

WOMEN IN DEVELOPMENT  
A ROSTER  
OF SPECIALISTS



PREPARED BY: NEW TRANSCENTURY FOUNDATION  
1736 COLUMBIA ROAD, N.W.  
WASHINGTON, D.C. 20009

FOR: OFFICE OF WOMEN IN DEVELOPMENT  
AGENCY FOR INTERNATIONAL DEVELOPMENT  
WASHINGTON, D.C. 20523

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A

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1979

PREPARED BY: SECRETARIAT FOR WOMEN IN DEVELOPMENT  
NEW TRANSCENTURY FOUNDATION  
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Roster of Women Based in the United States

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# Roster of Women Based in the United States

## Introduction

In September, 1978, the Secretariat for Women in Development of the New TransCentury Foundation was asked by the Women in Development Office at the Agency for International Development to compile a roster of one hundred women, based in the United States, who would be available for short and/or long-term consulting assignments with AID. This request arose because of the difficulty expressed by so many development organizations in identifying qualified and available women for consulting work.

Since September, the Secretariat has identified and reviewed over 300 resumes of women, selected 175 for a more serious screening and have thus far received suggestions of at least 200 additional candidates from sources such as university professors, private voluntary organizations, development organizations and women candidates, themselves. Even in agriculture, which is always given as an example of a field where there is a tremendous scarcity of women, we have received recommendations of at least 75 women to consider, and names continue to come into the office at the average rate of two to three a day.

The vast majority of respondents, both women and men, have been very enthusiastic and applaud the compilation of such a roster as a valuable and necessary resource for development

programs. The excitement of the respondents and the cooperation and assistance which we have been given indicates a widespread desire for such a service.

#### Establishment of Selection Criteria

Among the many steps taken in the formulation of this roster, several were to determine the criteria to utilize in choosing the best candidates for inclusion. They included the following:

1. Secretariat staff reviewed important AID program documents and reports (such as the WID Report to the Congress) to clarify the areas of greatest need in terms of specialty and functional skills. We also reviewed important research documents and reports about the various aspects of the field of women in development.
2. Secretariat staff conducted interviews with the Women in Development officers in the AID regions to ascertain the particular skills, experience and qualities viewed to be most desirable by AID staff as they look for consultants.
3. Two Secretariat staff members, May Rihani and Carolyn Long attended the most recent WID workshop presented by the AID WID office. At this workshop, a panel discussion by AID staff from the various regions and other selected resource persons provided valuable information regarding the

attributes desired in AID consultants. (Attendance at this conference actually occurred after the criteria were set and thus served to endorse our selection procedure.)

4. Following the interviews and review of documents and reports, a set of criteria was drawn up to use in screening applicants. The criteria included the following:
  - a. Work experience in one of the following specialty areas:
    - 1) Agriculture - including agricultural economics, agronomy, education, extension, training, fisheries and natural resources.
    - 2) Rural Development
    - 3) Formal or Non-Formal Education
    - 4) Health and Nutrition
    - 5) Housing and Urban Development
    - 6) Communication
    - 7) Income Generation/Small Business
    - 8) Management and Administration
    - 9) Economics

As we reviewed the resumes of the candidates, on the basis of their qualifications we refined the sectors. One such example was the addition of Economics as a separate sector.

- b. The specialists must also have experience in functional areas such as project planning, design, implementation, training or evaluation, or action research, i.e. "practical" research which can be directly utilized in planning and programming activities.
- c. Prior experience in developing countries, including sensitivity and adaptability to other cultures, is another requirement. This includes an understanding on the part of the candidate of the practical realities of field work such as inadequacies of data or communications difficulties or delays in dealing with government or local officials.
- d. Sound technical background or equivalent field experience in the candidate's area of specialty is also a requirement.
- e. Fluency in French, Spanish, Arabic, Portuguese or the major language of a country (e.g. Indonesia) is highly desirable.

#### Recruitment and Outreach Efforts

Once having set the criteria, several steps were taken to generate contacts and candidates.

1. A review was made of TransCentury's extensive recruitment files; approximately 70% of the people in these files have prior experience in development.

2. A mailing was made to people on the Secretariat mailing list which includes private voluntary organizations, researchers, development organizations and consultant firms. This list includes the majority of people active in the field of women in development.
3. In addition, we sent a mailing to people on special lists such as the participants in the workshop on the "Role of Women in Title XII," organized by the WID office of AID in August, 1978. We also sent letters to those who had attended the AID conference on Women and Food, at the University of Arizona at Tucson, in January 1978, and to those attending the most recent AID/WID workshop on research questions and issues concerning women in development in November 1978, in Washington, D.C.
4. We did a special agricultural mailing to heads of selected departments (agricultural economics, agronomy, agricultural education, fisheries and natural resources) and all women in those departments of 70 colleges or faculties of agriculture in universities in the United States.

Altogether, about 500 letters were sent out to various contacts and potential candidates in the United States.

In our agricultural letters, we invited candidates to write to us even if they had not had overseas experience because



this field is always mentioned as having such a scarcity of women. While we did get many responses from women with no overseas experience, many of the agricultural candidates did. We have not included anyone in the roster who has not had some overseas experience.

### Screening Procedures

A matrix of the selection criteria was set up in chart form and as responses came in, bio-data were reviewed and those bearing further study were logged into the chart. This allowed us to graphically portray a candidate's skills in relation to other candidates, and to see in a quick visual way how completely she fit the entire set of criteria. As the review process progressed, we refined the criteria in order to most appropriately reflect both development needs and the skills of the candidates. For example, we added the functional skill of action research after we had set the criteria when we determined that such a category would most aptly reflect this qualification of many of our candidates.

In early January, 1979, tentative selections were made of 125 names for the roster on the basis of the review of bio-data in addition to recommendations received by sources. Telephoned reference checks were then done for those candidates, particularly focussing on the potential or actual performance of the candidate in a consultant role within the framework of the criteria.

At the same time that references were being done, the Secretariat sent letters to the 125 final candidates, requesting their written permission to be included in the roster, and asking for an indication of their availability, in terms of length of time and during which period of the year.

### Consultant Profiles

Once full screening was completed for a candidate, a "Consultant Profile" was prepared for her to be included in the roster. Information in the profile was taken from the candidate's resume, reference and any letters we had received from her. The profiles for all the consultants follow this introduction, and are classified by region and specialty area.

Several explanatory notes should be included here about the consultant profiles.

1. Region: Each woman is classified by the region in which she did the majority of her development work. In cases where a woman worked substantial lengths of time in two regions, both are listed.

2. Sector: Each woman is classified in one, and sometimes two sectors according to the work she has done. This was a particularly difficult classification to make because of two reasons: 1) Many of the women have done substantial work in several sectors. 2) Many have done work in areas not easily classified into the sectors. The sector of Income Generation/Small Business has very few names listed. Many

women included in this roster have experience in this sector but not as their primary focus; they have therefore been listed in the sector of their major work experience.

3. Field(s): In many cases, the fields listed are a refinement of the sector indicated, e.g. a consultant listed in the sector of Health, Nutrition and Family Planning has her field designated as Nutrition Education.

In other cases, the field of a consultant shows her academic or research concentration. This was often true of anthropologists and sociologists who were often difficult to classify in one of our sectors.

4. Education: We listed only the final degree, the discipline, where and when it was obtained. Several women are presently M.A. or Ph.D. candidates and we have so recorded that. In some cases where a woman did graduate study but received no degree, we listed the area of concentration in which she worked. A few profiles have no date or no discipline listed. This is because such information was not listed on her resume.

5. Languages: The languages listed are only those relevant to developing countries, thus German, Italian and others are not included. We verified through a reference, wherever possible, the degree of fluency the consultant has. Where nothing is noted next to the language, we could not verify the fluency through the reference.

6. Skills and Interests: In this category, we have highlighted the consultant's functional skills (project design,

training, evaluation) and her main interest areas in which she has worked.

7. Research: In this category, we have indicated either the main themes of the person's research or titles of specific papers or books. In some cases this category is blank, because there was no research listed on the resume.

8. Field experience: In this category we have indicated in what country(s) the consultant has done her work, indicated what kind of work it was, including operational and research work, and in many cases the length of time she was there.

Every woman included in the roster has had overseas experience in a developing country. A few with limited field experience have been included because their work has been focused on women in development and they are knowledgeable about the important development issues relating to women.

9. Country of origin: We included this category rather than nationality because some of the women are U.S. citizens but come from Third World countries, and we wished to show that.

In addition to the profile explained above, a narrative is included for each woman to give more detail about the extent of her experience and skills.

### Conclusion

This roster includes 105 women representing experience in all the regions and all the sectors, but it is not a

comprehensive list. However, the network has now been established and we hope the "process" of rostering will continue. We have not included any woman from the New TransCentury Foundation in the list of 105. However, their names, regions, sectors and languages appear in Annex A. Nor have we included names of women within the Agency for International Development. Annex B lists other rosters we have become aware of during our work. We have greatly enjoyed preparing this roster and hope that it will contribute to the greater and more rapid integration of women into the development process all over the world.

**NAMES AND ADDRESSES OF WOMEN**

**INCLUDED IN THE ROSTER**

<u>NAME</u>	<u>ADDRESS</u>	<u>TELEPHONE</u>
May Andab-Yehia	240 McMillan Grosse Pointe Farms Michigan 48236	494-4632
Gloria Alibaruho	TA associates Consultants 634-62nd Street Oakland, California 94609	(415) 658-3632
Julia Anderson	122 MacKay Hall Iowa State University Ames, Iowa 50011	(515) 294-5980
Jacqueline Ashby	New York State College of Agriculture and Life Science Cornell University Department of Rural Sociology Warren Hall, Ithaca, New York 14850	(607) 256-3163
Nancy Axinn	101 Human Ecology Michigan State University East Lansing, MI 48824	(517) 353-4458
Margot Badran	1 Morton Road, De Witt New York 13214	(315) 446-1012
Peggy Barlett	Emory University Department of Anthropology Atlanta, Georgia 30322	(404) 329-7518
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Elise Boulding	Dartmouth College Hanover, New Hampshire 03755	(603) 646-3524
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Phyllis Bravinder	1120 N Euclid Avenue Ontario, CA	(714) 986-0596
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Bonnie Cain	296 Mt. Auburn Street Watertown, MA 02172	(617) 923-0862



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Region: Asia and the Pacific

Sector(s): Health, Nutrition and  
Family Planning

ANDERSON, JULIA

FIELD(S): Home Economics

EDUCATION: M.S., Home Economics, University  
of Washington, 1947

LANGUAGES:

SKILLS AND  
INTERESTS:

Food and nutrition, family planning,  
development of village-level instructional  
materials, child development, family  
relationships and family decision-  
making.

RESEARCH:

Developed village-level instructional  
materials in home economics and family  
planning.

FIELD EXPERIENCE:

Development and testing of village-  
level instructional materials in  
Taiwan, Philippines, Malaysia.  
Training and orientation of home  
economists and agriculturalists in  
preparation for Peace Corps assignments  
in Guatemala and Panama.

COUNTRY OF ORIGIN: U.S.A.

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Julia Anderson is Associate Dean of the College of Home  
Economics at Iowa State University. As Co-Director of the  
American Home Economics Association pilot project, at Iowa State,  
Ms. Anderson helped develop the content, methodology, and evalu-  
ation devices for instructional materials for Asian village  
women. Prototype lessons on breastfeeding, weaning, family

ANDERSON, JULIA

planning, child care, and food and nutrition were developed. The materials were geared toward rural families and conducted so that trained village women could teach their peers.

Ms. Anderson made brief visits to Taiwan, the Philippines, Thailand, and Malaysia to train village auxiliary workers, field test the materials, and develop further materials. She also consulted with agricultural and community development institutes in various countries.

As Associate Dean at Iowa State University, Ms. Anderson has developed special undergraduate programs in home economics for students from a variety of developing countries. Ms. Anderson was Co-Director of the USAID/FAO International Nutrition Workshops at Iowa State. She was Co-Director of the ISU-Peace Corps Intern Program in Central America for four years. She is currently Director of the ISU/Peace Corps contract, and President of the International Section of the American Home Economics Association.

Colleagues praise Ms. Anderson's commitment and interest in the realities of development. They say that she is not just a theoretician...she can adapt teaching materials to local conditions, and is especially good at understanding what works at the village level.

Region: Asia and the Pacific

Sector(s): Rural Development

ASHBY, JACQUELINE

FIELD(S): Rural Sociology, Economics of Education  
EDUCATION: Ph.D. candidate, Developmental Sociology, Cornell University, 1979

LANGUAGES: Nepali, French  
Spanish (basic)

SKILLS AND INTERESTS:

Applications of sociology to design and evaluation of development programs. Interests include social organization of agricultural production in peasant farming systems, impact of agricultural technologies, time allocation and division of labor in farm households, women's roles in agriculture...formal and non-formal education in rural development.

RESEARCH: Doctoral dissertation: "Rural Education and Agricultural Modernization: Innovation and Social Change in Four Village Communities in Nepal," based on 18 months of field research.

FIELD EXPERIENCE: British Voluntary Service Overseas (VSO) program, 1971-1972, Nepal Research Associate, Center for Economic Development, Tribhuvan University, Kathmandu, Nepal, 1976-1978.

COUNTRY OF ORIGIN: United Kingdom

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Jacqueline Ashby has recently consulted for the Agricultural Projects Services Center in Kathmandu, Nepal on the evaluation of an integrated rural development project. For EDUTEL Communications and Development, she consulted on an education and communications system for Agricultural Development Report.

She has been the Research Associate at the Center for Economic Development and Administration at Tribhuvan University in Nepal where she did field work in rural sociology; and for the Rural Sociology Department, Cornell University,

ASHBY, JACQUELINE

doing statistical analysis of social surveys. She has taught Sociology and Comparative Education at Cornell's Rural Sociology and Education Departments, and lectured in Nepal on the improvement of English language teaching methods at Tribhuvan University for British Voluntary Service Overseas.

She is considered to have excellent skills in survey methodology and research and can function in any capacity in the fields of economic and rural development. She functions very effectively as a team member, or independently.

Region: Asia and the Pacific  
Sub-Saharan Africa

Sector(s): Rural Development  
Agriculture

AXINN, NANCY

FIELD(S): Rural Sociology, Agricultural Education, Formal and Non-Formal Education

EDUCATION: M.A., Home Management and Sociology, Michigan State University, 1963

LANGUAGES: Nepali

SKILLS AND INTERESTS: Teaching and research relating to family issues, curriculum development, agricultural education, women's role in traditional agriculture.

RESEARCH: Writing on agriculture, rural development, non-formal education and family decision making in Nepal and Nigeria.

FIELD EXPERIENCE: Taught and did research in universities in Nigeria and Nepal for two years in each country.

COUNTRY OF ORIGIN: U.S.A.

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For the last two years Nancy Axinn has been a team member of the Michigan State University project at the Institute of Agriculture and Animal Sciences, Tribhuvan University, in Nepal, where her responsibilities have included curriculum development and staff training for education and agriculture. She has extensive experience as Instructor of Family Ecology at Michigan State University where she has taught courses in the areas of family decision making and contemporary issues in Human Ecology. For two years she served as a lecturer in the Department of Home Economics at the University of Nigeria.

AXINN, NANCY

She has written widely about development issues and the family. Her publications include: Family Decision Making: An Ecosystem Approach, "The Role of Livestock in Farming Systems in Nepal," "Techno-Socio-Economic Study of Bio-gas Plants in Chitwan District, Nepal," and "Communication Habits among the Nsukka Igbo: A Contemporary Folk-Village Society."

Ms. Axinn is characterized as "able to put things into practice,...perceptive and dynamic with a breadth of understanding of many disciplines."



Region: Asia and the Pacific  
Sub-Saharan Africa

Sector(s): Economics

BLAIR, PATRICIA W.

FIELD(S): International Economics

EDUCATION: M.A., Economic Development, Haverford College, 1952

LANGUAGES: French (good), Spanish (good)

SKILLS AND INTERESTS: Program planning and design, research and analysis of political and economic trends

RESEARCH: Did research for World Bank-sponsored commission recommending policies for international trade, aid, and investment for development.

FIELD EXPERIENCE: As programmer and policy analyst for the Department of State, analyzed Namibia's transition to independence and U.N. representation for exceptionally small states.

COUNTRY OF ORIGIN: U.S.A.

---

Patricia Blair has had more than two decades of experience in the design, management, research, and evaluation of international development programs. As a Program and Policy Analyst she has prepared policy papers for the State Department on Namibia's transition to independence and on the United Nation's representation for exceptionally small states. She conducted a survey of market potential for crop storage facilities in developing countries.

As Director of Analysis for the National Clearinghouse on Revenue Sharing, she was responsible for analyzing and drawing

BLAIR, PATRICIA W.

up policy implications from a project involving 33 cities. She conducted research and analysis for the World Bank-sponsored Commission on International Development, which recommended new policies on international trade, aid and investment for development. With the Carnegie Endowment for International Peace, she was responsible for a book-length analysis of U.N. political and economic issues. With the Foreign Operations Administration, a precursor to AID, she was responsible for liaison with the Government of India on U.S. exchange programs for technicians.

Ms. Blair has written widely on development issues. Her publications include, Chinese Economic Development, "The Dimensions of Poverty," "Portuguese Africa and the United Nations," and Burma's Role in the United Nations.

Region: Asia and the Pacific

Sector(s): Agriculture  
Rural Development

BONNELL, SUSANNE

FIELD(S): Rural Development, Agriculture, Education

EDUCATION: M.S., International Agricultural Development,  
University of California, 1978

LANGUAGES: Neo Melanesian (fluent)

SKILLS AND  
INTERESTS: Combined skills in agriculture, teaching,  
counseling, curriculum development, addressing  
problems of women and agricultural extension,  
low-cost housing for the tropics, food  
production and nutrition, and village techno-  
logy.

RESEARCH: Writings on women in agriculture, nutrition,  
self-help and low-cost housing.

FIELD EXPERIENCE: Varied and extensive experience during eleven  
years in Papua New Guinea including service  
as the Dean of Women in Vudal Agricultural  
College, a previously all-male college,  
experience as a training officer and work as  
an advisor to the government on women's programs.

COUNTRY OF ORIGIN: U.S.A.

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Susanne Bonnell has had eleven years professional experience as a contract officer with the Public Service of Papua Guinea under the Australian Staffing Assistance Scheme. She has served as the Dean of Women at Vudal Agricultural College, where her responsibilities included integrating women students into an all-male college, as well as teaching courses on rural home economics and village technology.

BONNELL, SUSANNE

Ms. Bonnell has also served as Executive Officer in the Chief Minister's Department, Port Moresby, where she was responsible for developing and coordinating training courses in community development and home economics. She worked with the Division of Social Development at Port Moresby, where she advised the government on policies for the advancement of national training programs.

As District Welfare Officer in the Western Highlands District at Mount Hagan, she developed adult education and community development projects in the fields of health, agriculture, and rural home economics.

She has recently written papers on "Integration of women into Agricultural Extension," "Self-Help: The People's Solution to Low-Cost Housing," and "Development for Fuller Lives in Papua New Guinea: A Plan to Increase Food Production and Reduce Malnutrition."

Region: All Regions

Sector(s): Sociology

BOULDING, ELISE

FIELD(S): Sociology

EDUCATION: Ph.D., Sociology, University of Michigan, 1969

LANGUAGES:

SKILLS AND  
INTERESTS:

The Future of Mankind, Peace Research,  
Sex Roles in Society, Sociology of World  
Conflicts, Ethics, Religious Futurism and  
the Evolution of World Community

RESEARCH:

Wrote extensively on the image of the future,  
women in the twentieth century, international  
data on women, social systems, the family  
and the environment, the economic roles of  
women and female alternatives to hierarchical  
systems

FIELD EXPERIENCE:

Organized a number of forums and seminars  
on: The Economy and Sociology of the Family,  
The Impacts of Development, and Population  
Growth. Examined the economic roles of women  
in societies in transition.

COUNTRY OF ORIGIN: Norway

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Elise Boulding is a world-renowned sociologist, who is presently a Montgomery Visiting Professor in the Department of Sociology at Dartmouth College and on leave from the Department of Sociology and the Institute of Behavioral Science at the University of Colorado. She has also served as Visiting Lecturer at the Graduate School of International Studies at the University of Denver. Dr. Boulding has written about and lectured on many

BOULDING, ELISE

cosmic themes. The range of her interest is suggested by some of her recent appointments. She served on a Task Force "On the Future of Mankind," was Chairperson for a Consortium on Peace Research, and was Secretary for the Working Group on the Study of Sex Roles in Society.

Some of the recent books which she has written, translated, edited or contributed toward are: Image of the Future, Power and Conflict in Organizations, The Underside of History: A View of Women Through Time, Women in the Twentieth Century World, and The Social System of the Planet Earth.

Dr. Boulding is a member of a number of boards of directors, national committees, steering committees, advisory boards, executive councils, women's forums, and national commissions, including the Institute for World Order, The Center for War and Peace Studies, and the Institute for Policy Studies. Over the last decade, in addition to her service as a visiting lecturer and consultant with many different groups and organizations she has written more than a hundred articles, pamphlets, books and reviews of seminal importance to the Women's Movement.

Region: Asia and the Pacific

Sector(s): Formal and Non-Formal  
Education

COLLETTA, NANCY D.

FIELD(S); Family Psychology, with emphasis on child development

EDUCATION: Ph.D., Family Studies, Cornell University, 1978

LANGUAGES:

SKILLS AND  
INTERESTS:

Transcultural research on early child-rearing practices, ecology of child development, curriculum development, personality theory and teaching.

RESEARCH:

Studies influence of socio-economic, nutritional and child-rearing factors on the children on a rubber plantation in West Malaysia, teenage mothers and variables relating to emotional stress and maternal role performance.

FIELD EXPERIENCE:

Was a teacher and a trainer as a Peace Corps Volunteer at Ponape, Eastern Caroline Islands, was also a student teaching supervisor in Malaysia.

COUNTRY OR ORIGIN: U.S.A.

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Nancy Colletta recently finished her doctorate at Cornell in Child Development, and is now an Assistant Professor at the Institute for Child Study at the University of Maryland.

She teaches courses on child development, guidance of young children, human development and learning, and conducts a doctoral seminar on the socialization process.

COLLETTA, NANCY D.

Dr. Colletta has engaged in diverse research on various aspects of transcultural education. She has been a research assistant on a Ford Foundation project on the effects of child-rearing practices on Ponapean cultural identity and school performance in the Eastern Caroline Islands. She has conducted research on socio-economic, nutritional, and child-rearing factors as they influence the children of Malay, Chinese, and Indian laborers on a rubber plantation in West Malaysia. She is presently conducting research on teen-aged mothers and variables that relate to emotional stress and maternal role performance.

She has written a number of articles on family-raising practices, including, "Child-rearing and Maternal Satisfaction in One and Two-Parent Families," "The Impact of Divorce: Father Absence or Poverty?" "Reconstituted Families: Step-parenting," "Illness in Children," "Child Abuse," and "Dealing with Problem Behavior."

Colleagues describe Dr. Colletta as a good team member, who gets things done without the need for a lot of support or applause. She is self-motivated, and takes a lot of initiative. She is good both at research and programming. "She is direct, honest, and does the job."



Region: Asia and the Pacific

Sector(s): Rural Development  
Income Generation

DIXON, RUTH

FIELD(S): Sociology, emphasizing women, the family,  
marital patterns and population policy

EDUCATION: Ph.D., Sociology, University of California, 1970

LANGUAGES: French (limited)

SKILLS AND  
INTERESTS:

Research emphasizing population and social demography, urban sociology, urbanization and development in the Third World, sociology of sex roles, comparative status of women, motivational aspects of human reproductive behavior, population policy and economic development, cross-cultural measurement and analysis of the status of women, patterns of family formation and dissolution.

RESEARCH:

Research work on income-generating activities for rural women in South Asia. Recently wrote Rural Women at Work: Strategies for Development in South Asia. Extensive publications on women and family planning patterns including "Women's Rights and Fertility," "Status of Women and Family Planning," "The Roles of Rural Women: Economic Production and Reproductive Choice."

FIELD EXPERIENCE:

During her field trip to India, Bangladesh, Pakistan and Nepal explored the potential for creating income-generating activities for rural women.

COUNTRY OF ORIGIN: U.S.A.

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DIXON, RUTH

Ruth Dixon is presently an Associate Professor of Sociology at the University of California at Davis. Her teaching interests focus on population and social demography, urban sociology, the comparative status of women, and the sociology of sex roles. Her research interests are centered upon the motivational aspects of human reproductive behavior, population policy and economic development, cross-cultural measurement and analysis of the status of women, and patterns of family formation and dissolution. One of her current research projects is to explore the potential for creating income-generating activities for rural women in South Asia. In pursuit of this interest, she recently completed a field trip to India, Bangladesh, Pakistan, and Nepal, and authored a report on women's cooperatives in rural development.

Her professional activities have included participating in a number of seminars and meetings, including "The Role of Women in Economic Development," "Fertility Decision Making," and "Implications of Developing Country Population Growth for Agribusiness."

She has written widely on family and population issues; some of her publications include, "Women's Rights and Fertility," Status of Women and Family Planning, "Measuring Equality between the Sexes," "The Roles of Rural Women: Economic Production and Reproductive Choice," and Rural Women at Work: Strategies for Development in South Asia.

Region: Asia and the Pacific

Sector(s): Income Generation

Formal & Non-Formal Education

ELAHI, NASREEN

FIELD(S): Non-Formal Education, Income Generation, Social Welfare

EDUCATION: D.S.W. candidate , Social Policy,  
University of Maryland

LANGUAGES: Urdu

SKILLS AND

INTERESTS: Program planning and implementation,  
management and administration, com-  
munity organization. Interested in  
alternative educational systems, de-  
velopment of income-generating programs

RESEARCH: Wrote a chapter on social strategy in  
development for a forthcoming book.

FIELD EXPERIENCE: A citizen of Pakistan, she has worked  
as a school social worker in the Di-  
rectorate of Social Welfare in the  
Government of Punjab, and as a com-  
munity organizer, Directorate of Soc-  
ial Welfare, Government of Sind,  
Pakistan.

COUNTRY OF ORIGIN: Pakistan

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Nasreen Elahi is currently working on her doctoral degree in Social Welfare at the University of Maryland, with a concentration on social policy. She has experience in planning, organizing and implementing a successful alternative educational system to combat delinquency among school drop-outs in Pakistan. She also has experience in developing income generation projects by introducing women to doll-making, turning this art into a cottage industry.

ELAHI, NASREEN

As a school social worker for the Directorate of Social Welfare with the Government of the Panjab, she was responsible for addressing the problems of 4,000 high school students. As a community organizer with the Directorate of Social Welfare in the Government of Sind Province, she worked on the socio-economic development of a slum with a population of 35,000, using the principle of self-help.

She has administered a school, as well as a clinic and a vocational center and partly through her leadership, the staffs greatly improved the services of the clinic and vocational center.

