU	SOUTHERN UNIV, BATON ROUGE	LA	ATLAS	BENIN	8/15/95	MBA	3510	F	1/17/97	C1
		NICHOLLS ST UNIV/THIBODAUX	LA			1/15/95				8/15/95	
		ARIZONA U/O-CESL, TUCSON	AZ			8/16/94				1/15/95	
		ECONOMICS INST/ENG. BOULDER	CO			1/09/94				8/16/94	
000448	LANHA, WILFRID	JACKSON STATE U, JACKSON	MS	ATLAS	BENIN	8/16/95	MBA	6051	M	12/31/97	
		ECONOMICS INST/ENG. BOULDER	CO			8/06/94				8/16/95	
000609	MONGBO, SETCHEME	BRANDEIS UNIVERSITY, WALTHAM	MA	ATLAS	BENIN	4/08/97	MA	1470	F	7/31/97	C1
		RESEARCH IN AFRICA				8/12/96				4/08/97	
		BRANDEIS UNIVERSITY, WALTHAM	MA			8/28/95				8/12/96	
		BOSTON UNIV/CELOP, BOSTON	MA			6/11/95				8/28/95	
000449	NAKA, BILL	PRACTICAL TRAINING/CONNECTICUT	CT	ATLAS	BENIN	7/01/97	MBA	3510	M	12/31/97	C2
		EMPORIA STATE U, EMPORIA	KS			8/18/95				7/01/97	
		ECONOMICS INST/ENG. BOULDER	CO			8/06/94				8/18/95	
000312	ODAH, K AUBIN	PRACT TRAINING/DIS OF COLUMBIA	DC	ATLAS	BENIN	8/16/95	MAS	5700	M	2/29/96	C1
		CLARK ATLANTA UNIV, ATLANTA	GA			1/02/94				8/16/95	
000903	PATINVOH, JUVENALE	N.Y. STATE UNIV, BUFFALO	NY	ATLAS	BENIN	8/09/97	MA	5490	F	8/31/99	
000610	PRODJINOTHO, CHARLES	PRACT TRAINING/DIS OF COLUMBIA	DC	ATLAS	BENIN	5/25/96	MA	1590	M	12/31/96	C1
		COLUMBIA UNIVERSITY, NEW YORK	NY			5/31/95				5/25/96	
000313	SAGBOHAN, JOB A	SAN DIEGO STATE U, SAN DIEGO	CA	ATLAS	BENIN	9/01/94	MPH	4414	M	8/22/96	C1
		SAN DIEGO STE UN/ENG, SAN DIEGO	CA			1/02/94				9/01/94	
000450	SOTIKON, CLAUDINE	JACKSON STATE U, JACKSON	MS	ATLAS	BENIN	8/10/96	MBA	3510	F	8/31/98	
		LEAVE OF ABSENCE USA/AFRICA	US*			2/05/95				8/10/96	
		ECONOMICS INST/ENG. BOULDER	CO			8/06/94				2/05/95	
000451	VIGNON, JOEL	CLEMSON UNIVERSITY, CLEMSON	SC	ATLAS	BENIN	8/07/94	MBA	3510	M	9/01/96	C1
000905	VIGNON, JOSETTE	SOUTHERN FLORIDA, UN OF, TAMPA	FL	ATLAS	BENIN	8/13/97	MPH	4690	F	8/31/99	
		SO CAROLINA, U OF/EPI, COLUMBIA	SC			6/02/97				8/13/97	
000907	YEKO, BONI	ECONOMICS INST/ENG. BOULDER	CO	ATLAS	BENIN	4/09/97	MBA	3650	M	8/31/99	
000331	YEKPE, URSULE	TOLEDO UNIV OF, TOLEDO	OH	ATLAS	BENIN	6/13/94	MBA	3510	F	9/04/96	C1
		AMER ENG LANGUAGE INST, TOLEDO	OH			12/19/93				6/13/94	
000611	ZINSOU, PIERRE	SO CAROLINA, U OF, COLUMBIA	SC	ATLAS	BENIN	8/16/96	MPH	4600	M	8/31/98	
		SO CAROLINA, U OF/EPI, COLUMBIA	SC			3/20/96				8/16/96	

NUMBER OF ENTRIES

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PARTICIPANT TRAINEE ROSTER -- COUNTRY ORIGIN/PROGRAM

ID.NO	GRANTEE NAMNAME	EDUCATION ISNTITUION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE	S X	TERMINATION DATE	CD
000768	DOKOULA, LAZARE	PLACEMENT PENDING--J. SABOURIN	PP	ATLAS	CENTRAL AFR	1/01/01	MA	1400	M	1/01/01	09
000246	HOZA, MODESTE	HAWAII UNIV OF, MAUI	HI	ATLAS	CENTRAL AFR	9/01/94	MPH	4600	M	1/07/96	C1
		NACOS INT'L INST, HONOLULU	HI			8/15/93				9/01/94	
		HAWAII UNIV OF/IELI, HONOLULU	HI			8/09/93				8/15/93	
000969	KONDOLAS-OUALYBANGAH, GUILLAU	PLACEMENT PENDING--J. SABOURIN	PP	ATLAS	CENTRAL AFR	11/11/11	MS	6290	M	11/11/11	09
000691	KOUMKWA, SAMUEL	NEW HAMPSHIRE UNIV OF, DURHAM	NH	ATLAS	CENTRAL AFR	8/27/96	MA	1400	M	1/14/99	
		N.Y. STATE UNIV/IELI, BUFFALO	NY			8/20/95				8/27/96	
000724	LAMA, MARCEL	WASH UNIVERSITY OF, SEATTLE	WA	ATLAS	CENTRAL AFR	9/21/97	MPH	4600	M	6/30/98	
		PRACTICAL TRAINING/WASHINGTON	WA			8/16/97				9/21/97	
		WASH UNIVERSITY OF, SEATTLE	WA			9/01/96				8/16/97	
		SEATTLE PACIFIC UN/ENG, SEATTLE	WA			1/05/96				9/01/96	
000536	NAMSSENMO, ABEL	SAN DIEGO STATE U, SAN DIEGO	CA	ATLAS	CENTRAL AFR	9/01/96	MPH	4600	M	8/31/98	
		SAN DIEGO ST UN/ENG	CA			11/30/95				9/01/96	
		LEAVE OF ABSENCE USA/AFRICA	US*			11/07/95				11/30/95	
		SAN DIEGO ST UN/ENG	CA			8/13/95				11/07/95	
000665	NGUEREKATA, GASTON	N.Y. STATE UNIV, BUFFALO	NY	ATLAS	CENTRAL AFR	8/13/95	NON	2600	M	4/15/96	C1
000188	NGUERETIA, LEON-PATRICE	CONN UNIVERSITY OF, STORRS	CT	ATLAS	CENTRAL AFR	8/30/93	M/D	1400	M	11/09/93	P1
		SO CAROLINA, U OF/EPI, COLUMBIA	SC			3/16/93				8/30/93	
000535	OUAPOU-LENA, FABIENNE	SAN DIEGO STATE U, SAN DIEGO	CA	ATLAS	CENTRAL AFR	1/01/96	MPH	4622	F	12/31/97	
		SAN DIEGO ST UN/ENG	CA			8/06/95				1/01/96	
000190	ROUNDOU, JEAN-BAPTISTE	JOHNS HOPKINS UNIV, BALTIMORE	MD	ATLAS	CENTRAL AFR	6/05/93	MPH	4600	M	6/30/94	C1
		ENGLISH LANG SVC CTR, ATLANTA	GA			1/24/93				6/05/93	
000585	SARSI, HENRI	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	CENTRAL AFR	1/05/96	MS	6051	M	6/30/98	
		SO'ERN ILL. U/CESL, CARBONDALE	IL			3/12/95				1/05/96	
000202	SOMSE, PIERRE	WASH UNIVERSITY OF, SEATTLE	WA	ATLAS	CENTRAL AFR	10/06/95	MPH	4600	M	12/26/95	C1
		RESEARCH IN AFRICA				4/15/95				10/06/95	
		WASH UNIVERSITY OF, SEATTLE	WA			6/15/93				4/15/95	
000927	YEPASSIS-ZEMBROU, PATRICIA	WASHINGTON, U OF/IEP SEATTLE	WA	ATLAS	CENTRAL AFR	9/22/97	MPH	4600	F	5/31/00	
000928	YONG-MONAMNA, ALAIN-BLAISE	ARKANSAS, U OF/ENG, FAYETTEVILLE	AR	ATLAS	CENTRAL AFR	9/04/97	MS	6290	M	9/14/00	

NUMBER OF ENTRIES

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PARTICIPANT TRAINEE ROSTER -- COUNTRY ORIGIN/PROGRAM

ID.NO	GRANTEE NAME	EDUCATION ISNTITUION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE	S X	TERMINATION DATE	CD
000795	BABASSANA, DIDIER-ARSENE	SO*ERN ILL. U/CESL, CARBONDALE	IL	ATLAS	CONGO, REPU	1/04/97	MS	6330	M	5/29/00	
000577	BACKOULOU, GEORGE	OKLA STATE UNIV, STILLWATER	OK	ATLAS	CONGO, REPU	5/20/96	MS	6652	M	8/31/98	
000215	BAKALA, MICHEL	OKLAHOMA STE U/ENG, STILLWATER	OK	ATLAS	CONGO, REPU	8/29/95				5/20/96	
		OKLA UNIVERSITY OF, NORMAN	OK	ATLAS	CONGO, REPU	6/01/94	MAS	3140	M	12/31/96	C1
		OKLAHOMA, U OF/ENG, NORMAN	OK			8/22/93				6/01/94	
000578	BONDOUMBOU, PIERRE-VINCENT	ARIZONA UNIV OF, TUCSON	AZ	ATLAS	CONGO, REPU	6/01/97	MS	6652	M	8/31/99	
		ARIZONA U/O-CESL, TUCSON	AZ			8/10/96				6/01/97	
000207	BOUBEKA, JACQUES	ARIZONA UNIV OF, TUCSON	AZ	ATLAS	CONGO, REPU	6/01/94	MS	6690	M	11/30/96	C1
		ARIZONA U/O-CESL, TUCSON	AZ			6/08/93				6/01/94	
000930	DICKELET, CORINE	LOUISIANA ST U/ELOP, BAT ROUGE	LA	ATLAS	CONGO, REPU	1/01/98	MS	6690	F	5/23/01	09
000259	EQUEBAT, PHILOMENE GERTRUDE	GEORGIA, U OF/ALP, ATHENS	GA	ATLAS	CONGO, REPU	9/05/93	MAS	5650	F	9/30/94	W7
000168	ESSEREKE, ALFRED	ARIZONA STATE UNIV, TEMPE	AZ	ATLAS	CONGO, REPU	9/01/93	MS	3010	M	6/30/95	C1
		ARIZONA STATE U/ALCP, TEMPE	AZ			1/05/93				9/01/93	
000149	KHANDA, FERDINAND DOUKAGA	PENN STATE UNIV, UNIV PARK	PA	ATLAS	CONGO, REPU	1/01/93	MAS	3010	M	5/30/95	C1
		PENN STATE U/ENG, UNIV PARK	PA			8/08/92				1/01/93	
000155	LIBOULA, GISELE	JOHNSON & WALES COLLEGE, PROV	RI	ATLAS	CONGO, REPU	10/01/92	MBA	3540	F	12/31/92	C1
000796	LOUKONDO, ANGELIQUE	OKLAHOMA STE U/ENG, STILLWATER	OK	ATLAS	CONGO, REPU	1/01/98	MS	6330	F	5/31/01	09
000929	MABIALA, VICTOR	SO CAROLINA, U OF/EPI, COLUMBIA SC	SC	ATLAS	CONGO, REPU	1/01/98	MS	2330	M	5/09/01	09
000227	MALONGA, NOEL	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	CONGO, REPU	6/01/94	MAS	1530	M	12/31/96	S7
		SO*ERN ILL. U/CESL, CARBONDALE	IL			8/07/93				6/01/94	
000156	MOUKILA, ALBERT	JOHNSON & WALES COLLEGE, PROV	RI	ATLAS	CONGO, REPU	10/01/92	MBA	3540	M	12/30/92	C1
000162	MOUMALE, GUY DANIEL	TUSKEGEE INSTITUTE, TUSKEGEE	AL	ATLAS	CONGO, REPU	11/01/92	MS	3180	M	7/28/93	C1
000122	MOUNTOLE, MARIE	TENNESSEE, U OF KNOXVILLE/ENG	TN	ATLAS	CONGO, REPU	8/08/92	MPA	4900	F	8/30/93	P1
000250	MOUSSATA, CHARMENT	GEORGIA UNIV OF, ATHENS	GA	ATLAS	CONGO, REPU	1/27/97	MAS	5650	M	3/31/97	C7
		LEAVE OF ABSENCE USA/AFRICA	US*			12/17/96				1/27/97	
		GEORGIA UNIV OF, ATHENS	GA			9/01/94				12/17/96	
		GEORGIA, U OF/ALP, ATHENS	GA			9/05/93				9/01/94	
000932	NGOULHOUD-KOUA, ARMAND	OKLAHOMA STE U/ENG, STILLWATER	OK	ATLAS	CONGO, REPU	1/01/98	MS	6290	M	5/23/01	09
000145	NGOYA, CESAR	HAWAII UNIV OF, HONOLULU	HI	ATLAS	CONGO, REPU	9/01/93	MAS	6140	M	8/30/95	C1
		HAWAII UNIV OF/IELI, HONOLULU	HI			5/26/93				9/01/93	
		ARIZONA U/O-CESL, TUCSON	AZ			8/08/92				5/26/93	
000598	NKOUKA, JEAN	OKLA STATE UNIV, STILLWATER	OK	ATLAS	CONGO, REPU	9/01/97	MS	6652	M	8/31/99	
		OKLAHOMA STE U/ENG, STILLWATER	OK			1/04/97				9/01/97	
000797	NKOUNKOU, DUCLOS	N.Y. STATE UNIV/IELI, BUFFALO	NY	ATLAS	CONGO, REPU	1/16/97	MS	6652	M	6/02/00	
000173	OKOKO, MARCEL	AUBURN UNIVERSITY, AUBURN	AL	ATLAS	CONGO, REPU	6/10/93	MS	6320	M	9/30/95	C1
		LOUISIANA ST U/ELOP, BAT ROUGE	LA			1/07/93				6/10/93	
000931	OSSOKO, JEAN PAUL	OHIO STATE UN/ENG, COLUMBUS	OH	ATLAS	CONGO, REPU	1/01/98	MS	6690	M	4/18/01	09
000157	POUKOUTA, PROSPER	PENN STATE UNIV, UNIV PARK	PA	ATLAS	CONGO, REPU	10/01/92	PHD	1300	M	1/15/95	C7

NUMBER OF ENTRIES

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PARTICIPANT TRAINEE ROSTER -- COUNTRY ORIGIN/PROGRAM

ID.NO	GRANTEE NAMNAME	EDUCATION ISNTITUION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE X	S	TERMINATION DATE	CO
000917	BAH, ABDOUL	ECONOMICS INST/ENG. BOULDER	CO	ATLAS	GUINEA	8/10/97	MBA	3500	M	8/30/00	
000715	BAH, AHMADOU	EMPORIA STATE U, EMPORIA	KS	ATLAS	GUINEA	1/04/97	MBA	3510	M	5/31/99	
000533	BAH, AMADOU YOUSOUF	ECONOMICS INST/ENG. BOULDER	CO			8/21/95				1/04/97	
		GEORGIA UNIV OF, ATHENS	GA	ATLAS	GUINEA	4/01/96	MS	5090	M	12/30/98	
		GEORGIA, U OF/ALP, ATHENS	GA			9/06/95				4/01/96	
000959	BAH, TAIBOU	N.Y. STATE UNIV/IELI, BUFFALO	NY	ATLAS	GUINEA	8/10/97	BS	5000	F	8/31/02	
000414	BALDE, AHMADOU	SOUTHERN FLORIDA, UN OF, TAMPA	FL	ATLAS	GUINEA	6/22/96	MAS	4414	M	5/31/98	
		OHIO UNIVERSITY, ATHENS	OH			8/22/95				6/22/96	
		SAN DIEGO ST UN/ENG	CA			8/06/94				8/22/95	
000909	BALDE, AISSATOU	PLACEMENT PENDING--M.ROBERTS	PP	ATLAS	GUINEA	11/11/11	MA	5510	F	11/11/11	09
000960	BALDE, DJENABOU	IOWA STATE U/IEOP, AMES	IA	ATLAS	GUINEA	8/10/97	BS	5000	F	8/31/02	
000415	BALDE, HADIATOU	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	GUINEA	12/22/96	MAS	1721	F	5/31/98	
		LEAVE OF ABSENCE USA/AFRICA	US*			12/13/96				12/22/96	
		SOUTHERN ILLINOIS U, CARBONDALE	IL			1/01/96				12/13/96	
		SO'ERN ILL. U/CESL, CARBONDALE	IL			8/06/94				1/01/96	
000910	BALDE, NENE	BALL STATE UNIVERSITY, MUNCIE	IN	ATLAS	GUINEA	8/10/97	MS	6690	F	12/30/99	
000714	BARRY, ABDURAHMANE	N.Y. STATE UNIV, BUFFALO	NY	ATLAS	GUINEA	1/21/97	MS	5090	M	8/31/98	
000710	BARRY, HOUSSEYNATOU	N.Y. STATE UNIV/IELI, BUFFALO	NY			8/21/95				1/21/97	
		OKLA UNIV OF, OKLAHOMA CITY	OK	ATLAS	GUINEA	12/29/96	MPH	4690	F	12/31/98	
		OKLAHOMA, U OF/ENG, NORMAN	OK			1/17/96				12/29/96	
000911	BARRY, THIerno	GEORGIA, U OF/ALP, ATHENS	GA	ATLAS	GUINEA	8/27/97	MA	5073	M	5/31/00	
000918	BAYO, MOHAMED	ECONOMICS INST/ENG. BOULDER	CO	ATLAS	GUINEA	8/10/97	MS	3500	M	12/30/99	
000961	CAMARA, AISSATA	ENG LANG/MULTICULT INST, DAYTON	OH	ATLAS	GUINEA	8/10/97	BS	5000	F	8/31/02	
000712	CAMARA, ANSOUMANE	HAWAII UNIV OF, HONOLULU	HI	ATLAS	GUINEA	1/13/97	MPH	4622	M	12/31/98	
		HAWAII UNIV OF/IELI, HONOLULU	HI			12/27/95				1/13/97	
000962	CAMARA, MARIAMA	N.Y. STATE UNIV/IELI, BUFFALO	NY	ATLAS	GUINEA	8/10/97	BS	5000	F	8/31/02	
000963	CAMARA, MARIE	IOWA STATE U/IEOP, AMES	IA	ATLAS	GUINEA	8/10/97	BS	5000	F	8/31/02	
000702	CAMARA, RACHEL	ARIZONA STATE UNIV, TEMPE	AZ	ATLAS	GUINEA	8/16/97	MS	6050	F	12/30/98	
		RESEARCH IN AFRICA				6/01/97				8/16/97	
		ARIZONA STATE UNIV, TEMPE	AZ			6/03/96				6/01/97	
		ARIZONA STATE U/ALCP, TEMPE	AZ			8/05/95				6/03/96	
000704	CONDE, MOHAMED	ARIZONA STATE UNIV, TEMPE	AZ	ATLAS	GUINEA	8/23/97	MS	6050	M	12/30/98	
		LEAVE OF ABSENCE USA/AFRICA	US*			7/03/97				8/23/97	
		ARIZONA STATE UNIV, TEMPE	AZ			8/26/96				7/03/97	
		ARIZONA STATE U/ALCP, TEMPE	AZ			8/05/95				8/26/96	
000921	DANSD, SOLANGE	ECONOMICS INST/ENG. BOULDER	CO	ATLAS	GUINEA	8/10/97	MBA	3500	F	2/05/00	
000964	DIKITE, FATOUMATA	ENG LANG/MULTICULT INST, DAYTON	OH	ATLAS	GUINEA	8/10/97	BS	5000	F	8/31/02	
000534	DIALLO, ABDOUL LATIF	BALL STATE UNIVERSITY, MUNCIE	IN	ATLAS	GUINEA	8/11/96	MBA	3516	M	8/31/98	
		SO'ERN ILL. U/CESL, CARBONDALE	IL			8/07/95				8/11/96	
000912	DIALLO, ABDOULAYE	ARIZONA STATE U/ALCP, TEMPE	AZ	ATLAS	GUINEA	8/10/97	MS	6690	M	1/09/01	
000360	DIALLO, AHMED	SAN DIEGO STATE U, SAN DIEGO	CA	ATLAS	GUINEA	8/28/95	MPH	4611	M	6/20/97	C1
		SAN DIEGO ST UN/ENG	CA			8/06/94				8/28/95	
000573	DIALLO, ALPHA	ECONOMICS INST/ENG. BOULDER	CO	ATLAS	GUINEA	1/04/95	MBA	3500	M	8/30/95	P1
000359	DIALLO, BOUBACAR	OKLA UNIV OF, OKLAHOMA CITY	OK	ATLAS	GUINEA	1/01/96	MPH	4622	M	1/31/98	
		OKLAHOMA, U OF/CESL, NORMAN	OK			8/27/95				1/01/96	
		MINNESOTA U/O-EPIS, MINNEAPOL	MN			9/16/94				8/27/95	

000968 DIALLO HADIATOU

000919 DIALLO, YOUSOUF
000717 DIAOUNE, ABOUBACAR

ECONOMICS INST/ENG. BOULDER CO
UTAH STATE UNIV-ELI, LOGAN UT
TENN STATE UNIV, NASHVILLE TN

ATLAS GUINEA
ATLAS GUINEA

8/21/95 8/18/96
9/21/97 MS 6440 M 8/31/00
8/19/96 MBA 3640 M 8/31/98

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ID.NO	GRANTEE NAMNAME	EDUCATION ISNTITUION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE	S X	TERMINATION DATE	CO
000408	DIWARA, KABINE	ECONOMICS INST/ENG. BOULDER	CO			8/21/95				8/19/96	
		ALABAMA A&M UNIV., NORMAL	AL	ATLAS	GUINEA	6/01/95	MBA	3500	M	5/31/97	C1
000920	DIWARA, SAFERE	ECONOMICS INST/ENG. BOULDER	CO			2/01/94				6/01/95	
000913	DIOP, HAFSATOU	SO CAROLINA, U OF/EPI, COLUMBIA	SC	ATLAS	GUINEA	8/27/97	MPH	4600	M	9/26/00	
000922	DOUMBOUYA, ALHASSANE	HAWAII UNIV OF/IELI, HONOLULU	HI	ATLAS	GUINEA	9/21/97	MPH	4600	F	8/23/00	
000718	KABA, SEKOU	PLACEMENT PENDING--M. ROBERTS	PP	ATLAS	GUINEA	11/11/11	MBA	3500	M	11/11/11	O9
		EMPORIA STATE U, EMPORIA	KS	ATLAS	GUINEA	1/07/97	MBA	3640	M	12/31/98	
		ECONOMICS INST/ENG. BOULDER	CO			8/21/95				1/07/97	
000967	KANTARA, MARIAMA	MICH ST U/ENG LANG CTR, E LNSNG	MI	ATLAS	GUINEA	8/10/97	BS	5000	F	8/31/02	
000923	KASSE, YAYA	SO'ERN ILL. U/CESL, CARBONDALE	IL	ATLAS	GUINEA	8/10/97	MPH	4600	M	8/31/00	
000914	KEITA, ABDOLAYE	SO'ERN ILL. U/CESL, CARBONDALE	IL	ATLAS	GUINEA	8/10/97	MS	6690	M	8/31/00	
000713	KEITA, LANSANA	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	GUINEA	8/19/96	MA	1420	M	6/09/99	
		SO'ERN ILL. U/CESL, CARBONDALE	IL			1/10/96				8/19/96	
000392	KEITA, NENE	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	GUINEA	8/13/94	MBA	3510	F	1/31/96	W1
		N.Y. STATE UNIV/IELI, BUFFALO	NY			1/09/94				8/13/94	
000966	KOIVOGUI, MARIAM	MICH ST U/ENG LANG CTR, E LNSNG	MI	ATLAS	GUINEA	8/10/97	BS	5000	F	8/31/02	
000337	KOUROUMA, MATHIEU KOKOLY	SOUTHWESTERN LOUISIANA, U OF	LA	ATLAS	GUINEA	1/16/95	BAS	3400	M	8/31/97	C1
		LOUISIANA ST U/ELOP, BAT ROUGE	LA			1/03/94				1/16/95	
000711	LAMA, PAUL	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	GUINEA	8/19/96	MS	6050	M	12/31/98	
		SO'ERN ILL. U/CESL, CARBONDALE	IL			8/07/95				8/19/96	
000635	N'DIAYE, DAOUA	SOUTHWESTERN LOUISIANA, U OF	LA	ATLAS	GUINEA	6/01/96	MS	3400	M	12/30/98	
		LOUISIANA ST U/ELOP, BAT ROUGE	LA			8/05/95				6/01/96	
000915	SOUMAORO, JULIENNE	PLACEMENT PENDING--M. ROBERTS	PP	ATLAS	GUINEA	11/11/11	MA	5073	F	11/11/11	O9
000924	SOW, MOHAMED	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	GUINEA	8/25/97	MS	3410	M	5/31/00	
		SO'ERN ILL. U/CESL, CARBONDALE	IL			6/22/97				8/25/97	
000925	THIAM, BOUBACAR	PLACEMENT PENDING--M. ROBERTS	PP	ATLAS	GUINEA	11/11/11	MS	6690	M	11/11/11	O9
000916	TOURE, FANTA	SO CAROLINA, U OF/EPI, COLUMBIA	SC	ATLAS	GUINEA	8/27/97	MS	6041	F	5/31/00	
000342	TOURE, MOHAMED	CORNELL UNIVERSITY, ITHACA	NY	ATLAS	GUINEA	6/01/96	MAS	5420	M	2/28/97	C1
		RESEARCH IN AFRICA				5/07/96				6/01/96	
		CORNELL UNIVERSITY, ITHACA	NY			8/18/94				5/07/96	
		N.Y. STATE UNIV/IELI, BUFFALO	NY			1/09/94				8/18/94	
000965	TOURE, NABA	SO CAROLINA, U OF/EPI, COLUMBIA	SC	ATLAS	GUINEA	8/10/97	BS	5000	F	8/31/02	

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ID.NO	GRANTEE NAMNAME	EDUCATION ISNTITUION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE	S X	TERMINATION DATE	CD
000842	ALEXANDER, BENNETT	INDIANA STATE U, TERRE HAUTE	IN	ATLAS	SOUTH AFRIC	8/18/96	MS	5073	M	12/31/97	
000785	BUGARITH, KISHOR	PLACEMENT PENDING--M.CHABEDI	PP	ATLAS	SOUTH AFRIC	11/11/11	PHD	4469	M	11/11/11	09
000844	CHALUFU, JOHN	N.Y. STATE UNIV, BUFFALO	NY	ATLAS	SOUTH AFRIC	8/11/96	MA	5200	M	2/27/01	
000782	DE VRIES, LINDA	N.Y. STATE UNIV, ALBANY	NY	ATLAS	SOUTH AFRIC	3/31/97	PHD	3510	F	6/30/01	
		LEAVE OF ABSENCE USA/AFRICA	US*			9/21/97				3/31/97	
		N.Y. STATE UNIV, ALBANY	NY			1/06/97				3/21/97	
000783	DONDOLO, BONGAZANA	SOUTHEASTERN LA UNIV, HAMMOND	LA	ATLAS	SOUTH AFRIC	8/11/96	MBA	3500	F	1/01/99	
000845	FIKENI, SOMADODA	MICH STATE UNIV, EAST LANSING	MI	ATLAS	SOUTH AFRIC	8/11/96	PHD	4900	M	2/27/01	
000846	FOSTER, NINA	OHIO STATE UNIV, COLUMBUS	OH	ATLAS	SOUTH AFRIC	9/20/97	PHD	6710	F	3/21/01	
		LEAVE OF ABSENCE USA/AFRICA	US*			8/01/97				9/20/97	
		OHIO STATE UNIV, COLUMBUS	OH			1/03/97				8/01/97	
		LEAVE OF ABSENCE USA/AFRICA	US*			9/15/96				1/03/97	
000847	FRANKS, OSWALD	SOUTHERN FLORIDA, UN OF, TAMPA	FL	ATLAS	SOUTH AFRIC	8/18/96	PHD	3000	M	2/28/01	
000848	GERTZE, DAVID	CLARKSON COLL OF TECH, POTSDAM	NY	ATLAS	SOUTH AFRIC	5/17/97	MS	3100	M	5/30/00	
000780	GOVENDER, VIJANTHIMAJ	WINTHROP UNIVERSITY, ROCK HILL	SC	ATLAS	SOUTH AFRIC	6/09/97	MBA	3500	F	8/15/97	CI
		LEAVE OF ABSENCE USA/AFRICA	US*			5/21/97				6/09/97	
		WINTHROP UNIVERSITY, ROCK HILL	SC			1/19/97				5/21/97	
		LEAVE OF ABSENCE USA/AFRICA	US*			8/18/96				1/19/97	
000876	GQAMANA, PUTUMA	HAMPTON UNIVERSITY, HAMPTON	VA	ATLAS	SOUTH AFRIC	8/11/96	MS	2500	M	9/01/99	
000851	HAAS, TREVOR	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	SOUTH AFRIC	1/09/97	MS	3010	M	12/31/99	
000853	HOLTMAN, CORNA	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	SOUTH AFRIC	8/18/96	PHD	5073	F	3/08/01	
000855	KANNY, KRISHNAN	NEW JERSEY INST OF TECH, NEWARK	NJ	ATLAS	SOUTH AFRIC	8/17/97	MS	3200	M	8/11/99	
000979	LALENDLE, LUVUYO	PLACEMENT PENDING--M.CHABEDI	PP	ATLAS	SOUTH AFRIC	11/11/11	PHD	5200	M	11/11/11	09
000856	LEBELO, SOGOLO	EMPORIA STATE U, EMPORIA	KS	ATLAS	SOUTH AFRIC	8/11/96	MS	2410	M	1/01/99	
000978	LUKOTO, TSHILDZI	PLACEMENT PENDING--M.CHABEDI	PP	ATLAS	SOUTH AFRIC	11/11/11	MS	4510	F	11/11/11	09
000857	MAHAYE, ANTONIA	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	SOUTH AFRIC	8/18/96	PHD	2270	F	3/01/01	
000980	MAIMELA, KENNEDY	PLACEMENT PENDING--M.CHABEDI	PP	ATLAS	SOUTH AFRIC	11/11/11	MPA	4900	M	11/11/11	09
000992	MAKHADO, BALANGANANI	PLACEMENT PENDING--M.CHABEDI	PP	ATLAS	SOUTH AFRIC	11/11/11	MPA	4900	M	11/11/11	09
000858	MANTSHIMULI, TENDANI	KENTUCKY UNIV OF, LEXINGTON	KY	ATLAS	SOUTH AFRIC	8/11/96	MA	1480	F	12/30/98	
000994	MAVHUNGU, SIMON	PLACEMENT PENDING--M.CHABEDI	PP	ATLAS	SOUTH AFRIC	11/11/11	PHD	2600	M	11/11/11	09
000860	MBELE, YOLISA	N.Y. STATE UNIV, ALBANY	NY	ATLAS	SOUTH AFRIC	6/17/97	PHD	4990	F	2/27/01	
		RESEARCH IN AFRICA				5/14/97				6/17/97	
		N.Y. STATE UNIV, ALBANY	NY			8/11/96				5/14/97	
000779	MHLONGO, SIKHUMBUZO	JACKSON STATE U, JACKSON	MS	ATLAS	SOUTH AFRIC	8/11/96	MBA	3500	M	12/31/97	
000862	MOHLALA, MOLOBE	HOWARD UNIV, WASHINGTON	DC	ATLAS	SOUTH AFRIC	8/11/96	MS	2640	M	1/01/99	
000863	MOKWENA, KEBOGILE	SO CAROLINA, U OF, COLUMBIA	SC	ATLAS	SOUTH AFRIC	1/14/97	PHD	5110	F	3/01/01	
		LEAVE OF ABSENCE USA/AFRICA	US*			12/22/96				1/14/97	
		SO CAROLINA, U OF, COLUMBIA	SC			8/18/96				12/22/96	
000864	MPEPO, LUNGELWA	WINTHROP UNIVERSITY, ROCK HILL	SC	ATLAS	SOUTH AFRIC	8/11/96	MBA	3501	F	12/31/97	
000865	MTALA, BEATRICE P	EASTERN MICHIGAN UN, YPSILANTI	MI	ATLAS	SOUTH AFRIC	8/11/96	MS	1400	F	12/31/98	
000866	MVULENTI, TANDEKA	NORTHERN ILLINOIS UNIV, DEKALB	IL	ATLAS	SOUTH AFRIC	4/24/97	MS	2380	F	5/29/99	
		LEAVE OF ABSENCE USA/AFRICA	US*			4/10/97				4/24/97	
		NORTHERN ILLINOIS UNIV, DEKALB	IL			12/30/96				4/10/97	
000867	MYENI, VELAPHI	PLACEMENT PENDING--M.CHABEDI	PP	ATLAS	SOUTH AFRIC	11/11/11	MS	3100	R	11/11/11	09
000841	NDYIMANDE, STANLEY	MASS. UNIV OF, AMHERST	MA	ATLAS	SOUTH AFRIC	8/11/96	MA	5021	M	8/23/98	
000868	NGWENYA, ELVIS	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	SOUTH AFRIC	8/18/96	MS	2370	M	12/31/98	

000870	PHALA, MMASERAME	JACKSON STATE U, JACKSON	MS	ATLAS	SOUTH AFRIC	8/11/96	MS	4200	F	9/04/98
000871	PHASHANA, NKHELEBENI	MICH STATE UNIV, EAST LANSING	MI	ATLAS	SOUTH AFRIC	12/30/96	PHD	8100	M	6/30/01
000872	PILLAY, SELVUM	FLORIDA A&M UNIV, TALLAHASSEE	FL	ATLAS	SOUTH AFRIC	8/12/97	MS	3120	M	9/07/99
		LEAVE OF ABSENCE USA/AFRICA	US*			1/24/97				8/12/97

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						1/06/97				1/24/97	
000993	RATSHISEVHE, MAFANEDZA	FLORIDA A&M UNIV, TALLAHASSEE	FL	ATLAS	SOUTH AFRIC	11/11/11	MS	3512	M	11/11/11	09
		PLACEMENT PENDING--M.CHABEDI	PP	ATLAS	SOUTH AFRIC	1/06/97	PHD	3100	M	6/30/01	
000873	SEWSUNKER, RATHILALL	WASH STATE UNIVERSITY, PULLMAN	WA	ATLAS	SOUTH AFRIC	8/24/96	MBA	3500	F	12/31/98	
000781	SISHUBA-TOM, NANDIPHA	SOUTHEASTERN LA UNIV, HAMMOND	LA	ATLAS	SOUTH AFRIC	8/11/96	PHD	5490	F	2/27/01	
000874	THUYN SMA, BEATRICE	N.Y. STATE UNIV, ALBANY	NY	ATLAS	SOUTH AFRIC	8/11/96	PHD	5490	F	2/27/01	
000875	TLAKA, SEIPATI	INDIANA STATE U, TERRE HAUTE	IN	ATLAS	SOUTH AFRIC	8/11/96	MA	1510	F	12/31/97	

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000836	AISINDI, ANNA	WARTBURG COLLEGE, WAVERLY	IA	ATLAS	NAMIBIA	8/24/96	BS	2300	F	8/29/00	
000939	AMAKALI, KRISTOFINA	SO CAROLINA, U OF/EPI,COLUMBIA	SC	ATLAS	NAMIBIA	8/24/97	MS	4510	F	12/30/99	
000822	ASINO, KRISTOFINA	IOWA STATE UNIV, AMES	IA	ATLAS	NAMIBIA	8/10/96	BS	6710	F	8/30/00	
000809	AWASEB, JOHN	NORTHERN ILLINOIS UNIV, DEKALB	IL	ATLAS	NAMIBIA	1/13/97	MS	5200	M	9/02/98	
		LEAVE OF ABSENCE USA/AFRICA	US*			12/13/96				1/13/97	
		NORTHERN ILLINOIS UNIV, DEKALB	IL			8/14/96				12/13/96	
000823	BARRION, MARIA	OHIO WESLEYAN, DELAWARE	OH	ATLAS	NAMIBIA	8/10/96	BS	2440	F	8/29/00	
000458	BEUKES, FRITZ	EMPORIA STATE U, EMPORIA	KS	ATLAS	NAMIBIA	8/06/94	MA	1750	M	8/15/96	C1
000808	BOER, PERIEN	ARIZONA STATE UNIV, TEMPE	AZ	ATLAS	NAMIBIA	8/10/96	MS	6652	F	12/29/98	
000810	BRANDT, ANDELINE	N.Y. STATE UNIV, BINGHAMTON	NY	ATLAS	NAMIBIA	8/11/96	MS	5073	F	12/31/97	
000811	D'ALMEIDA, GRACA	MD. UNIV OF, EASTERN SHORE	MD	ATLAS	NAMIBIA	8/14/96	MS	2450	F	1/02/99	
000626	ELAGO, MARTIN	MICH CENTRAL UNIV, MT PLEASANT	MI	ATLAS	NAMIBIA	8/06/95	MA	5200	M	8/31/96	C1
000940	ENKONO, PAULINUS	PLACEMENT PENDING--M.CHABEDI	PP	ATLAS	NAMIBIA	11/11/11	MS	5280	M	11/11/11	O9
000625	FREDERICKS, DENNIS	OHIO UNIVERSITY, ATHENS	OH	ATLAS	NAMIBIA	8/06/95	MA	5200	M	12/03/96	C1
000812	HAKO, ANNA	EMPORIA STATE U, EMPORIA	KS	ATLAS	NAMIBIA	12/30/96	MA	5510	F	5/28/99	
000813	HARTMANN, WOLFRAM	COLUMBIA UNIVERSITY, NEW YORK	NY	ATLAS	NAMIBIA	9/01/97	PHD	0371	M	2/22/01	
		RESEARCH IN AFRICA				5/29/97				9/01/97	
		COLUMBIA UNIVERSITY, NEW YORK	NY			4/01/97				5/29/97	
		LEAVE OF ABSENCE USA/AFRICA	US*			8/26/96				4/01/97	
000941	IIPINGE, SAKARIA	IOWA STATE UNIV, AMES	IA	ATLAS	NAMIBIA	8/22/97	MS	5290	M	8/31/99	
000456	ISAACS, ALBERTUS	MICH CENTRAL UNIV, MT PLEASANT	MI	ATLAS	NAMIBIA	8/07/94	MA	5200	M	8/11/95	C1
000814	KAHIKUATA, INAANI	BALL STATE UNIVERSITY, MUNCIE	IN	ATLAS	NAMIBIA	8/10/97	PHD	5530	F	2/27/02	
000948	KAMOHU, MARTA	MICH ST U/ENG LANG CTR, E LNSNG	MI	ATLAS	NAMIBIA	8/10/97	BS	6690	F	12/31/01	
000942	KAPENDA, HILENI-MAGANO	OHIO UNIVERSITY, ATHENS	OH	ATLAS	NAMIBIA	8/24/97	MS	5290	F	12/30/99	
000815	KAPERU, ASNATH	JACKSON STATE U, JACKSON	MS	ATLAS	NAMIBIA	8/11/96	MS	5490	F	12/31/97	
000482	KAPIYE, SAMUEL	ARIZONA UNIV OF, TUCSON	AZ	ATLAS	NAMIBIA	8/07/94	MS	6652	M	5/10/96	C1
000476	KASHINDI, GERVASIUS	PITTSBURGH U/O, PITTSBURGH	PA	ATLAS	NAMIBIA	1/02/95	MA	5200	M	7/27/96	C1
000618	KASTOOR, GERALDINE	JACKSON STATE U, JACKSON	MS	ATLAS	NAMIBIA	8/06/95	BS	6652	F	8/31/99	
000483	KATJITA, ANGELICA	RUTGERS/SUNJ, NEW BRUNSWICK	NJ	ATLAS	NAMIBIA	8/06/94	MPA	3511	F	7/11/96	C1
000477	KAURIVI, JORRY	ARIZONA UNIV OF, TUCSON	AZ	ATLAS	NAMIBIA	8/22/94	MS	6090	M	5/15/96	C1
000484	KISTING, NICOLAAS H	CAL STATE UNIV, FULLERTON	CA	ATLAS	NAMIBIA	8/07/94	MA	1710	M	12/01/94	P1
000947	KROHNE, FELICITY	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	NAMIBIA	8/10/97	BS	3570	F	8/31/01	
000622	LUBBE, LEON	ARIZONA STATE UNIV, TEMPE	AZ	ATLAS	NAMIBIA	8/17/96	MS	6652	M	10/17/97	C1
		RESEARCH IN AFRICA				5/11/96				8/17/96	
		ARIZONA STATE UNIV, TEMPE	AZ			8/06/95				5/11/96	
000816	LUKA, GIBSON	MICH CENTRAL UNIV, MT PLEASANT	MI	ATLAS	NAMIBIA	5/09/97	MS	5200	M	8/09/97	C1
		LEAVE OF ABSENCE USA/AFRICA	US*			4/25/97				5/09/97	
		MICH CENTRAL UNIV, MT PLEASANT	MI			8/11/96				4/25/97	
000478	MOOTSENG, DINTWE	JACKSON STATE U, JACKSON	MS	ATLAS	NAMIBIA	8/06/95	MA	4220	M	5/10/97	C1
000433	MOUTON, JEROME	WILLIAMS COL/UNDERGD, W*TOWN	MA	ATLAS	NAMIBIA	9/06/94	MA	1470	M	6/07/95	C1
		ECONOMICS INSTITUTE, BOULDER	CO			5/25/94				9/06/94	
000301	MUKUAHIMA, BERTHOLO	OHIO UNIVERSITY, ATHENS	OH	ATLAS	NAMIBIA	12/28/93	MAS	3511	M	9/30/95	C1
000621	MUKWAME, MICHAEL	JACKSON STATE U, JACKSON	MS	ATLAS	NAMIBIA	8/05/95	MA	4200	M	1/10/97	C1
000943	MUTUMBA, JEROME	SOUTHERN ILLINOIS U,CARBONDALE	IL	ATLAS	NAMIBIA	8/08/97	MS	5120	M	12/29/99	
000628	NAKANUKU, LOUISA	MO. UNIV OF, EASTERN SHORE	MO	ATLAS	NAMIBIA	1/26/97	BS	2450	F	8/10/99	
		LEAVE OF ABSENCE USA/AFRICA	US*			12/18/96				1/26/97	

