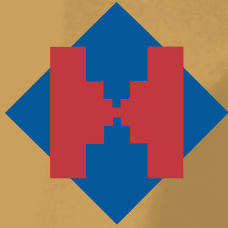


# HUMPHREY FELLOWS

HUBERT H. HUMPHREY FELLOWSHIP PROGRAM 2001 – 2002



*Saluting Women of the  
Humphrey Program  
1979–2002*



The Hubert H. Humphrey Fellowship Program brings accomplished professionals from designated countries of Africa, Asia, Latin America, the Caribbean, the Middle East and Eurasia to the United States at a midpoint in their careers for a year of non-degree graduate study and related practical professional experiences.

The Humphrey Program was established in 1978 to honor the public service career of Hubert H. Humphrey, the former vice president and senator, and to encourage leadership in fields critical to the engagement of the United States with countries in the developing world. A champion of many causes, Hubert Humphrey had made critical contributions to U.S. federal legislation in many fields. In his capacity as U.S. senator (1949-1964, 1971-1978) and vice president (1964-1968), Humphrey also espoused equal rights for all citizens of the globe.

Fellows are nominated by U.S. Embassies or Fulbright Commissions, based on their potential for national leadership and a demonstrated commitment to public service in either the public or private sector. The Program provides a basis for lasting ties between citizens of the United States and their professional counterparts in other countries. It fosters an exchange of knowledge and mutual understanding, through which the United States joins in a significant partnership with developing countries.

Fellowships are granted competitively to professional candidates in a variety of fields (see box below). Fellows are then placed in groups by professional field at selected U.S. universities offering specially designed programs of study and training. The Program receives its primary funding from the U.S. Department of State and is included in the Fulbright Program. The J. William Fulbright Foreign Scholarship Board, appointed by the President, has overall responsibility and awards the Fellowships. The Institute of International Education (IIE), a private not-for-profit educational exchange agency, has administered the Program since its inception in 1978.

Men and women interested in applying for Fellowships should contact the United States Embassy or Fulbright Commission in their home country, or consult the Humphrey Fellowship websites at: <http://www.iie.org/pgms/hhh> or <http://exchanges.state.gov/education/hhh>



**PROFESSIONAL FIELDS OF THE HUMPHREY CLASS OF 2001–2002**

Agricultural Development	4	Human Resources Development	6
Banking and Finance	14	Law and Human Rights	11
Communications/Journalism	14	Natural Resources and Environmental Management	14
Drug Abuse – Epidemiology, Prevention, Education, Treatment	14	Public Health Policy and Management	22
Economic Development	9	Public Policy Analysis and Public Administration	17
Educational Administration and Planning	13	Technology Policy and Management	5
		Urban and Regional Planning	4
		<b>Total</b>	<b>147</b>

Cover photo: 2001-2002 Fellow Rym Belhaj (Tunisia, University of Maryland, College Park). Cover background image, from left to right: 1982-1983 Fellows Suad Abukashawa (Sudan, Colorado State University) and Janaki Krishnamurti Kondapi (India, Tufts University, Fletcher School of Law and Diplomacy). Back cover background image: 1982-1983 Fellow Judith Bahemuka (Kenya, Cornell University).

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*“Being a woman in a developing country, my major concern is empowering women at the grass-roots level to gain autonomy in their lives in all spheres. . . I recognize this Fellowship as an award given not only to me, but to all Sri Lankan women.”*

Kanthi Wijetunge, Sri Lanka,  
Rutgers University, 1993-1994

# DEAR HUMPHREY FELLOWS: Dear Humphrey Fellows:

Congratulations to the 2001-2002 class of Hubert H. Humphrey Fellows on completing your fellowship year. I was delighted to meet you at the State Department during your Washington Seminar last November. After the tragic events of September 11, a record number of you made presentations at your universities and in your communities. Your presence in our country affirmed the value of international educational exchange as a proven means of increasing mutual understanding and respect among people in the United States and throughout the world.



Patricia Harrison

Secretary Powell has said that as we work to rid the world of terrorism, we must also work together to increase peace, prosperity and democracy. Over the last year, Humphrey alumni leaders from business, non-governmental organizations, and government have demonstrated this cooperation in a variety of ways. In Cameroon, Humphrey alumni developed community outreach and volunteer programs in the cities of Yaounde and Ebolowa. In Sri Lanka, Humphrey alumni came together from across Asia to discuss strategies for fighting drug abuse. The Department of State commends all of you for placing your talents and energies in the service of others.

Finally, it is a pleasure to celebrate the accomplishments of the more than one thousand women who have participated in the Hubert H. Humphrey Program since 1978 in this issue of the Humphrey Magazine. From a supreme court justice in Brazil, to two 2001 Alumni Impact Award winners in Ethiopia and Nigeria, women lead with equal distinction in the Humphrey Fellowship Program.

Thank you all for your important work to ensure that peace and freedom prevail around the world.

Sincerely,

A handwritten signature in dark ink, appearing to read "Patricia S. Harrison".

Patricia S. Harrison  
Assistant Secretary for Educational and Cultural Affairs  
U. S. Department of State



Dear Humphrey Fellows:

The annual Humphrey Magazine is a great way to share your thoughts about the Humphrey Program. Preparation of the magazine offers wonderful opportunities to think about the program as a whole. We think of those of you who have just completed your Humphrey year, we think of those of you who have just begun your Humphrey year, and we think of those of you who have shared your Humphrey experiences for some time.

Since the publication of last year's Humphrey Magazine, I am sure of meeting with many of you at the alumni seminar in Kathmandu, and to visit with alumni in Beijing. Over the past year for us all, it was a wonderful inspiration to see you and to learn about your continuing interest in the program. To all of you who planned and participated in the program, thank you.

Thinking of you all together reminds us all that we hope the world continue to lead the way in their commitment to peace. Throughout the year to come, please remember that we believe you will succeed in making a better world for us to live.

Sincerely,

A handwritten signature in dark ink, appearing to read "Paul Hiemstra".

Paul Hiemstra  
Humphrey Program Director  
Office of Global Educational Programs  
Bureau of Educational and Cultural Affairs  
U.S. Department of State

United States Department of State

Washington, D.C. 20520  
www.state.gov

for us all to collect our  
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Magazine, I had the great plea-  
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ng the world a better place for all

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INTERNATIONAL  
EDUCATION

1400 K Street, NW  
Washington, DC 20005-4403

Dear Humphrey Fellows,

The operating word in the past year of our lives—and the life of the Humphrey Fellowship Program—has been *change*.

The world seems a different place. Two years ago, we wrote about the new millennium, and what it would represent. Those words seemed pithy at the time; yet I was personally left waiting to really feel such a new reality.

The past 12 months have brought us just such a feeling of change. Americans are fond of saying, “change is good!” It’s a saying that reflects well our emphasis on the future and less on the past. However, we all know that some of the most recent changes in the world have not brought hope, goodness or inspiration. Rather, they have brought reflection, challenge, and concern.

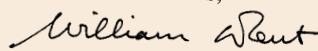
And then, within the Humphrey Program family, a latest change: the loss of our dear friend and advocate, Frances Humphrey Howard, who met every Humphrey Fellow from 1979 until this year. She was a role model and inspiration for all 3,000 of those Fellows. And now with her passing, a part of the Humphrey Program also will change, again bringing reflection and new challenges.

And yet, optimism must reign. Humphrey Fellows often come up through adversity; they are strengthened by it, and find internal power and inspiration from working through such challenges.

Where evil and loss arise, the drive to do well, do good, and overcome such challenges, must be stronger than ever. Frances always knew that: in whatever endeavor a Fellow undertook, she somehow saw the kernel of goodness, of potential for success, and encouraged that Fellow to pursue the endeavor to its fullest.

We all now need to provide such encouragement to each other, and to ourselves. Frances would not have it any other way!

With warm wishes,



William Dant  
Director  
Humphrey Program Division

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# 1979-2002

## ***Two Decades of International Leaders: Women of the Hubert H. Humphrey Fellowship Program***

*The Hubert H. Humphrey Fellowship Program treats men and women alike, and in doing so makes the Fellowship experience different for many women. In their homelands, the women's roles as wives and mothers often compete with their professional identities, but as Humphrey Fellows in the U.S. their mentors expect that they live their year as emerging leaders in their regions and the world. Sharing their joys, loneliness, and accomplishments with other women Fellows, they discover the common traits women share around the world. Working with men as well as other women in educational and profes-*

*sional settings, they develop more integrated personal and professional lives. Reflecting on their Fellowship, the women see it as a time of self-discovery as well as discovery of others, a year in which they increase their professional knowledge and develop a newfound sense of equality and independence.*

*(To gather material for this article, IIE surveyed Humphrey alumnae from 1979 to 2002, collected material from the Humphrey archives, and interviewed campus coordinators, as well as current and former administrators of the Humphrey Program.)*



1980-81 women Fellows at the U.S. Department of State.

When the Humphrey award letter arrived, Jena Rojas felt a sense of dread. She now faced a dilemma shared by other women applicants. Did she want to leave her family behind in the Philippines for ten months to study in the U.S.? Jena’s ambivalence almost kept her from accepting her award. But her husband insisted that she go, and vowed that he would learn to care for their two small sons with the help of family and friends. This past June, Jena completed her Humphrey Year at American University in Washington, D.C. and returned home, “a transformed person.” “I missed my family terribly,” she said, “but I would not have given up this year for anything.”



*Left to right: Mariana Wettstein (Venezuela, 2001-2002, American University), Jena Rojas (Philippines, 2001-2002, American University) and Mary Carol Drago, Assistant Coordinator, American University, at a walk for charity in Washington, D.C.*

From the start of the Humphrey Program in 1979, both women and men have expressed similar feelings. Whether married or single, Humphrey Fellows who come alone to the U.S. feel the absence of family and friends as they adjust to U.S. culture and campus life. The beginning of the year can be difficult for many; the end invariably nostalgic and deeply rewarding. None return home unchanged. Yet for women, a Humphrey Fellowship is often a life-altering experience in ways different than it is for men. In their own words, they become “braver,” “stronger,” “independent,” and “empowered.” As one alumna said, “The experience is the same, but the impact is different.”

“I don’t think some of the men found the year as empowering as the women because the men are used to being part of an elite,” said Diana McCaulay, a 2000-2001 Fellow from Jamaica who spent her Fellowship year at the University of Washington in Seattle. “The Humphrey Program treated both men and women the same, but some of the men

expected deference because they were men. Personally, I felt much stronger after my Humphrey year. I felt that I could cope with anything.”

To be selected as Humphrey Fellows, all of the women had achieved a level of competence and prestige at home that was well above the average for mid-career professionals. Their leadership qualities were apparent to those who nominated them. But in a survey of alumni conducted in 1997 by IIE—unlike many of the men—the women Fellows identified a greater degree of self-confidence as one of the most important results of their Fellowship Year.

***“The Humphrey Program treated both men and women the same, but some of the men expected deference because they were men. Personally, I felt much stronger after my Humphrey year. I felt that I could cope with anything.”***

Diana McCaulay, 2000-2001 Fellow from Jamaica



*1986-1987 Fellow Yolanda Márquez (Venezuela, Hunter College, City University of New York)*



*1981-1982 Fellow Joyce Dunbar Sherman (Liberia, Tulane University)*

If they returned home to a work culture that did not appreciate their assertiveness, they discovered that their boldness in suggesting change made them risk-takers, an identity they assumed with pride. More often, however, their supervisors recognized their confidence and new skills as attributes that merited greater responsibilities, and frequently the women were promoted to positions that previously were held only by men. In other instances, the women sought different challenges and used their skills to move into new jobs and higher leadership positions in their field.

For many women, their greater self-confidence came from the demands of the Humphrey Program itself. While in the U.S., some negotiated with landlords for the first time; all telephoned complete strangers to arrange their professional affiliations; many traveled alone to distant parts of an unfamiliar country. In class discussions and Humphrey seminars, they were their countries' ambassadors, explaining their cultures and its policies to their U.S. counterparts and Humphrey Fellows from around the world. Expected by some of their male colleagues to fulfill stereotypical female roles of cooking and cleaning up after social gatherings, many asserted their

equal status as Humphrey Fellows and invited the men to pitch in. Most found their intellectual growth exhilarating and planned ways they could use their new knowledge to make a difference when they returned home.

Few women Humphrey Fellows said they had thought of themselves as leaders before they arrived on their American campuses. In many of their countries, leadership is not a word or concept that is seriously discussed, and rarely is it applied to women. The women Fellows arrived as "managers" or "administrators" and over the year learned to see themselves as "international leaders." For some it provided a self-image that fit their ambition and professional competence, traits that had marked them as unusual women back home. As Touria Dafrallah 2001-2002 Fellow from Morocco said, "Sometimes I felt that I was 'different' compared to other women. I studied at the Moroccan School of Mines. I was in



*1993-1994 Fellow Anjana Bhusan (India, Rutgers University)*



engineering, a male-dominated field, and I was always suggesting new ways to improve the academic program at my university, and later, in my office—a risky but rewarding approach. I like thinking that I was just exhibiting good leadership qualities that both men and women can possess.”

