

THE UNIVERSITY OF MICHIGAN

POPULATION  
FELLOWS  
PROGRAMS

*2004 Annual Report*



*This publication was made possible through support provided by the Office of Population and Reproductive Health at the United States Agency for International Development (USAID) under the terms of grant number HRN-A-00-00-00001-00.*

*The opinions expressed herein are those of the authors and do not necessarily reflect the views of USAID.*

Cover photo: Children play in the archway of a historic castle in Elmina, Ghana.

Photo Credit: Chinyere Neale



## DEVELOPING THE NEXT GENERATION OF LEADERS IN INTERNATIONAL POPULATION.

---

The Population Fellows Programs were designed to develop future leaders in the field. To do this, we provide fellowships and internships that achieve three interrelated goals:

- offer career-development opportunities to promising professionals;
- provide technical expertise to organizations working to improve quality of life in the developing world; and
- advance the field by supporting best practices, innovative programs, intersectoral cooperation, and diversity among practitioners.



## TABLE OF CONTENTS

- 7** About the Population Fellows Programs  
*Details the Programs' seven components and their key linkages*
- 15** Focusing on the Future  
*Highlights the Programs' efforts to provide relevant opportunities for early-career professionals while meeting new challenges in the field*
- 23** From Their Perspective  
*Key program constituents share their perspectives on how the Programs' are contributing to the future of the field*
- 33** Starting Fellows  
*Summarizes the work being done by fellows who began their placements during 2004*
- 43** 20 Years of the Programs  
*Former fellows share their thoughts on the fellowship experience*
- 51** Ending Fellows  
*Features the key accomplishments of fellows who completed placements during 2004*
- 67** PEAK Fellows  
*Describes the fellowships of our 2004 PEAK Fellows*
- 75** MSI Interns  
*Details the activities of our 2004 Minority-Serving Institutions Initiative undergraduate and graduate interns*

*The mother of the village leader in Vakampotsy serves lunch to visitors working on a potable water project that is part of ongoing population, health, and environment activities in Madagascar.*

Photo Credit: Jennifer Talbot



## ABOUT THE POPULATION FELLOWS PROGRAMS

The Population Fellows Programs were established in 1984 to develop the next generation of leaders in international population. The Programs are comprised of seven components designed to further the professional development of those building careers in international family planning and reproductive health; exploring the field of population-environment; or engaged in dialogue on the relationships among population dynamics, environmental degradation, and international security.

The Programs are funded by USAID. Additional support is provided by the Compton Foundation, the William and Flora Hewlett Foundation, the David and Lucile Packard Foundation, and the United Nations Foundation.

*A Reproductive Health Association of Cambodia (RHAC) community-based contraceptive distributor (right) teaches fellow villagers about family planning in rural Southwestern Cambodia. Her education session encourages males to participate in family planning and focuses on the benefits of "small families for a bright future."*

Photo Credit: Carrie Marshall



## The Population (Pop) Fellows Program

Offers professional fellowships to individuals with a recent graduate degree in a population-related area. Fellows' receive two-year assignments with organizations working to improve family planning and reproductive health services in the developing world. Fellows gain the on-the-job experience they need to launch their careers while providing their host organizations with technical assistance in program design, implementation, and evaluation. Fellows are generally early-career professionals and must be U.S. citizens or permanent residents.

## The Population-Environment (PE) Fellows Program

Offers professional fellowships to individuals with a recent graduate degree who have expertise in both population and environment. Fellows' receive two-year assignments with organizations working to link family planning and environmental programming in the developing world. The program aims to develop fellows' skills, provide technical assistance, and foster the development of integrated approaches to population, health, and environmental issues. Fellows are generally early-career professionals and must be U.S. citizens or permanent residents.

### THE MISSION OF THE POPULATION FELLOWS PROGRAMS

The Population Fellows Programs provide early-career professional development opportunities that promote diversity, innovation, leadership, and quality in family planning and other reproductive health services throughout the world.

<sup>1</sup> Fellows placed at host organizations other than USAID are technically referred to as Michigan International Development Associates (MIDAs), but the term "fellows" is used throughout this report for simplicity.

## The Professional Exchange for Applied Knowledge (PEAK) Initiative

Aims to build the capacity of professionals and organizations from developing countries to offer leadership in the fields of family planning, reproductive health, and population-environment. The initiative features a two- to four-month fellowship for professionals from Latin America and sub-Saharan Africa. It also offers organizational support through strategic planning, network building, seed grants for applied projects, and regional workshops. The PEAK Initiative is funded by USAID, and the Compton, William and Flora Hewlett, and United Nations Foundations.

## The Minority-Serving Institutions (MSI) Initiative

Aims to increase the number of students from Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), and Tribal Colleges and Universities (TCUs) who pursue careers in international family planning, reproductive health, and population-environment. The initiative exposes MSI undergraduates to these fields through summer internships; offers a small number of customized internships for individuals with a graduate degree from an MSI to help them prepare for Population or Population-Environment Fellowships; and partners with MSI faculty to enhance the population-related opportunities available to their students.





## **The Summer Certificate Course in International Population and Reproductive Health**

Is an intensive two-week introduction to the field held at the University of Michigan each summer. Taught by U-M faculty and professionals from leading organizations, the course is designed to help prepare early-career professionals and graduate students for work in the field of international family planning and reproductive health. Participants are introduced to the fundamental principles, program components, and politics of reproductive health — including family planning, maternal and child health, STIs, HIV/AIDS, and population-environment programming. The course also offers hands-on practice to build skills in needs assessment, strategic planning, and the evaluation of reproductive health programs.

## **Graduate Applied Project (GAP) Mini-Grants**

Are small grants for graduate students who have identified unpaid or partially funded internships in international family planning or population-environment. The funding is designed to strengthen the field by helping promising students, including potential fellowship applicants, acquire relevant overseas experience.

*“It was a great learning experience to work, for the first time, in a developing country.... The insights and lessons learned from this type of internship are unparalleled.”*

2004 GAP MINI-GRANT RECIPIENT

## The Population, Environmental Change, and Security (PECS) Initiative



Is a formal collaboration between the Population Fellows Programs and the Environmental Change and Security Project of the Woodrow Wilson International Center for Scholars in Washington, D.C. The PECS Initiative brings together specialists from the highest levels of the governmental, academic, and nongovernmental communities to discuss the implications of population, health, and environmental issues for global security. The initiative offers a unique nonpartisan, interdisciplinary forum for examining the roots of conflict and exploring program and policy options. The initiative sponsors regular seminars and working groups at the Woodrow Wilson Center, a working-paper series within the Fellows Programs, newsletters, annual reports, specially commissioned papers, and symposia.

### PECS INITIATIVE CONNECTS FELLOWS TO SECURITY DIALOGUE

The collaboration behind the Population, Environmental Change, and Security (PECS) Initiative allows fellows' field-level insights to inform the dialogue among leading government officials, academics, and NGO representatives on the relationships among population, health, environment, and global security.