Colleagues praise Ms. Elahi for her hard work and dedication. She has leadership qualities and is dynamic and energetic.

Region: Asia and the Pacific

Sector(s): Health, Nutrition and  
Family Planning  
Housing and Urban Development

FURST, BARBARA

FIELD(S): Anthropology, Family Planning

EDUCATION: B.A., Anthropology, The American University, 1968  
Diploma, Social Anthropology, Oxford University, 1972

LANGUAGES: French (working knowledge)

SKILLS AND  
INTERESTS:

Research, analysis and evaluation, requiring anthropological skills and methods in economic planning and development. Interested in family planning, health services and ethnomedicine.

RESEARCH:

Studied social change and attitudes toward family planning in rural Pakistan. Studied effects of migration and living conditions on traditional values and social structure in rural North Carolina.

FIELD EXPERIENCE:

In addition to her Pakistan research, she prepared an analysis of the social implications of a resettlement project in the oncho-cerciasis-freed valleys of the Volta River, Upper Volta, as a consultant. She has also lived in India and Nigeria.

COUNTRY OF ORIGIN: U.S.A.

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Barbara Furst has more than ten years experience working in the areas of environmental health, population, indigenous health systems, nutrition, and rural and urban development. At present, she is preparing a report on the conditions of poor urban women for the Office of Urban Development at AID. This report looks at and analyzes urban family structure, changing roles of women, their informal economic and social support systems, and their participation in the labor force.

FURST, BARBARA

For Westinghouse Health Systems and AID, she wrote a report on the relationships between social structures and the status of women, the value of children, and urbanization and human fertility. For the Department of Health, Education and Welfare, she helped prepare guidelines for the development of integrated and locally-based nutrition programs in developing countries. As a consultant for Poynor International, she reports on nutrition behavior in developing countries.

With an AID project review team, she visited Upper Volta to prepare an analysis of the social implications of a resettlement project in the oncho-cerciasis-freed valleys of the Volta River.

She helped design, administer and monitor a workshop entitled, "Tradition, Behavior, and Health," for staff and contractors of AID. For the American Public Health Association, she reviewed ethnomedical literature and wrote a report entitled, "Traditional Medicine and Indigenous Practitioners."

For the Office of Health at AID, she gathered data and wrote a report entitled, "The Adverse Side Effects Upon Health of Some Economic Development Projects," For the USAID Mission in Pakistan, she gathered data and wrote a report on "Medical Manpower, Training, and Clinical Facilities," which surveys health services personnel, estimates of training costs, attrition rates, and the significance of such data for planning purposes.

In the Punjab, Pakistan, she executed a field research project and wrote a monograph which analyzed social change and attitudes towards family planning based upon extensive conversations with village women. The monograph defined social-cultural factors which influence fertility rates.

Colleagues describe Barbara Furst as, "capable, energetic, and hard-working...bright, personable, positive, and likeable ...and strong-minded. She relates to people well...has a strong personality."

Region: Asia and the Pacific  
Latin America and the  
Caribbean

Sector(s): Rural Development

GERMAIN, ADRIENNE

FIELD(S): Rural Development

EDUCATION: M.S., Sociology, University of California at  
Berkeley, 1977

LANGUAGES:

SKILLS AND  
INTERESTS:

Programming. Development of strategy and  
policy statements concerning poor rural women,  
particularly in regard to their productive  
roles in agriculture and rural development.  
Assessment of impacts of programs on women.

RESEARCH: Focuses on women and population studies,  
status and roles of women as factors in  
fertility behavior and the relationship of  
reproduction, power and change.

FIELD EXPERIENCE: Analysed national household survey data in  
Peru and reviewed women's status, roles, and  
organizations in the Philippines and Pakistan;  
reviewed women's status and roles in Kenya  
and Tanzania. Also reviewed comprehensively  
women's roles in Bangladesh, focusing on un-  
remunerated work and educational needs.

COUNTRY OF ORIGIN: U.S.A.

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Adrienne Germain has nearly a decade of experience designing  
projects for women. She is currently a Program Officer with the  
Ford Foundation. Her primary responsibilities are to work with field  
offices in Asia, Africa, and Latin America to help them develop  
programs to include women and assess program impacts on women.

GERMAIN, ADRIENNE

She has also worked as a staff associate and research assistant with the Population Council. She has served as a consultant with the Asian Development Bank, Pathfinder Fund, The Population Tribune, and the United Nations.

She has had extensive overseas experience designing programs for women. She has worked in Peru, the Philippines, Pakistan, Kenya, Tanzania, Bangladesh, Colombia, Brazil, India, Jamaica, and Mexico. She has had wide professional involvement with many different national and international groups working with women and development issues, including the Agricultural Development Council, the Center for Population and Family Health at Columbia University, the Margaret Sanger Center, and the Department of Population Dynamics, at Johns Hopkins University.

Some of her recent publications include, "Poor Rural Women: A Policy Perspective," "Women in Bangladesh Development: A Program and Policy Perspective," "Women in Bangladesh Development: men as Factors in Fertility Behavior: A Policy Analysis," and "Beyond Family Planning: Options for International Agencies."

Colleagues describe Adrienne Germain as an outstanding figure in development, particularly in the areas of policy formulation and program development.



Region: Asia and the Pacific

Sector(s): Management and Administration, Health, Nutrition and Family Planning

GULHATI, KAVAL

**FIELD(S):** Management and Administration, Family Planning

**EDUCATION:** D. Phil. candidate, Management, Women Managers in the Third World, Oxford University

**LANGUAGES:** Hindi, Punjab (fluent)

**SKILLS AND INTERESTS:** Planning, training and evaluation primarily for Third World managers working in the health and family planning sectors.

**RESEARCH:** Has written on several aspects of the population field, including demographic trends, housing needs and urbanization problems.

**FIELD EXPERIENCE:** Citizen of India, took undergraduate degree in India. Was a consultant to USAID/India for research and program development in population family planning, nutrition and education from 1966-69. Extensive experience with training people from the Third World in areas of health and family planning.

**COUNTRY OF ORIGIN:** India

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Kaval Gulhati is presently an Associate Director and Corporate Vice President of the Center for Population Activities, a non-profit human resource development organization which focuses its work primarily on the health and family planning sector in the Third World.

CULHATI, KAVAL

Recently she has been responsible for hosting a seminar for women in planning and management of health service delivery programs and coordinating workshops on women, family planning and health, and management problems of family planning programs.

She has also worked with the Governmental Affairs Institute as a senior team member for training top and middle-level family planning and health administrators from Third World countries. She has experience working with the Population Reference Bureau as Assistant to the President. She has served as a consultant in research and program development with the USAID Mission in New Delhi.

Some of her recent publications include "Compulsory Sterilization: The Change in India's Population Policy," and "India, Forging a Strategy for Development."

Colleagues in the population field say of Ms. Gulhati that she is a top organizer and manager...a valuable trainer... she gets along very well with everyone from the Prime Minister to village women...and she is totally committed and dedicated.

Region: Asia and the Pacific

Sector(s): Rural Development

HUNTE, PAMELA ANNE

FIELD(S): Social Anthropology

EDUCATION: Ph.D candidate, Anthropology, University of Wisconsin

LANGUAGE: Farsi (fluent)

SKILLS AND INTERESTS:

Family planning, demography, public health, medical anthropology, comparative education, cultural change, developmental anthropology.

RESEARCH: Studied traditional health practice, family structure and fertility in Afghanistan

FIELD EXPERIENCE: Field researcher for village health study in central mountain region of Afghanistan. Research analyst for Afghan Demographic Studies, Director of women's interviewing for National Demographic Survey of Afghan population as well as for Afghan Family Guidance Association. Trainer of Afghan demographic interview team members

COUNTRY OF ORIGIN: U.S.A.

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Pamela Hunte has conducted extensive research in Afghanistan. She has served as a consultant to the Afghan Family Guidance Association and the Afghan Ministry of Planning, Central Statistics Office. Her work in Afghanistan focused on demography and public health concerns. She conducted a survey of Afghan

HUNTE, PAMELA ANNE

traditional mid-wives and also studied indigenous methods of fertility regulation. She directed several demographic surveys as well as trained Afghan interviewers.

Ms. Hunte has written widely on public health matters. Her publications include "Family Structure and Fertility," "Indigenous Health Practitioners in Afghanistan," and "The Afghan Family Guidance Association Client Follow-up Study: A Comparison of Clients and Their Husbands with Non-Client Neighbors and Their Husbands."

Ms. Hunte is currently a Ph.D. candidate in Anthropology at the University of Wisconsin, at Madison. She has taught Anthropology and speaks fluent Farsi.

Region: Asia and the Pacific

Sector(s): Rural Development

MARCH, KATHRYN S.

FIELD(S): Anthropology

EDUCATION: Ph.D candidate, Anthropology, Cornell University

LANGUAGE: Speaks: (in descending order of competence)  
French, Nepali, Sherpa, Tamang.  
Writes: (in descending order of competence)  
French, Nepali, Hindi.

SKILLS AND  
INTERESTS:

Anthropological field research. Currently interested in preparing a volume of Tamang women's autobiographies to experiment with the concept of an entirely women-centered ethnography.

RESEARCH:

Dissertation research among two highland Buddhist ethnic groups (Tamang and Sherpa) on women's social position and beliefs in Nepal. Also has done research on the management of high altitude herding in Eastern Nepal.

FIELD EXPERIENCE:

Field work for over two years in north-eastern and northcentral Nepal working with different ethnic groups and studying women's social position and beliefs about that position.

COUNTRY OF ORIGIN: U.S.A.

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Kathryn March is currently finishing her doctoral studies in Anthropology at Cornell University, where she is specializing in Asian and Women's studies. Her thesis field research was conducted in Eastern and Central Nepal, while she studies two different castes, the Tamang and the Sherpa, looking at men's

MARCH, KATHRYN S.

and women's shared and separate ideas about women, and the impact of cultural ideas about womanhood. She studied the role of women as social links between clans, villages, households and individuals, and related this to the significance of women as mediators within the religious system.

Ms. March has been a lecturer in the Department of Anthropology at Cornell, where she taught courses on the ethnology of South Asia, and the anthropology of women.

She is presently preparing a monograph on women's informal associations for AID, and in September, 1979, will be a Mellon Postdoctoral Fellow in Women's Studies, Anthropology and Asian Studies as an adjunct member of the Cornell University Society for the Humanities.

Ms. March has written a number of papers on Nepalese customs, including, "Of People and Naks: The Management and Meaning of High Altitude Herding Among Contemporary Solu Sherpas," and "Women, Women's Divinities, and the Divine." She has participated in several seminars, including "Prospects for Growth in Rural Societies: With or Without the Active Participation of Women?" under the auspices of the Agricultural Development Council, and "Women in International Rural Development," at Cornell University. She also attended a workshop for researchers and development practitioners, conducted by the AID/WID Office in Washington, D.C. in November, 1978.

She is regarded by her colleagues as bright, productive, incisive, level-headed, and serious.

Region: Asia and the Pacific

Sector(s): Economics

MEESOOK, OEY ASTRA

FIELD(S): Economics, Income Distribution

EDUCATION: Ph.D., Economics, University of California, 1972

LANGUAGES: Thai

SKILLS AND  
INTERESTS:

Research, writing and economic analysis of income distribution, dispersion and generation mainly in Thailand. Economic development in Southeast and East Asia.

RESEARCH:

Many studies in income distribution in Thailand, such as disparities in income and social services, generation of income in household sectors, demographic factors, and an income distribution model in Thailand.

FIELD EXPERIENCE:

A national of Thailand, Dr. Meesook has done extensive research work on income distribution in Thailand

COUNTRY OF ORIGIN:

Thailand

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Oey Astra Meesook is currently a Research Economist, Population and Human Resources Division, Development Economics Department at the World Bank, on leave as an Assistant Professor, Faculty of Economics from Thammasat University in Thailand. She has also worked in economic research projects at the University of California and at the National Bureau of Economic Research in Stanford, California.

MEESOOK, OEY ASTRA

Dr. Meesook has done extensive research in income distribution in Thailand including studies on income inequality, demographic factors, regional consumer price indices and generation of income in the household sector. She has also done some work on economic development in Southeast and East Asia and presented papers at several regional conferences.

Dr. Meesook is noted as being a first-rate economist and is both technically competent and a careful analyst. She has demonstrated an ability to work well both by herself and on an international team.



Region: Asia, and the Pacific  
Sub-Saharan Africa

Sector(s): Housing and Urban Dev

MILONE, PAULINE D.

FIELD(S): Sociology

EDUCATION: Ph.D., Social Sciences, University of

66

LANGUAGES: Indonesian, Spanish, French, Swahili

SKILLS AND  
INTERESTS:

Coordinating and analyzing data in socio-economic, technological, and institutional fields, and uses and other statistical procedures for monitoring emergent trends and impact, in such fields as urban housing, economic development, modernization; compiling comprehensive reports and assembling supportive statistics.

RESEARCH:

Has written on housing and urban development issues, and on the status of Indonesian women and rural work.

FIELD EXPERIENCE:

Field work for Nigerian Institutional and Economic Research, University of Ibadan, Nigeria. Ford Foundation in Indonesia.

COUNTRY OF ORIGIN: U.S.A.

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Pauline Milone is particularly skilled at monitoring and measuring the social impact in such fields as housing, economic development and modernization. She has worked as a consultant to the International Research on Women, to produce a Profile on Indonesian development planners. This particular report assesses effects of mechanization, government programs, changing structure, and their impact on the status of rural women.

She has also worked as a research consultant for the Ford Research Institute, where she collected data on the relationship of housing to work in selected cities in Africa, and Latin America. At the University of D

MILONE, PAULINE D.

in Tanzania, she conducted sociological research on plans for improving the living conditions of the Tanzanian urban poor. As a lecturer at the University of California at Berkeley she lectured on comparative housing problems and solutions in developing countries. With the Department of Architecture at Berkeley, she taught courses on the cities of Asia. At the University of Ibadan in Nigeria, as a research fellow, she surveyed Nigerian attitudes towards the city for the Nigerian Institute of Social and Economic Research. In Indonesia, on a grant from the Ford Foundation, she compared indigenous urban cultural values of the populations of modern and traditional sectors of major cities.

Region: Asia and the Pacific

Sector(s): Agriculture

OLSON, MAXINE

FIELD(S): Agricultural Geography, Income Generation

EDUCATION: Ph.D., Geography, University of Michigan, 1978

LANGUAGES: Portuguese (fluent), French (fair),  
Lao (basic knowledge)

SKILLS AND  
INTERESTS:

Planning, management, research, writing, editing, evaluation and project coordination. Interests include social and cultural factors affecting agricultural activities, cottage industries in rural areas, agricultural land use, spatial location, disaster relief and resettlement planning.

RESEARCH: Has written on agricultural resettlement, drought and its effects on land tenure, and farm size and its implications for agrarian reform. Also has written about refugees.

FIELD EXPERIENCE: Field Coordinator for Pa Mong Resettlement Project in Laos. Designed household socio-economic survey in five towns in Laos.

COUNTRY OF ORIGIN: U.S.A.

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Maxine Olson is an Agricultural Geographer who specializes in the analysis of agricultural land use, spatial locations, and complementary activities such as cottage industries. She is currently a consultant to the United Nations Fund for Population Activities, where she is writing a report on refugee resettlement. She has also worked as a consultant with the UNDP, as part of their Sahelian Office, where she wrote an analytical history of the UN's response to rehabilitation and development following periodic droughts. She has served as a research assistant at the University of Michigan, where she organized a major planning meeting for a national conference on refugees from Southeast Asia.

OLSON, MAXINE

In Laos, Dr. Olson, was a research associate with the Michigan Team for the Pa Mong Dam Resettlement Project. In this capacity, she studied and evaluated war refugees' resettlement experiences, a process which involved both background research and field work in refugee resettlement areas. She also designed a household socio-economic survey for five towns in Laos, and organized, trained and supervised a team of fifteen Lao enumerators to collect and collate the data from this survey. In Laos, she also studied the role of handicrafts in the development of rural economies.

Dr. Olson's Ph.D. thesis was "Flight, Settlement, and Adjustment: Refugees in Laos and Other Developing Countries."

Her Master's thesis was, "Drought and Land Tenure in Northeastern Brazil. The Impact of Drought Adjustment Techniques on Farm Size and the Implications of these Techniques for Agrarian Reform."

She is regarded by peers as an outstanding agricultural geographer...with an orderly, clear mind...who is field oriented, and favors practical solutions.

Region: Asia and the Pacific

Sector(s): Formal and Non-Formal  
Education

RAINEY, MARY C.

FIELD(S): Formal and Non-Formal Family Education, Family Economic Systems

EDUCATION: Ph.D., Social Foundations of Education: Comparative and International Education, Michigan State University, 1971

LANGUAGES:

SKILLS AND INTERESTS: Project planning, design, implementation, evaluation and action research, teaching and writing. Interests include family economic systems, non-formal family education, community relations, international relations, non-formal education to enhance the role of women, and intercultural training.

RESEARCH: Research and publications on families, women, language learning and non-formal education. She co-authored "Women, Families and Non-Formal Learning Programs."

FIELD EXPERIENCE: Did in-service teacher training in the Philippines in methods of teaching English as a second language. In Guam, she presented "Strategies for Language Development of The Pre-School Child" at a Headstart Workshop and "Cultural Pluralism - An Educational Alternative for Guam" at a Paraprofessional Workshop. Was a resource person for UNESCO's Out-of-School Youth Seminar in Tagaytay, Philippines in 1974 and was a resource person on non-formal education to enhance the role of women for AID in both Jakarta, Indonesia and in Bangkok, Thailand.

COUNTRY OF ORIGIN: U.S.A.

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Mary C. Rainey is Director of the Center for the Family and Unit Administrator, Community Relations, for the American Home Economics Association in Washington, D.C. In her current position, she provides programmatic and administrative leadership and

RAINEY, MARY C.

participates in long-range planning for the Center. She allocates and supervises job functions, oversees outreach functions of the Center and monitors financial expenditures.

Prior to that, she was Director of the Family Study Center and Associate Professor, Department of Family Relations and Child Development at Oklahoma State University. She has designed and taught courses in Non-Formal Family Education, Family Economic System and Special Problems in Child Development.

Dr. Rainey has done a number of research studies, primarily on families, women and non-formal learning programs. She was a resource person on non-formal education to enhance the role of women for AID/Jakarta and for the Adult Education Division, Ministry of Education, Thailand and AID/Bangkok.

She has been the Principal Investigator for four proposals, contracts and grants. Three of these related to the Family Study Center in Oklahoma and the fourth was a Peace Corps Strategy Contract for Recruitment.

Dr. Rainey is considered to be a highly qualified professional by her associates who praise her for her ability to design, plan and implement projects and for her strong sense of international community. She is excellent working with groups.

Region: Asia and the Pacific

Sector(s): Communications  
Formal and Non-Formal  
Education

SMITH, KAREN

FIELD(S): Communications, Formal and Non-Formal Education

EDUCATION: Ed.M., The Relationship Between Education and National Development, Harvard University, 1966

LANGUAGES: Bahasa Indonesian

SKILLS AND INTERESTS: Design, evaluation, training and management of development programs in Asia; cross-cultural communications; family planning; basic organizational techniques for community organizations.

RESEARCH: A study on cultural patterns, behavior and mutual perceptions, "Americans and Malaysian Chinese: Contrasting Values, Common Objectives."

FIELD EXPERIENCE: Extended residency in Indonesia (approximately 6 years) and travel in the rest of Asia. Most of residency in Asia was spent as program representative for Overseas Education Fund, designing and supervising community organizational endeavors.

COUNTRY OF ORIGIN: U.S.A.

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Karen Smith has more than a decade of experience working with women's development groups, primarily in Indonesia and Southeast Asia. For six years she was the Field Representative of the Overseas Education Fund in Asia, where a large percentage of her time was devoted to working with the Indonesian National Women's Organization, PERWARI. Since 1970, she has assisted PERWARI on the national, provincial, and local level to plan and design leadership training programs, execute workshops, teach courses on leadership and organizational techniques, and help secure funding for these programs.

SMITH, KAREN

Since 1976, she has worked as an independent consultant dealing primarily with women's issues, and continuing her affiliation and interest in Southeast Asia. She has worked with The Asia Foundation, The Asia Society, Intercultural Network, Inc., The Luce Scholars Program, Pathfinder Fund, and the AID Mission to Jakarta. Her recent consultancy assignments have involved public speaking, planning, testifying, and advising on selected rural development projects in Indonesia. As a public speaker, she has spoken about cross-cultural communications, women in Indonesia, Malaysian culture and the Third Malaysia Plan, and women's movements in Asia. She wrote an essay on cultural patterns, "Americans and Malaysian Chinese: Contrasting Values, Common Objectives." As a witness before the House Select Committee on Population of the U.S. Congress, she testified on "Women, Family Planning and Development in Indonesia."

Colleagues have the highest regard for Ms. Smith's professional competence and interpersonal skills. One reference writes that, "Miss Smith is one of the most Asia-wise women in this country... a person whose intelligence, vigor, sense of inter-cultural tact, and powers of shrewd observation have fitted her exceptionally well for the work she undertook in helping the women of Indonesia and Malaysia to form into effective community action and development groups. Miss Smith possesses a crisp mind, good critical sense, an outgoing personality, a sense of administration and organization, a sunny disposition and an excellent social manner."



Region: Asia and the Pacific  
Latin America and the  
Caribbean

Sector(s): Formal and Non-Formal  
Education

SRINIVASAN, LYRA

FIELD(S): Education

EDUCATION: Ed.D., Adult Education, Harvard University, 1947

LANGUAGES: Portuguese, Spanish, Konkni (fluent), French (working knowledge)

SKILLS AND INTERESTS:

Program design, and implementation in community and regional development, adult education, curriculum development, early childhood education, and discovery and inquiry methods of teaching.

RESEARCH:

Focusing on social studies and teachers' guides in the field of education and on training in the field of community development

FIELD EXPERIENCE:

Currently a training specialist with the UN Asia Center for Regional Training and Research, Manila, Philippines and a consultant to World Education. Served as advisor to the United Nations Development Program on their regional river-basin development project at Guadalajara, Mexico.

COUNTRY OF ORIGIN: India

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Lyra Srinivasan has had fifteen years experience with the United Nations in various aspects of socio-economic development work. Currently she is a training specialist at the United Nations Asian Center for Regional Training and Research in the Philippines. She also has experience as a technical advisor providing assistance on the social and educational aspects of a regional river-basin development scheme. Her responsibilities included staff training, evaluation, planning, and project administration.

SRINIVASAN, LYRA

Dr. Srinivasan also has fourteen years experience with the Rural and Community Development Section of the Social Development Division of the United Nations. In this capacity she was responsible for research, training and all substantive aspects of technical assistance to developing countries in the field of social development. She was also responsible for sending direct advisory missions to Latin America , including Brazil, Venezuela, Mexico, and Central America.

For five years with the Ministry of Education in India, she planned, organized and administered the Faculty of Education. She worked most closely in the areas of teacher training, educational psychology, curriculum development, and audio-visual education.

She is considered to be outstanding by her colleagues...  
"versatile...can handle anything".

Region: Asia and the Pacific

Sector(s): Management and Administration

TINKER, IRENE

FIELD(S): Management and Administration

EDUCATION: Ph.D., Comparative Development, London School of Economics and Political Science, 1954

LANGUAGES: Indonesian (fluent)

SKILLS AND INTERESTS:

Programming for and evaluating policies aimed at achieving greater equity during the modernization process. Areas of special concern include local administration, population, education, urbanization and appropriate technology.

RESEARCH: Extensive research on policy, change and the adverse impact of development on women.

FIELD EXPERIENCE: Six years residency in India and Indonesia where she studied regional government and administration. Travel in Nepal, Ceylon, Thailand, Cambodia, Malaysia and Sarawak. Has taught courses on India, Indonesia, Africa and the Commonwealth.

COUNTRY OF ORIGIN: U.S.A.

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Irene Tinker is presently Director of the Equity Policy Center, a group which conducts research on a variety of developmental topics. Currently they are looking into: technology for the world's poor, changing culinary fuel usage, land systems and their differential impact on women, and women in power. Dr. Tinker has extensive experience in many aspects of international development. Until recently she was Director of the Office of Policy and Planning at ACTION (The Agency for Volunteer Service). In this role, she had oversight functions for the Agency's budget, policies, planning, programming, and evaluation.

TINKER, IRENE

Dr. Tinker has also worked with the American Association for the Advancement of Science, as Head of the Office of International Science, where she set up an office for the exchange of information among professional groups in the United States and overseas in the general areas of international science. She has also served as Director of the Educational Policy Center, and has worked as a professor of political science at Federal City College, Johns Hopkins University, Howard University, and the University of California at Berkeley.

Dr. Tinker has written widely on many aspects of development. Some of the books to which she has contributed include: Culture and Population Change, Third World Women: Factors in their Changing Status, Women and World Development, and Village Women: Their Changing Lives and Fertility.

Region: Asia and the Pacific

Sector(s): Health, Nutrition and  
Family Planning

UNDERWOOD, BARBARA

FIELD(S): Nutrition

EDUCATION: Ph.D., Nutritional Biochemistry, Columbia  
University, 1962

LANGUAGES:

SKILLS AND  
INTERESTS: Teaching, training, program planning  
development and operation in regard to  
nutrition.

RESEARCH: Infant/child nutritional requirements,  
vitamin and protein content and retention  
in foods, vitamin concentrations and  
disease.

FIELD EXPERIENCE: Extensive teaching, research and program  
development experience, including two  
years as the Director of the Division  
of Nutrition at the International Center  
for Medical Research and Training in  
Lahore, Pakistan, and assistance in es-  
tablishing an international nutrition  
training course for the Southeast Asia  
Ministers for Education in Jakarta,  
Indonesia.

COUNTRY OF ORIGIN: U.S.A.

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At present, Dr. Underwood is an Associate Professor of  
Nutrition in the International Nutrition Program at the Massa-  
chusetts Institute of Technology and coordinator of the United  
Nations University M.I.T./Harvard program in International Food  
and Nutrition Policy.

UNDERWOOD, BARBARA

Previously, Dr. Underwood was Director of the Division of Biological Health in the College of Human Development of the Pennsylvania State University. She has also taught at Columbia University and served as Director of the Division of Nutrition at the International Center for Medical Research and Training in Lahore, Pakistan, under auspices of the University of Maryland Medical School.

Over the last several years Dr. Underwood has served, on short-term assignments, the SEAMED-TROPED Nutrition Center in Indonesia and the TROPED Central Coordinating Board in Thailand in nutrition-related program planning, development and operation. She has assessed the nutritional status of a rural Indian village, worked with Kwashiorkor patients in Jerusalem and consulted with Southeast Asia Ministers of Education on the development of a post-graduate course in public health nutrition at the University of Indonesia. Dr. Underwood was in charge of biochemical assessment for nutrition in the Dominican Republic and served on an MIT team to evaluate nutritional problems and suggest programs for the Government of Indonesia in connection with the five-year national development plan.

