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**TIPAN**

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



**Northwest Frontier Province, Pakistan**

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**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 1992-IV**

**1 OCTOBER - 31 DECEMBER, 1992**

**Submitted to the  
Northwest Frontier Province  
Agricultural University  
Peshawar, NWFP, Pakistan**

**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**

**December, 1992**

## **QUARTERLY HIGHLIGHTS - O. MYERS, JR.**

### **PROGRESS ON MEETING PROJECT GOALS AND OBJECTIVES**

#### **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 and the 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.

#### **Summary of accomplishments during the past quarter**

##### **Teaching**

- Dr. Noor Badshah, returned participant, was named on split-assignment to the new position of Deputy Director of Teaching. He will also serve as the new Controller of Examinations.
- Progress on the Textbook Project has been sufficiently good enough that a decision to proceed on the remaining textbooks was made. Book chapters have been generally decided and several potential authors contacted.
- Dr. Robyn Bantel, former TIPAN ESL instructor, was identified to assume the role of textbook editor during Dr. Elena Bashir's absence on a Fulbright Fellowship.
- ESL classes at Tarnab were conducted for researchers from Tarnab and Pirsabak.
- Introductory speech courses for third-year students and for women students were conducted.
- Several faculty participated in a Teaching Methods Workshop sponsored by the Dutch WAMA project assisting the Department of Water Management at the AU.
- The second entrepreneurship class was completed by 33 students.

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- Two M.Sc. participants in-country research projects were approved to begin in January 1993.
- Two long-term degree trainees returned to campus duties, one from TIPAN sponsorship to the U.S. and one from study in Hungary.

### Research

- Dr. Roger Shanks, Animal Improvement TDY, completed his assistance in the assessment of dairy and buffalo milk improvement strategies for NWFP with colleagues in the Faculty of Animal Husbandry and Veterinary Science.
- The Special Grants Project program for recently returned participants had 12 projects approved this quarter. These projects which require collaboration between on and off-campus personnel will involve 28 researchers.
- Two additional weather stations were installed at the Jabba and Chitral research stations for the collection of temperature and precipitation data. Another report of the monthly data for all AU weather stations was published.
- The physical inventory and status report of TIPAN and non-TIPAN equipment was completed for all campus departments and all research stations and a computer print-out prepared for distribution.
- A model seed development program was initiated at Malakandhar Farm to increase the availability of quality seed for farmers and to provide training for researchers, extension workers, the Agriculture Development Agency, seedsmen and farmers in seed production technology.
- A sprinkler irrigation system was installed at CCRI, Pirsabak. Equipment was transferred from another USAID project but the installation was completed utilizing AU expertise with TIPAN financial assistance.
- The Re-Entry Committee conducted a very successful get-together of returned degree participants from TIPAN and other sponsorships since the inception of the TIPAN Project. Approximately 90 returnees participated in the program which was addressed by the current and previous VCs, the TIPAN Project Officer, Campus Coordinator and the Team Leader.
- The Technical Working Groups, which had been previously formed to provide research and outreach guidance for the AU, were activated and several began preparation of the benchmark papers which will lead to a research master plan.
- Several research seminars were held during this quarter with some TIPAN support both on and off-campus. Among these were two sponsored by the Re-Entry Committee at Tarnab and D.I. Khan with returnees as speakers, two entomology seminars with speakers arranged by AED from Oregon State and Wisconsin, a seminar by Gary Ender (USAID) on research methods and agribusiness activities, and seminars by TIPAN TAs Dr. Shanks and Dr. Myers on livestock improvement and soybean breeding, respectively.

### Outreach

- Four Farmer Day Programs were held in cooperation with extension advisors in the Kohat, Swat and Bannu Districts and near the Tarnab Agriculture Research Institute reaching a combined total of over 300 farmers.

- One Womens' Program was held in the Swabi District in cooperation with extension advisors, the Home Economics College and IDS for 50 women.
- A Farmers Field Day was held at the Sugar Crops Research Institute, Mardan in cooperation with agricultural extension with over 210 in attendance.
- The Continuing Education Directorate organized training for five separate groups of Afghan agriculturalists (215 in total) for DAI. Over 50 different AU system teachers and researchers were involved in presenting the programs.
- An advanced computer skills workshop for 20 staff representing campus, research station and administration was organized by Continuing Education.
- Over 300 questionnaires were returned by faculty, researchers, extension officers, the LDDD and FVDB workers identifying continuing education training needs.
- A meeting with senior administrators representing the NWFP-AU, Agricultural Extension, the LDDD, ATI and the Barani Development Project was organized by the Outreach Directorate. The meeting was followed by a tour of the new buildings on the AU campus with a focus on those with Outreach functions.

#### Administrative Structure and Governance System

- Contract negotiated with KPMG Peat Marwick to implement the computerized financial management system for the AU system and development of computer hardware and software needs for implementation.
- Mr. Tom McCowen, TIPAN Campus Coordinator, was on TDY to assist in space and furniture planning for the new buildings, planning for an expanded campus motor pool and for completion of contract negotiations. He participated in pre-planning for a TIPAN commitment renewal meeting between key representatives of the GOP, NWFP, USAID, NWFP-AU and the TIPAN TA contractor to be held in December.
- Dr. John Nicholaides and Dr. Orville Bentley, Director and Senior Advisor of the UIUC Office of International Agriculture, respectively, participated in the December TIPAN Renewal Meeting held at the Islamabad Hotel. They also held discussions with USAID Director John Blackton; ARD officials, Arnold Radi, John Swanson and Dennis Weller; Project Officer Abdul Qayyum Khan; VC Abdur Rahman Khan; many other AU administrators, teachers and researchers; and with the UIUC/SIUC TAT.
- An oral presentation of the draft Unified Personnel System report was held by Dr. Amir Muhammad, Asianics Agro-Dev. Inc., at the Pearl Continental Hotel. The chief guest and presiding officer was NWFP Minister of Agriculture Iftikhar Khan Jhagra.
- The biannual USAID Purpose Level Monitoring meeting for TIPAN was held in Islamabad with the VC Abdur Rahman Khan, Campus Coordinator Tom McCowen and Team Leader Oval Myers present to respond to questions.
- Continued assistance was given to the Planning, Monitoring and Development Cell, particularly by TAT member Dr. David Brown. Development of an annual progress report questionnaire for campus and research station BS 17 staff to permit quantification of AU activities was the central thrust with initiation of a computerized research project monitoring system a secondary thrust.

- Dr. Jehangir Khalil, Provost and Chairman of the AU Sustainability Committee, took advantage of a training trip sponsored by an equipment supplier to visit UIUC and SIUC for one week to discuss planning and institutional sustainability procedures with administrators on both campuses.
- Revisions in the TA Plan of Work and projected TDY needs were made in response to the USAID Action Plan Recommendations based in large part on the mid-term review conducted by Chemonics.

#### Team Leader's Comments

This quarter brought renewed focus to many of the TIPAN Project's ambitious goals and objectives outlined at the beginning of this section. As the PACD draws nearer, the strength of commitment and the capability of the various implementing units to meet project goals and objectives will be continually tested. The preceding summary of accomplishments and the individual TAT specialist reports provide details of specific accomplishment and activities. However, in this section I will briefly discuss how certain of these activities and others relate to overall institution building goals and sustainability.

#### Teaching

- A Deputy Director of Teaching was named and the individual will also serve as Controller of Examinations. The significance of this appointment is that it comes from the junior faculty (a TIPAN Ph.D. returnee) and is a split-assignment position.
- Two M.Sc. TIPAN participants were approved to conduct in-country thesis research on problems related to linkages of public and private institutions in technology transfer and on problems of environmental pollution by agriculture. These projects demonstrate the recognition by all concerned that research training should be on Pakistan problems and conducted in-country when feasible.
- This semester has been interrupted first, by closure due to the political marches in the country and second, by student strikes in protest of changes in fees and other issues. Unfortunately, the AU which had been relatively immune to student protests in recent years may again be slowed in its program development for students due to unrest, however motivated, by students themselves.

#### Research

- Twelve new Special Grants Projects for recently returned participants sponsored by TIPAN or other donors were initiated this quarter. Since these projects require collaboration between campus and off-campus researchers they are fostering both professional and institutional linkages. Such collaboration has already led to one external grant proposal.
- The Re-Entry Committee has, through its efforts in encouraging the professional re-entry of returned participants and by sponsoring seminars and a major get-together, assisted in unifying the AU system.
- The commissioning of the Technical Working Groups to develop position papers for future research, outreach and teaching needs began this quarter. This process is critical to the development of a research and service- oriented master plan for the NWFP-AU and the province.

