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TIPAN

**Transformation and
Integration of the
Provincial
Agricultural
Network**



Northwest Frontier Province, Pakistan

**Office of International Agriculture
University of Illinois at Urbana-Champaign**

**In collaboration with
Southern Illinois University at Carbondale**

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TIPAN QUARTERLY REPORT 92-III

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**Submitted to the
Northwest Frontier Province
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and

**the U.S. Agency for International Development
Mission to Pakistan**

**A Report of Contract 391-0488-C-00-5001-00
The Transformation and Integration of the Provincial
Agricultural Network (TIPAN) Project**

by

**Office of International Agriculture
University of Illinois at Urbana-Champaign
Southern Illinois University at Carbondale**

QUARTERLY HIGHLIGHTS - O. MYERS JR.

PROGRESS ON MEETING PROJECT GOALS AND OBJECTIVES

1. Project Goals and Objectives

The objective of this project is to assist the NWFP Agricultural University to create a dynamic, outward-looking problem-solving, farmer-oriented center of teaching, research and outreach linked together to increase agricultural production, farm income, rural employment and improved family living standard in NWFP. Specific objectives are:

- (a) assist AU in a complete revision of its curriculum and teaching program;
- (b) assist the Government of NWFP-AU to develop a problem-solving research program to be planned and implemented by the newly merged system;
- (c) assist AU in the development of an outreach program to link the University and its merged research capability with the NWFP's Agricultural Extension Service;
- (d) support the development and equipping of an outreach program division, the communication service division and a continuing education/in-service training division;
- (e) assist in the development and implementation of an administrative structure to reflect a new role and orientation of AU;
- (f) strengthen the capacity of the merged AU system personnel by arranging for degree-training in the U.S.;
- (g) establish firm linkage between AU and international agricultural universities and international research centers.

2. Summary of accomplishments during the past quarter

Teaching

- An eight day Teacher Training Workshop was held for 18 young faculty.
- Ms. Jane Johnson, Information Specialist TDY, assisted in the development of student record databases.
- Several course developments in the Department of Agricultural Economics and Rural Sociology are a new course in econometrics, revision of introductory agricultural economics, moving agricultural development to the first year and a second offering of the entrepreneurship course.
- Students of Agricultural Economics and Rural Sociology and of IDS have had internship experiences with projects in Swat and the Economics Wing of the Agricultural Ministry.
- ESL classes were initiated at Tarnab for researchers from Tarnab and Pirsabak.
- An introductory speech course was initiated for 3rd year students and for women students.

Research

- A one week Computer Workshop in MSTAT-C was held for on-campus and off-campus researchers.

- The Special Grants Project program for recently returned participants became operational with five projects funded and 12 under review. The projects require collaboration between on- and off-campus personnel.
- The Re-Entry Committee has become operational and held its first seminar program with two returned participants as speakers.
- A physical inventory of TIPAN and non-TIPAN equipment and its condition status was completed for all research stations and completed for all departments of two faculties.
- Two research bibliographies were published and distributed:
 - *An Annotated Bibliography of Soybean Research in Pakistan by the Agronomy Department and
 - *Research Compendium III - September 1987 - December 1991* by the Soil Science Department.
- Dr. Dale Steffensen, Maize Breeder TDY, assisted maize breeders of the AU and the NARC in surveying high altitude maize culture and in formulating a breeding strategy for high altitude maize improvement in NWFP.
- Dr. Roger Shanks, Animal Improvement TDY, assisted in the assessment of dairy and buffalo milk improvement strategies for NWFP with colleagues in the Faculty of Animal Husbandry and Veterinary Science.
- IDS has assisted in project development or evaluation studies under contractual arrangement with various agencies.

Outreach

- A one week Desktop Publishing Workshop was held for on- and off-campus AU staff as part of Jane Johnson's TDY.
- Dr. Cordell Hatch, Communications Specialist TDY, identified building and equipment needs for the Communications Division.
- Mohammad Ayaz was given a full-time assignment as Director of the Communications Division.
- Three Farmer Day Programs and one Womens' Program were held in the Swabi District in cooperation with area extension advisors.
- A training program for 20 pesticide dealers in Swat was organized by the Regional Program Leader with sponsorship of the Malakand Fruit and Vegetable Development Project.
- The split-assignment concept of AU campus and research station staff to include outreach responsibilities was directed by the Vice Chancellor and 21 people have been nominated to date.

Administrative Structure and Governance System

- Training of Registrar's Establishment staff in preparation and utilization of personnel databases was conducted as part of Jane Johnson's TDY.
- Selection of KPMG Peat Marwick to implement the computerized financial management system for the AU system.
- Continued assistance to the Planning, Monitoring and Development Cell which has added a Monitoring Officer and a Program Officer.
- Prioritization and reduction of library acquisitions to reflect data now available on CD-ROM data.
- Visit to Sind Agricultural University, Tandojam by VC Abdur Rahman Khan, Project Officer Abdul Qayyum and Team Leader Oval Myers.
- Visit to UIUC, SIUC and other U.S. land-grant universities by VC Abdur Rahman Khan, Project Officer Abdul Qayyum, Minister of Agriculture, NWFP, Itikhar Khan Jhagra and Secretary of Agriculture, NWFP, Khalid Mansoor.

3. Team Leader's Comments

The collegial working relationships between the TAT, their several AU counterparts and the USAID Project Office have made this quarter particularly active in addressing several areas of TIPAN project goals and objectives. The preceding summary of accomplishments, the individual TAT specialist reports and the TDY consultants' reports provide details of specific accomplishments, however, in this section I will discuss how certain of these activities relate to the overall institution building goals and sustainability.

Teaching

- An eight day Teachers' Training Workshop was held with the first part on-campus and the second part at the Abbottabad Research Station. The instructors were senior and mid-level AU faculty with three TAT members giving guest lecture/discussions. AU on-farm field experience was provided during the workshop.
- Two one week Computer Workshops were held, one in the use of the statistical programs MSTAT-C and Lotus 1-2-3 and the other in Desktop Publishing. The MSTAT-C and Lotus 1-2-3 Workshop was taught entirely by AU staff. The Desktop Publishing utilized Jane Johnson, Information Consultant TDY, as the principal instructor with support from several AU staff. Both workshops were attended by on-campus and off-campus staff.
- These three workshops illustrate the growing capability of the AU Continuing Education Directorate in developing and managing workshops and the AU staff in serving as instructors.

Research

- The Special Grants Projects for recently returned participants sponsored by TIPAN or other donors was begun during this quarter. These projects require collaboration of on-campus and off-campus researchers and reinforce the previous Collaborative Research Grants program, and are resulting in increased interaction between campus faculty and station researchers.

- The physical verification (inventory) and condition status assessment of TIPAN and other equipment on the research stations and on-campus has stimulated increased concern about equipment training needs and equipment maintenance needs. Additionally this information will allow coordinated prioritized planning for additional equipment needs.

Outreach

- The directive of the VC to implement the split-assignment concept to include outreach components for on-campus faculty and off-campus researchers provide the mechanism for the AU system to respond more fully to its research-extension linkage outreach mandate. Additionally the development of such subject-matter specialists will serve to integrate the system and lead to greater research effort on farmer identified problems.
- Several Farmer Field Days were held this quarter in the Swabi district. In addition to the beneficial information dissemination function of the field days, the coordinated background planning and interaction between Outreach, Extension and other projects was a major achievement and learning experience. Both campus faculty and station researchers served as field day speakers demonstrating the collaborative capacity of the AU system.

Administrative Structure and Governance

- Regular meetings by the TAT with Planning, Monitoring and Development Cell occurred this quarter. The unit added additional staff, primarily on the research side for ARP-II requirements. The concept of broader long-ranged planning integrated with short-term needs was recognized and integrated into discussions. The P, M & D is developing as an AU system unit although in terms of current staffing and immediate needs it is weighted toward research. Development of this unit will help in the planning and monitoring requirements being recognized increasingly by the AU administration.
- Visits by the Vice Chancellor, Project Officer and Team Leader to Sind Agricultural University, Tandojam, LUMS and PIM in Lahore, PIM, IBA and Peat Marwick, and the Secretary of Agriculture, Sind Province in Karachi, provided opportunities to discuss strategic planning, management training, financial management and institutional linkages.

Technical Assistance

This quarter was active in the utilization of TDY Consultants for enhancing project objectives.

- Dr. Dale Steffensen, Maize Breeding Consultant from UIUC worked with AU and NARC maize breeders to develop a high altitude maize breeding program. His TDY stimulated interinstitutional linkages and provided the basis for collaborative research. Dr. Steffensen was the advisor of Dr. Chughtai, NARC maize breeder.
- Dr. Roger Shanks, Animal Improvement Consultant from UIUC worked with AU researchers to develop strategies for dairy and buffalo milk improvement. He also reviewed and advised on the animal husbandry curriculum. Dr. Shanks was the advisor of participant Dr. Mirajuddin. This TDY reinforced professional and institutional linkages.
- Ms. Jane Johnson, Information Consultant, worked in the several areas of student and personnel database development, library database utilization and in Desktop Publishing. Ms. Jane Johnson's recurring TDYs serve as a model of the value of continued reinforcement of skill

development. The offices of both the Director of Teaching and the Registrar now are able to utilize computer databases for student records and personnel records, respectively.

- Dr. Cordell Hatch, Communications Specialist and former MART long-term advisor, returned to continue the development of the Communications Division. His background with MART and previous TIPAN TDY allow interaction and planning with colleagues to occur immediately upon arrival.
- Dr. Rodney Fink, Private Sector Specialist and former Research Specialist, returned to the USA after two and one-half years with the TAT. Dr. Fink developed an excellent working relationship with colleagues and a good knowledge of the AU and Pakistan system. It is anticipated that he will be available for selected TDY needs during the remainder of the project.

4. Problems/Constraints

- Verbal financial commitment to the AU from the GOP remains strong, however the funds are not released or only partially released. Unless the PC-I positions are filled within the next 3-6 months and the recurring operational costs begin to flow, the necessary conditions for even partial sustainability of TIPAN objectives and infrastructure will not be present.
- The financial position of the university continues to be inadequate. The Vice Chancellor has to expend considerable time and effort to get sufficient funds released just to meet the monthly payroll. Funds for normal recurring expenses are insufficient. The resources needed for normal professional activities and expanding development needs, particularly with new returnees and the approaching building completion, are simply not available.
- Funds provided to the AU by the PIL arrangement are extremely slow to return to the university through the government bureaucracy. Since the AU does not have sufficient money upfront and several large expenditures based on PIL funding, planned workshops cannot be held, and the printing costs for the agricultural textbooks will be difficult, if not impossible to meet through this special funding provision.
- The problem of inadequate space increases each quarter and must await completion of the new buildings which are from three months to one year away. The completion of the buildings although solving the space problem will create additional recurring expenses of operation and maintenance.
- Time for full implementation of several TIPAN objectives is becoming a constraint.
- The financial and space constraints identified above impact upon the time constraint and will need to be recognized in evaluation of project accomplishments.