Greater self-awareness also came from the daily observations the women made about U.S. culture. Noticing women’s ease with being treated equitably in the workplace and their assumptions that their husbands share housekeeping chores



*Penny Jessop, Coordinator, Tulane University, Isabelle Kadisha-Atsain (Côte d’Ivoire), Barbara Gumbiner, Director of Professional Exchange Programs Division, IIE, Perihan Kiper (Turkey), Frances Humphrey Howard and Peggy Blumenthal, Vice President for Educational Services, IIE, at the 20th Anniversary Conference in Washington, D.C.*

made theoretical discussions of women’s equality seem real for some. “In Venezuela, life for urban professional women is much the same as it is here in the U.S.,” said Mariana Wettstein, an unmarried 2001-2002 Fellow at American University. “But domestic chores are not shared equally between husbands and wives. I saw that sharing housekeep-



*Former President Jimmy Carter with Amy Kabwe (Zambia, 1981-1982, Cornell University) at the Humphrey 20th Anniversary Conference in Washington, D.C.*

ing can work, and when I return home I want to find a husband who will agree to being a partner with me in keeping house.”

The Humphrey Program has provided time and space for women to rethink how they might make a difference in the world. For many it is the first time they have had a chance to put their professional lives first, and they have embraced the opportunity with imagination and vigor.



*2001-2002 Fellow Betty Kemal Taruc (Indonesia, Johns Hopkins University) with U.S. Secretary of State Colin Powell at the State Department reception in honor of International Women’s Day.*

### **The First Decade: 1979-1989**

Only six women were part of the first Humphrey class of 27 Fellows in 1979. “They were a brave group of women,” recalled Micaëla Thorup, then assistant director of the Program, and later director from 1988-1994. “Many of the women had never traveled outside their home countries and had never lived alone, but they coped very well.”

“It was difficult to recruit women then,” she said. “Some women could only come if their husbands could take time off work for a year to accompany them because their families were afraid of what might happen to them in the U.S. if they came alone. Some countries even told us they would only send us single women. Africa was an exception. There, extended families helped make it possible for married women with children to spend a year abroad. Most men from the developing world were in a different position than the women. Those who could afford it brought their wives and families with them because often their wives didn’t work outside the home.”

During the 1980s, U.S. Embassies and Fulbright Commissions were asked to have women reviewers on their panels and seek out women candidates. The numbers of women rose steadily, but never reached more than 40 percent of the total.



1983-1984 Fellow Fusan Ökse (Turkey, Massachusetts Institute of Technology)

Women's issues were an integral part of Humphrey Program activities in the 1980s. The U.S. women's movement was still vibrant, and universities were often the focal point of research on women and development. Every Minnesota Workshop, held in those days at the end of the year, included a session on women. Some Humphrey women attended women's consciousness-raising sessions in their communities, and others found themselves debating equal rights for women. In 1982, Judith Bahemuka of Kenya, Suad Abukashawa from the Sudan, and Jaraki Krishnamurti from India were invited to discuss women in development on a panel at the annual meeting of the National Association of Foreign Student Affairs. Some Fellows discovered their life's work after taking a course that surveyed women's concerns. The political focus of women's issues revealed the hidden politics in professions women had seen as purely humanitarian. "As a medical person, I used to think I had no interest in politics," wrote Shirley Wan, 1983-1984 Fellow from

Singapore. "After my Humphrey Year, I saw that health issues are political issues, and I have a responsibility to be involved. I have a personal responsibility to see that my people—all people, in fact—get good health care." Margalit Toledano, a 1984-1985 Fellow from Israel, now Chairperson of the Israeli Public Relations Association, discovered that "public relations were an integral part of the democratic process and an important management function. The Humphrey experience stimulated my self-reliance as a leader in my field and as an independent woman," she told us.

### **The Second Decade: 1990-2000**

In the 1990s several women Humphrey Fellows came expecting to study women and development on their host campuses, for by then the U.S. had become one of the leading nations in the world in women's studies research. The actual experience of being in the U.S., however, offered them opportunities and gave them insights they had not anticipated. In 1993, Naila Suraiya Islam from Bangladesh who studied at the LBJ School of Public Affairs at University of Texas, Austin, underwent 40 hours of volunteer training at the Austin Center for Battered Women, a non-profit organization founded in 1977 to help women who are victims of domestic violence and their children through a comprehensive program of sheltering, counseling, and referrals. "My training as a volunteer," she wrote in a reflection of her year, "as well as my total exposure to such an outstanding project, I believe, is one of the best experiences I will be taking back. It will be of immense benefit to set up a program along similar lines in my country. In Bangladesh, women are victims of 'double oppression' in the sense that they are not only poor but also traumatized by their male counterparts."

***"It has taken a Humphrey Program to enable my government to appreciate that I can make an even greater contribution to the country's development."***

Futhi Kuhlase, 1993-1994 Fellow from Swaziland

A few years earlier, the 1990-1991 class of Fellows had issued a statement about the relevance of Western models when it called attention to the "grossly inadequate responses" citizens of the world were making to the great social and economic inequities that existed both between and within nations. The Fellows formally adopted ten resolutions at the closing plenary session of the year-end workshop in Minnesota, committing themselves, among other things, to work to eliminate "the continued discrimination against and exclusion of women and minorities from the development

process.” Many women Fellows knew firsthand the enormity of that task.

Kanthi Wijetunge of Sri Lanka, a 1993-1994 Fellow at Rutgers, questioned whether a U.S. model of feminist activism would work in her country. “Being here in the U.S., I have seen a dramatic change in women and their rights,” she said in 1994. “The new face of feminism has given rise to new issues on the feminist agenda. However, being a woman in a developing country, my major concern is empowering women at the grass-roots level to gain autonomy in their lives in all spheres. As I am concerned about the improvement of women’s status in Sri Lanka, I recognize this Fellowship as an award given not only to me, but to all Sri Lankan women.”

As in the 1980s, however, most women Humphrey Fellows in the 1990s came to the U.S. not to study women’s issues, but to pursue programs and development opportunities in their professional fields. But for both men and women, the Program opened new possibilities. Amany Refaat, an Egyptian medical doctor, recalls that when she attended the Washington Seminar in the beginning of her 1995-1996 Fellowship year at Tulane University, she was not focused on women’s health, but more broadly on women and development. “But the Washington Seminar and a visit to the World Bank crystallized my interest,” she wrote recently in an email. “Upon returning to Tulane, I focused my studies on women’s health issues.”

By 1990, the Humphrey Fellowship was more than a decade old, and several women were conscious of their potential to be role models for others. Sharada Jnawali from Nepal saw applying to the Humphrey Program as a challenge. “The greatest motivating point for me to apply for this Fellowship was that there were not many women competing for such an opportunity, and I wanted to take a chance at it.”

When she entered the Program only two women had been Humphrey Fellows from Nepal.

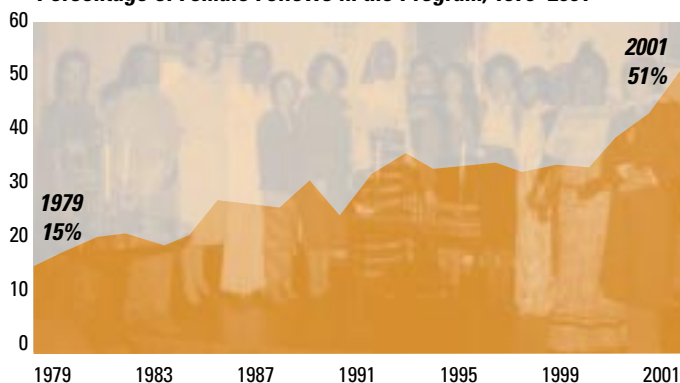
“Many other women started applying for a Humphrey Fellowship after they saw that women can also compete and get it,” she said. In 1997, Jnawali became a pioneer again as the first recipient from Nepal of a Humphrey Alumni Mini-Grant Award. “Today, I find myself stronger and more credible than any other woman colleague in terms of making decisions, solving problems, daring to meet with authorities, and presenting my views. Note,” she added, “that these are normally men’s roles in Nepalese society.”

Throughout the 1990s recruiting more women remained an important goal of the Program, but not until the class of 2001-2002 did women achieve parity with the men, comprising 51 percent of the group. The achievement was brief, however, for women are again only 40 percent of the new class of 2002-2003. “Understanding why the numbers of women have always fluctuated is difficult,” explained Bill Dant, current director of the program at IIE. “It’s hard to see regional patterns. Thailand has always sent large numbers of women; Korea has sent only one in the 23 years of the program. Often the U.S. Embassy or Fulbright Commission in a country sets the sectoral focus and that narrows the pool of applicants if women aren’t typically in that profession.” Dant added that women applicants have generally been more successful in being recommended for a Fellowship by the selection panels because they present a set of experiences that reflect broader skill development than many men. Having to outperform their male colleagues in order to move ahead professionally, often while juggling family responsibilities, makes women attractive Humphrey candidates. “I have not looked at the program through a gender prism,” Dant said, “because the women have always performed as well as the men both while they were here and when they returned home.”



1987-1988 Fellow Lori Calvo (Philippines, American University)

Percentage of Female Fellows in the Program, 1979–2001





*Left to right: 1998-1999 Rutgers University Fellows Guadalupe Hernández-Guerrero (Mexico), Angellina Mukii Mwau (Kenya), Valsala Kumari (India) and Amal Abd-El-Hadi (Egypt) make a joint presentation on violence against women at the 1998 Washington Seminar.*

### ***The Uniqueness of Being a Woman Fellow***

“Yes, men and women were treated the same as Humphrey Fellows,” Haydée Rosovsky, a 1995-1996 Fellow from Mexico, agreed, “and as both men and women we felt lonely at times. But as women we have the advantage of speaking more easily about our emotions than the men.” Finding solace in the company of others, or simply organizing a social event for their colleagues, seemed to come more naturally to the women. Often their apartments were the gathering places for impromptu dinners or late-evening discussions. At University of Texas, Austin, 1994-1995 Filipina Fellow Maria Lourdes Baua recalls that the “women were supportive of each other, especially towards those who brought their young families with them. The coming together of women from other countries expanded our understanding of the ‘soul’ of countries as we talked in our long walks around the campus, the nightly sorties to the LBJ School of Public Affairs’ computer room, our trips to the grocery, our telephone chitchats, our small parties that yielded our preferences for enjoyment...I didn’t achieve the same ‘closeness’ with the male HHH Fellows.” Baua believed that the women also provided leadership to the group because they “resolved issues in a more direct manner than the men.”

Carolyn Gabrielson, Branch Chief and Humphrey Program Director at the U.S. State Department from 1993-1997, recounted an incident that underscored Baua’s observation. “At the 1994 Washington Seminar, the Middle East/North Africa group had a difficult time agreeing on how to use their time to come up with important issues facing the region where Humphrey alumni could make a contribution,” she wrote in an email. “But when it was Ayelet Ilany’s turn (1994-1995, Israel), she spoke so eloquently and forcefully about working

towards reconciliation in the region that the other Fellows relinquished their time to her. It was remarkable to see how much respect the Fellows had for her clear insights.”

Boston University’s Humphrey Program coordinator, Dr. Ksenya Khinchuk, observed the same leadership qualities in the women she mentored at Boston University. Khinchuk has a sense that women have been the majority of the Fellows at her campus even though in actual numbers they have never been more than 40 percent of any one group. It was the women Fellows who started the charity projects that have now become a unique feature of the Boston campus. “In 1995, María Rehnfeldt of Paraguay spoke passionately about the Aurero people in her country who were being brutally affected by a severe drought,” Khinchuk wrote in her impressions of the Humphrey women she had known. “She collected enough money in voluntary contributions that night to repair the well so badly needed at that village and to buy a year’s supply of medicine.” The following year, Ewura-Abena Ahwoi from Ghana initiated the “Books for Children in Ghana” project, and with the help of her Humphrey colleagues at the University of Minnesota, sent several thousand books to Ghanaian libraries. Today, an even larger project, one that has spanned four classes at Boston University, raises money for children orphaned by war in Africa. Women Humphrey Fellows have been the leaders of these projects in their “creativity, energy, and enthusiasm,” wrote Khinchuk.

Dr. Salah El-Shakhs, the Humphrey Program coordinator at Rutgers University, has seen first-hand the impact women Fellows have had on raising the gender awareness of the Humphrey group as a whole. While Rutgers hosts Humphrey Fellows primarily in fields related to urban and regional planning, many of the women interested in human rights and gender issues also spend their Fellowship year at Rutgers’ Center

for Women's Global Leadership. "In 1998-1999," El-Shakhs recalled, "we had six women and five men, and at least three of the women, Amal Abd El-Hadi from Egypt, Guadalupe-Hernández Guerrero from Mexico, and Angelina Mwau from Kenya, were very active in women's causes. By the end of the year, they managed to attract not only the other women, but also the men into their camp. Men engineers, specialists in sewage disposal or mass transit, ended up becoming articulate advocates for human rights and women's rights."

The camaraderie of Humphrey colleagues and a string of academic and professional accomplishments, however, could not diminish the yearning many women felt for their families. Those who did bring their children found their year richer in family life, but strained in their ability to travel for professional development opportunities. Men Fellows certainly missed their families too, but in cultures where women are expected to be the primary nurturers and educators of small children, many women keenly felt the absence of those roles.

### **Returning Home**

At the end of their Humphrey Fellowship year, even while eager to see their families and friends again, both men and women Fellows voiced concerns about fitting in back home. But the women knew they faced difficulties only women in their culture understood. "The hardest part of returning home was readjusting to my home environment and carrying out my duties as a married woman," said Rita Ngonga, a 2000-2001 Fellow from Cameroon. "In Cameroon, the women do most of the cooking and cleaning. The husbands hardly give a helping hand, as I noticed they did in the U.S." Many women knew they would have to be careful how they introduced new ideas into their workplace. Because they were women, they would need to do so with subtlety and discretion.