### Outreach

- The initiatives demonstrated last quarter in working with Agricultural Extension and others to promote Farmer and Womens' Field Days continued with six successful activities in four different districts of NWFP. The positive responses from farmers, women, researchers, faculty and extension workers clearly indicate the value of such functions; however, there are still a lot of linkages that need to be reinforced before these activities can become routine.
- The Continuing Education Directorate has begun to demonstrate its service role in providing both external training and in-service training needs. It should be positively noted that over 50 campus and research station staff were involved in delivering the training. The AU system is already a significant training resource within the region, and with the new buildings devoted to Outreach and Continuing Education functions, is poised to become a major resource for the province and the nation.

### Administrative Structure and Governance

- The agreement with KPMG Peat Marwick to implement the computerized financial management system is a significant step by the AU system for upgrading its financial responsiveness, more completely decentralizing its fiscal responsibility and improving its management information services. The financial management system when implemented will develop a cadre of computer literate accounting personnel both on campus and at the research stations.
- The presentation of the Unified Personnel System report by Asianics has renewed the discussions of what a full merger actually means to the AU system. The merger which has been operating on a functional basis since 1987 and which has generally been accepted on conceptual grounds will now be thoroughly evaluated and, one hopes, rationally evaluated on conditions of service grounds.
- The Planning, Monitoring and Development Cell continues to develop with increased staffing allowing additional responsibilities. The Cell was given the charge of developing a unified annual staff progress questionnaire which would serve the entire AU system in providing needed data for various institutional reports.

### Technical Assistance

- Dr. Roger Shanks, Animal Improvement Consultant from UIUC, completed his TDY assignment. Dr. Shanks who was advisor of participant Dr. Mirajuddin, served as the technical stimulus to the Faculty of Animal Husbandry to evaluate their curriculum and their research directions. I am convinced that a reasonable number of discipline oriented TDYs which help build the professionalism of the staff are important contributors to institutional sustainability.
- Mr. Tom McCowen, Campus Coordinator, assisted the Director of Works and the Team Leader in developing space and furniture plans for the new buildings and assisted the Provost in developing plans for an expanded motor pool. Such periodic targeted assistance from contractor staff who have been involved in the project since its inception give needed support to the field TA staff.
- The visit of Dr. John Nicholaides, Director of International Agriculture, UIUC and Dr. Orville Bentley, Senior Advisor in International Agriculture, UIUC provided not only an opportunity for on-site evaluation of TIPAN activities but also an opportunity to promulgate the commitment needed by all implementing institutions to fulfill TIPAN goals and objectives.

- Dr. Oval Myers, Team Leader and Dr. Donald Kuhlman, Continuing Education Specialist, begun R&R leave on December 11 and December 15 respectively. Dr. Farrel Olsen served as Acting Team Leader.

### Problems/Constraints

- The financial position of the university remains inadequate. The funds provided from GOP are slightly less than the salary and benefits needed for the staff and often are provided late.
- The PC-I positions needed for critical technical needs in Communications Continuing Education and Maintenance remain unfilled and there seems to be no real commitment to meeting these obligations. USAID has agreed to give temporary assistance for new maintenance technical help but there is no assurance of follow-up employment.
- The problem of inadequate space increases each quarter and is still from a few to several months away. The space constraints have impacted on programs and program development with Outreach functions, including Continuing Education and Communications being affected most of all.
- There is now recognition by the GOP and NWFP of the recurring operational and maintenance costs of the new campus infrastructure. Since these costs represent a significant increase to the recurring budget a strategy for assuming these costs needs to be arrived at during this fiscal year.
- The unresolved full merger issue has begun to impact on activities, planning and morale. The amount of communication on this issue needs to be increased at all levels with full discussion of benefits and/or liabilities. A decision needs to be made but it should not be unduly rushed and, thereby, emotionally rather than rationally decided.
- Time for full implementation of several TIPAN objectives is a genuine constraint. The professional, procedural and attitudinal changes of institutional building take time, more than has so far been expended in this project.

## **RURAL SOCIAL SCIENCES - DAVID W. BROWN**

### Overall

While still helping some with details of courses, research projects and draft manuscripts, my work with AU social scientists these past three months has shifted toward steps to sustain progress after I leave in early April--new educational and reference materials ... future IDS plans and organization ... professional links in and outside Pakistan.

In response to USAID and team-leader requests, considerable time is also being devoted to overall TIPAN institution-building concerns--particularly helping the new AU planning-development-monitoring cell to build up a research-project inventory and to start a staff progress reporting system; also steps toward activation of two of the Technical Working Groups (Farming Systems Research and Agribusiness) that have been set up to evolve master research/outreach plans.

Professor Muhammad Yousaf Khan died suddenly from a heart attack. This is a serious loss. Besides being the Chairman of Mathematics, Statistics and Computer Science, he administered the AU



computer lab, had been controller of examinations and was an outstanding teacher. Social Sciences Dean Nawab is acting as interim chairman of that department.

### Teaching (TIPAN Area A)

Improvement of teaching skills (A1). Two teachers from the Extension Education and Communications group, along with some faculty from other departments, were invited participants in a teaching-methods workshop sponsored by the Dutch WAMA (water management) project at AU. It was led by Professor Wout van der Bor, Head of Agricultural Education at Wageningen University. It included hands-on experience in good use of overhead projectors and other visual aids, as well as improvement of lecturing practices via videotape critiques. Those who took part were enthusiastic about what they had learned.

This was a nice augment to earlier TIPAN helps to teaching improvement. However, one aspect still needing attention is the potential for AU courses in extension education and communications to utilize the facilities and expertise soon to be available in the Communications Division. Dean Nawab may wish to discuss this with the TIPAN Communications Specialist, Cordell Hatch, when he is here in early 1993.

Agribusiness teaching (A1). The second offering of the new entrepreneurship course has been completed by 33 students. University-wide recognition is being given via a ceremony and awarding of certificates by the VC. Students themselves are not tackling comprehensive case studies; the aim of the present instructor is overall exposure to the ins and outs of agribusiness and stimulation of interest. However, the students have to do some hand-in exercises, and the outside speakers are using real-world examples in their presentations.

I have been providing some materials to Professor Munir, who is teaching the more advanced course on agribusiness analysis.

Professor Imran Ali of the Lahore University of Management Sciences (LUMS) had planned to meet with us to discuss cooperation in future development of AU teaching-placement-research-outreach work related to agribusiness, especially case study preparation. However, university closures stemming from national political and religious tensions have delayed this.

A Technical Working Group has been formed to point toward useful directions in AU agribusiness research and outreach; IDS Director Ahmad Khan is to be its chairman and I have been asked to help. My inclination is to encourage attention to agribusiness teaching and student placement, collaboration with LUMS, case-study development, etc., as part of the TWG/Agribusiness exercise. Attention to the agribusiness dimension at AU thus far has been productive, but somewhat disjointed.

The math co-processors (A1) requested by Professor Chishti for econometrics teaching and research arrived in December--not in time for this Fall's classes, but they will provide a big boost for better teaching and analytical practice in upcoming classes and thesis work.

Social science seminars on policy analysis (A3 and B3). These days, people at AU are fortunate to have two special opportunities to learn from and establish links with--economists from abroad who are doing policy research on Pakistan; USAID/IsIarnabad has helped arrange this.

Dr Gary Ender was in Peshawar on December 10 to give a seminar on research methods and findings related to livestock, wheat and agribusiness policies in Pakistan. He is an economist with the worldwide USAID/Abt Associates Agricultural Policy Analysis Project. He was based in Islamabad until

last summer. It was an excellent demonstration of holistic diagnostic approaches and his presentations were appreciated by the non-economists as well as the economists who attended.

On January 12 a team of several economists from IFPRI (the International Food Policy Research Institute) plans to come to AU to give nine of the papers being presented at the national development economics meetings in Islamabad. People from other relevant groups in Peshawar are being invited.

Farm management textbook (A4). The TIPAN textbook coordinator, G. M. Khattak, is moving ahead with a farm management text. He shares our desire to produce a text that gives attention not only to decisions facing large-scale commercial farmers but also those of limited-resource farmers and tenants in disadvantaged situations. In response to his request, Dean Nawab, Professor Chishti and I have drafted an outline as a starting point for discussions with potential authors. We are pleased to see Dr Khattak's interest in this and are ready to help him evolve this further.