009	NAM	FE	ITA	W	JRG	EGE	VERU	MS	ATL	BIA	12/	7	422	12/	09
000721	NDOMBO, BIRGA						JACKSON STATE U, JACKSON	MS	ATLAS	NAMIBIA	8/06/95	BS	6652	F	8/31/99
000837	NGHIDINWA, CHRISTINE						HUMBOLDT STATE UNIV, ARCATA	CA	ATLAS	NAMIBIA	8/10/96	BS	2300	F	8/31/00
000623	NYAMBE, NYAMBE						ARIZONA STATE UNIV. TEMPE	AZ	ATLAS	NAMIBIA	8/17/96	MA	6652	M	12/31/97

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		RESEARCH IN AFRICA				5/11/96				8/17/96	
		ARIZONA STATE UNIV. TEMPE	AZ			8/06/95				5/11/96	
000977	OLIVIER, MARTINO	JACKSON STATE U, JACKSON	MS	ATLAS	NAMIBIA	8/08/97	MS	5280	M	8/28/99	
000944	PATOKO, ISANIAS	SOUTHERN UNIV, BATON ROUGE	LA	ATLAS	NAMIBIA	8/22/97	MS	5490	M	8/31/99	
000629	PETERSEN, DENISE	IOWA STATE UNIV, AMES	IA	ATLAS	NAMIBIA	1/11/97	BA	6710	F	8/31/99	
		LEAVE OF ABSENCE USA/AFRICA	US*			12/20/96				1/11/97	
		IOWA STATE UNIV, AMES	IA			8/06/95				12/20/96	
000479	PUZ, ALEKSANDRA	CLEMSON UNIVERSITY, CLEMSON	SC	ATLAS	NAMIBIA	12/29/96	MS	3070	F	5/31/97	C1
		LEAVE OF ABSENCE USA/AFRICA	US*			12/07/96				12/29/96	
		CLEMSON UNIVERSITY, CLEMSON	SC			1/08/96				12/07/96	
		OKLA UNIVERSITY OF, NORMAN	OK			1/03/95				1/08/96	
000817	SCHMIDT, MILLYCENT	N.Y. STATE UNIV, BUFFALO	NY	ATLAS	NAMIBIA	8/10/96	MS	4440	F	12/29/98	
000268	SCOTT, ALEYA	OHIO UNIVERSITY, ATHENS	OH	ATLAS	NAMIBIA	8/25/93	MAS	5011	F	11/30/94	C1
000485	SHILAMBA, EVA-LIISA	HAWAII UNIV OF, HONOLULU	HI	ATLAS	NAMIBIA	8/06/95	MS	2410	F	5/19/97	C1
000486	SMITH, HELOISE	INDIANA UNIV, BLOOMINGTON	IN	ATLAS	NAMIBIA	1/11/97	MBA	3720	F	7/02/97	C1
		LEAVE OF ABSENCE USA/AFRICA	US*			12/21/96				1/11/97	
		INDIANA UNIV, BLOOMINGTON	IN			8/06/95				12/21/96	
000620	SWARTZ-KARUAIHE, UMBIROO	TENN UNIV OF, KNOXVILLE	TN	ATLAS	NAMIBIA	6/10/97	MS	4200	F	9/30/97	
		LEAVE OF ABSENCE USA/AFRICA	US*			4/27/97				6/10/97	
		TENN UNIV OF, KNOXVILLE	TN			8/05/95				4/27/97	
000945	THOMAS, MANDENE	HUMBOLDT STATE UNIV, ARCATA	CA	ATLAS	NAMIBIA	8/10/97	BS	2450	F	8/30/01	
000630	TJIRAMBA, EDWIN	CAL STATE UNIV, FULLERTON	CA	ATLAS	NAMIBIA	7/14/96	MA	4200	M	6/04/97	C1
		LEAVE OF ABSENCE USA/AFRICA	US*			7/06/96				7/14/96	
		CAL STATE UNIV, FULLERTON	CA			8/06/95				7/06/96	
000819	UAANDJA, LAZARUS	HARVARD UNIVERSITY, CAMBRIDGE	MA	ATLAS	NAMIBIA	4/19/97	MPA	4900	M	6/06/97	C1
		LEAVE OF ABSENCE USA/AFRICA	US*			4/09/97				4/19/97	
		HARVARD UNIVERSITY, CAMBRIDGE	MA			11/16/96				4/09/97	
		LEAVE OF ABSENCE USA/AFRICA	US*			6/22/96				11/16/96	
000820	VATUVA-UUGHWANGA, PAULINA	OHIO UNIVERSITY, ATHENS	OH	ATLAS	NAMIBIA	12/28/96	MS	5490	F	3/28/99	
000821	VERMEULEN, CAROL	OKLA STATE UNIV, STILLWATER	OK	ATLAS	NAMIBIA	8/10/96	MS	6210	F	12/29/98	
000232	VILLET, CHARMAINE	OHIO UNIVERSITY, ATHENS	OH	ATLAS	NAMIBIA	8/25/93	MAS	5400	F	9/15/95	C1

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000082	CASTRO, HELIO	EMPORIA STATE U, EMPORIA	KS	ATLAS	SAO TOME AN	6/07/93	BSC	3790	M	5/31/97	C1
		EMPORIA STATE U/INT ENG PROG	KS			1/04/93				6/07/93	
		WICHITA STATE U/ELY, WICHITA	KS			8/08/92				1/04/93	
000799	DA SILVA, ADELINO	ALABAMA U/O-ENG, TUSCALOOSA	AL	ATLAS	SAO TOME AN	8/14/96	BS	4900	M	8/31/01	
000571	DA SILVA, AMADEU	CALIF STATE UNIV, FRESNO	CA	ATLAS	SAO TOME AN	6/01/95	BS	1400	M	5/30/99	
		IOWA STATE U/IEOP, AMES	IA			8/05/94				6/01/95	
000506	ESPERANCA, HOMERO	MANKATO STATE UNIV, MANKATO	MN	ATLAS	SAO TOME AN	6/01/95	BS	3110	M	5/28/99	
		IOWA STATE U/IEOP, AMES	IA			8/05/94				6/01/95	
000129	GOMES, JOSE	JACKSON STATE UN/ENG, JACKSON	MS	ATLAS	SAO TOME AN	8/08/92	BAC	3610	M	4/05/93	PI
000798	MANDINGA, EDNA	ALABAMA U/O-ENG, TUSCALOOSA	AL	ATLAS	SAO TOME AN	8/14/96	BS	3510	F	9/02/01	
000175	MONTEIRO, JOAO DUARTE	IOWA STATE UNIV, AMES	IA	ATLAS	SAO TOME AN	1/18/94	BAC	6100	M	12/31/97	
		IOWA STATE U/IEOP, AMES	IA			3/18/93				1/18/94	
000576	VAZ, DANIEL	WASH STATE UNIVERSITY, PULLMAN	WA	ATLAS	SAO TOME AN	9/01/95	BS	3500	M	12/31/98	
		SHAW UNIVERSITY, RALEIGH	NC			1/05/95				9/01/95	

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000066	BASHIZI, NABAGABE	PRACTICAL TRAINING/KANSAS EMPORIA STATE U, EMPORIA	KS	ATLAS	ZAIRE	9/01/94 7/20/92 4/03/91	MBA	3500	F	12/30/94 9/01/94 7/20/92	C7
000063	DJAMBA, YANYI	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	ZAIRE	6/02/91	MAS	1800	M	4/30/94	C1
000062	EZABELE, WA YASAK	MICH STATE UNIV, EAST LANSING	MI	ATLAS	ZAIRE	6/02/91	MAS	1840	M	8/30/94	C7
000068	KALALA, TSHAMALA	PRACTICAL TRAINING/OKLAHOMA OKLA UNIV OF, OKLAHOMA CITY	OK	ATLAS	ZAIRE	2/01/94 1/01/92 8/10/91	MPH	4600	M	4/30/94 2/01/94 1/01/92	C7
000064	KATENDA, PASHI	PRACTICAL TRAINING/MISSOURI MISSOURI UNIV OF, COLUMBIA	MO	ATLAS	ZAIRE	1/01/94 9/01/91 6/05/91	MAS	1530	M	4/30/94 1/01/94 9/01/91	C7
000065	LUKASU, MOYOMBO	MISSOURI U/O-ENG, COLUMBIA OKLA UNIVERSITY OF, NORMAN	MO	ATLAS	ZAIRE	9/01/91 6/02/91	MAS	1400	M	7/30/94 9/01/91	C7
000023	LUNGWANGU, WANG	OKLAHOMA, U OF/ENG, NORMAN IOWA STATE UNIV, AMES	OK	ATLAS	ZAIRE	1/01/92 8/12/91	MAS	1400	M	12/30/94 1/01/92	C1
000021	MABENGO, VE WENDA	IOWA STATE U/IEOP, AMES PRACTICAL TRAINING/MISSOURI MISSOURI UNIV OF, COLUMBIA	IA	ATLAS	ZAIRE	8/12/91 6/01/94 6/01/92	MAS	1530	M	9/30/94 6/01/94 6/01/92	C1
000031	MADILO, KIZEBU	MISSOURI U/O-ENG, COLUMBIA ROOSEVELT UNIV, CHICAGO	MO	ATLAS	ZAIRE	8/20/92 8/12/91	MAS	3570	M	8/30/94 8/20/92	C7
000030	MBAKATA, PUTU	ECONOMICS INST/ENG,BOULDER PRACTICAL TRAINING/HAWAII HAWAII UNIV OF, HONOLULU	CO	ATLAS	ZAIRE	6/01/94 8/12/91	MPH	4414	M	9/30/94 6/01/94	C1
000029	HESSO, MA BISSUDIA	PRACTICAL TRAINING/TEXAS TEXAS, U OF SW MED CNTR/DALLAS	TX	ATLAS	ZAIRE	9/01/94 8/20/92	MAS	1600	M	12/30/94 9/01/94	C7
000069	NGULA, SONA	TEXAS INTL ED CONSOR., AUSTIN PRACTICAL TRAINING/ILLINOIS ILLINOIS UNIV OF, CHICAGO	TX	ATLAS	ZAIRE	8/12/91 6/01/94 6/01/92	MAS	1841	F	9/30/94 6/01/94 6/01/92	C7
000070	SHUNGU, LOKOLE KATOTO	ILLINOIS UNIV OF/TIE, CHICAGO PRACTICAL TRAINING/TEXAS TEXAS, U OF SW MED CNTR/DALLAS	IL	ATLAS	ZAIRE	6/01/94 6/01/92 10/01/91	MAS	1500	M	9/30/94 6/01/94 6/01/92	C1
000067	UCHUDI, MASUDI	TEXAS INTL ED CONSOR., AUSTIN CORNELL UNIVERSITY, ITHACA	TX	ATLAS	ZAIRE	6/01/92 8/10/91	MAS	1800	M	12/31/94 6/01/92	C1
000032	UNYANGUNGA, OKITO	CORNELL UNIV/IELI, ITHACA MORGAN STATE UNIV, BALTIMORE	NY	ATLAS	ZAIRE	9/01/92 6/01/92 8/19/91	MAS	1400	M	12/30/94 9/01/92 6/01/92	03
		NOTRE DAME, ELT/BALTIMORE GEORGETOWN U/ALIGU, WASHINGTON	MD								

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000888 JALO, ANITA
 000889 JAMANCA, BRAIMA

WASH STATE UNIV/PULLMAN WA
 SO*ERN ILL. U/CESL,CARBONDALE IL
 N.Y. STATE UNIV, ALBANY NY

ATLAS
 ATLAS
 GUINEA-BISS
 GUINEA-BISS
 8/03/97
 1/06/97 MS 1530 F 5/31/00
 5/24/97 MS 9231 M 9/02/99

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		ECONOMICS INST/ENG,BOULDER	CO			8/12/96				5/24/97	
000890	LOPES, MARIA	ARKANSAS,U OF/ENG,FAYETTEVILLE	AR	ATLAS	GUINEA-BISS	1/06/97	MS	6160	F	6/07/00	
000529	MANE, MAHADU	SOUTHERN ILLINOIS U,CARBONDALE	IL	ATLAS	GUINEA-BISS	6/01/95	MS	1530	M	8/09/97	CI
		SO*ERN ILL. U/CESL,CARBONDALE	IL			8/09/94				6/01/95	
000726	MENDONCA, ALEXANDRE	COPPIN STATE COLL, BALTIMORE	MD	ATLAS	GUINEA-BISS	8/24/96	BA	3500	M	1/01/01	
		SO CAROLINA, U OF/EPI,COLUMBIA	SC			1/02/96				8/24/96	
000248	MONTEIRO, SERIFO	WESTERN ILLINOIS UNIV, MACOMB	IL	ATLAS	GUINEA-BISS	8/24/94	MAS	1491	M	8/30/96	CI
		W*ERN ILLINOIS U/ESL,MACOMB	IL			8/09/93				8/24/94	
000997	MONTEIRO, YAINO	WISCONSIN U/O, EAU CLAIRE	WI	ATLAS	GUINEA-BISS	8/11/97	BS	1460	M	12/31/01	
000688	NUNES, SAMUEL	ARIZONA STATE UNIV. TEMPE	AZ	ATLAS	GUINEA-BISS	1/21/97	MS	6020	M	6/01/99	
		ARIZONA STATE U/ALCP, TEMPE	AZ			1/02/96				1/21/97	
000973	PERDIGAO, VERA	LEAVE OF ABSENCE USA/AFRICA	US*	ATLAS	GUINEA-BISS	12/12/97	MA	1470	F	8/31/00	
		ALABAMA U/O-ENG, TUSCALOOSA	AL			8/11/97				12/12/97	
000689	PROCEL, ARMANDO	N.Y. STATE UNIV, ALBANY	NY	ATLAS	GUINEA-BISS	5/30/97	MPA	4900	M	8/31/99	
		N.Y.,SUNY ALBANY/IELI, ALBANY	NY			8/26/96				5/30/97	
000690	SILVA, CORNELIO	TENN STATE UNIV, NASHVILLE	TN	ATLAS	GUINEA-BISS	8/15/96	MS	3640	M	4/29/97	08
		ECONOMICS INST/ENG,BOULDER	CO			12/27/95				8/15/96	
000081	SO, AUGUSTO	WEST TEXAS A&M UNIV, CANYON	TX	ATLAS	GUINEA-BISS	8/31/93	MSC	1530	M	12/31/95	CI
		TEXAS INTL ED CONSOR., AUSTIN	TX			8/07/92				8/31/93	
000881	TABORDA, MARCELIA	MISSOURI U/O-ENG, COLUMBIA	MO	ATLAS	GUINEA-BISS	1/06/97	MA	1840	F	5/31/00	
000708	VARELA, ROMAO	EMPORIA STATE U, EMPORIA	KS	ATLAS	GUINEA-BISS	1/22/97	BA	3570	M	12/26/00	
		LEAVE OF ABSENCE USA/AFRICA	US*			12/21/96				1/22/97	
		EMPORIA STATE U, EMPORIA	KS			8/07/96				12/21/96	
		OKLAHOMA STE U/ENG,STILLWATER	OK			12/27/95				8/07/96	
000706	VAZ, EDMUNDO	CALIF STATE UNIV, FRESNO	CA	ATLAS	GUINEA-BISS	8/20/96	BA	1530	M	1/03/01	
		LEAVE OF ABSENCE USA/AFRICA	US*			7/15/96				8/20/96	
		CALIF STATE UNIV/EI, FRESNO	CA			1/24/96				7/15/96	
000741	VIEIRA, BERNANI	BALL STATE UNIVERSITY, MUNCIE	IN	ATLAS	GUINEA-BISS	8/09/96	BA	3500	M	9/11/00	
		SO*ERN ILL. U/CESL,CARBONDALE	IL			1/12/96				8/09/96	
000707	VIEIRA, JOSE	COPPIN STATE COLL, BALTIMORE	MD	ATLAS	GUINEA-BISS	1/23/97	BA	1400	M	5/30/99	
		LEAVE OF ABSENCE USA/AFRICA	US*			12/28/96				1/23/97	
		COPPIN STATE COLL, BALTIMORE	MD			6/01/96				12/28/96	
		SO CAROLINA, U OF/EPI,COLUMBIA	SC			8/27/95				6/01/96	

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000163	ABELHA, ARMANDO	BALL STATE UNIVERSITY, MUNCIE	IN	ATLAS	GUINEA-BISS	8/23/93	BA	3570	M	7/30/96	C1
		BALL STATE U/ELS, MUNCIE	IN			1/05/93				8/23/93	
000884	BALDE, BUBACAR	LOUISIANA ST U/ELOP, BAT ROUGE	LA	ATLAS	GUINEA-BISS	5/27/97	MPA	4900	M	6/01/00	
000245	BARROS, RUI	OLD DOMINION UNIV, NORFOLK	VA	ATLAS	GUINEA-BISS	8/09/93	MAS	3111	M	8/31/94	P1
000885	BOCK, AUGUSTO	SO CAROLINA, U OF/EPI, COLUMBIA	SC	ATLAS	GUINEA-BISS	8/12/96	MS	6100	M	1/02/00	
000254	BUARO, JOSÉ DEMBA	BALL STATE UNIVERSITY, MUNCIE	IN	ATLAS	GUINEA-BISS	8/12/94	MAS	3410	M	12/31/96	C1
		SO'ERN ILL. U/CESL, CARBONDALE	IL			8/09/93				8/12/94	
000258	CAETANO, ANSELMO	ECONOMICS INSTITUTE, BOULDER	CO	ATLAS	GUINEA-BISS	3/13/94	MAS	3610	M	8/31/94	W1
		SO'ERN ILL. U/CESL, CARBONDALE	IL			8/09/93				3/13/94	
000125	CASIMIRO, JOSE	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	GUINEA-BISS	8/23/93	MAS	1400	M	5/30/95	C1
		ECONOMICS INST/ENG, BOULDER	CO			8/07/92				8/23/93	
000096	COSTA, JORGE	WASH STATE UNIVERSITY, PULLMAN	WA	ATLAS	GUINEA-BISS	8/23/93	BAC	3500	M	12/31/97	
		WASH STATE UNIV/IALC, PULLMAN	WA			8/03/92				8/23/93	
000496	CUSNA, JORGE	SOUTHWESTERN LOUISIANA, U OF	LA	ATLAS	GUINEA-BISS	8/23/95	MS	3790	M	1/31/97	O1
		LOUISIANA ST U/ELOP, BAT ROUGE	LA			8/09/94				8/23/95	
000686	DA COSTA, LUIS	CONN UNIVERSITY OF, STORRS	CT	ATLAS	GUINEA-BISS	6/01/96	MA	1400	M	8/31/98	
		CONN, U OF /ENG, STORRS	CT			8/28/95				6/01/96	
000257	DA SILVA MANGO, HYGUEL	WILLAMETTE UNIV, SALEM	OR	ATLAS	GUINEA-BISS	8/29/94	MBA	3610	M	6/26/96	C1
		ECONOMICS INST/ENG, BOULDER	CO			3/13/94				8/29/94	
		SO'ERN ILL. U/CESL, CARBONDALE	IL			8/07/93				3/13/94	
000974	DA SILVA, LYGIA	IOWA STATE U/IEOP, AMES	IA	ATLAS	GUINEA-BISS	8/11/97	MS	6090	F	12/31/00	
000247	DAHABA, ABUBACAR	WESTERN ILLINOIS UNIV, MACOMB	IL	ATLAS	GUINEA-BISS	8/09/93	MAS	1491	M	5/30/94	P1
000883	DE ALMEIDA, ADRIANO	SO CAROLINA, U OF/EPI, COLUMBIA	SC	ATLAS	GUINEA-BISS	12/30/96	MS	6160	M	5/31/00	
000996	DE BARROS, CARLA MANUELA	LOUISIANA ST U/ELOP, BAT ROUGE	LA	ATLAS	GUINEA-BISS	8/11/97	BS	1840	F	8/31/02	
000153	DE MELO, EPIFANIO	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	GUINEA-BISS	1/03/93	MAS	3685	M	12/31/95	C1
		LOUISIANA ST U/ELOP, BAT ROUGE	LA			8/03/92				1/03/93	
000687	DJALO, MAMADU	ARIZONA STATE UNIV, TEMPE	AZ	ATLAS	GUINEA-BISS	8/24/97	MS	6020	M	12/31/98	
		RESEARCH IN AFRICA				6/28/97				8/24/97	
		ARIZONA STATE UNIV, TEMPE	AZ			8/01/96				6/28/97	
		ARIZONA STATE U/ALCP, TEMPE	AZ			8/07/95				8/01/96	
000709	DJAU, UMARO	BALL STATE UNIVERSITY, MUNCIE	IN	ATLAS	GUINEA-BISS	8/09/96	BA	1400	M	8/31/00	
		SO'ERN ILL. U/CESL, CARBONDALE	IL			1/10/96				8/09/96	
000523	DOS SANTOS, LUZERIA	WESTERN ILLINOIS UNIV, MACOMB	IL	ATLAS	GUINEA-BISS	9/01/95	MAS	3610	F	12/31/97	
		W'ERN ILLINOIS U/ESL, MACOMB	IL			1/02/95				9/01/95	
000882	DOS SANTOS, PEDRO	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	GUINEA-BISS	6/09/97	MA	1840	M	1/02/00	
		SO'ERN ILL. U/CESL, CARBONDALE	IL			8/12/96				6/09/97	
000524	EMBALO, ROBALO MUSSA	RENSSELAER POLY INST, TROY	NY	ATLAS	GUINEA-BISS	9/01/95	MAS	3516	M	8/31/97	C7
		ECONOMICS INST/ENG, BOULDER	CO			8/09/94				9/01/95	
000099	EVORA, GABRIELA	CENTRAL STATE U, WILBERFORCE	OH	ATLAS	GUINEA-BISS	6/14/93	BSC	3610	F	6/30/97	C1
		ENG LANG/MULTICULT INST, DAYTON	OH			8/07/92				6/14/93	
000975	FERREIRA, MARIA ROSA	GEORGIA, U OF/ALP, ATHENS	GA	ATLAS	GUINEA-BISS	9/08/97	MS	6170	F	12/31/00	
000995	GOMES, ANASTACIA	IOWA STATE U/IEOP, AMES	IA	ATLAS	GUINEA-BISS	8/11/97	BS	6140	F	8/31/02	
000886	HANDEM, ALFREDO	ARKANSAS, UNIV OF, FAYETTEVILLE	AR	ATLAS	GUINEA-BISS	8/21/97	MA	1840	M	12/31/99	
		LEAVE OF ABSENCE USA/AFRICA	US*			6/26/97				8/21/97	
		ARKANSAS, U OF/ENG, FAYETTEVILLE	AR			12/30/96				6/26/97	
000887	HANDEM, VERA MARIA	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	GUINEA-BISS	6/01/97	MA	1800	F	3/06/00	
		SO'ERN ILL. U/CESL, CARBONDALE	IL			12/30/96				6/01/97	

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000666	ALEXANDRE, EDUARDO	PENN STATE UNIV, UNIV PARK RESEARCH IN AFRICA	PA	ATLAS	MOZAMBIQUE	8/15/97 5/13/97	MS	3130 M		5/31/98 8/15/97	
000824	AMINO, OLIVEIRA	PENN STATE UNIV, UNIV PARK OHIO STATE UNIV, COLUMBUS LEAVE OF ABSENCE USA/AFRICA	PA OH US*	ATLAS	MOZAMBIQUE	6/01/96 1/18/96 1/06/97 12/21/96	MS	1530 M		5/13/97 6/01/96 5/29/99 1/06/97	
000177	ANDRE, ANTONIO	ECONOMICS INST/ENG,BOULDER NO DAKOTA STATE U, FARGO	CO ND	ATLAS	MOZAMBIQUE	8/10/96 4/06/94	MAS	6000 M		12/21/96 5/31/96	C1
000472	BAPTISTA, JORGE	SO CAROLINA, U OF/EPI,COLUMBIA LOUISIANA STATE U, BATON ROUGE LOUISIANA ST U/ELOP, BAT ROUGE	PA LA LA	ATLAS	MOZAMBIQUE	3/15/93 9/01/95 1/02/95	MS	4485 M		4/06/94 7/15/97 9/01/95	C1
000825	BAULE, SAMUEL	BALL STATE U/ELS, MUNCIE	IN	ATLAS	MOZAMBIQUE	1/05/97	MS	4010 M		8/29/00	
000667	BENFICA, RUI	MICH STATE UNIV, EAST LANSING RESEARCH IN AFRICA	MI	ATLAS	MOZAMBIQUE	5/15/96 8/08/95	MS	6300 M		12/31/97 1/05/97 5/15/96	
000277	CARRILHO, LARA DA SILVA	MICH STATE UNIV, EAST LANSING LOUISIANA STATE U, BATON ROUGE LOUISIANA ST U/ELOP, BAT ROUGE	MI LA LA	ATLAS	MOZAMBIQUE	6/06/94 3/06/94	MAS	6041 F		12/30/96 6/06/94	C1
000668	CHIBUTE, SERGIO	LOUISVILLE UNIV OF, LOUISVILLE	KY	ATLAS	MOZAMBIQUE	12/29/97	MS	2550 M		5/30/00	09
000465	CHILAULE, ALFREDO	BALL STATE UNIVERSITY, MUNCIE SO'ERN ILL. U/CESL,CARBONDALE	IN IL	ATLAS	MOZAMBIQUE	5/09/95 8/09/94	MS	3111 M		12/31/97 5/09/95	
000970	CHILUNDO, EDUARDO	CAL STATE UNIV, FULLERTON	CA	ATLAS	MOZAMBIQUE	8/09/97	MS	6660 M		12/29/99	
000274	CONCEICAO, CRISTIANO	SOUTHERN ILLINOIS U,CARBONDALE OREGON STATE UNIV, CORVALLIS OREGON STATE U/ALP, CORVALLIS	IL OR OR	ATLAS	MOZAMBIQUE	1/01/95 9/01/94 12/27/93	MS	6281 M		11/30/96 1/01/95 9/01/94	C1
000826	DA SILVA, JOAQUIM	PLACEMENT PENDING--M.CHABEDI	PP	ATLAS	MOZAMBIQUE	11/11/11	MPH	4600 M		11/11/11	09
000283	DAI, ANA MARIA	OKLA UNIV OF, OKLAHOMA CITY OKLAHOMA STE U/ENG,STILLWATER	OK OK	ATLAS	MOZAMBIQUE	1/01/96 6/04/94	MPH	4650 F		1/31/98 1/01/96	
000669	DE SOUSA, JULIO	NO CAROLINA STATE U, RALEIGH LEAVE OF ABSENCE USA/AFRICA	NC US*	ATLAS	MOZAMBIQUE	9/21/97 4/01/97	MS	1840 M		12/31/97 9/21/97	
000471	DIAS, MARIA PAULA	NO CAROLINA STATE U, RALEIGH AUBURN UNIVERSITY, AUBURN LEAVE OF ABSENCE USA/AFRICA	NC AL US*	ATLAS	MOZAMBIQUE	8/08/95 9/24/96 9/07/96	MS	4485 F		4/01/97 6/30/98 9/24/96	
000671	DINIS, JORGE	AUBURN UNIVERSITY, AUBURN	AL	ATLAS	MOZAMBIQUE	3/16/96	MS	3120 M		9/01/96	
000095	FERNANDES, ANA	LOUISIANA STATE U, BATON ROUGE CLEMSON UNIVERSITY, CLEMSON SO CAROLINA, U OF/EPI,COLUMBIA	LA SC SC	ATLAS	MOZAMBIQUE	8/08/95 1/03/93 8/07/92	MSC	2500 F		5/31/98 5/30/95 1/03/93	C1
000464	FERRAO, JOAO	WEST TEXAS A&M UNIV, CANYON	TX	ATLAS	MOZAMBIQUE	8/08/94	MS	6200 M		1/31/96	C1
000226	GONCALVES, RENALDO	MICH TECH UNIV, HOUGHTON SO'ERN ILL. U/CESL,CARBONDALE	MI IL	ATLAS	MOZAMBIQUE	9/01/93 8/09/93	MAS	2240 M		11/30/95 9/01/93	C1
000123	GOUVEIA, CARLOTA	TEXAS A&M UNIV,COLLEGE STATION TEXAS A&M UNIV,COLLEGE STAT'N	TX TX	ATLAS	MOZAMBIQUE	1/20/93 8/07/92	MAS	3200 F		1/31/95 1/20/93	C1
000024	JEJE, JOSE JAIME	SOUTHERN ILLINOIS U,CARBONDALE SO'ERN ILL. U/CESL,CARBONDALE	IL IL	ATLAS	MOZAMBIQUE	6/01/92 8/10/91	MAS	6050 M		6/18/94 6/01/92	C1
000676	LIBOMBO, MARCELA	GEORGIA UNIV OF, ATHENS GEORGIA, U OF/ALP, ATHENS	GA GA	ATLAS	MOZAMBIQUE	9/01/96 12/29/95	MS	6101 F		6/30/98 9/01/96	
000827	LOBO, AFONSO	SOUTHERN ILLINOIS U,CARBONDALE	IL	ATLAS	MOZAMBIQUE	6/09/97	MS	3100 M		9/01/99	

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000829	MAGUA, ELIZA	SOUTHERN ILL. U/CESL, CARBONDALE	IL	ATLAS	MOZAMBIQUE	1/13/98	MS	2680	F	12/31/00	D9
000830	MANGUELE, BENEDITO	LOUISIANA ST U/ELOP, BAT ROUGE	LA	ATLAS	MOZAMBIQUE	3/04/97	MS	3400	M	12/31/99	
000468	MANHENGANE, JORGINA	SOUTHWESTERN LOUISIANA, U OF	LA	ATLAS	MOZAMBIQUE	9/01/95	MS	3160	F	5/31/98	
000285	MANHICA, ARMINDO	LOUISIANA ST U/ELOP, BAT ROUGE	LA	ATLAS	MOZAMBIQUE	8/08/94				9/01/95	
000679	MANHICA, GILBERTO	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	MOZAMBIQUE	9/01/95	MAS	5090	M	8/13/97	C1
000461	MARRULE, HIGINO	LOUISIANA ST U/ELOP, BAT ROUGE	LA	ATLAS	MOZAMBIQUE	8/08/94				9/01/95	
		CORNELL UNIVERSITY, ITHACA	NY	ATLAS	MOZAMBIQUE	8/29/96	MS	2550	M	8/31/98	
		N.Y. STATE UNIV/IELI, BUFFALO	NY			1/13/96				8/29/96	
		MICH STATE UNIV, EAST LANSING	MI	ATLAS	MOZAMBIQUE	6/07/97	MS	1530	M	10/31/97	
		RESEARCH IN AFRICA				12/15/96				6/07/97	
		MICH STATE UNIV, EAST LANSING	MI			8/26/96				12/15/96	
		RESEARCH IN AFRICA				8/08/94				8/26/96	
000266	MASSINGA, RAFAEL ABEL	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	MOZAMBIQUE	8/27/93	MAS	6110	M	4/16/96	C1
000470	MENESES, CELIA	SOUTHERN ILL. U/CESL, CARBONDALE	IL	ATLAS	MOZAMBIQUE	8/21/93				8/27/93	
000239	MENEZES, ANA MARIA	AMER UNIVERSITY, WASHINGTON	DC	ATLAS	MOZAMBIQUE	8/08/94	MS	6650	F	9/15/95	C1
		PRACTICAL TRAINING/FLORIDA	FL	ATLAS	MOZAMBIQUE	1/15/96	MAS	6310	F	6/30/96	C1
		AUBURN UNIVERSITY, AUBURN	AL			1/10/94				1/15/96	
		LOUISIANA ST U/ELOP, BAT ROUGE	LA			8/09/93				1/10/94	
000467	MOLE, PAULO NICUA	MICH STATE UNIV, EAST LANSING	MI	ATLAS	MOZAMBIQUE	5/25/97	PHD	1530	M	1/31/99	
		LEAVE OF ABSENCE USA/AFRICA	US*			4/30/97				5/25/97	
		MICH STATE UNIV, EAST LANSING	MI			8/08/94				4/30/97	
000831	MUCHANGA, SERGIO	CLARK UNIVERSITY, WORCESTER	MA	ATLAS	MOZAMBIQUE	8/29/97	MS	1840	M	8/31/98	
		RESEARCH IN AFRICA				6/20/97				8/29/97	
		CLARK UNIVERSITY, WORCESTER	MA			1/12/97				6/20/97	
		CLARK UNIV, WORCESTER/ALI	MA			8/10/96				1/12/97	
000832	MUNGAMBA, LUIS	AMER ENG LANGUAGE INST, TOLEDO	OH	ATLAS	MOZAMBIQUE	3/08/97	MS	3410	M	12/14/99	
000088	MUQUINGUE, HUMBERTO FUMO	CORNELL UNIVERSITY, ITHACA	NY	ATLAS	MOZAMBIQUE	8/07/92	MAS	2360	M	12/30/94	C1
000681	NAMBURETE, ANTONIO	SOUTHERN UNIV, BATON ROUGE	LA	ATLAS	MOZAMBIQUE	1/20/97	MS	4200	M	12/31/99	
		LOUISIANA ST U/ELOP, BAT ROUGE	LA			8/10/96				1/20/97	
000682	NOLDVU, JOAD	CLARK UNIVERSITY, WORCESTER	MA	ATLAS	MOZAMBIQUE	8/27/96	MS	1600	M	5/21/97	C1
		LEAVE OF ABSENCE USA/AFRICA	US*			6/27/96				8/27/96	
		CLARK UNIVERSITY, WORCESTER	MA			8/08/95				6/27/96	
000683	PANGUENE, MARIA	JACKSON STATE U, JACKSON	MS	ATLAS	MOZAMBIQUE	1/19/97	MPA	4900	F	7/31/98	
		LEAVE OF ABSENCE USA/AFRICA	US*			12/19/96				1/19/97	
		JACKSON STATE U, JACKSON	MS			8/15/96				12/19/96	
		ALABAMA U/O-ENG, TUSCALOOSA	AL			10/14/95				8/15/96	
000094	PEREIRA, ALDA	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	MOZAMBIQUE	1/04/93	MS	1530	F	5/31/96	C1
000460	RAIVA, ADRIANO PEDRO	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	MOZAMBIQUE	1/01/95	MS	3110	M	12/31/97	
		SOUTHERN ILL. U/CESL, CARBONDALE	IL			8/06/94				1/01/95	
000035	RASHID, FLORENCA DENGO	AMER GRAD SCHOOL, GLENDALE	AZ	ATLAS	MOZAMBIQUE	1/01/92	MAS	3540	F	12/30/93	C1
		ECONOMICS INST/ENG, BOULDER	CO			8/10/91				1/01/92	
000972	SARGUENE, FREDERICO	ECONOMICS INST/ENG, BOULDER	CO	ATLAS	MOZAMBIQUE	8/09/97	MS	1470	M	12/29/99	
000286	SAUDE, CATARINA DA CONCEICAO	OKLA STATE UNIV, STILLWATER	OK	ATLAS	MOZAMBIQUE	8/15/95	MAS	6170	F	12/31/97	
		GEORGIA UNIV OF, ATHENS	GA			1/02/95				8/15/95	
000117	SELEMANE, ALFREDO	SO CAROLINA, U OF/EPI, COLUMBIA	SC	ATLAS	MOZAMBIQUE	8/07/92	MSC	6110	M	1/05/94	W1
000211	SILVA, MANUEL MARIA	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	MOZAMBIQUE	9/01/94	MAS	4453	M	12/31/96	C1
		LOUISIANA ST U/ELOP, BAT ROUGE	LA			8/08/93				9/01/94	
000127	SILVA, RUI	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	MOZAMBIQUE	8/07/92	PHD	2450	M	8/31/97	C1
		LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	MOZAMBIQUE	8/30/93	MSC	2510	M	12/31/95	C1