The spring 2004 *Population, Environmental Change, and Security (PECS) News* featured an article by PE Fellow Caryl Feldacker discussing the challenges and lessons learned from her efforts to set up an integrated family planning conservation project in Manicoré, Brazil.

Throughout 2004, the initiative's dialogue-fostering meetings focused on a range of topics including population-environment interactions, the impact of demographic change on state security, and the impact of environmental degradation on societal security. Distinguished speakers included Pulitzer Prize-winning author Jared Diamond on the role of population growth and environmental degradation in state failure; Paul Ehrlich on population, consumption, and environmental collapse; and Robert Engelman and Richard Cincotta on the impact of demographic trends, such as the youth bulge, on state security.

| Program   | Primary Audience(s)  | Goal   |
|---|--|--|
| <b>Population (Pop) Fellows Program</b>                                 | Early-career U.S. professionals  | Train future leaders and retain them in the field  |
|   | Key organizations in the field   | Provide technical assistance to key organizations  |
| <b>Population-Environment (PE) Fellows Program</b>                      | As above   | As above   |
|   | PE field   | Develop tools and methods for advancing intersectoral cooperation  |
| <b>Professional Exchange for Applied Knowledge (PEAK) Initiative</b>    | Professionals from Latin America and sub-Saharan Africa                            | Fellows' professional development  |
|   | Their home organizations   | Organizational development   |
| <b>Minority-Serving Institutions (MSI) Initiative</b>                   | MSI undergraduates   | Expose undergraduates to the field as a career option  |
|   | Individuals with a graduate degree from an MSI                                     | Attract and prepare candidates with an MSI graduate degree for fellowships   |
| <b>Summer Certificate Course</b>  | Graduate students<br>Early-career professionals<br>Potential fellowship candidates | Prepare graduate students and early-career professionals for work in the field<br><br>Attract candidates with highly sought skills from other disciplines to the field |
| <b>Graduate Applied Project (GAP) Mini-Grants</b>                       | U.S. graduate students<br>Potential fellowship candidates                          | Help promising graduate students get applied experience in the field   |
| <b>Population, Environmental Change, and Security (PECS) Initiative</b> | Policy-makers, researchers, and practitioners                                      | Explore implications of population, health, and environmental issues for global security   |

| Mechanism  | Key Linkages   |
|--|--|
| Two-year professional fellowships  | <p>MSI interns, GAP interns, Summer Certificate Course participants may become fellows</p> <p>Current and former fellows may mentor and collaborate with MSI interns, GAP interns, and PEAK Fellows</p> <p>Fellows may cooperate with each other in project planning and fundraising</p> |
| Two-year professional fellowships  | As above   |
| Customized two- to four-month fellowships, plus applied project at home organization | <p>PEAK Fellows may participate in an exchange with Pop or PE Fellows at regional workshops</p> <p>PEAK Fellows may mentor and their home organizations may host GAP or MSI interns</p>  |
| Strategic planning workshops and fellows' applied projects                           | PEAK Fellows may collaborate with Pop or PE Fellows on their applied project   |
| Summer internships   | <p>MSI interns may become fellows after appropriate training is completed</p> <p>MSI interns may be placed at a PEAK home organization</p>   |
| Customized internship packages   | MSI interns may be mentored by current and former fellows  |
| Two-week course on the principles and practice of international population           | Course includes MSI graduate interns and potential Pop and PE Fellows  |
| Small grants for students with unpaid or partially funded internships                | GAP Mini-Grant recipients include former MSI undergraduate interns, MSI graduate interns, as well as potential Pop and PE Fellows  |
| Nonpartisan meetings and publications  | <p>Fellows share field-level insights with policy community</p> <p>Fellows tap initiative's knowledge base on intersectoral cooperation</p>  |



## FOCUSING ON THE FUTURE

The Population Fellows Programs have always been focused on the future — through launching the careers of young professionals; introducing undergraduate interns and graduate students to unique opportunities; exploring new and innovative approaches; and anticipating the needs of the field itself.

In 2004, we marked our 20th year developing the next generation of leaders in the field. While it is natural to reflect on occasions like this, we find ourselves looking forward more than ever — to exploring the potential of the field, to preparing for new challenges, and to forming new partnerships.

*A young woman listens to a peer educator's presentation on contraceptives and condom use in Corumbá, Brazil, while her mother observes in the background.*

Photo Credit: Caryl Feldacker



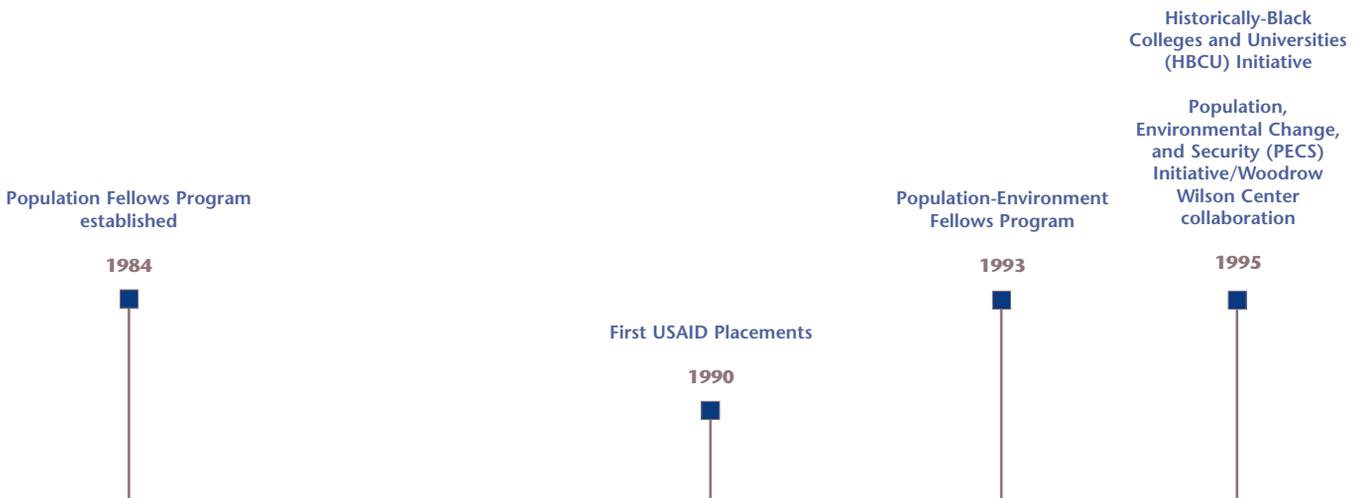
## Continued growth and development

As a fellowship program, we often find ourselves acting as a bridge between the academic and professional segments of the field. With this in mind in 2004, we continued to provide forums for discussion, to refine our existing programs, and to explore new approaches and opportunities to cultivate the professional growth of early-career professionals.