As Humphrey alumnae, however, the women have been as successful as the men professionally. They have been promoted, instituted reforms, and become leaders in their field. In 2001, Lebohang Ramohlanka, a 1991-1992 Fellow at Boston University, was appointed High Commissioner (ambassador) to the United Kingdom, only the third High Commissioner to serve Lesotho in this mission. For a few, the Program has diminished some of the barriers women face in their culture. "It has taken a Humphrey Program to enable my government to appreciate that I can make an even greater contribution to the country's development," said Futhi Kuhlase, 1993-1994 University of Texas, Austin Fellow from Swaziland. "I have been promoted to the post of Principal Secretary."

Amy Kabwe, Cornell 1981-1982 Fellow, is the Founder and Chairperson of the Zambia Anti-Smoking Society, and Ellen Gracie Northfleet, a 1991-1992 Fellow at American University is now a Justice on the Federal Supreme Court of Brazil. As many did before they came to the U.S., they resumed their skillful juggling of family and work, but now with a broadened definition of where they could make a difference.

In their contributions to this article, the women mention the value they now place on volunteering in their communities, an activity they first participated in as Humphrey Fellows. "Professionally, I've gained greater confidence in policy-making, especially in the area of macroeconomics. But personally, I've become more community-oriented and I'm now involved in a non-profit foundation serving the urban poor," 2000-2001 Fellow, Maria Zingapan, from the Philippines emailed us.

Women also continued to exercise leadership with their Humphrey colleagues. "Women have played an extremely important role in making Humphrey alumni associations dynamic in many countries around the world," noted Bill Dant. "They have organized those associations, and in many cases have made the regional alumni conferences happen."

Dant believes that the network of Humphrey alumni is "the really unique aspect of the Humphrey experience," and the women are a vital force in helping their colleagues maintain that network.

"I do see that the majority of women who come to the U.S. as Humphrey Fellows are risk-takers in their society," Dant said. "They are less a reflection of the average person than a man might be with the same professional qualifications. Women Humphrey Fellows are more comfortable doing things their own way. They're not necessarily a carefully molded representative of their culture, but often an out-of-the-mold person." As Anastasie Kacou, 1999-2000 Fellow from Côte d'Ivoire noted about the alumnae she has observed in her country since her return home, "I noticed that these women are firm and are not afraid of taking up challenges. They are really active and engaged with the community. Naturally, they are Humphrey alumni."

***"My training as a volunteer, as well as my total exposure to such an outstanding project, is one of the best experiences I will be taking back. It will be of immense benefit to set up a program along similar lines in my country."***

Naila Suraiya Islam,  
1993-1994 Fellow from  
Bangladesh

***This article was written by Judith Babbitts,  
Assistant Director, Hubert H. Humphrey Fellowship Program, IIE***

# In Their Own Words...

**Cecilia Amotsuka** 2000-2001 Nigeria  
Tulane University

“Did my family think I had changed after my year as a Humphrey Fellow? Well, my daughter says I got stricter and my food is tastier. My husband says I’ve become more troublesome (joking, though). A senior colleague once asked if I returned with new ideas. My husband quickly replied, ‘too many.’ He says I’m more concerned about social issues, especially the plight of the disadvantaged. My second son says I’m more aware of sex issues and youth and he can’t count how many times I’ve talked to him about sex and why he should not get involved now. My other children say I’ve not changed. Some friends think I’m optimistic about what ordinary people can and should do to cause a change in the society. They also think my sensitivity to the plight of workers is because of my overseas travel.”



**Anastasié Kacou** 1999-2000 Côte d’Ivoire  
Tulane University

“The biggest impact the Humphrey Fellowship had on my life is that my mentality and ways of thinking have changed, and I am more imaginative. When I saw Americans working and trying to solve the social problems of their society (‘Christmas in October,’ Habitat for Humanity, etc.), it made me think that lots of things can be done to empower communities so that they stop waiting for a welfare state, which is today an illusion because the government cannot solve all problems. Another thing is that people have to commit themselves to the well-being of their fellow citizens. During meetings and discussions with my colleagues back home, I share these ideas with them.”

**María Solange Valenzuela** 1986-1987  
Chile  
Tulane University

“My family and friends thought that I had changed after my Fellowship Year. The world opened up for me and not only in knowledge, but also in the way I could evaluate and see people, their actions, and the environment as a whole. I got more confidence in my skills, my capabilities, and I had a better idea of my weak aspects that needed to be changed or improved. As a married woman coming from a very protective family, to go to the U.S. without my husband and with two children ages seven and two and to live by myself for more than a year was a very important experience that has made a huge and good difference in my life.”



**Maria Lourdes Baua** 1994-1995  
Philippines  
University of Texas, Austin

“When I was in the U.S., I felt my mind was like a sponge that absorbed so much and it was also like a big balloon that seemed to expand as I learned many things. This balloon did not explode when I came home, it was just that I couldn’t communicate my total experience nor could I detail what I learned. I didn’t like to appear as if I were bragging nor high-minding the rest. I simply missed the myriad of choices I had in the U.S.: the books, the places to learn from, the diversity of thinking, the opportunity to just even walk with the Fellows (as I move around at home in an official vehicle).”



**Cynthia Tin Oo** 1996-1997 Burma  
Emory University

“My Humphrey Fellowship definitely contributed to my professional growth. When I returned, I was promoted by my organization, Save the Children, to be its Country Representative, the only woman in that position throughout the world in 1997-1998. When our office was upgraded to Field Office status in 1999, I was appointed as a Deputy Field Office Director, the highest position for a national woman staff member. Recently with my leadership, our office successfully developed a community-based reproductive health program model to improve the reproductive health status of rural women in Myanmar, which can be replicated by other organizations in Myanmar to have an impact on reducing maternal mortality. On August 8, 2002 our office received the ‘Outstanding Performance Award’ from the President of Save the Children. Out of approximately 40 field offices around the world, only our office and the Bosnia field office received the award this year. We now have three Humphrey women working under my leadership, and collectively, we implement programs for our people.”



**Khadija Ramram** 1997-1998 Morocco  
Penn State University

“As a woman, I realized that many things are different in the two societies. First, the notion of the body of the woman in the States is not a source of public scrutiny or questioning...Here, in Morocco, the general attitude is to judge women by their physical appearance: beautiful or not, always looking at the body. The notion of age is also relative. In the U.S., women can easily get married at the age of 40, 45. In Morocco, women’s chances of marriage decrease as they move beyond their thirties. I admire so much the notion that one’s intellectual capacities get sharper as they are continuously nourished. Here, the general attitude is that once you are over forty, you’re old and unproductive. This awareness helped in letting me gain a stronger sense of self-confidence. My timidity has been decreasing more and more. It also helped in my gaining a fuller sense of my identity as a woman. Being in a foreign country also pushed me to get back to my origins as an Arab, an African, and a Moslem. I realized after a one-year stay in the U.S., that this Western country doesn’t have an intrinsic thing against non-Western cultures. I find myself looking more and more for the common things in these different elements. I think my experience helped enhance my capacities of understanding and objectivity. I am more mature and less easily biased by others’ perceptions or judgments.”



**Marichi Geniza-De Sagun** 1982-1983 Philippines  
Cornell University

“On a personal level, the Humphrey year was very instrumental in helping me define myself. Being away from home brings out one’s inner traits that even one might not be aware of. Away from the support system of family and friends, and having to cope with situations that were sometimes ‘different’ because of customs and practices, I had to muster a lot of resourcefulness and initiative that even I didn’t know I had or was capable of doing at that time. The Humphrey Year in some major way helped in developing my self-confidence, enhanced my knack for being an independent worker yet being a team player at the same time, and further honed my inquisitive mind to ask questions and not just accept things as they are.”

**Hana Svejdarová** 1999-2000 Czech Republic  
Cornell University

“Every opportunity to study in the U.S. is viewed as a great achievement in my country. There is a lot of sexism in Czech society and it is a real handicap in a professional career to be a woman. Other Czech women are surprised that a middle-aged woman can pursue a career. My male colleagues started to treat me as an equal after my Humphrey Fellowship.”

**Birutė Mockienė** 2000-2001  
Lithuania  
Penn State University

“I didn’t honestly feel any difference between women and men during the Fellowship Year. I established good friendships with both women and men. The only challenge was that our campus had nine men and only four women. Quite a disproportion! I sensed that some of my male colleagues, being far away from their families, needed some advice, encouragement, and understanding. I tried to learn more about their loved ones. Surprisingly, I learned that for some men it took an effort to tolerate and respect independent professional women within the Program.”



# Fellows' Voices

## Twelve Achievements of My Humphrey Year

by JANE EGAU OKOU, Senior Education Officer, Ministry of Education and Sports, Uganda (Penn State University)

Apart from the fact that I was eager to visit America, it took me time initially to be convinced that it was worth being out of my country for one year on a non-degree program. I did not know what I could have missed. The Humphrey Fellowship Program is a great program. Let me share with you my personal achievements from this year in a dozen points.



### 1. *The Humphrey Program trains you to think independently.*

America is a do-it-yourself society. You simply must learn to be outgoing to get what you want. Nobody will bring anything to you; you have to look for it. The more aggressive you are in pursuing your interests, the more successful you are, and the more you gain. Fortunately, circumstances around you will dictate that you get moving and get things done. You are exposed to so much of everything and the decision of what is good for you is left to you. Your successes are yours to celebrate and your failures are yours to deal with. It is a great way to develop a sense of independence.

### 2. *The Humphrey Program widens your perspective of things around you.*

The amount of exposure in the Program enables and trains you to look at the past, at the present, and into the future from a very broad perspective. You gain an appreciation and responsibility for not just family but community, not just your job but the system within which you operate, and not just your country but the world around you. What happens is that you tend to put your country at the forefront of your thinking because you have to share information about it, and as a result, you take time to understand the various aspects of your country. As you learn more about other



Jane Egau Okou

*ON THE BASIS OF THEIR LEADERSHIP SKILLS, commitment to public service, and professional expertise, this year's class of 147 Fellows was selected from an extremely competitive pool of nearly 3,000 applicants worldwide. Representing 73 nationalities, Fellows were clustered by professional fields on 13 U.S. campuses where they took advanced courses, collaborated and worked with professional colleagues, participated in conferences, and built friendships with Americans. The following essays by 2001-2002 Humphrey Fellows reflect the broad professional and personal interests of this year's class, exploring the challenges of the coming millennium, enriching interactions with Americans, and wide-ranging professional accomplishments.*

*Photo: 2001-2002 Fellow Joseph Were, Uganda, University of Maryland, College Park*



countries, you tend to form relationships that help you to widen your understanding of various issues in a global perspective. What a program!

**3. *The Program helps you to review all your academic knowledge.*** In the one year of the Fellowship, I was able to review nearly all that I had studied for both my degrees with a fresh look at that knowledge in these changing times. I realized how important it is to upgrade knowledge because things change too fast and soon you find that both your knowledge and skills are obsolete. Information is such a powerful instrument of change, and you will find lots of it in this program. What an opportunity!

**4. *It trains you to be a time manager.*** Americans are time conscious. Things are planned in advance and done according to schedule. You realize how precious time is, and you automatically learn to be a good time manager in order to pursue your interests successfully.

**5. *It shows you the need for professional development.*** I realized that given the speed at which things are changing in society today, academic knowledge is not all that one needs in this world. More than 50 percent of our work and relations require non-academic knowledge, which you can only build by strategic exposure to experiences. What a discovery!

**6. *It teaches you the art of networking.*** If you ever were fearful of meeting people, especially those of higher status than yourself, the Humphrey Program will help you conquer that fear. High-ranking people in the U.S. are so friendly and willing to receive you. You learn how to communicate with new contacts and how to keep in touch with the old ones. Most important, you invest in relationships with professionals, organizations, and associations which continue into the future. I cannot forget how full my wallet was of business cards. It is really a wonderful and prestigious opportunity to be among the world society of Humphrey alumni.

**7. *It teaches you to be patient and organized.*** Americans stand in a line if need be, whatever their status. They keep appointments. People are more willing to work with you and assist you if you are organized and orderly yourself. The culture of the Humphrey Program gives you the feeling that this is what is expected of you and this is what you should reflect, and so, unconsciously you will always find yourself quite organized. Patience and orderliness are great skills to acquire. In order to avoid rushing, you plan to start early. This, too, is part of time management.

**8. *It trains you to understand and accommodate cultural diversity.*** Through this program you understand how diverse cultures are around the world. America itself is so diverse in its cultural setting that it represents almost all the world cultures. The Humphrey Program brings together people from over 80 countries each year and through the Humphrey seminars, you

come to understand and accommodate one another within this diversity of cultures. Imagine a period of one year, in which every day you are in the company of Africans, Americans, Latinos, Asians, and Europeans. It is a wonderful cultural experience.

**9. *It challenges you to think about your worth to your country.*** The wealth of information and the exposure you have is so great that only your own interests will limit you. The conferences, seminars, and workshops funded by the Program all help you to understand how systems in your country and elsewhere work, and you have a chance to appraise your country's systems or think of ways of creating a change where necessary. In many cases, as you attend these seminars, you really admire the great things and contributions that people have made to their communities, either as individuals or as part of a group. It makes you reflect upon your own contribution, and if there is none, what you can do to create it. This is a wonderful element of the Program.

**10. *It enables you to appreciate the value of customer service in formal settings.*** The professional visits and professional affiliation not only make you more knowledgeable about your professional interests, but they also enable you to appreciate the work ethic Americans show in a formal work setting. The warm office climate challenges you immediately to think about the benefits of good customer service. It costs nothing to smile and be welcoming. A smile nourishes your heart and makes you an approachable executive.