000127	SILVA, RUI	LOUISIANA ST U/ELOP, BAT ROUGE LA	ATLAS	MOZAMBIQUE	8/07/92	PHD	2450 M	8/31/97	C1
000130	SULTANA, RACHIDE	LOUISIANA STATE U, BATON ROUGE LA	ATLAS	MOZAMBIQUE	8/07/92	PHD	2450 M	8/31/97	C1
000834	THUMBO, HERMENEGILDA	OLD DOMINION UNIV, NORFOLK VA	ATLAS	MOZAMBIQUE	8/30/93	MSC	2510 M	12/31/95	C1
		OLD DOMINION U/ELT, NORFOLK VA			8/07/92			8/30/93	
		HARVARD UNIVERSITY, CAMBRIDGE MA	ATLAS	MOZAMBIQUE	1/06/97	MPA	4900 F	6/25/97	C1

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		LEAVE OF ABSENCE	USA/AFRICA	US*		12/18/96			1/06/97	
		HARVARD UNIVERSITY, CAMBRIDGE	MA			6/22/96			12/18/96	
000091	XAVIER, VICTORINO	IDAHO UNIVERSITY OF, MOSCOW	ID	ATLAS	MOZAMBIQUE	1/06/93	MAS	6330 M	5/30/95	C1
		LEWIS CLARK ST COL, LWST*N/IEI	ID			6/25/92			1/06/93	

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000526	BARBOSA, ANGELO	BALL STATE UNIVERSITY, MUNCIE ECONOMICS INST/ENG. BOULDER	IN CO	ATLAS	CAPE VERDE	5/14/95 5/30/94	MBA	3516	M	12/31/97 5/14/95	
000329	BARBOSA, JOSE MARIA	AUBURN UNIVERSITY, AUBURN SO CAROLINA, U OF/EPI, COLUMBIA	AL SC	ATLAS	CAPE VERDE	12/26/94 5/30/94	MAS	6140	M	4/30/97 12/26/94	CI
000182	BURGO, CARLOS QUARTE	IOWA STATE UNIV, AMES	IA	ATLAS	CAPE VERDE	8/23/93	MS	1400	M	5/31/95	C1
000144	CENTEIO, MARLENE VANDALVUCIA	IOWA STATE U/IEOP, AMES PRACTICAL TRAINING/MINNESOTA MANKATO STATE UNIV, MANKATO	IA MN	ATLAS	CAPE VERDE	5/23/93 6/23/97 9/15/93	BAC	3100	F	8/23/93 12/31/97 6/23/97	C2
000424	DA GRACA, DANIEL	MINNESOTA U/O-EPIS, MINNEAPOLIS IOWA STATE UNIV, AMES	MN IA	ATLAS	CAPE VERDE	9/20/92 1/04/95 5/30/94	MAS	3200	M	7/15/93 9/02/96 1/04/95	C1
000431	DA SILVA, LUIS FILIPE	ARIZONA UNIV OF, TUCSON	AZ	ATLAS	CAPE VERDE	8/05/94	MAS	6710	M	8/28/96	C1
000430	DA VERA CRUZ, ARLINDO	SO CAROLINA, U OF/EPI, COLUMBIA	SC	ATLAS	CAPE VERDE	5/30/94	MAS	5200	M	7/28/95	W1
000498	DE PINA, EUCLIDES	EASTERN MICHIGAN UN, YPSILANTI ECONOMICS INST/ENG. BOULDER	MI CO	ATLAS	CAPE VERDE	6/26/95 5/30/94	MS	1400	M	12/31/96 6/26/95	C1
000209	DUARTE, CRISTINA ISABEL	AMER GRAD SCHOOL, GLENDALE ECONOMICS INST/ENG. BOULDER	AZ CO	ATLAS	CAPE VERDE	12/10/94 1/03/94	MS	3540	F	12/31/96 12/10/94	C1
000269	FERNANDES, ANTONIO JOAQUIM	BALL STATE UNIVERSITY, MUNCIE	IN	ATLAS	CAPE VERDE	12/29/93	MAS	2890	M	4/30/96	CI
000046	FERREIRA-BARBOSA, ALEXANDRO	IOWA STATE UNIV, AMES	IA	ATLAS	CAPE VERDE	8/24/92	BAC	3100	M	5/27/97	C1
000425	FONTES, MARIA	IOWA STATE U/IEOP, AMES SOUTHERN ILLINOIS U, CARBONDALE	IA IL	ATLAS	CAPE VERDE	1/04/92 8/15/94 7/03/94	RPA	4900	F	8/24/92 8/30/96 8/15/94	CI
000047	FURTADO, ARTUR	SO CAROLINA, U OF/EPI, COLUMBIA IOWA STATE UNIV, AMES	SC IA	ATLAS	CAPE VERDE	8/26/92 1/04/92	BAC	3200	M	5/27/97 8/26/92	C1
000097	GOMINHO, MARIZE	IOWA STATE U/IEOP, AMES CENTRAL STATE U, WILBERFORCE	IA OH	ATLAS	CAPE VERDE	1/04/97 12/20/96	BSC	6611	F	6/30/97 1/04/97	C1
000300	MARCAL, AGUINALDO	LEAVE OF ABSENCE USA/AFRICA CENTRAL STATE U, WILBERFORCE	US* OH			8/24/96				12/20/96	
000105	MOREIRA, JOSE	PRACTICAL TRAINING/CALIFORNIA BENTLEY COLLEGE, WALTHAM	CA MA	ATLAS	CAPE VERDE	8/06/92 1/10/94	BAC	3660	M	8/24/96 5/30/96	C1
000423	MOREIRA, MARCIANO	MISSOURI UNIV OF, COLUMBIA MISSOURI U/O-ENG, COLUMBIA	MO MO	ATLAS	CAPE VERDE	6/15/93 8/06/92	BSC	1400	M	5/08/97 6/15/93	CI
000428	PINHEIRO, MANUEL	WYOMING UNIV OF, LARAMIE ECONOMICS INST/ENG. BOULDER	WY CO	ATLAS	CAPE VERDE	12/22/94 5/30/94	MAS	1400	M	1/31/97 12/22/94	C1
000251	PINHEIRO, ROSA NASCIMENTO	ALABAMA A&M UNIV., NORMAL ECONOMICS INST/ENG. BOULDER	AL CO	ATLAS	CAPE VERDE	6/01/95 5/30/94	MS	1400	M	12/31/96 6/01/95	C9
000525	PINTO, SILVIA	VANDERBILT UNIV, NASHVILLE ECONOMICS INST/ENG. BOULDER	TN CO	ATLAS	CAPE VERDE	8/15/94 8/07/93	MAS	1470	F	7/08/96 8/15/94	CI
000048	RIBEIRO, ARIANA	ALABAMA A&M UNIV., NORMAL ECONOMICS INST/ENG. BOULDER SPELMAN COLLEGE, ATLANTA	AL CO GA	ATLAS	CAPE VERDE	6/01/95 5/30/94 8/15/92	MBA	3610	F	8/31/97 6/01/95 5/31/96	C1
000102	SANTOS, JOAO	GEORGIA UNIV OF, ATHENS VANDERBILT UNIV, NASHVILLE	GA TN	ATLAS	CAPE VERDE	1/04/92 8/10/92	BAC	3410	F	5/31/96 5/30/94	CI
000297	SILVA, ANTONIO	MD. UNIV OF, COLLEGE PARK	MD	ATLAS	CAPE VERDE	8/27/94	MAS	6611	M	12/31/96	C1
000298	SILVA, JOSE MARIA	ARIZONA STATE UNIV, TEMPE	AZ	ATLAS	CAPE VERDE	8/05/94	MAS	6652	M	12/31/96	C1
000143	SOARES, ANTONIO JOSE	PRACTICAL TRAINING/FLORIDA FLORIDA A&M UNIV, TALLAHASSEE	FL FL	ATLAS	CAPE VERDE	10/01/96 6/21/93	BAC	3110	M	12/31/96 10/01/96	P9

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000580	BECKLEY, JOSIE	N.Y. STATE UNIV, BUFFALO	NY	ATLAS	SIERRA LEON	1/09/95	NON	5210	M	7/08/95	C1
000582	KATTA, RAYMOND	KENT STATE UNIVERSITY, KENT	OH	ATLAS	SIERRA LEON	1/08/95	NON	5290	M	7/08/95	C1
000583	TURAY, ALY	GEORGE WASH UNIV, WASHINGTON	DC	ATLAS	SIERRA LEON	1/08/95	NON	5280	M	7/08/95	C1
000584	TURAY, KENYE	FLORIDA UNIV OF, GAINESVILLE	FL	ATLAS	SIERRA LEON	1/08/95	NON	5000	F	7/08/95	C7
000581	TURAY, SONIA	GEORGIA UNIV OF, ATHENS	GA	ATLAS	SIERRA LEON	1/08/95	NON	3500	F	7/08/95	C1
000579	WALTERS, VALERIE	ATLANTA UNIVERSITY, ATLANTA	GA	ATLAS	SIERRA LEON	1/08/95	NON	6500	F	7/08/95	C1

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ID.NO	GRANTEE NAMNAME	EDUCATION ISNTITUION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE	S X	TERMINATION DATE	CO
000098	BACALE, JOSE	CENTRAL STATE U, WILBERFORCE	OH	ATLAS	EQUATORIAL	9/08/96	BSC	1400	M	6/20/97	C1
		LEAVE OF ABSENCE USA/AFRICA	US*			8/20/96				9/08/96	
		CENTRAL STATE U, WILBERFORCE	OH			6/14/93				8/20/96	
		ENG LANG/MULTICULT INST, DAYTON	OH			8/09/92				6/14/93	
000507	BECHA, SALVADOR CUPE	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	EQUATORIAL	1/01/95	BS	6020	M	12/31/98	
		LOUISIANA ST U/ELOP, BAT ROUGE	LA			8/05/94				1/01/95	
000488	EDJANG, VIDAL	CALIF STATE UNIV, FRESNO	CA	ATLAS	EQUATORIAL	5/24/95	BS	1530	M	5/28/99	
		IOWA STATE U/IEOP, AMES	IA			8/05/94				5/24/95	
000487	EHAPO, EDUARDO	WINONA STATE COLLEGE, WINONA	MN	ATLAS	EQUATORIAL	6/09/97	BS	3500	M	5/28/99	
		WARTBURG COLLEGE, WAVERLY	IA			6/01/95				6/09/97	
		IOWA STATE U/IEOP, AMES	IA			8/05/94				6/01/95	
000103	MATALA, CARLOS	IOWA STATE UNIV, AMES	IA	ATLAS	EQUATORIAL	8/22/96	BSC	3180	M	8/08/97	C1
		LEAVE OF ABSENCE USA/AFRICA	US*			7/05/96				8/22/96	
		IOWA STATE UNIV, AMES	IA			6/14/93				7/05/96	
		IOWA STATE U/IEOP, AMES	IA			8/09/92				6/14/93	
000083	SALOMON, ATENEA SEVERINA	MINNESOTA UNIV OF, MINNEAPOLIS	MN	ATLAS	EQUATORIAL	9/09/96	BAC	3400	F	12/31/97	
		LEAVE OF ABSENCE USA/AFRICA	US*			8/22/96				9/09/96	
		MINNESOTA UNIV OF, MINNEAPOLIS	MN			8/01/95				8/22/96	
		MACALESTER COLLEGE, ST PAUL	MN			9/13/92				8/01/95	

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ID.NO	GRANTEE NAME	EDUCATION INSTITUTION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE	S X	TERMINATION DATE	CD
000135	ABDALLAH, SAID SEIF	WASH STATE UNIVERSITY, PULLMAN	WA	ATLAS	TANZANIA	8/09/92	MBA	3650	M	12/31/94	C1
000111	BAISI, MUTAHOBA D A	FLORIDA A&M UNIV, TALLAHASSEE	FL	ATLAS	TANZANIA	8/09/92	MBA	3520	M	12/31/94	C1
000786	BAYTANI, WILSON	PLACEMENT PENDING--R CALDWELL	PP	ATLAS	TANZANIA	1/01/01	MBA	3500	M	1/01/01	D9
000289	CHAILLA, OPTATUS	N.Y. STATE UNIV, ALBANY	NY	ATLAS	TANZANIA	8/19/95	PHD	4900	M	6/30/98	
		MICH UNIV OF, ANN ARBOR	MI			6/25/95				8/19/95	
		N.Y. STATE UNIV, ALBANY	NY			1/10/94				6/25/95	
000641	CHARLES-SHAIDI, LUCY	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	TANZANIA	8/12/96	BS	3450	F	9/02/00	
000287	CHEKANI, SUSANA	PRACT TRAINING/SOUTH CAROLINA	SC	ATLAS	TANZANIA	1/01/96	MPA	4900	F	7/03/96	C1
		WESTERN MICHIGAN UN, KALAMAZOO	MI			8/07/94				1/01/96	
000645	CHRISTIAN, DAVID	LEHIGH UNIVERSITY, BETHLEHEM	PA	ATLAS	TANZANIA	1/02/96	MBA	3640	M	12/31/97	
000792	HEKENO, MAHINGA	CALIF STATE UNIV, SACRAMENTO	CA	ATLAS	TANZANIA	8/12/96	BS	3110	F	9/02/00	
000787	HEMED, NASRA	WILLAMETTE UNIV, SALEM	OR	ATLAS	TANZANIA	5/21/97	MBA	3510	F	5/31/99	
000161	HERIEL, ELIBARIKI	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	TANZANIA	1/02/93	MA	3650	M	12/30/94	C1
000455	JACKSON, MSAFIRI	ILLINOIS INST TECH, CHICAGO	IL	ATLAS	TANZANIA	8/07/94	PHD	3070	M	2/28/99	
000126	JOHN, JULIUS C H	VA COMMONWEALTH UNIV, RICHMOND	VA	ATLAS	TANZANIA	8/09/92	MPA	1520	M	5/25/94	C1
000788	KABYEMERA, IRENE	LEAVE OF ABSENCE USA/AFRICA	US*	ATLAS	TANZANIA	6/01/97	PHD	3050	F	3/02/01	D9
		FLORIDA UNIV OF, GAINESVILLE	FL			8/12/96				6/01/97	
000490	KAGARUKI-KAKOTI, GENEROSA	PRACTICAL TRAINING/INDIANA	IN	ATLAS	TANZANIA	7/01/96	MA	1540	F	12/27/96	C1
		INDIANA STATE U, TERRE HAUTE	IN			8/17/95				7/01/96	
		RESEARCH IN AFRICA				7/06/95				8/17/95	
		INDIANA STATE U, TERRE HAUTE	IN			8/07/94				7/06/95	
000120	KAGORO CHOBYA, LIGHT ANNA	WEST VIRGINIA UNIV, MORGANTOWN	WV	ATLAS	TANZANIA	8/06/94	MAS	3000	F	5/31/97	C1
		W VIRGINIA U/IEL, MORGANTOWN	WV			5/23/94				8/06/94	
000078	KESSY, JOHN I	SOUTHWESTERN LOUISIANA, U OF	LA	ATLAS	TANZANIA	8/09/92	MS	3012	M	12/05/94	C1
000027	KILASSA, PHILEMON	LOUISVILLE UNIV OF, LOUISVILLE	KY	ATLAS	TANZANIA	8/10/91	MAS	3190	M	12/21/92	C1
000087	KINASHA, KINGORI ELISIFA	SOUTHWESTERN LOUISIANA, U OF	LA	ATLAS	TANZANIA	8/10/92	MS	3030	F	8/30/94	C1
000646	KINGORI, JUDIKA	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	TANZANIA	8/12/96	PHD	3510	F	3/02/01	
000109	KITULA, MARY DAMAS NKUYU	MICH STATE UNIV, EAST LANSING	MI	ATLAS	TANZANIA	9/01/96	PHD	1821	F	12/31/97	
		RESEARCH IN AFRICA				9/29/95				9/01/96	
		MICH STATE UNIV, EAST LANSING	MI			1/06/93				9/29/95	
000089	KOKA, EXAUD NOE	MISSOURI UNIV OF, ROLLA	MO	ATLAS	TANZANIA	8/09/92	PHD	3010	M	12/31/97	
000138	KOMBA, ADALGOT A	GEORGE WASH UNIV, WASHINGTON	DC	ATLAS	TANZANIA	10/18/97	PHD	4990	M	5/31/98	
		RESEARCH IN AFRICA				3/03/97				10/18/97	
		GEORGE WASH UNIV, WASHINGTON	DC			8/09/92				3/03/97	
000502	LIKASI, SILAS	NO CAROLINA STATE U, RALEIGH	NC	ATLAS	TANZANIA	8/07/94	MPA	3511	M	8/30/96	C1
000720	LUFINGO, GERVAIS	JACKSON STATE U, JACKSON	MS	ATLAS	TANZANIA	1/01/97	MBA	3570	M	12/31/98	
000789	LYARUU, GASTO	WESTERN MICHIGAN UN, KALAMAZOO	MI	ATLAS	TANZANIA	12/29/96	MBA	3500	M	12/31/98	
000139	LYIMO, KIRUMALI M	WAYNE STATE UNIV, DETROIT	MI	ATLAS	TANZANIA	8/09/92	MAS	3120	M	5/15/95	C1
000793	MARCO, DELICIA	CAL STATE UNIV, FULLERTON	CA	ATLAS	TANZANIA	8/12/96	BS	3010	F	12/31/99	
000729	MAYIGE, CHRISTOPHER	OKLA UNIVERSITY OF, NORMAN	OK	ATLAS	TANZANIA	8/06/95	PHD	3070	M	12/30/99	
000642	MBOYA, CLEMENT	PENN STATE UNIV, UNIV PARK	PA	ATLAS	TANZANIA	8/06/95	MS	2953	M	12/31/97	
000022	MBUNA, JOSEPH	PRACT TRAINING/MASSACHUSETTS	MA	ATLAS	TANZANIA	7/01/92	MPA	4910	M	10/29/92	C1
		HARVARD UNIVERSITY, CAMBRIDGE	MA			6/24/91				7/01/92	
000275	MFIKIRWA, MTUMWA	OLD DOMINION UNIV, NORFOLK	VA	ATLAS	TANZANIA	1/01/94	MPA	4900	M	12/30/95	C1
000794	MGONJA, VONNIE	CALIF STATE UNIV, LONG BEACH	CA	ATLAS	TANZANIA	8/11/96	BS	2380	F	9/01/00	
000236	MHANDO, PETER	PRACTICAL TRAINING/NEW YORK	NY	ATLAS	TANZANIA	6/12/95	MAS	1491	M	12/26/95	C1
		N.Y. STATE UNIV. BINGHAMTON	NY			8/08/93				6/12/95	

0002	MGONJA, VONNIE	CALIF STATE UNIV, LONG BEACH	CA	ATLAS	TANZANIA	8/11/96	BS	2380	M	12/26/95	C1
000794	MGONJA, VONNIE	PRACTICAL TRAINING/NEW YORK	NY	ATLAS	TANZANIA	8/08/93				6/12/95	
000236	MHANDO, PETER	N.Y. STATE UNIV, BINGHAMTON	NY		TANZANIA	1/02/95	BS	3010	F	12/31/98	
000457	MLAY, EVELINE	FLORIDA A&M UNIV, TALLAHASSEE	FL	ATLAS	TANZANIA	1/02/93	MA	4900	F	5/31/95	C1
000134	MUHAMMED, MISKIYA	INDIANA STATE U, TERRE HAUTE	IN	ATLAS	TANZANIA	8/11/97	PHD	6651	M	7/01/99	
000279	MPESHA, WITNESS	SO CAROLINA, U OF, COLUMBIA	SC	ATLAS	TANZANIA	1/02/95				8/11/97	
		WASH STATE UNIVERSITY, PULLMAN	WA								

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000028	MSAKI, JOSEPH	PRACTICAL TRAINING/MICHIGAN WESTERN MICHIGAN UN, KALAMAZOO	MI	ATLAS	TANZANIA	9/01/93	MPA	4900	M	12/30/93	C1
000493	MSEMAKWELI, CONSTANTINE	PURDUE UNIVERSITY, LAFAYETTE	IN	ATLAS	TANZANIA	8/07/94	PHD	2280	M	1/31/99	
000790	MTATIFIKOLO, GERALD	MINNESOTA UNIV OF, MINNEAPOLIS	MN	ATLAS	TANZANIA	9/16/97	PHD	3100	M	3/04/01	
000640	MTEY, KANTY	NO DAKOTA STATE U, FARGO	ND	ATLAS	TANZANIA	8/14/96				9/16/97	
000495	MUSHI, RICHARD	PRACTICAL TRAINING/MISSISSIPPI JACKSON STATE U, JACKSON	MS	ATLAS	TANZANIA	9/01/97	MPA	4900	M	12/31/97	
000420	MWAIPOPO, LUFUMBI	JACKSON STATE U, JACKSON	MS	ATLAS	TANZANIA	8/06/95				9/01/97	
000025	NGALIGA, ADAM	NEBRASKA UNIV OF, LINCOLN	NE	ATLAS	TANZANIA	8/12/96	MPA	3511	M	12/31/98	
000791	NGELELA, MARY	PRACTICAL TRAINING/VIRGINIA OLD DOMINION UNIV, NORFOLK	VA	ATLAS	TANZANIA	8/06/95	PHD	3650	M	6/30/99	
000052	NKYA, ESTOMIH	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	TANZANIA	9/01/93	MAS	3450	M	8/30/93	C1
000230	NYALUKE, ADRIANO	PITTSBURGH U/O, PITTSBURGH RESEARCH IN AFRICA	PA	ATLAS	TANZANIA	8/10/91				9/01/93	
000419	RUZIBUKA, REBECCA	PITTSBURGH U/O, PITTSBURGH PRACTICAL TRAINING/KENTUCKY	PA	ATLAS	TANZANIA	1/01/97	MA	1400	F	5/31/99	
000053	RHEZAULA, PASCAL	LOUISVILLE UNIV OF, LOUISVILLE	KY	ATLAS	TANZANIA	9/30/94	PHD	7400	M	5/05/95	C1
000183	SAWASAWA, SUBIRA	LOUISVILLE UNIV OF, LOUISVILLE	KY	ATLAS	TANZANIA	5/12/94				9/30/94	
000104	SHIO, LUI HILLARY	EMPORIA STATE U, EMPORIA	KS	ATLAS	TANZANIA	1/05/92	MAS	3200	M	5/31/95	C7
000638	SHIO, THADEUS	OKLA STATE UNIV, STILLWATER	OK	ATLAS	TANZANIA	8/09/93	MBA	3650	F	12/23/96	C1
000418	TESHA-TENGA, ROSEMARY	BALL STATE UNIVERSITY, MUNCIE	IN	ATLAS	TANZANIA	1/05/92	MAS	1500	M	6/30/94	C1
000454	TOWO, ARNOLD	SOUTHERN UNIV, BATON ROUGE	LA	ATLAS	TANZANIA	1/03/93	MPA	4900	F	5/31/95	C1
		KANSAS UNIV OF, LAWRENCE	KS	ATLAS	TANZANIA	8/09/92	MPA	4920	M	12/20/93	C1
		MORGAN STATE UNIV, BALTIMORE	MD	ATLAS	TANZANIA	8/06/95	MS	3030	M	5/26/97	C1
		PRACT TRAINING/DIS OF COLUMBIA	DC			9/01/96				9/01/96	
		MORGAN STATE UNIV, BALTIMORE	MD	ATLAS	TANZANIA	6/01/96				6/01/96	
		AUBURN UNIVERSITY, AUBURN	AL	ATLAS	TANZANIA	8/07/94	MS	3120	M	9/30/97	C1

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000537	ABDOU, SAID OMAR	IOWA STATE UNIV, AMES IOWA STATE U/IEOP, AMES	IA IA	ATLAS	COMOROS	1/08/96 1/03/95	BS	6041 M		12/31/99 1/08/96	
000705	AZIZ, OUBEIDILLAH	MANKATO STATE UNIV, MANKATO IOWA STATE U/IEOP, AMES	MN IA	ATLAS	COMOROS	9/06/96 3/08/96	BS	2960 M		8/31/00 9/06/96	
000335	BACAR, ALI MOHAMED	BALL STATE UNIVERSITY, MUNCIE SOUTHERN ILL. U/CESL, CARBONDALE	IN IL	ATLAS	COMOROS	12/20/94 3/15/94	BAC	3610 M		8/30/98 12/20/94	
000503	DJAMALILAYL, SAIDAT	CENTRAL STATE U, WILBERFORCE ENG LANG/MULTICULT INST, DAYTON	OH OH	ATLAS	COMOROS	6/03/95 9/20/94	BS	3500 F		7/31/95 08 6/03/95	
000504	HAMADI, NOUAYRATA	CENTRAL STATE U, WILBERFORCE LEAVE OF ABSENCE USA/AFRICA CENTRAL STATE U, WILBERFORCE ENG LANG/MULTICULT INST, DAYTON	OH US* OH OH	ATLAS	COMOROS	1/04/97 12/05/96 6/03/95 9/20/94	BS	3500 F		7/13/99 1/04/97 12/05/96 6/03/95	
000685	IBRAHIM, ABDULKARIM	IOWA STATE UNIV, AMES IOWA STATE U/IEOP, AMES	IA IA	ATLAS	COMOROS	6/09/97 6/12/96	BS	6041 M		6/12/01 6/09/97	
000692	M'BAPANZA, IBRAHIME	IOWA STATE UNIV, AMES IOWA STATE U/IEOP, AMES	IA IA	ATLAS	COMOROS	8/25/97 8/11/96	BS	3030 M		9/01/01 8/25/97	
000933	MOHAMED ADAM, IBRAHIM	IOWA STATE U/IEOP, AMES	IA	ATLAS	COMOROS	1/06/97	BS	4414 M		1/07/02	
000340	MOHAMED, MADI	SOUTHERN ILLINOIS U, CARBONDALE SOUTHERN ILL. U/CESL, CARBONDALE	IL IL	ATLAS	COMOROS	1/18/95 3/15/94	BAC	5120 M		8/30/98 1/18/95	
000935	SAID TOURQUI, ALLAQUIA	WASH STATE UNIVERSITY, PULLMAN SOUTHERN ILL. U/CESL, CARBONDALE	WA IL	ATLAS	COMOROS	8/15/97 1/06/97	BS	9020 F		1/07/02 8/15/97	
000934	SAID TOURQUI, KOKOECHAT	WISCONSIN U/O, EAU CLAIRE IOWA STATE U/IEOP, AMES	WI IA	ATLAS	COMOROS	8/22/97 1/06/97	BS	4414 F		8/31/01 8/22/97	

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000166	CHIBANGULA, VICTOR	WICHITA STATE UNIV.,	WICHITA KS	ATLAS	ZAMBIA	1/04/93	MA	3510	M	8/31/95	C1
000108	CHILINDA, AGNES	EASTERN MICHIGAN UN,	YPSILANTI MI	ATLAS	ZAMBIA	8/09/92	MAS	3570	F	5/07/95	C1
000160	HAANTUBA, HYDE	WASH STATE UNIVERSITY,	PULLMAN WA	ATLAS	ZAMBIA	1/12/95	PHD	1530	M	3/31/96	C1
		RESEARCH IN AFRICA				9/05/94				1/12/95	
		WASH STATE UNIVERSITY,	PULLMAN WA			12/28/92				9/05/94	
000998	KALINDE, LEONARD	PLACEMENT PENDING--J.	SABOURIN PP	ATLAS	ZAMBIA	11/11/11	MS	4311	M	11/11/11	O9
000107	LILANDA, SYLVIA	N.Y. STATE UNIV,	BINGHAMTON NY	ATLAS	ZAMBIA	8/13/92	PHD	1470	F	12/31/95	W7
000262	LUNGWANGWA, GEOFFREY	ILLINOIS U/O, CHAMPAIGN-URBANA	IL	ATLAS	ZAMBIA	8/16/93	N/D	5200	M	1/31/94	C1
000165	LUSHINGA, JACOB	SOUTHERN ILLINOIS U,	CARBONDALE IL	ATLAS	ZAMBIA	1/04/93	MA	1470	M	8/31/95	C1
000357	MANGANI, PETER	OKLA STATE UNIV,	STILLWATER OK	ATLAS	ZAMBIA	1/13/94	N/D	4485	M	7/09/94	C1
000260	MENDAMENDA, DAVISON	ILLINOIS U/O, CHAMPAIGN-URBANA	IL	ATLAS	ZAMBIA	8/07/93	PHD	1530	M	2/02/94	P1
000999	MUDENDA, FREDERICK	PLACEMENT PENDING--J.	SABOURIN PP	ATLAS	ZAMBIA	11/11/11	MS	4311	M	11/11/11	O9
000116	MUMBA, FLORENCE	CLAREMONT GRAD SCH,	CLAREMONT CA	ATLAS	ZAMBIA	8/09/92	MBA	3510	F	12/20/93	C1
000774	MUNGILI, LESTER	TOLEDO UNIV OF,	TOLEDO OH	ATLAS	ZAMBIA	12/18/96	MBA	3640	M	12/31/98	
000106	MUTOTI, NOAH	AUBURN UNIVERSITY,	AUBURN AL	ATLAS	ZAMBIA	8/09/92	MAS	1530	M	12/31/94	C1
000184	MUWOWO, KINGSLEY	N.Y. STATE UNIV,	BINGHAMTON NY	ATLAS	ZAMBIA	1/18/93	MBA	3610	M	5/15/95	C1
000201	MWALITETA, DAVID	MORGAN STATE UNIV,	BALTIMORE MD	ATLAS	ZAMBIA	8/07/93	MAS	1560	M	5/31/95	C1
000142	NALUMINO, NYAMBE	ARIZONA STATE UNIV,	TEMPE AZ	ATLAS	ZAMBIA	8/09/92	MAS	6660	M	8/30/94	C1
000358	NUMWA, GODMANS	PURDUE UNIVERSITY,	LAFAYETTE IN	ATLAS	ZAMBIA	1/10/94	N/D	6041	M	7/09/94	C1
000208	SALASINI, JOSEPH	WESTERN ILLINOIS UNIV,	MACONB IL	ATLAS	ZAMBIA	8/07/93	MAS	1560	M	7/16/95	C1
000776	SYALEKA, EDWIN	MD. UNIV OF, COLLEGE PARK	MD	ATLAS	ZAMBIA	8/23/96	MBA	3500	M	8/31/98	
000839	TEMBO, GELSON	OKLA STATE UNIV,	STILLWATER OK	ATLAS	ZAMBIA	8/07/97	MS	1530	M	8/31/98	
		LEAVE OF ABSENCE USA/AFRICA	US*			6/29/97				8/07/97	
		OKLA STATE UNIV,	STILLWATER OK			8/07/96				6/29/97	
000132	WAMULUME, MUKATA	CONN UNIVERSITY OF,	STORRS CT	ATLAS	ZAMBIA	8/09/92	MAS	1530	M	12/30/94	C1
000840	ZEBRON, HILLARY	PLACEMENT PENDING--J.	SABOURIN PP	ATLAS	ZAMBIA	11/11/11	MS	6652	M	11/11/11	O9
000261	ZULU, JASSIEL	ILLINOIS U/O, CHAMPAIGN-URBANA	IL	ATLAS	ZAMBIA	8/16/93	N/D	2420	M	1/31/94	C1

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ID.NO	GRANTEE NAME	EDUCATION INSTITUTION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE	S X	TERMINATION DATE	CD
000801	BANDA, JANET	GEORGIA UNIV OF, ATHENS	GA	ATLAS	MALAWI	8/11/96	MS	4300	F	8/07/97	C1
000800	BANDA, ZERIA	BALL STATE UNIVERSITY, MUNCIE	IN	ATLAS	MALAWI	9/16/97	MA	4220	F	1/01/99	
		RESEARCH IN AFRICA				8/15/97				9/15/97	
000636	CHINKUYU, ADION	BALL STATE UNIVERSITY, MUNCIE	IN			8/11/96				8/15/97	
000648	CHIPUNGU, AMOS	IOWA STATE UNIV, AMES	IA	ATLAS	MALAWI	8/06/95	MS	3180	M	9/13/97	C1
000954	CHIRWA, CATHERINE	OKLA STATE UNIV, STILLWATER	OK	ATLAS	MALAWI	8/06/95	MS	1530	M	8/21/97	C1
000557	CHIRWA, THERESA	INDIANA STATE U, TERRE HAUTE	IN	ATLAS	MALAWI	8/09/97	MA	5000	F	8/29/99	
000777	CHISI, LUSIZI	OKLA STATE UNIV, STILLWATER	OK	ATLAS	MALAWI	12/28/94	MS	3010	F	12/19/96	C1
000807	CHOMBO, GRACE	ALTERNATE CANDIDATE	US*	ATLAS	MALAWI	1/01/01	MBA	3610	F	1/01/01	O9
000548	GOMBACHIKA, HARRY	AKRON UNIVERSITY OF, AKRON	OH	ATLAS	MALAWI	8/11/96	MS	5000	F	8/30/98	
000494	GONDWE, KENNETH	N.Y. STATE UNIV, BUFFALO	NY	ATLAS	MALAWI	8/07/94	MS	3100	M	9/22/96	C1
		OKLA STATE UNIV, STILLWATER	OK	ATLAS	MALAWI	8/01/96	MS	3120	M	12/26/96	C1
		RESEARCH IN AFRICA				3/01/96				8/01/96	
		OKLA STATE UNIV, STILLWATER	OK			8/08/94				3/01/96	
000989	JEREMIAH SATO, LEVIE BENNET	WILLIAMS COL/GRAD, WILLIAMSTN	MA	ATLAS	MALAWI	8/24/97	MA	1500	M	9/30/98	
000803	KABAMBE, PATRICK	N.Y. STATE UNIV, BINGHAMTON	NY	ATLAS	MALAWI	8/11/96	MA	1500	M	12/31/98	
000955	KAFERE, GODFREY	OKLA STATE UNIV, STILLWATER	OK	ATLAS	MALAWI	8/09/97	MA	5000	M	8/29/99	
000806	KAMPEREWERA, ALOYSIUS	WASH STATE UNIVERSITY, PULLMAN	WA	ATLAS	MALAWI	8/11/96	MS	6660	M	12/30/98	
000553	KANGUNGA, PAUL	PRACTICAL TRAINING/NEW YORK	NY	ATLAS	MALAWI	9/01/96	MS	3010	M	12/31/96	C1
		N.Y. STATE UNIV, BUFFALO	NY			8/07/94				9/01/96	
000802	KATOPOLA, MATILOA	AMER UNIVERSITY, WASHINGTON	DC	ATLAS	MALAWI	1/03/97	MS	4300	F	5/04/98	
000957	KAUNDA, OPHRAH	RUTGERS/SUNJ, NEW BRUNSWICK	NJ	ATLAS	MALAWI	8/18/97	MA	1800	F	8/29/99	
000976	KAYIRA, HEZI	AMER UNIVERSITY, WASHINGTON	DC	ATLAS	MALAWI	8/09/97	MS	4390	M	12/29/98	
000649	MALIRO, PATRYCIA	SOUTHERN ILLINOIS U, CARBONDALE	IL	ATLAS	MALAWI	9/25/97	MS	1530	F	12/31/97	
		LEAVE OF ABSENCE USA/AFRICA	US*			9/12/97				9/25/97	
		SOUTHERN ILLINOIS U, CARBONDALE	IL			1/12/96				9/12/97	
000474	MANGOCHÉ, JOSEPHINE	PRACT TRAINING/NORTH CAROLINA	NC	ATLAS	MALAWI	11/01/96	MS	3100	F	4/08/97	C1
		NO CAROLINA A&T ST, GREENSBORO	NC			8/07/94				11/01/96	
000956	MASANJALA, WINFORD	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	MALAWI	8/09/97	MA	1400	M	12/29/99	
000631	MBALANE, EMMA	IOWA STATE UNIV, AMES	IA	ATLAS	MALAWI	1/03/96	MS	3180	F	12/31/97	
000650	MITA, DATH	NO DAKOTA STATE U, FARGO	ND	ATLAS	MALAWI	8/21/95	MS	3180	M	12/31/97	
000958	MVALO, FRANK	PLACEMENT PENDING--J. SABOURIN	PP	ATLAS	MALAWI	11/11/11	MBA	3610	M	11/11/11	O9
000633	MWALE, BLESSINGS	OKLA STATE UNIV, STILLWATER	OK	ATLAS	MALAWI	8/06/95	MS	1530	M	8/21/97	C1
000804	MZOMA, HASTINGS	LOUISIANA STATE U, BATON ROUGE	LA	ATLAS	MALAWI	8/11/96	MA	1500	M	12/30/98	
000475	NYIRENDA, TOWELA	PRACTICAL TRAINING/KANSAS	KS	ATLAS	MALAWI	11/01/96	MS	3100	F	4/30/97	C1
		KANSAS UNIV OF, LAWRENCE	KS			8/07/94				11/01/96	
000805	NYIRONGO, RICHARD	OHIO UNIVERSITY, ATHENS	OH	ATLAS	MALAWI	9/02/96	MS	5200	M	8/31/98	
000632	SAMIKWA, DUNCAN	OKLA STATE UNIV, STILLWATER	OK	ATLAS	MALAWI	8/06/95	MS	1530	M	8/21/97	C1
000528	SHABA, OSCAR	OKLA STATE UNIV, STILLWATER	OK	ATLAS	MALAWI	8/08/94	MS	3111	M	12/19/96	C1
000953	ZULU, LEO	CLARK UNIVERSITY, WORCESTER	MA	ATLAS	MALAWI	8/09/97	MS	6330	M	12/29/98	