## Sharpening our early-career focus

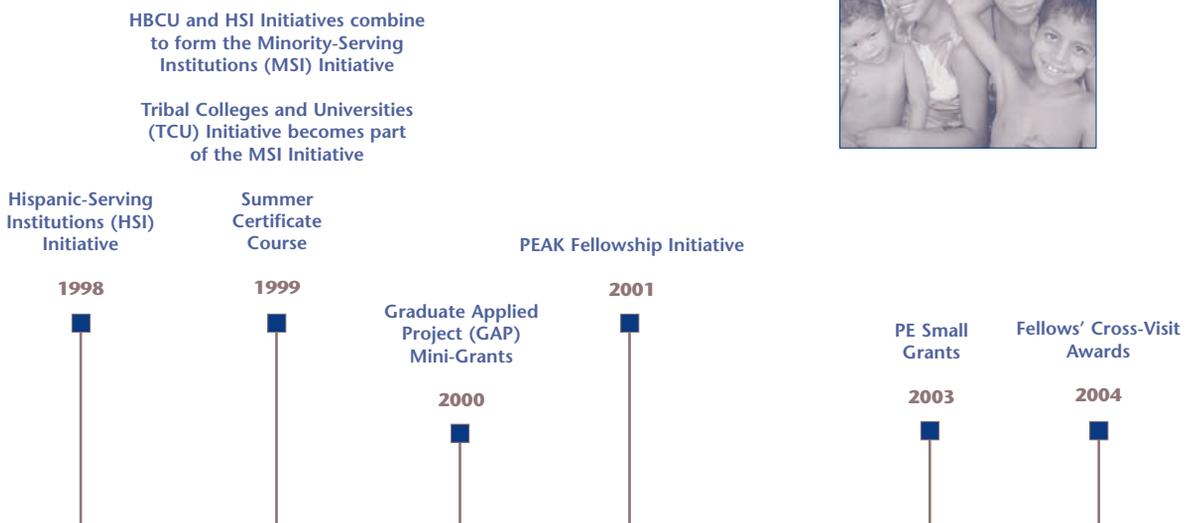
In our effort to connect the academic and professional worlds, the Programs sponsored a panel on “International Reproductive Health Career Planning” at the 2004 Global Health Council annual meeting in June. We brought MPH faculty and students together with senior field professionals to discuss institutional needs, future trends in the field, and how to successfully launch a career in international family planning and reproductive health. We also addressed the needs of young professionals at the 2004 American Public Health Association’s annual meeting in November by leading a roundtable discussion titled “Preparing for Careers in International Reproductive Health” that detailed the results of our recent fellows’ career development survey and focus group feedback from key players in the field.

The insights gained through the survey and focus groups were also used to redesign our 2004 Summer Certificate Course in International Population and Reproductive Health.



First developed in 1999 as a way to help those with non-traditional backgrounds transition to the field, our two-week summer course reinforced its original focus on history, principles, and theory with an added emphasis on programming practice and concrete skills development — key training areas needed to enhance today’s traditional MPH programs according to our survey and focus group respondents. The new format was taught by University of Michigan faculty and professionals from leading organizations in the field. Twenty participants including graduate students, field professionals, and Population and Population-Environment Fellowship candidates took part in discussions, exercises, and projects covering topics such as needs assessment, priority setting, project design, and program evaluation. Both course participants and faculty gave positive feedback on the new format. We plan on integrating lessons learned from this pilot into our 2005 course.

As we continue to develop our opportunities for early-career professionals, we also continue to refine processes within the Programs. Our recent recruitment efforts have focused on adding schools and broadening the scope of student groups, mentors, and faculty with which we interact to diversify and to increase our pool of qualified candidates. We’re also exploring new ways to support and to develop fellowship candidates once they’ve been admitted to the pool.



*“This project allowed  
[local organizations] ...  
to break down the figurative walls  
separating them and to share their  
networks, their ideas, and their  
enthusiasm to create not only  
a successful project, but a  
partnership that will continue  
to strengthen their respective  
work in the field of PE.”*

POPULATION FELLOW  
JENNIFER MILLER

## Promoting initiatives and innovation

The past year provided several opportunities for our fellowship placements to support innovation in the field.

### PE small grants

Supported by the David and Lucile Packard Foundation, our PE small grants awards were first introduced in 2003 to provide start-up funding for host organizations to implement PE projects during fellows' placements. Based upon its early success, USAID supplemented the small grants funding for 2004. This year, the Programs continued to promote integrated population-environment as one of USAID's Global Leadership Priorities. Our staff introduced PE small grants to fellows at orientations, regional workshops, and through e-mail updates encouraging fellows at traditional reproductive health organizations to explore how integrated approaches could enhance their current programming. We also encouraged fellows to use these small grants as an opportunity to transfer skills and to build capacity in project development, grant writing, or monitoring and evaluation. As a result, the initiative has drawn interest across a wide cross-section of fellows. To date, our PE small grants have supported the development of projects in Bolivia, Brazil, Guatemala, Guyana, Madagascar, and Peru. PE, Population, and PEAK Fellows have utilized this funding to integrate local resources, to form institutional partnerships, and to raise awareness about family planning, reproductive health, and environmentally-sound practices.

### Fellows' cross-visits

Our fellows' cross-visit awards provide modest funding for Population and PE Fellows to visit another fellow during their placement for the purpose of cross training. The primary objectives of the cross-visit opportunities are to allow fellows to receive informal training in a special-interest area, to examine the project strategies used by another host organization, and to strengthen projects on which each fellow is working. They also provide opportunities for fellows and their organizations to network and support one another.



## 2004 PE SMALL GRANTS RECIPIENTS

- Population Fellow Jennifer Miller worked with the Ministry of Health of Guyana to form the Guyana Youth Forum on Conservation, Ecology, and Population — a project designed to bring together youth from environmental and health clubs for three days to raise awareness about conservation, ecology, and population issues.
- Population Fellow Kiyomi Tsuyuki's host agency Pathfinder International/Bolivia received funding to develop a project that aims to improve the quality of life of the indigenous population of Beni by expanding a community-based PE promoter training program and testing a new education model using radio programs to increase access to reproductive health and environmental conservation information relevant to their Amazon region.
- PE Fellow Ericka Moerkerken worked with her host agency ProPetén Foundation/Guatemala to teach male leaders from seven communities located within the Petén nature reserve how to train others in the proper use of natural pesticides and herbicides while raising awareness about reproductive health issues including family planning and safe motherhood.

*“Our placements could not have been more different from each other. Being able to share this cross visit gave me an entirely new perspective on the fellowship experience and the work of field-based practitioners.”*

PE FELLOW  
CAROL BOENDER

In 2004, two PE Fellows participated in our first cross-visit award. Carol Boender, who was placed at Conservation International/USA, visited Caryl Feldacker at Population Council/Brazil. Together with their host agencies, they collaborated with Pathfinder International Brazil to encourage cross-sectoral learning and to develop integrated family planning, HIV/AIDS-prevention, and conservation awareness projects in the Pantanal of Brazil.