**11. *It enables you to promote your own country.*** The Humphrey Program is not only about you knowing America and Americans, it is about Americans knowing your country and its people. Through your networking other people also understand and get to know your country. Some of the other Humphrey Fellows have never heard of your country and you need to do a lot to introduce it to them. I never forgot to carry a copy of my country's map wherever I went, and I had opportunities to wear my unique traditional dress to show my national identity.

**12. *It raises your expectations.*** This program makes you expectant of greater things. You become very ambitious. Americans are very entrepreneurial in their ways and are always looking for greater things. They always want to make a difference. They want to be trendsetters. Through the Humphrey Program you get a dose of these skills, and you look forward to expanding your circle of influence. My Humphrey Program coordinator always said: "Be a difference-maker. If you cannot be the best, be the first, and if you cannot be the best or the first, then be different—but make a difference." It is a great program.

## Volunteerism, Basketball and Berkeley: Lessons in Community USA

by ANNA MARIA M. GONZALES BIGLANG-AWA,  
Consultant, Alternative Planning Initiatives, Philippines  
(Rutgers University)

As someone who grew up in a country whose history is intricately tied with the United States, I thought that there were very few things that would surprise me during my Humphrey Year. It was therefore a great “zen” moment when I realized that of all the lessons I did not expect to learn, I learned most about community these past ten months.

Community is a by-word in my work among NGOs and government in the Philippines, so much so that I associate it with work and not with everyday life! But as I sat in a little coffee shop in what may be almost Anytown, USA (well, Metuchen, New Jersey), ruminating over my Humphrey Year, I realized that I was face-to-face with a deeper and more personal definition of “community.”

Almost every person—regardless of age, sex, color or category—who walked past me as I sat at that coffee shop smiled at me. I smiled back, and felt that I “belonged.” I never imagined that it would be so in America, the land of the rugged individualist and the epitome of the “me” ideology, that I, an Asian, raised to always be mindful of others’ needs, would learn deep lessons in community.

I was part of the Humphrey community; not only of the Rutgers Humphrey Program, but of the greater national Humphrey community of current Fellows and Coordinators. We “belonged” to one another. (As alumni, we are now part of that bigger Humphrey community.) The global community was our reality!

I was part of the New Jersey community—as resident and student, volunteer, friend and family. Together with other Humphrey Fellows from Rutgers, we walked to help raise funds for multiple sclerosis research, drove Newark kids to marching-band practice, and helped open children’s eyes to other countries in an elementary school in Asbury Park. I met relatives and friends who are now American citizens, and helped ease their homesickness by practicing our common tongue. As residents and global citizens, we Humphreys commiserated with those whose loved ones were lost on 9/11. We thought long and hard



Anna Maria M. Gonzales  
Biglang-Awa

about how to avert a worldwide crisis and spoke for peace and understanding. My professional affiliation in Berkeley, California broadened my appreciation for the spirit of American volunteerism, activism, tolerance and caring for others, and the environment in this city known for its citizens with various causes.

And on a most important personal note, I found myself in the midst of the community in Baltimore who helped send my father’s body home after he died away from us 27 years ago. I grew up without a father, and mostly thought of America as the place that took my father away. The Humphrey Year gave me the opportunity to regain my father, get to know his friends and finally, to say good-bye to him. I was satisfied that he had died happy in Baltimore, that he had died thinking of us in the midst of these good people.

People often use the term “family” when referring to a group. I prefer “community” because it implies diversity. Community means that no matter how different a person is from you, you have to live and respect one another. Families are bound by blood ties—and obviously not all of us are related to each other. Community implies that we go beyond those blood ties and work with people we may not even like. Community means working with other communities.

It is often said that one learns more if confronted with something that one does not like. I have often prided myself on being fair and inclusive. Raised as a Catholic, I nevertheless found myself in community with people of other faiths. I have worked with so many races and have often spoken for the marginalized and the indigenous peoples in my country.

But I have to confess to a bias—yes, I hate basketball, even if every other Filipino loves it, owing to our great American heritage. But thanks to a friend, a huge New Jersey Nets fan, I had an opportunity to watch the National Basketball Association (NBA) playoffs at the Meadowlands, and found myself in the presence of top player Jason Kidd and his team. I went beyond myself and (gasp) cheered and screamed together with the community of Nets fans! There goes that bias! Well, you won’t find me glued to the television watching the NBA (I still prefer soccer, thank you), but I have more respect for basketball now.

While I had many important professional lessons, what I found more significant were the lessons of everyday life and caring, the bits of soul and spirit of other selves who formed part of this diverse mix of communities. As I told a new Humphrey from the Philippines, “More than anything else, the Humphrey Year is an opportunity for you to take care of your soul.”

## The 2001-2002 Humphrey Year: Spanning the Centuries

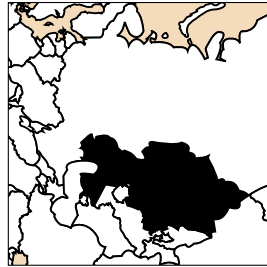
by ROMAN POLOCHANSKY, Academic Secretary,  
Association of Medical Doctors of Laboratory Diagnostics,  
Kazakhstan (Tulane University)

The Hubert H. Humphrey Program is a worldwide event that represents the American spirit. The Fellowship unites, in the USA, people of different nationalities, cultures, traditions and professions. However, one of the outstanding features of this Humphrey Year, 2001-2002, is that it spanned two centuries. Fellows applied for the Program in the year 2000 knowledgeable about the problems of their regions in the 20th century and eager to contribute to the development of the world in the 21st century.

For me, this year was a great opportunity for professional networking in the USA and for discussions with other experts from around the world about environmental and public health issues. But I see that one of my greatest accomplishments, as a result of my studies and professional affiliations, is that other Humphrey Fellows and the American people are now much more aware of Central Asia and Kazakhstan, my country. Central Asia is one of the most polluted areas of the world. International and national organizations and universities must be prepared to work collaboratively in this region for many years to come.

Professionally, the most important result of my Humphrey Year was the consolidation of my professional research with international activities in HIV/AIDS, tuberculosis, reproductive health, and the improvement of the human environment. They form the basis of my environmental/public health initiatives in the new century in the Caspian Sea region and Eurasia. Global data demonstrate lower life expectancy at birth and higher death rates for males than for females in the region. As a result, there are fewer males in the population over age 40. This four-to-six-year disparity in life expectancy for men and women exists even in developed countries—in Kazakhstan it is around 10 years—and relates to environmental health. Developing healthy male lifestyle programs obviously supports and benefits activities for both genders in the 21st century.

Another environmental and public health problem in the region is the exploitation by international interests of the vast



Roman Polochansky

oil resources of the Caspian Sea. The fate of this region is now similar to that of the Aral Sea, the site of one of the major environmental catastrophes of the 20th century, which has caused environmental refugees, diseases, and pollution in Eurasia.

My Humphrey Year gave me the unique opportunity to understand the historic global problems of my region and the skills to develop strategies and activities to work to solve those problems well into the 21st century.

## Flexibility: The Most Important Characteristic of the Humphrey Fellowship Program

by LUIS JOSÉ DIEZ CANSECO NÚÑEZ, Professor of Law,  
Pontificia Universidad Católica del Perú, Peru (American  
University)

In 1988, upon my return to Lima after obtaining my masters degree, I visited the Fulbright Commission of Peru to tell them about my studies at George Washington University Law School. The Fulbright Director told me about the Hubert H. Humphrey Program and said that I should think about applying to it in the future.

The program is designed, I was told, so that professionals from developing countries can complement their knowledge and strengthen their career paths with academic research and practical experience in an American institution. Flexibility characterizes the program, he said. Participants decide how to acquire the experiences that will help them contribute to their nation's development. I found the suggestion exceptionally appealing and remembered it as a possibility for the future.

In the following 15 years, based in part on the knowledge I obtained in the U.S., I developed an international career in the fields of antitrust and intellectual property law. I worked at the Andean Community of Nations, the World Intellectual Property Organization (WIPO), and the United Nations Conference on Trade and Development (UNCTAD). Later, upon returning to my country, I devoted my time to teaching Law at the Pontificia Universidad Católica del Perú as well as to private practice.

At the turn of the millennium, the time was ripe for bringing me to a standstill. I needed some time for reflection, for additional research in a new environment, and perhaps to dis-



Luis Canseco Núñez

cover new fields of law that could contribute to my country's development. Remembering my conversation at the Fulbright Commission years earlier, I decided to apply for an HHH Fellowship. I had the honor of being selected as one of the Peruvian Fellows in the class of 2001-2002. The American University took charge of organizing my program, and the George Washington University Law School welcomed me as one of its visiting scholars. In this context, I was able to carry out in the most flexible way possible the research I considered necessary to accomplish the objectives set forth in my application: to gather information on antitrust and intellectual property law, to take advantage of the recent developments in these fields, to redefine my teaching materials, and to have the opportunity to exchange points of view with professors and practitioners in Washington D.C. I had the flexibility to move from one issue to another, from a general subject matter to a more particular one.

As I pursued my curiosity on a wide range of topics, I found several legal references to U.S. lobbying regulations. I was particularly intrigued with the rules set forth for establishing limitations for lobbying in antitrust situations. U.S. lobbying disclosure legislation requires the enactment of laws only after wide debate among all interested persons or groups. This debate encourages transparency in the legislative decision-making process, making it a powerful anti-corruption tool. The more I researched, the more I saw a link between antitrust legislation and lobbying disclosure laws, and that link was the transparency of both processes. Antitrust laws promote transparency in the competition process in order to safeguard consumers' interests; lobbying disclosure laws promote transparency in the legislative process in order to safeguard citizens' interests. Antitrust legislation, I believed, would promote a sound economic environment, and lobbying disclosure acts would promote an equilibrated legislative environment. Finally, antitrust legislation is intended to eliminate undue influence on the democratic process by powerful economic interests, as does the Lobbying Disclosure Act. Those laws are designed to prevent economic influences from undermining the democratic legislative process.

My research soon enabled me to contribute to the discussion that was beginning in Peru about the possibility of establishing similar anti-lobbying legislation to that of the United States. Indeed, the National Anti-Corruption Commission of Peru and the American Chamber of Commerce had begun to analyze the topic. During a recess period at American University, I took a trip to Lima and met with both organizations to explore the possibility of organizing a public debate on the issue. They agreed, and the Department of State, through the Embassy of the United States in Peru and the United States Agency for International Development (USAID), committed their support to a conference in Lima in June 2002.

In the meantime, the Anti-Corruption Commission of Peru and the U.S. Embassy worked on the organizational details of the conference and the identification of the commentators,

which included representatives from the Peruvian Congress, the business sector, civil society, academia, and the press.

The Conference took place on June 19, 2002, four days after I finished my Humphrey Fellowship Program year. It was a great success. The Honorable John R. Hamilton, Ambassador of the United States to Peru, made the opening statement. His Excellency Velentín Paniagua, former president of Peru, gave the closing remarks. About 160 registered participants attended. We had complete press coverage, and most important, an intensive debate about the need to have this kind of legislation in Peru.

By the end of the conference, there was support for a legislative initiative to have a lobbying disclosure law in Peru. Through this conference, I was responsible for helping my country be the first developing country in the world to have this legislation. I have been asked to draft the bill for it. If enacted, the legislation will be based on the consensus of all interested parties—both the civil society and the business community—and will send a clear message to the investment community that the rule of law must be respected.

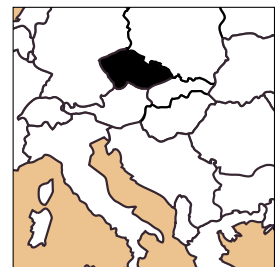
I have contributed to Peruvian democracy and to my country's efforts against corruption because I had the time to do the research during my HHH Year. I was able to learn about U.S. lobbying legislation because the HHH Program provided me with the environment and the tools to do so. Finally, I was able to discover this important field of law because the HHH Program didn't put strings on me that attached me to my original plans. On the contrary, the HHH Program permitted me to accomplish things that I considered important for my country and to do so only four days after the completion of the Program.

That is what I call flexibility!

### *About Unforgetting and Palimpsests*

by HELENA HAVLIKOVÁ, Chief Executive Officer, Council for Broadcasting, Czech Republic (University of Missouri-Columbia)

Memory uses mechanisms suggestive of a palimpsest. A palimpsest is a manuscript on which an earlier text has been effaced and the vellum or parchment reused for another. It was a common practice, particularly in medieval ecclesiastical circles, to rub out an earlier piece of writing by means of washing or scraping the manuscript, in order to prepare it for a new text. Just as diverse layers or aspects are apparent beneath the surface of a palimpsest, so are they apparent beneath the surface of our memory. It might be said that Europe is a kind of American palimpsest; in my mind, America is written on the European parchment.



I came to the U.S. as a Fellow in the Hubert H. Humphrey Program. As a middle-aged manager, I came here to learn from your experience. I wanted to learn what I could apply in my own country from the experience of the country in the forefront of world progress. Although the Czech Republic is thousands of years old, it has a markedly lower gross national product (GNP) than the U.S. It is laboriously remembering its democratic history, however, inferred from the American model of democracy.

Like a palimpsest, every day, with hectic and unprecedented intensity, my past European experience was washed and scraped and newly overwritten by the American experience. I think that this approach of subjecting Humphrey Fellows to American culture is part of the Humphrey Program, and it was very effective. It is why I have chosen to use the metaphor of a palimpsest in describing my Fellowship Year.

The first image in using palimpsests is economical; in the ancient world, reusing parchment was cheaper than preparing new skin. Likewise, exposing Humphrey Fellows to American ideas and values through education programs is really effective.