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IO.NO	GRANTEE NAMNAME	EDUCATION ISNTITUION NAME	STATE	PROGRAM	COUNTRY	ENTRY DATE	TRNG OBJ	FIELD CODE	S X	TERMINATION DATE	CD
001008	ALUPO, JUDITH	PLACEMENT PENDING--R CALDWELL	PP	ATLAS	UGANDA	11/11/11	MS	6690	F	11/11/11	O9
000079	AREU, JOSEPH	MISSOURI UNIV OF, COLUMBIA	MO	ATLAS	UGANDA	8/09/92	MBA	3410	M	6/30/94	C1
000501	BABUWE-NGOBI, JOY	PRACTICAL TRAINING/MINNESOTA	MN	ATLAS	UGANDA	10/01/96	MPH	4414	F	3/31/97	C9
000877	BANENYA, SARAH	MINNESOTA UNIV OF, MINNEAPOLIS	MN			9/12/94				10/01/96	
000878	CANDIRU, ESTHER	PRACT TRAINING/OIS OF COLUMBIA	DC	ATLAS	UGANDA	9/01/97	LLB	4320	F	10/31/97	
000658	KABAGAMBE, EDMOND	AMER UNIVERSITY, WASHINGTON	DC			8/12/96				9/01/97	
000658	KABAGAMBE, EDMOND	CLARK UNIVERSITY, WORCESTER	MA	ATLAS	UGANDA	1/01/98	MA	6531	F	10/21/99	O9
000658	KABAGAMBE, EDMOND	PRACTICAL TRAINING/COLORADO	CO	ATLAS	UGANDA	7/01/97	MS	4485	M	11/30/97	
000657	KITAKULE, GEOFFREY	LOUISIANA STATE U, BATON ROUGE	LA			8/05/95				7/01/97	
000657	KITAKULE, GEOFFREY	PRACTICAL TRAINING/NEW YORK	NY	ATLAS	UGANDA	7/01/97	MBA	3500	M	7/31/98	C2
000657	KITAKULE, GEOFFREY	MD. UNIV OF, COLLEGE PARK	MD			6/08/97				7/01/97	
000657	KITAKULE, GEOFFREY	LEAVE OF ABSENCE USA/AFRICA	US*			5/24/97				6/08/97	
000137	LOWOK, ROBERT LIMLIM	MD. UNIV OF, COLLEGE PARK	MD			8/05/95				5/24/97	
000092	MATENE, JOHN CHRIS K	SAN DIEGO STATE U, SAN DIEGO	CA	ATLAS	UGANDA	8/09/92	MPH	4414	M	9/30/94	C1
000491	MUSEMBWA, PAUL	JOHNS HOPKINS UNIV, BALTIMORE	MD	ATLAS	UGANDA	6/28/92	MPH	4620	M	5/25/93	C1
000491	MUSEMBWA, PAUL	CALIF UNIV OF, BERKELEY	CA	ATLAS	UGANDA	8/26/95	MBA	3516	M	5/29/96	C1
000491	MUSEMBWA, PAUL	PRACTICAL TRAINING/CALIFORNIA	CA			7/03/95				8/26/95	
000491	MUSEMBWA, PAUL	CALIF UNIV OF, BERKELEY	CA			8/07/94				7/03/95	
000880	NANYUNJA, MIRIAM	SOUTHERN FLORIDA, UN OF, TAMPA	FL	ATLAS	UGANDA	8/10/96	MPH	4414	F	8/31/98	
000090	NYIRINKINDI, EMMANUEL	PRACTICAL TRAINING/FLORIDA	FL	ATLAS	UGANDA	8/01/94	MBA	3610	M	11/30/94	C1
000656	OKIROR, JOHN	KANSAS UNIV OF, LAWRENCE	KS			8/09/92				8/01/94	
000349	OLWOCH-LALOBO WILLIAM	OKLA STATE UNIV, STILLWATER	OK	ATLAS	UGANDA	12/27/95	MS	5091	M	5/31/98	
000349	OLWOCH-LALOBO WILLIAM	PRACTICAL TRAINING/CALIFORNIA	CA	ATLAS	UGANDA	7/27/95	MBA	3610	M	1/07/96	C1
000264	RHAKISEETA, PATRICIA	CALIF STATE UNIV, FRESNO	CA			1/10/94				7/27/95	
000264	RHAKISEETA, PATRICIA	PRACTICAL TRAINING/KANSAS	KS	ATLAS	UGANDA	8/21/95	MAS	3020	F	3/31/96	C1
000264	RHAKISEETA, PATRICIA	KANSAS UNIV OF, LAWRENCE	KS			8/08/93				8/21/95	
000500	WATERA, CHRISTYNE	TULANE UNIV, NEW ORLEANS	LA	ATLAS	UGANDA	8/07/94	MS	4414	F	8/20/96	C1
001009	WOZEI, ELEANOR	PLACEMENT PENDING--R CALDWELL	PP	ATLAS	UGANDA	11/11/11	MS	3070	F	11/11/11	O9

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000174	ADEKA, IBILOLA	ILLINOIS UNIV OF, CHICAGO	IL	ATLAS	NIGERIA	12/30/92	MS	4620	F	5/30/95	C7
000154	AKINYEMI, COMFORT	ILLINOIS UNIV OF, CHICAGO	IL	ATLAS	NIGERIA	1/01/93	MS	4690	F	8/31/95	C1
000271	AKPAKPAN, NSIKA	ILLINOIS UNIV OF, CHICAGO	IL	ATLAS	NIGERIA	12/31/93	MAS	4600	M	5/01/96	C7
000653	ALIYU, OLUREMI	OKLA UNIV OF, OKLAHOMA CITY	OK	ATLAS	NIGERIA	8/07/95	MPH	4414	F	8/31/97	
000586	CUDJOE, CHARLES	PRACT TRAINING/MASSACHUSETTS BOSTON UNIVERSITY, BOSTON	MA MA	ATLAS	NIGERIA	1/01/96	MPH	4414	M	5/15/96	C7
		LEAVE OF ABSENCE USA/AFRICA	US*			9/21/95				1/01/96	
		BOSTON UNIVERSITY, BOSTON	MA			2/01/95				9/21/95	
						12/01/94				2/01/95	
000654	EZAGBOR, ANTHONY	SO CAROLINA, U OF, COLUMBIA	SC	ATLAS	NIGERIA	8/13/95	MPH	4622	M	6/30/97	C7
000234	IKINWOT, CECILIA	ILLINOIS UNIV OF, CHICAGO	IL	ATLAS	NIGERIA	5/13/94	MPH	4600	F	12/31/95	C7
		NORTHERN ILLINOIS UNIV, DEKALB	IL			8/04/93				5/13/94	
000151	IYIEGBUNIWE, EMMANUEL	ILLINOIS UNIV OF, CHICAGO	IL	ATLAS	NIGERIA	8/10/92	MAS	4474	M	12/30/94	C7
000238	KADRI, OLAYEMI	PRACTICAL TRAINING/OKLAHOMA OKLA UNIV OF, OKLAHOMA CITY	OK OK	ATLAS	NIGERIA	6/01/95	MS	4600	M	10/14/95	C1
		PRACTICAL TRAINING/NEW YORK	NY	ATLAS	NIGERIA	8/04/93				6/01/95	
000131	LAGUNDOYE, TEMITAYO	SAN DIEGO STATE U, SAN DIEGO	CA	ATLAS	NIGERIA	6/06/94	MPH	4620	F	9/30/94	C1
000150	OBAFEMI, ADEBISI	ILLINOIS UNIV OF, CHICAGO	IL	ATLAS	NIGERIA	8/11/92				6/06/94	
						8/12/92	MAS	4610	M	12/31/94	C7

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APPENDIX C

AFRICAN TRAINING FOR LEADERSHIP AND ADVANCED SKILLS

DISTRIBUTION OF ATLAS AWARDS

BY STATE AND UNIVERSITY

DISTRIBUTION OF ATLAS FELLOWSHIPS BY STATE & UNIVERSITY

<u>Alabama</u>	<u>17</u>	
Alabama A & M University		4
Auburn University		12
Tuskegee Institute		1
<u>Arizona</u>	<u>30</u>	
American Graduate School of International Management		4
Arizona State University		18
Arizona, University of		8
<u>Arkansas</u>	<u>4</u>	
Arkansas, University		4
<u>California</u>	<u>30</u>	
California State University, Fullerton		6
California State University, Fresno		5
California State University, Long Beach		1
California State University, Sacramento		2
California, University of, Berkeley		1
California, University of, Los Angeles		2
Claremont Graduate School		3
Humboldt State University		2
San Diego State University		7
San Jose State University		1
<u>Connecticut</u>	<u>7</u>	
Connecticut, University of		7

DISTRIBUTION OF ATLAS FELLOWSHIPS BY STATE & UNIVERSITY

<u>Delaware</u>	<u>2</u>	
Delaware State University		1
Delaware, University of		1
<u>District of Columbia</u>	<u>6</u>	
American University		4
George Washington University		1
Howard University		1
<u>Florida</u>	<u>15</u>	
Florida A & M University		5
Florida State University		1
Florida, University of		3
North Florida, University of		1
Southern Florida, University of		5
<u>Georgia</u>	<u>10</u>	
Clark Atlanta University		1
Georgia State University		2
Georgia, University of		6
Spelman College		1
<u>Hawaii</u>	<u>11</u>	
Hawaii, University of		11
<u>Idaho</u>	<u>3</u>	
Idaho, University of		3

DISTRIBUTION OF ATLAS FELLOWSHIPS BY STATE & UNIVERSITY

<u>Illinois</u>	<u>72</u>	
Illinois Institute of Technology		2
Illinois, University of, Champaign-Urbana		6
Illinois, University of, Chicago		8
Northern Illinois University		9
Roosevelt University		2
Southern Illinois University, Carbondale		39
Western Illinois University		6
<u>Indiana</u>	<u>33</u>	
Ball State University		19
Indiana State University		10
Indiana University		2
Purdue University		2
<u>Iowa</u>	<u>22</u>	
Iowa State University		19
Wartburg College		3
<u>Kansas</u>	<u>31</u>	
Emporia State University		22
Kansas, University of		5
Wichita State University		4
<u>Kentucky</u>	<u>3</u>	
Kentucky, University of		1
Louisville, University of		2

DISTRIBUTION OF ATLAS FELLOWSHIPS BY STATE & UNIVERSITY

<u>Louisiana</u>	<u>40</u>	
Louisiana State University		22
Southern University		7
Southeastern Louisiana University		2
Southwestern Louisiana, University of		7
Tulane University		2
<u>Maryland</u>	<u>13</u>	
Coppin State College		2
Johns Hopkins University		3
Maryland, University of, College Park		2
Maryland, University of, Eastern Shore		2
Morgan State University		4
<u>Massachusetts</u>	<u>19</u>	
Bentley College		1
Boston College		1
Boston University		1
Brandeis University		3
Clark University		6
Harvard University (HID)		3
Massachusetts, University of		2
Williams College		2
<u>Michigan</u>	<u>21</u>	
Central Michigan University		3
Eastern Michigan University		3
Grand Valley State University		1
Michigan State University		8
Michigan Technological University		2
Wayne State University		1
Western Michigan University		3

DISTRIBUTION OF ATLAS FELLOWSHIPS BY STATE & UNIVERSITY

<u>Minnesota</u>	<u>12</u>	
Macalester College		2
Mankato State University		5
Minnesota, University of		5
<u>Mississippi</u>	<u>23</u>	
Jackson State University		22
Mississippi State University		1
<u>Missouri</u>	<u>7</u>	
Missouri, University of, Columbia		5
Missouri, University of, Rolla		1
Washington University		1
<u>Montana</u>	<u>1</u>	
Montana State University		1
<u>Nebraska</u>	<u>1</u>	
Nebraska, University of		1
<u>New Hampshire</u>	<u>1</u>	
New Hampshire, University of		1
<u>New Jersey</u>	<u>2</u>	
New Jersey Institute of Technology		1
Rutgers University		1

DISTRIBUTION OF ATLAS FELLOWSHIPS BY STATE & UNIVERSITY

<u>New York</u>	<u>33</u>	
Clarkson University		1
Columbia University		2
Cornell University		6
Rensselaer Polytechnic Institute		1
State University of New York, Albany		6
State University of New York, Binghamton		6
State University of New York, Buffalo		10
State University of New York, Syracuse		1
<u>North Carolina</u>	<u>5</u>	
North Carolina A & T State University		1
North Carolina State University		3
Shaw University		1
<u>North Dakota</u>	<u>3</u>	
North Dakotas State University		3
<u>Ohio</u>	<u>25</u>	
Akron, University of		1
Central State University		5
Kent State University		2
Ohio State University		3
Ohio University		8
Ohio Wesleyan University		1
Toledo, University of		4
Wright State University		1
<u>Oklahoma</u>	<u>27</u>	
Oklahoma State University		15
Oklahoma, University of, Norman		3
Oklahoma, University of, Oklahoma City		9

DISTRIBUTION OF ATLAS FELLOWSHIPS BY STATE & UNIVERSITY

<u>Oregon</u>	<u>9</u>	
Oregon State University		3
Portland State University		2
Willamette University		4
<u>Pennsylvania</u>	<u>11</u>	
Lehigh University		3
Pennsylvania State University		5
Pittsburgh, University of		2
Thiel College		1
<u>Rhode Island</u>	<u>2</u>	
Johnson & Wales College		2
<u>South Carolina</u>	<u>17</u>	
Clemson University		7
South Carolina, University of		8
Winthrop University		2
<u>Tennessee</u>	<u>7</u>	
Tennessee State University		3
Tennessee, University of		2
Vanderbilt University		2
<u>Texas</u>	<u>8</u>	
Texas A & M University		2
Texas, University of, Dallas		2
West Texas A & M University		4

DISTRIBUTION OF ATLAS FELLOWSHIPS BY STATE & UNIVERSITY

<u>Utah</u>	<u>3</u>	
Utah State University		3
<u>Virginia</u>	<u>8</u>	
Hampton University		1
Old Dominion University		6
Virginia Commonwealth University		1
<u>Washington</u>	<u>13</u>	
Washington State University		10
Washington, University of		3
<u>West Virginia</u>	<u>2</u>	
West Virginia University		2
<u>Wisconsin</u>	<u>3</u>	
Wisconsin, University of, Eau Claire		3
<u>Wyoming</u>	<u>1</u>	
Wyoming, University of		1

APPENDIX D

AFRICAN TRAINING FOR LEADERSHIP AND ADVANCED SKILLS

ATLAS, PHASE I

SUMMARY OF ATLAS BUDGETS

SUMMARY OF ATLAS BUDGETS

September 30, 1997

<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	55	\$790,568	\$653,100	\$3,709,014	\$5,152,737
Cameroon	3	7,500	5,950	39,686	53,139
Cape Verde	26	487,276	357,350	1,820,733	2,665,385
Central African Republic	12	182,000	119,700	707,121	1,008,833
Comoros	11	200,000	206,850	1,050,209	1,457,070
Congo	19	180,350	195,650	1,007,183	1,383,202
Congo, (DROC)	15	197,164	202,300	976,695	1,376,174
Equatorial Guinea	6	184,050	123,550	599,689	907,295
Guinea	36	557,250	469,350	2,588,513	3,615,149
Guinea Basic Education	10	250,000	0	1,375,414	1,625,424
Guinea-Bissau	44	813,280	646,800	3,533,283	4,993,407
Madagascar	45	795,845	533,050	2,988,503	4,317,443
Malawi	29	400,190	254,450	1,473,661	2,128,330
Mali	22	285,314	291,200	1,415,498	1,992,034
Mozambique	49	681,855	572,600	3,065,353	4,319,857
Namibia	52	940,940	533,400	3,034,907	4,509,299
Niger	30	539,143	412,650	2,293,855	3,245,678
Nigeria	11	193,600	105,700	512,796	812,107
Rwanda	1	14,000	17,150	93,822	124,973
Sao Tome & Principe	8	127,408	143,500	688,436	959,352
Senegal	28	423,515	308,000	1,687,799	2,419,342
Sierra Leone	6	15,000	14,350	91,808	121,164
South Africa	33	655,000	605,500	2,678,140	3,938,673
Tanzania	52	1,099,319	917,000	3,595,808	5,612,179
Togo	10	132,716	120,450	607,259	860,435
Uganda	14	208,545	122,850	666,401	997,810
Zambia	20	235,880	159,950	844,092	1,239,942
Total	647	\$10,597,708	\$8,092,400	\$43,145,678	\$61,836,433
Percent of Total Cost		17.1	13.1	69.8	100.0

APPENDIX E

AFRICAN TRAINING FOR LEADERSHIP AND ADVANCED SKILLS

ATLAS COMPLETIONS AND WITHDRAWALS

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>BENIN</u>			
Janine Aho	Southern Illinois University, Carbondale MBA, Business Administration	May 1997	Returned to Benin. Expected to be Marketing Director, ODIFIC Group, Cotonou.
Clement Ahossi	Portland State University MPA, Public Administration	October 1996	Returned to Benin. Administrative Management Specialist, USAID.
Isbatou Boukari	Indiana University MS, Food and Nutrition	May 1997	Returned to Benin. Employment unknown.
Alima Boukary	California State University, Sacramento MED, Educational Administration	December 1996	Returned to Benin. Children's Learning and Equity Foundation (CLEF) project.
Ludovic Capo-Chichi	Auburn University MS, Agronomy	June 1997	Returned to Benin. Head of Plant Production Division, GRAPAD (Group for Research and Action for the Promotion of Agricultural Development).
Aminatou Choubade	Jackson State University MBA, Business Administration	August 1997	Returned to Benin. Ministry of Plan & Economic Restructuring.
Raymonde Degbey	Wichita State University MPA, Public Administration	December 1996	Remained in the United States.
Dangnro Dekadjevi	University of Connecticut MBA, Business Administration	August 1997	Returned to Benin. Director, Flexi Management Consulting.
Gbowlannou Dognon	Emporia State University MS, Marketing	December 1996	Returned to Benin. Executive Director, Africa Consulting Group.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>BENIN (cont.)</u>			
Ablawa Jeanne Falabi	University of Arizona MS, Soil & Water Science	December 1996	Returned to Benin. Employment unknown.
Norbert Gohoungo	Southern University MS, Educational Administration	November 1996	Returned to Benin. Secondary School Teacher, CIFEC.
Vincent Koukpaizan	San Jose State University MS, Taxation	August 1997	Returned to Benin. Tax Officer, Ministry of Finance.
Adjoke Kouton	Oregon State University MS, Education	December 1996	Returned to Benin. Teacher, College Classique.
Rachid Ladjouan	Southern University MS, Accounting	January 1997	Returned to Benin. Head, Commercial Department. Societe Beninoise d'Electricite et d'Eau.
Setcheme Mongbo	Brandeis University MA, Economics Development	July 1997	Returned to Benin. Project Officer, Netherlands Development Agency.
Charles Prodjinotho	Columbia University MA, Economics	December 1996	Returned to Benin. Economist, Ministry of Industry.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>CAPE VERDE</u>			
Jose Barbosa	Auburn University MS, Horticulture	April 1997	Returned to Cape Verde. National Institute of Agricultural Research.
Euclides De Pina	Eastern Michigan University MS, Economics	December 1996	Returned to Cape Verde. Employment unknown.
Cristina Duarte	American Graduate School MS, International Business Administration	December 1996	Returned to Cape Verde. Citibank, Luanda.
Alexandre Ferreira-Barbosa	Iowa State University BS, Electrical Engineering	May 1997	Returned to Cape Verde. TACV, Praia.
Artur Furtado	Iowa State University BS, Industrial Engineering	May 1997	Returned to Cape Verde. Ministry of Commerce, Industry and Energy.
Marize Gominho	Central State University BS, Desalinization of Water	June 1997	Returned to Cape Verde. Government. National Institute of Water Resources Management.
Jose Moreira	University of Missouri, Columbia BS, Economics	June 1997	Returned to Cape Verde. Employment unknown.
Marciano Moreira	University of Wyoming MS, Economics	January 1997	Returned to Cape Verde. Director, Ministry of Finance.
Manuel Pinheiro	Alabama A & M University MS, Economics	December 1996	Returned to Cape Verde. Director, Geral dos Alfandegas, Ministry of Finance.
Silvia Pinto	Alabama A & M University MBA, Finance	August 1997	Returned to Cape Verde. Director of Credit, Savings Bank of Cape Verde.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>CAPE VERDE (cont.)</u>			
Antonio Silva	University of Maryland MS, Desalinization of Water	December 1996	Returned to Cape Verde. Teacher, at Naval Academy, Mindelo.
Jose Maria Silva	Arizona State University MS, Natural Resource Management	December 1996	Returned to Cape Verde. Directorate General of International Cooperation, Ministry of Foreign Affairs.
Armando Vieira	Florida A & M University BS, Electrical Engineering	December 1996	Remained in the United States.
<u>CONGO</u>			
Michel Bakala	University of Oklahoma MS, Geological Engineering	December 1996	Returned to Congo. Employment unknown.
Jacques Boubeka	University of Arizona MS, Natural Resources	November 1996	Returned to Congo. Ministry of Mines and Energy.
Noel Malonga	Southern Illinois University MS, Agricultural Education and Mechanization	December 1996	Remained in the United States.
Charment Moussata	University of Georgia MS, Food & Nutrition	March 1997	Remained in the United States.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>EQUATORIAL GUINEA</u>			
Jose Bacale	Central State University BS, Economics	June 1997	Returned to Equatorial Guinea. Project and Personnel Supervisor, United Meridian Corporation, Malabo.
Carlos Matala	Iowa State University BS, Agricultural Economics	August 1997	Returned to Equatorial Guinea. Employed by FAO.
<u>GUINEA</u>			
Ahmed Diallo	San Diego State University MPH, Maternal and Child Health	June 1997	Returned to Guinea. Ministry of Health.
Kabine Diawara	Alabama A & M University MBA, Business Management	May 1997	Returned to Guinea. Ministry for Administrative Reform in the Public Sector.
Mathieu Kourouma	University of Southwestern Louisiana MS, Telecommunications	August 1997	Returned to Guinea. Assistant, Polytechnic Institute, University of Conakry.
Mohamed Toure	Cornell University MS, Mathematics Teacher Training	February 1997	Returned to Guinea. Maitre Assistant, University of Conakry.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>GUINEA-BISSAU</u>			
Jose Buaro	Ball State University MAS, Information Sciences & Systems	December 1996	Returned to Guinea-Bissau. Computer Programming, Central Bank.
Robalo Embalo	Rensselaer Polytechnic Institute MAS, Management Information Systems	August 1997	Returned to Guinea-Bissau. Head, Department of Statistics & Planning, Ministry of Education.
Gabriela Evora	Central State University BS, Finance	June 1997	Returned to Guinea-Bissau. Public Administrator, Economics Department, Ministry of International Cooperation.
Mamadu Mane	Southern Illinois University MS, Agricultural Economics	August 1997	Returned to Guinea-Bissau. National Consultant, Planning Office, Ministry of Rural Development & Agriculture.
<u>MADAGASCAR</u>			
Raherivelo Andriamiharisoa	University of South Carolina MBA, International Business	August 1997	Returned to Madagascar. Management Attache, Air Madagascar.
Maharozaka Andrianavalona	California State University, Fullerton MS, Finance	June 1997	Returned to Madagascar. Cabinet Ramaholimaso.
Rene Andriatandra	Alabama A & M University MS, Food Science & Technology	July 1997	Presumed to be living in France.
Annie Parson	Auburn University MS, Animal Husbandry	December 1996	Returned to Madagascar. Technical Advisor, Department of Animal Husbandry.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>MADAGASCAR (cont.)</u>			
Henri Rabesahala	Claremont Graduate School MBA, Management	November 1996	Returned to Madagascar. Project Administrator, World Wildlife Fund.
Noro Rajerison	Emporia State University MBA, Personnel	July 1997	Remained in the United States.
Thierry Rakotoarison	Wichita State University MBA, Business Management	May 1997	Returned to Madagascar. Manager, ATW Consultants.
Eugene Rakotonirina	Morgan State University MS, Transportation Economics	December 1996	Returned to Madagascar. Economist, Enterprise d'Etudes Pluridisciplinaires.
Tianarisoa Rakotoveloa	Southern Illinois University MBA, Business Management	August 1997	Returned to Madagascar. Auditor/Inspector, BTM Bank of Madagascar.
Jimmy Ramiandrison	Georgia State University MBA, Business Management	September 1997	Returned to Madagascar. Financial & Administrative Director, 3-E Company.
Herlyne Ramihantaniarivo	University of Hawaii MPH, Public Health	June 1997	Returned to Madagascar. Assistant to National Coordinator, Ministry of Health.
Volontseheny Rananja	Georgia State University MBA, Business Management	September 1997	Returned to Madagascar. Financial Analyst, LECOFRUIT exporting.
Eliane Razafimandimby	Wichita State University MBA, Business Management	August 1997	Returned to Madagascar. Project CAP, USAID.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>MALAWI</u>			
Janet Banda	University of Georgia LLM, Law	August 1997	Returned to Malawi. Principal State Attorney, Ministry of Justice, Lilongwe.
Adion Chinkuyu	Iowa State University MS, Agricultural Engineering	September 1997	Returned to Malawi. Lecturer, Bunda College of Agriculture, Univeristy of Malawi, Lilongwe.
Amos Chipungu	Oklahoma State University MS, Agricultural Economics	August 1997	Returned to Malawi. Marketing Officer, Agricultural Development & Marketing Corporation.
Theresa Chirwa	Oklahoma State University MS, Civil Engineering	December 1996	Returned to Malawi. Lecturer, University of Malawi.
Kenneth Gondwe	Oklahoma State University MS, Mechanical Engineering	December 1996	Returned to Malawi. Senior Research Officer, Malawi Industrial & Technology Development Center, Blantyre
Paul Kangunga	State University of New York, Buffalo MS, Civil Engineering	December 1996	Returned to Malawi. Municipal Engineer, Ministry of Local Government.
Josephine Mangoche	North Carolina A & T State University MS, Electrical Engineering	April 1997	Returned to Malawi. Technical Manager, HI-TECH Electronics, Ltd.
Blessings Mwale	Oklahoma State University MS, Agricultural Economics	August 1997	Returned to Malawi. Economist, Ministry of Agriculture & Livestock Development.
Towela Nyirenda	University of Kansas MS, Computer Engineering	April 1997	Returned to Malawi. Support Engineer, Office Equipment Company.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>MALAWI (cont.)</u>			
Duncan Samikwa	Oklahoma State University MS, Agricultural Economics	August 1997	Returned to Malawi. Economist, Ministry of Agriculture and Irrigation.
Oscar Shaba	Oklahoma State University MS, Computer Engineering	December 1996	Returned to Malawi. Chief Executive, ICL (Malawi) Ltd.
<u>MALI</u>			
Aissata Aida Dia	Clark University MA, International Development	February 1997	Returned to Mali. Coordinator, Women in Development Unit, CADEF-AFRICARE.
Salihou Guiro	Morgan State University MS, Transportation Economics	September 1997	Returned to Mali. Adjunct Director, National Direction of Transportation.
Dialla Konate	Pennsylvania State University MS, Mining Engineering	October 1996	Returned to Mali. Project Engineer, SOMISY/Randgold Mali.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>MOZAMBIQUE</u>			
Jorge Baptista	Louisiana State University MS, Veterinary Medicine	July 1997	Returned to Mozambique. Ministry of Agriculture and Fisheries.
Lara Carrilho	Louisiana State University MS, Food Science	December 1996	Returned to Mozambique. Lecturer, Eduardo Mondlane University.
Cristiano Conceicao	Southern Illinois University MS, Animal Science	November 1996	Returned to Mozambique. Chairman, Animal Building Department, Animal Production Institute.
Armindo Manhica	Louisiana State University MS, Geography	August 1997	Returned to Mozambique. Teacher, Ministry of Education.
Joao Ndlovu	Clark University MS, Political Science	May 1997	Returned to Mozambique. Researcher, Higher Institute of International Relations.
Manuel Maria Silva	Louisiana State University MAS, Clinical Veterinary	December 1996	Returned to Mozambique. Head of Research in the Diagnostic Study of Viruses, Human Resources.
Rui Silva	Louisiana State University PHD, Marine Biology	August 1997	Returned to Mozambique. Senior Researcher, Fisheries, Institute of Fisheries Research.
Hermenegilda Thumbó	Harvard University MPA, Public Administration	June 1997	Returned to Mozambique. Head, Sectorial Investment Department, Ministry of Agriculture & Fisheries.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>NAMIBIA</u>			
Dennis Fredericks	Ohio University MS, Educational Administration	December 1996	Returned to Namibia. Deputy Principal, Dawid Bezuidenhoat High School, Windhoek.
Gibson Luka	Michigan Central University MS, Educational Administration	August 1997	Returned to Namibia. Manager, Teacher's Resource Center, Ministry of Basic Education & Culture.
Dintwe Mootseng	Jackson State University MS, Mass Communication	May 1997	Returned to Namibia. Reporter, Namibian Broadcasting Corporation.
Michael Mukwame	Jackson State University MS, Communications	January 1997	Returned to Namibia. Chief Reporter, Namibian Broadcasting Corporation.
Aleksandra Puz	Clemson University MS, Environmental Engineering	May 1997	Returned to Namibia. Senior Engineer, Department of Water Affairs.
Eva-Liisa Shilamba	University of Hawaii MS, Biomedical Administration	May 1997	Returned to Namibia. Teacher, Oshakati Secondary School.
Heloise Smith	Indiana University MBA, Business Administration	July 1997	Returned to Namibia. Manager, Project Appraisal.
Umbiroo Swartz-Karuzaihe	University of Tennessee MS, Communications	September 1997	Returned to Namibia. Public Relations Department, Namibia Broadcasting Corporation.
Edwin Tjiramba	California State University MA, Communications	June 1997	Returned to Namibia. Executive Director, Namibia Network of AIDS Service Organizations.
Lazarus Uaandja	Harvard University MPA, Public Administration	June 1997	Returned to Namibia. Deputy Secretary, National Council Parliament, Windhoek

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>NIGER</u>			
Moustapha Abba Kaka	Willamette University MBA, Management	August 1997	Returned to Niger. Faculty of Business and Economics, University of Niamey.
Abdoulaye Alio	University of Arizona PHD, Animal Husbandry	May 1997	Returned to Niger. Ministry of Agriculture and Cattle Breeding.
Salhatou Amani	Clark University MAS, Economic Development	December 1996	Returned to Niger. Chief, Health and Social Development Division, Ministry of Planning.
Clement Hountondji	Portland State University MA, Urban Development & Planning	September 1997	Returned to Niger. Ministry of Equipment Housing and Country Planning.
Anne Rachel Inne	University of Illinois, Urbana MBA, Management	January 1997	Returned to Niger. President and CEO, Salka International, Ltd.
<u>NIGERIA</u>			
Anthony Ezagbor	University of South Carolina MPH, Maternal & Child Care	June 1997	Remained in the United States.
<u>SAO TOME & PRINCIPE</u>			
Helio Castro	Emporia State University BS, Business	May 1997	Returned to Sao Tome & Principe. Voice of America.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>SENEGAL</u>			
Awa Diouf	Southern Illinois University MBA, Management	May 1997	Returned to Senegal. Ministry of Interior.
Mohamadou Fadiga	West Virginia University MS, Agricultural Economics	May 1997	Returned to Senegal. Employment unknown.
Saiba Fainke	University of Illinois MBA, Management	January 1997	Returned to Senegal. Citibank, Dakar.
Bassirou Johnson	San Diego State University MPH, Public Health	August 1997	Returned to Senegal. Epidemiologist, Endemic Disease Control Center.
Adama Kane	University of Massachusetts MPH, Public Health	December 1996	Returned to Senegal. Counsellor, Ministry of Health & Social Action.
Adama Ly	University of Arizona MS, Natural Resource Management	December 1996	Returned to Senegal. Ministry of Environment.
Ibou Sane	Clemson University MS, Natural Resource Management	December 1996	Returned to Senegal. Agricultural Engineer, Department of Plant Protection.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>SOUTH AFRICA</u>			
Vijianthimaj Govender	Winthrop University MBA, Business Management	August 1997	Returned to South Africa. Lecturer, M.L. Sultan Technikon, Durban.
<u>TANZANIA</u>			
Generosa Kagaruki-Kakoti	Indiana State University MA, Land Economics	December 1996	Returned to Tanzania. Lecturer, Ardhi Institute.
Light Kagoro-Chobya	West Virginia University MS, Civil Engineering	May 1997	Returned to Tanzania. Senior Consultant, National Construction Council.
Rebecca Ruzibuka	Emporia State University MBA, Marketing	December 1996	Returned to Tanzania. Lecturer, Institute of Development, Morogoro.
Thadeus Shio	University of Kansas MS, Construction Engineering	May 1997	Returned to Tanzania. Lecturer, Department of Building Economics, Ardhi Institute.
Rosemary Tesha-Tenga	Morgan State University MBA, Finance	December 1996	Returned to Tanzania. Bank Examiner, Bank of Tanzania.
Arnold Towo	Auburn University MS, Mechanical Engineering	September 1997	Returned to Tanzania. Assistant Development Engineer, Institute of Production Innovation.

ATLAS COMPLETIONS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

<u>COUNTRY AND NAME OF STUDENT</u>	<u>UNIVERSITY DEGREE, FIELD OF STUDY</u>	<u>DATE OF COMPLETION</u>	<u>REMARKS</u>
<u>TOGO</u>			
Mianikpo Sogbedji	Cornell University MS, Soil Science	March 1997	Returned to Togo. Professor & Head, Research Division for Soils, Water & Plants, University of Benin.
<u>UGANDA</u>			
Joy Babuwe-Ngobi	University of Minnesota MPH, Public Health	March 1997	Remained in the United States.

ATLAS WITHDRAWALS

OCTOBER 1, 1996 - SEPTEMBER 30, 1997

COUNTRY AND NAME OF STUDENT

UNIVERSITY FIELD OF STUDY

REMARKS

CAPE VERDE

Antonio Jose Soares

Florida A & M University
Electrical Engineering

Award terminated for personal reasons. Returned to Cape Verde.

GUINEA-BISSAU

Cornelio Silva

Tennessee State University
Business Administration

Deceased.

Jorge Cusna

University of Southwestern Louisiana
Telecommunications

Award terminated for academic reasons. Returned to Guinea-Bissau.

RWANDA

Leonidas Murembya

Michigan State University
Economics

Completing PhD program with assistantship.
Temporary protective status.

SENEGAL

Omar Seck

Arizona State University
National Resource Management

Request for second program extension denied.
Remained in the United States.

APPENDIX F

AFRICAN TRAINING FOR LEADERSHIP AND ADVANCED SKILLS

COUNTRY DISTRIBUTION OF ATLAS STUDENTS

COUNTRY DISTRIBUTION OF ATLAS STUDENTS

September 30, 1997

<u>Country</u>	<u>Current Students</u>	<u>Returned To Africa</u>	<u>All Other</u>	<u>Total Awards</u>
Benin	28	25	2	55
Cameroon	0	3	0	3
Cape Verde	2	23	1	26
Central African Republic	7	5	0	12
Comoros	10	1	0	11
Congo	5	11	3	19
Congo, (DROC)	0	8	7	15
Equatorial Guinea	4	2	0	6
Guinea	40	5	1	46
Guinea-Bissau	29	15	0	44
Madagascar	18	25	2	45
Malawi	17	12	0	29
Mali	4	18	0	22
Mozambique	24	25	0	49
Namibia	30	22	0	52
Niger	15	14	1	30
Nigeria	1	4	6	11
Rwanda	0	0	1	1
Sao Tome & Principe	6	2	0	8
Senegal	1	25	2	28
Sierra Leone	0	5	1	6
South Africa	32	1	0	33
Tanzania	25	27	0	52
Togo	0	8	2	10
Uganda	5	8	1	14
Zambia	3	17	0	20
Total	306	311	30	647

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

APPENDIX G

AFRICAN TRAINING FOR LEADERSHIP AND ADVANCED SKILLS

IROKO

Vol. 2, No. 2 and No. 3



IROKO

Volume 2, Number 2

December, 1996

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ATLAS, African Training for Leadership and Advanced Skills, carries out many of the activities known under the African Graduate Fellowship (AFGRAD) program. Funding for ATLAS is provided by the U.S. Agency for International Development, USAID Missions, American universities and African Governments.

Effective Leadership and Skills Development in Africa

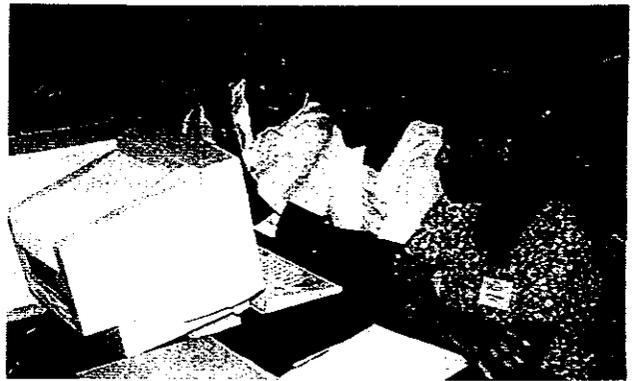
Leadership plays an important role in shaping Africa's future. Whether a person is managing a corporation with a staff of hundreds, a small business with five employees, a civic organization or a household, leadership and management skills are necessary to accomplish the tasks and goals at hand. Leadership can be a difficult concept to define. It can mean different things to people in different cultures. There are critical questions concerning the nature of leadership. Are leaders born or made? How can a person define his or her leadership style and determine if that style is an effective one?

These issues were the topic of discussion for delegates from seventeen countries in Africa during the ATLAS conference on "Effective Leadership and Skills Development in Africa" held at the Golf Inter-Continental Hotel in Abidjan from August 26 through 30, 1996. Of the fifty participants, thirty-one were AFGRAD and ATLAS alumni, and over twenty were women, which represented the largest gathering of both groups for an ATLAS regional enhancement activity.

The presentations made at the conference examined the ways in which education, culture, gender and the increasing focus on private enterprise influence the concept of leadership in Africa. The conference also included workshops which gave the participants an opportunity to discuss and exchange ideas on defining personal leadership style and strengthening management skills necessary to support leadership decisions. The workshop on the use of electronic communications provided information on new developments in information technology. This workshop demonstrated that information access and cost-effective communications can be valuable tools in maintaining the knowledge and efficiency necessary to compete in the current global environment.

In his welcoming remarks at the official opening ceremony, Mr. Willard Pearson, Director of the USAID regional office for West and Central Africa, emphasized the importance of leadership at a time in Africa's development when resources are limited and foreign assistance is shrinking. He expressed his pleasure that the conference agenda included a workshop on electronic communications. He spoke about USAID's recently launched Leland Initiative, which

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Conference participants at the electronic communications workshop. 1 to r: Kingsley Ditsa of Ghana, Grace Mwalemba of Tanzania, and Ana Fernandes of Mozambique.

continued from page 1

hopes to bring full Internet access to twenty countries in Africa. Workshops such as the one on electronic communications complement the goals of the Leland initiative and strengthen the professional capacity of the participants.

Mr. Mamadou Dia, Country Director for Guinea, Sierra Leone and Liberia, Africa Region, at the World Bank, and AFRAD alumnus from Senegal, gave the conference Keynote Address. His presentation was based upon his recent book, *Africa's Management in the 1990s and Beyond: Reconciling Indigenous and Transplanted Institutions*, which was published by the World Bank (1996). Mr. Dia examined ways to improve the performance of economies and institutions in sub-Saharan Africa. His major recommendation was the repair of what he termed the "structural disconnect" which exists between formal institutions transplanted from outside the continent, and institutions that reflect traditional values and culture. He suggested that instead of transplanting new systems from other cultures, successful African models should be replicated. The implementation of "best practices" would reduce the heavy reliance on foreign assistance and strengthen Africa's self-sufficiency; the result would be more efficient management of Africa's resources. He also cited the potential for success if the gap between the formal and informal sector is closed.

Dr. Dominic Tarpeh of the Association of African Universities (AAU) cited the economic crisis of the 1980s and rising student enrollment as two major reasons for the current state of universities in Africa. In his presentation he raised the call for improved management and more effective leadership if African universities are to meet the challenge of diminishing resources in the face of ever-increasing student populations. Sustainable self-financing strategies, improved research and training staff, leadership training, and improved curricula were among his recommendations. He cited the recent AAU workshop on strategic planning as one example of programs which address these issues.