To support innovation in the field, our 2005 cross-visit awards are focusing on USAID's Global Leadership Priorities: contraceptive security, FP-HIV/AIDS integration, population-environment, refugee reproductive health, gender, female genital cutting, maximizing access and quality of care, postabortion care, repositioning family planning, and poverty/equity issues in relation to access and use of family planning and reproductive health services.

### Fellowship placements

Our fellows' placements also continue to support the growing needs of the field. Five of our current fellows are working with the President's Emergency Plan for AIDS Relief — four of these placements began this past year. Two of our fellows working on the Emergency Plan are in a unique team placement with USAID/Rwanda — a first for the Programs. Our 2004 placements also continue to support innovative projects — one is focused on refugee reproductive health while three others are population-environment — and to work with non-traditional partners including relief, development, and faith-based organizations.

### Making connections

As the Population Fellows Programs grow, the synergies among our programs continue to grow as well. This has provided valuable connections that benefit our fellows, interns, and their host organizations while building a network of promising professionals in the field. In the last year, we've had current and former Population, Population-Environment, and PEAK Fellows mentor or supervise both MSI and GAP interns; former Pop and PE Fellows recommend PEAK Fellows; former fellows provide trainings at workshops; and two PE Fellows participate in a cross-visit.

We've also been able to form vital partnerships. Most recently, the University of Puerto Rico at Mayagüez entered into a Memorandum of Understanding with the Population Fellows Programs. The Department of Social Sciences has committed to supporting MSI undergraduate interns from their school by providing additional mentoring and research project opportunities directly related to their internship experience. Being piloted in 2005, this new program will test whether follow-on academic support can reinforce MSI undergraduate interns' commitment to working in the field.



## A SELECTION OF OUR 2004 CONNECTIONS

- PE Fellow Ericka Moerkerken supervised MSI undergraduate intern Juanita Abarca at ProPetén Foundation in Guatemala.
- PE Fellow Carol Boender mentored MSI Intern Kenya Datari at Conservation International in Washington, D.C., and participated in a cross visit with PE Fellow Caryl Feldacker at Population Council/Brazil.
- Former MSI graduate intern and Pop Fellow Dorothy Nairne co-supervised MSI interns Kameron Franklin and Estéban Torres at Margaret Sanger Center Int'l in Johannesburg, South Africa.
- Former GAP Mini-Grant recipient Maya Smith Vaughn supervised two MSI interns, Porsha Richardson and Tsedey Bogale, at the Nkwanta Health Development Center during their placement with the Ministry of Health in Nkwanta, Ghana.
- Pop Fellow Sophia Brewer supervised GAP intern Laura Laguna at John Snow, Inc./Romania.
- Former Pop Fellow Virginia Lamprecht recommended a former colleague from Project Hope in Malawi, Timothy Kachule, for a 2004 PEAK Fellowship.
- Former PE Fellow Jennifer Talbot recommended two Malagasy colleagues Odile Randriamananjara and Barthelemy Rakototiana for 2004 PEAK Fellowships.
- Former PEAK Fellow Clement Bwalya supervised MSI intern Narissa Charles at the Youth Activists Organization in Lusaka, Zambia.
- Former PEAK Fellow Nancy Ochoa hosted MSI intern Natalie Nava and GAP intern Elisabeth Martinez (MSI '01) at Social Action and Development Association (ASDE) in Arequipa, Peru.
- Former PEAK Fellow Fatimata Lankoande led a training on participatory research tools and former PEAK Fellow Abdoul Aziz Cissé gave a presentation on his PEAK Fellowship at the April 2004 Fellows Workshop in Johannesburg, South Africa.
- Former PEAK Fellow Pilar Morales gave a presentation about her work with the Mexican Family Planning Association at the May 2004 Fellows Workshop in Oaxaca, Mexico.

### Looking ahead

While much has changed since the Programs were established two decades ago, our dedication to growing with and anticipating the needs of the field has remained strong and steady. We look forward to continuing to help shape its future.



## FROM THEIR PERSPECTIVE

While the previous section of this report primarily reflects recent developments at the Programs, here we provide four distinct perspectives discussing our focus on the future.

This year's contributors, the Director of the Population Fellows Programs, the Vice President for Research at PAI, a former Population Fellow, and a PEAK Fellow share their thoughts on how the Programs are contributing to the future of the field, their organizations, and their careers.

*PEAK Fellow Timothy  
Kachule is greeted by a group  
of excited children during a  
field workers' supervisory trip  
for the Kintampo Health  
Research Centre in Ghana.*

Photo Credit: Nana James



## Frank Zinn

*Director of the Population Fellows Programs*

*The Director of the Population Fellows Programs reflects on the role of fellowships in meeting future challenges in the field*

I've worked for the Population Fellows Programs since 1993 and have been the Director since 1997. Looking back, it is rewarding to see how the Programs have grown and changed over the years. For example, the fellowship mechanism itself has been refined many times making it more appropriate, equitable, and cost-effective. We've added rigor to our site development process by increasing the thought given to fellowships in relation to host agency goals. The procedures we use for recruitment and selection have also adapted to the changing needs of the organizations and the professional development needs of our fellows. Within the last 10 years, we've added and enhanced complementary activities including the Minority-Serving Institutions (MSI) Initiative, the PEAK Fellowship, Graduate Applied Project (GAP) Mini-Grants, and the Summer Certificate Course to extend our approach to recruiting and to develop a broad-spectrum of future leaders.

Today we are at a crossroads. Family planning is now part of a bigger picture that includes reproductive health issues and services, HIV/AIDS prevention, and other development and health concerns. While the pieces can fit together, the family planning/reproductive health practitioner has a great deal more to think about than in the past. As we focus on developing future leaders, we are forced to make choices about the breadth of skills needed to operate in this broader health environment, and the specialization required to design and to develop effective family planning programs.

Last year we did a survey of former fellows asking them to assess the value of their graduate school training in preparation for careers in the field. While the vast majority were satisfied, many wished they had more experience applying the theories and skills that they learned about in their MPH programs in a real-world setting. At this juncture, this finding raises many interesting questions for both graduate training and fellowship programs — how do we best prepare professionals to work in a field that is likely to change dramatically over the next decade?

*“Today we are at a crossroads. Family planning is now part of a bigger picture that includes reproductive health issues and services, HIV/AIDS prevention, and other development and health concerns. While the pieces can fit together, the family planning/reproductive health practitioner has a great deal more to think about than in the past.”*

While I can't predict everything the field will face in the years ahead, I do see some strong themes that will guide our fellowships.

*Fellows supporting innovation* — in recent years we've seen more and more fellows working on USAID's Global Leadership Priorities. Fellows have been placed in key positions focused on population-environment, refugee reproductive health, gender, contraceptive security, and HIV/AIDS integration. As the family planning/reproductive health agenda is refined, I see opportunities for fellows to take on support roles for emerging topics.