#### Research (TIPAN Area B)

Agricultural research planning, development and monitoring cell (B1 and D1). Despite some difficulties, Mr Shuja's group seems to be gaining useful footholds in the scheme of things. They are being involved in key meetings and exercises of the NWFP Government--PC-I preparations, evaluation of ARP-II TA proposals, quarterly program reviews, etc. The Vice Chancellor sees the PDM Cell as serving planning/monitoring needs for all of AU's dimensions and not just research. Mr Shuja is being included in many director-level meetings.

This fall I have continued to be the main TIPAN-team link to the cell. I am working with them on two things especially:

- 1) Development of a computerized inventory of on-going research projects at the stations and on campus--as a starting point for research planning (not as easy to do as one might first imagine).
- 2) The first annual progress reporting by AU faculty and research/outreach staff. This has evolved from USAID's Purpose-Level Monitoring Program, needs for quantitative indicators of AU institutional progress, and the 1991 Lynn Carter draft questionnaire. It is seen by the AU leadership as a way to obtain regular feedback about staff activities and accomplishments, and to be able to inform others about what AU specialists are doing and have to offer. In December we obtained suggestions for questionnaire improvement from AU unit heads. We are now refining this and plan to send it out to staff before end of January. It will cover CY 1992 activities.

I have also been giving the PDM Cell some materials for its reference shelves.

The AU campus planner (Mr Liaqat) will be in the U.S. five months for a TIPAN study program. During his absence some of his work will be handled by one of the Cell's younger staff members (Mr Naseer), with backstopping from IDS Director Ahmad Khan. This can have the effect of enhancing links between AU planners, other campus groups and the research stations.

As soon as the new buildings are ready, the Cell would move to campus. Meanwhile, TIPAN is continuing to rent the Edington house for its use.

IDS planning and management (B1 and C1). The IDS Director wants to prepare a long-term plan and also to improve internal working arrangements. The Vice Chancellor has discussed the idea of IDS becoming AU's main vehicle for contractual research and technical advisory work involving interdisciplinary teams of AU specialists. This could perhaps take the form of IDS becoming a

registered NGO or consulting group. Ahmad Khan and I have had several brainstorming sessions about these matters.

Next will be the phase of putting thoughts down on paper, interacting with relevant persons in and outside IDS, and forming consensus about directions and priorities. Requests from NWFP and donor agencies for AU technical assistance continue to grow. It will be important for IDS and other AU units to do a good job of what they do undertake, and not to over-commit themselves.

Helping with this will be high on my priority list during my remaining time here.

Data and economic analysis for research planning (B3 and B4). An important point made during Gary Ender's seminar is that agricultural production and, in turn, input supply and technology development should stem from information about demand for various kinds and qualities of products. One project in NWFP--the Swiss-funded Malakand Fruit and Vegetable Development Project--has had the slogan "market-led development." But the usual approach is the other way around--to start with present research interests and technical R&D possibilities for existing crops and livestock, and then let someone else worry about resulting surpluses, deficits and social or ecological effects.

The AU Technical Working Group approach for evolving a research master plan is commendable in several ways. But there is danger of forgetting the above. Dynamic changes in domestic/international demographic and supply-demand patterns are likely to affect NWFP comparative advantages and latent potentials worth developing. It would help if each TWG would at least glance at some of the broader changes taking place related to commodities and inputs of special relevance to them.

With help from USAID and the Colorado State-Chemonics team, the Economics Wing of the Agricultural Ministry in Islamabad is making available to us and some others a computerized data base that can be useful to ag research planners. It has national, province and district facts related to yields, production, prices, etc. It also has FAO and USDA data on production, utilization, trade and prices for other countries of the world. (Ag econ interns from NWFP/AU have been helping to build this data base and are learning a lot in the process.)

Following a demonstration here in early January, Dean Nawab plans to arrange for the data base to be loaded onto one or more AU computers. Regular updates are supposed to be available. Of course there is nothing particularly new or better about these statistics. And they do not include all the information that ag research planners need, e.g., local farming systems appraisals and predictions of research benefits and costs). But the computerized base will make the data conveniently available in one place and will make it easier to blend and analyze the various series.

Farming systems research (B3, B4 and C5). In November the Dutch PATA project in Malakand sent several persons to the Asian Farming Systems Symposium in Sri Lanka. AU agronomist Mir Hatam also took part, under TIPAN sponsorship. Dean Nawab and I went to a follow-up workshop in Swat, in which PATA people briefed us on the symposium, implications for Malakand valley and upland situations, and PATA desire to help AU research and outreach people to evolve lead roles in farming systems development. Then the Malakand people came to AU to explain their proposal to the VC and program directors.

This provides a nice point of departure for review and improvement of FSR-type work at AU and the other stations. I have been asked to help the Technical Working Group on FSR get started. Mr Qazi, the AU Outreach man in Malakand, has had close associations with PATA and other FSR-oriented projects in Malakand. He is also chairman of the still-to-be-activated TWG/FSR. I met with him and his Outreach colleague Baz Mohammad about this. They think that research-outreach planning from a farming systems perspective can best be done at the level of individual research stations and the

agro-ecological areas that each serves, perhaps starting with one in the southern part of NWFP. Some TWG members from the AU campus would be involved in each regional exercise.

How far TWG/FSR could go with this depends on available funds and time. It might at least test and refine a method of FSR-type research-outreach planning in one or two contrasting locations. The exercise could well be meshed with IDS plans to do some Mansehra FSI-type rapid appraisal work and some special studies in southern NWFP, as well as upcoming Outreach activities there.

Meanwhile, there seems to be a lot of confusion about FSR, what it really is or does, and what has been gained via FSR-type work in NWFP thus far. I shall try to prepare with Qazi, Baz and maybe others a little overview presentation that might be used to help launch the TWG/FSR exercise at AU and on some of the stations.

### Outreach (TIPAN Area C)

Farm management manual (C5). Agricultural research results need to be blended, boiled down and assessed from a farm economic standpoint, if they are to be useful to extension workers, other change-agents, and progressive farmers. There is a big gap between this and the way data are usually presented in journal articles or station reports. In the U.S. and some other countries, preparation and regular updating of a "farm planning" or "farm management" manual has been found to be one useful way to fill the gap. It can include farm budgeting (cost-and-returns) estimates for alternative practices and enterprises, as well as one- or two-page summaries of technical guidelines and recommendations.

We on the TIPAN team--Duane Erickson, Ron Dedert and I especially--have talked about such a compilation for a couple of years, but we always seem to get diverted. I will not have time to do much on this in my remaining three months. Don Kuhlman has proposed bringing in an extension farm management specialist to help get outreach work in that field going. This short-term consultant could do worse than focus attention on a farm management manual. The same information could be disseminated in other ways too.

To compile a farm management manual for all NWFP agro-ecological and market-access situations is a big job. One could start by collaborating with interested specialists at one or two research stations. Write-ups and simple farm economic analyses prepared for Outreach field days could become components of the manual. Further manual development could be linked to the TWG/FSR research-outreach planning exercise, as well as steps to obtain more complete input-output data from on-farm trials and demonstrations.

### Plans for My Remaining Three Months

In response to the TIPAN leadership requests, I shall do what I can to help the AU Planning Cell move ahead with the staff progress reports, research project inventory, and some other tasks. I shall also try to help the Technical Working Groups for Farming Systems Research and Agribusiness get started. These entail some departure from my core terms of reference and previous plans to work mainly with the social science groups until I leave, but they appear to be important from the standpoint of overall AU development.

## **CONTINUING EDUCATION - DONALD E. KUHLMAN**

### **C-1 INSTITUTIONALIZE OUTREACH PROGRAM**

There continues to be positive developments in the evolution of the Outreach Program at NWFP-AU. During October-December, the Outreach Directorate initiated and conducted four Farmer Day programs in three different districts Kohat, Swat and Swabi and at the Sugar Cane Research Institute (Mardan) with a total attendance of over 200 farmers plus some 150 representatives of extension, local government, farmer and donor agencies and AU teachers and researchers. One Women's program was held at Jalbai with over 50 women and 20 children present. This program was conducted with the assistance of the College of Home Economics. In addition, researchers at Tamab Agricultural Research Institute conducted a Farmers Day program on "Termite Control in Orchards" with a farmer attendance of over 45 plus extension, forestry and NIFA Staff.

These programs are noteworthy, not only because farmers and women received some technical training, but also because researchers, teachers, agricultural extension, and Outreach staff are coming together in a cooperative spirit to plan and conduct activities. All played a key role in making the programs a success.