Dr. Underwood is considered to be exceptionally perceptive and sensitive to developing country conditions. Her peers view her as a nutrition expert, combining both broad field experience in applied problems and in-depth knowledge of basic nutrition research. Colleagues have said of Dr. Underwood that, "she has good training, ability to get along in foreign countries, a capacity for hard work, and is conscientious."

Region: Asia and the Pacific

Sector(s): Rural Development  
Communication

ZEIDENSTEIN, SONDRA

FIELD(S): Rural Sociology

EDUCATION: Ph.D., English Literature, Columbia University, 1971

LANGUAGES: Bengali, (working knowledge)  
French, (reading knowledge)

SKILLS AND

INTERESTS: Planning and design, evaluation, training, and management of projects relating to various sociological aspects of rural women in South Asia

RESEARCH: Extensive research on the integration of rural women into the economic and social development of Bangladesh

FIELD EXPERIENCE: During her four years in Bangladesh she developed a pilot project to integrate rural women in the socioeconomic development process and she developed methodologies and materials for leadership training programs. Taught in Nepal for four years.

COUNTRY OF ORIGIN: U.S.A.

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Sondra Zeidenstein has recently worked as a consultant to the World Bank, the Population Council, Interpares and the International Labor Organization. With the Bank, she helped evaluate Bank-supported projects for women in Bangladesh. As a consultant to the Population Council, she was a guest editor for a publication on the topic, "Learning About Rural Women." With Interpares, she is helping to develop and write a training manual to help field staff integrate rural women in their development programs.

For the International Labor Organization she recently completed a book-length study on rural women of Bangladesh and their projects for change, and she is presently writing a book on intercultural communication.

ZEIDENSTEIN, SONDR

She has done research on harvest operations and livestock care in Bengal for the Ford Foundation. She has served as a guest lecturer at Dacca University, Bangladesh and at Tribhuban University in Nepal.

Since 1968, a principal focus of Sondra Zeidenstein's professional life has been the status of women as a phenomenon of culture, age, personal consciousness and public policy. She is highly regarded by her colleagues in the field of women in development as sensitive, sensible, and substantive.



Region: Asia and the Pacific  
Middle East and North Africa  
Sector(s): Health and Nutrition and  
Family Planning

ZIMMERMAN, MARGOT

FIELD(S): Population and Family Planning

EDUCATION: Graduate studies, International Relations,  
New York University, 1957

LANGUAGES: Farsi (some)

SKILLS AND  
INTERESTS: Program planning and development, pro-  
posal writing, editing, liaison and  
other work with population-related  
organizations.

RESEARCH: Has written articles on family planning.

FIELD EXPERIENCE: For five years worked in India and Iran,  
reorganizing an orphanage in India,  
teaching in Iran, and working in a family  
planning clinic.

COUNTRY OF ORIGIN: U.S.A.

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Margot Zimmerman, according to one knowledgeable reference "is everybody's candidate to run anything in family planning." She is currently a consultant and Program Officer for PIACT, (Program for the Introduction and Adaptation of Contraceptive Technology), an organization formed to increase the availability, acceptance and continued use of contraceptives through culturally appropriate modifications to the product and its support materials. Her responsibilities with PIACT include program planning and development, writing proposals, and liaison with donor agencies and other population-related organizations.

She has also worked as the Seminar Director for the Center for Population Activities, (CEFPA), served as a consultant in population dynamics to the World Bank, and she has been a lecturer in population dynamics for the University of Illinois.

ZIMMERMAN, MARGOT

She has worked with the Population Information Program of George Washington University Medical Center, and was a Program Officer for Asia with World Education. In India, she served on the Executive Committee of the Mysore State Family Planning Association, and worked part time in a family planning clinic in Bangalore, South India.

Ms. Zimmerman has written a number of articles on family planning, has lived, worked and traveled extensively in Asia, and is familiar with the cross-cultural nuances which often impede the transfer of technology to the Third World. Colleagues say that she gets along with virtually everyone, follows through, is a hard worker, never lets go, knows appropriate technology and how it relates to family planning, and, in general, is a real dynamo.

Region: Latin America and the Carribbean

Sector(s): Agriculture

BARLETT, PEGGY F.

FIELD(S): Economic Anthropology, Rural Sociology

EDUCATION: Ph.D., Anthropology, Columbia University, 1974

LANGUAGES: Spanish

SKILLS AND  
INTERESTS:

Research and teaching interests include population growth and agricultural innovation, decision making in reference to land use and fertility.

RESEARCH:

Studies on the structure of peasant decision making in response to changing agricultural technology (the Green Revolution) where population growth, ecological disruption, and external economic forces have resulted in changes in land tenure, agricultural methods, and social structure.

FIELD EXPERIENCE:

Two to three years in Costa Rica and Ecuador studying agricultural land use decision making of peasant farmers, social changes on the community level as affected by changing technology in weaving, population growth, penetration of the international market and resistance to outside influence.

COUNTRY OF ORIGIN: U.S.A.

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Peggy Barlett is an anthropologist with considerable research experience in economic development. Her work has focused on peasant land use decision making, particularly as it varies in response to changing agricultural technology and other factors such as population growth, ecological disruption, external and economic forces. She recently completed a paper for AID on this subject.

BARLETT, PEGGY F.

For the Costa Rican Ministry of Agriculture, Dr. Barlett undertook several production cost studies investigating such products as tobacco, corn, beans and coffee. Dr. Barlett has conducted grant-supported research in both Ecuador and Costa Rica.

In Ecuador, working in an Quichua Indian community, she did research on social change on the community level as affected by changing technology in weaving, population growth, penetration of the international market, and resistance to outside influences.

Dr. Barlett is currently an Assistant Professor of Anthropology at Emory University and has also held posts at Carleton College, Queens College and Columbia University.

Region: Latin America and the Caribbean

Sector(s): Formal and Non-Formal Education

BEYTAGH, LUZ

FIELD(S): Education and Psychology

EDUCATION: Ed.D., Developmental Psychology, Columbia University,  
1967

LANGUAGES: Spanish (fluent)  
Portuguese (reads)

SKILLS AND

INTERESTS: Teaching, training and program management  
in the areas of developmental and community  
psychology, group, family and interpersonal  
dynamics, cultural, minority issues and  
ethnic studies.

RESEARCH: Her doctoral dissertation was entitled,  
"Family Dynamics in Thirty-Two Puerto  
Rican Families."

FIELD EXPERIENCE: Has spent most of her professional career  
in Puerto Rico. She has worked as a con-  
sultant with Head Start Programs, The  
Family Relations Court of the Department  
of Justice of the Commonwealth of Puerto  
Rico, and with Pontificia Universidade  
Catolica de Rio de Janeiro, of Brazil.

COUNTRY OF ORIGIN: U.S.A.

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Luz Beytagh has more than 30 years professional experience. She has been a professor since 1951 and is currently chairperson of the Department of Psychology of the University of Puerto Rico. Simultaneously with her professorial responsibilities, she has worked as a consultant to a variety of management development programs, to human services institutions and educational institutions in the United States, Puerto Rico, and Latin America. She has worked as a program designer and helped to design curriculum changes and educational innovations at the University of Puerto Rico.

As a planner and trainer, she has conducted many para-professional training sessions and workshops to help participants

BEYTAGH, LUZ

deal with conflict, inter-agency problems, group and interpersonal relations, decision making, organizational development, and ethnic and minority relations.

Some of her consultancy assignments have been with The National Training Laboratories Institute, the Head Start Programs of Puerto Rico, The Child Mental Health Clinic, the Department of Psychiatry of the School of Medicine at the University of Puerto Rico, the Family Relations Court in the Department of Justice, and with Pontificia Universidade Catolica de Rio de Janeiro, in Brazil.

Dr. Beytagh wrote her doctoral dissertation on "Family Dynamics in Thirty-Two Puerto Rican Families," and among other writings, she has co-authored an article entitled, "Industrialization, Child-rearing Practices, and Children's Personality."

All regions  
Region: Latin America and the Caribbean

Sector(s): Rural Development  
Urban Development

BLUMBERG, RAE LESSER

FIELD(S): Sociology

EDUCATION: Ph.D., Sociology, Northwestern University, 1970

LANGUAGES: Spanish (fluent)

SKILLS AND  
INTERESTS:

Sociological research and training on social change and family organization, factors affecting the status of women, inter-relationship of economic variables, female status, and fertility, education in the developing world.

RESEARCH: Extensive publications on women, work, the family and ethnicity.

FIELD EXPERIENCE: Consultant to the Ministry of Health, Venezuela, extensive research involving urbanization and work as Ford Foundation Advisor to Department of Educational Research, Ministry of Education, Venezuela, other research/consulting in Latin America, the Caribbean and Africa on fertility, rural planning.

COUNTRY OF ORIGIN: U.S.A.

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Rae Lesser Blumberg is presently an Associate Professor in the Department of Sociology at the University of California at San Diego. She has extensive experience as a teacher and researcher, both in the United States and in Latin America. Her primary professional interests are in the area of social change, and the inter-relationships of economic variables, female status and fertility. Dr. Blumberg has worked for a number of years in various countries in Latin America with ministries of health and education, conducting research on the status of women, and training indigenous social scientists on various aspects of sociological research.

BLUMBERG, RAE LESSER

She has written widely on many aspects of family and female sociology, including Stratification: Socio-economic and Sexual Inequality, "The Political Economy of the Mother-Child Family Revisited," and "Economy, Family, Fertility and the Female: Fairy Tales and Facts."

Colleagues describe Dr. Blumberg as adaptable, excellent in the area of cultural sensitivity, and an outstanding researcher.



Region: Latin America and the Caribbean

Sector(s): Communications  
Formal and Non-Formal Education

CAIN, BONNIE J.

FIELD(S): Educational Media Development, Non-Formal Education with specific talents in certain types of media e.g. "Fotonovelas"

EDUCATION: Doctoral candidate, Center for International Education, University of Massachusetts

LANGUAGES: Spanish (fluent)

SKILLS AND INTERESTS:

Project planning, design, implementation and evaluation. Interests in how media can be used to increase participation of people in developing nations in agriculture and industrial development programs.

RESEARCH: Reviewing and writing about the philosophy, methods and considerations involved in participatory research

FIELD EXPERIENCE: When assigned to Honduran Government Office of Literacy Training and Adult Education, she designed and activated various functional education projects. As educational consultant to the American Forum for International Study, developed educational program with a group of American teachers and administrators on tour across Africa. Designed and implemented seminar to inform and train AID mission personnel in use of media to increase the participation of women in AID development projects. Seminar was conducted in Spanish.

COUNTRY OF ORIGIN: U.S.A.

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Bonnie Cain was recently the Coordinator on a 14-month AID contract to inventory and evaluate projects in Latin America which use media to reach low-income women. She designed and implemented seminars to inform and train AID mission personnel

CAIN, BONNIE J.

on the use of media to increase the participation of women in AID development projects.

Prior to that, she developed a curriculum entitled, "Tailoring Educational Technology to Iranian Needs" for future producers of Iranian Instructional Radio and T.V. through Development and Evaluation Associates Inc. She has also done research in participatory research for the Center for International Education. For the New England Farm Workers Council, she developed photographically integrated reading materials with Puerto Rican students. She also experimented with video and radio equipment for work in the adult education classroom.

Ms. Cain combines her recent experience in educational media development with four years of experience in non-formal education and administration in literacy, health and vocational projects. She has also coordinated various community projects in the Peace Corps and for the Office for Civil Rights at the Department of Health, Education and Welfare.

Ms. Cain is known for her work in non-formal education, with specific talents in certain types of media development, notably the "Fotonovela." Among her publications she co-authored "The Use of Popular Graphic Media in Development Support Communications; A Survey of Fotonovelas and Comic Books" and "The Participation Process: Producing Photo-Literature." She is rated highly by colleagues for her ability to implement projects and to analyze and offer useful project design suggestions. She is considered to be culturally sensitive and adaptable and has excellent general management skills.

Region: Latin America and the Caribbean

Sector(s): Management and Administration

CAVANAUGH, DENISE

FIELD(S): Management and Administration

EDUCATION: graduate studies, Urban Community Development,  
University of Pittsburgh, 1970

SKILLS AND

INTERESTS: Planning, design, training and management,  
emphasizing management development, and  
human resources development

RESEARCH:

FIELD EXPERIENCE: Peace Corps Volunteer, Peru, where she  
developed programs for women in the form  
of a cash producing cooperative, and a  
career counselling center for teenage  
women.

COUNTRY OF ORIGIN: U.S.A.

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Denise Cavanaugh is President of Cook/Cavanaugh Associates, an organization which provides technical assistance so that programs can more effectively utilize their human resources. She works primarily in the areas of management development, organizational diagnosis, setting standards, and formulating training designs. She also helps organizations to implement affirmative action programs.

Ms. Cavanaugh is currently a member of a team presenting a course entitled "Management Skills for Women". She recently provided training to Comprehensive Education and Training Act (CETA) staff involved in the placement of women in non-traditional jobs.

CAVANAUGH, DENISE

She has also worked as a trainer, where she designed and delivered seminars for the executive directors of community change agencies; as a Program Officer for VISTA; as a Parent Coordinator for a Child Development Program with the Board of Education in Chicago; and as a Peace Corps volunteer in Peru. In Peru, she served as a community development volunteer working with neighborhood leaders on community projects, and with teenaged girls working on work/life options.

Region: Latin America and the Caribbean

Sector(s): Urban Development  
Rural Development

CHANNEY, ELSA M.

FIELD(S): Political and Economic Development

EDUCATION: Ph.D., Political Science, University of Wisconsin,  
1971

LANGUAGES: Spanish (fluent)

SKILLS AND  
INTERESTS:

Research, writing, organizational and administrative skills. Interests include women in development, Latin American political and economic development, and human relations issue relative to migration.

RESEARCH: Has done extensive research on women, migration, employment and politics.

FIELD EXPERIENCE: Was co-principal investigator for study of women street vendors, market sellers, domestic servants and factory workers in Lima, Peru. Conducted dissertation research in Peru and Chile concerning women and political leadership.

COUNTRY OF ORIGIN: U.S.A.

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Elsa Chaney is presently a consultant to the Agency for International Development, focusing on women in development.

From 1977 to early 1979, Dr. Chaney was the Deputy Coordinator of the Women in Development Office at the Agency for International Development. In that position, she dealt with administrative, budget and policy concerns of the office. She wrote and edited large segments of the Agency's report to Congress on women in development presented in August, 1978. She wrote and delivered testimony on behalf of the Women in Development Office at the first Congressional hearings ever held on "International Women's Affairs".

Previously, in 1970, Dr. Chaney initiated and was co-investigator with a research team of sociologists from Fordham University and Colleagues of the Corporacion Centro Regional de Poblacion, Bogota, Colombia on a study of policy implications of Colombian migration to New York City.

CHANEY, ELSA M.

In 1974-75, Dr. Chaney organized and was co-principal investigator for a study of women street vendors, market sellers, domestic servants and factory workers in Lima, Peru.

Dr. Chaney taught in the Department of Political Science at Fordham University for five years where she also developed the Latin American program. She held the rank of Associate Professor when she left Fordham.

She has done substantial research on political and economic development migration and women. Her publications include "Women and Development: Access to Tools" (with Marianne Schmink) in Sex and Class in Latin America," "Women and Population: Some Key Policy, Research and Action Issues," in Population and Politics: New Directions in Political Science Research, and her Ph.D thesis, Women in Latin American Politics: The Case of Peru and Chile.

Region: Latin America and the Caribbean.

Sector(s): Income Generation

CLYBURN, LAURA

**FIELD(S):** Small business development emphasizing handicrafts and cottage industries, business management, and credit.

**EDUCATION:** M.A., Economics and Asian Studies, Johns Hopkins University, 1978  
M.A., Education, Vanderbilt University, 1970

**LANGUAGES:** French (fluent),  
Spanish (limited)

**SKILLS AND INTERESTS:** Project design for small business development, whether income generation, labor creation or export-oriented, to include marketing, credit, export surveys and product development. To aid cottage industry, especially in rural areas. Interest both in export production (e.g., crafts) and that for local consumption (agro-business).

**RESEARCH:** Analyses of small-scale industry projects in Asia, Africa and Latin America.

**FIELD EXPERIENCE:** Conducted assessments of craft production in five Central American Countries to appraise incentives and credit available for producers, and looked at the technical and managerial needs of various craft industries in those five countries (particularly Guatemala). Extensive experience with Asian, African and Latin American craft import markets.

**COUNTRY OF ORIGIN:** U.S.A.

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CLYBURN, LAURA

Laura Clyburn has done commercial marketing studies for crafts and has also written economic analyses on proposed projects. Most recently, she identified market potential, both local and export, and constraints of various subsectors of Nepali cottage industry as part of an income generation project there. She has written on this topic and on the role of Nepali women in cottage industries.

Previously, she has worked with the World Bank, on economic research, agriculture and industrial projects in Latin America. She went to Central America to conduct a marketing, credit and export survey of the handicrafts sector in five countries there. Her study included a review of programs existing for small enterprise development. She interviewed government officials and representatives of the finance and private sectors (exporters and producers), to assess the needs of successful marketing ventures in each country.

The major recommendations of her report included: strengthening the export promotion agencies, reappraising fiscal incentives and credit availability for small businessmen and exporters, and expanding the delivery of small business loans.



Region: Latin America and the Caribbean

Sector(s): Formal and Non-Formal Education

COLLADO, YVONNE VILLANUEVA

FIELD(S): Non-Formal Education, Technical Education

EDUCATION: Ed.D., Center for International Education  
University of Massachusetts, 1978

LANGUAGES: Spanish (fluent)

SKILLS AND  
INTERESTS:

Focal points have been the study of women's problems in the areas of culture, curriculum design and evaluation, and educational opportunities in Latin America.

RESEARCH: Dissertation was entitled "Developing a Model for Analyzing Sexual Stereotyping in Elementary School Materials in Venezuela."

FIELD EXPERIENCE: Was born in Venezuela and lived there for 16 years; she has resided in Puerto Rico for nine years and has traveled to Peru, Santo Domingo, Curacao and Aruba.

COUNTRY OF ORIGIN: Venezuela

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Yvonne Villanueva Collado recently was the Latin American Group Coordinator for the Center for International Education at the University of Massachusetts and did liaison work with Latin American contacts, site development and organizational activities. Prior to that, as a research assistant, she developed an annotated bibliography on Women and Development with special emphasis on education and worked on the Center's Ecuador Project on non-formal education. Earlier, she did liaison work in Venezuela for the Center for International Education with institutions working on non-formal education.

COLLADO, YVONNE VILLANUEVA

Previously, she was the Director of Housing at the State University of New York, Old Westbury and the General Coordinator, College Federal Work/Study Program.

Dr. Collado has taught Spanish for beginners, an advanced seminar on the Latin American novel and one on the short story in Puerto Rico, all at the State University of New York. Her colleagues consider her to have a good grasp of the concepts involved in Women in Development and capability in staff training, project and program and evaluation.

Region: Latin American and the Caribbean

Sector(s): Housing and Urban Development

CONGER, LUCY L.

FIELD(S): Housing and Urban Development

EDUCATION: M.A. candidate, Urban and Regional Planning,  
George Washington University

LANGUAGES: Spanish (fluent),  
Portuguese (good),  
French (good)

SKILLS AND  
INTERESTS:

Research, design and social and policy  
analysis of urban development/housing  
programs in developing countries.

RESEARCH:

Wrote Peru shelter sector assessment and  
wrote Southern Africa shelter sector policy  
analysis, both for AID; research on welfare  
service delivery to migrant farmworker  
children.

FIELD EXPERIENCE:

Several years work in Latin America, where  
she worked on identification, development  
and design of technical assistance programs  
focusing on low-income women; did a squatter  
settlement survey and prepared reports on  
self-help community services, savings and  
loan cooperatives; participated in earth-  
quake relief programs and served as a  
Peace Corps Volunteer.

COUNTRY OF ORIGIN: U.S.A.

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Lucy Conger presently works at the Inter-American Foundation  
where she is the Foundation's representative for the Caribbean.  
In this capacity, she works with Caribbean groups in identifying  
and developing programs for funding by the Foundation.

CONGER, LUCY L.

Previously, Ms. Conger worked as an Information Specialist and Program Analyst at the Foundation for Cooperative Housing where she wrote, designed and produced international program descriptions, did research and analysis, and provided technical assistance in the area of housing. She has researched and written a shelter sector policy analysis for Southern Africa, and Latin American, housing and urban development program proposals and was responsible for social analysis and design of social service and community organization elements of urban development programs in developing countries. She has also planned training seminars for housing specialists and evaluated housing and urban development projects.

Prior to that, she was the Latin American Regional Program Developer at the Overseas Education Fund of the League of Women Voters where she identified, developed and designed programs focusing on low-income women and conducted business with Latin American government officials and local organizations.

Ms. Conger has spent several years in Latin America, working as a researcher and writer in the area of housing and urban development for AID and for Howard University. She served as a Peace Corps Volunteer in Lima, Peru where she prepared training materials in housing for community groups and administered a loan fund which gave high-risk, low-interest loans to development groups throughout Peru.

Ms. Conger has written on evaluation indicators and role analysis as a tool for programming for Women in Development.

She is described as very capable, thorough and practical with a good overall understanding of development issues. She can adapt with ease to cultural situations.

Region: Latin America and the Caribbean

Sector(s): Formal and Non-Formal Education

CRONE, CATHERINE

FIELD(S): Non-Formal Education

EDUCATION: Ph.D. candidate, Higher and Adult Education  
Columbia University

LANGUAGES: French and Spanish (fluent)

SKILLS AND INTERESTS: Design, evaluation and training of non-formal education programs.

RESEARCH: Non-formal educational materials, especially for rural women.

FIELD EXPERIENCE: Coordinated planning for Multinational Conference on Basic and Functional Education for Adults, and the International Workshop for Evaluation Specialists, Thailand. Has worked on various World Education projects in Argentina, Brazil, Mexico, Honduras, Guatemala, Dominican Republic, Costa Rica, Guadalupe, Pakistan, and the Philippines.

COUNTRY OF ORIGIN: U.S.A.

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Catherine Crone is currently the Director of the Department of Research and Development for World Education, where she has responsibility for supervising the design and evaluation of non-formal education programs, and developing innovative instructional techniques and materials for use in non-formal education programs. As Special Projects Officer for World Education, she was responsible for coordinating the planning and implementation of two major conferences: the Multinational Conference on Basic and Functional Education for Adults, and the International Workshop for Evaluation Specialists, in Thailand.

CRONE, CATHERINE

Ms. Crone has helped develop non-formal educational materials in more than a dozen countries. In Brazil, for example, she coordinated the field testing of a Spanish language version of an idea kit for people who were training family planning workers. She has assisted with the preparation of various other kinds of non-formal educational materials in Argentina, Mexico, Honduras, Guatemala, Dominican Republic, Costa Rica, Guadalupe, Pakistan, Thailand, and the Philippines. In the Philippines, she supervised research on innovative non-formal education for rural women.

Colleagues indicate that Ms. Crone is good either working by herself, or as a member of a team. They rate her excellent at cultural sensitivity and adaptability. They say that her philosophy is to go into rural areas and ask what is really needed, rather than to work through formal structures and organizations.

Region: Latin America and the Caribbean

Sector(s): Formal and Non-Formal Education  
Health, Nutrition and Family Planning

DE COLON, MARIA

**FIELD(S):** Home Economics, Formal and Non-Formal Education, Health and Sanitation, Nutrition

**EDUCATION:** Ed.D., Adult Continuing Education, Michigan State University

**LANGUAGES:** Spanish (fluent), Portuguese (some)

**SKILLS AND INTERESTS:** Teaching, training, coordinating and administering programs in Adult Continuing Education, Cooperative Extension Education, and Home Economics Education.

**RESEARCH:** Has written on various aspects of formal and non-formal education.

**FIELD EXPERIENCE:** Nine years experience as Home Economist Agent with the Cooperative Extension Service in the central mountains of Puerto Rico. Five years experience in Venezuela with the Rural InterAmerican Education Center, training teachers from 20 Latin American countries.

**COUNTRY OF ORIGIN:** U.S.A.

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Maria de Colon is presently an Assistant State Leader in the Home Economics Programs of the Cooperative Extension Service, with Iowa State University, where she directs an expanded nutrition program for low income families and supervises other programs for low income and minority groups. In addition to her training and experience in Home Economics and Adult Education in the United States, Dr. de Colon has more than fourteen years experience in Puerto Rico and Venezuela working in various aspects of Home Economics.

DE COLON, MARIA

For nine years she served as a Home Economist Agent with the Cooperative Extension Service in the central mountains of Puerto Rico, where she worked with agricultural agents to assist the women and campesinos in food production, gardening, pesticides, and food conservation. In Venezuela, she worked for five years for the Rural InterAmerican Education Center training teachers from 20 Latin American countries. She developed both formal and non-formal Home Economics programs where students were trained in the practical application of Home Economics theory. She also directed seminars in development programs in Latin America.

Colleagues praise Dr. de Colon for her drive, her interpersonal relations, and state that she is sought after by other professionals.



Region: Latin American and the Caribbean

Sector(s): Agriculture

DEL CASTILLO, ANNE MARIE

FIELD(S): Agricultural Economics

EDUCATION: M.S., Agricultural Economics,  
University of Maryland, 1976

LANGUAGES: Spanish (fluent)

SKILLS AND  
INTERESTS:

Research and analysis of national and international grain storage programs...implementation and evaluation of rural community development programs using PL-480 grains, rural nutrition, grain production.

RESEARCH:

Her Master's thesis and other writings investigated the implications of international and national grain storage plans.

FIELD EXPERIENCE:

Grew up in Panama, and Colombia, as well as the United States. With Catholic Relief Service has worked in Bolivia and Peru assisting in the administration of PL-480 projects...has designed and evaluated rural community development projects ...coordinated programs with national ministries.

COUNTRY OF ORIGIN: U.S.A.

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Anne Marie del Castillo is a specialist in agricultural development and agricultural commodity trade. She has experience both in project design and evaluation and is particularly interested in the assessment of market potential for local products, determining the income generating potential of community projects, and the evaluation of agricultural projects in general.

DEL CASTILLO., ANNE MARIE

Ms. Castillo has analytical experience at local, national and international levels. She has worked as a trade analyst in international trade policy at the U.S. Dept., of Agriculture where she was responsible for monitoring all new trade policies of developing countries. In Bolivia, Ms. Castillo designed a grain promotion project which involved market development and the development of appropriate processing technology. In subsequent research, Ms. Castillo analyzed the economic and agricultural impact of loan money given to Bolivian farmers.

Ms. Castillo worked for Catholic Relief Services in Peru where she was responsible for the evaluation of all disaster relief projects. Her academic research has dealt with national and international grain storage and reserve systems.