The potential for the private sector to develop a vibrant economy through skills training in relevant areas was the focus of the presentation by Dr. Sylvain Kacou, Director of the Ecole Nationale Supérieure des Travaux Publiques in Yamoussoukro, Côte d'Ivoire. He used a case study of leadership and management issues at his school, which presently faces challenges from financial constraints, inadequate human resource capacity, lack of autonomy, and poor infrastructure, to examine the relationship between leadership and a strong private sector. Closer collaboration between government institutions and the private sector could be one solution, but he pointed out that in Côte d'Ivoire, as in many African countries, the private sector is not recognized in official development indexing, although it is the backbone of African economic development. He said that the Association des Universités Partiellement ou Entièrement de Langue Française (AUPELEF), which assists francophone universities to develop academic programs relevant to the current market, is an example of the types of programs which can ensure relevant training suited to development needs.

Prof. Ablade Glover, Director of the Artist Alliance Gallery in Ghana, talked about the important role of culture in developing leaders. He emphasized that the individual is the nucleus of the cultural totality, and that leadership can only be perceived within its cultural context. To demonstrate how different perceptions exist even within the same cultural continuum, Prof. Glover used two pieces of Kente cloth, a traditional Ghanaian fabric, which were woven over a century apart. The different designs were an example of the differences in perception. In his presentation he emphasized that visionary leadership must consider cultural context if leaders are to have a positive influence and develop policies that contribute to sustainable development.

"If a man is silver, a woman has to be gold to compete at the same level," was the focus of the presentation on the challenges faced by women in leadership by Zuleika Lévy, Director of the Training Center at the

Editorial Statement

IROKO is an informal publication for current and former AFRAD and ATLAS participants. Its purpose is to strengthen networks among the thousands of Fellows who have completed their studies and are working in their chosen fields of endeavor, and those students who are now in various stages of their academic degree programs. *IROKO* encourages contributions from current and former AFRAD and ATLAS Fellows, and from all of the USAID Missions.

IROKO is published by the African American Institute for the African Training for Leadership and Advanced Skills project (USAID No. 698-0475). The opinions expressed herein do not necessarily reflect the policies of either the African American Institute or the U.S. Agency for International Development.

Articles submitted to *IROKO* should not exceed 1,000 words. Please submit articles, ideas, and suggestions to:

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Dr. Vasant Jogoo (left) of Mauritius with Dr. Emmanuel Annan of Ghana at the conference on "Effective Leadership and Skills Development."



Raphael Amari Agneroh of Côte d'Ivoire is presented with a certificate at the closing ceremony by Ted Clarke, ATLAS Technical Chief at USAID in Washington.

Instituto Nacional de Investigação e Desenvolvimento Agrario (INIDA) in Cape Verde. She emphasized that few women in Africa are in leadership and decision-making positions. The presence of women's organizations in Africa has not had a great impact on the improvement of women's status because these organizations are affiliated to political parties that cannot operate independently. Women should evaluate their achievements and increase their chances of assuming leadership positions.

The conference workshops gave the participants a chance to sharpen their existing skills and acquire new ones to help them become more effective leaders. Eric Togbe-Obory of Benin worked with participants to analyze their personal styles in his session on "Defining Your Leadership Style." He is Manager of the Centre de Formation à la Dynamique Internationale des Entreprises which is based in Cotonou, Benin. Susan West, Senior Associate of Creative Associates International, Inc., a U.S. firm based in Washington, D.C., stressed management skills in her workshop on "Management Skills for Effective Leadership." AFGRAD alumnus Hyacinthe Toure led the workshop on "Electronic Communications."

The conference evaluations indicated that the conference was a tremendous success. The good discussions, the high levels of participation, and the fact that all participants felt accountable for conference results were cited as things which impressed the participants. Among the other positive elements cited were the opportunity to exchange views and experiences with colleagues from around the continent, the teamwork approach, and the blend of workshops and general discussions. The participants also noted that as a result of the conference they had a better understanding of the challenges facing women in leadership and management positions.

At the closing luncheon on the last day of the conference, Ted Clarke, ATLAS Technical Chief, USAID/Washington and Esther Addo, Human Resource Development Officer for the USAID regional office for West and Central Africa, presented certificates to the participants. ☐

Abidjan Conference

Dr. Ibrahima Bah-Lalya of Guinea completed his Ph.D. in Educational Leadership at Florida State University. He currently works as a consultant for UNDP and UNICEF. Previously he served as Manager of Field Operations for an education reform joint project of Florida State University, the Guinea Ministry of Education, USAID, and the French Government. He recently presented a paper on "Developing a Minority Translation and Interpretation Institution in Today's Global World" at the Central State University Fourth Annual International Conference in Dayton, Ohio in 1994.

Mr. Alpha Souleymane Diallo of Guinea received his Masters in Electrical Engineering in 1987 from The University of Connecticut at Storrs. Currently, he is the Assistant Private Sector Training Officer for USAID in Conakry.

Dr. Hamissou Taiba, Niger, earned a Ph.D. in Language Education at Indiana University before returning to his position at the University of Niamey. He trains in the areas of program development, evaluation, and anthropological research methodology. Dr. Taiba is a founding member of the Niger/USA Alumni Association.

Ruth Ayoade of Malawi earned a Master of Science in Food and Nutrition at the University of Maine. She works with the Ministry of Agriculture as Principal Food and Nutrition Program Officer and Head of the Food and Nutrition Unit. Ms. Ayoade has been a consultant for the World Bank, the National Project Coordinator for FAO/UNDP and Coordinator of country preparations for the ICN and ICN follow-up for FAO/WHO International Conference on Nutrition.

Views From the Field

The conference on "Effective Leadership and Skills Development in Africa" included a panel on "Views from the Field" during which participants shared their perspectives on leadership and the challenges they have experienced in their careers.

Françoise Medegan of Benin began her presentation by tracing the history of the struggle of all women for visibility in leadership. She shared her experiences and challenges and attributed her personal achievements as a lawyer and specialist in international relations to her determination combined with her father's investment in her education, her family's encouragement and the influence of women mentors she encountered during her early professional career. She noted the importance of the milestone achieved by the current election of a female president in Liberia.

Patricia Rwakiseeta of Uganda described the challenges she confronts as an engineer who manages an all-male construction team. She cited issues such as insubordination because of deeply imbedded cultural beliefs of female inferiority, the demands of an intricate decision-making process and the lack of mentors as major challenges she has faced. She shared with the participants the solutions she discovered which have helped her to be an effective leader. These have been to address problems on a personal level and discard stereotypes, manage her image as a woman, and combine various management styles.

Panelist Dr. Vasantt Jogoo of Mauritius described his ability to turn an unfortunate circumstance into a productive opportunity and his commitment to excellence as two key factors in managing his career as a planning, environmental and engineering consultant. He cited the reluctance of international firms to hire local consultants and the lack of role models in the profession as two challenges he has faced. He strongly recommended the networking of African consultants and the structuring of professional ethics and guidelines.

Dr. Cynthia Marivate of South Africa, an educator and writer, currently works with USAID/South Africa. She shared with the participants some crucial lessons from her career that have shaped her definition of effective leadership, which included an understanding of political nuances, strong negotiation skills, and the ability to identify common goals. She cited supportive colleagues, her commitment to her work and the desire to succeed as motivating factors in meeting the leadership challenges she has faced. □



Niamani Mutima, Senior Project Officer, ATLAS Enhancement, and Conference Coordinator, with Hyacinthe Toure, trainer for the workshop on electronic communications and AFGRAD alumnus from Côte d'Ivoire. Mr. Toure is the focus of the Roots of IROKO on page 5.



Françoise Medegan of Benin talks with Keynote Speaker Mamadou Dia during a break at the Abidjan conference.

Final reports are available for the following ATLAS conferences:

- ◆ "Colloque National sur la Gestion des Ressources Naturelles au Sénégal" (with English translations),
- ◆ "Sustainable Agriculture for Africa: Issues for Policymakers,"
- ◆ "Consultancy and Development: The Role of the African Consultant," and
- ◆ "Professional Societies in Africa: Prospects for Development."

Each report includes complete transcripts of presentations and case studies, group recommendations, agendas, and participant lists. For a report please contact J. Eveland, ATLAS, The African-American Institute, 380 Lexington Avenue, New York, NY 10168-4298.

Roots of IROKO

Hyacinthe Toure, an AFGRAD alumnus from Côte d'Ivoire, earned his Master of Science in Computer Science at the State University of New York at Buffalo in 1978. He is co-founder and General Manager of Time Informatique, a consulting firm for computer services in Abidjan.

Mr. Toure conducted a training workshop on "Electronic Communications" at the ATLAS conference on "Effective Leadership and Skills Development in Africa" this past August.

In this article, Mr. Toure talks about his experiences working in the field of communications technology.



I got involved in e-mail 10 years ago when faced with problems communicating by telex with neighboring countries. Sometimes I spent days trying to send a telex! So I decided to use a server based in France to send and receive my mail. It was very costly but I had no choice.

In 1985, I established Time Informatique. Because it is a new technology, people believe that having a computer and some software is a panacea. As a consulting firm, our main objectives are to help decision-makers provide tailor-made solutions and train people.

Time Informatique does not provide any electronic communications services right now. For the moment, we conduct seminars and workshops on electronic communications and how to use the Internet. We anticipate becoming an Internet service provider in 1997.

Our clients are private and public companies and organizations, but we expect to start seminars and workshops for the general public early next year.

Time Informatique helps its customers improve their performance through training seminars on methodologies and new technologies. We also conduct studies tailored to specific projects. Our post-evaluation system has allowed us to measure the performance and the impact of training and make the necessary recommended improvements. Using electronic communications facilities efficiently can greatly improve organizational and personal capacity. It is changing the way people live, work, learn and interact with each other.

All aspects of society, from universities to laboratories to businesses, need to share information. Businesses can communicate with customers and suppliers electronically to fill orders instantaneously, making real time inventory management possible and reducing costs. Electronic communication devices can also help solve internal communications problems.

Electronic communications can improve personal capacity by providing an environment for discussion, research, and sharing information and experience. The free flowing dialogue promotes social development and contributes to better understanding among people of different cultures. You can link with experts in different

fields and benefit from their expertise, and access instructional programming and resource materials from distance learning centers.

Compared to other countries on the continent, Côte d'Ivoire has a good telecommunications network. Fiber optics is being used, and many villages that don't have electricity have telephone installations through solar energy. All rural areas can now receive TV and radio programs. However, the telephone density and penetration rate in the rural areas are insufficient. Efforts are being made to improve the situation.

Since the liberalization of the telecommunications sector, three wireless telephone companies have begun operating in Abidjan and surrounding areas, which will greatly increase the number of users in the country. One Internet service provider started full operations in September, and more are expected to develop. Unfortunately, the use of these networks is very expensive and the transfer rate offered is below the recommended rate for an efficient use of electronic communications.

Whichever indicator is considered, Africa is the least developed continent in the area of telecommunications, but this is changing. More importantly, most African countries are trying to set up legal frameworks and regulations to avoid monopoly situations and allow fair competition, reviewing the tariff structure to provide an enabling environment for the telecommunications boom.

The market in Africa offers the most telecommunications investment opportunities because of its late development. Many projects such as the UNDP's Sustainable Development Network Program, the World Bank's Infodev Project, USAID's Leland Initiative, and the AT&T and Alcatel Africa One Project have been initiated.

Politically, most African countries have made democratic reforms, which have eased the strict control on communications. Economically, many have growth rates higher than 6% per annum in recent years.

Moreover, African leaders and decision-makers have become increasingly conscious of the impact of telecommunications on economic development. They realize that improved communications infrastructure contributes to the growth in productivity and efficiency in all sectors. □

Health Resource Networks and Service Delivery in Africa

Access to current research information is important to all fields, but especially to the health field where time and proper treatment can be critical to a patient's survival. In Africa, this lack of access is a major management constraint for primary health care workers. In most countries library and journal resources are in limited supply, and information on public health issues relevant to Africa is difficult for researchers and managers on the continent to obtain. Equally challenging is the limited circulation, both inside and outside national borders, of basic research conducted by African researchers themselves.

Developments in communication and information technology offer improved opportunities for inter-regional sharing of resources and data, even for remote areas of the globe. CD-ROM technology makes computerized databases available in situations without sufficient communications infrastructure or access to on-line services. Information on hardware and software requirements as well as information on compatible hardware and software for the communications system in the user's country can be difficult to obtain. What are these new technologies? Are they accessible to the general public service providers? What kinds of equipment and skills do they require? And can the regular use of these new tools for exchanging information be sustained over time?

Twenty-one health care professionals from ten countries in Africa and the United States met in Cotonou, Benin from May 27 through 31, 1996 for the ATLAS conference to discuss "Health Resource Networks and Service Delivery in Africa." The conference was held at the Novotel Orisha Hotel and examined the link between information access, electronic communications and improved management for primary health care professionals working in Africa. Practical training in electronic communication technology was a main feature of the agenda.

Professor Daniel Lantum of the University of Yaoundé in Cameroon, a leading specialist in primary health care and a noted traditional healer, delivered the Keynote Address on "Resources, Management and Primary Health Care Delivery in Africa." His presentation reviewed the historical context for the concept of primary health care (PHC) and discussed its components, including management training and basic data collection for monitoring. He emphasized the importance of health resource networks like HealthNet as invaluable tools for health professionals. He encouraged the group to view themselves as a health resource network.

Dr. Pathé Diallo, the Director of the Institut Régional de Santé Publique (IRSP), led a group brainstorming



Conference participants from Guinea, Dr. Fanta Cherif (left) and Dr. Boubacar Diallo.

session which identified problems attributed to the lack of information access. IRSP is a school of public health based in Cotonou, which is partly financed by the World Health Organization, and works with francophone West African health care professionals. Among the problems identified were the high costs of computers, undeveloped communications infrastructures and political sensitivity concerning information.

Mr. Jacques Tevoedjre, Executive Director of the Conseil en Entreprises Négocier International (SECNI), a computer and service provider based in Porto-Novo, Benin, gave a presentation on electronic communications. He discussed the advantages of the Internet as a powerful tool for practitioners in finding and sharing information. Mr. Tevoedjre explained the basic equipment requirements for using the Internet and answered questions about accessibility, cost and sustainability. He pointed out that computers can be shared where availability is limited, and that CD-ROM databases can be used in situations without direct Internet access. He also noted that Internet access is rapidly spreading throughout Africa. He discussed the importance of African researchers for not only producing information, but for also being able to use the information for the continent's development.

Dr. Frederick Bukachi, Director of HealthNet in Kenya, presented a case study on "Primary Health Care and HealthNet," highlighting the problems faced by health workers in data collection, technology use and service delivery. He noted that a major effect of decentralizing health care delivery was the alienation of rural health workers from the more sophisticated health resources in major cities. Electronic communications could help to address this problem and Dr. Bukachi used HealthNet as an example of electronic networking that can, and does, work in rural Africa, despite all the problems of infrastructure, equipment and training.

IROKO

Health workers in rural areas of Kenya have been successfully linked through HealthNet, a health network of U.S.-based health institutions called SatelLife (Satellite for Life). In Africa there are twenty-three HealthNet installations, and HealthNet Kenya has over 150 members who use the network for teleconferencing, e-mail and fax services, training (health workers in the use of CD-ROM), and accessing local and international databases.

Dr. Pathé Diallo presented a case study of nutrition as a key primary health care component based on the work of ISPN. He focused on maternal and child health and reviewed major areas such as anemia, malnutrition, low birth weights for babies, oral rehydration therapy, and the role of the mother's nutritional status. Dr. Lantum also participated in the presentation and supplied basic data on nutrition in Africa.

Mr. Peter Bachrach, Director of Health Programs for Planning Assistance, discussed various scenarios where managers use research to make decisions regarding the use of resources. Planning Assistance is a non-governmental management assistance organization based in Washington, D.C. He used the typical phases of a five-year project cycle to examine how the various managerial components - project priorities, administrative procedures, schedules, manpower, cost, technical issues and personnel - change in their relative priorities in each different cycle. He noted that research must be used for maximum impact depending on the project or program life cycle, particularly since concern for purely technical issues surfaces within a limited time frame.

Participants were divided into smaller groups for hands-on training in electronic communications. Training included sending e-mail messages and researching specific health-related information using CD-ROM technology. Additional hands-on practice with CD-ROM, e-mail and direct Internet access was provided at the University of Benin by trainers from the IRSP and SYFED, a French institution committed to supporting francophone universities world-wide.

All of the participants visited the Centre Régional pour le Développement et la Santé (CREDESA), a semi-private primary and community health care training and research facility located in Pahou, west of Cotonou. The center is well known as a community-based initiative that operates under the concept of community participation in primary health care service delivery, as promulgated by the Bamako Initiative. Its Director, Professor Eusèbe Alihonou, recently received an award from UNICEF for his outstanding contributions to primary health care theory and practice in Africa.

During the field visit, the participants heard an overview of CREDESA's resources for research, including CD-ROM technology and links to neighboring communities, and the administration of its community-driven delivery system including the collaboration between CREDESA service deliverers and traditional healers. After the visit to CREDESA, participants visited a community-managed health center, a women's banking initiative, and a site featuring traditional healers.

On the evening before the conference closed, the Benin AFGRAD/ATLAS Alumni Association hosted a reception for the participants at the Novotel. The Benin Minister of Health, Madame Dr. Marina Masougbodji and Mr. Thomas Park, USAID Mission Director, distributed certificates to the participants at the closing ceremonies.

The responses of the participants in the pre and post-conference questionnaires endorsed the important role of training in electronic communications. Janet Kayita, a participant from Uganda, shared with ATLAS the instrumental role the conference

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Benin Conference

Ms. Afi A. Tsogbe of Togo completed a Masters in Public Health at San Diego State University. She is a Project Manager with Catholic Relief Services in Lomé. Dr. Tsogbe is also developing a five year AIDS Education and Counseling Project. From 1990 to 1994, as Regional Supervisor for CRS Health and Nutrition Program, Dr. Tsogbe trained personnel in 50 regional nutrition centers and participated in developing the Government of Togo's Food and Nutrition Policy.

Dr. David Kihwele of Tanzania is the Head of the Medical Service Delivery Unit and a Program Officer at the Center for African Family Studies in Nairobi, Kenya. He is a physician specializing in Obstetrics and Gynecology and completed a Masters of Public Health at Johns Hopkins University. He specializes in training in clinical family planning, and has authored books on adolescent sexuality in Dar es Salaam and on the psychology of abortion. Dr. Kihwele is a member of both the Medical Association of Tanzania and the Association of Gynecologists and Obstetricians of Tanzania.

Dr. Janet Kayita of Uganda completed a Master of Public Health with an emphasis in Epidemiology at the University of California at Los Angeles. Dr. Kayita, who earned her M.B.Ch.B. at Makerere Medical School, is a Senior Houseman in the Department of Pediatrics at Mulago Hospital in Wandegaya. She was a participant in the Zimbabwe Health Care Project, a school-based project that involved a survey on HIV and AIDS.



Conference participants visited CREDESA, a regional health and development center in Pahou, Benin, for a presentation on how information technology has contributed to the success of the Center's many programs.

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and training experience had towards reaching her objectives:

"I was very keen to get started on the practical sessions. Back home, I had been trying to negotiate an e-mail facility for the Uganda Women Physicians [Group] and was looking forward to learning more about how to use it. I have gone one better since the workshop: through my contact with Dr. Bukachi, I have since acquired an e-mail address with free subscription until the end of the year!" ☒



Alexander Nyarko (left) of Ghana with Gezahegn Mengiste of Ethiopia at the conference on "Health Resource Networks and Service Delivery in Africa."

ALUMNI CORNER

Guinea Bissau Alumni Association

Guinea Bissau has formed a new alumni association, the Association of Guineans (Bissau) Trained in the USA. The president of the association is **Augusto So**, an ATLAS alumnus who completed his M.A. in Agricultural Economics in 1995 at West Texas State University.

Among the officers of the association are a number of former ATLAS and AFGRAD participants, including **Alfredo da Silva**, who is currently a Researcher at the National Center for Agricultural Research. Mr. Da Silva graduated from California State University, Fresno in 1991 with a B.Sc. in plant science. **Julieta Mendes** received her M.A. in Educational Administration from the University of Massachusetts in 1989. **Mamadou Badji** is a Project Coordinator at Labat-Anderson, Inc. He graduated in 1987 from Louisiana State University with a B.Sc. in Agronomy. **Odete da Cunha**, an Agroeconomist with the Banco Central Da Guinea Bissau, graduated from Texas Technological University in 1990 with a M.A. in Agricultural Economics. Ms. Da Cunha is the Program Representative for the African-American Institute in Guinea Bissau.

In a recent letter to Heather Monroe, ATLAS Chief of Party, Mr. So expressed the hope that the new alumni association would be able to work closely with ATLAS and AAI in strengthening the professional environment of returned participants. As stated in his letter, the main objectives of the association are:

- ◆ Promotion of members by making them known and available to public and private sectors and international agencies, and by using their expertise at national, regional and international levels;
- ◆ Enhancement of members' professional skills by facilitating their contact with other national and foreign professional associations, scholars, and former academic institutions in the USA through short-term courses, seminars, workshops and research works; and
- ◆ Development of members' capabilities with the aim of enabling them to participate more actively in Guinea Bissau's economic development process. ☒

Contribute to ATLAS Alumni Networking

ATLAS is gathering information on AFGRAD/ATLAS alumni associations. If you are an active member of an alumni association, please send updated information including association officers, contact information, membership list, association objectives and future activity plans. We are interested in narratives depicting how the alumni association's activities have enhanced the professional capacity of its members.

AFGRAD/ATLAS Impact Study

In November questionnaires were mailed to ATLAS and AFGRAD alumni and to current ATLAS participants to solicit information on their professional responsibilities and achievements prior to and after their USAID-funded training. This information will be compiled into a database which will determine how training in the United States has contributed to personal and professional development. The questionnaire information will also be used to gather concrete measures for the effect of USAID-trained alumni on the sustainable development of their home countries.

If you are an AFGRAD or ATLAS alumnus and you have not received a questionnaire, or wish to return a completed form, please contact:

ATLAS/AFGRAD Impact Evaluation
The African-American Institute
380 Lexington Avenue
New York, NY 10168-4298
Attention: Hazel Bush, Alumni Affairs Project Officer
Fax: (212) 818-9505

ATLAS thanks all those who have taken the time to complete the questionnaire and return it. If you haven't returned your questionnaire, we hope you will do so immediately.

Below are some of the comments from the alumni questionnaires we have received:

"I deeply am indebted to the sponsors of my USAID-funded training for the opportunity to develop my profession and to improve the food manufacturing and export sector of my country."

John Kofi Odame-Darkwah, Senior Scientific Officer,
Ghana Standards Board

"I won the first prize award as a breeder of the maize variety Kawanda Composite A (KWCA) as a result of utilizing the breeding technologies I learned at the University of Illinois. I am respected by other plant breeders."

Elizabeth Rubaihayo, Senior Principal Research Officer,
National Agricultural Research Organization, Uganda

"[My U.S. training] has increased my self-confidence in expressing my plans and contributions clearly. For my association, the Nurses Association of Botswana, I am initiating and have been elected to lead the team for developing a strategic plan. We will need money to develop a workshop to start work in the strategic plan. Regionally, the East, Central and Southern African College of Nursing (ECSACN) faculty of education has a list of activities for 1996 to 1999 aimed at improving nursing education in the region. I am the chairperson for this faculty. A proposal is also under way to improve the welfare of the people of our countries in ECSA (East, Central and Southern Africa)."

Mabel K.M. Magowe, Head, Midwifery Department
Institute of Health Sciences, Botswana

"Knowledge gained during my USAID-funded training program (ATLAS) helped me to participate in the First African Safou (Dacryodes edulis) Network (ASANET) Workshop held in Douala on October 4-6, 1994. The professional skills gained during my training on lipid methodology are of great importance for department management. We are seeking ways to strengthen ASANET's profile by organizing the second workshop on Safou improvement and other new sources of vegetable oils at Ngaoundere, Cameroon from December 3-5, 1997. As coordinator of this workshop, it is a challenge for me."

Dr. Cesar Kapseu, Head, Process Engineering Department
National Advanced School of Agro-Process Industries, Cameroon

IROKO is the
tropical oak
(*Chlorophor excelsa*)
found in the West
African
rain forest.

The iroko tree is used to
build homes
and to fashion ritual
objects, including the
"talking drum."
It is celebrated in the
folklore of many African
peoples in the diaspora.
As the iroko is
an intermediary
among people,
spirits and ancestors,
we feel that
it is an appropriate
symbol for
communication
and meaningful
as the name of a
networking bulletin
with the goal of
strengthening ties among
USAID-sponsored
participants in Africa.



ATLAS Welcomes New Alumni

ATLAS is pleased to announce the graduation of the most recent ATLAS and AFGRAD Fellows to complete U.S. training. For graduates with thesis work and dissertations, their project titles are listed in italics, and for those who participated in practical training, we have included their practical training assignments. ATLAS extends its warmest congratulations to all the new graduates. Please help us welcome them to our alumni network.

BENIN

- Ms. Sessi Aboh, M.A. Educational Administration, May 1996, State University of New York at Buffalo
- Mr. Clement Ahossi, MPA Personnel Management, June 1996, Portland State University, Oregon. *Administrative Reform in Benin: The Case of the Ministry of Civil Service Analysis and Recommendations*. Practical Training: City of Vancouver, Washington
- Ms. Mahougbé Honvo, MPA Public Administration, August 1996, California State University, Fresno. Practical Training: The United Way, Fresno, California
- Mr. Maxime Houinato, M.A. Sustainable International Development, May 1996, Brandeis University, Massachusetts. *Poverty Alleviation in Benin: Developing Entrepreneurship Capacity at the Grassroots Level*. Practical Training: South North Development Initiative, New York, New York
- Mr. Remy Hounsou, M.Sc. Finance and Economics, May 1996, West Texas A&M University
- Dr. Job Sagbohan, MPH Epidemiology, August 1996, San Diego State University. *Evaluation of the Management of Sexually Transmitted Diseases in Patients in Benin: The Need for an STD Control Program*
- Mr. Joel Vignon, M.Sc. Industrial Management, August 1996, Clemson University, South Carolina
- Ms. Ursule Yekpe, MBA Human Resource Management, August 1996, University of Toledo, Ohio

BURUNDI

- Dr. Méthode Bacanamwo, Ph.D. Crop Science, May 1996, University of Illinois; M.Sc. Crop Science, December 1992, Clemson University, South Carolina. *Regulation of Nitrogenase in *Bradyrhizobium Japonicum* / Soybean Symbiosis and Response of a Hypernodulating Soybean Mutant to Increased Photosynthate Supply*
- Dr. Leonce Ndikumana, Ph.D. Economics, May 1996; M.Sc. Economics, December 1992, Washington University, Missouri. *Leverage, Financing Constraints and Capital Expenditure in the Manufacturing Sector: Evidence from Panel Data*

CAPE VERDE

- Mr. Humberto Brito, B.Sc. Health Administration, August 1996, Indiana University. Practical Training: UNICEF, New York, New York
- Mr. Antonio Fernandes, M.Sc. Physics, April 1996, Ball State University, Indiana
- Ms. Maria Fontes, MPA Public Administration, August 1996, Southern Illinois University at Carbondale
- Mr. Daniel Da Graça, M.Sc. Industrial Engineering, June 1996, Iowa State University. *Conceptual Design of a Water Production System from Atmospheric Humidity*
- Mr. Aginaldo Marcal, B.Sc. Marketing Research, May 1996, Bentley College, Massachusetts
- Ms. Loide Margarete Monteiro, B.Sc. Civil Engineering, May 1996, Oklahoma State University
- Ms. Maria Manuela Monteiro, B.Sc. Business Administration, May 1996, Indiana University
- Ms. Rosa Pinheiro, M.Sc. Economic Development, May 1996, Vanderbilt University, Tennessee

- Mr. Ariana Ribiero, B.Sc. Information Science & Systems, May 1996, Spelman College, Georgia
- Mr. Luis da Silva, M.Sc. Urban Development and Planning, August 1996, University of Arizona
- Mr. Danilo Tavares, M.Sc. Electrical and Computer Engineering, September 1996; B.Sc. Computer Systems Engineering, February 1994, University of Massachusetts at Amherst

CÔTE D'IVOIRE

- Dr. Jacques Moulot, Ph.D. Electrical Engineering, June 1996, Cleveland State University, Ohio. *A Study of the Surface of Thermally Diffused P⁺mInP Structures for the Fabrication of High Efficiency Radiation Resistant Space Solar Cells*

GHANA

- Dr. Edith Tetteh, Ph.D. Public Health Sciences, July 1996, University of Illinois at Chicago. *Assessing the Effectiveness of Community-based Interventions to Reduce Maternal Mortality in Rural Ghana*

GUINEA-BISSAU

- Mr. Armando Abelha, B.A. Accounting, May 1996, Ball State University, Indiana
- Mr. Miguel da Silva Mango, M.Sc. Finance, May 1996, Willamette University, Oregon
- Mr. Serifo Monteiro, M.Sc. Money and Banking, August 1996, Western Illinois University

LESOTHO

- Dr. Motsamai Mochabelele, Ph.D. Agricultural Economics, May 1996, University of Illinois at Urbana-Champaign. *Migrant Labor and Farm Technical Efficiency: Empirical Evidence from Lesotho*
- Dr. Mohialefi Sefika, Ph.D. Computer Science, October 1996; M.Sc. Computer Science, January 1994, University of Illinois at Urbana-Champaign. *Design Conformance Management of Software Systems: An Architecture-oriented Approach*
- Dr. Spirit Tlali, Ph.D. Semiconductor Physics, August 1996; M.Sc. Physics, June 1992, University of Cincinnati, Ohio. *Polarized Raman Scattering Studies of Chalcopyrite ZnGeP₂ Single Crystals*

MADAGASCAR

- Mr. Henri Rabesahala, MBA, August 1996, Claremont Graduate School, California. Practical Training: World Wildlife Fund, Washington, D.C.
- Ms. Adele Gislaïne Rahelimihajandrambo, M.Sc. Agricultural Education/Range Management, June 1996, Montana State University. *Public Land Survey for Agricultural Education*
- Dr. Narisoa Rajaonarivony, Ph.D. Public Administration, September 1996, Auburn University, Alabama. *An Examination of the Impacts of IMF Programs on Low Income Countries: The Case of Madagascar*
- Mr. Herizo Rasaminaivo, M.Sc. Computer and Information Systems, August 1996, Ball State University, Indiana
- Dr. Hajanirina Razafitrimo, Ph.D. Physics, October 1996; M.Sc. Physics, January 1992, University of Rochester, New York. *Spectroscopy and Microscopy Studies of the Conjugated Polymers in Light-Emitting Diodes*

MALAWI

- Mr. Harry Gombachika, M.Sc. Electrical Engineering, September 1996, State University of New York at Buffalo. *Influence of Multipath Fading and Mobile Unit Velocity on Performance of PN Tracking and CDMA Systems*
- Dr. Chrissie Kaponda, Ph.D. Nursing Sciences (Maternal and Child Health), August 1996, University of Illinois at Chicago. *Coping and Psychological Adaptation of Pregnant Teenagers in Malawi*

MALI

- Ms. Aissata Aida Dia, M.A. International Development, October 1996, Clark University, Massachusetts. *Women's Integration in the Management of Natural Resources*
- Ms. Koura Diallo, M.A. Educational Psychology, August 1996, University of Connecticut at Storrs. *The Influence of Parent Attitudes on the Schooling of Female Students in Mali*
- Mr. Dialla Konaté, M.Sc. Mineral Engineering Management, November 1996, Pennsylvania State University. *Progress and Prospects for the Malian Gold Industry*
- Dr. Mamadou Racine N'Diaye, Ph.D. Theriogenology, August 1996; M.Sc. Animal Science, December 1993, University of Minnesota. *Growth Hormone (GH) Involvement in Prepubertal Testicular Development*
- Ms. Oumou Sangaré, M.Sc. Microbiology, March 1996, Auburn University, Alabama. *Serologic Response of Cattle to Bluetongue Virus and the Efficacy of a Bovine Embryo Cell Line for Growth of the Virus*
- Ms. Oumou Ba Sangare, MED Educational Administration/Supervision, August 1996, Old Dominion University, Virginia

MAURITANIA

- Ms. Fatima Abba, M.Sc. Civil Engineering, Spring 1996, Oregon State University
- Dr. Mohamed Ould El Hadrami, Ph.D. Mathematics, December 1996, University of Arizona. *Poisson Algebras and Convexity*
- Dr. Mustapha Kane, Ph.D. Geology, March 1996, University of Georgia at Athens. *Petrology and Geochemistry of the Sn-WB Mesozoic to Cenozoic Granites in Primorye (Far East Russia): Geodynamic Implications*

MOZAMBIQUE

- Mr. António André, M.Sc. Crop and Weed Science, March 1996, North Dakota State University. *Plant Density Effects on Maize Synthetics Selected for Different Planting Rates and Agronomic Traits*
- Mr. Cristiano Jose Conceicao, M.Sc. Animal Science, November 1996, Southern Illinois University at Carbondale. *The Effects of Energy and Protein Supplements Source on Intake and Nutrient Digestibility by Sheep*
- Ms. Ana Maria Menezes, M.Sc. Aquaculture, December 1995, Auburn University, Alabama. Practical Training: HBO Institution Inc., Fort Pierce, Florida
- Ms. Alda Pereira, M.Sc. Agribusiness Economics, May 1996, Southern Illinois University

NAMIBIA

- Mr. Fritz Andrew Beukes, M.Sc. Industrial Psychology, July 1996, Emporia State University, Kansas
- Mr. Martin Elago, M.A. Educational Administration, June 1996, Central Michigan University
- Mr. Samuel Kapiye, M.Sc. Land Use Planning, May 1996, University of Arizona
- Mr. Gervasius Kashindi, M.A. Educational Administration, July 1996, University of Pittsburgh, Pennsylvania
- Ms. Angela Katjita, M.Sc. Human Resource Management, May 1996, Rutgers University, New Jersey
- Mr. Jorry Kaurivi, M.Sc. Soil and Water Science, May 1996, University of Arizona. *Radiometric Analysis of Microphytic Soil Crusts in Semi-Arid Lands of Arizona and Utah*

NIGER

- Ms. Safiatou Doulla, M.A. Curriculum and Instruction, May 1996, Boston College, Massachusetts. Practical Training: Boston Public Schools, Massachusetts
- Dr. Yacouba Mai Kodomi, Ph.D. Plant Biology, August 1996, Southern Illinois University at Carbondale. *Genetic Variability for Root Characteristics and Drought Tolerance in Cowpea*
- Dr. Laouali Malam Moussa, Ph.D. Adult Education, June 1996, Florida State University. *Post Literacy in Niger: Program Design and the Transfer of Learning*

RWANDA

- Mr. Augustin Twagilimana, Ph.D. Leadership and Educational Policy Study/Educational Administration, August 1996; M.Sc. Educational Administration, May 1992, Northern Illinois University. *Rebuilding an Expanded Secondary Education System, A Study of Policy Alternatives Using Pre-crisis Rwanda as a Case Example*

SENEGAL

- Mr. Ibrahima Dia, M.Sc. Geographic Information Systems, May 1996, Louisiana State University. *Assessing Senegalese Landscape Agricultural Suitability Using Geographic Information Systems*
- Ms. Mariame Ba Gueye, M.Sc. Maternal and Child Health, May 1996, Johns Hopkins University, Maryland. *Maternal Mortality in Developing Countries: A Problem Solving Approach*
- Mr. Mbalo Ndiaye, M.Sc. Renewable Natural Resource Management, August 1996, University of Minnesota. *Ex-ante Financial and Politico: Institutional Appraisal of the Sahel Integrated Forestry Action Program*
- Mr. Mamadou Wane, M.Sc. Economics, May 1996, Indiana State University. *Economic Growth in African Countries: An Empirical Evidence*

SWAZILAND

- Dr. Sarah Mkhonza, Ph.D. English (Sociolinguistics), August 1996, Michigan State University. *Narratives of Domestic Workers and the Role of Language in Their Experiences in Swaziland*

TANZANIA

- Ms. Susana Chekani, MDA Development Administration, December 1995, Western Michigan University. Practical Training: Southern Rural Development Initiative, Raleigh, North Carolina
- Ms. Generosa Kaguruki-Kakoti, M.A. Economics, May 1996, Indiana State University. *Direct Foreign Investment in Tanzania: Constraints and Prospects*. Practical Training: U.S. Department of the Interior, Fish and Wildlife Services, Bloomington, Alabama
- Mr. Silas Likasi, MPA Personnel Management, May 1996, North Carolina State University

TOGO

- Dr. Koffi Amegbeto, Ph.D. Agricultural Economics, May 1996, University of Illinois at Champaign, M.Sc. Agricultural Economics, 1990, Kansas State University

UGANDA

- Dr. Joy Babuwe-Ngobi, MPH Maternal and Child Health (Family Health), September 1996, University of Minnesota. *The Progression of HIV During Pregnancy*. Practical Training: Minnesota Department of Health, Reproductive Health Unit, Maternal and Child Health Section, Division of Family Health, Minneapolis, Minnesota
- Mr. Paul Musembwa, MBA Management Information Systems, May 1996, University of California at Berkeley. Practical Training: CELLULARONE, San Francisco, California
- Dr. Christine Watera, M.Sc. Epidemiology, August 1996, Tulane University, Louisiana

ATLAS Conference on Gender, Empowerment and Sustainable Development Scheduled for Malawi

Malawi will be the venue for the upcoming ATLAS regional conference on "Gender, Empowerment and Sustainable Development in Africa" to be held at the Mount Soche Hotel in Blantyre from February 24-27, 1996. The conference is one in a series of on-going professional enhancement activities coordinated under ATLAS for alumni of USAID training programs. It will be followed by a one-day meeting sponsored by USAID/Malawi which will bring Malawian delegates together with the international participants to discuss the conference themes within a national context.

The conference will bring together AFGRAD/ATLAS alumni and alumni of other USAID training activities working in academic institutions, non-governmental organizations, community organizations, government ministries, and in the private sector.

Presenters will be drawn from AFGRAD and ATLAS alumni, Africa-based professional organizations, international development organizations and cooperating agencies. The conference will feature presentations, panel discussions, workshop sessions and small group work.

Topics to be discussed include:

- ◆ Education and Leadership
- ◆ Balancing Power: Political Empowerment
- ◆ Gender, Law and Governance
- ◆ Environmental and Agricultural Policies in Africa
- ◆ Economic Empowerment
- ◆ Science and Technology: A Look to the Future

ATLAS PUBLICATIONS

Directory of Fellows

Copies of the 1996 edition of the Directory of Fellows will be available in January 1997. The Directory contains information on alumni of ATLAS and AFGRAD, in addition to the Development Education for Portuguese-Speaking Africa program, the African Development Education Program, and the Postgraduate Training program. Over 3,500 copies of the annually updated Directory are distributed to USAID Missions and USIS offices in Africa, colleges and universities in the U.S., current ATLAS Fellows and alumni in Africa and other parts of the world.

C.V. Directory

In Spring 1997 ATLAS will publish a directory containing curricula vitae of ATLAS and AFGRAD alumni. This directory will be published only once, and will be distributed to USAID Missions and all contributing alumni.

To receive a copy of the Directory of Fellows or to be included in the C.V. Directory, please contact or submit your C.V. as soon as possible to:

Hazel Bush
ATLAS Alumni Affairs Project Officer
The African-American Institute
380 Lexington Avenue
New York, NY 10168-4298



IROKO

Volume 2, Number 3

August, 1997

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ATLAS, African Training for Leadership and Advanced Skills, carries out many of the activities known under the African Graduate Fellowship (AFGRAD) program. Funding for ATLAS is provided by the U.S. Agency for International Development, USAID missions, American universities and African Governments.