*Fellows and leadership* — we talk at great length about the fact that our Programs are for future leaders. Be it by choice or by necessity, fellows take on leadership roles quickly. The fellowship provides the opportunity to take the lead in a way that is both respectful and collaborative of local partners.

*Fellows building links to non-traditional organizations* — when the PE fellowship started more than 10 years ago, one goal was to work with organizations that had not considered family planning and reproductive health to be part of their agenda. Fellows continue to be an effective way to work with new partners including development organizations, relief organizations, and faith-based organizations.

*Fellows as capacity supporters* — more and more, local organizations are utilizing fellows to support their organization's development. Skill areas such as strategic planning, sustainability, and human resource development are beginning to show up in our proposals from host agencies. It goes without saying that success in meeting reproductive health challenges depends on the capacity of local organizations.

*Fellows as the future face of family planning and reproductive health* — more than 80% of our fellows go on to leadership positions in the field. This is partly due to the fact that the program attracts people with a commitment and passion for this work. However, it is equally important that the Population Fellows Programs continue to actively recruit early-career professionals with diverse perspectives and skills to meet the changing needs of the field.

As we follow this path, I anticipate that many other challenges will be transformed into new opportunities for fellows as well.

*“How do we best prepare professionals to work in a field that is likely to change dramatically over the next decade?”*



## **Robert Engelman**

*Former Population-Environment Fellows Program Board Member*

*The Vice President for Research at Population Action International (PAI) reflects on the work of the Minority-Serving Institutions (MSI) Initiative and the value of bringing diverse perspectives to the field*

*“We wanted to become a more diverse organization and to contribute to the diversity of the field. The MSI undergraduate internship offered us one avenue toward this goal that we could not have traveled on our own.”*

Not long after I started working as director of PAI’s population and environment program in the early 90s, I met Frank Zinn and others working to develop the Population-Environment (PE) Fellows Program at Michigan. It was a small community at the time — very few people actually had both “population” and “environment” on their business cards — so you quickly connected with all of the players in the field. I soon became involved in PE Fellowship meetings and then became a member of the PE advisory board in late 1998. In this role, I was approached about having PAI participate in the MSI undergraduate summer internships, a new initiative at the Programs at the time.

The PAI office is relatively small and always busy. We have a staff of about 35. Unlike many organizations in Washington, D.C., we do not have our own internships and rarely participate in outside internship programs. While we do believe in doing our part to contribute to the growth of the field, we’ve always felt in order to do an internship right, you need to have a high level of commitment to provide the guidance, mentoring, and learning experiences required. When staff are already stretched for time, that can be a big challenge. So to be perfectly honest, in most cases, we would have passed up an offer to have a summer intern. It was the mission of the MSI Initiative — to increase diversity among the young people who come into this field — that really struck a chord at PAI. This was a mission that we, as an organization at that time, were struggling with ourselves and had made a priority in our own recruitment and staffing. We wanted to become a more diverse organization and to contribute to the diversity of the field. The MSI undergraduate internship offered us one avenue toward this goal that we could not have traveled on our own.

PAI began participating in MSI internships that very summer (1999) and has hosted several interns since. A favorite part of this experience for me, personally, is talking with interns about their views on the field. One question that I usually ask is “How do your friends and family feel about you working for a ‘population’ organization?” I remember quite clearly that our first intern was very honest and described some vociferous and emotional conversations she had with friends at Howard University, a historically-black institution here in Washington. Before leaving for her internship, her roommate asked her point-blank, “How can you go work for an organization that wants to make sure there are fewer Africans in the world? How can you justify that?” I asked the intern if this conversation caused her any hesitation in coming to work with PAI. She told me that it forced

her to reflect on what the field was about and to articulate why she wanted to be a part of it, but that she was still excited about her internship. She thought the matter with her roommate boiled down to a simple misunderstanding. She said that she just explained that the mission of the field wasn't about having fewer people of color in the world. Rather, it was making sure that women and men of any color, anywhere, had the capacity to make their own decisions about their lives, in particular, planning their families and improving their reproductive health. Ultimately, this intern was able to convince her roommate at Howard that the work of population, today, is about empowering people to improve the quality of their own lives.

Even though this conversation happened years ago, it left a strong impression on me. This young person was able to have a discussion in miniature that I would like to have globally. I would love to be able to take on the concerns that countless people of color and countless Americans have about this field. We don't often get the chance to have that conversation. What an incredible benefit to have someone in your own organization, someone, in effect, who can act as a personal ambassador to their own community and help clear up misconceptions about the nature of population work. This illustrated for me the far-reaching benefits of having programs like the MSI undergraduate internship. Beyond creating valuable opportunities for the intern and the host organization, it's helping to build the bridges and trust that are crucial to transforming the future of this field.

*“Beyond creating valuable opportunities for the intern and the host organization, [the MSI Initiative] is helping to build the bridges and trust that are crucial to transforming the future of this field.”*

I really salute the Programs and the MSI Initiative for working toward this goal. It's just so important. It's something that this field needs to do continuously. These are not issues for one group more than another; these are core human issues. It is incumbent upon us as a field to represent the population as a whole, and not just the country in which we live, but some day the world in which we work. There's so much talent and so many perspectives that need to be brought together. We're just taking our first baby steps after all these years. The MSI Initiative is taking the biggest step by encouraging organizations to actively participate on the front-line in bringing diverse perspectives to the field. In the years since we began hosting MSI interns, I have watched PAI grow into a more diverse organization. It's a vital initiative in which we've been particularly proud to be involved — and I'm certain we will be again in the future.

*PAI has hosted six MSI undergraduate interns since 1999. Robert Engelman's next book, titled “Uncrowding Eden: Population, the Lives of Women, and the Return of Nature,” will be published in 2006 by Island Press.*



## **Julia Henn**

*Former Population Fellow*

*A New Entry Professional at USAID shares how her experience as a Population Fellow launched her career and prepared her for her future in the field*

A key factor in the success of the Population Fellows Program is that fellows are not left on their own to “sink or swim” but are placed with seasoned professionals who have agreed to act as mentors and to promote their professional development and growth. It is because of both the Programs’ and host agencies’ commitment to training future public health professionals that the fellowship is able to provide recent MPH graduates with positions of significant responsibility early on in their careers. These fellowships are an excellent complement to traditional MPH training in that most fellows have access to high quality mentoring — through their supervisors and colleagues — in the practical, day-to-day skills of the field such as program development, implementation, and management. I am extremely grateful for my fellowship experiences with the Agency for the Development of Social Marketing (ADEMAS)/Senegal and with USAID/Senegal. Both of these placements taught me many valuable lessons that will stay with me throughout my career.