Region: Latin America and the Caribbean  
Sector(s): Management and Administration

DESMOND, KATHY

FIELD(S): Management and Administration, Education

EDUCATION: M.A., International Development,  
American University, 1978

LANGUAGES: Spanish (fluent)

SKILLS AND  
INTERESTS:

Teaching, training, project organizing,  
curriculum development, research and  
writing on issues of poverty and social,  
economic, political development of low  
income groups, both in the U.S. and  
Latin America.

RESEARCH: Has studied worker management, Indian  
cultural education, land reform and peas-  
ant organization in Latin America.

FIELD EXPERIENCE: With Overseas Development Council as a  
research consultant, looked at grass-  
roots participation in development pro-  
grams in Latin America, and worked as a  
community organizer with Peace Corps  
in Brazil.

COUNTRY OF ORIGIN: U.S.A.

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Kathy Desmond is currently a Program Officer with the Campaign for Human Development where she is responsible for research and writing on issues of poverty and social, economic, and political development of low income groups. She conducts workshops and talks with groups throughout the United States, as well as serving as a program designer for church-funded education projects in Latin America.

DESMOND, KATHY

She also has experience with the Overseas Development Council as a consultant, researching the issues of grassroots participation in development programs in Latin America. She spent six months writing "Three Case Studies of Self-Reliant Community Action in Latin America," which dealt with various schemes for worker management, land reform and peasant organizations. She has served in a variety of liaison capacities with both governmental and private organizations in Latin America.

Ms. Desmond has been a Peace Corps Volunteer in Brazil, where she worked in a community development program in low income areas, utilizing a Brazilian-developed methodology of group dynamics and community organization to strengthen community organizations and leaders. Much of this work dealt with community organizations working in the areas of health, education, and recreation.

Colleagues in the development community highly recommend Ms. Desmond and say that she is very knowledgeable about community action programs, both in the United States and in Latin America. She understands the pedagogy of working with unempowered groups, using tools such as literacy training as a means to create community control. She is quite experienced in management, as well as in education.

Region: Latin America and the Caribbean

Sector(s): Management and Administration

DICKER, HORTENSE

FIELD(S): Human Resources Development, Training, Management and Administration

EDUCATION: M.Ed., Human Resources Development, George Washington University, Washington, D.C.

LANGUAGES: Spanish (fluent),  
French (fluent),  
Portuguese (fair)

SKILLS AND INTERESTS: Program design, implementation, training and evaluation. Interest in international human resources development through training of trainers; planning, management and administration and use of intercultural skills.

RESEARCH: Developing in-country training materials.

FIELD EXPERIENCE: Developed three in-country training teams in Ecuador and Peru; and trained leaders and members of community and volunteer organizations in five Latin American countries to progressively upgrade their skills.

COUNTRY OF ORIGIN: U.S.A.

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Hortense Dicker is President of Resources for Action, Inc., an intercultural management consulting firm. She had done independent consulting work in human resources development and was field representative for South America for five years for the Overseas Education Fund of the League of Women Voters.

She has trained the leaders and members of community and volunteer organizations in five Latin American countries to progressively upgrade their skills, and developed three in-country training teams in Ecuador and Peru to replicate training in organization and leadership skills for community groups.

DICKER, HORTENSE

Ms. Dicker has designed and administered a series of four-month multinational seminars for leaders and specialists in the social sciences under a State Department grant.

In program development and evaluation, Ms. Dicker has developed a model and indicators for program evaluation for the Inter-American Commission of Women, assessed and developed recommendations for integrating women more fully into Peace Corps programs in El Salvador through New TransCentury Foundation and developed an income-generating project for rural women there. She has also assessed programming opportunities in Guatemala for the Overseas Education Fund.

Her ability to communicate and work productively in and with other cultures has been evidenced by six years of successful work study and residence in Europe and Latin America, and by extensive intercultural work experience in the United States. She is considered to be a steady, conscientious and meticulous worker who is flexible, yet patient and assertive.

Region: Latin America and the Caribbean  
Sub-Saharan Africa

Sector(s): Rural Development

DULANSEY, MARYANNE

FIELD(S): Rural Development

EDUCATION: Graduate Studies in Latin American Studies,  
Management and Training, University of  
Pittsburgh

LANGUAGES: Spanish (fluent),  
French (fair),  
Portuguese (fair)

SKILLS AND  
INTERESTS: Programming, project design, and evaluation,  
emphasizing health, food processing and  
storage, cottage industries, literacy, credit  
income marketing, rural employment, agri-  
culture, crafts, and small industries.

RESEARCH: Most of her articles focus on craftswomen  
and development

FIELD EXPERIENCE: Fifteen years experience in Third World  
development mostly in rural areas; has  
assisted with design of a rural develop-  
ment program in Upper Volta working on the  
role of women, health/nutrition, literacy,  
agricultural training, and credit. Has  
done program planning and evaluations in  
various countries of Asia, Africa, and Latin  
America attempting to link agricultural com-  
ponents of development projects with health  
and nutrition.

COUNTRY OF ORIGIN: U.S.A.

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DULANSEY, MARYANNE

Maryanne Dulansey is presently Director of Consultants in Development (CID), a firm providing problem-solving services to development organizations, especially in programs of food and nutrition, rural employment, agriculture, crafts, small industries and women's participation in development. CID is dedicated to helping development agencies better reach the least advantaged with increasingly appropriate assistance.

Before starting Consultants in Development in 1976, Ms. Dulansey was Director of Development Services at Catholic Relief Services, working on programs in health, nutrition, agriculture, cooperatives, credit unions, non-formal education, leadership training and community development. She has also worked with the Office of the Foreign Secretary for the National Academy of Sciences, the Overseas Liaison Committee of the American Council on Education, The Georgetown Research Center, New TransCentury Foundation and East-West Computer Corporation.

Some of her recent writings on development include:  
"Expanding the External Market for Third World Crafts,"  
..."Crafts Projects for Women,"... Water Resource Development,  
and Criteria for Evaluation of Development Projects Involving  
Women.



Region: Latin America and the Caribbean

Sector(s): Rural Development

EDGCOMB, ELAINE

FIELD(S): Rural Development

EDUCATION: M.A., Latin American Studies, Georgetown University,  
1971

LANGUAGES: Spanish (fluent)

SKILLS AND  
INTERESTS:

Project planning and development, writing,  
training, and evaluation for Latin American  
rural development and disaster relief programs.

RESEARCH:

FIELD EXPERIENCE: Extensive travel to Central America and  
Caribbean over the last five years for  
program planning and training. Managed  
initial stages of field-level disaster aid  
operation after Guatemala earthquake, February,  
1976. Responsible for analysis and approval  
of socio-economic development projects in  
13 countries.

COUNTRY OF ORIGIN: U.S.A.

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Elaine Edgcomb is currently Assistant Regional Director for Central America and the Caribbean for Catholic Relief Services. Her primary responsibilities are to assist the Regional Director and 26 professional staff in 10 countries to formulate regional relief and development strategies. As Assistant to the Regional Director, she is closely involved in analysis and approval of socio-economic development projects in 13 countries. To supervise program planning and training, she has traveled in Central America for 25 percent of her time over the last five years.

She is also Chairperson of the Subcommittee on Women in Development for the American Council of Voluntary Agencies for Foreign Service. This is a group which coordinates activities of 10 member agencies working to improve voluntary agency programming on behalf of women.

Ms. Edgcomb is said to be outstanding in the area of cultural sensitivity. She relates well to staff, and counterparts... she has strong leadership qualities...she is articulate, both verbally and in writing...she is creative, knowledgeable, and has a wide range of interests.

Region: Latin American and the Caribbean

Sector(s): Agriculture

ENGLE, CAROLE

**FIELD(S):** Agricultural Economics, (aquaculture)

**EDUCATION:** Ph.D. candidate Aquaculture, Auburn University

**LANGUAGES:** Spanish (fluent),  
Kachikel (fluent),  
French (fluent in reading, semi-fluent in speech  
and writing)

**SKILLS AND INTERESTS:** Design, evaluation, training and research on aquaculture and aquacultural economics.

**RESEARCH:** Presently a research associate preparing, translating, and presenting training programs in aquacultural economics and directing fisheries and small farm research projects.

**FIELD EXPERIENCE:** For four years in Guatemala, helped a cooperative to organize and market products. Conducted short courses and training in extension, fund raising and market development strategies.

**COUNTRY OF ORIGIN:** U.S.A.

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Carole Engle is currently working on her doctorate in Aquaculture in the Department of Agricultural Economics and Rural Sociology at Auburn University in Alabama. As a research associate with the International Center for Aquaculture, she works on research projects, and assists with the development and translations of training materials, and the preparation of programs in aquaculture.

She is presently responsible for the presentation of aquacultural economic data as part of a team conducting a training program in Colombia.

ENGLE, CAROLE

In addition to her experience in training and aquaculture, she has also worked in a program similar to Peace Corps, helping a cooperative to organize and market products. With this cooperative, where she was a technical consultant, she also was a projects facilitator, conducting short courses and training sessions in extension, fund raising, and market development strategies.

She has also worked with the Federation of Southern Cooperatives on their Small Farm Project, with the Clarke-Monroe Country Catfish Cooperative, and on the Honduras Fish Development Project, where she conducted baseline economic studies.

She has co-authored a number of articles on aquaculture, including Marketing Tilapia and Chinese Carps, Estrogen Sex Reversal of Tilapia Aurea, and Market Testing of Tilapia in Alabama.

Region: Latin America and the Caribbean

Sector(s): Communications

FANNING-FIRFER, MARINA

FIELD(S): Communications, Non-Formal Education,  
Management and Administration

EDUCATION: M.S., Sociology, National  
University of Mexico

LANGUAGES: Spanish (fluent), French (fluent)

SKILLS AND  
INTERESTS: Program and project design, planning and  
implementation of projects, technical as-  
sistance.

RESEARCH: Developed non-formal education materials.

FIELD EXPERIENCE: Born and raised in Mexico, she has pro-  
vided technical assistance to libraries  
and university bookstores throughout  
Mexico and in Ecuador, Peru and Colombia.  
As Director of a private voluntary organi-  
zation, she has provided assistance in  
fund-raising, program development, corporate  
strategy and organizational development to  
numerous Latin American non-governmental  
organizations.

COUNTRY OF ORIGIN: Mexico

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Marina Fanning-Firfer has a long history of working with and for numerous Latin American nongovernmental organizations and is currently the Director of her own organization, the InterAmerican Development Institute. In this capacity, she has designed and developed a basic leadership training program for the Guayami Indians of Panama which entailed close cooperation with the Guayami, the Panamanian Government and the Agency for International Development.

FANNING-FIRFER, MARINA

She has expertise in the area of materials development and has edited and produced various catalogs, information bulletins, booklets and pamphlets for non-formal education; she has written several articles on women, population, family planning and child-birth.

Ms. Fanning has designed and conducted numerous training seminars for bookstore managers and librarians. She has also given seminars on Education and the Masses in Latin America, on Home and School Learning in Latin America and on Latin American Women.

Ms. Fanning is described by her colleagues as a creative person who has great capabilities in training and who gets things done.

Region: Latin America and the Caribbean

Sector(s): Management and Administration

FLETCHER, MARIA OTERO

**FIELDS(S):** Management and Administration

**EDUCATION:** M.A., International Relations, Johns Hopkins University, 1977

**LANGUAGES:** Spanish and Portuguese (fluent)  
French (reading knowledge)

**SKILLS AND INTERESTS:** Project analysis, program development, using analytical, organizational, communications and cross-cultural skills. Has done cost-benefit analysis evaluation and appraisal of urban and rural development projects.

**RESEARCH:** Did research on economic elements for an introductory economics textbook in Bolivia.

**FIELD EXPERIENCE:** With Inter-American Foundation, three years experience in supplying small grants to community development and non-formal education projects, credit and production cooperatives, agricultural extension services, and cultural projects in Brazil, Uruguay and Paraguay. Extensive field work in all three countries interviewing project proponents and other involved parties.

**COUNTRY OF ORIGIN:** Bolivia

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Maria Otero Fletcher is presently a Project Associate at The Center for Population Activities where she organizes and facilitates training programs in management for Third World women.

Prior to that, Ms. Fletcher worked at the Development Group for Alternative Policies. There, she conducted a seminar on development and evaluation at American University, did research on small-scale enterprises in Latin America and wrote about alternative credit institutions in Latin America.

FLETCHER, MARIA

Previously, Ms. Fletcher was a Program Officer with the Inter-American Foundation, where she helped to process grant assistance to various groups working in Latin America. These projects ranged from community development and non-formal education, to credit and production cooperatives, agricultural extension services, and cultural projects. She had responsibilities for programs in Brazil, Uruguay and Paraguay. She wrote proposals, conducted analyses of proposed projects and their socio-economic context, and helped decide which projects to fund. She has been involved in extensive field work in all three countries, interviewing proponents of prospective projects.

Previous to her work with the Inter-American Foundation, she served as a researcher/translator for socio-economic research in Bolivia. She is particularly skilled in the areas of cost-benefit analysis, evaluation, and the appraisal of urban and rural development projects. She is well respected by her colleagues for her skills in project development, evaluation, research and writing.



Region: Latin America and the Caribbean

Sector(s): Health, Nutrition and Family  
Planning

FORMAN, SYLVIA HELEN

**FIELD(S):** Health and Nutrition, Non-Formal Education

**EDUCATION:** Ph.D., Anthropology, University of California, 197

**LANGUAGES:** Spanish

**SKILLS AND INTERESTS:** Project design, evaluation, training, action research, teaching. Interests include population dynamics and local-level demographic change with emphasis on modernization and population change in Latin America; education and cultural change; and problems of agricultural development especially in mountain environments, intermediate technology approaches to development of small-scale agricultural units.

**RESEARCH:** Has done writing on food, nutrition, demography and education in Ecuador and Nicaragua. Doctoral dissertation was entitled "Law and Conflict in Rural Highland Ecuador".

**FIELD EXPERIENCE:** Consultant work on rural health problems, nutrition education, population dynamics and economic development in Latin America. Field research for 20 months in Ecuador.

**COUNTRY OF ORIGIN:** U.S.A.

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Sylvia Helen Forman has been Assistant Professor, Department of Anthropology with an adjunct appointment in the Center for International Education at the University of Massachusetts at Amherst since 1972.

Dr. Forman has worked as a consultant on a number of AID-sponsored programs mainly in Ecuador where she did field research and collected basic data on programs of family health, planning and rural education. She did field research and program evaluation on rural and non-formal education with the Center for International Education of the University of Massachusetts and AID. She also worked as a consultant to the Academy for Educational Development.

FORMAN, SYLVIA HELEN

Development and USAID/Nicaragua on program design and field research for a program of nutrition studies and nutrition education. More recently, she was a consultant to the Ministry of Health, Republic of Ecuador and the Pan-American Health Organization doing personnel training on rural health problems and health care delivery.

She has written a number of articles, reports, reviews and papers on her studies in the Andes and Nicaragua, such as "Food Practices of Lower-Income Nicaraguans and Cultural Considerations in Changing Food Practices," "Food Production in the Andes: An Alternative Strategy for Highland Agricultural Development," "Migration: A Problem in Conceptualization," "Non-Formal Education: Cross-Cultural Perspectives," and "Indian and Mestizo Fertility Differences: A Comparison from Ecuador."

Dr. Forman is considered by her associates to be a valuable and experienced consultant. She has done a number of consultancies that required good project planning and design and she is rated highly on her ability to evaluate programs especially in relation to research methodology. One of her co-workers considers her to be among the top 10-20% of experienced women in the development field. She is rated highly for her cultural sensitivity and adaptability.

Region: Latin America and the Caribbean

Sector(s): Rural Development

GARRETT, PATRICIA

FIELD(S): Rural Sociology, and Agricultural Economics

EDUCATION: Ph.D., Sociology University of Wisconsin, 1978

LANGUAGES: Spanish

SKILLS AND INTERESTS: Extensive research on the position of women, the activities of men and women in foraging, agricultural and industrial societies.

RESEARCH: Has written papers on some structural constraints on the agricultural activities of women in Chile, the theoretical interpretation of the family and the articulation of precapitalist and capitalist modes of production, and the access to land for subsistence

FIELD EXPERIENCE: Three years field work in Chile through The Land Tenure Center of the University of Wisconsin

COUNTRY OF ORIGIN: U.S.A.

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Patricia Garrett is presently an Assistant Professor in the Department of Rural Sociology at Cornell University. She teaches a variety of courses related to women's studies, including an interdisciplinary course on sex roles which considers the activities of men and women in agricultural, and industrial societies, a course on the position of women in the Third World and a graduate seminar on the sexual division of labor.

Previously, Dr. Garrett was an Assistant Professor of Sociology at the University of Utah. Dr. Garrett has written extensively on women's roles in developing economies, including articles such as "The Mobilization of Women During the Popular Unite Government,"

GARRETT, PATRICIA

"Some Structural Constraints on the Agricultural Activities of Women: The Chilean Hacienda," "Programs to Benefit Working Women: Chile During the Popular Unite Government," "Some Economic and Political Aspects of Subsistence Production," and "The Chilean Experience with Agrarian Reform and the Differential Impact by Sex."

As one of her colleagues said, Dr. Garrett works very well under all conditions and can come out "first rate" under difficult circumstances.

Region: Latin America and the Caribbean

Sector(s): Rural Development  
Urban Development

GIRALDO, AMPARO

FIELD(S): Human Resources Development

EDUCATION: M.A. (Licenciada) in Social Work, Javeriana University,  
Bogota, Colombia

LANGUAGES: Spanish (fluent)

SKILLS AND

INTERESTS: Project design and implementation, evaluation,  
training design and training of trainers. Needs  
analyses and feasibility studies, organization  
development, strengthening of community  
organizations and programs dealing with the  
concerns of women.

RESEARCH: Survey research: Six years experience in  
investigation and analysis of community needs  
in rural and urban areas, focusing on education,  
health, employment and housing.

FIELD EXPERIENCE: Fourteen years work experience in Latin America,  
as an external and internal consultant to  
community organizations, specializing in  
organization and program development and training.  
Focused on changing traditional patterns of  
assistance to programs directed to self-help  
and human development. Was instrumental in  
organizing fourteen local, regional and national  
federations of private volunteer organizations  
and training teams in five Latin American  
countries: Colombia, Ecuador, Peru, Bolivia  
and Costa Rica.

COUNTRY OF ORIGIN: Colombia

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Amparo Giraldo is presently a consultant in human and organi-  
zational resources development at Resources for Action/Recursos en  
Accion, Inc. where she is involved in program design, evaluation  
and training.

GIRALDO, AMPARO

Prior to that, she was Supervisor of Latin American Programs for the Overseas Education Fund of the League of Women Voters for three years. Her work with Overseas Education Fund consisted of monitoring on-going programs; consulting with field staff, local organizations and government officials; training, supervision and evaluation; and new program development.

For four years before that, she was Overseas Education Fund Field Representative for Latin America. During this time she provided technical assistance in community organization and human resource development to community organizations in five Latin American countries. During this period, she co-authored a five-level manual for training volunteers and co-directed three State Department-funded seminars in the U.S. for Latin American women leaders.

Ms. Giraldo had nine years of extensive experience in various management and social service programs in Colombia before working for Overseas Education Fund. She gained experience in community development and organization building working with the Agency for the Coordination of Volunteer Organizations and the Union of Colombian Women Citizens. Prior to that, she was Chief of the Social Service Department of the Child Care Foundation in Bogota and earlier was Supervisor of Field Practice at the Faculty of Social Work at Javeriana University.

Ms. Giraldo has had more than a decade of extensive experience in social and economic development, organization development, training and international management, administration and supervision in Latin America. She is considered by colleagues to be very good at community organizing and needs analysis and is excellent with groups. She was educated and gained experience working on social problems in her own country before she came to the U.S., where she has continued to work on human resources development in Latin America. As one co-worker said, she would add invaluable insight to a mid-level project design team that wished to analyze how women could relate to and might be affected by various development programs.

Region: Latin America and the Caribbean

Sector: Management and Administration

GOODIN, JOAN M.

**FIELD(S):** Training and organizing in labor unions

**EDUCATION:** A.A., George Washington University

**LANGUAGES:** Spanish (fluent), Portuguese (good)

**SKILLS AND  
INTERESTS:**

Labor organizing and training with labor unions and women's networks in the U.S. and overseas; developing programs for labor union seminars and workshops.

**RESEARCH:**

**FIELD EXPERIENCE:** As a consultant, she developed programs, coordinated and lectured at conferences and seminars for women in trade unions in Kenya, and has designed and conducted programs on labor education in Latin America, Africa and Asia.

**COUNTRY OF ORIGIN:** U.S.A.

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Joan M. Goodin has recently worked as a consultant to the African-American Labor Center where she developed the program for, and coordinated and lectured at the First Pan-African Conference on the Role of Women in African Trade Unions. Prior to that she consulted for the National Commission on the Observance of International Women's Year, mobilizing private sector resources, designing workshops and drafting core source material.

As Assistant Director, International Affairs Department, Brotherhood of Railway and Airline Clerks, she designed and conducted programs on labor education, organi-

GOODIN, JOAN M.

zing and technical assistance which were carried out in Latin America and Asia with regional affiliated offices. She wrote funding proposals and proposed policy decisions.

On a special assignment for the State Department, she served as Alternate Representative to the International Women's Year Conference in Mexico City. She is described by colleagues as top administrator and manager who has risen through the ranks to a position of leadership in the Labor movement. She can operate effectively with people at all levels.



Region: Latin America and the Carribbean

Sector(s): Formal and Non-Formal Education

GORDON, GLORIA MARK

FIELD(S): Non-Formal Education

EDUCATION: Doctoral candidate , Center for International Education, University of Massachusetts

LANGUAGES: Spanish (functional), French (good)

SKILLS AND INTERESTS:

Main skills and interests lie in the non-formal education field, including adult education, program design and development, training, curriculum and materials development.

RESEARCH: Wrote a paper on cross-cultural orientation programs and a study on art in Trinidad and Tobago.

FIELD EXPERIENCE: In both Trinidad and Tobago, and Surinam, she worked on a multicultural curriculum project; in Guyana she trained teachers in the use of Caribbean cultures to alleviate race conflict in the classrooms. In Manitoba, Canada she assessed community needs of rural Indian communities and designed a cross-cultural training program.

COUNTRY OF ORIGIN: Trinidad and Tobago

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Gloria Mark Gordon possesses a broad spectrum of training and multicultural experience. She has taught school in Trinidad, done community development work in native Indian populations in Manitoba, Canada where she was the Project Director responsible for assessing community needs and designing training models focusing on minority populations. Her training experience also includes human relations skills, training in materials development and cross-cultural programs.

GORDON, GLORIA MARK

Her administration and program development experience was gained working as the Director of the Springfield Amherst Summer Academy, for the Commonwealth of Massachusetts' Department of Education as a coordinator of workshops for administrators and teachers. She was Administrative Consultant for the Graduate Teacher Education Program and Non-formal Education Center at the University of Massachusetts where she coordinated field placements, supervised students, taught courses, conducted workshops and performed other administrative tasks.

She has been an instructor at the Urban Center for the State University of New York, lectured in Caribbean studies at Brooklyn College and has documented innovative practices in the field of early childhood education for the Institute of Developmental Studies at New York University.

She is described as a good team member who has extensive valuable knowledge of the Caribbean realities.

Region: Latin America and the Caribbean

Sector(s): Urban Development

HARKESS, SHIRLEY

FIELD(S): Sociology

EDUCATION: Ph.D., Sociology, Cornell University, 1973

LANGUAGES: Spanish (fluent),  
Portuguese (some),  
French (reading)

SKILLS AND  
INTERESTS:

Teaching and research on urban development, small business, communications, social services, sociology of services, demography (urbanization, migration, labor force participation) and political sociology.

RESEARCH:

Her dissertation was "The Elite and the Regional Urban System of Valle, Colombia, as a Reflection of Dependency;" she also studied political activity of women party leaders as well as women volunteers in charity and politics. Also investigated the interrelation of migration, social class and women's roles in Bogota, Colombia.

FIELD EXPERIENCE:

Eighteen months research in Bogota, Colombia when she interviewed or supervised the interviewing of a total of 300 people.

COUNTRY OF ORIGIN:

U.S.A.

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Shirley Harkess is currently an Associate Professor of Sociology at the University of Kansas and Coordinator of the University's Women's Studies Program. She has done fieldwork in Colombia and published extensively on various topics concerning urban women's roles. Her particular concerns include women and migration, party politics, in the media, as related to volunteerism, and in the labor force.

HARKESS, SHIRLEY

A second focus of her work has been the analysis of third world urban elites.

Dr. Harkess has published widely in the United States and Latin America. Representative articles include, "Women in the News: An Analysis of Media Images in Colombia," "Family and Sex Roles in Urban Society," "Colombian Women in Party Politics: A Token Role," "Centrality in a Regional Elite Network."

Colleagues describe her as "first rate" ...an excellent teacher and administrator

Region: Latin America and the Caribbean

Sector(s): Formal and Non-Formal Education

INDA, CARIDAD

FIELD(S): Formal and Non-Formal Education, Communications

EDUCATION: Ph.D., Latin American Development, American University, 1977

LANGUAGES: Spanish (fluent), French and Portuguese (good)

SKILLS AND INTERESTS: Writing, editing, research, communications,

RESEARCH: Wrote about the conceptualization of development in Latin America and compared the development models presented by the Catholic Church and the Alliance for Progress. Also focused in her research on the influence of the Catholic Church on the political environment and the role of education as a liberating factor.

FIELD EXPERIENCE: Field experience in Mexico, Guatemala, El Salvador, Costa Rica, Panama, Colombia, Haiti, and the Dominican Republic where she conducted field research on literacy materials and worked with migrant workers and literacy instructors.

COUNTRY OF ORIGIN: Mexico

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Caridad Inda has experience as a writer, editor, publisher, and teacher. Currently she is totally responsible for publishing a development newsletter in Spanish circulated only in Latin America. She is responsible for finding the materials, translating them if necessary, editing them, and preparing the manuscript for the printer. This publication is put out under the auspices of the Overseas Education Fund.

INDA, CARIDAD

She has done field research in Mexico, Guatemala, El Salvador, Costa Rica, Panama, Colombia, Haiti, and the Dominican Republic.

She wrote her doctoral dissertation on "Conceptualization of Development in Latin America from 1960 to 1970." This research compared development models presented by the Catholic Church and the Alliance for Progress, with special attention to the influence of the Catholic Church on the political environment and the role of education as a liberating factor.

Dr. Inda is completely bilingual and bi-cultural in Spanish and English. She is a member of the National Advisory Board for the National Coordinating Assembly of Ethnic Studies, Vice President of Hispanic Women's Democratic Group, and a member of Mujeres in Accion.

Her colleagues consider her as extremely adaptable to different cultural situations, especially difficult ones; her field work is thorough and her achievements are "always successful".