Gender, Empowerment and Sustainable Development in Africa

The impact of gender on the ability of men and women to work in partnership to achieve sustainable development in Africa was the topic of discussion for the ATLAS regional and national conferences held at the Mount Soche Hotel in Blantyre, Malawi. The conference, entitled "Gender, Empowerment and Sustainable Development in Africa" provided a week-long forum for fifty delegates from seventeen countries to examine terms such as "gender" and abstract theories such as social construction in the context of their daily lives and experiences. Cooperation between men and women and acknowledgment of the cultural expectations that are placed on each sex was the focus of the conference. A central theme was the implications of the shift in terminology from "Women in Development," which stressed bringing women into the development process, to "Gender and Development," which emphasizes the equal stake of both men and women in achieving gender balance and equity. During their discussions, the delegates examined social roles and their impact on political, educational, and environmental development within Africa.

The Right Honorable Justin C. Malewezi, Vice President of the Republic of Malawi, presided over the official opening ceremonies and Cynthia Rozell, USAID/Malawi Mission Director, welcomed the delegates.

VIEWS FROM THE FIELD

The issue of gender fostered lively debate and a high level of energy, both of which were enhanced by the delegates' own diverse backgrounds. The delegates, 85 percent of whom were women, came from all over Africa and had training and careers in a variety of fields. They discussed how culture places different behavioral expectations on men and women, and how these expectations affect individual reactions to issues of gender. During the panel, "Views From the Field," the delegates revealed that, despite their different experiences, all could contribute to a better understanding and approach to Africa's challenges. For example, Dr. Christine Watara, a medical doctor in Uganda and one of two women on the four-person panel, revealed that her country officially fosters gender parity and sustains it through affirmative action. Uganda has the only female vice-president in Africa. Dr. Julienne Ngo-Som, a food and nutrition specialist from Cameroon, explained her experiences with different gender relationships within her country. Although Cameroon has established a 30 percent quota for women in Parliament, there aren't enough women with the requisite skills, training and experience to fill these positions.

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Similarly, Dr. Albain Rarivoson of Madagascar, who teaches mathematics in a private institution and runs a business for unemployed youths, revealed that while women in Madagascar have equal rights constitutionally, in reality they do not—especially rural women. Dr. Pierre Somse, a physician practicing in the Central African Republic, cited the lack of a clear, common vision and an inconsistent value system as major obstacles to gender balance. He did, however, explain that the Central African Republic's Department for the Promotion of Women's Affairs has grown into a strong institution since its birth in 1964. The experiences of these four panelists clearly displayed the multiple African realities and varying gender relationships which survive today within the African continent.

PRESENTATIONS

Complementing the diverse experiences of the panelists were the presentations on education, politics, technology, and law. Zuleika Levy, Director of the Training Center of the Instituto Nacional de Investigación e Desenvolvimento Agrario (INIDA) in Cape Verde, asked, "Why invest in women's education?" in her presentation "Gender Issues in Education and Leadership." She outlined the benefits to the entire community from educating women. Professor Leah Marangu, Vice Chancellor of the Africa Nazarene University in Kenya, in discussing science education, stressed the importance of counseling and support for girls in the applied and natural sciences. Her discussion of "Science and Technology: A Look to the Future," was based on case studies on the advancement of girls' education in Kenya since 1989, which demonstrated that girls continue to avoid the sciences and that opportunities to study science should be available to both sexes at an early age.

Clara Osinulu, anthropologist and President of the Nigerian Association of University Women, spoke on

"Balancing Power: Political Empowerment." She stressed that education alone is not enough for women to achieve political empowerment. They also need training, access to power, and male allies in order to mobilize politically. Complementing Osinulu's presentation, Esther Mayambala of Makerere University discussed "Gender, Law and Governance," demonstrating how laws can have either an empowering or disempowering effect on individuals of any society. She argued that affirmative action, property rights, and marital laws are examples of laws which do not redress gender imbalances.

Nene Sow, Charge d'Etudes at the Guinea Ministry of Natural Resources and Environment, criticized current environmental and sanitation policies of overlooking the relationship between women and the environment. Women, who are accused of depleting resources through their activities in agriculture, fuel and energy production and sanitation, need to be included in the decision making process to ensure that resources are used more economically and sustainably.

WORKSHOPS

These presentations introduced delegates to some of the medical, agricultural, technological, political and legal issues that face Africa today which were further discussed and analyzed in small groups. Two workshops were held during the conference, each offering different approaches to changing gender relations and emphasizing topics mentioned earlier in the conference. Thandi Mbvundula, Managing Partner of Epsilon & Omega Computer and Engineering Services, conducted a workshop on "Electronic Communications." She stressed the crucial role that electronic communications plays in building Africa's technological world presence and in establishing a network between African men and women. Cathy Royal, an organizational development specialist based in the U.S., led the second workshop, "Theories of Gender and Social

Editorial Statement

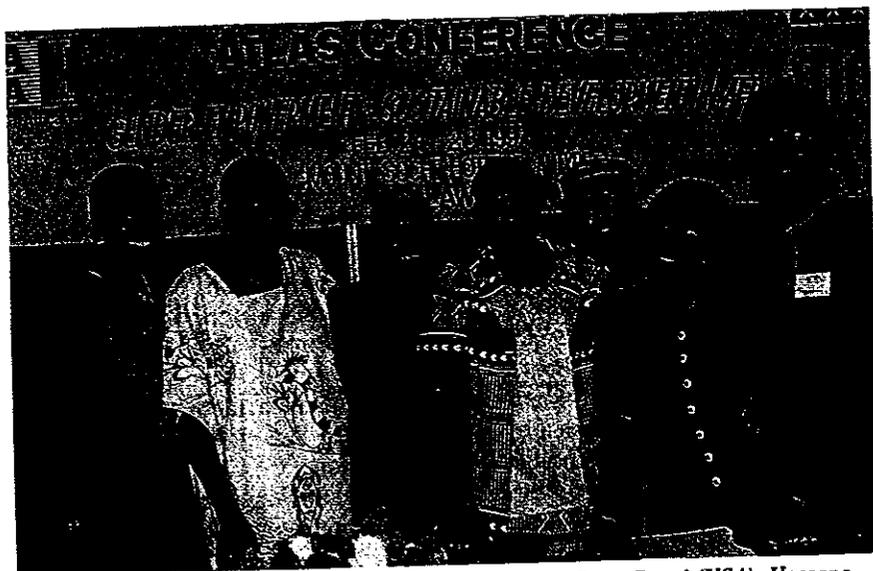
IROKO is an annual publication for current and former AFRICAF and AILEAS Fellows. Its purpose is to strengthen ties with the thousands of Fellows who have completed their studies and are working in their chosen fields of endeavor, and those students who are now in various stages of their academic degree programs. *IROKO* welcomes contributions from current and former AFRICAF and AILEAS Fellows, and from all of the USAID mission.

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Articles submitted to *IROKO* should not exceed 1,000 words. Please submit articles, ideas, and suggestions to:

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L to R: Yassine Fall (Senegal), Mariama Salifou (Niger), Cathy Royal (USA), Hassana Alidou Ngame (Niger), Zuleika Levy (Cape Verde), Halima Hamza Mallam (Niger) and Natalie Bogui (Côte d'Ivoire).

Construction." Royal's workshop examined the elements within society such as language, values, habits and traditions which influence gender perception. To understand these elements helps to understand how existing gender relationships are formed and perpetuated through time. Only by understanding the power of culture to enforce gender roles, i.e., the part of a man or woman's identity that exists beyond the biological, can one begin to fully understand society's ideals and how our behavior reflects these values. She asked participants to engage in a dialogue, rather than a debate, both during the conference and subsequently in their communities.

Yassine Fall delivered the Keynote Address. An economist and Executive Secretary of the Association of African Women for Research and Development (AAWORD), Fall presented "From 'Women in Development' to 'Gender and Development'," which prompted a heated response from the delegates. Does the change in terminology from "Women in Development" to "Gender and Development" imply a real change in the approach to gender inequities, or does it only represent a superficial change in semantics? Fall argued that despite the change in terminology, substantively little has changed to improve gender equity in organizational structures. For example, although new positions opened up for women in various professional arenas, women are still excluded from the most basic decision making processes, which can render their positions ineffective.

However, not all conference delegates shared Fall's point of view. At the end of the regional conference they divided into two groups to discuss and form their own conclusions to the questions, "Why were the terms changed from 'Women in Development' to 'Gender and Development'?" and, "What does the change reflect?" When the working groups reconvened, both groups agreed that the shift in terminology reflected many things: the shift from men and women working separately to both genders working as partners; an awareness of the complementary and conflicting roles between the genders; changes in donors' attitudes, priorities and strategies; the need to share power and responsibilities; the need to involve both men and women to ensure sustainable development; and a holistic perspective to society's problems.

Most delegates looked at the shift in terminology in a positive light, emphasizing its inclusiveness of both genders rather than just focusing on women's issues as they pertain to development. Yassine Fall remarked, "One of the

MALAWI CONFERENCE

Christiane Morgan of Guinea earned an M.S. in Mineral Economics at Michigan Technological University. She is presently Chief of the Promotion Section of the Center for Promotion of Mining Development at the National Direction of Mines in Conakry. Her most recent publication is "The Role of the Mining Industry in Guinea's Development."

Chrissie Bola Mwiyerwa completed an MPH at the University of Minnesota. As Program Manager of the Litwonde Agricultural Division of the Ministry of Agriculture in Malawi, she is responsible for planning rural development projects. She is a founding member of the Professional Women in Agriculture and Natural Resources Association of Malawi.

Emmanuel Nyirinkindi of Uganda completed an MBA at the University of Kansas. He returned to Uganda to work for the Ministry of Finance where he is Director of the Parastatal Monitoring Unit.

Meria Nowa-Phiri of Malawi holds an M.A. and a Ph.D. in Educational Administration from the University of Massachusetts. Prior to her current position as President of the Lilongwe Teachers Training College in Malawi, she was President of the Malawi College of Distance Education. Dr. Nowa-Phiri is an expert in project design, proposal writing and conducting needs assessment studies.

Judith Mushipe of Zimbabwe is a Lecturer in the University of Zimbabwe. She completed an MBA at North Carolina Central University. Ms. Mushipe is a trainer of both financial and non-financial managers and is involved in entrepreneurship development and human resources management. She recently completed a book on business administration.

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major reasons for the movement from "Women in Development" to "Gender and Development" was that women's concerns were not included in mainstream discussions; they were considered outside." Delegates agreed that not only did the new term incorporate women into existing structures, but it also reintegrated their concerns into various relationships. Delegates, however, were concerned with clarifying that "Women in Development" is not a negative concept, and that, conversely, "Gender and Development" is not entirely positive and successful. They did agree that "Women in Development" was a necessary stepping stone to reach the new approach of "Gender and Development."

Following the presentations, the delegates divided into working groups for an exercise which turned their focus from theoretical concepts to the real impact of gender in their personal lives. These groups discussed how culture defines roles such as mother, father, wife, husband, daughter, son, working woman, working man, female leader and male leader. The purpose of this exercise was to increase awareness as to where power lies in a community, and to understand cultural traditions and their origins. As Cathy Royal, who directed the exercise, explained, "You can't change it unless you have learned that it's there." The delegates revealed that their education and training did not necessarily render them immune to those cultural forces which reinforced stereotypical beliefs about gender.

Through discussions of gender terminology and exploration of culturally defined roles, the group sessions placed the broad and complex issues of gender empowerment and sustainable development into the context of everyday life. Individuals must look critically at their environments without alienating themselves. Just as terminology can change and expand to be more inclusive, people can also change and expand their roles in society. As Ms. Royal pointed out, "People can and do change and grow." The regional conference ended with a general consensus of the importance of gender and empowerment in the pursuit of sustainable development in Africa.

Conference delegates practice e-mail skills during the workshop on electronic communications.



On Friday, February 28, 120 Malawians joined the regional delegates to discuss how gender inequities have affected development in Malawi. During the official opening Mr. Thomas Lofgren, Assistant Mission Director for USAID in Malawi, noted that democracy sets the stage for individual empowerment, and that sustainable development can best be achieved through partnerships between men and women. When a mother is empowered there is a higher likelihood of her children having better health and access to education.

The presentations examined women's issues in government, education, the economic sector, politics and agriculture in Malawi.

Many studies and consultancies on gender issues have been carried out in Malawi, as Dr. Samuel Chawani, Principal Secretary of the Department of Human Resource Management and Development outlined. The Civil Service Reform Action Plan has been one successful way in which the government has increased the participation of women in the civil service.

McPherson Jere, Principal Planning Officer with the Ministry of Education, discussed the Ministry's strategy for enhancing gender balance in education which includes projects designed to ensure basic education and literacy for girls. They are also designed to promote greater participation of women in all spheres of development, to promote the girl child so that she remains in school, and to build schools in rural areas to enable girls in these communities to attend school more easily.

Mariam Maluwa presented university enrollment statistics which showed an increase in women's enrollment from 23 percent in 1992 to 35 percent today. She credits the impact of international conferences and the development of national policies and laws to safeguard women's interests as major factors.

Agriculture is associated with gender issues because many agricultural activities are carried out exclusively by women while others exclusively by men. Dr. Chrissie Mwiyeriwa, Program Manager at the Liwonde Agricultural Development Division, described the traditional divisions within the agricultural sector; the colonial estates which produced cash crops, and the smallholder farms which produced subsistence crops. A corresponding dual credit system arose which excludes women, the main producers of subsistence crops. Smallholder farmers should be encouraged to produce cash crops on communal land to spread financial gains to rural areas.

Central to the discussions at both the national and regional conferences were the strategies which must be developed to address gender inequality and the impact of these strategies on access to opportunities, resources and services. The delegates all agreed on the importance of partnerships between men and women for sustainable development in their home countries and in Africa in general. □

Roots of IROKO

In this article, Mr. João Ndlovu discusses the insights he has gained through global comparisons of conflict resolution, and shares how his education and experiences in the United States have influenced his ideas on conflict management in Mozambique.

Mr. Ndlovu graduated in May 1997 from Clark University with a Master's degree in International Development. He returned to Mozambique this summer to resume his position as Professor of Political Science at the Instituto Superior de Relações Internacionais.



Currently Mozambique needs more conflict management rather than resolution. Conflicts can be benign if properly understood, and there are strategies to transform malign into benign conflicts. It all depends upon the actors' purpose of conflicting. People lock themselves in conflicts when they are entangled in fierce struggles to meet their basic needs. However, basic needs are culture and development specific. Stealing a peasant's goat is stealing his survival, whereas stealing a goat from a middle-class farmer may cause him little loss. Likewise, while Americans tend to value domestic animals (cats, dogs, even monkeys) for which they spend hundreds of dollars buying food and drugs, in Eritrea, Namibia, Mozambique, and Zaire, children starve in the streets as their parents watch. Thus, I believe the best mechanism for conflict management is responsible development.

During my graduate studies I attended dozens of academic and professional workshops dealing with a variety of issues related to economic and political development. Of particular interest was a workshop on the Middle East conflict. For me, the Arab-Israel conflict does not reside in the Arab world. It seems to be a typical case of how the struggle to meet basic needs can lead nations into perpetuating differences which, if left to the people, would be settled. Perhaps Samuel Huntington, Director of the John M. Olin Institute for Strategic Studies at Harvard, is on the right track about the 21st century hot zones when he predicts the clash of civilizations as the next focus of conflicts in his book *The Clash of Civilizations and the Remaking of World Order*. In fact, nations without resources would not want to see independent economic nationalism in nations with resources such as the Arab states and Africa. It is important for those developed countries with scarce natural resources to use muscle to control the political and economic mindsets of the so-called peripheral developing economies.

The Middle East conflict makes me look with skepticism at the Southern African region. Apartheid has been legally abolished, but the reasons which fed its long life are still there and, apparently, seem similar to those in the Middle East: the presence of natural resources and western

culture. The resource diplomacy of developed nations will never tolerate independent thinking which may create obstacles to their access to resources. Therefore, although the cold war is over, danger still faces developing nations. As former British Prime Minister Margaret Thatcher says, "Diplomacy without arms is like music without instruments," there is no doubt that coercion will continue to victimize developing nations. However, I believe that just as the Roman Empire fell under the power of people, so will current empires. The movement of people-to-people development implemented by NGOs seems irreversible. For me, individual and community-based development is an empowering strategy, and the most likely solution to the current widespread conflicts.

Each country has its own way of preserving what it regards as vital for the survival of its people. My two years in the United States taught me one very important thing: just as we are born in different times, we are different yet equal. I could not expect any other kind of behavior from a multicultural society like the U.S. My own country is also multicultural, and I learned that if development is not handled responsibly it can backfire.

I must emphasize however, that as a passionate advocate of education, I would be very happy to combine assignments outside of academia with teaching and researching because I believe that "educated women and men are more likely to be truly free." The degree I earned at Clark University gave me more insight into strategies which maximize the role of international cooperation for development as a means to mitigate social strife.

Mozambique needs economic development more than politics. Politics are there because people are there. For that matter, people are the *raison d'être* of politics. No one can be considered a good politician unless he is able to deliver goods and services for the commonwealth in a sustainable manner. Understanding the many facets of development requires special skills. When I return home I will serve in any areas where my skills and degree will be most needed. As a Mozambican and a committed citizen, I will render my contribution in any area of conflict management in Mozambique. Any responsible citizen of any country, no matter what status he occupies, should work to improve the living standards of people in his country. ▣

Alumni Corner

AFGRAD Alumni: Making a Regional Impact

AFGRAD alumni make an impact not only in their home countries, but also in international organizations whose policies and programs have wide reaching influence on global development. In this issue, *IROKO* focuses on five AFGRAD alumni who work at three African regional organizations.

Organization of African Unity (OAU)

Dr. Christopher James Bakwesegha of Uganda is head of the Organization for African Unity's Division of Conflict Prevention, Management and Resolution, which manages conflicts uses political negotiations and the oversight of peace plans in managing conflict. Dr. Bakwesegha's work involves diffusing potential conflict situations through election monitoring, research and preventive diplomacy. He is also responsible for coordination between countries whose troops are a part of international peacekeeping forces and with OAU member states at conflict. Prior to assuming this position, Dr. Bakwesegha was Director of the Bureau for Refugees, where he designed policies for refugees, returnees and displaced persons in OAU member states. He was Coordinator of the OAU Observer Group to Ethiopia's District and Regional elections in 1992, and was a representative to the second pre-election mission to Zambia, led by former U.S. President Jimmy Carter in 1991. In 1991 and 1992 he was Co-chairman of the joint OAU/United Nations High Commission for Refugees working group on the Implementation of the Dar es Salaam Declaration on the Repatriation of Rwandan Refugees.

Dr. Bakwesegha completed both his M.A. and Ph.D. in City and Regional Planning and Policy Development at Rutgers University.

Dr. Leopold P. Mureithi of Kenya works with the OAU as Economic Development Policy Expert and Team Leader in the Policy Analysis Support Unit. His work involves research, training, outreach and institution building through administrative and financial management. Dr. Mureithi has been a consultant for many international organizations within the United Nations system, including the Food and Agriculture Organization (FAO), United Nations Development Programme (UNDP) and the International Labour Organization (ILO). His most recent publications include "OAU's Research Projects on Economic Integration," produced for an African Economic Research Consortium (AERC) seminar; "International

Labour Migration in Southern Africa," a document produced for the ILO/OAU Conference on South-South Migration held in Cairo in 1995; and "South Africa's Reconstruction and Development Programme." He is on leave from his position as Professor of Economics at the University of Nairobi.

Dr. Mureithi earned both an M.A. and a Ph.D. in Economics from Claremont Graduate School in California.

The African Development Bank (ADB)

Among the many AFGRAD alumni working at the African Development Bank (ADB) are Dr. Brave Ndisale and Mr. Cheikh I. Fall.

Dr. Brave Ndisale of Malawi is a Research Economist specializing in food and nutrition. She went on leave from the Ministry of Agriculture in Malawi to work as a consultant at the ADB, where she conducted a study on food security and nutrition problems in Africa and an evaluation of ADB's commitment to reduce these problems. Her analysis examined the ADB's lending operations and impact on food security and nutrition in its regional member countries. Dr. Ndisale has published papers and articles including "Food Security and Nutrition in Africa: Some Proposals for a Strategy for the ADB," and "An Analysis of Production and Resource Use in Smallholder Agriculture in the Mchinji Rural Development Project of Malawi."

Dr. Ndisale completed a Ph.D. in Agricultural and Applied Economics at the University of Minnesota.

Mr. Cheikh I. Fall of Senegal joined the ADB in 1986 and is currently the Secretary General of the African Development Bank. Prior to his ADB appointment he was Director of the Loans and Equity Department at the West African Development Bank (BOAD) based Lomé, Togo. Mr. Fall is a regular participant at annual meetings for the International Monetary Fund (IMF), the World Bank, the Economic Community of West African States (ECOWAS) and the West Africa Economic Community (CEAO).

Mr. Fall completed his MBA at Atlanta University in 1977.

Common Market for Eastern and Southern Africa (COMESA)

Dr. Kwaku Osafo of Ghana is Senior Economic Consultant for the Common Market for Eastern and Southern Africa (COMESA). Established in 1993, COMESA promotes economic development in the areas of trade, customs, agriculture, industry, energy, transport, natural resources, monetary affairs and communication. Dr. Osafo has worked as an engineer with FAO projects in Ghana, and has lectured at the University of Ghana and the University of Zambia. He was also a presenter at the 1995 ATLAS Conference on Sustainable Agriculture, held in Abidjan, Côte d'Ivoire.

Dr. Osafo received an M.S. degree in Water Resources and Irrigation Engineering from the University of California, Davis; an MBA from the University of Ghana; and an M.A. in Economics and a Ph.D. in applied Economics from Stanford University. □

Consulting in Africa: A View from the Field

After completing her doctorate in Education at the University of Massachusetts, AFGRAD alumna Dr. Hilda Sinkonde returned to her home country of Tanzania where she trained teachers for primary and secondary schools and volunteers for the National Literacy Campaign at the Ministry of National Education. Dr. Sinkonde has worked as a consultant for USAID/Tanzania where she conducted a social soundness analysis for their Training for Rural Development Project. Her consultancy experience also includes projects for the Academy for Educational Development (AED), United Nations Development Programme (UNDP), United Nations Children's Fund (UNICEF), and the Peace Corps. In the following article she shares her experiences and challenges working as a consultant.

As a female consultant, from time to time I encounter work expectations which reflect my "expected" role as a woman. Attitudes toward female consultants are not different from those toward women in formal employment. Whenever I have been the only woman on a consultancy team working on a project that includes a gender-related component, the assumption is usually that I am on the team to work on gender. In a recent assignment I was designated the leader of a three-person team, the others being men. Throughout the assignment, in all our visits and discussions, all issues and questions were automatically directed to the man whom people thought was supposed to be the team leader. There was a look of surprise when the man clarified that I was the team leader.

My most satisfying experience has been the work I do in the field where I can listen to and talk with the people who benefit from my work. I enjoy working on training programs which involve my clients in planning, implementing and evaluating their own program; in a word, participatory training. Engaging the clients in dialogue, and discussing the results of the work with them, including asking for their feedback, are some of the ways which assure me that what I have done is meaningful. When this happens, it is also an indicator that my recommendations are far more likely to be implemented.

Consulting can be a viable career alternative to holding a full-time job, but it all depends on your motivation for becoming a consultant. In my view, there are some distinct

advantages to a consultant's life: independence, flexibility, a good chance for personal satisfaction and fulfillment. It is an opportunity to utilize the skills and experiences I have acquired over the years. Of course, there are some big disadvantages as well: no regular paycheck at the end of the month; uncertain job prospects; no benefits; no pension; long work hours; and great pressure to meet tight, sometimes unrealistic, deadlines.

Consulting in Africa is on the rise. Like our male counterparts, female consultants in Africa have to compete in the marketplace for clients. In addition, African women have to face certain attitudinal and socio-cultural problems because they are women. African women who are thinking about becoming consultants should know these constraints and develop strategies for coping with them. My advice is simple: you must network with others

for support, for learning and for development. You must believe in your own abilities and creativity and you must have initiative. To be a successful consultant requires physical stamina, the ability to adapt to new situations quickly and perseverance. It also requires courage, the openness to learn new skills and the emotional maturity to be able to survive in uncertainty.

It is not easy, and often people will tell you it cannot be done, it is too difficult, especially for a woman. My response is that nothing would ever be done if first you had to overcome every single possible objection. My position is that more African women should become consultants, the sooner the better! ▣

"... more African women should
become consultants,
the sooner the better!"

Africa's Management in the 1990s and Beyond

In 1996, the World Bank published *Africa's Management in the 1990s and Beyond: Reconciling Indigenous and Transplanted Institutions* by Mamadou Dia, AFGRAD alumnus from Senegal. The book illustrates the findings of the World Bank's Africa's Management in the 1990s (AM90S) research program and also reflects Mr. Dia's experience as an international specialist in public sector management in Africa. Mr. Dia has been at the World Bank since 1976, where he has held several key management positions in the Africa region. In 1990, he was named Chief of the Capacity Building and Implementation Division, providing technical and intellectual guidance over the Bank's initial work in the areas of public sector reform and privatization in Africa. He was promoted in 1996 to his current post as Country Director for Guinea, Sierra Leone and Liberia. Mr. Dia is a graduate of the Wharton School at the University of Pennsylvania.

Africa's Management in the 1990s and Beyond

Africa's Management in the 1990s and Beyond has rich case studies which explain why it is necessary to address institutional disconnect, and illustrates several possible solutions. Mr. Dia uses stories from the private and public sectors in Botswana, Burkina Faso, Côte d'Ivoire, The Gambia, Ghana, Kenya, Mali, Senegal, South Africa, Togo, Uganda, Zambia and Zimbabwe. In this context he follows closely the lessons that African institutions can learn from East Asia's development experience.

At independence most African countries inherited formal institutions which had been transplanted from colonial powers and superimposed upon indigenous, informal institutions which reflected local culture and tradition. The result was an institutional disconnect between not only the state and civil society, but also between the formal and informal private sectors and between the corporate and societal culture.

Disconnect Between the State and Civil Society

Mr. Dia argues that problems which inhibit institutional capacity-building have more to do with obstacles created by unstable institutional environments than with lack of technical capacity. The strong centralized governments of

the colonial period lacked accountability to civil society, and as a result, most post-independence African governments had no tradition of moral legitimacy or institutional stability. Political and personal loyalty were rewarded over merit.

To reverse the disconnect between the state and civil society he recommends performing client consultations to assess public views on public agency reform and to determine the feasibility and relevance of public programs. He also recommends the creation of a national revenue secretariat to manage tax and customs administration. This will provide incentives for increased effectiveness of civil service, reducing patronage and rent-seeking behavior which are major impediments to improved resource mobilization and allocation. Mr. Dia states that legitimate management cannot be bureaucratic and control-oriented, but must emphasize rewards and sanctions which reflect performance and merit, and create an incentives framework which reflects indigenous cultural values. National laws which are both legitimate and enforceable must reconcile the goals of formal and informal institutions.

Reconciling the Formal and Informal Private Sectors

According to Mr. Dia, the primary goal in reconciling the formal and informal private sectors is to ensure wider participation of local investors in privatization. This will increase national shared wealth and growth and avoid re-colonization of national economies and assets due to outside investment. The most successful enterprises have succeeded in reconciling primary traditional values with time-tested imperatives of economic efficiency and capital accumulation.

Effective African enterprise leaders should build their status within communities through altruistic acts which benefit the community at large. These are an integral part of local culture and provide social insurance. African enterprises must establish linkages with large, modern enterprises. In addition, Mr. Dia states that by making monthly contributions to a common investment fund, local entrepreneurs and private individuals can create finance companies to help support the transition of certain local enterprises from the informal to the formal sector.

Reconciling Cultures: Corporate and Society

Mr. Dia offers solutions to disconnect at the corporate level with examples of how large enterprises can improve

performance through managerial cultural adaptations and quality controls. Statutory worker guidelines help neutralize the myth of the all-powerful chief (manager), which enhances transparency and predictability in a company's activities. Through giving worker groups a more pronounced role in production and problem solving, African companies have benefited by improvements in worker and manager attitudes, and increased productivity.

Mr. Dia concludes with many recommendations for African institutions, both informal and formal, and for major lending institutions, NGOs, and donors. Among his recommendations are that institutional reform for poverty alleviation should focus on developing existing institutions and capacity at the grassroots level; government decentralization should be complimented by the empowerment of local communities; and networking is needed to share the lessons of experience.

To obtain a copy of *Africa's Management in the 1990s and Beyond* contact World Bank Publications, P.O. Box 7247-8619, Philadelphia, PA 19170-8619 USA or call (202) 473-1155. □

Partnerships in Higher Education in Africa

ATLAS held a regional conference on "Partnerships in Higher Education in Africa" from August 11-15, 1997 at the Gaborone Sun Conference Center in Gaborone, Botswana. Thirty-nine delegates from 17 African countries and the United States gathered to discuss how partnerships help to strengthen the role education plays in development in Africa. The delegates, who represented universities, training institutions, research centers, government education ministries and international development organizations, examined how education institutions can work with both public and private sector partners to strengthen national infrastructures and equip graduates with the skills and training necessary to compete in the global market.

The agenda included presentations and panel discussions on the role of international cooperation in higher education, university partnerships and the impact of communication and information technologies on higher education. Case studies presented existing partnerships, and workshops focused on negotiation skills and developing partnership proposals. A lecture demonstration of on-line research capabilities was held at the University of Botswana Library. During the working group sessions, delegates developed scenarios for partnerships which were presented to the entire group for discussion.

Presenters included Conference Co-chairs Dr. Hugh Africa, Vice Chancellor of Vista University in Pretoria, South Africa, and Dr. Orlando Taylor, Dean of the Graduate School at Howard University in Washington, D.C. and Dean in Residence of the Council of Graduate Schools. Other presenters included Gary Bittner, Program Manager for USAID's University Development Linkages (UDLP) project; Dr. J. Habib Sy, Executive Secretary of the African Network for Research and Training in Communications, and Coordinator for Partners in African Development; and Dr. Dominic Tarpeh, Director of Finance and Administration at the Association of African Universities.

Detailed coverage of the event will follow in the next issue of *IROKO*. □

*IROKO is the
tropical oak
(Chlorophor excelsa)
found in the West African
rain forest.*

*The iroko tree is used to
build homes
and to fashion ritual
objects, including the
"talking drum."*

*It is celebrated in the
folklore of many African
peoples in the diaspora.*

*As the iroko is
an intermediary
among people,
spirits and ancestors,
it is an appropriate*

*symbol for
communication
and meaningful
as the name of a
networking bulletin*

*with a goal of
strengthening ties among
alumni of USAID-sponsored
training.*



ATLAS Welcomes New Alumni

ATLAS is pleased to announce the graduation of the most recent ATLAS and AFGRAD Fellows. For graduates with thesis work and dissertations, their project titles are listed in italics; for those who participated in practical training, we have included their practical training assignments. ATLAS is pleased to welcome them to our alumni network.

BENIN

- Ms. Alima Boukary**, M.A. Educational Administration, December 1996, California State University, Sacramento, *The Positive Impact of American Curriculum Planning and Implementation on Benin's Educational System*
- Ms. Raymonde M.A.M. Degbey**, MPA Policy Analysis, December 1996, Wichita State University, Kansas, *Performance Measurement: Benchmarks for the City of Derby*
- Mr. Gbewlannou Michel Dognon**, MBA Marketing, December 1996, Emporia State University, Kansas
- Ms. Ablawa Jeanne Falabi**, M.S. Soil and Water Science, December 1996, University of Arizona, *Pathogen Removal From Wastewater by a Duckweed Pond*. Practical Training: Department of Veterinary Science Laboratory, University of Arizona
- Ms. Adjoke E. Kouton**, M.S. Science Education, December 1996, Oregon State University, *Evaluation of the Implementation of Benin's New Elementary Science Curriculum*
- Ms. Rachidatou Ladjouan**, MBA Accounting, December 1996, Southern University, Louisiana
- Mr. Charles Prodjinotho**, M.A. Economic Policy Management, December 1996, Columbia University, New York. Practical Training: The World Bank, Washington, D.C.

CAPE VERDE

- Mr. Jose Barbosa**, M.S. Horticulture, April 1997, Auburn University, Alabama, *Plant Nutrition Status and Water Stress Resistance*
- Mr. Euclides De Pina**, M.S. Economics, December 1996, Eastern Michigan University, *Economic Efficiency in the Agricultural Sector*
- Ms. Cristina Duarte**, M.S. International Business Administration, December 1996, American Graduate School of International Management, Arizona
- Mr. Alexandre Ferreira-Barbosa**, B.S. Electrical Engineering, May 1997, Iowa State University
- Mr. Artur Furtado**, B.S. Industrial Engineering, May 1997, Iowa State University
- Ms. Marize Gominho**, B.S. Water Desalination, June 1997, Central State University, Ohio
- Mr. Jose Moreira**, B.A. Economics, June 1997, University of Missouri
- Mr. Marciano Moreira**, M.A. Economics, January 1997, University of Wyoming
- Mr. Manuel Pinheiro**, M.S. Economics, December 1996, Alabama A&M University

Mr. Antonio Silva, M.S. Water Desalination, December 1996, University of Maryland

Mr. Jose Silva, M.S. Natural Resource Management, December 1996, University of Arizona, *Use of Geographic Information Systems and Global Positioning Technology for Soil Classification and Land Use Planning*

CONGO

Mr. Michel Bakala, M.S. Soil Science, December 1996, University of Oklahoma, *Fracture Propagation in Sediment-like Materials*

GUINEA

Mr. Mohamed Toure, M.S. Mathematics Education, May 1997, Cornell University, New York, *Teachers' Understanding of the Fraction and Ratio Concepts in Additive Situations: A Study with Cornell and Conakry Pre-service Teachers*

GUINEA BISSAU

Mr. Jose Demba Buaro, M.S. Information Science and Systems, December 1996, Ball State University, Indiana, *Oracle Database Embedded in C Programming Language*

MADAGASCAR

- Mr. Maharozaka Olivier Andrianavalona**, M.S. Accounting and Finance, May 1997, California State University, Fullerton
- Ms. Annie Parson**, M.S. Poultry Science, December 1996, Auburn University, Alabama, *Effect of Complex Trace Minerals on Broiler Live Performance, Grade and Health*
- Mr. Eugene Rakotonirina**, M.S. Transportation Economics, December 1996, Morgan State University, Maryland, *Mobile Emissions Inventory: The Case of Washington, D.C.* Practical Training: Maryland Department of Transportation, Baltimore.
- Mr. Thierry Rakotoarison**, MBA Business Administration, May 1997, Wichita University, Kansas. Practical Training: Fintrac, Inc., an agribusiness consulting firm, Washington, D.C.

MALAWI

Ms. Teresa Chirwa, M.S. Civil Engineering, December 1996, Oklahoma State University

- Mr. Kenneth Gondwe, M.S. Mechanical Engineering, December 1996, State University of New York, Buffalo, *Edible Oil Refinery: Preliminary Plant Design*
- Mr. Paul Kangunga, M.S. Civil Engineering, December 1996, State University of New York, Buffalo, *Renewable Moment Resisting Beam-to-Column Connections for Precast Concrete Frame Buildings*. Practical Training: Department of Civil Engineering, SUNY, Buffalo
- Ms. Josephine Mangoche, M.S. Electrical Engineering, October 1996, North Carolina A&T University, *A Wavelet Transformation Approach to Image Comparison Using Linear Predictive Coding*. Practical Training: SIGOM, Greensboro, North Carolina
- Ms. Towela Nyirenda, M.S. Electrical Engineering, November 1996, University of Kansas. Practical training: SPRINT, Overland Park, Kansas
- Mr. Oscar Shaba, M.S. Computer Engineering, December 1996, Oklahoma State University, *A Critical Analysis and Comparison of Two Different Telecommunication Networks*

MALI

- Ms. Aissata Aida Dia, M.A. International Development, May 1997, Clark University, Massachusetts, *Women's Integration In Natural Resource Management: The Experience of the Office Du Niger in Niono, Segou Region, Mali*

MOZAMBIQUE

- Mr. Joao Ndlovu, M.S. International Development, May 1997, Clark University, Wooster, Massachusetts, *The Challenge to the Development Process in a Postwar Environment: An Evaluation of Demobilization and Reintegration of the War Demobilized Veterans in Mozambique*
- Ms. Lara da Silva Carrilho, M.S. Food Science, December 1996, Louisiana State University, *Alpha-Amulase and Soluble Sugars in Two Zones of Sweetpotato Roots*

NAMIBIA

- Mr. Dennis Fredericks, M.A. General Education Administration, December 1996, Ohio University
- Mr. Dintwe Mootseng, M.A. Journalism, May 1997, Jackson State University, Mississippi
- Mr. Michael Mukwame, M.A. Communications, December 1996, Jackson State University, Mississippi
- Ms. Aleksandra Puz, M.S. Environmental Engineering, May 1997, Clemson University, Alabama
- Ms. Eva-Liisa Shilamba, M.S. Physiology, May 1997, University of Hawaii
- Ms. Umbiroo Swartz-Karuaihe, M.A. Communications, May 1997, University of Tennessee
- Mr. Edwin Tjiramba, M.A. Communications, May 1997, California State University, Fullerton
- Mr. Lazarus Uaandja, MPA Public Administration, June 1997, Harvard University, Massachusetts

NIGER

- Dr. Abdoulaye Alio, Ph.D. Animal Husbandry, May 1997, University of Arizona, *Splanchnic Nitrogen Metabolism by Growing Beef Steers Fed Sorghum Grain Flakes at Various Densities*
- Mr. Salhatou Amani, M.S. Economic Development, December 1996, Clark University, Massachusetts, *Land Conflict Facing Public Administration in Niger: A Case Study of the Tahoua Department*
- Ms. Anne-Rachel Inne, MBA Business Management and Administration, January 1997, University of Illinois, Urbana-Champaign

SAO TOME AND PRINCIPE

- Mr. Helio Castro, B.S. Business, May 1997, Emporia State University, Kansas

SENEGAL

- Ms. Awa Diouf, MBA Business Management and Administration, May 1997, Southern Illinois University, Carbondale
- Mr. Mohamadou Fadiga, M.S. Agricultural Economics, May 1997, West Virginia University
- Mr. Saiba Fainke, MBA Business Management and Administration, January 1997, University of Illinois, Urbana-Champaign
- Mr. Adama Kane, MPH Public Health, December 1996, University of Massachusetts
- Mr. Adama Ly, M.S. Renewable Natural Resource Management, December 1996, University of Arizona, *Resolving Senegal's Crisis of Renewable Natural Resources: A Framework for Policy Development*
- Mr. Ibou Sane, M.S. Renewable Natural Resource Management, December 1996, Clemson University, South Carolina, *Efficiencies of IPM Sampling Methods for Determining Insect Densities in Close Row Soybeans*

TANZANIA

- Ms. Generosa Kagaruki-Kakoti, M.A. Economics, June 1996, Indiana State University. Practical Training: U.S. Fish & Wildlife Service, Indiana
- Ms. Rebecca Ruzibuka, MBA Marketing, December 1996, Emporia State University, Kansas
- Mr. Thadeus Shio, M.S. Construction Engineering, May 1997, University of Kansas
- Ms. Rosemary Tesha-Tenga, MBA Banking & Finance, December 1996, Morgan State University, Maryland. Practical Training: The World Bank, Washington, D.C.