While I came to the program with some professional experience in the field, the Population Fellowship truly launched my career by placing me in challenging positions. This work gave me the chance to prove to myself, and to others, that I was capable of taking on leadership roles. With the Senegalese NGO ADEMAS, I established the hormonal contraceptives division and directed the launch of a new socially marketed oral contraceptive SECURIL. Through a follow-on fellowship with USAID/Senegal, I coordinated cooperative agreements in Reproductive Health, Women in Development, and HIV/AIDS and participated in the development of USAID’s 2002-2006 STI/HIV/AIDS strategy and vision for the prevention of mother-to-child transmission. Both of my placements were fantastic learning experiences that allowed me to develop confidence in my abilities as a professional — something that many of us need as we are just starting out in our careers.

I remember at the first Fellows Workshop I attended Frank Zinn strongly encouraged us to enter our fellowships with our eyes and ears wide open and to ask as many questions as possible. Adopting this approach helped me — in both placements — to be a more effective team player and to identify areas where my host agencies could modify approaches to maximize results. I was very fortunate to work with highly experienced professionals who were not threatened by sensitive or probing questions but instead encouraged team members to brainstorm and to strategize in

*“While I came to the program with some professional experience in the field, the Population Fellowship truly launched my career by placing me in challenging positions.”*

this way. In the end, my willingness to question old assumptions and to make new suggestions was viewed as a great asset to the team.

Both fellowships required that I learn how to meet challenges head-on, to maximize my existing skills, and to develop new ones. These experiences taught me to not expect to get everything 100% right the first time, to seek support and guidance from more experienced colleagues, and perhaps most importantly, to get over my fear of making mistakes and get to the work at hand. This is how I developed what I consider to be one of my most valuable “tricks of the trade.” That is, I enter every new experience — whether it be working in a whole new technical area or simply working with a new/different team — from the standpoint of continuous learning. Once I adopted this approach, I was far more willing to take on challenges in areas outside my comfort zone — a major breakthrough in my professional development.

Because the environment in which USAID implements programs is in constant flux, this commitment to continuous learning is one of the most valuable skills that I bring from my fellowship experiences. I learned early on that I had to take responsibility for getting myself up to speed and for learning the new technical areas and skills required to perform well in my placements. While my supervisors were excellent guides in this process, they were not there to develop a training curriculum or skill-building map for me. I had to assess my own weaknesses and to develop a plan to strengthen my knowledge and skills in these areas. I had to make my own decisions and I had to take chances. USAID’s New Entry Professional (NEP) program follows a similar strategy. NEPs are given a brief orientation to USAID and are then charged with developing an “Individual Development Plan” in collaboration with their supervisor and coach. This gives each NEP the opportunity to chart out how they plan to gain further experience and training in desired areas over a 12- to 18-month period in Washington, D.C., before they are sent to an overseas position. I have been able to make the most of this experience since I have been working this way for the past several years as a fellow and I expect that I will continue to do so throughout my career.

“  
*In the end, my willingness  
 to question old assumptions  
 and to make new suggestions  
 was viewed as a great asset  
 to the team.*”

For those exploring the idea of applying for a Population Fellowship, I can honestly say that there is no better way to gain valuable professional experience early in your career. This field is changing rapidly and it needs an influx of fresh perspectives, probing questions, and innovative approaches to meet its future challenges. Just remember one of my favorite Tanzanian proverbs that captures the centrality of continuous learning: “Slowly, slowly, you will get there.”

*See Julia’s fellowship profile on page 56.*



## **Timothy Kachule**

*2004 PEAK Fellow*

*The Country Representative of Project HOPE/Malawi discusses how his PEAK Fellowship is transforming his role within his organization and the organization itself*

*“I had been looking for an opportunity to further my education in public health for some time.... The PEAK Fellowship sounded very interesting and challenging.”*

I first met former Population Fellow Virginia Lamprecht, who currently works with USAID, through my work as a Program Manager for Project HOPE/Malawi. She had provided technical guidance to our Support to AIDS and Family Health (STAFH) program in Malawi and also met with us during our visits to Project HOPE's U.S. headquarters. It was Virginia who initially received information about the PEAK Fellowship from the Programs. She forwarded it to us at Project HOPE in Malawi and recommended that I apply. I was very glad that she did. While I am a certified Clinical Officer in orthopedics, I had been looking for an opportunity to further my education in public health for some time. I wanted to pursue an MPH but had not been able to secure the necessary funding. The PEAK Fellowship sounded very interesting and challenging. I was eager to apply and even more excited when I learned that I had actually been selected as a fellow.

Often I had wished our organization had more systems in place and more people involved in monitoring and evaluation (M&E) instead of being dependent upon outside consultants. So above all, my fellowship objective was to build my M&E skills. After meeting with my supervisor and me, the PEAK Program developed a customized fellowship to help meet Project HOPE's needs and my professional development goals. First, I attended a participatory M&E course conducted at the German Foundation for World Population's training center in Uganda focused on managing community-based programs on the ground. I then completed two placements in Ghana. First, with the Kintampo Health Research Centre observing the monitoring of health interventions on the community level and then with EngenderHealth's AWARE-RH project learning how to design and manage regional M&E systems. Participating in the process at all levels gave me a much better understanding of the "big picture." I was able to experience M&E on both the management and community levels, and to find direct links between the two. While in Ghana, I also attended a Synergy Project workshop on HIV/AIDS program planning where I learned about an evaluation tool known as Assessment, Strategic Planning, Program Design, Implementation, Monitoring and Evaluation (APDIME) that will be extremely useful in my work with Project HOPE.

In addition to the new insights and skills that I gained through observing and working with my host agency colleagues, I was also able to share my own knowledge and experiences with my hosts through presentations and suggestions. Overall, both of my placements were a complementary process. They helped me to confirm my professional strengths, as well as to identify gaps where I hope to grow professionally. I established many new contacts and learned how to access a wealth of resources. I am still in touch with many of the professionals from my placements and with PEAK and Population Fellows that I've met at workshops.

*“[T]he hands-on experience, new perspectives, and professional networks that I acquired were truly unique to my PEAK Fellowship experience... I have no doubt that I will be building upon these lessons and sharing them with the staff of Project HOPE well into the future.”*

To say that the PEAK Fellowship happened at just the right time for me would be an understatement. One week after I arrived back at work, I was named Country Representative for Project HOPE/Malawi! I credit a big part of this promotion to the experience and exposure that I acquired as a PEAK Fellow. I have been with this organization since 1995, but I truly believe it was my fellowship that helped me to stand out as a promising leader. Even with this exciting new change in my life, I still plan to proceed as usual with my applied project work and share information that I learned through my placements with my colleagues. I am developing an orientation and trainings for staff, systems for monitoring and evaluating our two current projects — the HIV/AIDS Cross Border and Village Health Banking Programs — and conducting an overall assessment of Project HOPE/Malawi. This will involve reviewing existing programs, as well as developing and designing new projects from scratch. In my role as Country Representative, I am heavily involved in proposal development so I will be able to incorporate elements of M&E into projects right from the beginning. The combination of my PEAK training with this new position is filled with possibilities.