Region: Latin America and the Caribbean

Sector(s): Health, Nutrition and Family Planning

KOLASA, KATHRYN

FIELD(S): Food, Science and Human Nutrition

EDUCATION: Ph.D., Food Science, University of Tennessee,  
1974

LANGUAGES:

SKILLS AND INTERESTS: Research in the areas of human nutrition, nutrition education, anthropology and nutrition.

RESEARCH: Has written many papers on various aspects of nutrition and food science.

FIELD EXPERIENCE: Nutrition field work on AID project in Sierra Leone "Nutrient Effects of Economic Policy", directed nutrition field work in eastern Nicaragua, collected information for nutrition study in Costa Rica, independent study in Mexico.

COUNTRY OF ORIGIN: U.S.A.

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Kathryn Kolasa is currently an Assistant Professor of Food Science and Human Nutrition at the College of Human Ecology at Michigan State University. Her current professional interests focus upon nutrition education and food habits and their nutritional implications. She has also worked as a Research Associate on a Michigan State University Study: "Home as a Learning Center," and as an instructor in Food Science and Food Systems Administration at the University of Tennessee.

She has had a number of overseas assignments. In Sierra Leone she was a nutrition researcher on an AID Project: "Nutrient Effects of Economic Policy". In eastern Nicaragua she directed nutrition field work for the Midwest Universities Consortium for International Activities. In Costa Rica she collected background information for a nutrition study. She has also carried on an independent study of the family in Mexico.

Dr. Kolasa has written widely on nutrition. Some of the publications she has written or co-authored include "Growth of Young Nicaraguan Children: Environmental Influences", "Prevalence of Malnutrition and Food Habits of Preschoolers in a Rural Guatemalan Village", and "Nutrition Education in Nicaragua".

KOLASA, KATHRYN

Colleagues say of Dr. Kolasa's work that she is an excellent nutritionist with high standards, she understands her subjects, is knowledgeable, has stamina, is persistent, analytical and follows through. They feel she is especially good on survey research, and would be a valuable member of an interdisciplinary team.



Region: Latin America and the Caribbean

Sector(s): Income Generation

LYONS, LIZBETH

FIELD(S): Income Generation, Rural Development

EDUCATION: J.D., Northeastern University School of Law,  
1977

LANGUAGES: Spanish and Portuguese (fluent), French (some)

SKILLS AND INTERESTS: Project design, evaluation and management of development programs

RESEARCH: Has written on women in non-traditional employment, and on law and the status of women in Brazil.

FIELD EXPERIENCE: Associate Director of ACCION/AITEC. Project research and general coordination of overall program activities in Latin America. Helped design an integrated rural development project in Costa Rica, stressing a credit component and appropriate technology; helped with training program in credit to small urban businessmen in Brazil; extensive travel in Latin America

COUNTRY OF ORIGIN: U.S.A.

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Lizbeth Lyons recently finished her legal studies, and simultaneously has been Associate Director of ACCION International/AITEC. ACCION does extensive work with small business entrepreneurs all over Latin America. Her responsibilities have included program development, project research and general coordination of the program's activities in Latin America. While with ACCION, she worked in Costa Rica to design an integrated rural development

LYONS, LIZBETH

project which coordinated the work of the Departments of Public Works, Agriculture, and Tourism. This project also stressed a credit component, and the adaptation of appropriate technology to the region's needs.

She participated in an intensive training program in credit to small urban businessmen in Recife and Salvador, Brazil. She has had considerable administrative experience as the Director of Academic Affairs for the Fletcher School of Law and Diplomacy's Program of Latin American Teaching Fellowships. This position required her to supervise eight field offices and to make frequent trips to Latin America.

She recently translated "The Law and the Status of Women in Brazil," and wrote "Women in 'Non-Traditional' Employment."

Colleagues describe Ms. Lyons as excellent at research and evaluation, and superb in dealing with people.

Region: Latin America and the Carribbean  
Sector(s): Communications

MERRICK, JILL

FIELD(S): Print (writing), Film, Video and Audio Production

EDUCATION: M.A., Communications, Temple University, 1976

LANGUAGES: Portuguese, French, Spanish

SKILLS AND  
INTERESTS:

Conceptualizing, designing and implementing projects in the communications field. Planner and manager of creative communications services: mass media, survey research, hardware and software planning, editing and programming, training and evaluation.

RESEARCH:

Produced and coordinated two 16mm films on the role of communications technology in Nicaragua, Africa, Philippines and Guatemala.

FIELD EXPERIENCE:

Headed a paramedic team of a Mexican health program for three months and worked in Brazil for two years as a writer at the Brazil Herald.

COUNTRY OF ORIGIN: U.S.A.

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Jill Merrick, is Director of the Clearinghouse in Development Communication at the Academy for Educational Development. Her responsibilities include developing a quarterly newsletter, providing a project profile service, organizing communication planning services, writing articles, reports and proposals, overseeing monograph publications as well as administering the budget and activities of the staff.

MERRICK, JILL

Ms. Merrick recently produced and coordinated an information series on the role of communications technology in international development for AID. Two 16mm films, a group of case studies and slidetapes were shot and taped on location in Nicaragua, Africa, the Philippines, Alaska and Guatemala. Audio-tapes and accompanying printed literature were also developed.

She has also had experience with newspaper design and production, having worked as a news editor for a weekly newspaper and she spent a year in Brazil as a writer/critic for the Brazil Herald. Ms. Merrick also managed two African seminars on development communication for health, education and agriculture ministry personnel in Sierra Leone and Liberia.

Ms. Merrick has a wide range of skills in the development of audio-visual material and is known as a competent writer, researcher and administrator. Colleagues feel she has an ability to work well in difficult field situations and is resourceful, creative and very competent.

Region: Latin America and the Caribbean

Sector(s): Rural Development

MICHAELS, CAROL

FIELD(S): Rural Development, Formal and Non-Formal Education,  
Appropriate Technology

EDUCATION: M.A., Spanish Literature and Culture, University  
of Michigan, 1969

LANGUAGES: Spanish and Portuguese (fluent)  
French (limited ability)

SKILLS AND INTERESTS: Project planning, design, implementation  
and evaluation in non-formal education,  
rural development, appropriate technology,  
and statistics. Also familiar with small  
farmer cooperatives, and revolving loan  
fund mechanisms.

RESEARCH: Studied Latin American countries' political,  
economic, and social development strategies,  
and the state of the art of Latin American  
education.

FIELD EXPERIENCE: Has responsibility for projects in Brazil,  
Uruguay, and Paraguay; develops programs  
for grassroots development among marginal,  
rural areas of Central America...represented  
the Inter-American Foundation to institutions  
and individuals in Latin America.

COUNTRY OF ORIGIN: U.S.A.

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MICHAELS, CAROL

Carol Michaels is currently the Inter-American Foundation representative for Brazil, Uruguay, and Paraguay. In this capacity, she has primary responsibility to identify, assess and recommend development programs for low-income groups in Latin America. She also monitors and supervises on-going projects in all three countries.

For four years in the early 1970s' she held a similar position, where she had much the same responsibilities, but worked primarily with projects in Bolivia.

She has also worked as an International Program Officer with the Lilly Endowment Inc., where she also developed a program for grassroots development among marginal, rural areas of Central America and parts of Africa.

On a grant from the Brazilian State Department, she conducted individual research on MOBREAL, a literacy program for adults, and observed classes in all states of Brazil.

Carol Michaels is regarded as one of the top people at the Inter-American Foundation, and is said to be excellent in the areas of cultural sensitivity and adaptability.

Region: Latin America and the Caribbean

Sector(s): Agriculture

NELSON, LINDA

FIELD(S): Home Economics, Agriculture and Non-Formal Education

EDUCATION: Ph.D., Home Management, Michigan State University,  
1963

LANGUAGES: Spanish (fluent), Portuguese (reads and understands)

SKILLS AND INTERESTS: Design and evaluation of home economics, agricultural extension and agrarian reform programs.

RESEARCH: Wrote extensively on home economics extension programs, agrarian reform, consumer education and non-formal education in Latin America.

FIELD EXPERIENCE: Served in Chile, for six years, as a Regional Home Economics Officer for Latin America with the Food and Agriculture Organization of the United Nations. Was a Consultant on non-formal family education in Nicaragua and wrote on non-formal family education: reactions from a Latin American field experience.

COUNTRY OF ORIGIN: U.S.A.

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Linda Nelson is currently a Professor in the Department of Family Ecology at Michigan State University. She has also served as a Regional Home Economics Officer for Latin America with the Food and Agriculture Organization, in Santiago, Chile, and as a Home Economist in the Graduate School and Research Center IICA, Turrialba, Costa Rica.

She has written widely over the last 25 years on many aspects of home management and family ecology. Some of her publications include "Home Economics in Agrarian Reform," "The Role of Home Economics in the Field of Population," and "Non-Formal Education in Nicaragua."

NELSON, LINDA

Colleagues describe Dr. Nelson as, "sensitive, forthright, and objective." They praise her for her keen observational qualities, and her outstanding abilities to conduct evaluations. They regard her as exceptionally able in dealing with rural issues, and making programs applicable to rural villages.



Region: Latin America and the Caribbean

Sector(s): Formal and Non-Formal Education

PICK, GRACIA M.

FIELD(S): Formal and Non-Formal Education

EDUCATION: Ph.D., Education Administration, University of Southern California, 1979

LANGUAGES: Spanish (fluent), French (good)

SKILLS AND INTERESTS:

Design, management, and evaluation of programs addressing educational needs of marginal school populations and international comparative education.

RESEARCH: Wrote on teaching Spanish to bilingual students.

FIELD EXPERIENCE: Lived and worked in Mexico. Was the Assistant Director and Academic Coordinator at the Summer Seminar on Bilingualism and Chicano Studies. Made field investigations in French-speaking West Africa for the purpose of surveying the educational needs of marginal school populations.

COUNTRY OF ORIGIN: Mexico

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Gracia Pick is a leader of the Hispanic-American Community. She is currently a Commissioner of the California Post-Secondary Education Commission, and she chairs its Policy Development Committee. She has spoken and written widely on matters of concern to the various ethnic communities. Some of her recent roles have included: Visiting Lecturer, Mexican-American Studies, University of California at Santa Barbara; International Colloquium, Bilingual Post-Secondary Education, under the sponsorship of Congreso Nacional de Asuntos Colegiales; Participant, United Nations Non-Governmental Organization Seminar on Women in Development; U.S. - United Nations

PICK, GRACIA M.

Mission, Project on Women, National Symposium for Women Leaders; Keynote Speaker, National Symposium on Hispanic Women; Member, National Hispanic Advisory Committee to the U.S. Bureau of the Census.

Recently, for AID, Dr. Pick conducted field investigations in French-speaking West Africa to survey the educational needs of marginal school populations, which included refugees from the Sahel, school-leavers, and women. Her report emphasized the need for programs using non-formal educational approaches, functional literacy, and bi-lingual television teaching programs.

Region: Latin America and the Caribbean

Sector(s): Agriculture

RUPERT, EARLENE

FIELD(S): Agricultural Research

EDUCATION: Ph.D., Biology, University of Virginia, 1946

LANGUAGES: Spanish (fluent), French, Portuguese (reads)

SKILLS AND  
INTERESTS:

Research on cytogenetics, genetics, tissue culture and plant breeding. Is especially skilled in working with cloves.

RESEARCH:

Doctoral thesis: "Chromosome Number Studies in the Leguminosae and Myrtaceae." As Postdoctoral Research Associate for the Rockefeller Foundation in Mexico studied chromosome knob numbers and positions among primitive corn types.

FIELD EXPERIENCE:

Twelve years residence in Chile; residence for one year or more in Cuba, Mexico, Colombia.

COUNTRY OF ORIGIN: U.S.A.

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Earlene Rupert is currently a Professor in the Department of Agronomy and Soils at Clemson University, where she teaches course in genetics, and cytogenetics, and conducts research on cytogenetic tissue culture of interspecific hybrids among forage legumes. She has been a Lecturer and Research Cytogeneticist with the Department of Agronomy and Range Science at the University of California at Davis, where she did research on the development of interspecific plant hybrids through embryo culture. She was a Research Associate with the Department of Botany at the University of California at Davis, where she worked with cytological studies of interspecific relationships in Euphorbiaceae.

RUPERT, EARLENE

Dr. Rupert has lived for nearly twenty years in Latin America, primarily in Chile, Cuba, Mexico, and Colombia. In addition, she has traveled widely in Latin America, Asia, and the Middle East.

Some of her recent publications include: "Application of Tissue-Cell Culture Methods in Legumes," "Hybrid Cell Cultures from Undifferentiated Trifolium Embryos," and "Differentiation White Clover Species and Hybrids from Callus and Cell Suspension Cultures."

Region: Latin America and the Caribbean  
Sector(s): Housing and Urban Development

SAFA, HELEN

FIELD(S): Social Anthropology

EDUCATION: Ph.D., Social Anthropology, Columbia University,  
1962

LANGUAGES: Spanish

SKILLS AND INTERESTS: Socio-anthropological research on public housing, social mobility, migration, and resettlement patterns, primarily in Latin America.

RESEARCH: Extensive studies on the urban poor, effect of migration and working class women in Latin America

FIELD EXPERIENCE: Action research in Puerto Rico and Columbia. Has also conducted research on women factory workers in Brazil and the United States.

COUNTRY OF ORIGIN: U.S.A.

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Helen Safa is currently Chairperson and Professor in the Department of Anthropology at Rutgers. In addition to her normal teaching and administrative responsibilities as Chairperson, she recently conducted research on women factory workers in Brazil, Jamaica, Mexico and the United States, to assess the decline of jobs in labor-intensive American industries as a result of multinational expansion of production abroad.

Dr. Safa has also worked as Director of the Latin America Institute at Rutgers, and as a Senior Research Associate at the Youth Development Center at Syracuse University, where she participated in a study of public housing and social mobility.

SAFA, HELEN

She worked with CINVA, the Inter-American Housing and Planning Center of the Pan American Union, in Colombia, where she helped to set up a study on the resources of rural migrants to the urban centers of Latin America. In Puerto Rico, she directed a study analyzing the change within families and communities resulting from people moving from a slum into public housing projects.

Dr. Safa has written widely on urban migration and social problems. Some of the books she has written or edited include: The Urban Poor of Puerto Rico, Migration and Development, and Sex and Class in Latin America.

Some of her articles are "The Female-Based Household in Public Housing: A Case Study in Puerto Rico," "Class Consciousness Among Working Class Women in Latin America: A Case Study in Puerto Rico," "The Matrifocal Family in the Black Ghetto: Sign of Pathology or Struggle for Survival?" and "The Changing Class Composition of the Female Labor Force in Latin America."

Region: Latin America and the Caribbean

Sector(s): Communications

SEMLER, VICKI

FIELD(S): Communications

EDUCATION: Ph.D., Education, Indiana University, 1977

LANGUAGES: Spanish (fluent)  
French and Portuguese (reads)

SKILLS AND  
INTERESTS:

Communications and development (mass media, cross-cultural education); materials production and design (photography and inexpensive graphics); and institutional development (environmental learning design, diffusion and adoption of innovations, individuals and groups in transition).

RESEARCH:

Has written on instructional systems technology; her dissertation was a study of Third World family planners' views toward women's role in society from a communications perspective.

FIELD EXPERIENCE:

Media consultant with East-West Communication Institute - American Home Economics Association International Family Planning Project for Modular Material Development in Thailand. Bilingual research aide with U.S. Embassy, Chile. Attended the Universidad de los Andes, Bogota, Colombia.

COUNTRY OF ORIGIN: U.S.A.

SEMLER, VICKI

Vicki Semler is presently a program coordinator and media consultant with the International Women's Year Tribune Project, and recently served as a materials development consultant with the International Planned Parenthood Federation in London. She has also served as a media consultant with the East-West Communication Institute for an International Family Planning project requiring the development of modular materials in Thailand.

Dr. Semler has worked as a research assistant in a national survey of art educators in higher education and has served as a bi-lingual research aide with the American Embassy in Chile.

Her professional interests are primarily in the area of communications and development, with a particular focus upon women's role in development, non-formal education, and the development of population-related communication and educational program strategies. Her doctoral thesis was "A Study of Third World Family Planners' Views toward Women's Role in Society: A Communications Perspective."

Dr. Semler has created a number of slide/tape presentations including "La Esperanza No Basta" (Hope Is Not Enough) for use in secondary schools and university classes in Latin America, and "Family Planning Communications: The Feminine Factor," a reconsideration of communication strategies emphasizing proposed revisions of messages directed toward women.

Dr. Semler is highly regarded by her professional colleagues, who say that she works equally well as a member of a team or by herself. They also stress that she is culturally sensitive, and creative.



Region: Latin America and the Caribbean

Sector(s): Housing and Urban Development

SENIOR, RUTH M.

FIELD(S): Cooperative Housing Development and Management

EDUCATION: Two years of college, Northwestern University, 1936

LANGUAGES: Spanish (fluent)

SKILLS AND  
INTERESTS:

Project design, planning and implementation, training in mid-level management and business administration, with major concentration on housing.

RESEARCH:

FIELD EXPERIENCE: Has traveled throughout the world and lived in South America, Mexico and Puerto Rico. Has studied housing programs with special reference to cooperatives and condominiums in the Middle East and Asia. Worked in Puerto Rico for five years in cooperative housing. Was a consultant in Jamaica, Lesotho and Paraguay.

COUNTRY OF ORIGIN: U.S.A.

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Ruth Senior has had a vast amount of experience working in cooperative housing and housing management and training in the United States, Puerto Rico, Latin America and the Caribbean, and more recently in Southern Africa where she was sent by the Foundation for Cooperative Housing International to aid in training, manpower development and financial planning for Lehcoop's Production Systems in Lesotho.

SENIOR, RUTH M.

Prior to that she worked with the Volunteer Development Corps in Lesotho helping Lehcoop, (Lower Income Housing Company) create a financial system and a follow-up mission focused on working with their organization staff on a program of member education. On an assignment in Paraguay she helped the Instituto Paraguayo de Vivienda y Urbanismo secure the partnership of the Paraguayan Cooperative Agency in a pilot cooperative housing project and helped to create a guide for developing a cooperative housing project.

Since 1964 Ms. Senior has worked on a number of consultancies for Foundation for Cooperative Housing International including a project with the Mutual Housing Services in Jamaica where she set up an accounting system and corrected problems arising from insufficient controls. She also worked on staff training and prepared information and educational materials for prospective cooperative members. She has done similar work for FCH International and recipient organizations in Puerto Rico and has attended seminars on the role of cooperatives in housing in Mexico and in Colombia.

Colleagues consider her to be an outstanding trainer who is also excellent in project design and planning. Her recent work in Lesotho was rated as "a first class job" that required excellent implementation skills in terms of completing a short and specific assignment in mid-level business management training. She is very clear in her writing and verbal expression. One of her strengths is her ability to fill in program gaps where there has been inadequate planning.

Region: Latin America and the Caribbean

Sector(s): Management and Administration

SOARES, KENNETTE

FIELD(S): Management, Public Administration, Education and Training

EDUCATION: Ph.D., Organization Theory and Behavior, Cornell University

LANGUAGES: Spanish and Portuguese (fluent in both), French (working knowledge)

SKILLS AND INTERESTS: Extensive experience in training, management design, socio-economic analysis, teaching, and writing.

RESEARCH: Substantial writing on organizational behavior in a development context. Doctoral dissertation: "Live Case Methodology -- Consciousness Raising for Decision Makers"; Master's thesis: "Business Education in Egypt, Iraq, Lebanon, and Saudi Arabia."

FIELD EXPERIENCE: More than ten years residence in Brazil of which seven were as a university professor in a school of administration. Four years experience as a consultant in organization and training in Brazil. Has also worked for shorter periods in Jamaica and the Republic of Cape Verde.

COUNTRY OF ORIGIN: U.S.A.

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Kennette Soares has more than fifteen years experience in various aspects of management and administration. She lived for ten years in Brazil, where she was a Professor in the School of Administration at the Federal University of Bahia for seven years. She was a director and consultant in organizing and training with COTREIN, Bahia, Brazil, for four years and she was General Manager of COTREIN, dealing in imports and exports for two years.

SOARES, KENNETTE

During the last three years, she has had a number of important consultancy assignments in training and management with many different groups. With the U.S. Department of Agriculture, she was lead trainer in an Agriculture Trainers Seminar. With the Jamaican Ministry of Agriculture, she was a consultant for organizational development. With the U.S. Department of Labor, she was a consultant for seminars in the area of interpersonal communications skills. She has conducted socio-economic studies for installation of a desalinization plant, and for the AID Manpower Development Division, she was a consultant for their Development Studies Program.

In Brazil, she undertook a number of management assignments, including work in tourism, city administration, planning and design for a series of hotels, and analysis of the Resource Department of the Banco da Bahia, S/A.

References regard Dr. Soares as outstanding at entrepreneurial activities as well as general management and administration.

Region: Latin America and the Caribbean

Sector(s): Rural Development

STIER, FRANCES

**FIELD(S):** Cultural Ecology, Agricultural Economics and Demography

**EDUCATION:** Ph.D. candidate, Anthropology, University of Arizona

**LANGUAGES:** French (reading, fair conversation), Spanish(reading, fair conversation), Cuna (fluent)

**SKILLS AND INTERESTS:** Ethnoscience, demography, research, teaching, computer work, ethnobotany (cultural ecology and agricultural development). Interested in demographic and agricultural change

**RESEARCH:** Effects of rural-urban migration on indigenous agricultural system of an eastern San Blas, Panama community. Co-authored literature survey of agricultural intensification in West Africa

**FIELD EXPERIENCE:** Studied long-term human adaptation to altitude change in Peru; did field research on subsistence and ethnobotany in Panama and on the effects of demographic change on agriculture in Panama

**COUNTRY OF ORIGIN:** U.S.A.

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Frances Stier is a Teaching Associate with the Department of Anthropology at the University of Arizona. She has been working there as a research assistant since 1974 and recently co-authored a literature survey of agricultural intensification in West Africa for AID. She is presently completing her Anthropology dissertation which deals with the effects of rural-urban migration on the indigenous agricultural system of an eastern San Blas (Panama) community.

STIER, FRANCES

Most of Ms. Stier's field work in San Blas has dealt with demographic and agricultural change. She worked for two summers on a Noble Fellowship at the Smithsonian Tropical Research Institute and has done independent research in fishing and in subsistence and ethnobotany.

Colleagues who have worked with her in the field think highly of her skills. In San Blas she learned the language and was accepted well by the Cuna Indians who are not usually open to outsiders. She functioned well in a difficult isolated situation and one might say that she is actually a better field worker than administrator. Over the years, she has developed special field skills in demography, statistical analysis and ethnobotany which would enable her to work well in an overseas setting.

Region: Latin America and the Caribbean

Sector(s): Rural Development

TERNES, ANNE B.

**FIELD(S):** Rural Development

**EDUCATION:** M.A., Latin American Studies, The Johns Hopkins University, 1970

**LANGUAGES:** Spanish and Portuguese (fluent)

**SKILLS AND INTERESTS:** Project design, evaluation, and management of development programs in Latin America.

**RESEARCH:** Did a bibliography of economic literature on the problems of small countries and national development, and did an investigation into the difficulties of small nations in the United Nations.

**FIELD EXPERIENCE:** Extensive programming experience in Central and South America. Was Peace Corps Volunteer in rural community development in the Dominican Republic.

**COUNTRY OF ORIGIN:** U.S.A.

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Anne Ternes is currently with the Inter-American Foundation, where she is their representative for programs in Latin America and the Caribbean. Her responsibilities include identifying, reviewing, analyzing, and recommending various social development projects. She has also worked with Educational Research Systems as a project advisor, with Polit-Econ Services, Inc. as a program coordinator, at Ideas, Inc. where she served as a consultant on

TERNES, ANNE

training of clergy, and as a research assistant for The Caribbean Development Study, and Caribbean Study Group. She was also a Peace Corps Volunteer in the Dominican Republic from 1964-66.

References regard Anne Ternes as highly competent in all areas of rural development programming. She knows what makes projects succeed or fail, and she has strong analytical and managerial skills. Her communications skills and her analytical mind help her to cut to the core of things quickly.



Region: Latin America and the Caribbean

Sector(s): Rural Development

TURNER, JUNE H.

FIELD(S): Rural Development

EDUCATION: M.A., Latin American Studies, American University,  
1972

LANGUAGES: Spanish (fluent),  
French (fair)

SKILLS AND  
INTERESTS:

Project design and management, research,  
regional programs for rural and urban  
disadvantaged women, child care needs of  
working mothers.

RESEARCH: Background papers on the political, social  
and economic trends in Bolivia and Paraguay.

FIELD EXPERIENCE: Helped plan and organize first National  
Congress on Paraguayan women. Developed  
country and regional programs for rural  
and urban disadvantaged women in Latin  
America. Conceptualized and planned a  
regional strategy for development in  
the Caribbean.

COUNTRY OF ORIGIN: U.S.A.

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June Haney Turner has more than a decade of continuous experience in designing and managing development programs in Latin America. At present, she directs the Washington office of International Educational Development, Inc. where she is responsible for implementation of an international communication program about appropriate technology, designed to exchange information about low-cost solutions to low-income community problems. The program gives special attention to problems of and solutions by low-income women.

TURNER, JUNE H.

She has also extensive experience as a program officer with the Overseas Education Fund, where she designed programs and projects for El Salvador, Paraguay, and Bolivia. Most of these programs focused upon child care needs of working mothers, and improving the status of rural poor women. She also wrote background papers analyzing the political, social, and economic trends in Bolivia and Paraguay.

As a project coordinator for the Inter-American Foundation, she helped represent the Foundation in Jamaica, Barbados, Trinidad, Tobago, Haiti, Belize, Guyana, Windward-Leeward Islands, and the Bahamas. As a project coordinator for the Caribbean Region with Inter-American Foundation, she assisted with planning regional strategies for development in the Caribbean, as well as working with the Caribbean Development Bank, Caribbean Women's Associations, and the Caribbean Association of Universities and Research Institutions.

Among her selected research, planning and background papers, she has written, "A Six-Country Survey of Priorities and Income-Generating Projects Focused on Women," "Suggestions to Enhance the Role and Status of the Rural Women of Bolivia," "Haiti's Communications Problems: Barriers to Development," and "La Significación de Alfabetismo en Haiti" (The Importance of Literacy in Haiti).

Region: Latin America and the  
Caribbean

Sector(s): Rural Development  
Health, Nutrition and  
Family Planning

VOGT, DONNA

**FIELD(S):** Rural Development, Ethnic and Urban Problems

**EDUCATION:** Ph.D., candidate, Latin American and African  
History, Indiana University

**LANGUAGES:** Spanish, Portuguese

**SKILLS AND  
INTERESTS:** Writing, editing, teaching, with emphasis  
on community development, women's handi-  
crafts, nutrition and sanitation, ethnic  
and urban problems, women's cottage indus-  
tries, and population.