TOGO

- Mr. Manikpo Jean Sogbedji, M/S. Soil Science, May 1997, Cornell University, New York, *Nitrate Leaching Under Maize as Affected by Nitrogen Management Practices and Soil Type* ☐



Seventeen women studying in the U.S. gathered for the Sixth Annual ATLAS Women's Workshop at North Carolina Agricultural & Technical University (NCA&T), an Historically Black University (HBCU) in Greensboro. The meeting on "The Impact of Women on the Environment" was held from May 13 through 18, 1997, and was hosted by NCA&T in coordination with the National Association for Equal Opportunity in Higher Education (NAFEO).

The women who attended represented Benin, Madagascar, Malawi, Mali, Mozambique, Niger, South Africa, Tanzania and Uganda. They were delighted by the workshop's approach to discussions on the environment, which put aside concepts that it is limited to the physical landscape of the planet in favor of the broader definition of environment which included culture, people and technology. Within this framework, the workshop presentation and discussions focused on how individuals and communities interact and affect each other.

In her presentation Dr. Cheryl Taylor from the School of Nursing at NCA&T emphasized the delicate and complex relationship between local communities and the larger global community. She examined how the lack of health care promotes a cycle of environmental pollution with universal consequences like epidemics and poverty. She advised women to see themselves as change agents and to appreciate their small gains within the context of the global picture.

Kadiatou Traore of Mali, Mmaserame Phala of South Africa and Sarah Banenya of Uganda outlined the contrast between local and international interpretations of environmental issues during their panel. They demonstrated this contrast using the laws which have protected the African elephant from extinction. The international point of view is that elephants are endangered and therefore must have plenty of protected land for their survival, which differs from the local point of view that the elephants, which have been protected since 1970, are overpopulating and consuming food that could be used to feed starving people. The panelists agreed that biological and environmental preservation, although important, should not take priority over education, health, employment and income. They reminded the group that malnutrition and poverty are causes of pollution which are often overlooked.

Relating economic growth to women and the environment, Dr. Chi Anyansi-Archibong, Professor of Business Management at NCA&T, outlined some negative effects of the World Bank's Structural Adjustment Program (SAP). SAPs are intended to stimulate economic growth and reduce poverty in developing nations by restructuring economies to engender long-term economic growth. Any country requesting international assistance must adopt SAP policies such as currency devaluation, high interest rates and subsidy removal. According to Dr. Anyansi-Archibong, these policies will create poverty and economic hardship. He explained that the basic error and inconsistency of SAPs are the priority given to economic growth, money and market mechanisms over people and their basic needs. Women carry this economic burden as mothers, wives and producers. Women are the most productive members of African society and more recognition should be given to their economic role. The global environment will be strengthened by the education and knowledge that the global community will gain by putting people and their needs first.

Attorney Tania Madison, adjunct professor at American University, was such an overwhelming success at last year's women's workshop, she was invited to return this year. In her presentation "How Green is Your Garden?" she noted the importance of finding emotional and spiritual balance between productivity and stress to avoid physical and mental illness. Women play a critical role in the world, and Ms. Madison urged that women nurture both soul and mind, which she feels is "the greatest garden in the environment."

This was the last women's workshop organized by Terrilyene Watson, who retired from her position as NAFEO/ATLAS Project Officer in May 1997. Ms. Watson has organized the women's workshops for ATLAS since the first workshop was held in 1990. In addition, she maintained close relationships with HBCUs to assist with the placement of and obtain tuition scholarships for ATLAS Fellows, identified ways for HBCUs to participate in project-wide activities, participated in group orientations for new ATLAS arrivals, and secured internship and mentorship opportunities for ATLAS graduates. Her enthusiasm and dedication was greatly appreciated by USAID, ATLAS staff and Fellows, and her diligence and devotion will be missed.

ATLAS looks forward to its continuing relationship with NAFEO in the planning of the next women's workshop in May 1998. Several HBCUs have expressed interest in hosting the event, which will focus on education. ♣

APPENDIX H

AFRICAN TRAINING FOR LEADERSHIP AND ADVANCED SKILLS

ATLAS ALERT

Vol. 2, No. 2 and No. 3



Effective Leadership and Skills Development in Africa

Fifty delegates from seventeen countries in Africa attended the ATLAS conference on "Effective Leadership and Skills Development in Africa" held at the Golf Inter-Continental Hotel in Abidjan August 26 through 30, 1996. Present were thirty-one AFGRAD and ATLAS alumni and over twenty women, which represented the largest gathering of both groups for an ATLAS regional enhancement activity.

The conference was designed to enhance both personal and professional leadership and management skills. The presentations examined the ways in which education, culture, gender and private enterprise influence the development of leadership in Africa. Three workshops provided an opportunity for participants to define their personal leadership style, strengthen their management skills and explore the use of electronic communications as a tool in maintaining the knowledge and efficiency necessary to compete in the current global environment.

Mr. Willard Pearson, Director, USAID/REDSO/WCA welcomed the group for the official opening ceremonies. He commented that the workshop on electronic communications to be held as part of the conference complemented the goal of the recently launched Leland Initiative, which hopes to bring full Internet access to twenty countries in Africa. He emphasized the importance of leadership in Africa at a time when resources are limited and foreign assistance is shrinking.

Mr. Mamadou Dia, Country Director for Guinea, Sierra Leone and Liberia, Africa Region, at the World Bank and AFGRAD alumnus from Senegal delivered the Keynote Address. His presentation was based on his book, *Africa's Management in the 1990s and Beyond: Reconciling Indigenous and Transplanted Institutions*. The main thesis of the book is that central to the crisis affecting Africa is a "structural disconnect" between formal institutions transplanted from outside the continent and institutions born of traditional values and culture. The solution is the reconciliation of these two institutions, which will achieve quick results and enhance sustainable capacity in Africa. Instead of trans-



Mr. Mamadou Dia, Country Director for Guinea, Sierra Leone and Liberia, Africa Region, the World Bank and AFGRAD alumnus from Senegal delivering the Keynote Address.

planting new systems from other cultures, successful African models should be replicated.

Dr. Dominic Tarpeh of the Association of African Universities cited the economic crisis of the 1980s and increasing student enrollment as two major factors which have contributed to the present state of universities in Africa. In his presentation on "African Universities: Management and Leadership Training", he said that this crisis marks a difficult era in the history of these universities and raises the critical call for sound management and effective leadership. Leadership training in African universities should place more emphasis on skills for innovation, creative problem-solving and negotiation to help these institutions in responding to rapidly-changing global trends.

Dr. Sylvain Kacou, Director, used a case study of leadership and management issues at his Ecole Nationale Supérieure des Travaux Publics in Yamoussoukro, Côte d'Ivoire as part of his presentation on leadership and the

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evolving private sector. The institution presently faces the challenges of financial constraints, inadequate human resource capacity, lack of autonomy, and poor infrastructure. He underscored the central role of the private sector in Africa's hope for the enhancement of human resource capacity and leadership training. He called for closer collaboration between government institutions and the private sector. Efforts must be made to sustain this partnership to ensure sustainable development of the economy.

Prof. Ablade Glover, Director of the Artist Alliance Gallery in Ghana, talked about the important role of culture in developing leaders. He emphasized that the individual is the nucleus of the cultural totality and leadership can only be perceived within its cultural context. Any form of leadership considered out of its cultural context cannot be legitimate. Training affords one the opportunity to develop skills, but those skills must be applied within their cultural context for them to have an impact. Visionary leadership must consider cultural context to ensure sustainable development.

Challenges to Women in Leadership Positions

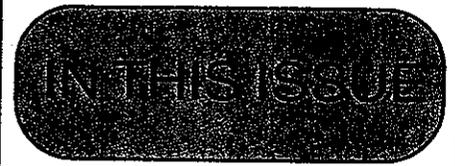
"If a man is silver, a woman has to be gold to compete at the same level" was the focus of the presentation on the challenges faced by women in leadership by Mrs. Zuleika Levy, Director of the Training Center at the Instituto Nacional de Investigaçao e Desenvolvimento Agrario (INIDA) in Cape Verde. She emphasized that despite the 30 percent target for women's participation in leadership set by the United Nations Economic and Social Council in 1975, women in Africa continue to have little visibility in leadership positions and in decision-making in Africa. Although they represent 50% of the African population, and two-thirds of the labor force, they receive only one-tenth of the proceeds of their labor. The presence of many women's organizations in Africa has not had a great impact on the improvement of women's status because these organizations are affiliated to political parties that cannot operate independently. Women should evaluate their achievements and increase their chances of taking up leadership positions.

Working Groups

The participants divided into four working groups and were given the task of reaching a consensus on five questions:

- ◆ How can leadership work effectively in the African context?
- ◆ Do women share leadership equally with men? Does this impact on how men and women interact?
- ◆ What role does culture play in effective leadership?
- ◆ Are leaders born or made?
- ◆ Is effective management the same as effective leadership?

The consensus of the participants was that for leadership to work effectively in the African context there must be a reconciliation of traditional and modern values, with accountability, transparency and trust as key elements. Women do not share leadership equally with men. This inequality impacts generally in negative ways on how men and women interact. Culture plays an important role in effective leadership by influencing perception and performance. The groups felt that people are born with natural skills and talents, but those skills need to be developed or learned through socialization or formal education. Finally, they all agreed that effective management and effective leadership are not the same because the leader focuses on vision and the definition of goals, while the manager ensures that those goals are realized.



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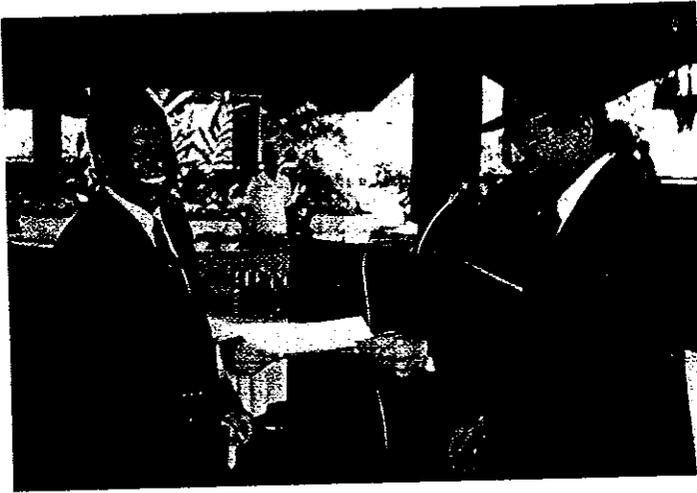
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ATLAS Alert is a news bulletin published by the African-American Institute (AAI) for the Global Bureau of the United States Agency for International Development (No. 698-0475). It is published to inform USAID personnel in sub-Saharan Africa of ATLAS activities. We welcome comments from Missions, USAID/W and other interested parties. Please contact the Chief of Party, ATLAS, African-American Institute, 380 Lexington Avenue, New York, NY 10168-4298, Fax: (212) 818-9505. e-mail: hmonroe@atlas.org

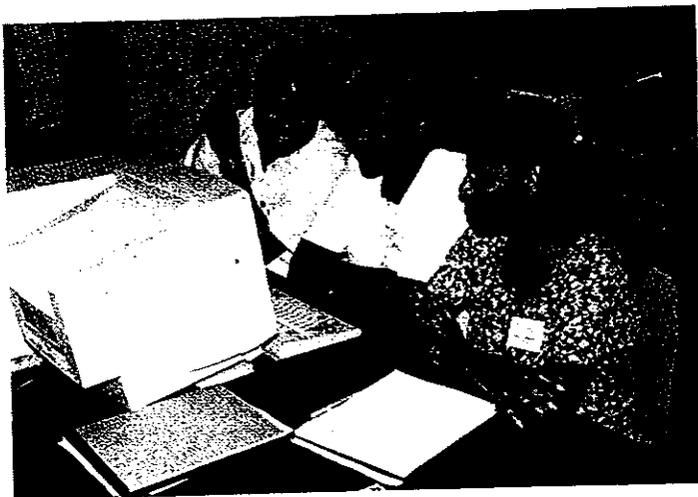
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Ted Clarke, ATLAS Technical Chief, G/HCD/HETS and Esther Addo, Human Resource Development Officer for REDSO/ABIDJAN presented certificates to the participants at the closing luncheon on Friday.

The participants evaluated the conference as a tremendous success. Aspects particularly appreciated ranged from good discussions, effective management of the conference, and the high level of participation, to the fact that all participants felt accountable for conference results. They also valued the opportunity to exchange views and experiences with colleagues from around the continent, the team work approach, better understanding of the role of women in development and management, and the blend of workshops and general meetings.



Ted Clarke, ATLAS Technical Chief, USAID/Washington (right) presents Carlos De Burgo of Cape Verde with a certificate at the closing luncheon.



Conference participants at the electronic communications workshop. l to r: Kingsley Ditsa of Ghana, Grace Mwalemba of Tanzania, and Ana Fernandes of Mozambique.

Directory of Fellows Updated Edition

Copies of the 1996 edition of the **Directory of Fellows** will be available in January 1997. The Directory contains information on more than 3,000 alumni of ATLAS and AFGRAD, in addition to the Development Education for Portuguese-Speaking Africa program and the Post-graduate Training program. It lists alumni according to their country of origin, and provides information on:

- ◆ degree(s) earned,
- ◆ field of study,
- ◆ date of degree, and
- ◆ current employment (job title, organization, and location).

The **Directory of Fellows** was first published in 1990 and is part of the activities coordinated by the Enhancement and Field Services component of ATLAS to promote networks among professionals in Africa with their colleagues throughout the world. It is a valuable resource tool for identifying professional expertise in Africa within specific areas of study and is used by USAID Missions, alumni, and Africa and U.S. based professionals to contact colleagues and friends.

Over 3,500 copies of the annually updated Directory are distributed to USAID Missions and USIS offices in Africa, colleges and universities in the U.S., international development organizations, government ministries in Africa, current ATLAS Fellows and alumni in Africa and other parts of the world.

To receive a copy of this latest edition please contact:

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Primary Health Care Delivery in Africa

Today computerized databases and the Internet make access to information possible even in remote areas of the world. At the Novotel Orisha Hotel in Cotonou, Benin, twenty-one health care professionals from ten countries, including sixteen AFGRAD/ATLAS alumni, met to exchange information on "Health Resource Networks and Service Delivery in Africa" from May 27 through 31, 1996.

The theme of the conference was the link between resources and improved management in primary health care in Africa. Workshops on the use of electronic communications was a main feature of the symposium, and a topic that ATLAS is committed to including in all its enhancement activities.

Professor Daniel Lantum of the University of Yaoundé, Cameroon, a leading specialist in primary health care and noted traditional healer, delivered the Keynote Address on "Resources, Management and Primary Health Care Delivery in Africa" which provided an historical context for primary health care (PHC) in Africa. He listed the components of PHC, including basic data collection for monitoring and management training and stressed the importance of access to resources for service providers and planners. He encouraged the use of health resource networks like HealthNet and also suggested that the participants attending the conference view themselves as a health resource network.

Dr. Pathé Diallo, Director of the Institut Régional de Santé Publique (IRSP), a school of public health based in Cotonou for francophone West African health care professionals, led a brainstorming session in which the participants identified the leading problems associated with the lack of resources in Africa. Among the constraints were the prohibitive cost of computers, undeveloped communications infrastructure, and political sensitivity concerning the use of electronic communications for research on diseases such as HIV/AIDS and cholera.

Dr. Diallo discussed nutrition as a key primary health care component, focusing on maternal and child health. He reviewed the major sectoral headings: anemia, malnutrition, low birth weights for babies, oral rehydration therapy, and the mother's nutritional status.

Mr. Jacques Tevoedjre, Executive Director of the Conseil en Entreprises Négoce International (SECNI), a computer and computer services provider based in Porto-Novo, Benin, gave a presentation on electronic communications.

He described the components of an electronic communications system, and gave background information on the Internet. When problems of access, cost and sustainability were raised during the session, Mr. Tevoedjre pointed out that sharing computers and using CD-ROM technology in countries without Internet access were possible solutions. He stated that African researchers produce knowledge, but rarely benefit from the knowledge produced because of poor communications infrastructure. As players in the world communications system, Africans must produce and control knowledge so they can reap the benefits.

Participants were divided into three groups for training on how to use e-mail and how to use CD-ROM databases to research health-related information. Temporary e-mail accounts had been established for the conference and participants were greeted by a message from ATLAS staff in New York.

Dr. Frederick Bukachi, Director of HealthNet in Kenya, spoke on "Primary Health Care and HealthNet." HealthNet is a network of health institutions based in the U. S. called SatelliLife (Satellite for Life). It has seventeen active installations in Africa. The goal of HealthNet in Kenya is to overcome the isolation of health professionals from one another by creating networks of people linked by appropriate, simple and inexpensive technology. The network has over 150 members and provides access to teleconferencing, e-mail and fax services, local and international databases and collaborative library research. HealthNet also provides training on the use of CD-ROM technology.

This case study highlighted the problems faced by healthworkers in data collection, technology use and service delivery. Dr. Bukachi noted that one impact of decentralizing health care delivery was the alienation of health workers from the more sophisticated health resources in major cities. Electronic communications can solve this problem, and Dr. Bukachi affirmed that electronic networking can and does work in rural Africa, despite all the problems of infrastructure, equipment and training.

Mr. Peter Bachrach, Director of Health Programs at Planning Assistance, based in Washington, D.C., talked about the different managerial contexts in which research is presented to managers to enable them to make resource allocation decisions. He identified three that are useful for health system managers: (1) targets and beneficiaries; (2) systemic decision-makers; and (3) actors and sequences of actions. As an example, Mr. Bachrach considered a typical

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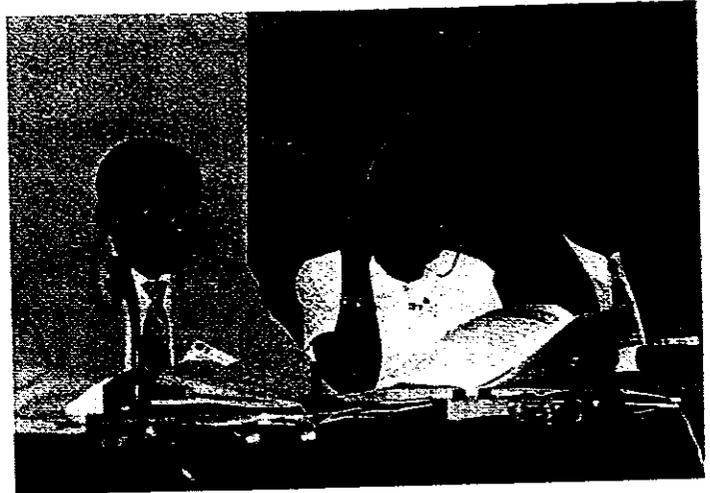
five year project cycle and how the various managerial components of project priorities change in each cycle.

The conference also included a reception hosted by the Benin AFRAD/ATLAS Alumni Association and a field trip to the Centre Régional pour le Développement et la Santé (CREDESA) in Pahou. CREDESA is a semi-private facility for community health care training and research west of Cotonou, near Ouidah. It is a community-based initiative which has been planned and is managed with the idea of community participation as central to effective primary health care service delivery as promulgated by the Bamako Initiative. It is directly involved in community development work, including food production.

CREDESA's health-related programs include information, education and communication, and women and development, as well as specific programs aimed at malaria, tuberculosis, meningitis, and diarrhea control. The participants showed a special interest in the collaboration between CREDESA service deliverers and traditional healers. The Director, Professor Eusebe Alihonou, was recently given an award by UNICEF for his outstanding contributions to primary health care theory and practice in Africa.

Participants also visited a community-managed health center, a women's banking initiative and a group of traditional healers.

CD-ROM and e-mail training were provided by SYFED, a French institution committed to supporting francophone universities worldwide, and the IRSP. Select participants attended special training sessions held at the University of Benin which has direct Internet access. Minister of Health, Madame Dr. Marina Masougbodji and Mr. Thomas Park, USAID Mission Director, officially closed the conference on Friday.



l to r. Togolese conference participants Koffi Agbekou, Afi Tsogbe and Koffi E. Tsogbe.



l to r. Dr. Daniel Lantum, Professor & Head, Department of Public Health, University Centre for Health Sciences in Cameroon, and Dr. Frederick Bukachi, Director, HealthNet Kenya, were both presenters at the conference on Health Resource Management.



Members of the Benin AFRAD/ATLAS Alumni Association from left to right: Bouraima Adjeyigbe, Treasurer; Alice Djinadou; Francoise Medegan, General Secretary; Apollinaire Datonaji, Administrative Secretary; and Madina Mikode.



Thomas Park, Mission Director, USAID/Benin, presents Victor Ng'uni of Zambia with a certificate.

Careers in Computers: Options for Study

Dr. Wayne Patterson, Dean of Graduate Studies and Professor of Computer Science at the University of Charleston, South Carolina is a new member of the Council of Graduate Schools' ATLAS Deans' Committee. In May of this year he traveled to Congo and Guinea to participate in ATLAS screening and selection interviews. Dean Patterson offers some useful information on programs in computer-related fields for Mission SO teams to consider when determining which fields of study in computer science provide the best results.

Disciplines related to information sciences and computers represent some of the newest and most exciting areas of study. Rapid developments in communications technology drive a growing demand for computer literacy. The demand for professionals with these skills can pose a challenge for Strategic Objective teams in choosing the right program to address needs. Expertise in computing and related fields is critical for the development of Africa.

There are over 600 graduate programs in the United States in fields related to computing and information, and they offer a wide range of options. These programs have attracted many international students from a wide range of countries. In some universities the graduate student population studying computer science or computer engineering might exceed 90% of the total student population.

For Missions selecting computer-related graduate programs, there are over a dozen different degree programs that concentrate on various aspects of computing and information science. The key is to match the career objective and educational background of the participant with the right type of graduate program.

The **Master of Science in Computer Science** is perhaps the most common and the most widely recognized. There are almost three hundred masters programs in computer science in the United States. Normally the admission requirement for this program is an undergraduate major in computer science. Although some programs will admit students with other majors, they may require an additional 15-20 hours of undergraduate computer science. Many curricula for these programs are based on a model curriculum published by the Association for Computing Machinery.

The **Master of Science in Computer Engineering** normally requires an undergraduate engineering degree, but many programs will accept a computer science degree. There used to be considerable discussion that the difference between computer science and computer engineering was that the former concentrated on software development, while the latter was concerned with hardware. Professional demands are blurring these lines, but this software-hardware dichotomy should be considered. There is usually a substantial overlap in the curriculum in computer science and computer engineering programs.

The **Master of Science in Electrical Engineering** is a popular degree, but this option should be examined very carefully. Some universities offer an electrical engineering curriculum that has very little to offer for career objectives in computing. Instead, they may concentrate on power systems or other aspects of electrical engineering. However, other universities may offer what is essentially a computer engineering curriculum, but have it lead to the degree in electrical engineering. Admission to a program in either computer science or computer engineering generally requires a substantial mathematics background, at least through calculus.

The **Master of Science in Management Information Systems** is another popular program. Just as the computer science degree is usually offered by a school of science, and the computer engineering degree by a school of engineering, the Masters in Management Information Systems is commonly offered by a school of business. It is designed for career objectives in management positions in the computing field. Consequently, the curriculum concentrates more on management courses, perhaps including finance and accounting; and less on more technically-related courses such as algorithm design or architecture. Less of a mathematics background is required for the MIS program.

The **Masters in Communications** is growing rapidly and may sound like it is relevant to computing, but it is best suited for careers in the media or communications, such as journalism.

There are several other types of degree programs that are related to the field of computing or information science. Among these are applied mathematics, communications engineering, computational science, technology management, and telecommunications. These programs are not offered as widely as the ones listed above.

Communications technology continues to grow in importance as a tool for strengthening global ties, and Missions are finding that skills in computer related fields are very important for achieving Strategic Objectives. By considering a trainee's background and matching it with the most appropriate degree program, Missions can ensure the most effective results.

The Role of Women in Health and Management

Improving health care, strengthening management skills and professional development were the topics under discussion at the fifth annual ATLAS Women's Workshop held May 14-19, 1996. These workshops are part of enrichment activities coordinated by the National Association for Equal Opportunity in Higher Education (NAFEO), a sub-contractor for ATLAS. Sixteen women from nine African countries representing professions in finance, engineering, education, medicine, pest control and communications attended the workshop, held on the campus of Tuskegee University.

Tuskegee is an internationally renowned Historically Black College and University (HBCU) and was the first African-American institution declared a National Historic Landmark by Congress. Known for its early involvement in education in Africa, Tuskegee was one of the first HBCUs to welcome African students to its campus. Tuskegee pioneered efforts in health care, offering the first nursing degree program in the state of Alabama, and maintained a hospital during the period of segregation for training health care professionals.

Dr. Belmont Williams, Clinical Associate Professor in Obstetrics and Gynecology at the Morehouse School of Medicine, moderated the session comparing and contrasting traditional and modern methods of health care delivery. ATLAS participants and health care professionals Mariame Ba Gueye (Senegal), Fabienne Ouapou-Lena (C.A.R) and Mariama Sambo (Niger) presented case studies from their respective countries. These studies revealed that in all three countries traditional and modern methods have been incorporated into diagnosis and treatment. Comprehensive health care in these countries included consultation with herbalists, spiritualists and medicine men, as well as doctors, nurses, midwives and pharmacists.

"Breaking the Glass Ceiling" was the topic of the session chaired by Ms. Kathryn Hill, Director, USDA Visitor Information Center, and Attorney Tanya Madison. Comments from the participants expressed a concern for the shortage of suitable mentors in Africa where there are fewer professionals, especially women, with the required expertise. The presenters stressed the importance of maintaining integrity and perseverance in a male dominated society. They suggested self-marketing, finding viable solutions to obstacles, self-respect, integrity, preparedness, perseverance and determination as important in breaking the "glass ceiling" women often face in career development.

Mrs. Yvonne Anduaem, USAID/Washington conducted a session entitled "While You Were Gone" that focused on changes that may have occurred during the participants' studies in the U.S. She noted that political, economic, social and personal changes can make the transition from

student to professional and from the U.S. to home difficult. Strategies included a visit to the USAID Mission and making contact with the alumni association. She stressed the importance of giving oneself time to become reacquainted with friends and neighbors, and reconsolidating business contacts.

Other facilitators included Dr. Eloise Carter, Dr. Velma Blackwell and Ms. Patricia Henderson from Tuskegee University; Dr. N'Dri Assie-Lumumba from Cornell University; Dr. Evelyn White, Director of Personnel, USDA; Ms. Barbara Harrell, Director, Minority Health for Alabama Department of Public Health and Ms. Niamani Mutima, ATLAS Project Officer. Terrilyene Watson, NAFEO/ATLAS Liaison Officer, and Jacqueline Allen, ATLAS Project Officer coordinated the workshop.

Highlights and recurring themes from the workshop included:

- ♦ the importance of applying newly acquired skills and expertise;
- ♦ networking activities and enhancement opportunities;
- ♦ professional links, both regional and international;
- ♦ accountability and playing the game by new rules;
- ♦ being proactive and taking responsibility for the future; and
- ♦ the impact of physical and psychological well-being.

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l to r: Dr. N'Dri Assie-Lumumba, Cornell University; Terrilyene Watson, NAFEO/ATLAS Liaison Officer; and Dr. Evelyn White, Director of Personnel, USDA.

Recruiting Women for Scholarship Programs

ATLAS participated in a two-year research study conducted by the Institute for International Education (IIE), with funding from the Ford Foundation, to identify the factors which make some scholarship programs more successful than others in recruiting and retaining women. In addition to ATLAS, seven other major international scholarship programs based in the U.S. and Canada were also surveyed. The results of the case studies showed that:

- ◆ to increase women's participation, their access to information about opportunities in the field must be expanded;
- ◆ mandates matter when it comes to facilitating the participation of women or any other under-represented groups; and
- ◆ fairness, particularly in the interview process, is essential.

The study concluded that it is no longer a credible excuse to state there are not enough qualified women when year after year programs in certain countries select virtually no women candidates while other programs in the same countries achieve female selection of 50 percent or higher.

IIE has updated and republished a highly regarded reference work, *Funding for U.S. Study*, which provides extensive information on funding resources available to women and men worldwide to support academic and professional training in the U.S., cross indexed by field, level of study and country of origin. A new index identifies donor agencies with special programs that encourage or fund women candidates. Copies will be made available to educational advising offices throughout the world.

Yolande Zahler, ATLAS Chief of Recruitment, Selection, Programming and Placement, presented the project's findings in a panel at the national conference of the National Association of Foreign Student Advisors' (NAFSA) Association of International Educators, held in Phoenix, Arizona in June, 1996.

Continued from page 7

Some of the women participated in a televised round-table discussion where they discussed participant training, employment, education, political power and the status of women in their respective countries. They spoke passionately about empowerment and inclusion and becoming role models. Many of the women echoed the responsibility they feel towards their country and the importance of being an instrument for developmental change.

Dr. Benjamin Payton, President of Tuskegee University and Mayor Johnny Ford hosted receptions honoring the presence of the women and the relationships between Africa and America. The city of Tuskegee participates in the Sister Cities program and has a sister city linkage with Banjul, The Gambia. Tuskegee's Mayor Ford is the founder of the International Conference of Mayors.

The workshop concluded with a cultural excursion to historic Montgomery and Birmingham, Alabama, to explore the Civil Rights Movement.

The following comment captures the general response of the participants to the workshop, based upon their evaluations:

"I met the most exceptional women from various disciplines and I have never been more impressed. They gave me a sense of power that I can also do it."



Mayor Johnny Ford of the City of Tuskegee presents a certificate to Rachidatou Ladjouan of Benin, while Dr. Eloise Carter, Associate Director, Office of International Programs, Tuskegee University (behind) looks on.



l to r: Fabienne Ouapou-Lena of C.A.R.; Mariame Gueye of Senegal; Heloise Smith and Umbiroo Swartz-Karuaihe, both of Namibia; Jorgina Manhegane and (seated) Catarine Saude, both of Mozambique.

ATLAS Selection



♦ Mali, Guinea and Madagascar

Dr. Wayne Patterson, Vice President for Research and Professional Services and Dean of the Graduate School at the University of Charleston, and Michelle Roberts, ATLAS Project Officer, will travel to Mali in November for ATLAS recruitment and will be joined in Guinea by Ted Clarke, ATLAS Technical Chief, G/HCD/HETS.

USAID/Mali's participation in ATLAS this year will be for three post-graduate awards, open to former AFGRAD and ATLAS Fellows. Under the short term postgraduate training program the participants will conduct special research projects, attend workshops and participate in observation tours in the U.S.

Increased enrollment in primary schools with an emphasis on rural female participation is a strategic objective area of USAID/Guinea. Under the umbrella of the Mission's primary education project, ATLAS will recruit ten women teachers for undergraduate degrees in elementary teacher education. This training will enable the participants to return to primary schools with improved teaching skills and also serve as role models for young girls, only 28% of whom attend elementary school. They will also conduct teaching workshops for their colleagues, with special attention to gender issues.

Dr. John Yopp, Associate Vice President for Academic Affairs and Dean of the Graduate School at Southern Illinois University, will join Michelle Roberts and Ted Clarke in Madagascar. The country's markets have opened as a result of its democratization efforts, and the Mission's Strategic Objectives focus on establishing a competitive market environment for micro and small firms, as well as increasing market access for neglected regions. The Mission has solicited nominations for five master's degree awards in economics, statistics, business administration and finance from the Ministry of Finance, Madagascar's agricultural and commercial banks which have branches in various provinces and are in the process of being privatized, the Ministry of Industry, the Telecommunications Office, and the Institute for Statistics.

♦ Namibia

Jim Sabourin, ATLAS Project Officer, will travel to Namibia in late November with Dr. Jeanne Gullahorn, Vice President of Research and Dean of the Graduate School at the State University of New York at Albany. ATLAS awards will include undergraduate degrees for women, as well as graduate degrees in a range of fields including education, science and engineering, natural resource management, planning and finance.

♦ Guinea-Bissau and Mozambique

In December Yolande Zahler, ATLAS Director for Recruitment, Selection, Programming & Placement, will travel to Guinea Bissau and Mozambique with Dr. Russell Hamilton, Dean for Graduate Studies & Research at Vanderbilt University. USAID/Guinea Bissau will target women applicants through the newly formed Ministry of Social Affairs and Promotion of Women and other women's organizations in an effort to increase their traditional low rate of awards to women. Ms. Zahler and Dr. Hamilton, along with AAI Program Representative, Ms. Odete da Cunha, will conduct interviews outside of Bissau, as well as within the capital city, for graduate awards in fields related to private sector development and economics.

USAID/Mozambique has identified health, (specifically STD and HIV/AIDS related areas), general economic development, and finance and banking as priority areas. The interviews will identify candidates for graduate training in these areas.

Using ATLAS to Achieve Strategic Objectives

Missions are encountering challenges posed by USAID reengineering. As Mission Strategic Objective teams develop their SOs, ATLAS is reengineering its training, enrichment and follow-on activities to a results-oriented training approach so that it can be an effective tool for Missions to achieve their SOs. Results-oriented training means that activities are no longer simply implemented and evaluated, but are directly linked to institutional development from the beginning stages of activity planning to the evaluation of short-term and long-term impacts of the activity. To SO teams which incorporate institutional development as an Intermediary Result, or as an indicator target for achieving an SO, results-oriented training is an invaluable tool. ATLAS offers results-oriented activities which are cost-effective and which target trainees toward institutional development goals. ATLAS also offers Missions a monitoring system which can trace the effectiveness of training as it accomplishes its intended objectives.

Designing Cost Effective and Targeted Programs

One of the most effective ways for SO teams which use results-oriented training to reach their IRs is to base the design and delivery of training activities upon the needs of individuals within targeted partner institutions. ATLAS incorporates into its training application process the nomination of candidates by their employment institutions, realizing that effective training for results must be planned collaboratively with individuals and their institutions. All applicants are required to define their training and post training objectives as part of the application and interview process so that the trainee understands the purpose and objectives of the training and the importance placed upon the application of acquired skills towards institutional performance improvement. By working with trainees and partner institutions to develop training objectives from the start, ATLAS is able to target training for specific purposes and track the trainee's work toward this goal.

USAID/Guinea provides an example of how ATLAS has been working in cooperation with Mission staff members and partner institutions to target training towards results which will meet Strategic Objectives. The Mission has identified three SOs: economic growth, health and basic education. Consultative committees brought SO teams, training staff, partner institution managers and clients together to identify individual performance gaps which hinder the capacity of partner institutions, and where training is the solution to achieving Intermediary Results. Mission Training Officer Moustapha Diallo felt this process not only yielded a more accurate picture of current needs, but also increased commitment to producing specific Intermediary Results by incorporating stakeholders into the strategy development process. Diallo will draw ATLAS into the process with employers and potential candidates to define the performance gaps the training is targeted to address. He also envisages a broad Action Plan for each student, negotiated among all stakeholders prior to a student's departure for training. This Action Plan will be updated and made more specific three months prior to a student's departure for training.

ATLAS provides a cost-effective alternative for Missions to reach their IR goals by providing targeted long-term training without the budget burden of tuition. ATLAS secures university scholarships to defray tuition costs for all graduate and post-graduate training and the majority of costs for undergraduate programs. ATLAS has unique relationships with over 200 U.S. universities through its work with the prestigious U.S. Council of Graduate Schools through the ATLAS Committee of Graduate Deans. For over 30 years AFGRAD, ATLAS' predecessor has worked with the academic community to foster contacts which provide access to a wide range of training opportunities to satisfy even the most specific training needs.

Monitoring Training for Results

Monitoring training helps USAID to assess improvements in the performance of trainees and organizations and to determine whether those improvements contribute to Intermediate Results and ultimately to Strategic Objectives. Under reengineering, monitoring is a requirement for Missions, especially for reporting on the results of strategic training. ATLAS, through the work of sub-contractor Creative Associates International, Inc. (CAII), has developed a candidate pre-training evaluation to help

Missions plan their training clearly and define their objectives for trainees. This tool will help reinforce in candidates their objectives for training and responsibility for organizational and job performance improvements. This evaluation is also intended as a baseline from which to measure each trainee's satisfaction with the training and their learning of knowledge, skills and attitudes intended from the training.

CAII developed an ATLAS Initial Impact Questionnaire to solicit detailed and complete institutional impact data from alumni. Combining this questionnaire and field interviews with alumni and partner institutions, ATLAS will collect data not only on the contribution of training to measurable organizational results in the long-run, but also on the more immediately measurable levels of skills application to job performance. Through annual updates, ATLAS and CAII will provide the data that Missions will need to determine the effect of training on the achievement of IRs and the success of SOs.

CAII recently conducted a customer survey among Mission stakeholders, leadership, SO team members, training office managers and the leadership of both the Global and Africa Bureaus with USAID/Washington. This

survey was designed to identify the audience for information on the impact of ATLAS, the most useful format and frequency for ATLAS impact reports and what information users would like to see incorporated into the campaign to disseminate information on ATLAS' impact. ATLAS staff is in the process of operationalizing the database and will begin collecting pre-training baseline data in a systematic manner during the Fall 1996 recruitment process.

To date, ATLAS has organized enrichment activities such as its annual Women's Workshop and Management Seminar, which increase trainees' ability to initiate and support change. It has successfully coordinated regional and national professional enhancement conferences which incorporate training on electronic communications and for skills development for alumni of USAID-training programs. It has sparked professional networking to increase the capacity of its alumni through the Directory of Fellows and IROKO. These innovations place ATLAS in a unique position to help Missions achieve Strategic Objectives in any field. Missions will benefit from the flexibility to respond to specific Mission needs, cost-effectiveness and provision of measurable results of the reengineered results-oriented ATLAS.

Gender, Empowerment and Sustainable Development in Africa

Malawi will be the venue for the upcoming ATLAS regional conference on "Gender, Empowerment and Sustainable Development in Africa" to be held at the Mount Soche Hotel in Blantyre from February 24-27, 1997. The conference is one of a series of on-going professional enhancement activities coordinated under ATLAS for alumni of USAID training programs. It will be followed by a one-day meeting sponsored by USAID/Malawi which will bring together national delegations with participants to continue discussion of the themes and topics of the regional conference within a national context.

The conference will bring together AFGRAD/ATLAS alumni and alumni of other USAID training activities working in academic institutions, non-governmental organizations, community organizations, government ministries, and in the private sector. Presenters will be drawn from AFGRAD and ATLAS alumni, Africa based professional organizations, international development organizations and cooperating agencies. The conference will feature presentations, panel discussions, workshop sessions and small group work.

Topics to be discussed include: ♦ Gender Equality and Civil Society, ♦ Gender and Technology in Sustainable Development, ♦ The Impact of Gender on Sustainable Development: Issues in Health, Environment, Education and Economic Growth, and ♦ Empowerment and Political Participation in Africa.