Although nominal TIPAN financial support has undoubtedly contributed to the success of the Farmer Field Days, it appears these activities are sustainable. It should be noted that the leadership of the Outreach Directorate Staff has been instrumental to the success of the Farmer Day programs. Mehfooz Ali Shah, Outreach Director, has created an atmosphere conducive to good morale and teamwork.

The Farmer Day programs are serving as an important foundation and vehicle for the sustainability and institutionalization of the outreach function of NWFP-AU. Farmer response to them has been positive. This in turn has helped to spark the interest and support of NWFP-AU faculty and agricultural researchers to Outreach-type activities. Successful programs build pride and sustainability!

Baz Mohammad, Regional Program Leader for Outreach, has been largely responsible for nurturing the positive response of key AU faculty and researchers to the Outreach mission. This has been accomplished by inviting faculty leaders to the Farmer Field Days at the Sugar Crops Research Institute and the Serai Nurang Research Station. Approximately 40 staff have attended these programs, many for their very first time. These programs should serve as a model and source of inspiration for others to follow.

In a few cases there has been a reluctance on the part of some Research Station Directors to hold Farmer Field Days at their Research Stations. Fear of criticism about research by farmers and Provincial leaders that might lead to dismissal or transfer may have been an overriding factor. This fear has been largely dispelled after they have had an opportunity to observe, first hand, the appreciative responses of the farmers at the SCRI Field Day.

### **C-2 CONTINUING EDUCATION**

The Continuing Education Division, under the leadership of Dr. Mohammad Asrar, Director, is rapidly becoming an integral and sustainable component of NWFP-AU. During this past quarter (October-December), Dr. Asrar coordinated training programs for five groups of Afghan agriculturalists with a total enrollment of 215 people. The content of the short courses/workshops was variable, reflecting the needs of the Afghans. About 50 different NWFP-AU faculty and researchers were involved in teaching various subjects. The Division of Continuing Education is destined to be a highly visible component of NWFP-AU. The expertise of the faculty is being recognized and sought by potential

clientele groups. For example, Dr. Asrar has received a request from local NGO GROUPS to provide training for about 40 Afghan agriculturists in early 1993. Another request was received for training in mushroom culture. Interestingly, there are several NWFP-AU faculty with the expertise to conduct training in this highly specialized enterprise. With approximately 140 staff returning with M.S and PhD degrees, it is becoming apparent that their skills and knowledge will be in demand to teach short courses in Continuing Education. The completion of the new building complex, including hostel, will accelerate and give great visibility to Continuing Education at NWFP. Other highlights:

- 1) A computer skills workshop for 20 advanced users from both campus and off-campus was conducted in November.
- 2) About 300 questionnaires designed to determine training needs have been returned by researchers, Extension, LDD, and FVDB staff. These will be summarized in early 1993, prior to the arrival of Dr. Steve Yarborough, Continuing Education Consultant.
- 3) A computer training workshop is being planned for NWFP-AU faculty and research staff in early 1993.
- 4) A draft of a calendar for Continuing Education course offerings has been prepared for 1993. It will serve as a guide for planning.
- 5) A budget for Continuing Education is being prepared for 1993.

#### OBSERVATIONS/CONCERNS

In several conversations with Agricultural Extension leaders, the view has been expressed that their organization was overlooked in the design of the TIPAN project. Specifically, there is resentment that Agricultural Extension Staff were not included in the short and long-term training activities in the United States. Obviously, what's done cannot be undone. However, this could have some bearing on NWFP-AU linkages with Agricultural Extension staff who have stated that Outreach is nothing more than a duplication of Agricultural Extension and isn't needed. Because of this attitude, the Directors of Agricultural Extension, LDDD, Barani Development Project and Agricultural Information Office were invited on a tour of the new building complex on December 6 to view the Outreach offices, classrooms, auditorium, hostel, and other facilities that, along with NWFP-AU faculty expertise, will contribute to the improvement and training of Agricultural Extension staff in the province. Coincidentally, they also had an opportunity to meet with the Vice Chancellor and visiting University of Illinois VIP's, Dr. John Nicholaides, Director of International Agriculture and Dr. Orville Bentley, Dean Emeritus, College of Agriculture. While the impact of the tour is yet to be determined, it definitely enhanced Extension/NWFP-AU linkages. Much work remains to be done. An area that needs more attention is improving the linkages between agricultural researchers and Extension staff. This will be greatly expedited when the concept of split-assignments for research staff becomes institutionalized and formalized.

I am informed by people "in-the-know" that the role of Outreach is still not clear to many NWFP-AU staff. The perception is that Outreach is something done by somebody else in some office far removed from the vital functions of teaching and research. They miss the point or don't perceive that Outreach is really a function of the NWFP-AU, whose role is to extend agricultural knowledge and technology to farmers and agricultural extension staff.

Finally, there is an urgent need to appoint a full-time Regional Program Leader for the D.I. Khan Division. On a positive note, the approval by the Vice Chancellor for the appointment of a Women's Program Leader for Outreach will be a welcome addition to educational initiatives at NWFP-AU.

### PLANS FOR JANUARY-MARCH, 1993

- 1) Conduct five workshops for Outreach subject-matter specialists (teachers and researchers) and Extension staff on program development and implementing action programs. Dr. Peter Bloome, Assistant Director of the Illinois Cooperative Extension Service will be leading the workshop which will be of a participatory nature.
- 2) The Outreach Directorate will conduct Farmer Field Days at D.I. Khan, Pirsabak, and Karak Research Stations during March.
- 3) Compile data on training needs of NWFP-AU faculty researchers, and Agricultural Extension.
- 4) Prepare plans for TDY consultants for the Outreach Directorate and Division of Continuing education.

### **CROP SCIENCE - FARREL L. OLSEN**

This has been a very busy and productive quarter. During December, I was Acting Team Leader while Dr. Oval Myers, Jr. TIPAN Team Leader was away on home leave. Dr. David Brown and Dr. Donald Kuhlman were also on leave during December.

The Re-entry Committee held a very successful Get-Together for all long-term trainees within the NWFP Agricultural University System. They also sponsored two seminars--one at the Agricultural Research Institute at Tarnab and the other one at the Agricultural Research Station at D.I. Khan.

The Technical Working Groups organized by Outreach are being utilized to identify problem areas and to prioritize research activities within a given commodity or area for the NWFP.

Twelve Special Project proposals were approved during this quarter linking on-campus scientists with their off-campus colleagues.

Mini weather stations were installed at Jabba and Chitral to obtain weather data on daily precipitation and high and low daily temperatures.

The physical verification (inventory) of TIPAN purchased equipment for the NWFP Agricultural University System has been completed. The installation of a sprinkler irrigation system at the Cereal Crops Research Institute at Pirsabak was initiated and is nearing completion.

A proposal for an on-farm model seed development program for the NWFP Agricultural University was developed and approved.

### **IMPROVE EDUCATION PROGRAM (TIPAN Area A)**

#### Organize a Re-entry Program for P/T's (A-I a.2)

Assistance was given to the Re-entry Committee with a Get-Together Meeting for the Long-Term Returnees held at the Bureau of Agriculture Information in Peshawar on October 22, 1992. All long-term returnees within the NWFP Agricultural University System (TIPAN and non-TIPAN) since the inception of the TIPAN Project were invited to the Get-Together Meeting. Dr. Hidayat-ur-Rahman

conducted the program. Dr. Parvez Paracha, President, outlined the objectives of the Re-entry Committee. A welcome address was given by the Vice Chancellor, Mr. Abdur Rahman Khan. Comments were made by Tom McCowen, TIPAN Campus Coordinator, University of Illinois; Dr. Abdul Qayyum, Project Officer, USAID/Islamabad and Dr. Oval Myers, Jr., TIPAN Team Leader. Dr. Myers also showed a video on some of the summer workshops previously held at Southern Illinois University involving some of the long-term returnees. The guest speaker was Dr. G.M. Khattak, Ex-Vice Chancellor of the NWFP Agricultural University, Peshawar. The address was followed by a luncheon. The long-term participants came from both on and off the AU campus. About 90 people attended the Get-Together. The event provided an opportunity for the long-term returnees to renew acquaintances, discuss experiences and strengthen relationships. One long-term returnee indicated that he met one of his former classmates at the Get-Together that he had not seen in 20 years.