The recycling, which means re-using or re-circulation of a material, is the second and fairly positive image, a somewhat ecological one. I have probably become in this way “reusable,” which might be helpful for someone in my middle-age category.

The third use of palimpsests is a philosophical or religious one. In the past, church officials wanted to “convert” pagan Greek script by overlaying it with the word of God. I did not come as the “clean pagan”—Coca Cola and McDonald’s exist even in the Czech Republic. This third motive is a somewhat humorous exaggeration; for I have still not been converted to this new faith of fast-food consumerism completely.

The memory not only forgets, it is able to think forward and to speculate about the future (even for one at middle age). It is too early to evaluate which of my new American experiences will affect me in my future. I have been willing to experience culture shock of my own free will and have even expended a lot of energy to pass difficult exams as a student again. Only after my return to Europe will my memory select which newly overwritten layouts of my American experience will transform my life and work, and what, in turn, will be overwritten again by my Czech life.

However, there is one experience I am sure my memory will save forever. I did not suspect that during my stay here, my host country would be faced with a devastating attack of tremendous violence as happened at the World Trade Center. Three years ago, the Czech Republic became a member of NATO. I was born and live in Liberec, the city which sent an anti-chemical military force to join the American army in the fight against



Helena Havliková

terrorism. Maybe it is only a coincidence, but it strengthens my feeling of personal unity and fellowship with you. We are not just friends, but also allies! The hole remaining after the World Trade Center tragedy could be re-covered by new layouts and be rebuilt, as in the metaphor of a palimpsest. But this event will be recorded in my memory forever, and no experience will overlay it; never, for the rest of my life.

## Lessons in Change Management

by SAEED WAHLAH, Additional Deputy Commissioner, Government of Pakistan, Pakistan (Rutgers University)

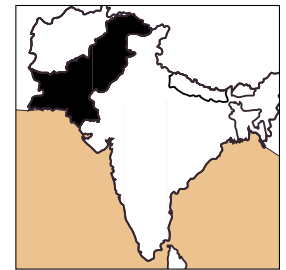
My Humphrey Year looks like a dome theater experience with non-stop images, fast changing colors, sounds of music and thunder, and lessons of survival, competition, and the bottom line emerging from all sides of the theater and stretching my perception to its limits and beyond. My Humphrey Year has changed my perspective of life forever.

My wife and children (who were all here with me) learned to see and share the big picture from a global dimension and view Pakistan from a distance. They love it more than before. I rediscovered and reassessed myself in a foreign setting, enhanced my professional skills, and learned to manage diversity through interaction with Americans and my Humphrey colleagues. I learned that the more different we all look at first sight, the more alike we often are.

LIFE IN AMERICA: During my early days, I was surprised by the ratios of cars to people and of women to men at workplaces, and the network of multilane highways. I experienced endless variety and crises of choice in stores, encountered smiling people everywhere, instantly found myself in the middle of a do-it-yourself culture and the proverbial freedom of America. I found that consumption, profit, business, and money are words regulating individual lives, the corporate sector and the reinterpreted role of the public sector. The word I heard less and less was “soul.”

I found the USA a very convenient place for a foreigner to live, integrate, and identify with communities of his/her background. It is the only place where you are urged to settle down and be part of the immigrant population, which constantly adds fresh blood to the organism of American economy and society. The shortness of its history and the corresponding richness and power of this country puzzled me. Visits to my host families and American friends revealed that most Americans are as simple, loving, caring, patriotic and God-fearing as people anywhere else in the world.

I witnessed people putting their heart and soul into whatever



er they did, be it a weekday's work or weekend's pleasure. Many spend a significant part of their lives commuting between home and workplace, moving from one residence to another, changing jobs and careers in line with their changing dreams, trying to find that chance of their lives called the "American dream," paying leases and credit card bills, having lots of fun on weekends and tirelessly trying to find a compatible Cinderella or Prince Charming to trust and love. While most Americans are cheerful, open, friendly and helpful, few display pride in being citizens of the country that leads the contemporary world.

SEPTEMBER 11, 2001: The tragedy in September changed the whole world, and the Humphrey Program was no exception. I witnessed how the USA, divided into small municipalities, reacted as a nation with one heartbeat and voice. The speed, manner, and commitment of volunteers, public officials, and citizens in general who instantly rose to the challenge of rescue work and morale building in New York and Washington was a lesson for history. The broad smiles disappeared for a while, and the government stepped forward to curtail the stereotyping of Muslims.

The greatest shock to U.S. citizens was to realize that America was no more invincible and safe on the hilltop of isolationism. On the other hand, they bravely faced the tragedy, went through grieving, and moved on to recovery. The reopening of Broadway theaters in a few weeks was the signal that New York was alive and vibrant again. The tragedy revealed that we, the citizens of the globe, are skating on very thin ice, and the current existing bridges such as exchange programs among different countries, are insufficient and need to be strengthened and expanded.

These programs can help reduce distrust, which can become volcanic if allowed to pass unregulated through the channels of time, politics, religion, and the media. Poverty and perceived or real injustices, not religion, are the breeding ground for most ills, including that of religious extremism. Globalization needs to address these issues quickly.

The September attacks also changed the Humphrey Fellows' roles. They became ambassadors of their countries, contributing to international and inter-religious channels of communication and understanding. My Humphrey year dispelled the impression many of my American friends and Humphrey Fellows had that Pakistan is a country where everybody is an extremist. A lady, Ms. Sally, who met me at a conference in Princeton, invited me to dinner with her family because she wanted to meet and understand a Muslim from Pakistan, a country next to Afghanistan. When I told them that the majority of Pakistanis fear fundamentalists more than the Americans do, they believed it, as I was



Saeed Wahlah

part of their personal experience and not a news item.

FAMILY EXPERIENCE: Faiza, my wife, took the first job in her life here. She plans to work in Pakistan on her return. She has been rediscovering herself and seems to be on the ramp of the superhighway of self-actualization. My elder son intends to return as a Humphrey Fellow when he grows older. My younger son was refused entry into the longest ride in Six Flags for being shorter than 54 inches tall and is determined to come back and enjoy all the rides someday! My three-and-a-half year old daughter, Rija, expresses herself well in English. The kids experienced Halloween by pumpkin picking and trick-or-treating with the kids of one of our host families. They decorated the Christmas tree with them, and in return, taught them about similar Muslim festivals. They visited a nearby mosque and also attended a church concert. We all immensely benefited from our municipal library and dreamed of having a similar one in our neighborhood in Pakistan. Both my sons attended and loved American school where teachers do not beat and intimidate. In the university housing playground, they made friends with kids from all over the world and unwittingly had their first lessons in diversity management. They have tons of memories and stories to take back home. They now chew gum all the time and address each other, "Hey guys."

REFLECTIONS ON MY HUMPHREY YEAR: It is difficult to sum up my year, as every single moment of this period had its own story. The experience was fulfilling and rewarding in terms of knowledge, skills and attitudes. I had phases of delight, excitement, and ecstasy while interacting and learning here, and experienced occasional gloom and despair while thinking of the challenges of applying these lessons back home. I had time to reflect on the priorities of my life.

The academic atmosphere at Rutgers University, which was open, flexible, interactive, and challenging, allowed me to choose my courses. I found academic advisors do advise and do not spoon-feed. I learned about local government, environmental management, and the development processes of developing countries from multiple perspectives. I gained a closer and objective view of American value systems, saw the role of international agencies like the UN and World Bank, and improved my interpersonal and professional skills and networking capabilities. I learned how skills are emphasized more than abstract concepts here. But the lasting lessons took place outside of the classroom and in small interactions that cannot be described.

The Los Angeles workshop and my Professional Affiliation at the UN were my best experiences. Interacting with Humphrey colleagues was fun and educational. Sometimes this education was expensive (like the cost of American universities). It helped me to appreciate the complexity and richness of other cultures and made me more receptive and open to diverse opinions. I also learned that most Humphrey Fellows are facing similar challenges like sustainable development, real democracy, gender inequality and inequitable social systems.

The USA faces similar challenges at its own level of development and in comparison with its own national ideals. In countries like mine, we need to find a middle ground between profit-centered markets and religious extremism. This type of progress needs both credit cards and “souls.”

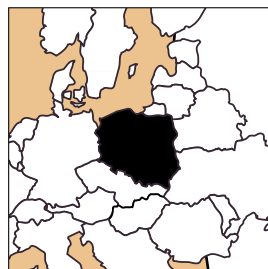
My Humphrey Year has exposed me to a vast menu of choices for different situations and challenges. Generalizing these lessons will be risky and I need to integrate these lessons with my country’s culture, level of development, timeframe, resources and limitations. If I have to put a label on this year it would be “Lessons in Change Management.”

All Humphrey Fellows can become a great resource and inspiration for each other while struggling for these ideals. I firmly believe that all my Humphrey colleagues will contribute to these ideals and many of them will be shining and guiding stars on their respective horizons in years to come.

### ***Learning the Value of Team Work, Volunteerism, and Asking Questions***

by MARIA MAGDALENA KOPROWSKA, Main Designer, Office of Gdańsk Development, Poland (Rutgers University)

I came to the United States to study American urban redevelopment strategies. During my Fellowship Year, however, the most valuable concepts I learned were the value of teamwork, community participation, and the power of the question.



In Boulder, Colorado during my pre-academic training, I participated with 26 other Fellows in a one-day team-building activity called “Hands-on Resources.” Through different exercises, we learned how to cooperate and rely on each other. In one exercise, all 26 of us were asked to stand on a balance beam for 10 seconds. This required a high degree of cooperation, group discipline, and a clever technique. As an architect, I knew physics and I understood how we could achieve our goal. But because it was so obvious to me what we needed to do, I described it briefly to the other Fellows and expected them to follow me. Nobody listened to me. In a state of high tension, after trying many different ideas and failing every time, they all wanted to give up. This time, I carefully explained how we could achieve our goal, even using drawings to show them what needed to be done. We tried once more, and we succeeded. I learned that to achieve success as a team and to be a real leader, knowledge is not enough. Cooperation and mutual understanding is fundamental. During my Humphrey Year, I attended many lectures and workshops on leadership, but the most significant experience for me was the one I learned in Colorado.

Another strong belief that I want to take back home from my Humphrey Year is the great value of volunteer community engagement. This powerful tool, along with public-private partnerships, can really change our cities. Interested in the redevelopment of downtowns and waterfronts, I visited many cities in the United States, exchanging experiences with local authorities and community organizations. I was impressed by the successful redevelopment of Harbor Place in Baltimore, Society Hill in Philadelphia, Lower Downtown in Denver, and the North End in Boston. The key roles in all those projects were played by community groups through public-private partnerships. But I also discovered that volunteer work and community participation can make a great contribution in neighborhoods, universities, and in the “global village.”



*Maria Magdalena Koprowska*

The first volunteers I met in New Jersey were Eileen and Frank Wong, who volunteered to be my “host family.” Thanks to their hospitality, we spent a wonderful Thanksgiving Day and Christmas Eve together, which enabled me to experience and enjoy American traditions. During the September 11th disaster, I was impressed by the power of volunteer actions. Spontaneously, volunteers from all over the nation joined their efforts to help victims and their families. Later, in a workshop I attended at Princeton University, volunteer lecturers presented to almost 200 community participants a broad range of subjects to enhance the efficiency of non-profit organizations. It was amazing: volunteers worked for volunteers!

And finally, when I think what I would like to take home from my Humphrey Year, the answer is not only the professional links or long-lasting friendships I made with Americans and other Humphrey Fellows, nor the realization that I have come to see problems in a more complex way because I have learned to see and appreciate diversity, both cultural and personal. Rather, the greatest value I discovered in the United States is the power of the question. As Humphrey Fellows, we were encouraged to pose questions even if there was no right answer or there were several possible answers. It has made us more conscious, sensitive, curious, and creative in solving problems. So my advice to future Humphrey Fellows is: here in America, questions are welcome. Don’t hesitate to ask them. You will get answers you would never expect, and you will learn more!