RURAL SOCIAL SCIENCES - DAVID W. BROWN

Overall

As I move into the final six months of this three-year assignment, I'm feeling pretty good about the progress that the social sciences at AU are now making. There's still much that can be done to strengthen teaching and research, and to mobilize outreach and other off-campus links. But the pace of such improvements has been speeding up in recent months. While I've had catalytic and technical support roles, the new ideas and initiatives are coming more and more from counterparts themselves.

A majority of the social sciences faculty were on campus this summer -- even though classes had ended -- to guide graduate student research, write their own papers and theses, and plan improvements for the coming year.

There has been further growth of faculty and student linkages with other AU units, NWFP planning units, USAID and UN supported projects concerned with area development and drug-crop substitution, and policy analysts at the national level.

However, effectiveness at the working level is being dampened by some logistical vexations that need prompt attention -- namely 1) unavailability of diskettes, printer ribbons, paper, and photocopying; 2) lack of ready access to vehicles for conduct of field research; and 3) the closing of departmental offices, computer labs and other facilities, for lack of a substitute when the person in charge is sick or on leave. There is need a) to reserve more of the budget for support costs, b) to streamline small-purchase procedures, and c) to foster an attitude whereby AU administrators take pride in enhancing the performance of their faculty and students by running a smooth operation and helping to expedite solutions to problems.

Demand for AU to provide consultants and study teams for NWFP projects continues to grow. Such utilization of faculty talents is beneficial to both NWFP agri-rural development and the University. But if carried too far, this could detract from core duties and cause financial drain. The time is ripe for a clearer definition of policies and financial arrangements regarding consulting and contractual services.

Social science faculty changes include: two temporary instructors (junior level) to augment the present two-man Extension Education and Communications group; one new man to teach Pakistani studies; deputation of one IDS man to the NWFP P&D Department to head up monitoring of anti-narcotics and area-development projects; the return to IDS of Miss Roshan Ara from M.S. studies in ag econ at the University of Illinois.

Teaching

Course developments. This Fall the Ag Econ/Rural Soc Department has gone ahead with several improvements, and it is seeking formal approval of some major changes.

Professor Chishti is teaching a new course in econometrics for undergraduate majors. He plans next to develop a graduate econometrics course. Use of computer examples and exercises will be limited until the math co-processors that we have requested are obtained and installed.

The introductory ag econ course has been reshaped and is being taught by the recent Colorado State returnee Mukhtar Ahmad.

The course in agricultural development has been moved to the first year to give students broader perspectives at an early stage. It is being taught by Professor Nawab.

Dr. Idris is teaching the new course on entrepreneurship for the second time this Fall. About 40 students are enrolled. I am working with him on use of more examples and student exercises. This year again, businessmen are being invited to share their insights with the students.

Professor Bayan, Chair of Islamic and Pakistan Studies, has been working with others on the proposed syllabus for a new three-semester course sequence on ethical behavior. It will be mainly for the students from Pakistan and abroad who are not Muslims. Attention will be given to the evolution of Greek and other origins of thought, as well as all the major religions. I'll try to help them find reading materials. In his teaching, Professor Bayan seeks to relate religious precepts and ethics to

contemporary rural issues. He hopes to pursue this in research, following completion of the Ph.D. thesis that he is now working on.

Student internships and placement. Professor Nawab's contacts with projects in Swat, the Ag Ministry Economics Wing in Islamabad, and other groups are leading to more outlets and learning experiences for several current and recent students. The employers seem pleased with their performance, and some long-term jobs may result.

One new connection is with the Mobile Farm Extension Service (MFES) that has been started in a few Pakistani locations, including Mardan in NWFP. It is sponsored by the army-related Fauji Foundation. MFES is a pilot program with mobile vans that hinges around extension help, on-farm trials, and soil sampling. It shifts to other sites after about three years. A former Ag Econ student is working with MFES in the Mardan area, and two current M.Sc. students are conducting thesis studies related to MFES performance and benefits to farmers.

Dr. Idris, now back from a summer in the U.S., is again activating the AU Placement Office. He returned with fresh ideas from contacts with placement people at the University of Illinois and Southern Illinois University. Among other things, he intends to contact NGOs and special projects in NWFP to let them know about availability of good AU students and campus support facilities.

Other developments. Mehfooz Ali Shah, AU Outreach Director, combines practical experience with scholarly and philosophical bent. Social Sciences Dean Nawab has involved him as a Board of Studies member. Mehfooz has been making valuable contributions in the review and refinement of theses, design and improvement of courses, and other aspects.

Three women students -- one fourth-year, and two third-year -- are now majoring in Ag Econ/Rural Soc, and more are becoming interested.

Miss Raheela Begum in IDS is organizing a seminar series on women in development. It will bring together insights of several persons from nearby universities and programs.

Research

The new AU research planning, development and monitoring cell. This six-man unit has been established this past year not only for ARP-II but also to help the University achieve TIPAN objectives of stronger research support of NWFP agricultural development. The new AU Research Director (Mr. Qadim) is using it to help prepare 1993-97 Five Year Plan components, quarterly/annual plans and reports, and project proposals and budgets (PC-1s), as well as some implementation and administration details.

In follow-up to groundwork laid last spring by the TIPAN team leader, Oval Myers, I have been meeting each week with this Research PDM group to help them evolve a good work program and acquire needed planning and monitoring skills. Mr. Liaqat, AU planning officer, wants to mesh his work with theirs and is providing useful tips.

Mr. Shuja, the cell's coordinator, is concerned that they not get so preoccupied with immediate tasks that there is no attention to preparations for ARP-II and other longer-run improvements in the research system. Our weekly meetings seek to ensure that time is reserved for this. To get to know the campus better, the group has had sessions with Mr. Liaqat, the Outreach Director, the Librarian, the IDS Director, the Farm Manager, and Dean of Crop Production Sciences. The unit has started to evolve a work plan and activity schedule, a data and technical reference collection, a monitoring procedure, and some fresh ideas about useful lines of research. The cell is seeking to establish closer

links with staff in the stations, as well as the NWFP line agencies and P&D units concerned with ag research. We are providing and explaining some materials on methodology of improved research program formulation, evaluation, mobilization and monitoring.

Some special funds are available via the NWFP Productivity Enhancement Program (PEP). In communication with IDS and some others, the Research PDM group has prepared some proposals for PEP funding, including one that would examine farming systems potentials in various parts of NWFP in rapid-reconnaissance manner.

It has become apparent that, if the Research PDM cell is to work well, there is need for:

- 1) Regular strategy and coordination meetings with the VC, Research Director, Outreach Director, AU planning officer, and other key persons.
- 2) Clarification of the unit's roles re a) extent to get involved in routine administrative details, and b) scope (ARP-II only vs. all ag research planning vs. broader AU planning needs).
- 3) Provision to travel to the stations and project sites for direct interactions with staff and administrators.

IDS research. In preparation for a new era of work linked more closely together and to action-program needs, IDS is making concerted effort to wrap up projects and publications now underway, as well as to extract more information out of studies that have been completed. These deal with:

TIPAN-related agricultural technology development and transfer.

Factors hindering small-farmer adoption of improved technology.

Local use and effects of remittances from workers abroad.

Profiles of changes in two Gadoon-Amazai villages.

Evaluation of land reform and related means to help disadvantaged farmers.

Compilation of basic facts about NWFP (update).

Population and migration patterns in tribal agencies adjoining NWFP (update).

Wheat crop post-harvest losses.

Illustrative linear programming analysis of Warsak farm situations.

Statistical analysis of some previous surveys to see whether samples can be smaller.

Several IDS economists and sociologists, along with other specialists from AU and allied institutions, have recently completed or begun contractual team studies to help improve development projects in NWFP:

Review of "green sector" and community development problems and potentials in Dir District (for NWFP P&D, to help plan the second phase of a UN anti-narcotics project there).

Data assembly and introductory farmer surveys in Bajour and Mohmand Agencies, and maybe next in Khyber (for USAID, to help design and monitor tribal area development projects).

Impact evaluation for the 1st phase and baseline survey for the 2nd phase of an aquaculture development project in Swat (for the Ministry of Fisheries Development, under negotiation).

IDS is extending or starting some studies that it believes will help upcoming agricultural and rural development work in NWFP:

Economics of selected crop and livestock enterprises (from both firm-level and area comparative-advantage standpoints).

Rapid appraisal of farm input-supply and output-marketing systems in selected locations.

Study of rural-urban migration and employment patterns in NWFP, and their determinants, effects, and implications.

Panels of rural households in several villages to monitor their economic situations, consumption patterns, problems, etc.

IDS Director Ahmad Khan intends soon to prepare with his faculty a three-year plan of IDS activities. As part of this exercise, the Vice Chancellor would be invited to meet with the group to review ways that IDS can be most useful to AU, NWFP, and Pakistan development.

Agricultural Economics and Rural Sociology, and Extension Education and Communications. About 15 M.Sc. thesis studies are underway at any one time. It is difficult to weave these into a tight research program, as most are self-financed and have to be done on topics of individual interest near students' homes or work places. However, these departments under their new leadership and stronger staffing are encouraging lines of research that link these together and add up to something.

One new series of faculty and student studies is on the production-marketing systems of specialty and non-traditional crops and livestock that appear to merit further development in NWFP -- among others, milk products, fruits and vegetables, grams, oil-seed crops, tobacco, turmeric, and flowers. Increasingly, these studies are not just descriptive, but are analyzing causes of inefficiency and inequity, as well as options for improvement.

Professor Munir and Mr. Mukhtar in Ag Econ have been inspired by Roger Shanks' end-of-consultantship seminar to work with Dr. Mirajuddin in Livestock Management on an assessment of the Peshawar milk products supply-marketing system, and options for improvement. They may seek a TIPAN collaborative grant to help with this.

Dr. Akram and I have started to evolve a "rapid reconnaissance" approach for preliminary appraisal of commodity systems, from both individual feasibility and social impact standpoints. A thesis study on turmeric is being used as a starting point. Turmeric is seen as a possible substitute for tobacco production which, unlike tobacco, does not require scarce fuel for curing.

A second line of research deals with economic comparisons of alternative farming practices and enterprises. A good start has been made by the student team sponsored by the Dutch NWFP Strengthening P&D Project. It is now completing theses using linear programming analysis based on data collected from Peshawar Valley farmers and specialists.

A third line of research seeks to identify farmers' needs for information and other helps, factors affecting adoption of new practices, and effects of extension and other programs. Some theses on this have been produced in students' home locations and as by-products of student work with PATA and other projects.

The two new temporary staff members in the Extension Education and Communications group are making it possible to do more along this line, for a few months anyway. With the Federally Administered Tribal Areas (FATA) agency, the group has completed a survey of 400 farmers in several tribal areas. Colleagues in Ag Econ and Rural Soc are helping them to design the tabulations and analysis -- a nice example of self-initiated interdisciplinary cooperation.

New lines of research related to analysis of price patterns, supply, demand, and policies may spin off from Professor Chishti's Illinois dissertation study of Basmati rice.

Some data collected by Professor Akram on small water-powered grain mills could be the start of a useful line of research on the economics of ways to save fuel costs and reduce ecological damage in NWFP rural villages.