A seminar was sponsored by the Re-entry Committee at the Agricultural Research Institute, Tarnab. Mr. Attaullah Khan, Librarian and Dr. Mian Inayatullah, Entomologist from the campus of NWFP Agricultural University were the guest speakers. The topics discussed were, "New Knowledge in Information Sources in NWFP Agricultural University, Peshawar" and "A Systematic Study of the Genus Vipio Latrielle of the Nearctic and Neotropical Regions". The two seminar speakers were both former long-term training participants in the TIPAN Project. A second seminar was also sponsored by the Re-entry Committee at the Agricultural Research Station at D.I. Khan. Dr. Abdur Rashid, Dept. of Soil Science and Dr. Kiramat Khan, Maize Botanist at CCRI were the guest speakers. The topics presented were, "Forage Shrub Production in Salty Waste Land of NWFP" and "Screening and Evaluation of Cold Tolerance in Pakistani Maize Production". Some long-term participant trainees returned to the NWFP Agricultural University System and were provided with information regarding the Special Grants Research Program. The returning participants were:

1. Dr. Izhar ul Haq, Soil Fertility, University of California, Davis.
2. Roshan Ara Begum, Agricultural Economics, University of Illinois.
3. Dr. Mohammad Ishtiaq, Horticulture, University of Horticulture and Food Industry, Budapest, Hungary.

#### RESEARCH PROGRAM (TIPAN Area B)

##### Develop Research Administration (BI.I)

Procedures for prioritizing research within the NWFP Agricultural University System are being developed utilizing the Technical Working Groups (TWG's) organized by Outreach. Each TWG will be responsible for the following:

1. Reviewing the current situation of their commodity or area.
2. Identifying and prioritizing the research problems.
3. Formulating research and development strategies.
4. Making recommendations for teaching, research and outreach activities.

The Crop Science Specialist has been designated as the TIPAN liaison to assist the TWG's in the preparation of a research master plan. All members of each TWG will have an opportunity at an all-day workshop to evaluate the situation within the NWFP, identify the problems and constraints and to



prioritize the research activities for the province. A final paper will be prepared by each TWG following the workshop.

#### Support Technical Review Committee (B-2.2)

Special Research Projects were reviewed and forwarded to the Chairman of the Technical Review Committee for further evaluation. Peer reviewed projects that received favorable reviews were recommended for funding.

#### Initiate a Special Project Grants Program for PT's (B-2.3)

Assisted the long-term trainees in initiating viable research programs soon after their return to the NWFP Agricultural University System. "Seed money" is being awarded to returning scientists with an approved peer reviewed project. Twelve special project grants were awarded during this quarter involving collaboration among 28 scientists on and off the campus.

The projects approved for funding this quarter are as follows:

- I. Spring Wheat Density and Row Spacing Effects on Wheat and Wild Oat Competitive Ability.
2. Emerging Rural Urban Migration Patterns in NWFP and Implications for Development of Village Human Resources and Farming Systems.
3. Tolerance of Rice Cultivars to Fenoxaprop.
4. To Assess Residual N Value of Berseem on the Yield of Maize and Rice in NWFP.
5. Development and Maintenance of Inbred Lines and Production of Local Sunflower Hybrid.
6. Investigation for the Control of Covered Kernel Smut of Sorghum in Southern Districts.
7. Studies on Comparative Performance of Farmers Saved Seed Vis-a-vis Quality (Improved) Seed of Wheat CV. Pirsabak-85.
8. Studies on the Incidence of Insect Pests of Sugarcane in Dera Ismail Khan Division.
9. Study on the Nutritive Value of Divergent Maize Genotypes.
10. Straw Cell Wall Concentration and Composition of Divergent Rice Genotypes.
- II. Effect of Nutritive Sweeteners and Chemical Preservatives on the Osmosis, Water-activity and Shelf-Stability of Intermediate-moisture Sliced Banana.
12. Performance and Yield Stability of Promising Short Duration Soybean Cultivars under Different Ecological Zones of NWFP.

#### Continue Development of Weather Stations and Dissemination of the Data (B-3.I)

Two housing units for recording thermometers were obtained from the Agricultural Research Institute at Tarnab. These units had been used and thus required painting and repair. These housing units were installed at the Sheep Livestock Experimental Farm, Jabba and at the sub-station in Chitral. The mini-weather stations were established with the assistance of Mr. Mansoor Khan Khattak,

Assistant Agricultural Mechanization Officer, in order to monitor the daily precipitation as well as the daily high and low temperatures. Meteorological assistants were trained to operate the instruments and obtain the meteorological data.

Meteorological Observations at NWFP Agricultural University Research Stations, Pakistan Volume IV, No. Met-08/92 (July-August, 1992) was published and distributed during this quarter.

**Assess the status of Equipment, Spare Part Requirement and New Equipment Needs (B-3.5)**

Dr. M. Jamal Khan, Department of Water Management and Mr. Piet V. D. Boom, C.T.A. WAMA Project are assisting in the design and installation of a sprinkler irrigation system at the Cereal Crops Research Institute, Pirsabak. The design has been completed and planning is well underway for the installation of the system. Mohammad Ismail Jan, Farm Manager and Mohammad Jahangir Agricultural Engineer from the Cereal Crops Research Institute are assisting with the installation of the sprinkler irrigation system. Several other research stations are being evaluated to determine the feasibility of installing irrigation systems. They are the Agricultural Research Station, Karak, the Livestock Research and Development Farm, Surezai and the Sheep Livestock Experimental Farm, Jabba.

The physical verification (inventory) of equipment purchased through TIPAN has been completed. Copies of the reports have been sent to the departments on the Agricultural University campus as well as the research stations. The reports contain all the TIPAN equipment received; with dollar values above \$250, a TIPAN physical verification (inventory) status report, a list of TIPAN equipment items that require attention or action (consideration and repair) and a list of equipment still on order through TIPAN.

Plans are being formulated for the final round of equipment requests from TIPAN for the various units within the NWFP Agricultural University System. Guidelines are being developed regarding procedures to follow in order to expedite equipment requests and procurement.

In some cases, laboratory equipment was received but the operation or instruction manuals were not or were somehow lost. A list of needed operation manuals has been made and a request has been forwarded to the University of Illinois to supply the operational manuals required. During the physical verification, the need for spare parts to keep some equipment operative for a number of years such as bulbs, filaments, etc., was also noted.

Several pieces of equipment purchased through TIPAN still require installation. Additionally, some equipment is in need of repair. It is hoped that TIPAN will be able to assist in resolving these problems.

**Consider Development of AU Seed Production Unit (B 3.6)**

Help was given to Dr. Bashir Ahmad, Seed Technologist, Department of Agronomy in developing a proposal entitled, "On-farm Model Seed Development Program at the NWFP Agricultural University, Peshawar".

The objectives of the model seed production program are as follows:

1. To increase the availability of quality seed for farmers of NWFP.
2. To provide training for researchers, extension workers, the Agriculture Development Agency, seedsmen and other personnel in seed production technology.

3. To organize condensed programs, refresher courses, seminars, workshops and symposiums on specialized topics in seed technology in order to develop and strengthen linkages with other institutions.
4. To initiate and pursue advanced post-graduate teaching and research leading to M.Sc. and Ph.D. degrees in seed science and technology by strengthening the required infra-structure and physical facilities.

The proposal for the model seed development program for the NWFP Agricultural University System has been approved by the Vice Chancellor and TIPAN. The request for needed equipment for the program has been completed and submitted.

#### Plans for Next Quarter (January, February, March 1993)

1. Coordinate the Special Grants Program for returning long-term participant trainees.
2. Aid the Re-Entry Committee with their program for returning long-term trainees.
3. Follow-up on obtaining, tabulating and disseminating meteorological data from the weather stations in the NWFP Agricultural University System.
4. Strengthen linkages between scientists on and off campus through information sharing and collaborative research.
5. Help with the procurement of needed spare parts and new equipment.
6. Assist individual research, teaching and outreach programs and research personnel.
7. Aid the installation of irrigation systems.
8. Coordinate the development of a broad-based research master plan for the NWFP.

#### **PROJECT BACKSTOPPING**

##### TIPAN Project Work Group

The Project Work Group met once during the quarter, on 17 December 1992, at Farina, Illinois. The Campus Coordinator's visit to the project site in October precluded a visit during that month. Some PWG members met informally for breakfast during the Land-Grant meetings in November to discuss project activities.