**RESEARCH:** Three years experience researching current  
trends in international economic develop-  
ment for Development Digest. Currently  
researching population impact on develop-  
ment in 12 countries.

**FIELD EXPERIENCE:** Taught nutrition and sanitation practices  
from house to house and helped Brazilians  
organize women's clubs in both rural and  
urban areas. Served as a co-worker with  
a cooperative of sugar cane cutters in  
Brazil.

**COUNTRY OF ORIGIN:** U.S.A.

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Donna Vogt is presently a Senior Research Associate at Future's Group, Inc., in Washington, D.C., where she manages an AID-funded program entitled Resources for Awareness of Population Impact in Development. The program is designed to conduct research, analysis and projections of population growth in 12 different countries. Once the research and analysis are completed, written and audio-visual materials are prepared to be used in presentations to

VOGT, DONNA

government leaders in the particular countries to assist them in development planning.

Ms. Vogt is a board member and consultant to Women in Development, Inc., where she serves as Research Coordinator. She is the Washington representative for this organization, whose main offices are located in Santa Domingo, Dominican Republic. Previously, she worked with Development Digest, where she was responsible for research into current trends in international economic development.

She has held various other editing and teaching positions. In San Francisco, she taught courses on ethnic and urban problems, and the ecology of the Bay Area. She has taught weaving, after learning to weave from the Zapotec Indians, in Mitla, Oaxaca, Mexico. As a Peace Corps Volunteer, she worked in a community development project in Brazil organizing women in various handicrafts project. She also worked in nutrition and sanitation programs, and helped organize women's clubs and a literacy project.

Her references characterize her as "A renaissance women." She has imagination and initiative, and superb research skills.

Region: Middle East and North Africa

Sector(s): Urban Development

AHDAB-YEHIA, MAY

FIELD(S): Cross-cultural Sociology

EDUCATION: Ph.D., Sociology, Wayne State University, 1975

LANGUAGES: French (fluent), Arabic (fluent)

SKILLS AND  
INTERESTS;

Research and teaching of sociology as it relates to the family, medicine, sex roles, development and social change.

RESEARCH:

Wrote about women, employment, health and fertility trends in the Middle East.

FIELD EXPERIENCE:

Has worked as consultant to the Middle Eastern Division of the Ford Foundation in Beirut, and as research associate with the Institute for Women's Studies in the Arab World, Beirut; also was a consultant to UNICEF in Lebanon.

COUNTRY OF ORIGIN: Lebanon

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AHDAB-YEHIA, MAY

May Ahdab-Yehia is currently Director of the Data Management and Evaluation Office of the Health Care Institute at Wayne State University in Detroit. She is also working as a consultant on the bilingual program to the Detroit public schools.

She has a wide range of experience dealing with cross-cultural sociology, particularly with matters involving Arab women and their families. She has served as a consultant to the Middle Eastern Division of the Ford Foundation, and she received a grant from Ford to prepare and direct a workshop for planning curriculum for Arab Women's Studies. She received a grant to prepare an information package on the Arab-American bilingual students, helping them to understand their culture and heritage. Dr. Ahdab-Yehia has worked as a research associate with the Institute for Women's Studies in the Arab World in Beirut and as a consultant to UNICEF in Beirut. She served as a research assistant in the Department of Sociology at Wayne State University for research on family and sex roles.

She has written widely on health matters and the Arab family. Her publications include "Report on a Workshop on Arab Women's Studies," for the Ford Foundation, "Women, Employment and Fertility Trends in the Arab Middle East and North Africa," and "Women and Development: Research Trends in the Arab Middle East and North Africa." She has also spoken on a wide variety of topics, including, "Changing Family Roles: A Cross-Cultural Comparison," and "Family Sociology and Sex Roles: Some Theoretical Implications."

References say that Dr. Ahdab-Yehia's abilities to assess and evaluate programs are superb. She is excellent at planning and implementing research programs.

Region: Middle East and North Africa

Sector(s): Rural Development

BADRAN, MARGOT

FIELD(S): Rural Sociology, Social Welfare

EDUCATION: Ph.D., Sociology, Oxford University, 1972

LANGUAGES: French, Arabic

SKILLS AND  
INTERESTS:

Skills in data collection and analysis, policy-making, planning, programming, project formulation, long-term planning at the central level. Interest in development in rural and desert areas; the impact of scientific and technological changes, especially medical and nutritional, on the condition of women; the impact of inadequate legal or judicial structures and practices on the role of women.

RESEARCH:

Focused on social welfare and women's development in Egypt, how women have been affected by the processes of modernization. Also wrote several papers on Egyptian women's consciousness and feminism.

FIELD EXPERIENCE:

Has worked with the Institute for Appropriate Technology, Al-Kharga Oasis, Egypt, in an oasis community where most of the population is now sedentary, but where both agricultural and pastoral traditions influence life. Worked with national women's organizations in Cairo, involved with community welfare projects for the poor.

COUNTRY OF ORIGIN: U.S.A.

BADRAN, MARGOT

Margot Badran has had wide experience in many different aspects of development work. As part of a presidential task force, she helped create a training institute for teachers of Third-World studies. In this capacity she helped formulate the project, and evaluate its effectiveness. In the Third World, she has organized educational and cultural programs for women in Tripoli, and in Cairo. In Egypt, she worked on community welfare projects for poor women and children.

She has conducted research on social welfare and women's development in Egypt. Her research analyzed how women were affected by the modernization process, with specific reference to scientific and technological change. She focussed particularly on medical and nutritional changes on the conditions of women, and worked through women's associations in doing her research.

She has also worked as consultant with the Institute for Appropriate Technology, at Al-Kharga Oasis in Egypt, where she was primarily concerned with the development of rural and desert areas. This consultancy required her to advise on women's domestic and social patterns, and urban planning policies for an oasis community settling nomads into sedentary life styles.

Some of Dr. Badran's publications include, "The Rise of Women's Consciousness and Women's Liberation in Egypt," "The Harim and Egyptian Feminism."

References rate Dr. Badran excellent in cultural sensitivity and adaptability, and suggest that she works best by herself in a field research capacity.



Region: Middle East and North Africa

Sector(s): Health, Nutrition and Family  
Planning

BRUCE, JUDITH

FIELD(S): Population Planning

EDUCATION: B.A., Anthropology, Harvard University, 1968

LANGUAGES: French, Arabic (limited)

SKILLS AND  
INTERESTS:

Program design and development, research, writing, and evaluation focusing on role and status of women in the Middle East, family planning, and income generating programs for women.

RESEARCH:

FIELD EXPERIENCE: Has developed programs, provided technical assistance and evaluated family planning programs in 14 countries, with particular emphasis on the Middle East. Has concentrated on programming as it relates to women in development. Lived for two years in the Middle East.

COUNTRY OF ORIGIN: U.S.A.

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Judith Bruce currently works as an Associate with the Population Council, where she is responsible for program development and coordination of the Council's work with regard to the role and status of women. Much of her work centers on research, writing and technical assistance in the field in substantive areas like income generating programs.

BRUCE, JUDITH

She presently is a consultant on development assistance policy and programs with regard to women for Population Affairs at the Department of State.

She has also worked as a program officer with the International Division of the Planned Parenthood Federation of America, where she was responsible for developing guidelines for women's programs, and providing technical assistance to women's organizations around the world. She was also responsible for evaluating all grants awarded in the Arab Middle East.

References characterize her as "organized, stimulating, and full of ideas. She has a good political sense, and does well cross-culturally. She is not a theorist. Rather, she is a strong field person."

Region: Middle East and North Africa

Sector(s): Formal and Non-Formal Education

HAMMAM, MONA

FIELD(S): Comparative Education

EDUCATION: Ph.D., Educational Sociology, University of Kansas,  
1977

LANGUAGES: French, Arabic (fluent in both), Spanish (reading  
knowledge and comprehension)

SKILLS AND  
INTERESTS: Cross-cultural studies on women's roles,  
social change and development, comparative  
education and literacy programs.

RESEARCH: Field research in Egypt on women factory  
workers and adult eradication of illiteracy,  
both in the village and at the factories.  
Doctoral thesis: "Women Workers and the  
Practice of Freedom as Education: The  
Egyptian Experience."

FIELD EXPERIENCE: Designing orientation courses for consultants  
and others going to the Middle East.

COUNTRY OF ORIGIN: Egypt

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Mona Hammam's research and experience is focused on the role of education in economic development with particular emphasis on the education of women. Dr. Hammam has done field research in Egypt concerning women factory workers and non-formal education programs, particularly literacy programs. She recently completed a lecture tour of seven North African and Middle Eastern countries for the U.S. Department of State. In the course of this tour, she spoke with cabinet level government officials, white collar working

HAMMAM, MONA

women and university students on two topics: 1) education and economic development and 2) the comparative role of women.

Dr. Hammam is a skilled social researcher with particular interest in community development, employment conditions, non-formal education, educational planning to meet manpower needs and women in development. She is currently a Professor of Sociology at American University. She has held several other teaching posts and has also worked as a research consultant and director of the League of Arab States' Arab Information Center Data Bank.

Region: Middle East and North Africa

Sector(s): Urban Development

JOSEPH, SUAD

FIELD(S): Cultural Anthropology

EDUCATION: Ph.D., Anthropology, Columbia University, 1975

LANGUAGES: Arabic

SKILLS AND  
INTERESTS:

Research and evaluation of issues relating to urban anthropology, Middle Eastern anthropology and the Arab family.

RESEARCH:

Wrote extensively on poor urban women in Lebanon and on informal networks among women of the urban slums; also wrote on institutions and counter-institutions and the role of women in community formation in urban lower class neighborhoods

FIELD EXPERIENCE:

Field research in Eorj Hammoud, an urban slum on the outskirts of Beirut, Lebanon for nearly three years.

COUNTRY OF ORIGIN:

Lebanon

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Suad Joseph is currently an Assistant Professor of Anthropology at the University of California at Davis. She teaches a large number of courses of general relevance to the issues of women and development, on peoples and cultures of the Middle East, problems in developing countries, economic anthropology, and women in anthropological perspective.

Dr. Joseph has written widely on Middle Eastern development issues. Some of her publications and articles include: "Structure of Relations Between Religious Groups in Lebanon:

JOSEPH, SUAD

Pluralism, Caste, Class," "Urban Poor Women in Lebanon: Does Poverty Have Public and Private Domains?" "Women's Role in Transnational Development," "Problems in Research on Women in the Middle East."

She has organized and chaired a number of panels, including "Political Roles of Women in the Middle East," "Critical Anthropology of the Middle East: Nomads, Peasants and Urbanites in the Despotic State," and "The Politicization of Religious Differences."

Colleagues consider Dr. Joseph an outstanding anthropological researcher, who is meticulous and thorough in her work. She has an excellent understanding of women in development.

Region: Middle East and North Africa  
Asia and the Pacific

Sector(s): Agriculture/Economics

MOCK, CHRISTOPHER ALDEN

FIELD(S): Agriculture, Economics

EDUCATION: MBA, Harvard Business School  
Ph.D. candidate, Development Economics, The Fletcher School of Law and Diplomacy

LANGUAGES: French (fluent), Spanish (working ability)

SKILLS AND INTERESTS: Analysis, design, and implementation of programs and projects in agricultural/food policy, agricultural economics, agribusiness and nutrition planning.

RESEARCH: Has done research fieldwork on agricultural/food policy, agricultural economics, agribusiness, economic development, and nutrition planning.

FIELD EXPERIENCE: Conducted field research in Tunisia, Thailand, and Korea. In Tunisia: analyzed agricultural food policy formulation and problems, and developed a program to improve food policy-making; analysis of Tunisian agricultural price policy, state farms and cooperatives, grain distribution and milling, and the feasibility of implementing a grain fortification program. In Thailand: analyzed rice milling operations and the feasibility of rice fortification. In Korea: analyzed manpower planning needs and activities.

COUNTRY OF ORIGIN: U.S.A.

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Christopher Alden Mock is currently working at the Rockefeller Foundation, where she is serving as a Visiting Research Fellow in the Agricultural Sciences Division. She is developing a program to improve the capacity of policy makers to formulate food and agricultural policy in developing countries. Her responsibilities include program conceptualization, and project/design and implementation in several specific countries. Her field research for this program has been conducted in Algeria, Tunisia, and Lebanon.

She is also currently completing her doctorate in a multi-disciplinary program in economic and political development at the Fletcher School of Law and Diplomacy, Tufts University. Her doctoral work

MOCK, CHRISTOPHER

focuses on agricultural economics, rural development, agribusiness and nutrition planning. She has, in addition, a Master in Business Administration degree from Harvard Business School. Her MBA degree emphasizes agribusiness and public sector management.

She has held several field consultancies for AID. In Tunisia, she analyzed the feasibility and cost of an amino-acid fortification program for wheat. To accomplish this, she analyzed wheat and barley production, milling, and consumption, with a particular emphasis on "black market"/village level activities. In Thailand, she analyzed village rice milling operations and villagers' participation and attitudes towards a pilot project of rice fortification. In Japan, she analyzed production costs, alternative production processes, input supply availability and markets for amino acid fortificants for cereals.

Ms. Mock has also worked as a consultant to the World Bank, once in a field capacity. In Tunisia, she evaluated the Tunisian government's attempt to socialize the agricultural sector and the operation of the system of State farms and production cooperatives. She also served as a consultant to the Economic Development Institute where she advised officials on the design and content of the agro-industry and agricultural projects courses and developed teaching materials for these courses.

Ms. Mock has worked as an economist with AID in the Program Office in Seoul, Korea, where she analyzed Korean manpower planning needs and activities and made recommendations on the optimal organization of these activities. She also served with AID's Legislative Programs Coordination Office in Washington.

Finally, she analyzed economic development issues and developed training materials for American Institutes for Research in Seoul, Korea and Bangkok, Thailand. She has also served as a consultant for CARE and has written training materials on seasonal agricultural labor for Harvard Business School.

Colleagues indicate that Ms. Mock would be a superb member of a team, and has extensive field experience in carrying out agricultural data collection and analysis.



Region: Middle East and North Africa

Sector(s): Rural Development

NASSIF, HIND

FIELD(S): Sociocultural Anthropology

EDUCATION: Ph.D., Cultural/Social Anthropology, Catholic University, 1978

LANGUAGES: Arabic, French (fluent), Malay, Spanish (fair)

SKILLS AND INTERESTS: Writing, research and evaluation involving women's anthropology, economic anthropology, social structure and social change in rural peasant societies of North Africa.

RESEARCH: Doctoral dissertation: "Marriage Patterns, Status of Women and Social Change in Rural Tunisia "

FIELD EXPERIENCE: Field work in rural Tunisia on marriage patterns, women's roles, family, social structure and social change. Teaching experience includes five years in Teacher Training College in Tunisia and Libya and five years language teaching in Indonesia, Malaya and the Sudan.

COUNTRY OF ORIGIN: Lebanon.

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Dr. Hind Nassif is currently an Assistant Professor of Anthropology at Bowie State College in Maryland, where she teaches courses in such areas as: language and culture, primitive societies and religions, urban anthropology and the problems, peoples and cultures of West Africa. She has lived and worked in many countries of the developing world including Egypt, Tunisia, Sudan, Malaysia, and Indonesia. In the mid-1970's she spent three years doing

NASSIF, HIND

anthropological field research for her doctoral thesis: "Marriage Patterns, Status of Women and Social Change in Rural Tunisia." In the mid 1960s, she taught English for the Ministry of Education in Tunisia. She has also taught English in Libya, and French in Kuala Lumpur and Jakarta. She served as Administrative Assistant for a UNESCO program in the Sudan.

Dr. Nassif has written several papers on the Middle East and North Africa including "Women's Economic Roles in Developing Tunisia."

Region: Middle East and North Africa

Sector(s): Rural Development

TAQQU, RACHELLE

FIELD(S): Anthropology, Middle Eastern Sociology

EDUCATION: Ph.D., History, Columbia University, 1977

LANGUAGES: French, Arabic

SKILLS AND INTERESTS: Research into Arab labor, village women, women and rural development, women and the family

RESEARCH: Ph.D. dissertation: Arab Labor in Mandatory Palestine, 1920-1948;" presently conducting research on the history of the Middle Eastern family and women's informal associations

FIELD EXPERIENCE: Field research on Arab labor and internal migration under the mandate (Palestine). Travelled in Iran, Egypt, Lebanon and Turkey.

COUNTRY OF ORIGIN: U.S.A.

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Rachelle Taqqu is currently an Assistant Professor at Hobart and William Smith Colleges. She has also been a lecturer at Ithaca College Center for Individual and Interdisciplinary Studies, and at Cornell University in their Women's Studies Program.

She recently wrote "Peasants into Workmen: Internal Labor Migration and the Arab Village Community under the Mandate." Some of her recently presented papers include, "The Uneven Impact of Development: The Case of Arab Village Women in Mandatory Palestine," "Women in Rural Development," "Women and Social

TAQQU, RACHELLE

Change in the Middle East."

Some of her current research focuses upon women's informal associations, the transition from peasantry to wage labor in the Fertile Crescent, and the history of the Middle Eastern family.

Colleagues say of Dr. Taqqu that she is an excellent researcher, who gets along well with people, is articulate, and interested in social problems.

Region: Middle East and North Africa

Sector(s): Rural Development

WALTZ, SUSAN

FIELD(S): Rural Development

EDUCATION: Ph.D. candidate, Graduate School of International Studies, University of Denver

LANGUAGES: French (fluent), Arabic (elementary)

SKILLS AND INTERESTS: Research and analysis of development and social change. Village sociology.

RESEARCH: Her doctoral research deals with the disorienting effects of development-induced value change in 12 small Tunisian villages.

FIELD EXPERIENCE: Conducted socio-economic survey in Casablanca's major shantytown as preliminary study for possible AID project to upgrade housing.

COUNTRY OF ORIGIN: U.S.A.

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Susan Waltz is currently an Assistant Professor in the Department of Political Science at the University of Baltimore. She recently finished her doctoral dissertation on the subject of "Alienation and Development: The Case of Tunisia." Her dissertation examines the disorienting effects of development-induced value changes and explores ways of mitigating them. This research required extensive surveys of 12 small Tunisian villages to measure exposure to development, and examine various individual perceptions of the community and the person's role within it.

Ms. Waltz has also conducted field research in Morocco analyzing the socio-economic characteristics of inhabitants of Casablanca's major shantytown. This was a preliminary study for AID for them to explore ways to improve the housing of the urban poor.

WALTZ, SUSAN

Ms. Waltz has also worked as a foreign market analyst, a free lance writer, and statistical editor. She has conducted seminars and training programs on interviewing techniques in the Third World.

People who have known Susan Waltz describe her field of specialty as, "the social impact of economic change." She is described as "broad enough to work in any setting. She is self-directed, takes responsibility, shows initiative, and is innovative."

Region: Middle East and North Africa

Sector(s): Formal and Non-Formal Education  
Rural Development

WILSON-HISHMEH, MARYLINDA

FIELD(S): International Education and Rural Development

EDUCATION: Graduate work, Middle East Studies, The Johns Hopkins University

LANGUAGES: French, Arabic, Portuguese (fluent in all)  
Spanish (some)

SKILLS AND INTERESTS: Design and implementation of survey research methodology in the fields of immigration, emigration and village sociology in North Africa and the Middle East.

RESEARCH:

FIELD EXPERIENCE: For the Ministry of Education in Tunisia developed complete curriculum for pre-school children; for CARE MEDICO designed and executed sociological study of a Bedouin tribe which was used as a basis for a low-cost housing project. Also compiled a collection of children's folk stories in Arabic, which was published by the Ministry of Youth and Sports in Tunisia.

COUNTRY OF ORIGIN: U.S.A.

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Marylinda Wilson-Hishmeh presently is Project Director for an ACTION contract dealing with high school volunteers in the United States, for the consultant firm of Hager and Sharp Associates, Inc., a women-owned firm specializing in program development, education research conference management materials development and production.

Prior to that she was a General Associate with Linton & Company, Inc., a public policy, evaluation and program management consulting firm. She handled research and writing assignments primarily in the areas of immigration and emigration policy. She has designed

WILSON-HISHMEH, MARYLINDA

several survey instruments for studying the role of immigrants in the labor market. She wrote a full report on the socio-economic characteristics of counties with federally-funded farmworker programs.

She also has experience as an evaluation specialist with Social Education Research and Development, Inc., a public policy research firm specializing in overseas development programming and evaluation. She evaluated Peace Corps programs in 17 countries around the world. She helped design the sampling methodologies for a significant part of this survey.

She has experience designing and administering training programs in the Third World with the Peace Corps in Tunisia. She served as a Peace Corps Volunteer in Tunisia, where she worked as an advisor to the Ministry of Education on pre-school education and developed a curriculum for pre-school child development for the entire country. In addition, with CARE MEDICO, she was retained to design and carry out a sociological study of a Bedouin tribe which was used as a basis for a low-cost housing project. She also collected and compiled a collection of children's folk stories in Arabic, which was published by the Government of Tunisia.

Colleagues have a high regard for Ms. Wilson-Hishmeh's field research skills. She would be an especially valuable member of a project design team gathering data for village-level analyses. She communicates well, both in written reports and in several languages. She is tactful and is able to relate to a wide range of different people and cultures.



Region: Sub-Saharan Africa

Sector: Formal and Non-Formal Education

ALIBARUHO, GLORIA LINDSEY

**FIELD(S):** Sociology of developing countries;  
clinical psychology

**EDUCATION:** Ph.D., Sociology, University of California, 1973  
Ph.D., Clinical Psychology, Wright Institute, 1976

**LANGUAGES:** French, Spanish, Swahili (good) Luganda (fair)

**SKILLS AND INTERESTS:** Public administration, project design training and research.

**RESEARCH:** Tanzania: "The Political Development of the Chagga of Kilimanjaro During the British Administration, 1920-1961" (Master's thesis); "The Assimilation of Rwanda Refugees into Uganda National Life," (Doctoral thesis). Has written papers on "Rural African Women and Political Rights in Kenya."

**FIELD EXPERIENCE:** Several years experience in sub-Saharan Africa. Kenya: Director for projects to assess the role of educated African women in rural development. Uganda: for Ministry of Education, wrote and reproduced African history programs for educational television. Tanzania: Education Officer in Moshi, as part of AID's teachers project to assist school inspections of all the areas on Kilimanjaro.

**COUNTRY OF ORIGIN:** U.S.A.

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Gloria Lindsey Alibaruho is currently an Associate Professor at the San Jose State University Ethnic Studies Department and was previously at the Afro-American Studies Department at the University of California at Berkeley.

ALIBARUHO, GLORIA LINDSEY

Recently she was the Project Director on a joint U.S.-Kenya-sponsored Developmental Data Collection Project designed to assess the role of educated African women in rural development. This three-month assignment resulted in her recommending and planning a Training Program for Social Services and Community Development Senior Staff for Kenya.

She has traveled to Ghana, Nigeria, Benin and the Ivory Coast as the University of California at Berkeley's Educational Director of Overseas Summer Travel-Study Program with the University of Ghana. As the Education Officer for the Ministry of Education of Uganda, she wrote and produced African history programs for educational television in Uganda. She has been the Executive Director of Council of the African-American Institute where she organized cultural interchange projects between the African diplomatic community and American groups interested in African affairs.

She also trained Peace Corps Volunteers for education projects in East Africa.

Her colleagues consider her an excellent administrator who deals very well with people. She is energetic and can conceptualize, analyze and define problems.

Region: Sub-Saharan Africa

Sector(s): Formal and Non-Formal  
Education  
Agriculture

BRAMS, PATRICIA C.

**FIELD(S):** Development Education with an emphasis on Agriculture

**EDUCATION:** Ed.D. candidate, International Education University of Houston, 1979

**LANGUAGES:** Spanish (some knowledge)

**SKILLS AND INTERESTS:**

Combines skills in planning, project design, training and evaluation, with interest in educational policy, planning, development of non-formal training materials, delivery systems for technology transfer, modernization and social change.

**RESEARCH:**

Wrote extensively on training and institution building in agricultural development; her doctoral dissertation was a content analysis of children's readers in Sierra Leone to determine the emergence of a modernizing ideology.

**FIELD EXPERIENCE:**

Taught agriculture and education students for four years at Njala University College, Sierra Leone, prepared material for language laboratory and assisted in extensive activities for technology transfer to villages. In 1976, in Chiang-Mai, Thailand she was a consultant to SEARCA-Research Management Asia, where she recommended a system for regional planning and instruction of agricultural research managers for Asian countries.

**COUNTRY OF ORIGIN:** U.S.A.

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Patricia Brams is completing her Ed.D in International Education at the University of Houston. She has attended various conferences on international education and was a participant at a workshop on agricultural delivery systems. She was a consultant for SEARCA-Research Management Asia in Chiang-Mai, Thailand in 1976 where she recommended a system for regional planning and instruction of agricultural research managers for Asian countries.

BRAMS, PATRICIA C.

Prior to that, she worked as a consultant for Prairie View A & M University where she conducted a library search and project evaluation with regard to the development of United States strategy for agricultural assistance to developing countries. She also collated a GRIB (Grass Roots Institution Building) model for agricultural assistance from state-of-the-art on technical assistance.

Ms. Brams has also co-authored a number of publications with her husband: "Development of Generative Competency-Based Instructional Systems in Agronomic Education" and "Grassroots Institution Building: A Realistic Focus for Agricultural Development," and has written some articles on her own, one being "Competency-Based Instruction for Training Research Managers in Developing Asian Countries."

Ms. Brams is considered by colleagues as a hard worker who is strong-willed and a dedicated achiever. She is known for her ability to set goals and achieve them. Her husband is in agriculture and they have collaborated on a number of projects. She has had experience working in Sierra Leone and Thailand with a wide cross-section of the population from government officials and individuals to village farmers.

Region: Sub-Saharan Africa

Sector(s): Formal and Non-Formal  
Education

BRAVINDER, PHYLLIS

FIELD(S): Non-Formal, Vocational Education

EDUCATION: M.S., Behavioral Science La Verne College, 1976

LANGUAGES: Spanish (fluent)

SKILLS AND  
INTERESTS: Teacher training, vocational training,  
women's non-formal education with empha-  
sis on Africa.

RESEARCH:

FIELD EXPERIENCE: Trainer and project supervisor for  
women's non-formal education project in  
the Sudan; assisted in designing, imple-  
menting, and evaluating training programs  
for Peace Corps Volunteers going to  
Ethiopia; in-service training courses  
for Peace Corps Volunteers in Malawi and  
Botswana; supervisor of vocational train-  
ing program, University of Malawi.

COUNTRY OF ORIGIN: U.S.A.

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BRAVINDER, PHYLLIS

Phyllis Bravinder has more than ten years experience working in education programming, both in the United States and in Africa, and nearly a decade of continuous residence in Africa. Most recently, she has been working in the area of non-formal education with the University of Khartoum Development Studies and Research Center, where she designed and administered an in-service training program for rural women instructors with the Youth Training Centers in the Sudan. She has been a member of the Steering Committee for a Symposium on the changing status of women in the Sudan, held in February 1979.