Faculty are starting to give more attention to refinement of student thesis analyses and publication of these results. It would seem useful soon to publish a digest, or at least a listing, of the Department's theses and faculty studies.

Possible research links. A useful link being fostered by Professor Nawab is with the Ag Ministry's Economics Wing in Islamabad. With USAID-Chemonics-Colorado State help, they are developing a computerized secondary-data base called AMIS (Agricultural Management Information System) as well as a large linear programming model for the major regions of Pakistan. They would like AU Ag Econ and related groups to try using these, as a basis for further refinement. They plan to come to Peshawar this fall to brief us and to install the data on a fully dedicated computer.

Another link may be with IFPRI (the International Food Policy Research Institute). In September, Dr. Richard Adams of IFPRI/Washington came to Peshawar to brief us on recent research and to seek our reactions. It concerns the effects of foreign remittances and off-farm work on family earnings and income distribution in four Pakistan districts (including Dir in NWFP). Dr. Idris as well as IDS researchers have done related work, and there could be some future collaboration with IFPRI.

Outreach

Links with planners, policymakers, and special projects. As already indicated, AU social scientists are doing more studies for NWFP project planners and donor agencies. They appear to be gaining the respect of these user-groups as competent analysts, trainers, and advisors. It seems likely, especially as more faculty return from studies abroad, that there will be increasing demand for their help off-campus, individually and as contractual teams.

The insights gained from this are starting to be seen on campus in the form of more interest in interdisciplinary work, more current examples in teaching, and more research proposals that would undergird action-program needs.

AU-IDS Farming Systems Improvement Project. The pilot work in five Mansehra villages continues to be an inspiring demonstration of what can be done at little cost to stimulate small farmers to adopt improved practices, if you have a capable, energetic, flexible team in contact with them two or three times a season.

The team's 10-day "action visit" in July led to help to 70 farmers toward adoption of improved practices for maize as well as some vegetables and fruits, six weedicide demonstrations, a seed development demonstration for soybeans and sunflower, acquisition of good cauliflower seedlings from nearby vegetable growers, Extension Department help in demonstrating weedicide spraying on seven sites, and motivation of two farmers to dig open wells for vegetable growing.

Also, 12 of the AU faculty who were in Abbottabad for a teaching-improvement workshop visited some of these pilot villages. They learned about farmers' problems, and also found the farmers to be receptive to on-the-spot advice that they were able to offer. Several of these faculty members were very "turned on" by the experience, and seem eager to take part in future FSI work in Mansehra and elsewhere.

The next action visit was in September, shortly after the big floods. The team noted the damage to crops, land and infrastructure. One important inference is that there is need for us to give more attention to soil-conserving land-use and water management practices in hilly areas. Maybe FSI can try to introduce some of this on a neighborhood (mini-watershed) basis in coming months.

The floods did have one positive outcome -- a striking demonstration of how improved maize with its stronger stalk can survive heavy rains, whereas the traditional varieties were flattened. (In these villages, the Azam variety seems to do particularly well.) The IDS team took advantage of this by collecting some samples of improved and traditional corn ears and stalks, as well as taking photos. When they showed these in the FSI villages and some neighboring places, a goodly number of farmers were convinced on the spot. Many also asked the FSI team to help them arrange for improved wheat seed in time for the Rabi season.

There are some progressive school teachers in these villages. They had the team explain the rationale and benefits of improved practices to school children. This could lead to some innovative FSI program experimentation involving young people.

The FSI/Mansehra teams have kept field notes of day-to-day events. These make fascinating reading and would help desk-bound planners, policymakers and donor reps to understand grassroots realities, and to be less cynical about villagers' readiness to change or to help one another. With this in mind, IDS is now compiling a report that contains the field notes for the five action visits since March 1992.

This coming year in Mansehra, the FSI work will try to move in "rolling plan" manner toward attention to:

- ** better fertilizer placement, row planting, rotations to control pests and other ways to save on chemical use and purchased inputs;
- ** sustainable land-use and crop-livestock systems;
- ** post-harvest handling and seasonal marketing for better prices;
- ** strengthening of farmers' own abilities to form groups to obtain and share modern inputs, produce/store/sell specialty crops, get available assistance from local agencies, etc.;
- ** family nutrition and/or some other improvements on the household side;
- ** experimentation with ways to spread information about improved practices to more farm families and other villages;
- ** ex post cost-benefit analysis of changes stimulated by FSI;
- ** sharing of insights gained from the FSI experiment with local agencies and leaders, and with NWFPP program heads;
- ** phasing out of AU-IDS catalytic roles, and encouragement of local agencies and farmer-leaders to continue/expand/improve the FSI approach.

The Vice Chancellor has been encouraging IDS to initiate more FSI experiments. Plans are to start two this next season in southern NWFP (Karak-Bannu-D.I. Khan), which has tended to be neglected. There will be effort to involve staff of the nearby research stations, as well as non-IDS faculty at AU, in site selection, baseline appraisals, and low-cost action.

IDS Director Ahmad Khan has begun to program the more specialized research projects (e.g., the studies of population/employment changes, farm costs and returns, input-supply problems) so that they mesh with the timing, locations and information needs of FSI, Outreach, and other innovative projects.

Ideas and plans for social science outreach involvements. Dean Nawab, the Ag Econ/Rural Soc and Extension Ed/Communication groups, and IDS are trying to be responsive to the VC's September 5th request that AU departments initiate split assignments and undertake Outreach work.

Professors Nawab and Chishti are setting time aside to explore the possibilities with Outreach Director Mehfooz and others. It appears likely that agricultural economists will start making presentations on farm management and marketing at some future field days, besides taking some initiatives on their own.

One outgrowth is that the Extension Ed/Communications group and some of its students are planning to be at one or more upcoming Outreach field days. They will help with presentations and try out the idea of students leading farmers and other participants in small batches to the various demonstrations. An additional role could be their obtaining feedback and follow-up suggestions from participants at the end of the field day.

Mindful that progressive NWFP farmers will have to stay in tune with changing market situations each season, I have floated the idea of the Ag Econ group assembling, developing, and disseminating timely market/price outlook information as an Outreach thrust. And/or they could sponsor an annual NWFP agricultural outlook conference for media representatives and others. Director Mehfooz seems keen on the idea. He has contacts with some information sources in Peshawar and Islamabad that would be helpful.

An innovative extension of this idea would be to go beyond market and price information to provide outlook information about new farming and agri-business enterprises, as well as off-farm training and work opportunities, that appear to offer potentials for rural people in NWFP.

Future Plans

These final six months I'll have to become less involved in helping counterparts with technical details of their studies and writings, in order to give more attention to "institutionalization" needs prior to my departure and TIPAN phase-out. For the integrated agricultural development objectives of TIPAN, the following would seem to be especially useful, for both the social sciences and the ag research planning groups:

- ** Further help to the Research PDM cell and related AU units in developing planning and monitoring capabilities, with emphasis on meshing with Outreach and campus departmental activities.
- ** Identifying and obtaining texts, reference materials, and computer software most needed for future work.

- ** Identifying and arranging for short-term consultant help and/or training on skills still lacking (e.g., maybe agri-business case study development and feasibility analysis ... regional economic analyses ... benefit-cost and social-impact estimation ... forecasting).
- ** Mobilization of one or more smallish AU research-outreach thrusts (e.g., outlook work) that demonstrate how social scientists, agricultural researchers, educators, and others can work together in tackling a current need.
- ** Involvement of AU economists and sociologists in the planning of research and outreach work that anticipates the socio-economic changes, widening poverty gaps, natural resource pressures, technological and infrastructure developments, and new opportunities likely to appear in NWFP over the next decade or two.
- ** Establishment of workable ways to assemble and digest current data on enterprise costs and returns, effects of new practices, price trends, farm-household situations and constraints, etc., for better planning of ag research and outreach programs, and formation of extension recommendations.
- ** Strengthening of connections with organizations and individuals outside Pakistan that might be post-TIPAN sources of free information, wider vision, professional interchange, project funding and cooperation, advanced training, etc.

This would be a tall order for my remaining six months. This will require careful picking and choosing. My priorities will depend on felt-needs expressed by lead counterparts and TIPAN administrators in coming days, as well as by project funds remaining. Institution-building helps available from companion projects, such as Strengthening NWFP P&D, Coverdale, Chemonics-Economics Wing, and ARP-II, will also be taken into account.

CONTINUING EDUCATION - DONALD E. KUHLMAN

CI - INSTITUTIONALIZE OUTREACH PROGRAM

1. Brainstorming Workshop

One has to be encouraged by the initiatives of the Outreach Directorate during July-September and the positive response of the Vice Chancellor to the concept of split-assignments of NWFP-AU faculty and agricultural researchers. The Outreach Directorate staff, under the leadership of Mehfooz Ali Shah, has organized and conducted several training programs for farmers that are on a par with those held by Extension Specialists and Country Agents in the United States.

Baz Mohammad, Regional Program Leader, has been instrumental in organizing three Farmer Day programs and one Women's Program in the Swabi area. These programs don't "just happen". They required a considerable effort on the part of Baz as a facilitator and coordinator to contact Agricultural Extension staff, NWFP-AU faculty, agricultural researchers and other agencies to seek their cooperation in the programs. Indeed, Baz has involved staff from Agricultural Extension, Integrated Rural Development Program Mardan, Shewa Educated Social Work Association, Livestock and Dairy Development Department, College of Home Economics, and NWFP-AU faculty and researchers as instructors for the programs. Equally important, these organizations could rightfully claim "ownership" of the programs initiated by the Outreach Directorate due to the skillful efforts of Baz. Most important of all, the farmers and ladies attending the programs received good information and were appreciative that NWFP-AU and Agricultural Extension had teamed together to come to their villages.

Following is a summary of significant accomplishments contributing to the implementation and institutionalization of Outreach goals:

- 1) Support of the Vice Chancellor for Farmer Day Programs at Research Stations, as evidenced by his letter to Station Directors encouraging them to work with the Outreach Directorate.
- 2) Farmer Day Programs initiated by Outreach
 - July 15 - Lahore (Swabi) -- 150 attended
 - July 28 - Aurangabad (Swabi) -- 90 attended
 - Aug. 24 - Bazargai (Swabi) -- 150 attended
- 3) Women's Program initiated by Outreach
 - Aug. 17 - Adina (Swabi) -- 65 attended
- 4) The initiation of monthly Outreach Staff meetings to discuss issues and programs.
- 5) A training program for 20 pesticide dealers in Swat. Qazi Aqiqullah, Regional Program Leader, helped plan and conduct this program sponsored by the Malakand Fruit and Vegetable Development Project.
- 6) The Vice Chancellor has requested Deans and Department Chairmen to designate staff who will have Outreach Specialist assignments. The Vice Chancellor is supportive of the concept of split assignments and communicated this in a memo to AU faculty and researchers on 5 September 1992. He requested Directors, Deans and Department Heads to give their cooperation to the Director of Outreach in the implementation of split assignments. The Vice Chancellor also approved a policy on "Guidelines and Operational Procedures for Split Assignments" at NWFP-AU. At a meeting of Deans and Department Chairmen on 3 September, the Vice Chancellor emphasized the role of Outreach at NWFP-AU and pointed out that the PC-1 specifies that up to 25 percent of the time of faculty and 35 percent of off-campus research station staff time shall be assigned to Outreach Activities.