The December meeting featured reports by the Campus Coordinator on his October visit, by PWG member John Nicolaides and Senior Adviser Orville Bentley on their participation in a TIPAN Revitalization Workshop and by Team Leader Oval Myers. The meeting dealt with issues of sustainability raised in the visits by the Coordinator and the Nicolaides/Bentley team, the integration of the project work plan with the project evaluation summary, the development of a TDY staffing plan for 92-94 and preliminary planning for the summer '93 round of TIPAN participant workshops.

There will be a second round of the "revitalization workshop" in the Spring of 1993, possibly as early as April, according to Nicolaides. He and Bentley are prepared to return to continue the dialog with an upper tier of GOP Ministry representatives and with additional GONWFP personnel. TIPAN assistance to the VC in preparation of presentation materials, plus preliminary work on production of a

promotional video, is expected. Cordell Hatch will spend February-May as part of his continuing assistance to the AU Communications Production Unit and can work this task into his staff training program.

Dr. Myers reported that the team will be giving increased emphasis to issues identified by the Chemonics evaluation team, and reflected in the USAID evaluation summary, into the overall workplan for the balance of the project. He agreed with Nicholaide's suggestion that a brief paper should be prepared listing certain areas of the evaluation report with which we, as contractor, have differing interpretation or opinion. McCowen and Kroening will prepare a draft for review early next quarter.

The TDY staffing plan drafted during the Coordinator's visit was discussed at length. Myers and Outreach Specialist Don Kuhlman, both of whom are in the U.S. on R&R, will follow-up by contacting potential candidates at Carbondale and Urbana-Champaign during their campus visits. The TDY staffing plan focuses on the major areas of emphasis of the evaluation report.

Myers noted the several tasks contained in the USAID evaluation summary; the projected level of TDY effort, the planned reduction of resident personnel in 93-94, and the detailed process of project close-out followed by USAID, and suggested there may be stretches of time in which he will need supplemental help in Peshawar from campus backstopping personnel. He requested the Campus Coordinator look into ways to access former team member Rod Fink, on similar arrangement as Jane Johnson and Cordell Hatch, to provide additional service to TIPAN.

#### Visits to Project Site

The Campus Coordinator had a productive visit to Peshawar in October during which he concentrated on a number of areas targeted by the Team Leader. These included working with the Director of Works on new space allocation, review of existing and additional furnishings required for classrooms, laboratories and offices for the new buildings, working with the Provost on an expanded and integrated motor pool and development of a plan for additional TDY personnel.

A major accomplishment was the conclusion of a multi-year process to amend the project contract to provide life of project authorization and funding for operations through the new PACD of 31 July 1994. Begun in 1990 and passing through a succession of reviews, audits and other iterations, it is useful to keep in mind the current agency-wide orientation to process when considering that the final tranche of funds approved is precisely that proposed by the contractor in 1989. The several requests by USAID personnel for new budget planning, agency audits and other project reviews resulted in extra work and expense for both the agency and the contractor, did not appreciably alter the project design or re-design, nor did it result in any "saving" over that proposed by the contractor at the outset of the process. Mercifully, the Contracting Officer signed the amendment on 1 November 1992.

More rewarding was the opportunity to participate in a major program of the AU Re-entry Committee. This group, working with Crops Specialist Farrel Olsen, is becoming a unifying force for the AU faculty. Working with the long-established Agricultural University Teacher's Union (AUTA), the Re-entry Committee involves campus and station personnel who have returned from off-campus training programs sponsored by TIPAN or any other donors. The common experiences, expectations and enthusiasms of on- and off-campus staff shared in a variety of seminars, workshops and other venues, cannot help but promote understanding among the widely differing perspectives of teaching and research personnel regarding integration of the two functions under a unified system.

The early December visit of Director Nicholaides and Senior Adviser Bentley provided opportunity for agency/contractor collaboration to influence federal and provincial bodies to work toward meeting the fiscal and organization commitments made at the outset of the TIPAN Project. The initial "revitalization

workshop" was held in Islamabad and was attended by several Pakistani representatives at the level of additional chief secretary, an influential position in the GOP hierarchy. With improved understanding and support of TIPAN goals, objectives and potentials from persons in these positions can come the support of those senior officials who determine policy options and resource flows affecting sector development. Follow-up discussions are planned within the NWFP by the VC. A second round of discussions at more senior levels of the federal system is planned for Spring of 1993.

### **Problems and Constraints**

While progress is made incrementally, problems appear to snowball. The continuing funding problems faced by AU do not appear to be improving, nor does there appear to be the possibility of early relief. Many conflicting signals have been given to the VC, USAID, and others that the funding problems will be addressed. Yet the shortfalls continue, resulting in delays in meeting payrolls at least once each quarter. This has the obvious effect of discouraging progress toward merger, lowering morale among AU faculty, and raising questions in the minds of observers as to the real commitment of federal or provincial bodies to fulfill supplementary financing requirements of development projects.

The resolution of AU construction delays appears to be taking the form of an increasingly hard stance toward the prime U.S. construction firm ENCORP. The recent Chemonics evaluation was particularly strong in criticizing the contractor's performance and its lack of U.S. supervisory personnel, to the extent of recommending that USAID consider terminating ENCORP's contract and finishing the construction program with supervision from another organization (a recommendation so lacking in thought that it is startling that it persisted beyond the first draft). Such hip-shooting appears to place the lion's share of the blame for the botched construction program squarely on the shoulders of one of the participants, when there is reasonably good evidence that there is ample reason to spread the shortcomings more evenly. The current finger-pointing exercise among ENCORP, USAID, and to a lesser extent SOM, is not a pretty sight and further delays the eventual completion of critically needed new facilities.

To its credit, the Chemonics evaluation has heightened the understanding of the recurring maintenance costs of the seven-fold increase in new space. Planning for an increased AU capacity to attend to facilities maintenance is at least being considered, with possible temporary assistance being provided by USAID.

The central constraint, as it has always been, is time. The TIPAN Project, at least the contractor's phase of participation, ends in July 1994. The knowledge and assertions of the 1983/84 project planners, including particularly those at senior levels within USAID/Islamabad, that a project of this scope and magnitude would require many years longer than a decade to bring it to the level of minimal sustainability, is being confirmed. The full realization that 1994 is fast approaching has become increasingly clear to AU faculty and administration. We hope the "revitalization" process initiated this quarter will produce renewed commitment among all the parties in the remaining months of TIPAN.

## **PARTICIPANT TRAINING**

### **FOURTH QUARTER 1992 PRINCIPAL PARTICIPANT TRAINING ACTIVITIES**

- A. Among routine items of participant support handled by UIUC Training Office personnel during the quarter, some of the principal activities were:

- An October 1 and 2 visit to Alabama A & M University to monitor progress, make long-range plans and meet with advisors of the following participants: Muhammad Ata-Ullah Khan (Animal Genetics); Khair Aman (Agronomy); and Ghulam Hassan (Plant Cytogenetics).
  - Extension requests were submitted and approved, securing a fourth year of TIPAN support for the following participants: Sher Nadir (Dairy Science - Virginia Tech); Farmanullah (Entomology - Oklahoma State); and Zakiullah (Computer Science - SIUC).
  - Arrangements were made for Khalid Nawab and Mohammad Anwar, students in Agricultural Extension Education at West Virginia University, to spend the period January 10 through April 14, 1993, in Pakistan conducting M.S. thesis research. Their advisor, Dr. L. D. Lawrence, will also spend two weeks in the NWFP supervising their work and assisting them with data collection.
  - Arrangements were finalized for Liaqat Ali, AU Deputy Director for Planning and Development, to enroll in the International Management Development Certificate Program at the International Institute for Development, USDA Graduate School, January 11 - June 4, 1993. Liaqat is expected to arrive in Washington, D.C., on January 8. This program was originally planned for July - December 1992 but delayed due to the EAD clearance process.
- B. During the period December 20 to 30, 1992, a total of 25 TIPAN participants attended Mid-Winter Community Seminars. These seminars are organized by groups of volunteers in communities throughout the U.S. and are highly recommended by AID's Office of International Training as an opportunity for participants to meet local citizens and to better understand the American way of life.
- C. All TIPAN advanced-degree participants have been placed so there were no long-term training starts this quarter. During this quarter one participant (Ali Ayaz Khan -University of Kentucky) completed an M.S. degree. As we enter the first quarter of 1993, the following totals are reported:
- 63 participants are enrolled for advanced-degree study
  - 68 participants have completed advanced degrees (33 Ph.D. and 35 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