The USAID approved maximum daily rate for Blantyre is U.S. \$187; \$133 for lodging plus \$54 for meals and incidental expenses. The special rate negotiated for conference participants at the Mount Soche Hotel is approximately U.S. \$110 for a single room. Missions are responsible for transportation, per diem and insurance for their participants. All other conference-related costs and services will be provided by ATLAS core funds.

Missions can fund costs of sending participants to this conference from ATLAS, HRDA, or bilateral training funds, or may wish to use ATLAS OYB funding. If ATLAS OYB funding is used, AAI will handle the administrative details of tickets, per diem, insurance, and PIO/Ps.

Missions interested in sponsoring participants are urged to reserve space as soon as possible by contacting: Ted Clarke, Technical Chief, ATLAS, G/HCD/HETS or Yvonne Andualem, Senior Training Advisor, at USAID/Washington, G/HCD/HETS Fax: (703) 895-4346 or Niamani Mutima, Senior Project Officer, ATLAS Tel: (212) 822-1867, Fax: (212) 818-9505 E-mail: nmutima@atlas.org

Who's Who in ATLAS

Creative Associates International, Inc.

Creative Associates International, Incorporated (CAII) joins the ATLAS team under Phase II to develop the computerized system to track impact and to develop performance indicators for ATLAS activities. Creative is designing a database to track these improvements, allowing managers to analyze ATLAS results by country and project-wide.

Creative is a women-owned and operated firm with headquarters in Washington, D.C. and branch offices in Africa, Latin America and the Middle East. It has worked with such diverse clients as USAID, the U.S. Information Agency, U.S. Marine Corps, Organization of American States, UNICEF, U.N. High Commission for Refugees and the Peace Corps. Creative is made up of four divisions:

- ◆ **Analysis and Information Management** - developing management information systems and producing information for decision-makers using cutting-edge technology and analytical tools.
- ◆ **Communities in Transition** -building on civic initiatives and popular participation to forge renewed communities and institutions following upheaval, unrest and civil wars.
- ◆ **Education and Training** - supporting productivity, effective governance and equity by bringing people together to learn.
- ◆ **Marketing and Communications** - promoting policy dialogue and bridging gaps that stem from differences in culture, ideology, language, values or goals.

Creative's experience in defining and demonstrating impact worldwide makes it a valuable addition to ATLAS. CAII's approach to defining and tracking impact has been applied in technical fields such as human resource development, delivery of public sector services, and reintegration of ex-combatants. As examples:

- ◆ An evaluation of USAID/Swaziland's training portfolio in 1992 demonstrated that human resource development activities have been a powerful tool within key economic sectors and the changes in institutional performance are attributable to USAID-funded training.
- ◆ A 1992 Country Training Strategy for USAID/Rwanda linked planning to results, highlighting the role employers play to enable USAID-funded training to achieve its intended impact on the Mission's and Rwanda's development agenda.
- ◆ A 1995 evaluation assessed the reintegration of ex-combatants into civilian life in El Salvador according to subjective and objective yardsticks. Findings on ex-combatants' perception of their own level of reintegration dovetailed with Creative's reinsertion index, a statistical framework developed to gauge impact according to economic and social indicators.
- ◆ A project design for institutional development in the West Bank and Gaza Strip stressed the performance monitoring and measurement systems and stakeholder participation required to achieve the desired impacts on mechanisms for delivering public sector services (1993).



Gender, Empowerment and Sustainable Development in Africa

The reasons for gender inequity in Africa are complex, and based upon social, cultural, economic and historical traditions that are often difficult for those outside the community to understand. Recent policy studies have emphasized the allocation of household resources as a means of understanding how gender preference impacts society. Although legal reforms have begun to address this inequity, equal treatment requires a change in attitude as well.

The issues of "Gender, Empowerment and Sustainable Development in Africa" were the topic of both the ATLAS regional and national conferences held at the Mount Soche Hotel in Blantyre, Malawi. Fifty participants from over twenty countries attended the four-day regional conference held from February 24-27, 1997. On Friday, February 28th they were joined by over 120 Malawians for a national conference that examined how the issue of gender has affected development in Malawi. Both conferences examined the impact of gender on political, educational and environmental development.

Two workshops were held during the conference. The workshop on "Electronic Communications" stressed the rapid growth in communication and information technology and introduced participants to the practical uses of the Internet, including electronic mail and resources for conducting on-line research. The workshop on "Theories of Gender and Social Construction" presented useful techniques for examining the ways language and culture influence gender bias behavior. This workshop, conducted by Cathy Royal, an organizational development specialist based in the United States, was the source of many spirited discussions both during and after conference sessions. During the afternoon panel on "Views From the Field" participants shared their

observations about activities in their countries which address issues of gender related to development (see story page 4).

The Right Honorable Justin C. Malewezi, Vice President of the Republic of Malawi presided over the official opening ceremonies on Monday afternoon. He shared his experiences in the United States as a student in the early 1960s during a period of transition in American history when African-Americans were demanding equality and democratic rights. He returned to Malawi to witness an equally compelling transition in Malawi's history: the advent of multi-party politics in 1992. The Vice President stressed that political empowerment must be accompanied by economic empowerment, otherwise democracy is meaningless. Cynthia Rozell, USAID/Malawi Mission Director, welcomed the participants and in her remarks underscored the potential impact that a varied group from a wide range of institutions could make on development in Africa.

continued on page 2



Thandi Mbvundula, Managing Partner of Epsilon & Omega Computer and Engineering Services, conducts the workshop on how to use electronic communications.



Conference participant Emmanuel Nyrinkindi of Uganda contributes to a discussion session.

continued from page 1

Yassine Fall, an economist and Executive Secretary of the Association of African Women for Research and Development (AAWORD), delivered the Keynote Address "From Women in Development to Gender." She described the important role AAWORD played in the preparations for the 1995 Beijing conference, particularly in the areas of democratization and violence against women. She noted that although changes in analysis are reflected by the change in terminology from "women in development" to "gender," substantively little

has changed. For example, although many governments have created opportunities for women in ministries and other high-level positions, it is often a show of political goodwill without the necessary infrastructure to support women if they are to succeed. Women are too often excluded from the most basic decision making processes, she said. She gave an example of food distribution in refugee camps where women are not allowed to be involved even though they are the primary producers of food in Africa.

She informed participants about a new initiative known as "Women's Eyes on the World Bank Campaign," created to monitor the World Bank's commitment to women and the negative impact of Structural Adjustment Programs. Mrs. Fall stressed that gender analysis is important to ensure equity at the micro and macroeconomic level; to create a policy impact on issues such as education, health, housing and population control; to lobby for local solutions to local problems and to insure the eradication, and not the alleviation, of poverty.

"Why Invest in Women's Education?" was the question raised by Zuleika Levy in her presentation on "Gender Issues in Education and Leadership." Mrs. Levy is Director of the Training Center of the Instituto Nacional de Investigação e Desenvolvimento Agrario (INIDA) in Cape Verde. Despite the fact that the majority are illiterate, women, as the main producers of food, play a key role in supporting their families and ensuring the education of their children. Women should be encouraged to train in science, technology and law so that they can participate effectively in policies which affect their lives. "We must all play a role to help women have access to education whether formal or informal," were her closing remarks.

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ATLAS Alert is a news bulletin published by the African-American Institute (AAI) for the Global Bureau of the United States Agency for International Development (USAID No. 698-0475). It is published to inform USAID personnel in sub-Saharan Africa of ATLAS activities. We welcome comments from Missions, USAID/W and other interested parties. Please contact the Chief of Party, ATLAS, The African-American Institute, 380 Lexington Avenue, New York, NY 10168-4298, Fax: (212) 818-9505. e-mail: hmonroe@atlas.org

ALERT

Clara Osinulu, anthropologist and President of the Nigerian Association of University Women, spoke on "Balancing Power: Political Empowerment." Mrs. Osinulu noted that political empowerment can be achieved through economic self-reliance, participation and dialogue with grassroots women. Women need education, training and access to power so that they can effect change; they also need male allies. Women tend to shy away from partisan politics and elections because of the enormous resources required. If women are to chart the road for their development they must mobilize themselves and increase their efforts to legalize affirmative action.

In discussing "Science and Technology: A Look to the Future" Prof. Leah Marangu, Vice Chancellor of the Africa Nazarene University in Kenya, used case studies on the advancement of girls' education in Kenya since 1989. These clearly indicate that girls continue to avoid applied and natural sciences. Career counseling is needed to help girls make wise career choices; science laboratories in girls' schools should be well equipped to give them a fair chance in the sciences. Women should aim at tangible, attainable objectives in order to make an impact on sustainable development. Using UNDP indicators and definitions, Prof. Marangu described sustainable development as the access to a variety of choices. Empowerment is a prerequisite for sustainable development, but empowerment should begin for both sexes at an early age.

In her presentation on "Gender, Law and Governance" Esther Mayambala of Makerere University noted that most African laws are imported. Issues such as domestic violence, polygamy and inheritance practices are not adequately addressed in the adopted legal system. The law can have either an empowering or disempowering effect; for example, where there is no law to redress gender imbalances, the law can disempower. Affirmative action regarding gender equity is part of constitutional law in Uganda; attitudes have already begun to change and people are accepting women in leadership positions. However, there is still more to be achieved. Denying women land ownership is still an obstacle to women's development and equality. Addressing the issue of property rights, Mrs. Mayambala noted that although advancements had been made in the law to recognize women's right to inheriting marital property, there was more to be done in accessing courts at village level and empowering rural women in their legal rights in Uganda, as well as in many other African countries.

As Chargé d'Etudes for the Ministry of Natural Resources and Environment in Guinea, Nene O. Sow has been actively involved in efforts to inte-

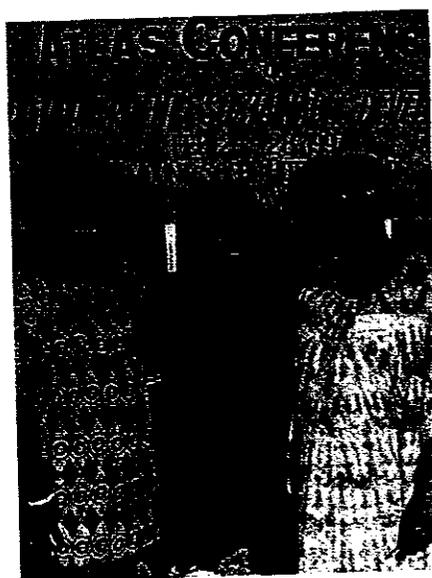
grate gender concerns into Guinea's natural resource policies. Her presentation on "Environment and Access to Natural Resources" showed how policy makers often overlook the relationship between women and the environment. If women are involved in decision-making on issues pertaining to the environment, they would be better prepared to manage natural resources. Since women are involved in food production and other environmental activities, they should have access to natural resources, including minerals.

Working Groups on Gender Analysis

Participants of the regional conference formed working groups to discuss the change in terminology from "women in development" used in the mid 1970s and early 1980s to the current term of "gender and development." The term "women in development (WID)" was introduced in Mexico in 1975, while the concept of gender and development was introduced in 1985 at the U.N. Decade for Women's conference in Nairobi, Kenya.

While various explanations were given for the change, including political empowerment and shifting donors perspectives, the general consensus was that WID reflected an imbalance because not all members of society were included in development under that concept. The change creates awareness of social responsibilities and of the means of attaining sustainability. Gender and development reflects a move from working independently to forging partnerships and involves teamwork and collaboration among the genders, while WID was gender-biased.

On Friday the regional conference participants joined over 120 Malawians for a one-day national conference on "Empowerment, Gender and Sustainable Development in Malawi." (see story page 5) □



Cathy Royal, workshop facilitator, with conference participants Honorine Muyoyeta (left) and Bessie Thornicroft, USAID Training Officer (right), both from Zambia.

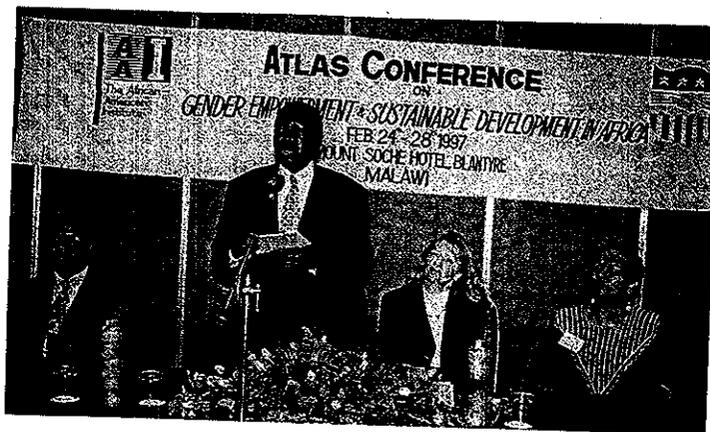
Views From the Field

Dr. Christine Watera of Uganda, a medical doctor, discussed Ugandan efforts to create gender balance through affirmative action. Uganda has the only female vice-president in Africa, and has initiated several programs to promote gender balance. For example, the first four children in every family, including those households headed by women, receive basic education for free. Dr. Watera talked about her mother's poultry program which involves many women and men in the community, and has made a significant economic impact on their families.

Dr. Albain Rarivoson of Madagascar teaches mathematics in a private institution and runs a business for unemployed youth. Women in Madagascar have equal rights constitutionally, but in reality they don't, especially rural women. Dr. Rarivoson gave several examples of progress in gender equity. Six out of 136 parliamentarians are women, and there were several women candidates in the last elections. The number is expected to increase during the next election in 1997.

Dr. Julienne Ngo-Som a food and nutrition specialist from Cameroon, emphasized that sustainable development requires the participation of both men and women to increase women's access to basic goods, services, credit and land. Although Cameroon has established a 30 percent quota for women in Parliament, there are not an adequate number of women with the requisite skills, training and experience. She noted that gender equity is not simply a matter of filling the gaps with a gender balance; it requires qualified personnel to ensure sustainable development.

Dr. Pierre Somse is a physician practicing in the Central African Republic. In his comments he cited the lack of a clear and common vision and consistent value system as major obstacles to gender balance. He gave the history of the Department for the Promotion of Women's Affairs in the Central African Republic. Since it began in 1964, it has grown into a strong institution that provides statistics on women and collaborates with other governmental departments and institutions with similar objectives and interests in gender issues. □



L to r: Dr. Brenner Chawani, Principal Secretary, Department of Human Resource Management and Development; the Right Honorable Justin Malewezi, Vice President of Malawi; Cynthia Rozell, Mission Director, USAID/Malawi; and Niamani Mutima, Conference Organizer.



Dr. Stanley Khaila of Malawi is awarded a certificate by Thomas D. Lofgran, Assistant Mission Director, USAID/Malawi, as Niamani Mutima and Dr. Brenner Chawani look on.

Women and the Law

Two students are currently pursuing the Master in Law (LLM) degree under ATLAS. Matilda Katopola of Malawi is studying for the LLM at The American University in Washington, D.C., specializing in constitutional law. Janet Banda, also from Malawi, focuses her LLM studies at the University of Georgia on women's rights. This is a wise investment for the Mission because the participants, who already have the equivalent of a bachelor's degree in law, will be trained for only one year in international law, as opposed to three years for the Juris Doctorate (JD) degree. With the LLM they will contribute not only to the Malawi Mission's SO for democracy and governance, but also to other SOs through their enhanced capacity for institution-building upon their return home.

Malawi National Conference on Gender, Empowerment and Sustainable Development in Africa

Malawi's remarkable progress in gender equity since the 1993 Referendum was the topic of remarks made by Thomas Lofgren, Assistant Mission Director, USAID/Malawi, during the official opening of the ATLAS national conference on "Gender, Empowerment and Sustainable Development" on Friday, February 28th, 1997 at the Mount Soche Hotel in Blantyre. He noted that democracy sets the stage for individuals to empower themselves, but they are instrumental to their own empowerment. In the case of women, there is a high likelihood of children having better health, access to education and a general sense of well-being when a mother is empowered. Sustainable development can best be achieved through partnerships between men and women.

Dr. Samuel Chawani, Principal Secretary in the Department of Human Resource Management and Development, outlined some of the studies and consultancies on gender issues that have been carried out in Malawi, including the Civil Service Reform Action Plan which has seen more women participate in Civil Service development.

McPherson Jere, Principal Planning Officer with the Ministry of Education, discussed how education can create sustainable development, particularly for women. Education enhances the economic empowerment and development of a nation, and is instrumental in changing attitudes about social roles. The Ministry of Education has five main projects for enhancing gender balance in education in Malawi. The USAID Gable Project ensures that girls attain basic education and literacy. The Community Schools Project targets a 30 percent participation rate for women in all spheres of development. In another project women are trained as skilled laborers and are paid for their services. The Youth Project promotes the girl child so that she remains in school. Finally, the Schools Building Project builds schools close to rural homes to enable girls to attend class easily.

In his presentation, Dr. Stanley Khaila, Director of the Centre for Social Research, explained how the economic capabilities of a nation, especially in

Africa, usually depend on external factors, such as pressures by the IMF and the World Bank for structural adjustments and democratization. These factors are bound to ultimately affect national strategies and policies on gender issues. Dr. Khaila highlighted case studies on the economic status of Malawi's women. Generally, women who have access to credit are more independent and are able to participate in household decision-making, as demonstrated in most of Malawi's credit and agricultural extension programs. Unfortunately, women's access to credit in Malawi has been relatively low with only 21 percent of women benefiting from credit facilities, out of which only 12 percent are female-headed households.

For a long time women in Malawi have not had the opportunity to express their views freely, reported Mariam Maluwa, but over the past 20 years they have become the subject of international conventions that have led to the development of national policies and laws to safeguard their interests. Currently, 35 percent of women have attained at least four years of basic education. In 1992, only 23 percent of university entrants were women. In the political arena, of the total ten women in Parliament, only 5 percent are in senior administrative positions. The rest of the female population can be found in a variety of traditional occupations.

Dr. Chrissie Mwiyeriwa, Program Manager, Liwonde Agricultural Development Division, noted that agriculture is associated with gender issues because some of the agricultural activities are carried out exclusively by women, while others are done by men. Previously, the agricultural sector in Malawi was divided into two: the estates, which were formally controlled by colonial farmers and the rich and produced cash crops, and the smallholder farms, which are mainly found on communal and trust lands and produce subsistence crops. Women, who are the main producers of subsistence crops, have not greatly benefited from the dual credit system. Smallholder farmers should be encouraged to produce cash crops on communal land to spread financial gains to rural areas. □

Meeting the Leadership Challenge

Twenty-six ATLAS participants from eight countries attended the "Leadership Strategies for Development" seminar held in San Diego, California from December 26, 1996 to January 5, 1997. The seminar was specifically designed for ATLAS participants by the Management Training and Development Institute (MTDI), based in Washington, D.C., and is part of ATLAS' on-going activities to complement participants' academic training and strengthen their skills in creating effective strategies for the sustainable development of African institutions. The seminar included a special session by Denis Hynes, Chief of ATLAS Enhancement, to address the concerns of those ATLAS participants near the completion of their academic programs and to help them make a smooth transition from studying in the U.S. to working in their home countries.

The seminar included sessions on leadership strategies, management and communications and project design and evaluation. Participants created personal action plans at the beginning of the workshop based upon their individual training objectives and their personal leadership styles. The action plan was also a guide for achieving professional development goals upon their return home. For many of the participants returning to countries that have a strong focus on private sector development, there was an interest in developing new businesses. All voiced concern on identifying ways to use their skills and knowledge in a personally rewarding way to improve infrastructure development in their countries.

Projects developed during the workshop demonstrated how existing institutions can be strengthened by building human resource capacity. Most of the projects concentrated on private sector initiatives and the privatization of public sector institutions. Examples of some of the group projects included:

- ◆ Reforming services in a newly privatized bank in Madagascar by changing the current corporate culture which does not consider customer satisfaction, to one that considers customer satisfaction a priority.
- ◆ Planning a private company in Mali to provide more efficient irrigation services as well as an alternative to the current service offered only by the government.
- ◆ Promoting micro-enterprise development in Mozambique and improving living standards in selected rural communities.
- ◆ Restructuring a local television station in Namibia to improve current affairs coverage.

- ◆ Improving the management of the Resource Assessment Institute, affiliated with the University of Dar es Salaam, to enable it to provide better labor relations and management services.

- ◆ Developing a private consulting company in Uganda to meet the demand for computer programming services.

Workshop sessions also included analytical tools useful for participants in identifying operational problems. The Pareto principle, for example, is a management theory which holds that 80% of most problems in a work unit or organization can usually be attributed to 20% of sources. Using this principle, the participants analyzed the group projects and identified problem areas. The most common one was resistance to institutional change.

One workshop exercise demonstrated how supervisors can reduce organizational problems caused by poor communication through understanding the differences in the attitudes of management and workers. Participants were asked to complete a management questionnaire to evaluate ten factors associated with worker satisfaction and to select the factors according to the highest priority. The workshop participants, most of whom had previously held supervisory positions, selected job security, good working conditions and good wages out of the ten factors, in stark contrast to U.S. workers who, in completing the same questionnaire, chose appreciation of work done, feeling informed about what was going on and sympathetic understanding of personal problems as most important factors. This difference resulted in a lively discussion among the participants.

The cultural applicability of U.S. management techniques was a focus of all of the sessions, especially the session on management and communications. As the MTDI staff introduced various tools, procedures and techniques, they asked the participants to evaluate the usefulness of each within their own culture. Although the participants felt that most of the techniques were generally applicable, many required reformulation to be effective in different cultures.

The sessions on private sector leadership and entrepreneurship were among the most useful according to conference evaluations. Ms. V. Claude Rananja of Madagascar (MBA, Georgia State University, August, 1997) made this comment on the workshops:

"Many of the approaches studied are already part of my academic courses, however, I don't have this African context at the University." ❧

Jackson State University

Jackson State University is Mississippi's fourth largest university and one of the United States' Historically Black Colleges and Universities (HBCUs). It is located in the state capital of Jackson, which has an estimated urban population of 400,000. Founded in 1877, Jackson State has an enrollment of almost 7,000 students and over 400 faculty. The University has five schools: Education, Science and Technology, Liberal Arts, Business and the Graduate School. Graduate programs include early childhood education, environmental science and public policy administration. New doctoral programs are planned for fall 1998 in business administration, social work, and urban planning. During its partnership with ATLAS, Jackson State has not only provided degree opportunities for participants, but also hosted the 1994 Annual ATLAS Women's Workshop.

Jackson State has an international population of 180 students from 30 countries, including the largest concentrations of ATLAS participants in one school. Eighteen ATLAS Fellows from Benin, Mali, Mozambique, Namibia, Niger, South Africa and Tanzania are currently enrolled in both undergraduate and graduate programs, including both MBA and MPA degrees. The participants are acquiring skills in business administration, mass communication, education, public administration and natural resource management. Their training and expertise will help to strengthen areas such as economic development, democracy and governance, and environmental management in their countries.

Internships are an important part of the school's degree programs. Dr. Jesse Pennington, Graduate Coordinator of the Business School, announced internships for ATLAS Fellows with local Pepsi Cola and LDDS Worldcom offices as part of the MBA program. With the coordination of their advisor, Dr. Frances Liddell, ATLAS MPA participants have been placed in internships with the City of Jackson's Human Resource Office and Urban Community Services Office. The interns at the Urban Community Services Office, monitored by the university, helped create a database to determine the feasibility of repairing homes in West Jackson for eventual sale by the city. Participants at the Human Resource

Office attended seminars for city youth to promote job-seeking skills and self-employment, and to decrease teen pregnancy. Both of these offices report to the Housing and Urban Development Office in Washington, D.C., which gave the participants a unique view of government relationships from the local to the federal level.

In March 1997, ATLAS Project Officer Michelle Roberts visited Jackson State to talk with current ATLAS participants, staff and faculty. Dr. Ally Mack, Director of the International Program Office, is involved with the Mississippi Consortium for International Development (MCID), a Jackson State collaboration with two other Mississippi HBCUs, Alcorn State University and Tougaloo College. Through MCID, ATLAS participants and other international students can be placed with host families, visit historic sites in the nearby cities of New Orleans and Atlanta, and participate in local social, athletic and cultural activities. Jackson State is one of only five U.S. universities to have a campus-based International Visitors Center.

Despite the large international student population, ATLAS participants feel they receive very personal attention from Jackson State's International Programs Office, in addition to solid academic counseling and training. □



Dintwe Mootseng of Namibia, who completes his master's program in mass communications this month, stands outside the International Programs Office.

Achieving Strategic Objectives in Mali

Changing the social and economic behavior of youth is one of USAID/Mali's strategic objectives. Using ATLAS, Missions can see intermediate results in the form of relevant research which participants conduct during the course of their academic programs and before completion of their degrees. Mission SO teams are often unaware of the wealth of untapped knowledge and information that ATLAS and AFGRAD alumni can provide in strategic objectives.

Koura Diallo is an ATLAS awardee who completed her Master's degree in Educational Psychology at the University of Connecticut in Storrs. Her thesis, which deals with female attendance at Segou schools, is one example of research that is pertinent to the Mali strategic objective on youth. Her prior work with Mali's National Teacher Training Institute made Ms. Diallo aware of the problem of the enrollment and retention of girls in schools. Consequently, she decided to conduct research in this area for her master's thesis. During her research, she conducted a survey of parents' attitudes that affect the decision to educate girls.

Ms. Diallo continues to contribute to the Mission's strategic objectives in her work with the Ministry of Education. She has developed a second survey on the impact of teachers' attitudes on girls' education.

Mamary Traore, who was one of the first Malian ATLAS participants, completed thesis research for his M.S. degree in Economics at Western Illinois University. His thesis, "Determinants and Impact of Schooling on Economic Growth: A comparative study of Africa, Asia and Latin America," identified factors which have significant effects on primary and secondary school enrollment rates. The research also assessed the effects of national educational policies on GDP growth rates in several African countries using a cross-country comparison of Asian and Latin American countries with similar economic and socio-historical backgrounds.

Dr. Mamadou Kante completed a Master of Public Health degree in Maternal and Child Health at the University of Hawaii, with a thesis on "Improving Family Planning in Mali." Prior to his return to Mali, Dr. Kante undertook an internship at the Pima County Health Department in Arizona, where he focused on strategies to prevent and control infectious diseases, including HIV, and to increase the acceptance of contraceptives through community-based organizations. In working with

the Tucson AIDS Project (TAP), Dr. Kante observed programs for young people, including those targeted to students in non-traditional school settings.

Through his internship and his academic program, Dr. Kante gained invaluable experience. As Regional Coordinator for Plan International he visits both urban areas and villages in the Sikasso region of Mali. He uses traditional storytelling as well as modern media methods to educate both youth and adults on safe sex and hygienic practices to counter HIV infection.

Kadiatou Toure, is currently pursuing an M.A. degree in Communications at Jackson State University in Mississippi. She will be conducting her research on the effects of gender stereotyping in children's television, and hopes to develop educational and cultural programming in Mali to foster girls' education. To assist in this endeavor, she has applied for an internship with a public television station in Atlanta, Georgia. Her internship report will serve as another intermediate result indicator for USAID/Mali in achieving strategic objectives.

Oumou Ba Sangare completed a Master in Education degree at Old Dominion University, with a specialization in Supervision and Instruction. In Mali she was an active member of the Comité d'Action pour les Droits de l'Enfant et de la Femme (CADEF), an NGO dealing with the rights of women and children. As a requirement of her academic program, she undertook a 90 day internship at a high school in Norfolk, Virginia. Her activities included observation, counselling, conference attendance, scheduling of classes, facilities, school transportation, and school management. Now that she is repatriated, she intends to continue her contributions to this SO through creating a national program for the education of girls, promoting staff development of teachers, and establishing an early childhood school in Bamako. ☐

Regional Conference on University Partnerships

"Partnerships in Higher Education in Africa" will be the topic of the next ATLAS conference scheduled for August 11 through 15, 1997 at the Gaborone Sun Conference Center in Gaborone, Botswana. This activity is one of a series of professional enhancement initiatives designed by ATLAS for alumni of USAID training programs.

The conference will bring together alumni of USAID training activities including AFRAD and ATLAS alumni. The participants will include alumni working in educational institutions, non-governmental organizations, community organizations, government ministries, and the private sector. The conference will feature presentations, panel discussions and workshop sessions, but will focus around small group work.

Topics to be discussed include case studies of international partnerships and partnerships between education and private sector institutions.

Missions are responsible for round-trip transportation to Gaborone, per diem (maximum approximately US\$121/day; lodging US\$74 and M&I US\$47) and appropriate insurance for each participant. All other conference-related costs and services will be provided by ATLAS core funds.

Missions can fund costs of sending participants to this conference from bilateral funding. If ATLAS OYB funding is used, AAI will handle the administrative details of tickets, per diem, insurance and PIO/Ps.

Missions interested in sponsoring participants are asked to reserve space by contacting Niamani Mutima, Senior Project Officer, ATLAS Tel: (212) 822-1867 Fax: (212) 818-9505 E-mail: nmutima@compuserve.com. If you have any questions, contact Ted Clarke, Technical Chief, ATLAS, G/HCD/HETS or Yvonne Anduaem, Senior Training Advisor, G/HCD/HETS Fax: (703) 895-4239.

New Arrivals Reflect New Mission Strategies

Last fall ATLAS welcomed ninety-six new participants, 51 of whom are women, from Benin, Congo, Comoros, Guinea Bissau, Madagascar, Malawi, Mozambique, Namibia, Sao Tome & Principe, South Africa, Tanzania, Uganda, and Zambia. Of the new participants, sixty-eight are enrolled in two-year master's degree programs, fourteen are at the undergraduate level, and fourteen are doctoral students. The box below lists the fields of study in which the new participants are enrolled.

Strategic Objectives and ATLAS			
<p style="text-align: center;">Democracy and Governance</p> <p>civil engineering public administration rural sociology urban development & planning</p>	<p style="text-align: center;">Health, Population and Nutrition</p> <p>dentistry family planning food processing health education nutrition physiology public health</p>	<p style="text-align: center;">Environment</p> <p>agronomy environmental studies forestry geography marine biology microbiology renewable natural resource management soil science zoology</p>	<p style="text-align: center;">Economic Development</p> <p>accounting agricultural economics banking business administration economic development electrical engineering financial training fiscal theory hotel management industrial relations international economics marketing personnel management small business development systems analysis</p>

ATLAS Selection

Ted Clarke, Technical Chief for ATLAS, and Heather Monroe, ATLAS Chief of Party, conducted Selection Committee meetings in Malawi and South Africa in January 1997. They were joined in Malawi by Dr. T. J. Bryan, Dean of the College of Arts and Sciences at Coppin State University in Baltimore, Maryland, and a member of the ATLAS Executive Committee of Graduate Deans.

USAID/Malawi, in conjunction with the Malawi Department of Human Resource Management and Development, received applications for master's level training in fields related to democracy and governance, economic management, education, and environmental policy and management. Over 200 Malawians applied for the six awards, and forty candidates were interviewed. USAID/Malawi SO team members Mr. William Mvalo, HRD Specialist, and Ms. Lucy Chris Kaliu, Participant Training Specialist, served on the Selection Committee. The interview panel also included representatives from the Malawi Ministry of Research and Environmental Affairs, the Ministry of Education, Ministry of Economic Planning and Development, Ministry of Justice and the Department of Human Resource Management and Development. Fifteen candidates were recommended for further review by the ATLAS Executive Committee of Graduate Deans, who will meet in New York in June, 1997.

In South Africa selection interviews were held at the University of Venda in Thoyandou. Under the Support to Tertiary Education Project (STEP), the university will select candidates for four awards in areas it has identified for building its institutional capacity; educational administration, business administration, public administration, and math and sciences. Seven candidates were interviewed by representatives of the School of Business, the School of Mathematics and Natural Sciences, and the Research and Development Department of the University of Venda. Six candidates are under consideration for the awards.

USAID/Zambia is working in partnership with the Law School of the University of Zambia to strengthen democracy and governance, one of the Mission's Strategic Objectives. In February 1997 Niamani Mutima, Senior Project Officer, and Ted Clarke interviewed three applicants from the Law

School of the University of Zambia for master's level study in law. Bessie Thornicroft, Training Specialist; Jim Polhemus, Democracy and Governance Advisor; and Dr. Irene Sinyangwe, Program Representative for the African-American Institute in Zambia, were also members of the Selection Committee. Two candidates were recommended to the ATLAS Deans' Committee, and their dossiers will be reviewed prior to the June meeting.

In May 1997 Robin Caldwell, Project Officer, will travel with Ted Clarke to Benin and Uganda for ATLAS selection interviews. Dr. Jeanne Gullahorne, Vice President of Research and Dean of the Graduate School at the State University of New York (SUNY) in Albany and member of the ATLAS Executive Committee of Graduate Deans, will also serve on the interview panels.

In Benin the Mission's focus is to strengthen public health, primary education, and democracy and governance. They are offering eight ATLAS awards for master level study in fields related to these SOs. Over 200 applications were received, and the pre-selection team, consisting of representatives from the Ministry of Plan; Roger Blassou, USAID Training Officer; and Eric Togbe-Olory, Program Representative for the African-American Institute in Benin, invited 24 of the applicants to interview. In May the Selection Committee will include the pre-selection team, along with Clement Ahoosi and Alice Djinadou, members of the Benin AFGRAD/ATLAS Alumni Association, who will add a U.S. university experience perspective to the interview questions.

USAID and the Ministry of Education will work together in Uganda to use education and training to strengthen primary education and agriculture objectives. The Mission selects the fields of study for ATLAS awards based on the sectors it plans to develop, but the Ministry of Education plays the critical role in the selection process. It coordinates all education and training opportunities through its Central Scholarship Committee, which handles advertising, pre-selection and interviewing. In addition to the Ministry and the ATLAS team, the Selection Committee will include representation from the private sector and Makerere University. This year USAID/Uganda will support two awards. ☐

ATLAS Grants: Science and Environment

Natural resources and scientific research both play an important part in laying the foundation for economic growth in Africa. ATLAS grants provide support to carry out activities which strengthen institutions, foster professional networks, and enhance professional knowledge. The grants support the work of alumni associations, professional organizations, and women's groups based in Africa and whose membership includes alumni of USAID training programs.

Four organizations working in the areas of science and the environment have recently been awarded grants.

Women in Science and Technology (WIST) will produce a *Directory of Female Scientists in Africa*. The Directory will include information on WIST members working in a variety of research, training and private sector institutions in Ghana. It will be distributed to governmental, non-governmental, national and international organizations.

WIST, based in Legon, Ghana, is a national professional society which serves to enhance the participation of women in the African science community. Under the sponsorship of an ATLAS grant, WIST held a very successful workshop on professional development for its members in 1995. One of the major recommendations from that workshop was to identify ways for WIST to play a more active role in national development activities. The Directory was identified as one way to highlight the skills and expertise of WIST members.

The African Safou Network (ASANET) will hold a workshop on "African Pear Improvement and Other Sources of Vegetable Oils" in Ngaoundere, Cameroon in December 1997. ASANET is a regional professional society based in Ngaoundere. Its membership includes chemists, nutritionists, and other professionals concerned with processing foodstuffs and vegetable oils. The workshop will provide current information on new sources of vegetable oils such as the African pear or safou (*Dacryodis edulis*). It will also provide an opportunity to exchange research results, to recommend research and development initiatives for

policy makers, and develop strategies for promoting regional cooperation.

The main topics of the workshop are: agroforestry and domestication, entomology and plant protection, species improvement, and technology and nutrition. A report of the workshop will be published.

The Network for Analytical and Bioassay Services in Africa (NABSA) has received support to provide High Field NMR and mass spectrometry services free of charge to African scientists working in various institutions continent-wide. With support from ATLAS, NABSA, which performs these services on over 100 samples annually, will now be able to transmit raw data directly to those who inquire so they can make full use of the data generated. NABSA plays an important role in research efforts of USAID-trained African scientists in universities and research and development institutions by providing them with analytical data they are not able to generate themselves, and by doing so, contributes to the capacity building and training of human resources in Africa.

NABSA is a network of chemical laboratories in East and Southern Africa, including Madagascar. It is based in Botswana and headed by AFGRAD alumnus Professor Berhanu M. Abegaz.

The African Social and Environmental Studies Program (ASESP) will hold a five day "African Social Education and Planning Seminar" in Kampala, Uganda in June, 1997. The seminar will bring together the educational leadership in ASESP member countries to develop curricula in the field of social education, and to identify strategies for promoting gender issues, citizenship, basic education and adult learning in its member countries.

ASESP is a regional organization based in Nairobi, Kenya, concerned with promoting citizenship education in its nineteen member nations: Botswana, Ethiopia, The Gambia, Ghana, Kenya, Lesotho, Liberia, Malawi, Namibia, Nigeria, Sierra Leone, Somalia, South Africa, Sudan, Swaziland, Tanzania, Uganda, Zambia, and Zimbabwe. □

Women and the Environment

Environmental sustainability requires the participation of everyone, especially women. Women continue to lack access to land ownership, economic resources, and agricultural training. And yet, with the necessary knowledge, skills and access, women can play an important role in maintaining healthy families, communities, institutions and ecosystems. Women can act as change agents through their influence on future generations.

The environment will be the topic of discussion for twenty five women from Benin, Madagascar, Malawi, Mali, Mozambique, Niger, South Africa, Tanzania and Uganda. North Carolina Agricultural and Technical University (NCA&T) in partnership with the National Association for Equal Opportunity in Higher Education (NAFEO) will host ATLAS' sixth annual Women's Workshop in Greensboro from May 13 through 18, 1997.

Scheduled agenda topics include:

- ◆ Economic Development for Food Security
- ◆ The Impact of International Development on the Environment
- ◆ Removing Obstacles to Women's Involvement and Productivity as it Contributes to the Environment
- ◆ Eradication of Malnutrition and Hunger
- ◆ Impacts of Distance Learning on the Environment
- ◆ Strengthening Environmental Practices for Economic Growth

Presenters and resource people for the workshop have been selected from university faculty and experts from surrounding communities, including Dr. Chi Anyansi-Atchibong, Professor of Business Management, and Mary Mafuyai, Agricultural Extension Agent, both from NCA&T.

The workshop will feature a panel discussion on practices which are harmful to the environment in industrial, agricultural and energy sectors, and in natural resource management, and explore possible solutions through legal policy. Panelists will be ATLAS participants Janet Banda of Malawi (Master of Law, University of Georgia, December, 1997), Mmaserame Phala of South Africa (Master of Arts in General Communications, Jackson State University, August, 1998) and Sarah Banenya of Uganda (Master of International Law, American University, December, 1997). Each will present case studies based upon their educational experiences and their professional experiences in their home countries working for the Malawi Ministry of Justice, South Africa's Technikon Northern Transvaal, and Uganda's Ministry of Justice, respectively.

On the final day of the workshop, a field trip is planned through historic Greensboro, and will include a visit to Booker T. Washington's homestead in Staunton, Virginia.

Previous Women's Workshops have been held at Spelman College (1991), Southern University (1992), Central State University (1993), Jackson State University (1994), and Tuskegee University (1996). The workshops are each designed to highlight leadership and management issues in one of USAID's four priority areas; environment, health and population, democracy and governance, and economic growth. □