To date, seven staff from two research stations and 14 faculty from 11 departments have been nominated for an Outreach role via split assignments. It will be the responsibility of the Outreach Directorate to assist the new Outreach Specialists in preparing an Annual Plan of Operations and implementing action programs to train Agricultural Extension staff and farmers.

- 7) Meera Khan, Deputy Program Leader Outreach, is serving in a dual role this semester as an Outreach Specialist and teacher for Animal Physiology 515.

During September, Meera participated in a one-day training workshop for Veterinary Officers sponsored by the Animal Husbandry In-Service Training Institute (AHITI). Meera is collaborating with AHITI staff in a one-year Herd Dynamics Study of 80 herds in the NWFP. The study has been underway for six months. His publication, "Livestock Extension and Development in the NWFP" is in the final draft stage.

C2 CONTINUING EDUCATION

Development

There has been substantial progress in the implementation phase of the Continuing Education Program at NWFP-AU this past quarter. Dr. Mohammad Asrar, Director, organized and coordinated four in-service training workshops for 73 NWFP-AU faculty, researchers and clerical workers during

July, August, and September 1992. In addition, Dr. Asrar helped coordinate a two-day training course for 25 Afghan Agricultural Technical Field Staff. Instructors from the Teaching Faculties and Research Stations at NWFP-AU were employed to teach the short courses. Dr. Asrar has provided fine leadership for the new Continuing Education Division, especially when one considers that an infrastructure and formal policies for Continuing Education are yet to be developed at NWFP-AU. He has been successful at organizing courses, identifying course objectives, enlisting the support and cooperation of instructors, arranging facilities, and soliciting enrollment in the courses for teaching, research and clerical staff.

Following is a summary of the short courses offered by the Division of Continuing Education:

- 1) Computer Training Workshop (Intermediate level) for 16 clerical staff. (June 20-25)
- 2) Teacher Training Workshop for 18 AU faculty. (July 15-23)
- 3) Computer Workshop on Lotus 1-2-3 and MSTAT-C for 16 AU faculty and researchers. (August 22-27)
- 4) Desktop Publishing Workshop for 23 AU faculty, researchers and staff. Ms. Jane Johnson, TDY consultant for TIPAN, was the lead instructor. (September 13-17)
- 5) Training courses in Maize and Wheat Seed Production for 25 Afghan Agricultural Technical Field Staff. (September 28-29). This training course was requested by A.R. Fitzherbert, Program Coordinator, Food and Agricultural Organization of the United Nations, for the rehabilitation of Afghanistan agriculture. The first day of classes was held on the NWFP-AU campus; the second day at the Cereal Crops Research Institute (CCRI). Instructors were researchers from CCRI.

Several points should be noted regarding these first-ever Continuing Education short courses at NWFP-AU:

- 1) The quality of instruction was very high. This will be critical to attracting clientele and the establishment of a successful program in Continuing Education.
- 2) The participants (students) came to class on time and attended regularly, indicating a desire to improve their knowledge.
- 3) Dr. Asrar has demonstrated excellent organizational skills in coordinating these short courses and enlisting highly qualified faculty as instructors.
- 4) Unlike the in-service training courses for AU faculty and staff, the workshop for Afghan Technical staff was unique in that a training fee was assessed FAO by Continuing Education to cover salaries of instructors and institutional expenses (space rent, teas, equipment, coordination, overhead). It will be necessary for the Division of Continuing Education and NWFP-AU to develop policies on registration fees for short courses to cover the basic costs of instructors, overhead, refreshments, equipment, support staff, etc..

Survey

A questionnaire to survey training needs was prepared by Dr. Asrar and myself and sent to 200 NWFP-AU faculty, 300 agricultural researchers, 200 Agricultural Extension staff, 200 Livestock and Dairy Development Department staff and 55 Fruit and Vegetable Development Board workers in the

NWFP. The data should serve as a guide to developing and prioritizing in-service training programs for these groups. The five-page questionnaire offered a menu for responders to rate their training needs in process skills (public speaking, teaching, organization, etc.) and subject matter (agronomy, entomology, economics, etc.). It is anticipated that the data from the survey will be compiled by the time Dr. Steve Yarborough, Continuing Education Specialist, Southern Illinois University, arrives on a TDY in February or March, 1993.

OBSERVATIONS : OUTREACH AND CONTINUING EDUCATION PROGRAMS

Outreach - The TIPAN Evaluation Team, in their July 1992 report, indicated that the Outreach mission of NWFP-AU "has evolved slowly due to many factors including lack of facilities and faculty with assigned roles during the early stages". The tide appears to be turning with the endorsement and support by the Vice Chancellor for the split-assignment system. Indeed, as stated in the last quarterly report and by Dr. William Seiders in his End-of-Tour report in 1989, for the Outreach mission of NWFP-AU to be successful, there must be a cadre of Outreach Specialists, campus-based and at research stations, to conduct training programs for Agricultural Extension and farmers. The Farmer Day programs orchestrated by Baz Mohammad this past summer have been highly successful. He has persuaded AU faculty and researchers to become involved in off-campus training programs for farmers. The outcome has been beneficial to teachers and farmers. Teachers, mostly confined to classrooms, have become exposed to the real-world in problems of farmers. Farmers, not familiar with NWFP-AU, now know a little more about the agricultural university and new technologies. Equally important, the Outreach Directorate is enhancing the linkages between NWFP-AU and Agricultural Extension via the Farmer Day programs. However, it should be pointed out that while Outreach specialists may participate in Farmer Day programs, their mission, as envisioned by the TIPAN designers, is largely one of training extension professionals who, in turn, will train the farmer. In summary, Outreach programs at NWFP-AU must begin to address the training needs of agricultural extension workers.

Continuing Education - The Continuing Education Program, based on the activities during this past quarter, can be judged as making good, if not outstanding, progress. Dr. Asrar, in the absence of a well-defined infrastructure, firm policies and good training facilities has done a commendable job of initiating and coordinating four in-service training programs for AU faculty and one workshop for Afghan agronomists — all in a relatively short time frame for planning and execution.

It should be emphasized that TIPAN has borne the cost of hiring instructors for these initial training programs. What happens when TIPAN funding is no longer available? Who will pay the bill? As an institution, NWFP-AU will need a budget to meet the in-service training needs of AU "family" - in this case, teachers, researchers, outreach specialists and clerical help.

Organizations outside the NWFP-AU "family", such as Agricultural Extension, L&DDD and FVDB, will require annual training for their staff. The people most qualified to provide the training are NWFP-AU faculty. Should their expertise be provided without charge to these agencies as an obligation of NWFP-AU or should there be a nominal charge for services rendered? These questions remain to be answered. A high-quality Continuing Education program, with course offerings that attract and appeal to private and government organizations who budget for training, could generate enough revenue to partially subsidize in-service training for AU faculty and staff. It is anticipated that Extension organizations will be assessed nominal fees for developmental training of their staff.

Last, but not necessarily least, how should NWFP-AU interact with other agencies that also have training missions? These include AHITI, SRSC, MFVDP, IRDP, PATA, SIAP, FFC to list a few.

OUTREACH PROGRAM NEEDS

1. Regional Program Leader for D.I. Khan.
2. Women's Program Leader
3. In-service training on teaching techniques and program development for all Outreach subject matter specialists.
4. Funding to support Outreach mission.
5. Communications Division **MUST** be staffed if Outreach programs are to be effective.
6. Publish a calendar of Outreach activities.
7. TDY subject matter specialists will be needed to work with the newly designated Outreach specialists at NWFP-AU in developing and managing effective training programs.
8. Technical Working Groups appointed by the Vice Chancellor need to meet and complete their analysis of commodity problems.

PLANS FOR OCTOBER - DECEMBER 1992

1. Conduct Farmer Day programs at Kohat, SCRI, and Swat.
2. Conduct Women's Program at Swabi.
3. Implement plans for Information Boards in 10 villages.
4. Conduct diagnostic survey in Kalam Integrated Development Project and on-farm trials in livestock management.
5. Conduct a feeding demonstration for cattle and buffalo in Peshawar area.
6. Complete survey of training needs of AU faculty and Extension staff and summarize data.

CROP SCIENCE - FARREL L. OLSEN

This quarter I took an inventory of TIPAN purchased equipment at all of the research stations and in all the departments in the Faculty of Crop Production Sciences and Faculty of Crop Protection Sciences. Assistance was given to Dale Steffensen, Maize Breeder, University of Illinois in formulating a plan for improved maize varieties for the high altitudes of NWFP. The study on the design and installation costs of a sprinkler irrigation system for the Cereal Crops Research Institute has been completed. A feasibility study on the installation of irrigation systems at the Livestock Research and Development Farm, Surezai, and at the Karak Research Station was initiated.

IMPROVE EDUCATION PROGRAM (TIPAN area A)

(A-1. a1) In-country research by Participant Trainees.

Assisted Mr. Shad Khan, a participant trainee with his in-country research.

(A-1. a2) Re-entry Committee

A re-entry committee to reintegrate returning long-term trainees has been fully organized. The following officers were elected: President, Dr. Paracha Parvez, Vice President, Dr. Saeed Ahmad, and Secretary/treasurer, Dr. Zahir Shah.

The re-entry committee has been meeting monthly since its inception. A seminar sponsored by the re-entry committee was held in September at the Agricultural University. Dr. Abdul Latif, Entomologist and Dr. Gul Hassan, Weed Science from D.I. Khan Agricultural Research Station were the guest speakers.

A Get-Together is being planned for October 22, 1992 for all the returned long-term trainees since 1985. It will be held at the Bureau of Agriculture Information in Peshawar. The guest speaker will be the former Vice Chancellor of the NWFP Agricultural University, G.M. Khattak.

Members of the re-entry committee are greeting returning long-term trainees from the U.S.A. on their arrival at the airport in Peshawar.

RESEARCH PROGRAM (TIPAN area B)**(B-2.3) Institute a Special Grants Program for P/T's**

A Special Project Grants Program for long-term degree returnees has been initiated. "Seed money" is being provided to returnees in order to get them involved more rapidly in a research program after they return from their studies. Five special projects have been funded this quarter through this program. Additionally, 12 Special Projects are presently being evaluated by the Technical Review Committee.

(B-3.1) Continue Development of Weather Stations and Compilation and Dissemination of Data

Assistance was given Mansoor Khan, Agricultural Mechanization Officer in obtaining, summarizing and disseminating the meteorological data for the 11 weather stations in the NWFP Agricultural University System. Meteorological Observations NWFP Agricultural University Research Stations, Pakistan Volume II, No. MET-06/92 (March-June 1992) was published this quarter and disseminated. The weather data needs to be published and disseminated on a monthly basis to be of greatest benefit. The research stations need to submit their monthly meteorological data promptly at the end of each month in order to accomplish this.