Speaking of these possibilities — on my flight back to Malawi after my last PEAK placement, I ran into a professor I know from the Malawi College of Medicine. He asked me from where I was coming and I told him about my PEAK Fellowship. After hearing about the orientation, workshops, training, placements, and applied project, he was impressed with what I had accomplished in a matter of months. He told me, “That sounds like a whole master’s program.” He was partly right in that they’re both great ways to learn more about the field — yet they’re distinctly different. Even though I still hope to pursue an MPH one day, I can now see how the hands-on experience, new perspectives, and professional networks that I acquired were truly unique to my PEAK Fellowship experience. I couldn’t have gotten them any other way. I have no doubt that I will be building upon these lessons and sharing them with the staff of Project HOPE well into the future.

*See Timothy’s fellowship profile on page 70.*

*“Because Timothy was so valued and busy at Project HOPE, he rarely had the chance to engage in professional development activities. Going away to pursue an MPH would be difficult in terms of time and finances. When I heard about the PEAK Fellowship, I immediately encouraged Timothy to apply. I was thrilled when I learned that he had been accepted as a fellow — in fact, it was a major highlight of my year. It gave Timothy the opportunity to learn practical skills in a new environment and to bring fresh perspectives to his work. It also allowed Project HOPE to acknowledge his important contributions while building organizational capacity — a win-win situation.”*

FORMER POPULATION FELLOW VIRGINIA LAMPRECHT



## STARTING FELLOWS

During the period of this report, 18 Population and Population-Environment Fellows began working with organizations including government donor agencies, their cooperating partners, and international NGOs.

The following pages provide a brief snapshot of each fellow's placement. Fellows are designated as: Population Fellows (Pop); Population-Environment Fellows (PE); and former MSI Graduate Interns (MSI). Fellows' start date, graduate institution(s), and highest degree obtained are also provided.

*Fellows Jennifer Rubin (left) and Catherine Hastings (right) outside the USAID/Rwanda mission offices where they began placements together in November.*

Photo Credit: Betty Kiberu

- 35 **AMY BABCHEK**  
United Nations Foundation/USA  
*Program Monitoring (Pop)* • 1/04
- 35 **AIMEE CENTIVANY**  
Reproductive Health Association of  
Cambodia/Cambodia  
*Program Development and Capacity Building (Pop)* • 8/04
- 37 **MADALINE FEINBERG**  
USAID/Namibia  
*Monitoring and Evaluation, HIV/AIDS (Pop)* • 1/04
- 37 **CATHERINE HASTINGS**  
USAID/Rwanda  
*Program Coordination, HIV/AIDS (Pop)* • 11/04
- 38 **CARA HONZÁK**  
World Wildlife Fund/USA  
*Integrated Program Development (PE)* • 7/04
- 39 **NICOLE JUDICE**  
Ministry of Health/Russia  
*Program Development and Research (Pop)* • 6/04
- 39 **JILL KEESBURY**  
Population Council/Kenya  
*Program Development and Research (Pop)* • 8/04
- 40 **ANNIE LATOUR**  
USAID/South Africa  
*Monitoring and Evaluation, HIV/AIDS (Pop)* • 3/04
- 40 **MAHUA MANDAL**  
USAID/Washington  
*Program Coordination, Adolescent RH (Pop)* • 9/04
- 41 **LISA MCARTHUR**  
African Medical and Research Foundation/Tanzania  
*Behavior-Change Communication (Pop)* • 5/04
- 41 **ERICKA MOERKERKEN**  
ProPetén Foundation/Guatemala  
*Program Coordination and Development (PE)* • 3/04
- 42 **KATHLEEN MOGELGAARD**  
Population Reference Bureau/USA  
*Policy Communication (PE)* • 7/04
- 42 **JENNIFER RUBIN**  
USAID/Rwanda  
*Program Coordination, HIV/AIDS (Pop)* • 11/04
- 47 **JENNIFER SCHLECHT**  
EngenderHealth/Tanzania  
*Monitoring and Evaluation (Pop)* • 11/04
- 47 **MELISA SCHUETTE**  
USAID/Dominican Republic  
*Quality of Care (Pop)* • 8/04
- 48 **MELISSA SHARER**  
Reproductive Health Response in Conflict Consortium  
JSI Research and Training Institute/USA  
*Refugee Reproductive Health (Pop)* • 3/04
- 48 **ORAZIE SLAYTON**  
Seventh-day Adventist Church/Tanzania  
*Monitoring and Evaluation (MSI, Pop)* • 6/04
- 49 **MEGAN WYSONG**  
PATH/Kenya  
*Quality of Care, Adolescent RH (Pop)* • 7/04

## AMY BABCHEK

United Nations Foundation/USA  
*Program Monitoring (Pop) • 1/04*  
 MPA, Columbia University



Amy serves as the Women and Population (WP) Program Officer for the United Nations Foundation (UNF) in Washington, D.C. Her primary responsibilities include providing

technical support to the WP program, coordinating and monitoring projects, and supporting UNF partnerships with donors. Through its United Nations partners, UNF has awarded nearly \$127 million to adolescent reproductive health, HIV-prevention and awareness, and quality of care programs.

In addition, Amy is charged with a range of knowledge management activities in collaboration with partners including: reviewing existing evaluations and assessments of the policy impact, program mechanisms, and ground-level effectiveness of UNF-supported programs; and collecting data on programs that serve adolescent girls.

*Amy's placement is funded primarily by the United Nations Foundation.*

## AIMEE CENTIVANY

Reproductive Health Association of Cambodia/Cambodia  
*Program Development and Capacity Building (Pop) • 8/04*  
 MPH, Tulane University



As a Reproductive Health Technical Advisor, Aimee supports the development of the Reproductive Health Association of Cambodia's (RHAC) organizational capacity in program operations and

reproductive health behavior-change projects. She is charged with adapting RHAC's current program strategies to address emerging reproductive health problems in Cambodia, while assisting in the design of innovative family planning, reproductive health, and HIV/AIDS-prevention programs.

Thus far in her placement, Aimee has completed an assessment of RHAC's Youth Program, identifying several priority areas to improve RHAC's adolescent sexual and reproductive health (ASRH) outreach activities and services. She is currently working with program staff to develop program targets and workplans, updating the peer education training curriculum, and designing a youth-led ASRH awareness project. The goal of these improvements is to ensure a smooth transition as the Youth Program expands its outreach activities by 70% in 2005. In addition, Aimee is conducting similar process improvements with RHAC's workplace-based, HIV/AIDS-prevention program to scale-up operations in 2005.