In addition to her work in the Sudan, she has lived and worked in Ethiopia, Malawi, and Botswana. She has designed, implemented and evaluated training programs for Peace Corps volunteers working in education and community health programs, and designed and taught graduate level courses on teaching methods in the United States. She is familiar with curriculum planning and development, materials development, and support services for other teachers.

She is characterized by peers and supervisors as, "sensitive, adaptable, and good with people."

Region: Sub-Saharan Africa

Sector(s): Health, Nutrition and Family  
Planning

BROMLING, CLIFFLYN

FIELD(S): Health, Rural Development

EDUCATION: B.A., Political Science and Sociology  
Washington State University, 1968

LANGUAGES: French, Djerma

SKILLS AND INTEREST: Project identification, design and management of programs in health education and communications.

RESEARCH: Provided consultant assistance on programming for women in development in Mali; assisted in planning an integrated rural development program for the Sahel; was a Peace Corps Volunteer health educator for four (4) years in Niger.

COUNTRY OF ORIGIN: U.S.A.

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Ms. Bromling was a co-founder and co-director of Development GAP (The Development Group for Alternative Policies), an educational and consulting group which stresses the use of community-based planning approaches to development problems, both in the United States and in the developing world. She also assisted in the conception, nurturing, and operations of the African Social Development Foundation.

BROMLING, CLIFFLYN

As an AID consultant, she traveled to Upper Volta to help plan an integrated rural development program for the Sahel Region. She assisted in pre-conference training and on site consultations with Voltaic staff to help solve problems in the design of the program.

She has been director for the One World Project, which is a national education program calling attention to the global interdependence of international development issues, working in the areas of food and hunger, resource scarcity, and U.S. trade and relations with the Third World.

As a Peace Corps Volunteer for four years in Niger, she had wide exposure to village-level public health program planning and implementation. She also prepared a wide range of non-formal educational materials dealing with health, agriculture, adult literacy, and community development.



Region: Sub-Saharan Africa

Sector(s): Formal and Non-Formal Education  
Agriculture

CLOUD, KATHLEEN

FIELD(S): Educational Programming and Administration

EDUCATION: Doctoral candidate, Harvard School of Education, 1979

LANGUAGES: French (fair reading and understanding)

SKILLS AND  
INTERESTS:

Educational planning, program development, training and evaluation skills. Interest in the role of women in agriculture.

RESEARCH:

Studied the role of women in agriculture in the Sahel, particularly as related to food production and distribution. Has written about the development of instructional materials and reading policy in the United States.

FIELD EXPERIENCE:

Assessed the degree of integration of women into development projects in Mali, Niger, Senegal and Upper Volta. Also assessed the possible uses of female agricultural personnel in the Sahel.

COUNTRY OF ORIGIN: U.S.A.

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Kathleen Cloud is presently finishing her doctoral work in Administration and Social Policy at the Harvard School of Education. Concurrent with this work she has served as the Women in Development coordinator of the Arid Lands Natural Resources Committee at the University of Arizona. She combines extensive experience in educational administration with field experience in women in development programming.

CLOUD, KATHLEEN

She was the conference manager for a Consortium for International Development (CID) conference on the role of women in meeting basic food and water needs in developing countries. In a study partially funded by AID, she assessed the degree to which women have become integrated into development projects in Mali, Niger, Senegal, and Upper Volta. She has served as a consultant to the Peace Corps on various ways to utilize female agricultural personnel in the Sahel.

In addition to her formal academic training, Ms. Cloud has received non-academic training in various practical aspects of women's roles in rural development, including things like agriculture, cooperatives, and credit unions. Her writings on women include: The Role of Women in Food Production and Distribution Systems in the Sahel, and a Report of a Fact-Finding Trip to Mali, Niger, Senegal, and Upper Volta to assess the degree of integration of women into development projects in those countries.

Region: Sub-Saharan Africa  
Latin America and the Caribbean  
Sector(s): Housing and Urban Development

CREEVEY, LUCY E.

**FIELD(S):** City and Regional Planning with an emphasis on politics and modernization in Africa; Public Administration

**EDUCATION:** Ph.D., Political Science and African Studies, Boston University, 1967

**LANGUAGES:** French, Spanish, Arabic

**SKILLS AND INTERESTS:** Teaching, research, writing, project design, planning, implementation and evaluation. Interests include urban public policy analysis, comparative urban studies, urbanization and development, and politics and urbanization in Africa.

**RESEARCH:** Religious and political attitudes and activities in Chile; public policy; Islamic history of West Africa; urbanization and development in Senegal.

**FIELD EXPERIENCE:** Worked in West Africa in Senegal studying politics, urbanization and modernization process and the influence of religion on politics. She also worked in Chile and focused on urbanization and secularization.

**COUNTRY OF ORIGIN:** U.S.A.

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CREEVEY, LUCY E.

Lucy E. Creevey is Director of Urban Studies and Associate Professor of City and Regional Planning at the University of Pennsylvania and has held these positions since 1974. Prior to that she was Associate Professor, Department of Political Science, Rutgers University for two years and a Research Associate at the Centro de Estudios Internacionales, Santiago Chile in 1968-69. Before that she was Assistant Professor, Department of Political Science at the University of Pennsylvania for seven years.

Dr. Creevey has been the recipient of numerous fellowships and research grants, the latest being Rockefeller AID to study regional planning in the Sahel. She has also recently been a consultant with AID, planning for the Food Corps. For Wilmington, Delaware she consulted on urban reform; and she has lectured on urban reform in the U.S. and on planning for urbanization in West Africa.

Dr. Creevey has produced numerous publications, research, book reviews, papers and presentations which reflect her interest in the politics, urbanization and modernization process in Africa and the influence of religion on politics. She wrote a book in 1970 entitled, Muslim Brotherhoods and Politics in Senegal. Some of the titles of her other papers and publications include: "The Political Influence of Islam in Africa," "Urbanization and Development in Senegal," "Urbanization and Secularization in Two Chilean Communities" and "The Convergence of religious and Political Attitudes and Activities and among Workers in Santiago, Chile."

Dr. Creevey is considered to be a great team worker who always produces well beyond the requirements of her own position, and is very helpful to others. She is a good manager and well organized as witnessed by her current position where she successfully runs one of the most popular undergraduate programs at the University. She is good at project design, planning, implementation and evaluation, and excellent on follow-through. She adapts well to new cultural situations and senses what one should and should not do to make a project a success. She looks at politics from a broad perspective and can do qualitative analysis.

Region: Sub-Saharan Africa

Sector(s): Formal and Non-Formal  
Education

DERRYCK, VIVIAN L.

**FIELD(S):** Education, with emphasis on African history and culture.

**EDUCATION:** M.A., International Affairs, Columbia University, 1969

**LANGUAGES:** French (reading and conversational)

**SKILLS AND INTERESTS:** Teaching, research, and administration, working in the areas of curriculum development, African history and culture.

**RESEARCH:** Social science research on socio-political ramifications of African women's movements in the modern world, and retention rates for female students attending the University of Liberia.

**FIELD EXPERIENCE:** Project Director of the African Arts and Culture Project in West African countries, worked on developing multi-media curriculum packages on selected African societies, emphasizing socio-political and cultural systems. Taught and developed curriculum at University of Liberia for three years.

**COUNTRY OF ORIGIN:** U.S.A.

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Wivian Derryck spent the last three years working at the University of Liberia as a Senior Research Consultant. She was part of the Social Studies Curriculum Project, and an instructor in Social Science. A major focus of her time and interest while she was in Monrovia was research on the socio-political ramifications of the African Women's Movements. She also taught African history, African politics, and Africa-oriented courses on education.

DERRYCK, VIVIAN L.

Ms. Derryck also has worked as Project Director for an African Arts and Culture Project, where she developed multi-media curriculum packages on selected African cultures, emphasizing socio-political and cultural/aesthetic systems. She has worked as Assistant Director for an African-American Studies Program at a community college in New York, and as a Program Assistant with the African-American Institute.

She has written on formal and non-formal education issues; some of her publications are; "Integrating Social Change into the Secondary School Social Studies Curriculum," "Liberia: Urban Women and Political Participation" and "WESUA: Dreams and Diamonds, A Case Study of Integrated Social Science Research and Curriculum Development."

Ms. Derryck is characterized as "articulate, out-going, and a person who pays attention to details and follows up," She is rated excellent in cultural sensitivity and adaptability.

Region: Sub-Saharan Africa

Sector(s): Agriculture/Economics

DUE, JEAN M.

FIELD(S): Agricultural Economics

EDUCATION: Ph.D., Economics, University of Illinois, 1953

LANGUAGES: French (reading, some speaking)

SKILLS AND  
INTERESTS:

Teaching and research, project planning, design, implementation and evaluation of programs involving agricultural development in tropical Africa, agricultural credit, formal and non-formal education, health and nutrition, employment and income generation, and equity and its distribution.

RESEARCH:

Extensive writings on agriculture and economic development in Africa, including mechanization, state farms, credit and labor.

FIELD EXPERIENCE:

Fifteen (15) years experience researching problems of economic development in Africa; has made ten (10) visits to Africa to study agricultural projects and conduct field work in Ghana, Sierra Leone, Ivory Coast, Zambia, Tanzania, Nigeria, Kenya and Uganda.

COUNTRY OF ORIGIN: U.S.A.

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Jean Due is Professor of Agricultural Economics at the University of Illinois. She has been an Economist in the Canadian Department of Agriculture and was a member of the Shoup Commission on Tax Reform in Venezuela.

Dr. Due has served as a resource person for a workshop on Women in Development for AID in the summer of 1978.

DUE, JEAN M.

Dr. Due travels frequently to Africa on short-term research projects concerning agricultural development and planning. She has worked in Ghana, Nigeria, Sierra Leone, Tanzania, Uganda, Kenya and the Ivory Coast. Her concerns center on food production and development in tropical areas, particularly Africa.

Dr. Due presently teaches courses on agricultural development of Third World countries and economic development of tropical Africa, in which she stresses project planning, design, implementation and evaluation.

Dr. Due's peers consider her a most able agricultural economist and planner. Her field work on food crop production planning and policy is considered to be exemplary. She is praised for her ability to collect primary data, and her ability, expertise and energy.



Region: Sub-Saharan Africa,  
Middle East and  
North Africa

Sector(s): Rural Development  
Urban Development

FIKRY, MONA

FIELD(S): Ethnosociological research

EDUCATION: Ph.D., Anthropology, African Studies, Indiana  
University, 1969

LANGUAGES: Arabic (fluent), French (fluent)

SKILLS AND  
INTERESTS:

Research, project design, and evaluation,  
addressing development problems in the  
Sahel, West, Central, and North Africa,  
socio-cultural adaptation of immigrants,  
urban migration, social change in West  
Africa, problems of deculturation,  
African folklore, maternal and child  
health care in the Sahel.

RESEARCH:

Wrote on African social traditions and  
family values, migration, and social  
change in Libya.

FIELD EXPERIENCE:

Ethnosociological field work done in  
Ghana, Senegal, Libya, Chad, and Cameroon.  
Also has lived and worked in Egypt, Nigeria  
and Libya.

COUNTRY OF ORIGIN: Egypt

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At present, Mona Fikry is a Senior Social Anthropologist with Louis Berger International, Inc. She addresses research and related development problems of the Sahel and Central Africa. She has also done research work on the socio-cultural adaptation of Arab immigrants in Toronto, with an emphasis on the women's adaptation. She has done research on urban migration and women in Benghazi, Libya. Prior to that, she served as an Assistant Professor at the Institute of Political Science at the University

FIKRY, MONA

of Algiers, Algeria. Her principal professional focus was social change in West Africa, problems of development and deculturation. Dr. Fikry has been a professor at Howard University in Washington, where she taught courses on African folklore, and social change in West Africa.

Some of her publications include, "An Oil-Boom, Women and Traditions--A Study of Women in Libya," "Preliminary Report: Traditional Maternal and Child Health Care and Related Problems in the Sahel--A Bibliographic Study," "Socio-Economic Potential of Road Maintenance in Chad," and "People and Water: Social Analysis for Mandara Mountains Water Resources Project, Northern Cameroon." In French, she has written, "Le phénomène urbain en Libye" (The Urban Phenomenon in Libya), and "La Famille et les conflits de valeur en Libye" (The Family and Value Conflicts in Libya).

Region: Sub-Saharan Africa

Sector(s): Agriculture  
Rural Development

FORTMANN, LOUISE P.

FIELD(S): Rural Sociology

EDUCATION: Ph.D., Organization Behavior and Social Action,  
Cornell University, 1973

LANGUAGES: Swahili (good conversational ability, fair reading  
and writing), Spanish (fair)

SKILLS AND  
INTERESTS:

Research and evaluation with emphasis on East Africa. Special areas of competence include village sociology, women's cooperatives, marketing, women's roles in Tanzanian agriculture.

RESEARCH: Extensive writing on agriculture and village development in Tanzania, particularly as regards women's roles in agriculture. Her doctoral thesis is entitled "Rationing Justice: A Study of the Delivery of Legal Services to the Rural Poor."

FIELD EXPERIENCE: For USAID/Tanzania she evaluated data for a small farmer food loan program; collected and analysed data for a national maize program and reviewed women's roles in agricultural extension service. She also worked in a women's craft cooperative for half of her three years in Tanzania.

COUNTRY OF ORIGIN: U.S.A.

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Louise Fortmann is currently a visiting Assistant Professor of Rural Sociology at Cornell University, where she works with the Center for International Studies as an East African specialist focusing on Tanzania. She has worked on a number of consultancy assignments, including writing discussion papers on village development for the World Bank and AID, collecting and analyzing data for an evaluation of a small farmer food crop loan program, and resource assessment and planning for a village development project for USAID/Tanzania. She worked as a volunteer with a women's craft cooperative in Kimamba, Tanzania, teaching sewing and assisting with marketing. She collected and analyzed data for an evaluation

FORTMANN, LOUISE

of the National Maize Project (USAID/Tanzania).

She has also worked as a Lecturer in Rural Sociology in the Department of Rural Economy and Extension, Faculty of Agriculture, at the University of Dar-es-Salaam. In addition to teaching students, she helped evaluate ujamaa and Operation Vijiji for the Third Five-Year Plan.

She has written widely on various development topics. Among her publications: "The Need for an Expanded Role for Women in Extension in Tanzania," "Women and Maize Production: Some Tanzanian Observations," and "Ujamaa--The Tanzanian Experience with Agrarian Socialism."

She is rated excellent by her peers in cultural sensitivity and adaptability. She is described as "energetic...a keen observer.. and good in villages." She knows what questions to ask. Although she hasn't yet designed and planned entire programs by herself, she would make a superb member of a team.

Region: Sub-Saharan Africa

Sector(s): Rural Development, Communications

GAHTAN, MAY YACOOB

FIELD(S): Anthropology

EDUCATION: Ph.D. candidate, Anthropology, Boston University

LANGUAGES: French, Duella, Arabic (fluent)  
Yoruba (conversational)

SKILLS AND  
INTERESTS:

Sociological and anthropological research and evaluation involving urbanization, social change among Moslem women, and trans-cultural anthropology.

RESEARCH:

Current work on doctoral thesis focuses on how economic and social change through migration affect religious beliefs. Research centers on women's movements in the Ivory Coast. Also researched social trends among Yoruba Women. Master's thesis: Mau Mau Myth.

FIELD EXPERIENCE:

Field work on the Ahmadiyya movement in the Ivory Coast; also worked as an Information Officer with the Ministry of Information in Nigeria.

COUNTRY OF ORIGIN:

Nigeria

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May Yacoob Gahtan is an anthropologist who was born in Iraq and raised in Nigeria. She is currently completing her doctoral dissertation at Boston University. Ms. Gahtan's field experience includes work in the Ivory Coast where she studied the Ahmadiyya movement (the reform Moslem movement).

Her research focuses on how socio-economic changes affect the belief system.

While in the Ivory Coast, Ms. Gahtan consulted with a large sugar producing company, advising the European personnel on issues involving the integration of migrant and local workers into complex industrial systems. She served as an Information Officer with the Nigerian Ministry of Information. Her responsibilities included the compilation of a calendar of cultural activities throughout Yorubaland, the scripting of a documentary film, and various research, writing and editing tasks including the publication of a cultural magazine.

GAHTAN, MAY YACOOB

Also in Nigeria, Ms. Gahtan worked as a journalist, maintaining relations with a broad range of Nigerian women's organizations and reporting on significant trends among Yoruba women.

Colleagues regard May Gahtan as a definite asset to any team endeavor.

Region: Sub-Saharan Africa  
Latin America and the Caribbean  
Sector(s): Economics

GARRITY, MONIQUE PAUL

FIELD(S): Economics

EDUCATION: Ph.D., Economics, Boston College, 1970

LANGUAGES: French (fluent), Spanish (some)

SKILLS AND INTERESTS: Economic development, international trade, Haitian industries, multinational corporations, economic cooperation.

RESEARCH: Extensive writings on economic development issues in African countries and Haiti trade, industrial development, economic integration, mining and the transfer of technology.

FIELD EXPERIENCE: A Haitian national, she has done field work in Haiti, taught and did research in Senegal and served as a consultant in Guinea-Bissau.

COUNTRY OF ORIGIN: Haiti

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Monique Paul Garrity is an Associate Professor at the University of Massachusetts at Boston. She was a Visiting Fulbright Professor at the Faculty of Law and Economics at the University of Dakar, Senegal. She also worked as a consultant for the Organization for Economic Cooperation and Development's National Accounts Division, Econometric Research Unit in Paris.

Among other awards, she received a grant for field work in Haiti from the Yale University Antilles Research Program for two summers and received a travel grant from the African-American Scholars Council to represent them at the CODESRIA-IDEP Joint Conference on "The Implications of the Enlargement of the EEC for African Trade and Development" in Dakar, Senegal.

GARRITY, MONIQUE PAUL

Her research and publications have concentrated on Africa and Haitian economic trade and development. Research in progress includes Arab aid to Africa and the impact of societal crises on the status and role of African women. She has given numerous lectures and presented papers at a number of conferences and seminars. She recently worked as a consultant for the Guinea-Bissau Bauxite Project.

Dr. Garrity is considered to be a "top-notch" economist. She has shown an ability to establish good working relations with international contacts and is interested in working in developing countries. Her experience as a Haitian adds a special perspective to her analysis of economic development.



Region: Sub-Saharan Africa

Sector(s): Management and Administration

GOODWILLIE, SUSAN

FIELD(S): Public Administration, Project Management

EDUCATION: Candidate for Master in Public Administration,  
Harvard University, 1979

LANGUAGES: French (fluent)

SKILLS AND  
INTERESTS:

Planning, coordination, administration of  
programs in East, West, Central, and Southern  
Africa in agriculture, education, family  
health and population

RESEARCH:

FIELD EXPERIENCE: Extensive experience in planning, program  
development, implementation and evaluation  
during several years residence in Nigeria  
and Ivory Coast, including establishment  
of the Ford Foundation's first office for  
francophone West Africa.

COUNTRY OF ORIGIN: U.S.A.

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Susan Goodwillie currently is a candidate for a mid-career degree of Master in Public Administration at the John F. Kennedy School of Government at Harvard. She has more than twelve years of experience designing and implementing development programs in Africa. For the last four years, she has worked as a program officer and consultant with the Ford Foundation, where she has been responsible for planning, coordinating, and administering programs in East, West, Central, and Southern Africa. She also has served as the Foundation's Acting Representative for West Africa in Lagos, and as Assistant Representative in Abidjan, where she managed and administered the Foundation's first office for francophone West Africa.

GOODWILLIE, SUSAN

Prior to her work with Ford, she worked for the United Nations Development Program where she administered and coordinated UNDP technical assistance to seven West African countries.

Colleagues describe Ms. Goodwillie as a superb administrator who is particularly good at coordinating the work of a team of specialists. She is described as "conscientious, sensitive, adaptable...gets along well with people at all levels...is good as a team member, and with people in developing countries...and is patient and tolerant."

Region: Sub-Saharan Africa

Sector(s): Health, Nutrition and  
Family Planning

GRIDLEY, KAREN

FIELD(S): Public Health Planning and Education

EDUCATION: Master in Public Health, University of California,  
1970

LANGUAGES: French (fluent), Spanish (fair)

SKILLS AND  
INTERESTS:

Skills include project planning, administration, training, and the use of media in training. Interests are model health projects with health education components where there is commitment and support for program planning and evaluation.

RESEARCH:

Contributed to film and articles on emergency medical services; presented a paper on training Needs of Hospital Personnel Involved in Minority Health Education Programs" and co-authored "A Five-Year Plan for Family Planning Services in Los Angeles County".

FIELD EXPERIENCE:

As a Peace Corps Volunteer in Ivory Coast, she instructed villagers in environmental sanitation, disease prevention, maternal and child health and nutrition and she worked with World Health Organization personnel on a nutrition project.

COUNTRY OF ORIGIN:

U.S.A.

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Karen Gridley is currently a health educator for the Meals for Millions Foundation, where she has planned and implemented an innovative health promotion pilot project for senior citizens. Prior to that, she was Director of Public Education and Information for the Los Angeles County Emergency Medical Systems Division where she directed countryside consumer health education programs for four years. She also served as a senior health educator, Division of Family Life Services of the Department of Obstetrics and Gynecology, Martin Luther King, Jr. General Hospital for four years, where she developed health education programs both within the hospital and in the community. This required community needs assessment, organizing staff training and program evaluation, and evaluation of on-going programs.

GRIDLEY, KAREN

Ms. Gridley was an Adult Public Health Educator as a Peace Corps Volunteer in a rural area of the Ivory Coast, and for nine months she worked as the Public Health Coordinator for Peace Corps training programs for trainees preparing to work as health educators in West Africa. Since then, she has been a consultant for Peace Corps training programs for West Africa and more recently she has worked as a consultant for Practical Concepts in management training in French for government ministries in West Africa.

Ms. Gridley is considered to be quite a skillful and practical person, good at analyzing and writing. She is quite sensitive and interested in cultural differences and adaptable to new situations.

Region: Sub-Saharan Africa

Sector(s): Management and Administration

HARDING, DEBORAH

FIELD(S): Management and Administration

EDUCATION: Ph.D., Anthropological Linguistics, University of California, 1966

LANGUAGES: French (excellent), Hausa, Swahili, West African Pidgin (good), Chinyanja, Sesotho, Fang, Twi, Xhosa (fair)

SKILLS AND INTERESTS: Design, analysis, programming, evaluation, training, management and implementation of international development efforts, primarily in Africa.

RESEARCH: Socio-economic study of structuring, staffing and management of health care delivery systems at village, town and national level in Niger and Upper Volta

FIELD EXPERIENCE: Extensive field experience with Peace Corps in Cameroon as Acting Deputy Director; planning, programming and training work in several Sub-Saharan African countries; socio-economic research in Niger and Upper Volta.

COUNTRY OF ORIGIN: U.S.A.

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Deborah Harding has more than fifteen years experience with the Peace Corps and various aspects of their African programs. Most of her professional work has involved Sub-Saharan African countries, centering upon Cameroon, Gabon, Central African Empire, Chad, Niger, and Upper Volta. For thirteen years she was responsible for programming and training Peace Corps Volunteers for most Sub-Saharan African countries. For three years she was Acting Deputy Director in the Republic of Cameroon. She conducted an independent socio-economic research project in the Sahelian Republics of Niger and Upper Volta, looking at the structuring, staffing and management of health care delivery systems at the village, regional

HARDING, DEBORAH

and national levels. She has also worked with projects in water development, fishculture, and agricultural credit cooperatives.

For the past three years, Dr. Harding has served as part of the Senior Staff of the Peace Corps in Washington, first as Director of the Office of Volunteer Placement, and most recently as a Special Assistant to the Director of the Agency. In this last capacity, she was responsible for negotiating the entry of Peace Corps into new countries in Africa, for coordinating programs addressing the issues of women, and for liaison with other intragovernmental foreign assistance to Africa.

Colleagues say of Dr. Harding that she is conscientious, diligent, insightful, vigorous, and a person who carries through on things.

Region: Sub-Saharan Africa  
Asia and the Pacific

Sector(s): Rural Development  
Urban Development

HOSKINS, MARILYN W.

FIELD(S): Anthropology, Social Analysis

EDUCATION: M.A., Anthropology, Catholic University, 1973

LANGUAGES: French (fluent)

SKILLS AND  
INTERESTS:

Action research, teaching and training, project planning, design, implementation and evaluation. Interests include socio-economic analysis of development issues, roles of women, adaptation of educational materials for cross-cultural contexts.

RESEARCH:

Studies on women, markets and market systems in Upper Volta; acceptance of change, social organization and leadership in an urban community, and nutritional beliefs and practices in rural areas, all in Vietnam.

FIELD EXPERIENCE:

Lived 5 years in Upper Volta and 4 years in Vietnam. Was a social analyst for the African Society for Research and Development, Upper Volta and worked for UNESCO, teaching at the University of Saigon, and as a consultant in Vietnam.

COUNTRY OF ORIGIN:

U.S.A.

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Marilyn Hoskins has served as the Director of the Department of Culture, Tradition and Environment, a Senior Research Director of the Department of Social Research and a contributing editor of Developpement Voltaique, all in Upper Volta where she lived for the past five years. In these capacities she has conducted a seminar with Voltaic researchers to discuss on-going and potential research useful for Voltaic development programs, and conducted social and economic research to find solutions to problems in education, health, social services, technology, crafts and marketing.

HOSKINS, MARILYN W.

She did a special research project on cooperatives and their potential for development, and on problems in urban centers. She has also conducted human resources research for the African Development Bank identifying areas with development potential in Upper Volta, Benin and Ghana and designed innovative programs for organizing new communities.

In Vietnam she worked for UNESCO, teaching at the University of Saigon where she trained teachers for a rural teacher training center and consulted for the U.S. Government and the Vietnam Study Center on education, nutrition, health, social organization and leadership, and the effects of change and inflation. While in Vietnam, she wrote an ethnographic study of an urban quarter of Saigon, a document on American-Vietnamese cross-cultural values, and articles on the changing role of Vietnamese women.

Her colleagues consider her project planning, implementation and evaluation skills to be excellent. She is a gifted field specialist with excellent cross-cultural capabilities.



Region: Sub-Saharan Africa

Sector(s): Formal and Non-Formal  
Education

KOBES, JASPERDEAN

FIELD(S): Non-Formal Education

EDUCATION: Ed.D., International Affairs and Education,  
Columbia University, 1975

LANGUAGES: French (fair), Amharic (fair)

SKILLS AND  
INTERESTS: Establishes, administers and evaluates  
programs in non-formal education.

RESEARCH: Doctoral thesis: "Primary School Drop-  
outs: A Case Study of a Small Rural Town  
in Ethiopia."

FIELD EXPERIENCE: Worked for four years in East Africa as  
as Peace Corps Program Officer and as a  
Peace Corps Volunteer teacher and trainer.  
For the past nine years, has made many  
trips to Africa to work in non-formal  
education programs.