(B-3.2) Assess Status of Equipment, spare part requirements and new equipment needs .**Inventory of Equipment**

During this quarter an inventory of all TIPAN equipment in the NWFP Agricultural University System was initiated. The non-TIPAN field and laboratory equipment were also inventoried. Equipment that still needs installation in the laboratories was determined. Additionally, equipment in need of repair and/or spare parts was also noted.

Inventories have been completed on all of the research stations and also in all of the departments in the Faculty of Crop Production Sciences and the Faculty of Crop Protection Sciences.

Sprinkler Irrigation System design for Installation at the Cereal Crops Research Institute (C.C.R.I.) Pirsabak, Nowshera.

Several years ago, a complete sprinkler irrigation system consisting of mains, laterai pipes, joints, couplers, risers and sprinklers was donated by USAID to the NWFP Agricultural University System. However, this system has not been installed as yet.

Dr. Mohammad Jamal, Department of Water Management and I conferred with the Station Director at the Cereal Crops Research Institute and he indicated that the station was still desirous of having the sprinkler irrigation system installed.

Dr. Jamal and I physically examined the various components of the sprinkler irrigation system stored at the C.C.R.I. and found all of the components present.

The Department of Water Management was requested to design a suitable sprinkler irrigation system for C.C.R.I. for use on maize and wheat. Information on soil (texture, water holding capacity, and infiltration), crops (effective rooting depths, consumptive use, and management allowed deficit), climate and available water supply was obtained. The design and layout have been completed. Additionally, the power requirements and installation costs have also been determined.

The results of the study by the Department of Water Management have been given to the Director of Research. The Research Director has requested assistance from TIPAN for the installation of a sprinkler system at C.C.R.I. that will irrigate 8.5 acres.

Irrigation System at the Livestock Research and Development Farm, Surezai.

Dr. Mohammad Jamal and I went to the Livestock Research and Development farm at Surezai to evaluate their irrigation system and determine possible methods for increasing the amount of land under irrigation. Some of the land is not presently being irrigated because the land does not lend itself to flood or furrow irrigation. However, this type of land might be irrigated by the use of sprinklers.

Some sprinkler irrigation pipe is available on the Livestock Research and Development Farm, Surezai, however, additional pipe would be required to complete the system. The Cereal Crops Research Institute may have some excess pipe. Additionally, some risers would also be required. Dr. Jamal is checking the sources and prices of risers.

Irrigation System at the Karak Research Station

Dr. M. Jamal and I visited the Karak Research Station which recently completed a bore hole (500 feet+) to supply drinking water for the residents of the station. The water will be transported through four inch plastic pipe several miles to the station from the bore hole. Information was obtained on the amount of water that will be supplied per hour by the bore hole. There will be adequate water for the residents of the station and also to do some irrigation. Dr. Jamal is in the process of designing an appropriate irrigation system for the station.

Establish a Pilot Seed Processing Facility at AU

The feasibility of establishing a pilot seed processing plant at the NWFP Agricultural University campus with the proper equipment for training students, extension workers and farmers in seed technology is still being explored. Such a facility should increase the production of quality crop seed.

A demonstration of various sizes and types of seed cleaners was held for farmers, faculty, and extension workers at the Malakandher Agricultural University Development Farm in cooperation with the Pak-Swiss Agricultural Light Engineering Program. About 40 people attended. After the

demonstration, a meeting was held with farmers to determine their interest in obtaining and utilizing seed cleaners as well as what size would best serve their needs. The farmers exhibited a real interest in having the Pak-Swiss Agricultural Light Engineering program design and manufacture a suitable crop seed cleaner within Pakistan that would be readily available to the farmers.

(B-3.5) Support of Individual Research, Teaching and Outreach Programs and Research Station Personnel

Publications

I assisted Dr. Mir Hatam, Professor and Chairman Department of Agronomy with the editing, publication and distribution of the publication, "An Annotated Bibliography of Soybean Research in Pakistan". This publication gives abstracts of all research studies on soybeans ever conducted in Pakistan. The bibliography contains 405 citations. Dr. Oval Myers, Jr., TIPAN Team Leader wrote the "Foreword".

I assisted Professor Sultan Ahmad Rizvi, Department of Soil Sciences, with the editing, publication and distribution of the publication, "Research Compendium III-September 1987-December 1991. This publication contains abstracts of theses, current research projects, research publications and workshop presentations by the Department of Soil Science from September 1987-December 1991.

Short-Term Technical Assistance

A request for short term technical assistance was made by Dr. Hidayat Rehman, Department of Plant Breeding and Genetics and was approved. Dr. Dale Steffensen, Maize Breeder, University of Illinois was nominated to come to Pakistan to help formulate a research program to develop maize varieties for the high altitudes (above 1700 meters) for the NWFP. I assisted Dr. Rehman in the preparation of a program for Dr. Steffensen's TDY. Dr. Steffensen arrived in Pakistan August 14, 1992 and remained for about one month. Dr. Sajjad Chughtai, Senior Scientific Officer in the maize breeding program at the National Agricultural Research Center (NARC), Dr. Rehman and Dr. Steffensen worked cooperatively to identify potential areas for the development of improved short-season, cold-tolerant, high altitude maize varieties.

The TDY of Dr. Steffensen accomplished the following:

1. Established the fact that cold-tolerant, short-season, high altitude improved maize varieties are urgently needed in the high altitude areas of Chitral, Kalam and Kaghan in the NWFP.
2. Strengthened the linkages among the maize breeders at NWFP Agricultural University campus, research stations and NARC.
3. Identified a network of individuals to assist in the maize breeding program in the high altitude areas.
4. Formulated plans for a coordinated program for the development of improved maize varieties for the high altitudes of NWFP.

(B-3.8) Improve Linkages between AU Rice Researchers

Rafiqullah Shah, Rice Botanist, Agricultural Research Station, D.I. Khan, Dr. M. Siraj Swati, Chairman Department of Plant Breeding and Genetics, Dr. Bashir Ahmad, Seed Technologist, Department of Agronomy and I met at the Mingora Agricultural Research Station with Dil Rosh Khan, Rice Botanist,

Alim Said, Research Officer, Rice, Amjad Ali Khan, Research Officer, Rice Cooperative Program and Mohammad Tahir Rose Graduate Student in the rice program. The purpose of the meeting was to develop a coordinated rice program for the NWFP that will serve the Province and the country well. Linkages among the rice scientists in NWFP were strengthened.

Plans for Next Quarter (October, November, December)

1. Coordinate the Special Grants Program for returning long-term participant trainees.
2. Assist the Re-Entry Committee with a program for returning long-term trainees.
3. Follow-up on obtaining, tabulating and disseminating the meteorological data from the 11 weather stations in the NWFP Agricultural University System.
4. Strengthen linkages between scientists on-campus and off campus through information sharing and collaborative research.
5. Complete the inventory of equipment, spare part requirements and new equipment needs.
6. Aid in the establishment of a pilot seed processing facility at the NWFP Agricultural University.
7. Assist individual research, teaching and outreach programs and research station personnel.
8. Coordinate and assist in the formulation of a broad-based research plan for the province by the NWFP AU system.

PROJECT BACKSTOPPING

TIPAN Project Work Group

The Project Work Group (PWG) met on 16 July and 20 August in Carbondale, and on 25 September in Farina, Illinois.

The July meeting featured participation by the NWFP Executive Visit Team, comprised of AU Vice Chancellor Abdur Rahman Khan, Minister of Agriculture, Cooperatives, and Livestock and Dairy Development Itikar Ahmed Khan Jhagra, and Secretary of Agriculture Khalid Mansoor. USAID officers Dennis Weller and A. Qayyum Khan accompanied the visitors and participated in the interactive meeting.

The August meeting, held in conjunction with the TIPAN Summer Workshops, featured the participation of Mr. David Bathrick, Institution Specialist on the Chemonics evaluation team.

At both meetings the strategic recommendations of the project evaluation report were discussed with the view toward assimilating the recommendations into the project plan of work. This theme was continued in the September meeting and served as a preparatory briefing for the Campus Coordinator who was scheduled for an administrative visit to Peshawar in October.

Executive Visit by NWFP Personnel

Although Vice Chancellor Khan, and his predecessor, had made useful visits to UIUC and SIUC in previous years, the visit by the Vice Chancellor, the Minister and the Secretary was the first time a

senior-level delegation had visited the home campuses of the contracting universities since February 1983. Their visit provided opportunity for a constructive exchange of views on the over-arching theme of institutional sustainability and several of the elements that contribute to it, e.g., mission, resources, structure, leadership, etc. There was good understanding among the parties of the elements of institutional sustainability and a desire to orient the activities of the final months of the TIPAN Project toward that goal.

Significantly, the delegation, through remarks by Minister Jhagra, expressed the view that the linkages developed thus far in the Project must continue to the mutual benefit of both sets of institutions long after the USAID funding is exhausted.

The delegation requested that a schedule of visits to other U.S. state and land-grant universities be arranged; and this was done. Arrangements were made for them to visit the Berkeley and Davis Campuses of the University of California, Colorado State University and Purdue University in addition to the UIUC/SIUC campus visits. They also paid a visit to the Illinois Director of Agriculture and inspected the facilities of the Illinois Department of Agriculture.

Project Staffing

Four short term assignments were undertaken during the report period. They included:

1. Dale M. Steffensen - Highland Maize Breeding, 15 August-14 September
2. J. Cordell Hatch - Communications Production, 16 August-16 September
3. Jane S. Johnson - Library and Information Specialist, 23 August-26 September
4. Roger D. Shanks - Dairy Improvement and Production, 13 September-9 October

Their reports were printed at the UIUC campus and circulated per schedule. Additional copies are available upon request.

Additional contacts were made with several UIUC/SIUC faculty to determine interest and availability for TDY assignments in 1993/94.

PARTICIPANT TRAINING

Third Quarter 1992 Principal Participant Training Activities

- A. At the conclusion of this quarter, a complete set of Academic Enrollment and Term Reports was sent to the Project Officer, Team Leader and Vice Chancellor to give them details on work completed by all TIPAN-sponsored, advanced-degree participants during the 1992 Summer Session and their plans for the Fall Term.
- B. The August intersession workshops, held for the seventh consecutive year, were the major event this quarter. A total of 43 participants (31 in the computer skills workshop and 12 in the communication skills workshop) were brought together on the campus of Southern Illinois University at Carbondale (SIUC) during the period August 9 through 21. In addition to the emphasis on skill acquisition, this annual event has become a time when participants renew their commitment to the TIPAN Project and to the changes it is effecting in their home institution. The back-home emphasis of this annual gathering was reinforced by the presence of Mr. David Bathrick

who had just returned from one month in Pakistan where he served as leader of a six-person team conducting a mid-term evaluation of the TIPAN Project. As principal speaker at the workshop completion ceremonies, Mr. Bathrick shared his team's observations and recommendations with the TIPAN participant trainees and alerted them to challenges they will face when returning to the NWFP Agricultural University. His remarks were helpful to everyone involved in the project as we look ahead to the two years remaining in Phase II of TIPAN.