# SEMINARS & WORKSHOPS

*AN IMPORTANT PART of the Humphrey Fellowship experience is the chance for Fellows from all Humphrey campuses across the U.S. to gather at professional seminars and workshops to exchange the ideas and expertise that each Fellow brings to the Humphrey Program.*

## THE WASHINGTON SEMINAR

Washington, D.C., November 4–9, 2001

*In November, Humphrey Fellows from across the United States gathered together for the first time at the Washington Seminar in Washington, D.C. This year's seminar theme was "Leadership Models in a New Millennium." In workshop discussions and meetings on this topic, Fellows shared their national perspectives and deepened their knowledge of U.S. social, cultural, and political processes and institutions. Fellows also talked with U.S. policy-makers, leaders of non-profit organizations, and representatives from a wide variety of Washington-based research and professional groups and visited government agencies and other organizations. The week-long seminar introduced them to the networking process that was an essential part of their professional activities during their year in the U.S., and an important legacy of their Fellowship when they returned home. But most important, the Seminar gave them an opportunity to create strong and lasting friendships with each other, and for many, a deeper understanding of family and cultural life in the United States. Just two months after the attacks of September 11, the solidarity among Humphrey Fellows at the Seminar, and their concern for American colleagues, was especially poignant.*

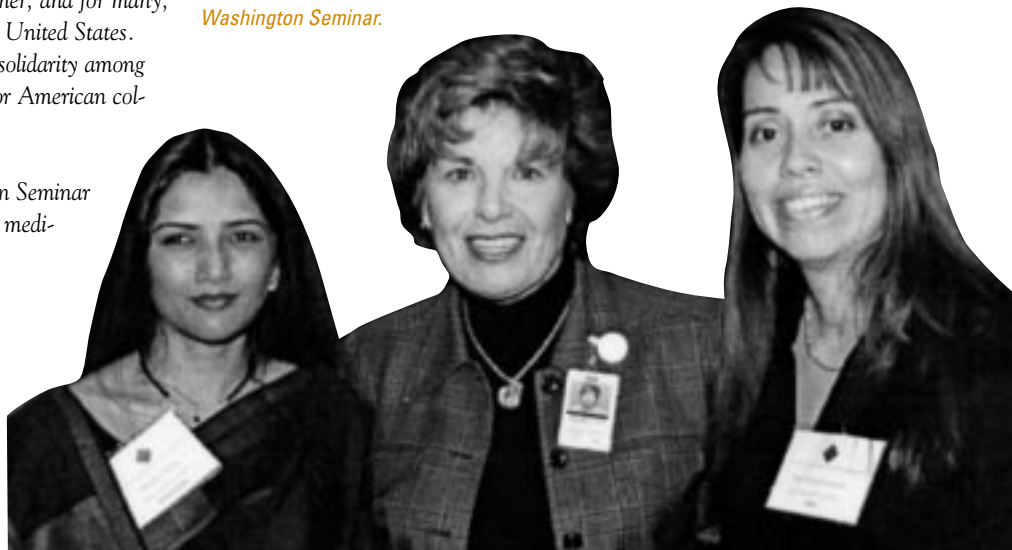
*What follows is a personal view of the 2001 Washington Seminar by Dr. Kyaw Min, a physician working in reproductive medicine with Population Services International in Burma. He spent his Fellowship year at Tulane University.*

**T**he Washington Seminar is an experience to be remembered throughout one's lifetime. One hundred forty-seven Fellows from 73 different countries and many different fields of expertise (and, of course, with different mentalities and attitudes) assembled in one hotel with one common goal: to make the most of our Humphrey

year and to gain as much as we could from it. We wanted to develop our professional skills through workshops and discussions, exchange information, learn, share, and create lifelong friendships with each other and with people from the U.S. Department of State and IIE. A tall order for just one week!

We began with a tour of Washington. We visited many places, including the Vietnam Memorial Park with its lovely trees in their various autumn hues, the Einstein bronze sculpture, the reflecting pool between the stately Lincoln Memorial, and the Washington Monument with a view of the Capitol dome far away. This scene will linger in my memory for a long time. Walking on the Mall made me smile with satisfaction and pleasure, for I was actually in the places I had seen several times in American films back home.

*Patricia Harrison, Assistant Secretary for Educational and Cultural Affairs, U.S. Department of State (center) with Monica Beg (Bangladesh, Johns Hopkins University) and Inés Bustamante (Peru, Johns Hopkins University) at the Washington Seminar.*





That evening we attended a welcoming dinner for us. Paul Hiemstra and Bill Dant, Directors of the Humphrey Program at the Department of State and IIE respectively, greeted us warmly. Mrs. Frances Humphrey Howard, sister of former Vice-President Humphrey, and Dr. James Thurber, Director of the Center for Congressional and Presidential Studies at American University, also inspired us with stories from the life of Hubert Humphrey.

The following evening, after a day of interesting speakers and workshops, we traveled to the State Department for a reception in our honor. The Humphrey Fellows were so happy they acted like school children, laughing, eating, taking pictures, and going out on the balcony to view the night scene of places we had visited during



*Ramón Alfaro (Mexico, University of Minnesota) gives an individual presentation on the need for drug abuse education and prevention in Mexico.*

the day. I was honored to have our Ambassador, HE U Linn Myaing, there as a guest. The Honorable Patricia Harrison, Assistant Secretary for Educational and Cultural Affairs, gave a remarkable speech. She said that we were in the U.S. at a critical time following the tragedy of September 11th. She gave examples of the achievements of Humphrey alumni, and said that Humphrey power was one person reaching out to one person for mutual cultural understanding.

During the next few days, the workshops and seminars were lively and interesting with a lot of debate and discussions. The cultural exchange night was optional, but many participated. This was the night when we made a lot of friends, dancing together to whatever music was on from whichever country, hand in hand, cheek to cheek, rocking and rolling, and twisting and shaking. I felt exhilarated. This event reflected the unity Fellows had by embracing change and by understanding the cultures of those in the Humphrey family and, in turn, the world.

I must admit, however, that for me one of the most memorable times in the week was a dinner hosted by a family in Virginia. I was excited by the thought of meeting a family in the Washington area, but I did not expect that it would be such a special time. Two of us were invited, University of Washington Fellow Anura Dissanayake

from Sri Lanka and me. We took the Metro to Virginia, got off as instructed, and waited for we didn't know who. Eventually a man with ash-blond hair and a Shan bag, a typical shoulder bag of Burma, approached us and asked if we were Humphreys. He introduced himself as Peter, the brother of our host family. He also told us that his father is from Sri Lanka and his mother is from Burma.

We were surprised, and I stared at him while he smiled. Then a car picked us up and we were on our way to the home of Wylma and Brooks Robinson. Wylma was Peter's sister. When I stepped into the house, I noticed that many of the photographs on the walls had a lady in them dressed in Myanmar traditional dress. Wylma's father was a Sri Lankan who went to work in Burma and met and married her mother there. Wylma made food that was a blend of tastes from Burma and Sri Lanka. It made me homesick. In return I translated Wylma's family tree, which was written in Burmese. We talked about our country and our people and why Wylma's parents had left Burma. If it were not for the Humphrey Program, we would not have had a chance to visit this Burmese-Sri Lankan family in this wide and big America. This is the beauty of the Humphrey Program. Arrangements were made for us to meet with American families who once happened to be families from our countries.

Time passed so quickly that week. Before we knew it, the seminar was over. The time had come for us to part and return to our universities. But we all knew that the knowledge, experiences, and friendships we gained through this brief encounter at the Washington Seminar would endure for a lifetime.

## ENHANCEMENT WORKSHOPS

### *Seminar on International Finance and Development*

Washington, D.C., March 4–8, 2002

**T**hirty Humphrey Fellows from 27 countries attended the Seminar on International Finance and Development, sponsored and organized by the International Monetary Fund (IMF) and the World Bank, in Washington, D.C. from March 4-8, 2002. Representatives from the World Bank and the IMF interacted with Fellows during



*Fellows discuss a topic in a small group session at the Seminar on International Finance and Development.*

the five-day seminar on current issues facing their institutions, including their efforts to anticipate financial crises in countries and reduce poverty worldwide. Fellows also learned about the World Bank Institute's Global Distance Learning Network and watched a distance-learning session in progress at the Institute's on-site studios. In a provocative session on corruption and governance, Fellows worked in small groups on a case study and arrived at different solutions to the problem of combating corruption, illustrating the difficulties governments often face in eradicating it.

Speakers from the IMF emphasized that the Fund's primary role is dealing with financial crises, not development issues. They gave Fellows a glimpse of the decision-making process at various levels of the institution, including a description of the responsibilities of the IMF Board of Directors and the role country and regional representatives play in presenting their constituents' interests to the Board. Fellows also learned how the IMF assesses the health of a country's financial sectors and were surprised to learn that in an effort at greater transparency, the IMF has posted six of their country assessments online.

As Fellow Anura Dissanayake of Sri Lanka, an entrepreneurship developer, said at the conclusion of the seminar, "I am sure all of us who participated in this seminar will return to our respective countries with much greater knowledge of poverty as a multidimensional problem that goes beyond economics to include, among other things, social, political, and cultural issues. Of all the professionally stimulating opportunities I experienced during my Humphrey Fellowship, I would rank the International Finance and Development Workshop as the best."

## ***Seminar on Global Development and Social Justice***

**Atlanta, Georgia, March 17–22, 2002**

*This report is taken from an account of the workshop by Frank B. Sainworla, Jr., Liberia (University of Missouri-Columbia).*

**F**orty-seven Fellows representing 35 countries spent a stimulating week with several experts on global development at Emory University in Atlanta, Georgia discussing issues of human rights and social justice. The workshop speakers introduced the idea that access to health care, education, housing, and legal protections were basic human rights. Among the featured speakers was former President Jimmy Carter. President Carter made the Humphrey Fellowship Program a White House initiative in 1979 to honor former Vice-President and Senator Hubert H. Humphrey and to perpetuate the ideals and values of those who championed social and economic justice. This past October, President Carter received the Nobel Peace Prize for his tireless efforts to promote human rights in the world and to find peaceful solutions to regional and global conflicts.

At the Emory workshop, President Carter told the Fellows that



*Alice Salinas, Director of Housing and Public Policy for Esperanza Community Housing Corporation, discusses her nonprofit organization's efforts to create affordable housing in Los Angeles during a site visit to the neighborhoods served by ECHC.*

the greatest challenge facing mankind today is the widening gap between the rich and the poor. Other workshop presenters underscored his message, and in small groups, the Fellows discussed the implications of such wealth disparities in their own countries. They rated the opportunity to share their perspectives with Fellows from around the world as one of the most valuable parts of the workshop.

At the Emory workshop, the Fellows also toured the Centers for Disease Control in Atlanta and learned that more and more of the Center's work is international in scope. They visited the Martin Luther King, Jr. Center for Non-Violence and Social Change and saw the nearby Ebenezer Baptist Church where Dr. King preached. At the Carter Center, they viewed exhibits of the Center's work around the world and a display of photographs and artifacts depicting President Carter's life as a farmer, statesman, and humanitarian working for world peace.

Prior to the official workshop, a small group of 14 Fellows toured South Georgia with Emory University Humphrey Coordinator, Dr. Philip Brachman, and Assistant Coordinator, Ms. Sharri Siegmund.

This year, the Emory Workshop on Global Development and Social Justice attracted the largest group of Fellows ever. They represented a wide range of professional fields and varying work experiences, with only a minority specializing in the field of public health. But by the end of the week, they all agreed that access to health care, shelter, and education were fundamental human rights, a concept many of these Fellows were committed to working for when they returned home.

## ***Seminar on Urban Policy Development***

**Los Angeles, California, April 6–11, 2002**

**T**he Enhancement Workshop organized by the University of California at Los Angeles offers Fellows a view of the United States that is different from any they experience on their host campuses. Los Angeles is a megacity with all the problems of transporta-

tion, multi-ethnic communities, municipal management, urban sprawl, and poverty that most such cities around the world share. This year 30 Fellows representing 22 countries explored issues confronting megacities worldwide through the prism of the Los Angeles region. Fellows toured the city, made professional site visits, received briefings from port managers and city officials, and asked everyone a lot of questions. They concluded their stay with a half-day of reflection on and discussion about all they had seen and heard. "I leave L.A. very happy," one participant said. "I learned a lot."

## **Workshop on Natural Resource Management and the Environment**

Denver, Colorado, March 16–21, 2002

In March 2002, 19 Fellows from six different campuses chose to attend a new enhancement workshop on Natural Resource Management and the Environment, organized by the Institute of International Education's Rocky Mountain Regional Center in Denver, Colorado. During the week-long workshop, Fellows learned how federal, state, and local governments, as well as the non-profit sector, manage the natural resources in the western United States.

They visited the U.S. Department of the Interior's Bureau of Reclamation Laboratories, which deal specifically with irrigation projects and studies, and two areas that have endured significant fire and flood damage, the South Platte Ranger District of the Pike and San Isabel National Forests. They heard presentations from a variety of speakers ranging from a representative of Water Resource Management International to a project manager at the Colorado Department of Public Health and Environment, and they particularly enjoyed examining case studies of environmental issues facing Colorado. As one participant noted in his evaluation, "Every aspect of the workshop provided a learning opportunity which could be used or applied at home as the need arises."

Apart from the thematic discussions and presentations during the week, Fellows were also treated to cultural opportunities such as a tour of downtown Denver, a country western dance, and an evening of home hospitality with members of the local Denver community.

## **YEAR-END RETREAT**

National Conference Center at Lansdowne, Virginia, May 31–June 3, 2002

The 2001-2002 Fellowship year ended with a final gathering in Lansdowne, Virginia, in a rural setting outside Washington, D.C. On this long, early summer weekend, Fellows took time to reflect upon and share with each other the experiences and opportunities of their Fellowship year.

The absence from the agenda of outside speakers demonstrated to the Fellows that the goal of the weekend was synthesis and reflection rather than the acquisition of new information. All of the retreat sessions were open-ended and informal. Institute of

International Education Humphrey Program Director, Bill Dant, led a discussion on re-entry, emphasizing the "three Rs" that can help Fellows cope with the process (redirect, renegotiate, and readjust). For many Fellows, this was the first opportunity they had had to really focus on the realities of going home.

Together Fellows also looked at their Fellowship Year as a whole, and explored what they had gained from it. They met again in regional groups (as they had at the Washington Seminar in November) and resumed the discussions which had been initiated then. For some, this group meeting was a continuation of the exchanges they had pursued informally throughout the year. They discussed what they might do on a national and regional level to promote change in their societies when they returned home.

Humphrey alumna Cynthia Tin Oo (1996-1997, Emory University, Burma), addressed the Fellows on two occasions and participated in the entire weekend of events. She recounted her own re-entry experience and welcomed the Fellows into the Humphrey Alumni Family.

The Fellows deepened their friendships during the weekend at coffee breaks, meals, and after hours in the conference center's common areas. On the final night of the retreat, they celebrated their individual and group achievements at a formal dinner and certificate ceremony. Paul Hiemstra, Director of Humphrey Fellowships and Educational Partnerships at the U.S. Department of State, addressed the Fellows during the certificate ceremony. "Thank you," he told the Fellows, "for the commitment that I sense here this weekend to continue your leadership in public service, to work together with one another and with us to improve the conditions of life in every place represented in this room tonight. May we demonstrate concretely, through our cooperation with one another, the essential interdependence of every one of our societies."