## **PROJECT 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.

PREPARED BY DIANA GLASGOW  
FEBRUARY 5, 1993

TIPAN EXPENDITURE REPORT  
NOVEMBER 1, 1994 THROUGH DECEMBER 31, 1991  
QUARTERLY 1992 AND TOTAL TO DECEMBER 31, 1992

	11/1/84 THRU 12/31/91	1ST QUARTER 1992	2ND QUARTER 1992	3RD QUARTER 1992	4TH QUARTER 1992	GRAND TOTAL THRU 12/31/92
I. SALARIES	\$3,171,625.73	\$131,357.35	\$249,783.11	\$192,595.55	\$110,131.28	\$3,855,493.02
II. FRINGE BENEFITS	421,806.17	19,469.53	33,690.95	35,265.99	20,896.14	531,128.78
III. INDIRECT COSTS	1,655,500.45	81,953.44	84,353.25	87,545.09	59,100.51	1,769,452.74
IV. TRAVEL & TRANSPORTATION	727,235.77	52,296.66	48,258.15	39,329.38	42,298.14	909,418.11
V. ALLOWANCES	660,297.16	14,559.23	36,123.42	37,951.84	12,361.39	761,292.04
VI. OTHER DIRECT COSTS	604,677.52	68,919.14	45,262.90	31,851.50	35,074.82	785,795.88
VII. TRAINING	6,283,561.04	367,444.89	449,429.69	368,077.71	452,018.52	7,920,531.84
VIII. EQUIPMENT ACE	3,078,043.80	41,082.47	7,791.41	564.58	6,583.53	3,136,065.79
IX. EQUIPMENT LOCAL	63,865.97	5,479.35	15,968.33	33,403.45	41,560.55	160,282.65
X. MISC TRAVEL EXP	0.00	0.00	0.00	0.00	0.00	0.00
<b>XI. T O T A L</b>	<b>\$16,666,613.61</b>	<b>\$792,561.05</b>	<b>\$972,661.22</b>	<b>\$826,600.09</b>	<b>\$780,024.88</b>	<b>\$20,028,460.85</b>

	OBLIGATED	EXPENDED	BALANCE AVAILABLE
TA/TRNG	21,638,960.00	16,732,112.41	4,906,847.59
TECHNICAL ASSISTANCE	11,170,445.00	8,811,580.57	2,358,864.43
TRAINING	10,468,515.00	7,920,531.84	2,547,983.16
ACE	3,200,000.00	3,136,065.79	63,934.21
EQUIPMENT PROJECT	2,000,000.00	160,282.65	1,839,717.35
SUBCONTRACT	175,565.00	0.00	175,565.00
<b>SUBTOTAL</b>	<b>27,014,525.00</b>	<b>20,028,460.85</b>	<b>6,986,064.15</b>
LOCAL FUNDS	0.00	829,211.76	(829,211.76)
<b>GRAND TOTAL</b>	<b>27,014,525.00</b>	<b>20,857,672.61</b>	<b>6,156,852.39</b>

EXPENDITURE REPORT  
TIPAN PROJECT  
11/84 - 12/31/92

	11/1/84 THRU 9/30/92	10/92	11/92	12/92	TOTAL	GRAND TOTAL THRU 12/31/92
1-5-40382 ACE						
VIII. LIBRARY SUPPLIES 2120	106,806.96	0.00	0.00	43.13	43.13	106,850.09
VIII. SHIPMENT 4540	328,305.25	0.00	0.00	0.00	0.00	328,305.25
VIII. EQUIPMENT & SUPPLIES	2,694,370.05	1,153.09	5,238.20	149.11	6,540.40	2,700,710.45
<b>XI. T O T A L</b>	<b>3,129,482.26</b>	<b>1,153.09</b>	<b>5,238.20</b>	<b>192.24</b>	<b>6,583.53</b>	<b>3,136,065.79</b>

APPENDIX A - WORK PLAN  
JANUARY - MARCH, 1993

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. 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 and/or hold an on-campus workshop.
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	- VC - TL/TAT - Syndicate	- Working group prepare an agenda for establishing a graduate school. - Develop a TDY scope of work.
	2. Establish Departmental Seminar Program	- Subject Matter/TAT - Deans - Dept. Heads	- Continue existing seminars. - Develop a seminar program in departments without an existing program.
	3. Produce Thesis Manual	- TL/TAT - Director/Deputy Dir. Teaching - Faculty Committee	- Prepare final copy and publish.
	4. Establish Criteria and Standards for Ph.D. Programs	- Director Teaching - VC - Deans - TAT - Syndicate - AUTA	- AU establish a working group to draft policy and standards. - Develop a TDY scope of work.
A4 Curriculum Development			
a) Course Offerings	1. Review and update Departmental Curricula	- TAT - Deans - Director Teaching - Dept. Heads	- Departments and faculties recommend changes to Vice Chancellor.
b) Department Programs	1. Develop department brochures	- TAT - Deans - Dept. Heads - Director of Teaching	- Department brochures.
	2. Review and update Degree Requirements and Core Courses	- Director Teaching - Deans	- Departments and faculties recommend changes to Vice Chancellor.
	3. Establish Internship Program	- Director Teaching - Deans	- Internship Committee discusses internship options.
c) Course Content	1. Upgrade Course Syllabi Regularly	- Director Teaching - TAT - Department Chairmen - Deans - Professors	- Revised syllabi.
	2. Produce Pakistani Agricultural Textbooks	- TL/TAT - Textbook Project Coordinator - Communications Specialist - Communications Coordinator	- Complete remaining chapters. - Editor returns edited chapters for correction. - Initiate graphics for textbook chapters. - First textbook to printer.

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**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. Maintenance of weather stations at Agricultural Research Stations in NWFP and continue distribution of monthly data.	- Crop Specialist/TAT - Ag. Mechanization Officer - Director Research - Station Directors	- Maintain 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.

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

**C. Develop Outreach Program**

Areas of Involvement	Activities	Who	Outputs
C1 Implement Outreach Program	1. Institutionalize Outreach Program	<ul style="list-style-type: none"> <li>- VC</li> <li>- Directors/Outreach/Teaching/Research</li> <li>- TAT</li> </ul>	<ul style="list-style-type: none"> <li>- Recruit Regional Program Leaders for PC-I positions.</li> <li>- Recruit Womens' Program Leader.</li> <li>- Staff with split-assignments as subject matter specialists.</li> <li>- Job descriptions.</li> </ul>
	2. Establish Annual Evaluation and Planning Process	<ul style="list-style-type: none"> <li>- Continuing Education Specialist</li> <li>- Director Outreach</li> </ul>	<ul style="list-style-type: none"> <li>- Development of plans of work.</li> </ul>
	3. Continue the Livestock Extension & Development Program (LEAD) a) Demonstration and Training Sessions	<ul style="list-style-type: none"> <li>- TAT</li> <li>- Outreach</li> <li>- AH Faculty</li> <li>- VRI</li> <li>- LDDO</li> </ul>	<ul style="list-style-type: none"> <li>- Planning sessions.</li> <li>- Demonstrations.</li> </ul>
	b) Preparation of a Livestock Extension Manual	<ul style="list-style-type: none"> <li>- Outreach</li> <li>- AH Faculty</li> </ul>	<ul style="list-style-type: none"> <li>- Development of manual for publication.</li> </ul>
	c) Sheep and Goat Development Program	<ul style="list-style-type: none"> <li>- AU</li> <li>- TAT</li> <li>- Others</li> </ul>	<ul style="list-style-type: none"> <li>- Increase of sheep for distribution at Jabba.</li> <li>- Staff stability at Jabba.</li> </ul>
	4. Implement Technology Development and Information Transfer	<ul style="list-style-type: none"> <li>- Outreach staff</li> <li>- Agricultural Extension staff</li> <li>- AU researchers</li> <li>- TAT</li> </ul>	<ul style="list-style-type: none"> <li>- Field days conducted at stations and farmers' fields.</li> <li>- Technologies tested by FSR and Adaptive Research.</li> <li>- Village information boards.</li> </ul>
	5. Establish Women's Outreach Program	<ul style="list-style-type: none"> <li>- VC/TL</li> <li>- Director Outreach</li> <li>- Continuing Education Specialist</li> </ul>	<ul style="list-style-type: none"> <li>- Fill women's outreach position.</li> </ul>
	6. Prepare Outreach Materials by Discipline	<ul style="list-style-type: none"> <li>- TAT</li> <li>- AU Faculties/Research</li> <li>- Outreach</li> <li>- Communications</li> </ul>	<ul style="list-style-type: none"> <li>- Identify subject matter specialists.</li> <li>- Initiate Special Grants Projects for Outreach.</li> </ul>
	7. Farming Systems Research	<ul style="list-style-type: none"> <li>- Outreach</li> <li>- Research</li> <li>- TAT</li> <li>- Agriculture Extension Farmers</li> </ul>	<ul style="list-style-type: none"> <li>- FSR program in Mansehra.</li> <li>- Planning for regional workshops.</li> <li>- New PIL to support increased FSR activities.</li> </ul>
C2 Continuing Education Division	1. Institutionalize Continuing Education Division	<ul style="list-style-type: none"> <li>- AU administration</li> <li>- Continuing Education Specialist/ TAT</li> <li>- Director Continuing Education</li> </ul>	<ul style="list-style-type: none"> <li>- Support personnel for Continuing Education.</li> </ul>