C. No new participants entered degree or short-term training this quarter. The life-of-project goal of 143 participants placed for advanced-degree study has already been met. During this quarter, one participant (Roshan Ara Begum) completed an M.S. degree and one (Izhar ul Haq) completed the Ph.D. degree. As we enter the fourth quarter of 1992, the following totals are reported:

- 64 participants are enrolled for advanced-degree study
- 67 participants have completed advanced degrees (33 Ph.D. and 34 M.S.) in U.S. universities through TIPAN support
- 54 participants have returned to Pakistan from non-degree training in the U.S. and at selected third-country sites
- 11 participants have returned unsuccessfully from degree study in U.S. universities

PROJECTS REPORTS

This quarterly report includes a list of consultant, administrative, end-of-tour reports for all personnel serving on the TIPAN Project. Titles of these reports are listed in Appendix C. Copies of these reports are available upon request.

EXPENDITURE REPORT

Line item expenditures for November 1, 1984 to December 31, 1991 are shown in Table I. Table II shows line item expenditures reported for in-country support.

TABLE I

PREPARED BY DIANA GLASGOW
NOVEMBER 18, 1992

TIPAN EXPENDITURE REPORT
NOVEMBER 1, 1984 THROUGH DECEMBER 31, 1991
QUARTERLY 1992 AND TOTAL TO SEPTEMBER 30, 1992

	11/1/84 THRU 12/31/91	1ST QUARTER 1992	2ND QUARTER 1992	3RD QUARTER 1992	4TH QUARTER 1992	GRAND TOTAL THRU 9/30/92
I. SALARIES	\$3,171,625.73	\$131,357.35	\$249,783.11	\$192,595.55	\$0.00	\$3,745,361.74
II. FRINGE BENEFITS	421,806.17	19,469.53	33,690.95	35,265.99	0.00	510,232.64
III. INDIRECT COSTS	1,655,500.45	81,953.44	84,353.25	87,545.09	0.00	1,909,352.23
IV. TRAVEL & TRANSPORTATION	727,235.77	52,296.66	48,258.16	39,329.38	0.00	867,119.97
V. ALLOWANCES	660,297.16	14,558.23	36,123.42	37,951.84	0.00	748,930.65
VI. OTHER DIRECT COSTS	604,677.52	68,919.14	45,262.90	31,861.50	0.00	750,721.06
VII. TRAINING	6,283,561.04	367,444.88	449,429.69	368,077.71	0.00	7,468,513.32
VIII. EQUIPMENT ACE	3,078,043.80	41,082.47	9,791.41	564.58	0.00	3,129,482.26
IX. EQUIPMENT LOCAL	63,866.07	5,479.35	15,968.33	33,408.45	0.00	118,722.20
X. MISC TRAVEL EXP	0.00	0.00	0.00	0.00	0.00	0.00
XI. T O T A L	\$16,666,613.71	\$782,561.05	\$972,661.22	\$826,600.09	\$0.00	\$19,248,436.07

TABLE II

EXPENDITURE REPORT
TIPAN PROJECT
11/84 - 9/30/92

	CUMULATIVE THRU 6/30/92	7/92	8/92	9/92	TOTAL	11/1/84 THRU 9/30/92
1-S-40382 ACE						
VIII. LIBRARY SUPPLIES 2120	106,806.96	0.00	0.00	0.00	0.00	106,806.96
VIII. SHIPMENT 4540	328,305.25	0.00	0.00	0.00	0.00	328,305.25
VIII. EQUIPMENT & SUPPLIES	2,693,805.47	200.00	76.57	288.01	564.58	2,694,370.05
XI. T O T A L	3,128,917.68	200.00	76.57	288.01	564.58	3,129,482.26

A. Improve Education Program

Area of Involvement	Activities	Who	Outputs
A1 Instruction a) Faculty Expertise	1. Participant Training Program	- TL/TAT - AU - Selection Committee	- Identify remaining short-term training slots.
	2. ESL Program for Students, Faculty and Researchers	- TL/TAT - ESL Teacher - Department of English	- ESL class for researchers at Tarnab. - Speech course for 3rd yr. students. - Develop English proficiency tests for students at different B.Sc. class levels.
	3. Strengthen Re-Entry Program for P/Ts	- TL/TAT - Director Teaching - Director Research - AU Administration	- Re-entry seminar program. - Returned participant program.
b) Pedagogical Tools	1. Develop AV Center	- VC/TL - Communications Specialist/TAT - Director Outreach - Communications Coordinator/AU	- Determine equipment needs and initiate orders. - Recruit personnel and begin training.
	2. Student Evaluations	- Director Teaching	- Develop and improve evaluation forms.
	3. Introduce Case Study Methodology	- Social Sciences Specialist - Chair of Ag. Econ. - TDY	- Train key faculty by a visit to LUMS.
c) Grading System	1. Conduct grade distribution survey	- Director Teaching - Deans - Chairmen	- Monitor semester grade distribution for all faculties.
A2 Student Affairs a) Student Activities	1. Establish student record system	- Provost - Director Teaching - TDY	- Improve computerization of student record system.
	2. Improve Intramural and Extra Curricular Program	- Provost - Deputy Provost - Director of Intramurals	- Evaluate existing programs and develop new programs.
b) Employment	3. Develop Placement & Human Resource Development Office	- VC - Provost - Placement Director	- Provide information of employment opportunities in agriculture to students. - Develop resume and employment test skills of agricultural students.

Area of Involvement	Activities	Who	Outputs
A3 Graduate Program	1. Establish graduate school	<ul style="list-style-type: none"> - VC - TL/TAT - Syndicate 	<ul style="list-style-type: none"> - Working group prepare an agenda for establishing a graduate school. - Develop a TDY scope of work.
	2. Establish Departmental Seminar Program	<ul style="list-style-type: none"> - Subject Matter/TAT - Deans - Dept. Heads 	<ul style="list-style-type: none"> - Continue existing seminars. - Develop a seminar program in departments without an existing program.
	3. Produce Thesis Manual	<ul style="list-style-type: none"> - TL/TAT - Director/Deputy Dir. Teaching - Faculty Committee 	<ul style="list-style-type: none"> - Prepare final copy and publish.
	4. Establish Criteria and Standards for Ph.D. Programs	<ul style="list-style-type: none"> - Director Teaching - VC - Deans - TAT - Syndicate - AUTA 	<ul style="list-style-type: none"> - AU establish a working group to draft policy and standards. - Develop a TDY scope of work.
A4 Curriculum Development	1. Review and update Departmental Curricula	<ul style="list-style-type: none"> - TAT - Deans - Director Teaching - Dept. Heads 	<ul style="list-style-type: none"> - Departments and faculties recommend changes to Vice Chancellor.
a) Course Offerings			
b) Department Programs	1. Develop department brochures	<ul style="list-style-type: none"> - TAT - Deans - Dept. Heads - Director of Teaching 	<ul style="list-style-type: none"> - Department brochures.
	2. Review and update Degree Requirements and Core Courses	<ul style="list-style-type: none"> - Director Teaching - Deans 	<ul style="list-style-type: none"> - Departments and faculties recommend changes to Vice Chancellor.
	3. Establish Internship Program	<ul style="list-style-type: none"> - Director Teaching - Deans 	<ul style="list-style-type: none"> - Internship Committee discusses internship options.
c) Course Content	1. Upgrade Course Syllabi Regularly	<ul style="list-style-type: none"> - Director Teaching - TAT - Department Chairmen - Deans - Professors 	<ul style="list-style-type: none"> - Revised syllabi.
	2. Produce Pakistani Agricultural Textbooks	<ul style="list-style-type: none"> - TL/TAT - Textbook Project Coordinator - Communications Specialist - Communications Coordinator 	<ul style="list-style-type: none"> - Complete remaining chapters. - Editor returns edited chapters for correction. - Initiate graphics for textbook chapters.

B. Research Program

Area of Involvement	Activities	Who	Outputs
B1 Develop Research Administration	- Strengthen Research Directorate	- Consultants - Director Research - TL/TAT - Director Finance	- Develop computer program for financial management system. - Strengthen Planning, Monitoring and Development Unit.
B2 Projectize Research Program	1. Identify funds to support research proposals	- Director Research - TAT - Faculty/Staff	- PC-Is. - Project proposals. - Develop list and information on funding resources.
	2. Support Project Technical Review Committee	- Crop Specialist/TAT - Director Research - TRC	- Utilize committee for Special Grants Projects.
	3. Special Grants Projects for long-term degree returnees	- Crop Specialist/TAT - Director Research - Vice Chancellor/TL - TRC	- Review proposals and initiate research projects.
	4. Research activities within the faculties conducted under reviewed and approved projects	- Crop Specialist/TAT - Deans - Chairmen	- Active approved research project file for each department.
B3 Improve Research Capability	1. Participant Training Program a) Long-term b) Short-term	- TL/TAT - AU Selection Committee	- Return of completed degree participants. - Identify remaining short-term priority areas.
	2. Update weather stations at Agricultural Research Stations in NWFP and continue distribution of monthly data.	- Crop Specialist/TAT - Ag. Mechanization Officer - Director Research - Station Directors	- Update weather stations' equipment. - Distribution of monthly weather data.
	3. Implement the Livestock Extension and Development Program (LEAD) a) On-farm research 1) in conjunction with AU faculty and researchers 2) in collaboration with LDDD and AHITI	- TAT - Outreach - AH Faculty - VRI - LDDD	- Demonstrations and research projects. - Training of field staff.
	b) Recommendations on provincial livestock research needs	- TAT - Outreach - Others	- Surveys conducted and recommendations developed.

Area of Involvement	Activities	Who	Outputs
	c) Prepare an On-Farm Livestock Research Manual which includes basic research design	<ul style="list-style-type: none"> - Outreach - TAT 	<ul style="list-style-type: none"> - Manual and statistics software available.
	d) Support individual research, teaching and outreach programs and research station personnel	<ul style="list-style-type: none"> - TAT - Outreach - Others 	<ul style="list-style-type: none"> - Evaluation of completed research. - New proposals prepared.
	4. Assess status of equipment, spare part requirements and new equipment needs	<ul style="list-style-type: none"> - TL/TAT - Crop Science Specialist/TAT - Station Directors - Dept. Chairmen - TDY 	<ul style="list-style-type: none"> - Computerized equipment lists. - Condition status of equipment and repair needs. - Priorization of new equipment needs.
	5. Consider development of AU Seed Production Unit	<ul style="list-style-type: none"> - Crop Science Specialist/TAT - Deans - Station Directors - Supdt. AU Farm - AU Seed Technologists 	<ul style="list-style-type: none"> - Preparation of a project for a Seed Production Unit.
	6. Train researchers to use farm economics in design/interpretation of agricultural research	<ul style="list-style-type: none"> - Rural Social Science Specialist/TAT - Cont. Ed. Specialist/TAT - Crop Specialist/TAT - Rural Social Sciences Staff - Cont. Education Staff 	<ul style="list-style-type: none"> - Reports with examples of economic analysis. - Research proposals developed that include economic analysis.
	7. Improved linkages between AU research workers and international centers	<ul style="list-style-type: none"> - Crop Specialist/TAT - Station Directors - Deans - Chairman - Librarian 	<ul style="list-style-type: none"> - Expand germplasm and professional exchanges.
B4 Develop a NWFP Research Plan	1. Develop recommendations on Livestock Research Needs	<ul style="list-style-type: none"> - TAT - Outreach 	<ul style="list-style-type: none"> - Preparation of On-Farm Livestock Research Manual.
	2. Development of Provincial Research Master Plan	<ul style="list-style-type: none"> - TL/TAT - Director Research - AU staff - Others 	<ul style="list-style-type: none"> - Coordination of initiatives for research plan development.