Later, euphoric with a sense of accomplishment and fully committed to making a difference as Humphrey alumni, Fellows danced and partied to music from around the world. The night was a joyous ending to a successful year in the United States and a toast to their future back home.



*Left to right: Berhane Ghebre (Eritrea, Penn State University), Mogos Woldemichel (Eritrea, American University) and Dritan Muça (Albania, Penn State University) show their program certificates to one another at the Year-End Retreat.*

# ALUMNI ACTIVI

## 2001-2002 Year at a Glance

- July 2001:** Two Mini-Grant activities awarded funding.
- September 1, 2001:** Deadline for inaugural round of Impact Awards. Thirty-four proposals received.
- September 25-28, 2001:** Fourth East Asia/Pacific Regional Alumni Conference held in Seoul, Korea on the subject of *The Changing Role of Government in the 21st Century*. The conference was jointly funded by the Korean Ministry of Government and Home Affairs and the U.S. Department of State (see picture below).
- October 2001:** Four Alumni Impact Award proposals selected for funding (see details in article on next page).
- January 2002:** Seven Mini-Grant activities awarded funding.
- February 19-22, 2002:** Second South Asia Regional Alumni Conference held in Kathmandu, Nepal on the subject of *Good Governance in South Asia: Problems, Opportunities and Strategies for Change*. Primary funding for the conference was provided by the U.S. Department of State (see picture at right).
- April 2002:** One Mini-Grant activity awarded funding.
- June 15, 2002:** Humphrey alumni group grows in number to 2,973 with addition of 147 Fellows from the 2001-2002 class.
- July 2002:** Three Mini-Grant activities awarded funding.
- September 1, 2002:** Deadline for second round of Alumni Impact Award competition. Eighteen proposals received.

FOR A COMPLETE LIST of the Alumni Mini-Grants awarded in 2001-2002, please visit the IIE Humphrey Program website at [www.iie.org/pgms/hhh](http://www.iie.org/pgms/hhh) (under "Program Resources for Alumni").



Shafqut Mahmood (Pakistan, 1980-1981, Harvard University), left, and Muhammad Safdar (Bangladesh, 1995-1996, University of Minnesota), right, comment on the presentation of Ambassador A. Peter Burleigh, center, at the Nepal Conference.

Participants at the Fourth East Asia/Pacific Regional Alumni Conference in Seoul, Korea.



## Alumni Impact Awards

There are now close to 3,000 Humphrey alumni around the world, and as their numbers grow, so do the opportunities for them to make an impact in their communities. In 2001, an exciting new opportunity, the Alumni Impact Awards, became available to alumni, jointly funded by the Department of State and IIE's Fulbright Legacy Fund (a private endowment established in 1999). The award helps alumni disseminate the skills and knowledge they acquired during their Fellowship year to design and implement projects in their local communities.

In the first competition, 34 Impact Award proposals were submitted. After screening them for completeness and eligibility, the staff submitted all 34 proposals for review to three U.S. host university coordinators. Based on this first screening, a short list of 17 proposals was then sent to a joint Department of State/IIE Board review panel for the final determination of awards.

The project proposals were evaluated according to the following criteria: a) enduring significance of project objectives; b) creativity and feasibility of proposed activities; c) relevance of applicant's achievements to project objectives and proposed activities; d) project evaluation; and e) institutional commitment to cooperation. After much deliberation, the joint panel selected four projects for funding:

- Short-course training on cervical cancer screening to health providers in Ibadan, Nigeria, organized and conducted by Dr. Cecilia Amotsuka (Tulane University, 2000-2001). Award amount: \$10,000; cost-sharing amount: \$6,740
- "Conservation and Sustainable Utilization of Indigenous Fruit Genetic Resources of Malaysia" (to assess the feasibility of on-farm conservation and improved indigenous nutrition), authored by Dr. Khairuddin Tahir (University of California, Davis, 1988-1989). Award amount: \$10,000; cost-sharing amount: \$45,000
- Community-based operational research on knowledge of HIV/AIDS among female rural health communicators in Ethiopia, conducted by Ms. Shashu Zegeye (Emory University, 1997-1998). Award amount: \$7,387; cost-sharing amount: \$1,100
- The first Chinese-language training manual in Southern China on "AIDS/Sexually Transmitted Infections: Epidemiology, Clinic Manifestation and Management

Control," authored by Dr. Jiatong Zhuo (Emory University, 1997-1998). Award amount: \$10,000; cost-sharing amount: \$6,000

These four proposals reflect a combined total of nearly \$60,000 in cost-sharing from either personal funds or cooperating institutions.

Mid-term progress reports from the awardees indicate that the projects are well on their way. Award recipient Dr. Cecilia Amotsuka wrote in her report, "[The] training of health professionals commences June 17 and lasts until July 12. It's been hectic, but I'm thrilled because it's new ground in my country... I owe the Humphrey Program a lot. It helped me to rediscover myself and enhance actualization of hidden dreams."

The second round of the Impact Award competition is now well underway. Eighteen applications were received by the September 1 deadline. The 2002 awards will be announced in January 2003. Round three will be announced early in 2003.



Alumni Impact Award recipient Dr. Jiatong Zhuo (third from left) poses with colleagues at an AIDS training workshop in Fangcheng City, Guangxi, China. Dr. Zhuo worked with Dr. Shahul Ebrahim of the U.S. Centers for Disease Control (third from right) to publish the Chinese-language AIDS prevention training manual and to disseminate their information at a series of AIDS workshops in China.

For more information on the Alumni Impact Awards, please contact Amy Nemith, IIE Humphrey Alumni Program Manager, by e-mail at [anemith@iie.org](mailto:anemith@iie.org) or by telephone at +1-202-326-7738, or by fax at +1-202-326-7702.

# HOST CAMPUSES



*OVER 40 MAJOR U.S. UNIVERSITIES have hosted Fellows during the Program's 22-year history. These centers of academic excellence are selected through a competitive process to ensure that Fellows have access to the latest training and research practices in their respective specialties. The Institute of International Education worked in partnership this year with 13 campuses to host the 2001-2002 class of Humphrey Fellows. We invited each university to write some words of welcome to current and past Fellows.*

## AMERICAN UNIVERSITY

The Humphrey Seminar, designed to prepare the Fellows to take full advantage of their Humphrey year, featured a series of “Effectiveness Seminars” in the fall to impart the skills the Fellows needed to find their professional affiliations. As a result, five of our economists were able to secure affiliations at the World Bank and one at the Inter-American Development Bank. Our lawyers and judges also found affiliations with institutions that were their first choice. The spring seminars exposed Fellows to experts in their fields.

In an effort to create a cohesive “Humphrey Family,” we arranged over 80 extra-curricular activities, ranging from a rafting trip to dinner at the Cosmos Club. The Fellows coalesced into a very close group. They cared for each other deeply. When the mother of one of the Fellows died, the others spontaneously offered to raise funds to send him home for the funeral. They also reached out to the community, and almost 200 people attended their Certificate Ceremony to wish them well as they returned home.

## BOSTON UNIVERSITY

The tragedy of September 11 coincided with both the visit from IIE’s Humphrey Director, Bill Dant, and the reception for the newly arrived Fellows. After agonizing debate, we decided that then more than ever, the most important thing was to make the Fellows feel welcomed in this country, and we went on with the reception. The warm support and solidarity of our colleagues in the BU community and other friends demonstrated that the spirit of this program is alive and well.

We worked to add quite a few activities this year to stay closer and deepen our communication with the group, starting with a whale watch and barbecue on Cape Cod during orientation week.

We arranged for an evening of reflection with a potluck dinner, at which people shared their thoughts and feelings on the tragedy in New York.

Both the coordinator and the assistant coordinator have had Fellows over to their homes for dinners this year. Adel Assad and Chiheb Escheikh, the first leaders of this year’s group, arranged for the Fellows to attend a leadership seminar in New Hampshire, which we combined with an apple-picking excursion.

The economic and political situation this year presented a challenge when it came time to arrange professional affiliations for the Fellows, but once again our network of friends came through for us. In addition to our ongoing collaboration with the Federal Reserve Bank, we deepened our relationship with the Securities and Exchange Commission, where affiliations were arranged for four of our Fellows. The fact that the year, which began in tragedy, ended so successfully is a tribute to the depth of the commitment within the University and from our friends in the outside community, as well as, of course, the perseverance of our Fellows.



*Boston University Fellows and their coordinators*

## UNIVERSITY OF CALIFORNIA-DAVIS

A winter day-trip to the Northern California foothills “gold country” and the town of Ione (population 2,600) gave the UC-Davis Humphrey Fellows a new perspective on small-town living in the United States. In one day they were hosted by Dan Sinclair, a member of the city council of Ione in his 19th-century home; guided by Mayor Tom Shone through the historic Preston Castle, a prime example of 19th-century Gothic Revival (now under restoration) that was once the administration building of the youth authority Preston School of Industry; given a tour of the level-IV maximum security Mule Creek State Prison; treated to a tour and wine tasting at the Renwood Winery in the Shenandoah Valley of Amador County; and then in the evening made a return trip to where they had started, the home of Dan Sinclair, the city councilman. There, a turkey dinner with all the trimmings awaited them.



The tour of Mule Creek State Prison proved to be the most exciting, and at the same time, most disconcerting part of the day's activities. The prison is home to just about 4,000 prisoners, and the Humphrey group was actually able to enter the prison and visit the exercise yard, cell block, and gymnasium dormitory. Some Fellows commented that prisons in their home countries were worse places, but all agreed that prison life is to be avoided. Entering the exercise yard and walking among the 300 or so prisoners, the Humphrey group appeared to grow noticeably smaller as it drew closer to the warden. Everyone was relieved when they exited the prison and went on to the wine tasting.



*University of California-Davis Fellows and their coordinator*

### **CORNELL UNIVERSITY**

Extraordinary collegiality and a commitment to shared leadership among the nine Fellows contributed to a highly successful and enjoyable year. Fellows assumed major roles in the design and implementation of their individual professional development plans, and worked to get consensus on a number of group-learning activities.

The events of September 11th could easily have greatly compromised, if not destroyed, the collegiality of this group (one third of this group were Muslim). Instead, Fellows engaged in a frank but civil exchange of ideas and perspectives, both among themselves and as part of the broader university community.

Three Fellows have initiated collaborative projects with Cornell faculty that may extend beyond the Humphrey Fellowship period. Polina Malinova (Bulgaria) co-led with Professor David Brown, Chair of the Department of Rural Sociology, the development of a proposal for funding to link the University of Rousse and Cornell for cooperative curriculum and program development. George Phiri (Malawi) is developing a Global Environmental Fund proposal with Dr. Bernard Blossey, Department of Natural Resources, for collaborative research on biological control of invasive plant species in Lake Malawi. Diana Peláez (Colombia) has received a grant from the World Wide Fund for Nature to support 11 weeks of research and extension program development with Cornell faculty and the International Food Policy Research Institute.

### **EMORY UNIVERSITY**

Atlanta has a wealth of opportunities for professional development and affiliation activities, and the ten Fellows this year took full advantage of the offerings at the Centers for Disease Control and Prevention, American Cancer Society, Care International, the Carter Center, DeKalb County Board of Health, the State Health Department, as well as numerous departments within the university. The Humphrey Program at Emory is especially interested in having Fellows meet Americans, and all of the Fellows spoke to a number of public school classrooms and social and civic groups about themselves, their countries, and their work. Fellows also had frequent contact with their host families, and some even took trips throughout the state with them. The Humphrey Program arranged group trips to North and South Georgia and a farewell trip to Chattanooga, Tennessee for the Fellows. For the second year, we also were able to identify additional financial support from our school for the Humphrey Fellows to purchase their own computers.



*Emory University Fellows*

In Emory's Department of International Health, each Fellow gave "a brown-bag" presentation, which was well attended by students, staff, and faculty. Through their discussions and friendships, the Fellows develop linkages and, sometimes, professional collaborations that continue after they return home.





### THE JOHNS HOPKINS UNIVERSITY

During the Humphrey Year, the Fellows had an opportunity to visit various organizations involved in the prevention and treatment of drug abuse, including a three-day trip to New York to visit the Phoenix House Therapeutic Communities. Everyone was excited as they piled into the van driven by Humphrey Fellow Tarmo Kariis from Estonia. Upon arrival at the Yorktown, New York facility, the Fellows were warmly greeted not by staff members, but by selected clients in recovery. “Spartan” was the operative word as the Fellows were shown to their rooms: two rooms and a shared bath for the women and a similar set-up for the men. It became a joke to see which group made it to breakfast first. The Fellows followed the same rules as the clients, which meant that the women did not eat at the same table as the men. The Fellows soon got used to being escorted everywhere by the client/guides and began to participate in the “family” lectures and client-led group sessions. For many Fellows, the concept of clients being in charge with minimum staff interference was a new idea. The Fellows were impressed by the job training and the professionalism instilled in the clients at the facilities they visited. They departed with the hope that the folks left behind would be able to successfully integrate back into society and lead productive lives.



### UNIVERSITY OF MARYLAND, COLLEGE PARK

The 13 University of Maryland Humphrey Fellows arranged on their own, or with the help of coordinators, the most impressive array of professional affiliations and internships the program has ever seen. Taking advantage of their Washington D.C. location, three journalists won internships at *The Washington Post* and its web affiliate, WashingtonPost.com.