Areas of Involvement	Activities	Who	Outputs
	2. Conduct In-Service Training Program	1st Level - Cont. Education Specialist/TAT - Reg. Prog. Leaders - Director Outreach - Director Cont. Education 2nd Level - AU Faculty/Staff	- Plan for training workshops.
	3. Organize Short-Term Training Programs	- Station Directors - Department Chairman - Selection Committee - TAT	- Plan for short-term training needs.
	4. Sponsor conferences, seminars and workshops	- Director Cont. Education - Director Outreach - Organizing faculty and staff - Cont. Education Specialist/TAT	- Workshops organized for external agencies.
C3 Development and utilization of the Communications/Publications Division	1. Develop Communications Division	- Vice Chancellor - TL/TAT - Communications Coordinator - Communications Specialist/TAT	- Recruit vacant PC-I positions.
	2. Development and utilization of Multi-Media Capability	- Communications Coordinator - Communications Specialist/TAT - Directors Outreach/Research/Teaching/Cont. Education - Information Officer	- 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	- VC - TL - AU Administration	- Formation of AU Computer Committee. - Computers 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	- Rural Social Science/TAT - Cont. Ed./TAT - Crop Science/TAT - Director Outreach - AU Economists - Station Staff	- Initiate manual on NWFP Farm Management.
	2. Develop AU methodology for diagnosing problems, potentials and agriculture research/extension priorities in key NWFP locations	- Rural Social Science/TAT - IDS Staff - Ag. Econ Staff - Outreach - Research Stations	- 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
<b>D1 Administrative Support System</b> a) Support Administration	1. Develop Planning, Development and Monitoring Cell a) Support Sustainability Committee	<ul style="list-style-type: none"> <li>- VC</li> <li>- TL</li> <li>- Rural Social Sciences Spec./TAT</li> <li>- Director of Research</li> <li>- Planning, Monitoring &amp; Development Cell</li> <li>- Sustainability Committee</li> </ul>	<ul style="list-style-type: none"> <li>- Provide space for Planning, Monitoring &amp; Development Cell.</li> <li>- Improved ability to plan, monitor and prioritize AU development projects and institutionalize needs.</li> <li>- Draft reports of sustainability committee.</li> </ul>
b) Support Departments/ Stations	1. Strengthen Operations and Maintenance	<ul style="list-style-type: none"> <li>- Director Works</li> <li>- TAT</li> </ul>	<ul style="list-style-type: none"> <li>- Prioritize needs for short-term training to maintain new buildings and services.</li> </ul>
	2. Establish university vehicle pool	<ul style="list-style-type: none"> <li>- VC</li> <li>- Director Finance</li> <li>- TL/TAT</li> <li>- TDY</li> </ul>	<ul style="list-style-type: none"> <li>- Develop an updated vehicle use policy.</li> </ul>
	3. Develop plans for utilization of the new and existing buildings on campus	<ul style="list-style-type: none"> <li>- VC</li> <li>- Space Committee</li> <li>- Deans/Chairmen</li> <li>- Director Works</li> <li>- TL/TAT</li> <li>- TDY</li> </ul>	<ul style="list-style-type: none"> <li>- Initial plans for orderly occupation of new space and reassignment of old space.</li> <li>- Initial plans for ordering equipment and other supplies for new space.</li> </ul>
	4. Revise and Strengthen the University Procurement Inventory and Central Store System	<ul style="list-style-type: none"> <li>- Director Finance</li> <li>- TAT</li> <li>- AU staff</li> </ul>	<ul style="list-style-type: none"> <li>- Improved inventory record system.</li> </ul>
<b>D2 Financial Management System</b>	1. Implement an Improved Financial Records and Reporting System	<ul style="list-style-type: none"> <li>- VC</li> <li>- Director Finance</li> <li>- TL</li> <li>- Director Research</li> <li>- Consultant firm</li> </ul>	<ul style="list-style-type: none"> <li>- Computer programs developed.</li> <li>- AU staff identified for implementation and training begins.</li> </ul>
<b>D3 Basic Learning Resource System</b>	1. Strengthen Library Service a) Improve station support	<ul style="list-style-type: none"> <li>- Librarian</li> <li>- TAT</li> </ul>	<ul style="list-style-type: none"> <li>- Prioritize library acquisitions.</li> <li>- Train staff and users of database.</li> <li>- Develop plan for Mobile Unit.</li> </ul>

Areas of Involvement	Activities	Who	Outputs
	2. Strengthen Communications and Publications Division	<ul style="list-style-type: none"> <li>- VC/TL</li> <li>- Director Outreach</li> <li>- Communications Specialist/TAT</li> <li>- Communications Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>- Recruit PC-I staff and develop training plan.</li> <li>- Order equipment for new facilities.</li> </ul>
	3. Enhance computer literacy and utilization	<ul style="list-style-type: none"> <li>- Director Cont. Education</li> <li>- Cont. Education/TAT</li> <li>- Chair, Maths, Stats, Comp. Sci.</li> <li>- Computer Laboratory Personnel</li> </ul>	<ul style="list-style-type: none"> <li>- Provide service and training to users on campus and research stations.</li> <li>- Computer technician on permanent status.</li> <li>- AU Computer Utilization Committee.</li> </ul>
D4 Personnel System	1. Develop an Annual Review and Reporting System	<ul style="list-style-type: none"> <li>- VC</li> <li>- Deans</li> <li>- Director Research</li> <li>- Chairmen</li> <li>- Station Directors</li> <li>- TAT</li> </ul>	<ul style="list-style-type: none"> <li>- Revision of ACR.</li> <li>- Annual progress and planning reports from units.</li> </ul>
	2. Develop a uniform personnel code for merged system	<ul style="list-style-type: none"> <li>- VC</li> <li>- TL/TAT</li> <li>- Director Research</li> <li>- Registrar/Deputy Registrar</li> <li>- Consultant firm</li> <li>- AU staff</li> </ul>	<ul style="list-style-type: none"> <li>- Strategy for implementation of a Unified Personnel System.</li> </ul>

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## 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	Pamela Woodard	25%	08-21/91-present
10. International Agriculture Development Specialist	Jodee Conner	25%	08/11/92-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. Continuing Education/Outreach	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		06/06/88-08/19/88
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
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 Private Sector Advisory	Rodney J. Fink		09/30/89-10/03/89 02/01/92-07/31/92
26. Research Progress of Gulzar Ahmad	John Gallian		10/29/89-11/16/89
27. Audiovisual	Douglas Bedient		11/01/89-11/30/89
28. Technical Writing	Ray Woodis/Paul Hixson		11/29/89-12/16/89 04/28/90-06/22/90

**C. Short-Term (cont.)**

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	05/01/90-06/03/90
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
39. Dairy Improvement & Production Specialist	Roger Shanks	09/13/92-10/09/92
<b>Administrative</b>		
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 10/04/92-10/31/92
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 12/02/92-12/12/92
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 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
12. Executive Visit	W. R. Gomes	08/27/88-09/12/88
13. Participant Training	Pamela Woodard	03/25/89-04/08/89
14. Administrative Visit	Orville Bentley	10/13/91-11/06/91
		12/02/92-12/12/92

## 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
- \*47. Rodney Fink - Private Sector Advisory
- \*48. J. Cordell Hatch - Communications Production Specialist
- \*49. Dale Steffensen - High Altitude Maize in the NWFP
- \*50. Jane Johnson - Progress in Microcomputer Usage for Information Systems at the NWFP-AU
- \*51. Roger Shanks - Dairy Improvement and 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
- \*14. T. A. McCowen - 04 October - 31 October, 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 - Outreach 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