C. Develop Outreach Program

Areas of Involvement	Activities	Who	Outputs	
C1 Implement Outreach Program	1. Institutionalize Outreach Program	<ul style="list-style-type: none"> - VC - Directors/Outreach/Teaching/Research - TAT 	<ul style="list-style-type: none"> - Recruit Regional Program Leaders for PC-I positions. - Recruit Womens' Program Leader. - Staff with split-assignments as subject matter specialists. - Job descriptions. 	
	2. Establish Annual Evaluation and Planning Process	<ul style="list-style-type: none"> - Continuing Education Specialist - Director Outreach 	<ul style="list-style-type: none"> - Development of plans of work. 	
	3. Continue the Livestock Extension & Development Program (LEAD)	a) Demonstration and Training Sessions	<ul style="list-style-type: none"> - TAT - Outreach - AH Faculty - VRI - LDDD 	<ul style="list-style-type: none"> - Planning sessions. - Demonstrations.
		b) Preparation of a Livestock Extension Manual	<ul style="list-style-type: none"> - Outreach - AH Faculty 	<ul style="list-style-type: none"> - Development of manual for publication.
		c) Sheep and Goat Development Program	<ul style="list-style-type: none"> - AU - TAT - Others 	<ul style="list-style-type: none"> - Sheep received at Jabba. - Increased staff at Jabba.
	4. Implement Technology Development and Information Transfer	<ul style="list-style-type: none"> - Outreach staff - Agricultural Extension staff - AU researchers - TAT 	<ul style="list-style-type: none"> - Field days conducted at stations and farmers' fields. - Technologies tested by FSR and Adaptive Research. - Village information boards. 	
5. Establish Women's Outreach Program	<ul style="list-style-type: none"> - VC/TL - Director Outreach - Continuing Education Specialist 	<ul style="list-style-type: none"> - Fill women's outreach position. 		
6. Prepare Outreach Materials by Discipline	<ul style="list-style-type: none"> - TAT - AU Faculties/Research - Outreach - Communications 	<ul style="list-style-type: none"> - Identify subject matter specialists. 		
C2 Continuing Education Division	1. Institutionalize Continuing Education Division	<ul style="list-style-type: none"> - AU administration - Continuing Education Specialist/TAT - Director Continuing Education 	<ul style="list-style-type: none"> - Support personnel for Continuing Education. 	
	2. Conduct In-Service Training Program	1st Level <ul style="list-style-type: none"> - Cont. Education Specialist/TAT - Reg. Prog. Leaders - Director Outreach - Director Cont. Education 2nd Level <ul style="list-style-type: none"> - AU Faculty/Staff 	<ul style="list-style-type: none"> - Plan for training workshops. 	
	3. Organize Short-Term Training Programs	<ul style="list-style-type: none"> - Station Directors - Department Chairman - Selection Committee - TAT 	<ul style="list-style-type: none"> - Survey of training needs. 	

Areas of Involvement	Activities	Who	Outputs
	4. Sponsor conferences, seminars and workshops	<ul style="list-style-type: none"> - Director Cont. Education - Director Outreach - Organizing faculty and staff - Cont. Education Specialist/TAT 	<ul style="list-style-type: none"> - Workshops organized for external agencies.
C3 Development and utilization of the Communications/Publications Division	1. Develop Communications Division	<ul style="list-style-type: none"> - Vice Chancellor - TL/TAT - Communications Coordinator - Communications Specialist/TAT 	<ul style="list-style-type: none"> - Recruit vacant PC-I positions.
	2. Development and utilization of Multi-Media Capability	<ul style="list-style-type: none"> - Communications Coordinator - Communications Specialist/TAT - Directors Outreach/Research/Teaching/Cont. Education - Information Officer 	<ul style="list-style-type: none"> - Planning for multi-media needs for teaching, research and outreach. - Prepare publications and news releases. - Develop computer graphics/desktop publishing training activities.
C4 Computer and Equipment Support Unit	1. Establish Computer and Equipment Support Unit	<ul style="list-style-type: none"> - VC - TL - AU Administration 	<ul style="list-style-type: none"> - Computers are repaired on timely basis.
C5 Link AU & Merged Research Capability with NWFP Ag. Ext. System	1. Incorporation of farm economics in field trials and extension work	<ul style="list-style-type: none"> - Rural Social Science/TAT - Cont. Ed./TAT - Crop Science/TAT - Director Outreach - AU Economists - Station Staff 	<ul style="list-style-type: none"> - Initiate manual on NWFP Farm Management.
	2. Develop AU methodology for diagnosing problems, potentials and agriculture research/extension priorities in key NWFP locations	<ul style="list-style-type: none"> - Rural Social Science/TAT - IDS Staff - Ag. Econ Staff - Outreach - Research Stations 	<ul style="list-style-type: none"> - Continue research input in Mansehra Farming Systems Project. - Initiate additional research in D.I. Khan. - Conduct diagnostic surveys.

D. Develop and Implement an Improved Administrative Structure and Governance System

Areas of Involvement	Activities	Who	Outputs
D1 Administrative Support System a) Support Administration	1. Develop Planning, Development and Monitoring Cell a) Support Sustainability Committee	<ul style="list-style-type: none"> - VC - TL - Rural Social Sciences Spec./TAT - Director of Research - Planning, Monitoring & Development Cell - Sustainability Committee 	<ul style="list-style-type: none"> - Provide space for Planning, Monitoring & Development Cell. - Improved ability to plan, monitor and prioritize AU development projects and institutionalize needs.
b) Support Departments/ Stations	1. Strengthen Operations and Maintenance	<ul style="list-style-type: none"> - Director Works - TAT 	<ul style="list-style-type: none"> - Prioritize needs for short-term training to maintain new buildings and services.
	2. Establish university vehicle pool	<ul style="list-style-type: none"> - VC - Director Finance - TL/TAT - TDY 	<ul style="list-style-type: none"> - Develop an updated vehicle use policy.
	3. Develop plans for utilization of the new and existing buildings on campus	<ul style="list-style-type: none"> - VC - Space Committee - Deans/Chairmen - Director Works - TL/TAT - TDY 	<ul style="list-style-type: none"> - Initial plans for orderly occupation of new space and reassignment of old space. - Initial plans for ordering equipment and other supplies for new space.
	4. Revise and Strengthen the University Procurement Inventory and Central Store System	<ul style="list-style-type: none"> - Director Finance - TAT - AU staff 	<ul style="list-style-type: none"> - Improved inventory record system.
D2 Financial Management System	1. Implement an Improved Financial Records and Reporting System	<ul style="list-style-type: none"> - VC - Director Finance - TL - Director Research - Consultant firm 	<ul style="list-style-type: none"> - Computer programs developed. - AU staff identified for implementation and training.
D3 Basic Learning Resource System	1. Strengthen Library Service a) Improve station support	<ul style="list-style-type: none"> - Librarian - TAT 	<ul style="list-style-type: none"> - Prioritize library acquisitions. - Train staff and users of database.
	2. Strengthen Communications and Publications Division	<ul style="list-style-type: none"> - VC/TL - Director Outreach - Communications Specialist/TAT - Communications Coordinator 	<ul style="list-style-type: none"> - Recruit PC-I staff and develop training plan. - Order equipment for new facilities.

Areas of Involvement	Activities	Who	Outputs
	3. Enhance computer literacy and utilization	<ul style="list-style-type: none"> - Director Cont. Education - Cont. Education/TAT - Chair, Maths, Stats, Comp. Sci. - Computer Laboratory Personnel 	<ul style="list-style-type: none"> - Provide service and training to users on campus and research stations. - Computer technician on permanent status. - AU Computer Utilization Committee.
D4 Personnel System	1. Develop an Annual Review and Reporting System	<ul style="list-style-type: none"> - VC - Deans - Director Research - Chairmen - Station Directors - TAT 	<ul style="list-style-type: none"> - Revision of ACR. - Annual progress and planning reports to all units.
	2. Develop a uniform personnel code for merged system	<ul style="list-style-type: none"> - VC - TL/TAT - Director Research - Registrar/Deputy Registrar - Consultant firm - AU staff 	<ul style="list-style-type: none"> - Report of consultant firm - Strategy for implementation of report.

APPENDIX B
PROJECT PERSONNEL

The following is a summary of TIPAN Project personnel from 1 November 1984 to date.

I. Staff--Currently on Assignment

A. Resident Field Staff

1. Team Leader & Institution Development Specialist	Oval Myers	11/16/91-present
2. Private Sector Specialist	Rodney Fink	02/01/90-present
3. Rural Social Science Specialist	David W. Brown	03/21/90-present
4. Continuing Education Specialist	Donald E. Kuhlman	01/14/92-present
5. Crop Science Specialist	Farrell Olsen	02/01/92-present

B. Home Office Personnel

1. Campus Coordinator	Thomas A. McCowen	25%	11/01/84-present
2. Senior Project Advisor	William N. Thompson	45%	11/01/84-08/20/88
		0%	08/21/88-present
3. Training Officer	John W. Santas	25%	11/01/84-08/20/86
		33%	08/21/86-12/31/88
		67%	01/01/89-present
4. Secretary - Training Officer	Dee Dee Hines	33%	07/16/86-present
5. Secretary - Campus Coordinator	Phyllis Sandwell	100%	10/31/89-present
6. Accountant	Diana Glasgow	15%	02/28/86-present
7. Principal Representative - SIUC	Gil Kroening	25%	01/ /92-present
8. TIPAN Secretary-SIUC	Claudia Roseberry	50%	07/23/90-present
9. International Agriculture Development Specialist	Jodee Conner	25%	08/11/92-present
10. International Agriculture Development Specialist	Pamela Woodard	25%	08-21/91-present

II. Staff Who Have Completed Assignment

A. Resident Field Staff

1. Team Leader & Institution Development Specialist	Errol D. Rodda	06/01/85-03/14/87
Institution Development Specialist		03/15/87-08/20/87
2. Teaching Program Specialist	Martin V. Waananen	08/11/85-08/20/87
3. Research Station Development Specialist	Joseph H. Marion	09/30/85-09/30/87
4. Rural Social Sciences Specialist	(Deceased) Frederick C. Fliegel	08/30/87-09/11/87
5. Research Program Specialist	(Deceased) Raymond G. Cragle	07/13/85-03/14/87
Interim Team Leader & Research Program Specialist		03/15/87-05/25/87
Team Leader		05/26/87-08/20/87
Team Leader & Institution Development Specialist		08/21/87-06/30/89
6. Outreach Program Specialist	R. William Seiders	06/21/85-08/21/89
7. Research Program Specialist	Jack J. Bond	02/01/88-08/20/90
8. Team Leader & Institution Development Specialist	Gilbert Kroening	07/24/89-12/01/91
9. Teaching Program Specialist	Everett D. Edington	06/06/88-12/31/91
10. Crop Sciences Specialist	Ronald G. Dedert	01/01/90-12/31/91
11. Animal Husbandry Specialist	Carl L. Hausler	01/22/88-02/24/92
12. Crop Sciences Specialist	Rodney Fink	02/01/90-01/31/92