During the early weeks of the year, we were, of course, traumatized by the September 11 attacks, followed almost immediately by a tornado on campus that killed three students. Nearly all of the Fellows took part in a university-wide prayer service, and they seemed to regroup and revive as university officials reassured Muslims of their safety. Open discussion of the attacks, their origin, and global attitudes toward the United States seemed to be the main antidote to distress.

Our first field trip to a crab feast and festival in Rock Hall on the Eastern Shore provided an idyllic reprieve and a glimpse of Small Town USA. Other trips to the U.S. Congress, the Supreme Court, the Library of Congress, the State Capitol in Annapolis, nearby Mount Vernon and Antietam Battlefield continued a seminar theme focused on U.S. history and government.

Humphrey Program Coordinator William Eaton, who created the program at Maryland in 1994 and had been its steward ever since, retired in June. New Coordinator Lucinda Fleeson brings extensive international experience training professional journalists in Eastern and Central Europe and Africa. She is an award-winning journalist, formerly with the *The Philadelphia Inquirer*.



### UNIVERSITY OF MINNESOTA

The events of September 11, 2001 shaped many of the activities for the Fellows during the first semester of the year. Perhaps the most important of these events was a forum hosted by the Minnesota International Center and the office of the Humphrey Institute’s Office of International Programs. Four of the Fellows spoke on their perspectives of September 11th and what they considered to be some of the root causes for it. The audience was made up of people from both the university community and the Twin Cities. We also innovated with the Humphrey Seminar (what we call the Global Commons) by engaging the Fellows in panels with university faculty.

But all was not academic and scholarly. An important annual event on the Minnesota campus is our Humphrey International Thanksgiving dinner, which is organized by the Humphrey Fellows to honor their host families, faculty, and others who have worked with them during the year. The gathering gave Fellows first-hand experience with an important American cultural holiday and a chance to initiate an event that is very much appreciated by the local community.

### UNIVERSITY OF MINNESOTA



University of Minnesota Fellows and their coordinators

The 2001-2002 Fellows displayed their talent for international leadership by writing a proposal to establish an International Center for Disabilities. With assistance from the Director of the State of Minnesota Department for Disabilities, Fellows Asafa Ashengo Agago (Ethiopia), Liliana Peñaherrera (Peru), and Irem Cosansu Yalazan (Turkey) drafted a plan to seek funding to establish the center. The Fellows will continue to collaborate via the Internet to bring the plan to fruition now that they have returned home.



### **THE UNIVERSITY OF MISSOURI-COLUMBIA**

The big screen in the seminar room was full of pictures from New York and Washington. It was September 11th, Humphrey Seminar Day, six hours after the first plane struck the World Trade Center Tower. By the time the seminar began, most Fellows had made or received calls from home to assure family members of their safety. The Missouri Fellows were all broadcasters and their discussion that afternoon moved between the tragedy, its likely significance, and the techniques used to present the story. In the week after the Washington seminar, the group took the train to New York to see Ground Zero. Many sent news reports home about America's reaction to the terrorism.

The Fellows published a summary of each of the Humphrey seminars on a web site to enable colleagues and family at home to participate in a virtual seminar discussion. E-mail links for each Fellow provided an immediate way to reach them. The Fellows' selected seminar topics covered a set of three broad issues—American culture and society, journalism and media, and leadership. The Fellows identified readings, moderated the discussion, and posted discussion summaries.

The Missouri Fellows visited the homes of former presidents George Washington, Abraham Lincoln, and Harry Truman. They also made trips to the Winston Churchill Memorial in nearby Fulton, scene of his Iron Curtain speech in 1948, and to the boyhood homes of Mark Twain in Hannibal and Paris, Missouri. The trip enabled the group to discuss important foundations of American culture and foreign policy development and to compare strategies in cultural-heritage preservation between the United States and their countries.

### **PENN STATE UNIVERSITY**

Penn State Humphrey Fellows probably remember their year as a series of van rides hither and yon: van rides to Harrisburg, to Washington, to New York, to Philadelphia, to Niagara Falls, and to other places not so far away but still inaccessible by public transportation, and if not van rides, then drives over the mountains to visit schools and organizations.

After September 11th, outreach became an important theme of the year. The Program Coordinator, Dr. Syedur Rahman, gave a dozen talks around the campus about Islam and the global context of September 11th, and the Fellows spoke about their countries to many public school classrooms at the request of the International Hospitality Council. In December, the Humphrey Program invited two fifth-grade classes to its offices to participate in a selected tour of the world. The Fellows had set up country information stations, and the students moved freely among them, learning about each Fellow's culture and society. Afterwards, the Fellows themselves tried on each others' native dress. As a return engagement, the Fellows visited the Mount Nittany Middle School in April and made presentations to five fifth-grade classes. The children circulated from Fellow to Fellow and room to room in a movement choreographed by the teachers. Smaller numbers of Fellows also visited far-outlying high schools, Southern Huntingdon County and East Juniata, to meet with social studies and language classes.



*Penn State University Fellows*

## RUTGERS UNIVERSITY

Shortly after this year's Rutgers Fellows arrived in New Brunswick, they witnessed the momentous events of September 11th and the aftermath of major global geopolitical changes. Being in the New York metropolitan area, Rutgers was affected by these tragic events perhaps more than other campuses. Some of our normally close ties to the Port Authority of New York and New Jersey (previously located in the Twin Towers) were adversely affected. Tightened security all around, even at the United Nations, made our efforts at professional development and affiliations a bit harder this year.

On the other hand, it has been a very special year for us here at Rutgers. We were again successful in competing to retain the privilege of hosting the Humphrey Program for another five years. We also substantially expanded our global network by adding three new countries this year to our family of Humphrey alumni: Botswana, Croatia, and Ecuador. This brings our network to 117 Humphrey Alumni in 64 countries.

In September 2002, Assistant Coordinator Charlotte Wesley-Musonda moved to Hawaii where her husband has a new position with the U.S. Weather Service. The new assistant coordinator, Jane Sproul, comes to Rutgers with experience in teaching English and working with non-profit youth leadership programs in New Jersey, as a project coordinator and long-time volunteer.

## TULANE UNIVERSITY

It was a great year! But then we probably say that every year. And we mean it. We were fully engaged in bringing the best possible program to this year's Fellows—and we had fun at the same time. The Fellows were offered unique programs of coursework and professional activities in health care policy and planning, health economics and finance, mental health programs, implementation, monitoring and evaluating health programs, family planning and reproductive health. Fellows also engaged in a full program of "Experience America" activities, which included participation in fund-raising charity walks for HIV/AIDS prevention (where one of our Fellows won a medal, and some of them were just happy to finish the walk!). We also had a year-end retreat in Cajun country, watching swamp creatures and then eating them the next night, dancing to the local music, and learning how refugees lived and prospered over 100 years ago. It is rewarding for us to see the goals and objectives of the HHH program put into action.

Because of continued funding for reproductive health and family planning we were able to offer fellowships allowing two Fellows to complete the MPH. The fellowships were another example of the university's strong commitment to the participants in the Humphrey Program.

## UNIVERSITY OF WASHINGTON

This year's Fellows came to Seattle at a time of global turmoil, when the university and the nation were searching for meaning in the aftermath of the events of September 11th. Our Fellows reached out to the university, to the greater Seattle community, and to each other, building friendships and shared understandings that transcended national borders.

Fellows participated in lectures and speaking events throughout the year. Topics ranged from discussing leadership across cultures, and coping strategies for living in war zones, to the business climate in Yemen and the Middle East. During the Fall, each Humphrey Fellow served as a guest speaker for the International Relations class at Edmonds High School. Fellows also had the opportunity to hear the words of Nobel Peace Prize winner, Archbishop Desmond Tutu, during his visit to the University of Washington in May.

In their spare time, the Fellows visited some of the most beautiful parts of our state, including the Hoh River Rainforest, the Washington State coast, the Cascade Mountains, and the San Juan Islands. They also took part in a number of cultural experiences and programs, including a totem-pole-raising ceremony of the Quileute Nation, a visit to Daybreak Star (a Native American Cultural Center), and a production of Langston Hughes' "Black Nativity."

THE STATE UNIVERSITY OF NEW JERSEY  
**RUTGERS**



*Tulane University Fellows*



# FRANCES HUMPHREY HOWARD

1914–2002

Since the U.S. government established the Humphrey Program in 1978 and President Carter named it after Hubert Humphrey, one of the key forces in the Program has been the very personal outreach from the vice president's sister, Mrs. Frances Humphrey Howard. In September 2002, after a brief illness, Frances passed away at the age of 88. Until

June 2002 she continued to meet with each class of Humphrey Fellows when they came to the Washington, D.C. area.

Two wonderful memorial services honoring Frances took place in Washington, D.C. and Minneapolis in November 2002. The Humphrey family received many letters of condolence from prominent government leaders, such as the State Department's Assistant Secretary for Educational and Cultural Affairs, Patricia S. Harrison.

Ambassador Jeane Kirkpatrick, long-time friend and colleague of Frances, delivered a moving eulogy in her honor at the Washington event, saying "Frances was a tireless advocate for the Humphrey Fellowship Program, such an important bridge of understanding and training for developing-world professionals." Humphrey Fellow Alan Kyerematen of Ghana (University of Minnesota, 1986-1987), now his country's ambassador to the United States, also gave a wonderful tribute on behalf of all Humphrey Fellows worldwide.

IIE Director Bill Dant announced that the Frances Humphrey Howard award for Leadership and Public Service, initiated in 1999 on the occasion of the Humphrey Program's 20th anniversary, would be renewed by IIE and new awards bestowed in time for the 25th anniversary year, 2003-2004. (See details below.)



*Each year, Frances Humphrey Howard enjoyed meeting and interacting with as many Fellows as possible.*

## ***Frances Humphrey Howard Award for Leadership and Public Service Relunched***

In 1999, the USIA (now Department of State, Bureau of Educational and Cultural Affairs) and IIE created the Frances Humphrey Howard Award for Leadership and Public Service in conjunction with the celebration of the 20th anniversary of the Humphrey Program. A call for nominations was made and the response from alumni and other friends of the Humphrey Program nominating Fellows was overwhelming.

The first competition resulted in a three-way tie, with alumni each receiving the award at the Humphrey 20th

Anniversary Conference in Washington, D.C. in June 1999.

To commemorate the spirit and legacy of Mrs. Frances Humphrey Howard, the Institute of International Education is re-launching a call for nominations for this award. The award will be announced in conjunction with the 25th anniversary of the Program, which will be marked during the 2003-2004 Fellowship Year.

Further information will be enclosed in our mailing of this magazine, or please see our website: [www.iie.org/pgms/hhh](http://www.iie.org/pgms/hhh)

# CO-FUNDING OF FELLOWSHIPS

*The primary funding and overall sponsorship for the Humphrey Program is provided by the Department of State through appropriations from the U.S. Congress. However, the Program also benefits from the generous support of co-funders. In addition to negotiating and maintaining the cost-sharing arrangements described below, the Institute of International Education also provides its own cost-sharing in donated staff time, recruitment of pro-bono experts and speakers, shared event costs and contributed program and administrative resources.*

**NATIONAL INSTITUTE ON DRUG ABUSE (NIDA)** – The National Institute on Drug Abuse (NIDA), which supports more than 85 percent of global research on drug abuse and addiction, provided support for Humphrey Fellows in 2001-2002. In order to be considered for funding by NIDA, candidates must hold an advanced graduate degree in medicine, health, biomedical, behavioral, or social science and have significant research experience. The four NIDA-funded Fellows at the Johns Hopkins University's School of Hygiene and Public Health in 2001-2002 were: Monica Beg, Bangladesh; Petra Exnerová, Czech Republic; Olga Toussova, Russia; and Svitlana Pkhidenko, Ukraine.

**THE GOVERNMENT OF CROATIA** – The Government of Croatia provided international round-trip air travel for the two 2001-2002 Croatian Fellows.

**THE REPUBLIC OF KOREA/MINISTRY OF GOVERNMENT ADMINISTRATION AND HOME AFFAIRS (MOGAHA)** – Due largely to an initiative of the Humphrey Alumni Association of Korea in 1997, the Korean Ministry of Government Administration has generously agreed to fund Humphrey Fellows from South Korea each year since 1997. In 2001-2002, three Koreans received fellowships: Hyung Ahn, American University, Kangho Lee, University of Minnesota and Changho Yoon, Boston University.

**NORTHWEST AIRLINES** – With facilitation by the United States Embassy in Beijing, China, Northwest Airlines continued to provide international air travel to the United States for five of the 2001-2002 Chinese Humphrey Fellows.

**THE INTERNATIONAL MONETARY FUND AND THE WORLD BANK** – The enhancement workshop on International Finance was once again co-hosted by the International Monetary Fund and the World Bank in Washington, D.C.

**EMORY UNIVERSITY, ROLLINS SCHOOL OF PUBLIC HEALTH** – Emory University continued its valuable support for an enhancement workshop on Global Development and Social Justice, attended by 42 Fellows.

**EMPLOYERS** – In order to participate in the Humphrey Program, Fellows must first receive permission from their home employers to take a leave of absence from their positions. Beyond granting leave status, 46 percent of employers granted leave with pay to Fellows in the 2001-2002 group. This generous assistance helped many Fellows to continue to support their families while completing their Fellowships in the United States.

**HOST CAMPUSES** – The network of U.S. host universities constitutes one of the Program's largest co-sponsors. Each host university provides various forms of in-kind support to the Program, such as tuition reduction, donated office space, computers, and staff time. In 2001-2002, the Program benefited from approximately \$2,025,965 in cost-sharing support from the 13 host universities.



*With the addition of a special computer subsidy and purchase plan for Fellows this year, Penn State Fellows launch their newly arrived laptops.*



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