COUNTRY OF ORIGIN: U.S.A.

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Jasperdean Kobes has fourteen (14) years of continuous development experience, primarily in Africa. For the last three years, she has been Director of Programs for World Education. In this capacity, she establishes and administers non-formal education programs all over the world. Prior to being Director of Programs she was the Africa Regional Representative for World Education and managed all their program efforts in Africa to provide non-formal education programs for adults which integrated the various components of rural development including health, nutrition, agriculture, and income-generating activities.

KOBES, JASPERDEAN

Dr. Kobes has also worked as a Program Officer with the Peace Corps in Kenya and the Seychelles, where she managed all programming activities for 200 Volunteers. She served as a Peace Corps Volunteer teacher in a teacher training institute in Ethiopia. She is rated excellent in the areas of cultural sensitivity and adaptability, and considered very knowledgeable about the roles and status of women and about non-formal education programming.

Region: Sub-Saharan Africa

Sector(s): Management and Administration

LEARY, FRANCES

FIELD(S): African History

EDUCATION: Ph.D., African History, Northwestern University,  
1969

LANGUAGES: French

SKILLS AND  
INTERESTS:

Animation rurale, Islam in Senegal and  
Gambia, role of small traders and religious  
nationalism

RESEARCH:

In Senegal she studied the role of animation rurale in national integration...research work in Senegal and Gambia on the Islamization of the pre-colonial Casamance and studies on the role of small traders in the Rabat markets for the emergence of anti-French colonialism, and the role of religious nationalism in Morocco.

FIELD EXPERIENCE:

Administrative experience in Nigeria, Senegal and Morocco. Coordinated and administered a six-week program for participants from West Africa for a series of seminars on contemporary Africa

COUNTRY OF ORIGIN: U.S.A.

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Frances Leary has extensive experience in field research and in administration, both in the United States and in Africa, and as a Professor and lecturer on various aspects of black studies and black history.

She has conducted research in Senegal, Gambia, and Morocco, looking at animation rurale, the role of small traders, the directions of the Islamic movement in pre-colonial times and religious nationalism in Morocco. Presently, she is Chairperson of the Association of African Studies Programs and has worked as

LEARY, FRANCES

Assistant Director of the Program of African Studies at Northwestern University, and served in a similar capacity at Temple University.

In Africa she founded and was co-director of a Research Seminar on Morocco, which brought together various social scientists for discussions and research. She has ten years' experience as an academic professor in History, first at Temple University, and presently at Northwestern University.

Dr. Leary has written widely on topics related to Africa. Some of her recent publications include: "Recent Developments in Islam in North and West Africa," "Perspectives on Drought in East Africa," and "Economics, Urbanism and Politics in Rabat."

Colleagues say that Dr. Leary is particularly interested in the changing status of women in Africa, and praise her for her strong administrative skills, her diplomacy, her strong sense of community, and indicate that she would be equally good working on a team or working by herself.

Region: Sub-Saharan Africa

Sector(s): Formal and Non-Formal Education

MULATO, ELLEN NELLY

FIELD(S): Social work, Student Counselling

EDUCATION: Doctoral candidate , Center for International Education, University of Massachusetts

LANGUAGES:

SKILLS AND INTERESTS:

Primarily social work in the field of education. This has included working with students in the cross-cultural counseling situation and training of staff.

RESEARCH: Member of information-gathering team which is exploring private and government agency efforts in working with women in Third World countries.

FIELD EXPERIENCE: Born and raised in the Republic of South Africa, she has done social work with families and children including therapy, counselling and administrative work.

COUNTRY OF ORIGIN: South Africa

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Ellen Nelly Mulato has recently consulted for AID on education of Southern African refugees, a crisis intervention program which included in-service training of counselling staff, establishment of the needed administration and referral system, problem identification and psychological as well as school-related counselling. In South Africa she served as advisor to a group of women who wished to start their own project for augmenting feeding at schools, and as a caseworker for the Child Welfare Society.

MULATO, ELLEN NELLY

In the U.S. she was a caseworker at the Angel Guardian Home in Brooklyn and was involved with the administration of foster care and maintenance grants. She was the Head of Residence at Mary Lyon Hall at the University of Massachusetts where she managed student services and trained in-house staff in student counselling.

Her colleagues consider her to be a hard worker, adept in administration, management and skills training, a "sharp" person who gets along well with people.

Region: Sub-Saharan Africa

Sector(s): Health, Nutrition and  
Family Planning

NEUMANN, CHARLOTTE G,

**FIELD(S):** Pediatrics, Child Health and Nutrition

**EDUCATION:** M.P.H., M.D. Harvard Medical School, 1954

**LANGUAGES:**

**SKILLS AND  
INTERESTS:**

Pediatrics, public health administration, teaching, research, evaluation, training, writing, project design, planning and implementation.

**RESEARCH:**

Wrote extensively about infant and child disease; pediatric education and health care delivery; immunologic responses in malnourished children; nutritional and infectious disease problems in the tropics.

**FIELD EXPERIENCE:**

Fellowship granted through the Harvard Medical School of Public Health to study problems of tropical health and malnutrition in Ghana. Project Director in India for a field study in interaction of nutrition and infection in Punjab.

**COUNTRY OF ORIGIN:** U.S.A.

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Charlotte G. Neumann has been Associate Researcher/Lecturer in Pediatrics at the UCLA School of Public Health and Medicine since 1975. Her main activities include being Director of a research project on intrauterine malnutrition-infection in Kenya and Deputy Co-Director of the Danfa Rural Health and Family Planning Project in Ghana. She also teaches courses and advises students in the School of Public Health and is Director of Pediatrics Services for the Venice Community Family Clinic.

NEUMANN, CHARLOTTE G.

In July of 1965 she was Project Director of a field study in the interaction of nutrition and infection, Rural Health Research Project in Narangwal, Punjab, India and Research Associate in the Department of International Health, Johns Hopkins School of Hygiene and Public Health while also being Visiting Assistant Professor of Pediatrics and Preventive Medicine at Christian Medical College, Ludhiana, Punjab, India.

Dr. Neumann has been active in professional activities and held a number of consultancies including the Johns Hopkins University School of Public Health Department of International Health, Nutrition and Infection Field Study for two years. She has been involved in many faculty and hospital committees and community services programs; and she has also directed and participated in numerous research grants and contracts, one being a grant to study the "Immunological Responses in Malnourished Children" in Ghana, 1972-75. She has been invited to give presentations and lectures on immunology, malnutrition, and infection and nutrition, and has written thirty-four research studies. The topics range from "Nutrition and Anthropometric Profile of Young Rural Punjabi Children" to "Issues in the Training of Nurse Practitioners" including many articles on the interaction of nutrition and infection, immunology and malnutrition.

Dr. Neumann is considered to have outstanding skills in project implementation overseas. She is patient and understanding. She is also rated very highly in her ability to plan, design and evaluate program projects. Colleagues feel that she is a rare person who would make a very valuable contribution to any project team that was working on child health and nutrition.



Region: Sub-Saharan Africa

Sector(s): Formal and Non-Formal  
Education  
Management and Administration

NJIIRI, RUTH STUTTS

**FIELD(S):** Adult Literacy, Education Counselling, Curriculum Development

**EDUCATION:** Ed.D, International Education, University of Massachusetts, 1979

**LANGUAGES:**

**SKILLS AND INTERESTS:**

Elementary education and curriculum, staff development in an African context (Kenya). Also African-American student programs and orientation.

**RESEARCH:** Contributed to a book on African women by Louise Crane, which will be used in the New York City school system.

**FIELD EXPERIENCE:** Has lived and worked in the field of education in Kenya for ten years. Assisted in adult literacy programs, founded the first free Kenya Children's Library, and established branches of the Library in Nairobi, Londiani and Ruringu.

**COUNTRY OF ORIGIN:** U.S.A.

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Dr. Ruth Stutts Njiiri is presently the Director of International Education Programs at the Phelps Stokes Fund in New York. Among the programs she directs is an International Curriculum Development Program which gives assistance to black, native American and disadvantaged white colleges in developing international programs with a focus on Africa and the Caribbean. Two of the other programs concern exchanges of professors between the U.S. and Africa and the U.S. and the Caribbean.

**NJIIRI, RUTH STUTTS**

Previously, Dr. Njiiri served as the Assistant to the Director of the Division of Continuing Education, Springfield College, where she developed credit and non-credit courses. In Kenya, over a ten-year period, she worked with Operation Crossroads Africa, assisted in adult literacy programs, counselled individuals and students seeking higher education in the U.S., travelled throughout Kenya visiting schools, and served on many Kenyan education boards.

Dr. Njiiri worked closely with both the late Tom Mboya and Jomo Kenyatta, founded the first free Kenya Children's Library, the first African-owned secretarial school and initiated, through the Kenya Voluntary Workcamps Association, the first project of Operation Crossroads Africa.

Dr. Njiiri has lectured about Kenya in the U.S., and advised curriculum developers on their approaches to African studies. She is considered to be an excellent administrator and a strong team member with a good overview of development and training capabilities in education.

Region: Sub-Saharan African

Sector: Rural Development

NORTH, JEANNE FOOTE

FIELD(S): Rural Development, Social Services

EDUCATION: M.S., Social Work, Columbia University, 1950

LANGUAGES:

SKILLS AND  
INTERESTS:

Research design, writing, social analysis, initiation of group organization and programs, counseling and program planning and development.

RESEARCH:

Has conducted research on women in Ghanaian national development including sections on legal, social and cultural aspects, wage earnings, trading, and voluntary agencies; as well as research on the relation of hemoglobin level to ethnically-determined diet of a multi-tribal patient group in Lagos, Nigeria.

FIELD EXPERIENCE:

Five years in Ghana, working with a school board, leading seminars on women and national development in Ghana and the U.S., conducting research and as a consultant on the same subject. Two years in Nigeria working with a school and as a community development consultant, and several years in Ethiopia working with groups, students and in public health.

COUNTRY OF ORIGIN: U.S.A.

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Jeanne Foote North is presently a consultant to AID's Rural Development office through a contract with the U.S. Department of Agriculture.

NORTH, JEANNE FOOTE

She was recently a planner and a panelist at the Tucson Conference on Women and Food and is active doing work in support of Foreign Service spouses in transitional life roles. While living in Ghana for five years, she worked for USAID as a consultant on project design and implementation to strengthen the role of women in the development process. She was Project Director for the compilation of an annotated bibliography entitled Ghanaian Women in National Development. In addition, she organized and led seminars on Women in National Development in Ghana and the U.S. on the subjects of health, education, economy, law and culture for Ghanaian professionals and U.S. residents in Ghana. She was an active Ghana Association of Social Workers Executive Committee member and the Chairman of the Board of Lincoln Community School in Accra.

In Nigeria, she was a community development consultant involved with leadership to interdisciplinary interagency service professionals where she assisted in problem analysis and the stimulation of community development interest. She was also a researcher at the Domicillary Midwifery Clinic.

In Ethiopia she was a social caseworker for Church World Service, serving Eastern European displaced persons and as a consultant to and Assistant Administrator of the Ethiopian Women's Welfare Work Association working in planning, coordination and resource development.

Her project planning and design skills are considered good and her evaluation skills excellent. Her writing capability is very good and she relates well to people in order to find problem areas and get people working together.

Region: Sub-Saharan Africa

Sector(s): Formal and Non-Formal Education

PERRY, CYNTHIA SHEPARD

FIELD(S): Education

EDUCATION: Ed.D., International Education, University of Massachusetts, 1971

LANGUAGES:

SKILLS AND INTERESTS:

Program management and administration, project design and staff training in the field of education.

RESEARCH: Wrote extensively on developing human potential through education.

FIELD EXPERIENCE: Spent two years in Ethiopia involved in staff training and career development and two years in Kenya as a consultant and trainer. In Zambia she was a consultant in curriculum development (education) for a short period. Extensive travel in Africa.

COUNTRY OF ORIGIN: U.S.A.

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Cynthia Shepard Perry is presently Director of the Center for International Student Affairs at Texas Southern University. Previous to that, she was the Administrative Officer in charge of Staff Training and Career Development at the U.N. Economic Commission for Africa in Ethiopia. She has been a consultant and trainer for the U.S. Information Services and the Peace Corps in Kenya, and as an educational consultant and tour leader for U.S. Information Services in Lagos, Nigeria, she led a group of chief education officers through the U.S. for a tour of educational institutions.

PERRY, CYNTHIA SHEPARD

Cynthia Shepard Perry has taught business English and history in Indiana and South Carolina and worked as an Educational Services Representative for IBM. She has been a faculty member of the School of Education at Texas Southern University and taught philosophy at the University of Nairobi in Kenya.

While in Kenya, she was the Director of the Medical Training Program and then the Educational Director of the Commercial Training Program, both for the Peace Corps. She trained the teachers and wrote the curriculum for the Commercial Training Program. A brief consultancy for the Ministry of Education and Curriculum Development Center in Lusaka, Zambia involved innovative techniques in curriculum planning and teacher training.

Dr. Perry has written extensively on educational issues; some of her publications and papers are: "Developing Human Potential Through Education," "The Role of Commercial Education in the Economic Development of the African Nations" and "New Roles for Black Educators."

Dr. Perry is described as a "real dynamo," a committed and outspoken person.

Region: Sub-Saharan Africa

Sector(s): Rural Development

POTASH, BETTY

FIELD(S): Anthropology

EDUCATION: Ph.D., Anthropology, New York University, 1970

LANGUAGES:

SKILLS AND  
INTERESTS:

Planning, research and evaluation of development projects. Interested in women's role in rural development, migration, health, and agriculture

RESEARCH:

Has studied the role of women in rural development in a Luo community in western Kenya. Studied how various economic and social factors affected women, and wrote on the extra-household economic activities of women in Ghana.

FIELD EXPERIENCE:

Two years field research in Western Kenya. Lecturer, Department of Sociology, University of Nairobi, Lecturer, Department of Sociology, University of Lagos. Research work in Ghana

COUNTRY OF ORIGIN: U.S.A.

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Betty Potash was, until recently, a Lecturer in the Department of Sociology at the University of Lagos. She has served in a similar capacity with the University of Nairobi, as well as teaching anthropology at Lehigh and Syracuse Universities.

Dr. Potash's field research in Kenya is particularly relevant to many aspects of development programming. Her field study looked at the role of women in rural development in a Luo community, and the research included an examination of community

POTASH, BETTY

and household organization, the impact of the cash economy on nutrition, agricultural extension policy as it relates to the introduction and acceptance of new techniques, land holding practices, labor migration and the impact of the cash economy on women's work loads, rural and economic factors affecting women's roles, and the various factors related to population and child mortality.

She has recently written a number of interesting papers, including, "Some Aspects of Women's Life in a Luo Community," and "Some Behavioral Aspects of Marriage Stability in a Rural Luo Community." She is currently working on a case study: "Development Strategy and the Position of Women: A Case Study."

Colleagues stress that Dr. Potash is highly sensitive to individual feelings, that she is excellent as a field worker because of her skill at drawing people out. She is self-directed, and can work by herself, or as a member of a team. She is particularly valuable examining social networks, family attitudes, marketing attitudes, and behavioral patterns.



Region: Sub-Saharan Africa

Sector(s): Economics  
Formal and Non-Formal Education

ROBERTSON, CLAIRE

**FIELD(S):** Interdisciplinary combination of Economics, Social Anthropology and History

**EDUCATION:** Ph.D., African History, University of Wisconsin, 1974

**LANGUAGES:** French (fluent), Spanish, Ga, Hausa, and Portuguese

**SKILLS AND INTERESTS:** Design, evaluation, management and research of projects aimed at exploring change over time in the socio-economic status of women, drawing upon an interdisciplinary framework of economics, social anthropology, and history.

**RESEARCH:** Ph.D. dissertation: "Social and Economic Change in Twentieth Century Accra: Ga Women."

**FIELD EXPERIENCE:** Extensive experience in Ghana interviewing women and gathering data through written and statistical sources, oral interviews, surveys, and participant observation. Currently doing research on economic dependency and family structures in Ghana, exploring how financial help goes from wealthier to poorer members in an extended family.

**COUNTRY OF ORIGIN:** U.S.A.

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Claire Robertson is currently a Faculty Research Associate with the African Studies Program at Indiana University, and is particularly interested in investigating change over time in the socio-economic status of women in Africa. She prefers to work through an interdisciplinary framework, combining economics, social anthropology, and history, using data gathered from a variety of different methods: written and statistical sources, oral interviews, surveys, and participant observation. She is

ROBERTSON, CLAIRE

particularly skilled in the practical realities of fieldwork under adverse conditions.

Some of her current research focuses on the issues of economic dependency and family structures in Ghana, and examines the transfer of financial help from wealthier to poorer members of the extended family. Another research interest is the change in social structures over time, and determining the strength of extended family ties. She is especially skilled in studying non-elite populations through various interview techniques, and is interested in urbanization, and women's functions in the marketing system. Her most recent research has focused on the impact of formal and informal education on marketing skills.

Dr. Robertson is currently working on a book to be called, Women and Slavery, and has written a number of important articles dealing with various socio-economic aspects of women's development in Africa. Some of her recent published articles include, "Economic Women in Africa," "Socio-economic Change in Accra: Ga Women," "Women and Change in Marketing Conditions in Ghana" "The Nature and Effects of Differential Access to Education in Ga Society," and "The Impact of Formal Education on Marketing Skills Among Girls in Accra."

Region: Sub-Saharan Africa

Sector(s): Economics

SEIDMAN, ANN

FIELD(S): Economics

EDUCATION: Ph.D., Economics, University of Wisconsin, 1968

LANGUAGES:

SKILLS AND  
INTERESTS:

Research and writing on African economic development, including economic and labor issues related to women.

RESEARCH:

Has written extensively on African economics, including books on the economics of Pan-Africanism, comparative development strategies, natural resources and national welfare in Africa, and a textbook on economics for Africa.

FIELD EXPERIENCE:

More than a decade of field experience in Africa which included teaching and research in Zambia, Tanzania and Ghana, as well as short-term teaching at seminars in Malawi, Lesotho and Mauritius.

COUNTRY OF ORIGIN: U.S.A.

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Ann Seidman is currently the Nancy Duke Lewis Professor at Brown University in Providence, Rhode Island. She recently served as a consultant to the United Nations Special Committee Against Apartheid. Prior to her position at Brown, she was a visiting professor of Economics at the University of Massachusetts. She has served as a consultant to the United Nations Transnational Corporate Center.

Dr. Seidman was the Director of a project on expanding career options of women at Wellesley College. She was a Visiting Affiliated Professor at Clark University from 1975-78, and a Visiting Associate Professor at the University of Massachusetts in 1974 and 1975.

SEIDMAN, ANN

For two years she was Professor of Economics and Head of the Department at the University of Zambia; for four years she was Senior Lecturer at the University of Dar-es-Salaam. Prior to that, she was Lecturer at the University of Ghana for four years.

Dr. Seidman has written extensively on many aspects of economic development in Africa and is widely respected for her research, particularly by Africans. Her recent research has focused on the political economy of Southern Africa, imperialism in Africa, African socialism and the world system, and transnational corporations in Southern Africa. Some of her books are: Unity or Poverty: Economics of Pan Africanism, Comparative Development Strategies in East Africa, Planning in Sub-Saharan Africa, and Natural Resources and National Welfare: The Case of Copper.

Region: Sub-Saharan Africa

Sector(s): Formal and Non-Formal  
Education

SESHIBE, NANA R.

**FIELD(S):** International Education

**EDUCATION:** Ph.D. candidate, International Education, University of Massachusetts

**LANGUAGES:** Xhosa, Zulu, Lesotho, Afrikaans, Kiswahil, Ndebele, Shona

**SKILLS AND INTERESTS:** Planning and evaluation of education programs, with emphasis on Africa. Special areas of competence: non-formal education, developmental education, teacher training.

**RESEARCH:** Has written on non-formal education.

**FIELD EXPERIENCE:** Citizen of South Africa, travel in Botswana, Rhodesia, Zambia, Tanzania, Kenya, Nigeria, Lesotho, and Senegal.

**COUNTRY OF ORIGIN:** South Africa

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Nana Seshibe is currently finishing her doctorate in International Education at the University of Massachusetts. In addition to her academic training, she has extensive experience in many aspects of education, both formal and non-formal. For the Center for International Education at the University of Massachusetts, she was coordinator for programs in non-formal education in Latin America, Asia, and Africa. She has worked as a coordinator in charge of promoting site activities in non-formal education in Ghana, and coordinated training activities for Ghanaian and U.S. staff. She has served as a consultant on the role of women in the liberation struggle for the International Women's Program in western Massachusetts, entitled "Women in Africa". She also taught a course on comparative African Education.

At Amherst College, she was an instructor in the Black Studies Department. She was an Assistant Director of African Educators, East Africa Program with the World Council of Churches.

SESHIBE, NANA R.

Colleagues rate her excellent in cultural sensitivity and adaptability. Although she is pre-eminently qualified to work in Africa, she is also strongly recommended for work in other regions of the world. She is characterized as, "strong, but not abrasive...a good team member, as well as a person who can work on her own...exceptionally valuable for her practical advice...down to earth...expresses herself well...knows realities...has a firm grasp of the real world".

Region: Sub-Saharan Africa

Sector(S): Health, Nutrition and  
Family Planning

SHACK, KATHRYN WETHERELL

**FIELD(S):** Health and Nutrition, Nutrition Planning, Nutrition Education

**EDUCATION:** M.P.H., Population, Family and International Health, University of California, 1975

**LANGUAGES:** Spanish

**SKILLS AND INTERESTS:** Identification of nutritional problems, providing methods of nutritional evaluation in project design and proposal writing, general community development skills and approaches. Interests are setting up nutrition education programs in developing countries and among low income groups of the U.S.

**RESEARCH:** In Guatemala, researched and worked on development trying to develop a protein beverage from cotton and sesame seed flour.

**FIELD EXPERIENCE:** Worked on a nutrition survey in a remote Indian village in Guatemala and shared her findings with the Indians after the study was completed. In Nigeria, for the Peace Corps, she taught biology, zoology and botany and did a genetic study in Katsina. Also worked with WHO on a measles and small pox vaccination program in the north with Muslim women.

**COUNTRY OF ORIGIN:** U.S.A.

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Kathryn Shack has been a Nutrition Planner for Meals for Millions for four years. In this position, she evaluates on-site nutrition needs, helps field staff coordinate the overall nutritional program, provides information and expertise for developing educational materials - written and audio-visual - and advises the staff food engineer and food development technologist in areas of nutritional concern.

**SHACK, KATHRYN WETHERELL**

She also assists in general program planning and development on nutritional matters and writes a nutrition column for the newsletter and other public relations and development materials.

Ms. Shack has also done a nutrition survey in Guatemala and worked on developing a protein beverage with cotton and sesame seed flour. In the Peace Corps in Nigeria, she taught biology, zoology and botany to high school and junior college-level students. During school breaks she did a genetic study in Katsina and worked with the World Health Organization on the measles and small pox vaccination program in the far north with Muslim women.

Ms. Shack is considered to be an excellent project designer with a high rating in training and evaluation. She has lately been gaining more experience in broader program planning and has good experience and skills in program implementation.

She has shown an ability to adapt well in various cultural situations and co-workers have been impressed by her capability to analyze local political underpinnings. She is regarded as a person who would make a valuable contribution to a team project involved in nutrition planning.



Region: Sub-Saharan Africa

Sector(s): Economics

STEWART, FRANCES

FIELD(S): Economics, and Appropriate Technology

EDUCATION: Ph.D., Economics, Oxford University, 1961

LANGUAGES:

SKILLS AND  
INTERESTS:

Economic analysis of developing countries with particular attention to the technology transfer from developed to developing countries.

RESEARCH:

Extensive writing on various aspects of economic development, such as labor, income distribution, foreign assistance and technology transfer.

FIELD EXPERIENCE:

Lecturer in the Department of Economics, University of East Africa, Nairobi, Kenya. Consultant to the World Bank, Ford Foundation, UNCTAD, International Labor Organization, and the Dutch Government. Member, United Kingdom National Commission for UNESCO.

COUNTRY OF ORIGIN: U.S.A.

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Frances Stewart is presently a consultant to the World Bank's Policy Planning Division, and has worked as a consultant to the Dutch Government, the International Labor Organization, UNCTAD, and the Ford Foundation.

**STEWART, FRANCES**

She has worked as a Senior Research Officer at the Institute of Commonwealth Studies at Oxford University, and she did research at Queen Elizabeth House on Intermediate Technology, financed by the Overseas Development Administration, the British equivalent to AID. She has field experience in Kenya, as a Lecturer in the Department of Economics at the University of East Africa in Nairobi. In addition, she has worked as an economic assistant in several British Government departments including Economic Affairs, the Development Office, and at the Treasury.

She has written widely on many different aspects of development. Her writings include "Transfer of Economic Concepts from Highly Developed to Less Developed Countries," "Trade and Technology," "Technology and Employment," and "Inequality, Technology and Payment Systems." She has written a book entitled Technology and Underdevelopment, and has edited a book entitled Employment, Income Distribution and Development by Frank Cass.

Many of her colleagues at the World Bank regard Dr. Stewart as one of the most knowledgeable people in the field working with appropriate technology.

Region: Sub-Saharan Africa

Sector(s): Agriculture

WEBSTER, BARBARA

FIELD(S): Agriculture

EDUCATION: Ph.D., Biology, Harvard University

LANGUAGES: French, Spanish (some)

SKILLS AND  
INTERESTS:

Research morphology, with emphasis upon the improvement and adaptability of certain legumes to areas of the world in which a high protein vegetable source is of great importance.

RESEARCH: Has published approximately 50 papers and reports on legumes and other agronomic and vegetable crops.

FIELD EXPERIENCE: Extensive travel in Africa, Mexico, Central America, South Pacific, and the Islands of the West Indies.

COUNTRY OF ORIGIN: U.S.A.

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Barbara Webster is presently a professor and Agromomist at the University of California at Davis. She has been engaged in various phases and kinds of agricultural research for the past fifteen years. At present, she teaches courses in agronomy and botany, and her current research focuses on legumes. She is primarily concerned with the improvement and adaptability of certain legumes to areas of the world in which a high protein vegetable source is of great importance. She has published approximately 50 papers and reports on legumes and other agronomic and vegetable crops.

WEBSTER, BARBARA

Dr. Webster is presently Editor of Madrono, and Associate Editor of the Journal of the American Society for Horticulture Science, and of the publication HortScience.

Colleagues describe Dr. Webster as highly motivated, with a good sense of humor and strong communication skills.

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Name: Fiator, Joan  
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Name: Fuchs-Carsch, Marian  
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Language: French (working knowledge)

Name: Long, Carolyn  
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Sector: Management and Administration  
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Name: Rihani, May  
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Language: Arabic, French (fluent in both)

Name: Sreedhar, Kathy  
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Name: Warren, Roberta (B.J.)  
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