II. Staff Who Have Completed Assignment (cont.)

B. Home Office Personnel

1. Principal Representative - SIUC	Oval Myers	25% 07/ /88-11/24/91
2. TIPAN Secretary - UIUC	Kimberly Oliver	02/04/85-09/06/85
3. TIPAN Secretary - UIUC	Beth McKown	10/14/85-06/11/89
4. TIPAN Secretary - SIUC	Shelia Tate-Wilson	12/01/85-07/15/90
5. International Agriculture Development Specialist	Karen Russon	04/01/89-06/30/91

C. Short-Term

Technical

1. Institution Development	Errol D. Rodda	03/15/85-04/05/85
2. Teaching Program	Martin V. Waananen	04/16/85-05/08/85
3. Telecommunications	Lawrence P. Bontempo and Lynn D. Lafferty	04/85
4. Rural Social Sciences (Deceased)	Frederick C. Fliegel	11/09/85-12/03/85
5. Animal Husbandry	Howard H. Olson	11/25/85-12/05/85
6. Microcomputing	Gary Johnson	02/05/86-03/07/86 (TIPAN fund supported) 10/12/87-11/07/87 (UIUC fund supported)
7. Microcomputing	Anthony Kerber	02/08/86-10/31/86
8. Microcomputing	Zainul Azizan	02/05/86-03/07/86
9. Improvement of Instruction & Horticulture	William George	03/29/86-04/29/86
10. Livestock Facility Design	James Curtis	03/29/86-04/29/86
11. Production Economist	Duane Erickson	05/03/86-05/30/86 07/19/91-08/21/91
12. Agricultural Mechanization	Robert Wolff	05/10/86-06/06/86
13. Weed Control Specialist	Emerson Nafziger	02/07/87-03/10/87 11/06/91-11/26/91
14. Rural Social Sciences	Andrew Sofranko	02/14/87-03/10/87 07/04/90-07/29/90
15. Forage Production	Herbert Portz	03/06/87-04/09/87
16. Pre-assignment Orientation	Carl L. Hausler	10/06/87-10/16/87
17. Pre-assignment Orientation	Jack J. Bond	12/12/87-12/23/87
18. Pre-assignment Orientation	Everett D. Edington	01/05/88-01/18/88
19. Plant Pathology	James B. Sinclair	08/06/88-08/19/88
20. Plant Pathology	Richard E. Ford	08/07/88-08/15/88
21. Library Information Specialist	Jane S. Johnson	11/26/88-12/20/88 07/01/89-07/25/89 01/31/90-02/27/90 06/26/91-08/01/91 04/13/92-05/12/92 08/23/92-09/26/92
22. Research Progress of Parvez Iqbal Paracha	Kirvin L. Knox	01/21/89-01/31/89
23. Soils Research	Theodore R. Peck	03/04/89-04/14/89
24. Pre-assignment Orientation	Ronald G. Dedert	09/11/89-09/22/89
25. Pre-assignment Orientation	Rodney J. Fink	09/30/89-10/03/89
26. Research Progress of Gulzar Ahmad	John Gallian	10/29/89-11/16/89

C. Short-Term (cont.)

27. Audiovisual	Douglas Bedient	11/01/89-11/30/89
28. Technical Writing	Paul Hixson/Ray Woodis (Deceased)	11/29/89-12/16/89 04/28/90-06/22/90
29. Pre-Assignment Orientation	David Brown	12/10/89-12/17/89
30. Research Progress of Mohamma Qadir Asrar	Joan Fley	01/24/90-02/16/90
31. Quantitative Agricultural Policy Analysis NWFP-AU	Alain deJanvry and Elisabeth Sadoulet	05/01/0=-6/03/90
32. Agricultural Economics	Charles Nelson	10/20/90-11/20/90
33. Reentry & Professional Integration of Returned Participants	Oval Myers, Jr.	11/22/90-12/22/90
34. Development of Sheep & Goat Production	Warren Foote	09/07/91-10/12/91
35. Curriculum Specialist	William Doerr	10/03/91-11/13/91
36. Agrometeorology	Steven E. Hollinger	01/18/92-02/24/92
37. Communications Production Specialist	J. Cordell Hatch	04/29/92-06/19/92 08/16/92-09/16/92
38. Maize Breeding Program	Dale M. Steffensen	08/15/92-09/14/92
Administrative		
1. Interim Team Leader	William N. Thompson	02/07/85-03/25/85
2. Interim Team Leader	Thomas McCowen	04/01/85-05/31/85
3. Participant Training	John Santas	11/23/84-12/14/84 11/15/85-12/03/85 10/05/87-10/22/87 04/10/89-04/22/89 02/03/90-02/20/90 05/15/91-06/01/91 03/18/92-04/09/92
4. Administrative Visit	Thomas McCowen	11/24/84-12/14/84 01/04/86-02/03/86 02/21/87-03/10/87 06/27/87-07/17/87 08/27/88-09/12/88 01/21/89-02/04/89 08/16/89-09/02/89 01/31/90-02/17/90 10/13/90-11/06/90 08/04/91-08/28/91 03/18/92-04/11/92
5. Administrative Visit	John J. Nicholaides	09/18/86-09/25/86 02/18/88-02/27/88 08/27/88-09/12/88 04/30/90-05/07/90 09/15/90-09/21/90
6. Monitoring and Evaluation	William N. Thompson	02/07/87-03/10/87
7. Executive Visit	John R. Campbell	03/14/87-03/27/87
8. Executive Visit	James A. Tweedy	03/14/87-03/27/87 03/25/89-04/08/89

C. Short-Term (cont.)

		04/30/90-05/07/90
9. Consultant in Administration	James A. Tweedy	06/13/87-07/03/87
10. Interim Team Leader	Russell T. Odell (Deceased)	10/06/87-11/24/87
11. Technical and Administrative Consultant	Gilbert Kroening	11/23/87-12/22/87
		08/27/88-09/12/88
12. Executive Visit	W. R. Gomes	03/25/89-04/08/89
13. Participant Training	Pamela Woodard	10/13/91-11/06/91

APPENDIX C**TIPAN CONSULTANT'S REPORTS**

1. Martin V. Waananen - Teaching Program
2. Frederick C. Fliegel - Rural Social Sciences (deceased)
3. John W. Santas - Training Program
4. Howard H. Olson - Animal Husbandry
5. Thomas A. McCowen - Administrative
6. William L. George - Teaching Program and Horticulture Program
7. James O. Curtis - Livestock Facility Design
8. Gary V. Johnson - Microcomputing
9. Zainul Azizan - Microcomputer Laboratory Set-up
10. Duane E. Erickson - Production Economics
11. Anthony S. Kerber - Microcomputer Instruction and Coordination
12. Andrew J. Sofranko - Rural Social Sciences
13. Emerson D. Nafziger - Weed Science/Agronomy
14. William N. Thompson - NWFP AU Monitoring and Evaluation
15. Herbert L. Portz - Forages
16. James A. Tweedy - Development of Administrative and Academic Procedures
17. Thomas A. McCowen - Program Planning and Coordination
18. Carl Hausler - Orientation/Interview

19. Russell Odell - TIPAN -- A View after Design
20. Gary Johnson - Microcomputer Service and Software
21. Gilbert Kroening - Program Administrative Support
22. Everett Edington - Orientation/Interview
23. J. B. Sinclair and R. E. Ford - Plant Pathology
24. G. H. Kroening, T. A. McCowen & J. J. Nicholaides - Planning for Phase I Extension
25. Jane Johnson - Library and Information Specialist
26. Kirvin L. Knox - Research Progress of Parvez Iqbal Paracha
27. Theodore R. Peck - Soil Science Research
28. Donald E. Kuhlman - Orientation/Interview
29. Ronald G. Dedert - Orientation/Interview
30. Rodney J. Fink - Orientation/Interview
31. Jane S. Johnson - Library and information Specialist
32. Doug Bedient - Audiovisual
33. Paul Hixson & Ray Woodis - Preworkshop Planning
34. David Brown - Orientation/Interview
35. Jane Johnson - Library and Information Specialist
36. Andy Sofranko - Rural Sociology & Agricultural Economics
37. Paul Hixson & Ray Woodis - Technical Writing & Research Proposal Workshops
38. Oval Myers - Reintegration of Trainees into the Teaching, Research and Outreach Programs of the NWFP Agricultural University
39. Jane Johnson - Library and Information Specialist
40. Duane Erickson - Production Economics and Farm Management
41. Warren Foote - Development of Sheep and Goat Production in the NWFP Research, Extension & Institutional Needs
42. William Doerr - An Assessment of Various Aspects of the Teaching Program of the Agricultural University, NWFP
43. Emerson D. Nafziger - Weed Science/Agronomy

- 44. Steven E. Hollinger - Agrometeorology
- 45. Jane S. Johnson - Microcomputer Systems Applications at the NWFP Agricultural University
- *46. J. Cordell Hatch - Communications Production Specialist

ADMINISTRATIVE REPORTS

- 1. T. A. McCowen - 21 February - 10 March 1987
- 2. J. W. Santas - 5 October - 23 October 1987
- 3. T. A. McCowen - 21 January - 4 February 1989
- 4. J. W. Santas - 10 April - 22 April 1989
- 5. T. A. McCowen - 16 August - 2 September 1989
- 6. T. A. McCowen - 31 January - 17 February 1990
- 7. J. W. Santas - 03 February - 20 February 1990
- 8. T. A. McCowen - 13 October - 6 November 1990
- 9. J. W. Santas - 15 May - 1 June 1991
- 10. T. A. McCowen - 04 August - 28 August 1991
- 11. Pam Woodard - 13 October - 6 November, 1991
- 12. J. W. Santas - 18 March - 09 April, 1992
- 13. T. A. McCowen - 18 March - 11 April, 1992

EXECUTIVE VISIT REPORTS

- 1. James A. Tweedy & W. R. Gomes - 25 March - 8 April 1989
- 2. James A. Tweedy & J. J. Nicholaides III - 30 April - 7 May 1990

END-OF-TOUR REPORTS

- 1. Joseph H. Marion - Research Station Development & Management
- 2. Errol Rodda - Team Leader & Institutional Development Specialist
- 3. Martin V. Waananen - Agricultural Teaching Program Specialist
- 4. R. William Seiders - Outreach Specialist
- 5. Jack Bond - Research Program Specialist
- 6. Everett Edington - Teaching Specialist
- 7. Ron Dedert - Training Specialist
- 8. Gil Kroening - Team Leader & Institutional Development Specialist
- 9. Carl Hausler - Animal Husbandry and Livestock Outreach
- 10. Rodney Fink - Crop Science Specialist

*report filed during this reporting quarter