*“I've been able to connect with a vast network of individuals who are leaders in the fields of reproductive health, family planning, and HIV/AIDS. I am also honing my management skills, as well as a number of soft skills including diplomacy and communication.”*

## CONTINUING FELLOWS

In addition to those fellows who started or ended placements, the following were in the midst of their fellowships in 2004:

Sophia Brewer  
*JSI/Romania*

Bernice Pelea  
*PCI/Bolivia*

Elizabeth Bunde  
*Save the Children/Ethiopia*

Eric Ramírez-Ferrero  
*HealthScope/Tanzania*

Antigoni Koumpounis  
*WHO/India*

Michele Seibou  
*Population Council/South Africa*

Rachel Lucas  
*USAID/Washington*

Harris Solomon  
*USAID/Washington*

Jennifer Miller  
*USAID/Guyana*

Kiyomi Tsuyuki  
*Pathfinder/Bolivia*

Tanvi Pandit  
*USAID/Washington*

Ellen Wertheimer  
*USAID/Senegal*

*“[Our fellow] is tireless. She provides innovative approaches, initiates new projects, and performs her work with the highest quality standards.”*

POPULATION FELLOW'S  
HOST AGENCY REPRESENTATIVE

## MADALINE FEINBERG

USAID/Namibia

*Monitoring and Evaluation, HIV/AIDS (Pop) • 1/04  
MA, George Washington University*



Madaline is the HIV/AIDS Monitoring and Evaluation Advisor for USAID/Namibia under the President's Emergency Plan for AIDS Relief. She coordinates the implementation of activities related to program monitoring, HIV surveillance, health information systems, and targeted evaluations. Madaline also acts as the Strategic Information Liaison for Namibia and is responsible for coordinating reporting to the Office of the Global AIDS Coordinator under the multi-agency program. In this role, she works closely with the Centers for Disease Control, U.S. Embassy, U.S. Department of Defense, and Peace Corps programs in Namibia. She also plans to work with the U.S. government agencies in Namibia to develop a monitoring and evaluation framework for the Emergency Plan, and to increase capacity for the monitoring and evaluation of HIV/AIDS programs.

Over the past year, Madaline has worked with cooperating agencies in standardizing the quarterly reporting system to ensure that all Emergency Plan reporting requirements are met. In addition, she was responsible for the coordination and submission of the U.S. Government Namibia FY05 Country Operational Plan.

*Madaline's placement is funded with non-population, field support funds.*

## CATHERINE HASTINGS

USAID/Rwanda

*Program Coordination, HIV/AIDS (Pop) • 11/04  
MS, London School of Economics*



Placed with USAID/Rwanda as an HIV/AIDS Community Services Specialist for the President's Emergency Plan for AIDS Relief Team, Catherine is responsible for coordinating community HIV/AIDS services that occur outside of clinical health facilities. She works closely with 10 cooperating agencies involved with HIV-prevention, community-based care, and support to people living with the effects of HIV/AIDS. In addition, Catherine assists in the development of new procurement for HIV/AIDS community services. She tracks and reports program results to the Office of Global AIDS Coordinator in Washington, D.C., and serves on the Orphans and Vulnerable Children Technical Working Group.

Catherine's work will assist the USAID/Rwanda Emergency Plan team in meeting its goal of preventing 157,000 new infections, providing care and support to 250,000 people, and supplying antiretroviral therapy to 50,000 patients in Rwanda by 2008.

*Catherine's placement is funded with non-population, field support funds.*

FELLOWS WORKSHOP  
IN JOHANNESBURG, SOUTH AFRICA

In April 2004, the Population Fellows Programs hosted a Fellows Workshop in Johannesburg, South Africa. Eight Population Fellows took part in discussions about their placements and trainings and presentations by current and former fellows and professionals in the field. Two fellows provided peer trainings: Elizabeth Bunde discussed behavior-change communication and adolescent reproductive health and Amy Babchek provided an introduction to the United Nations systems. Additional trainings were provided by Kent Klindera of Advocates for Youth on youth-adult partnership strategies for reproductive health programming; Ayo Ajayi of the Population Council/Ghana on monitoring and evaluation; and Naomi Kitahara of the United Nations Population Fund on the United Nations' millennium development goals.

The Fellows Workshop was held jointly with the PEAK Workshop providing several opportunities for both groups to interact and share information. Former PEAK Fellow Fatimata Lankoande led a training on participatory research tools, and Abdoul Aziz Cissé gave a presentation on his 2002 PEAK Fellowship experience. The fellows also visited former PEAK Fellow Stubbs Maluleke's organization, the Township AIDS Project in Soweto, and the "loveLife" campaign headquarters in Johannesburg — South Africa's national HIV-prevention program for youth.

CARA HONZÁK

World Wildlife Fund/USA

*Integrated Program Development (PE) • 7/04*  
*MPA, University of Texas*



Working with the World Wildlife Fund (WWF) in Washington, D.C., Cara is responsible for building the capacity of integrated population-environment programming with project teams in Kenya, Madagascar, and the Philippines. In addition, she is charged with developing a learning agenda for WWF that addresses continuing challenges in the field of population and environment, such as identifying factors that contribute to successful partnerships between population and environment organizations and what organizations can do to scale-up integrated population and environment efforts.

Thus far, Cara has spent a significant amount of time in Kenya and the Philippines helping staff to refine strategic plans and monitoring and evaluation frameworks. Working with WWF and their health partner in Kenya, she facilitated sessions that aligned organizational visions to improve collaboration between the groups. In the Philippines, she helped staff identify strategic points of entry for a new PE project.

## NICOLE JUDICE

Ministry of Health/Russia

*Program Development and Research (Pop) • 6/04  
MA, George Washington University*



Nicole serves as Policy Advisor with the Russian Ministry of Health's Central Research Institute for Skin and Venereal Diseases (CNIKVI) in Moscow. She is charged with

providing technical assistance to the Congenital Syphilis Project, conducted by CNIKVI and funded by the Centers for Disease Control (CDC) and USAID. She is also coordinating CNIKVI and CDC efforts with other organizations working on family planning and reproductive health issues, including STI and HIV/AIDS-prevention. Her research projects include a cost analysis of a congenital syphilis surveillance system and prevention program, an assessment of the STI care provided at CNIKVI, as well as an epidemiological study of trends in STIs, HIV, TB, and other diseases in the Russian Far East.

Thus far in her placement, Nicole has developed research protocols for these studies. She has also worked with the Healthy Russia Foundation to calculate the resources needed to address HIV/AIDS prevention in four regions of Russia. She recently revised the family planning curriculum for physicians' post-graduate training in Russia and assisted the USAID/Russia mission in drafting a family planning and maternal health strategy document.

*Nicole's placement is funded primarily by field support funds.*

## JILL KEESBURY

Population Council/Kenya

*Program Development and Research (Pop) • 8/04  
PhD, University of Hawaii*



Placed with the Population Council's Expanding Contraceptive Choice Program in Nairobi, Jill is assisting the Ethiopian Ministry of Health in the development of a national

reproductive health strategy. This project involves developing a methodology for the planning process, preparing background briefs on the status of reproductive health in each of the country's regions, conducting a series of stakeholder consultations throughout the country, and ultimately, preparing a final draft strategy document.

Jill is also a part of the ECAfrique team, which manages a bilingual Africa-wide forum. Under these auspices, she is designing a study to examine the relationship between access to particular methods of birth control and sexual risk behaviors among adolescents. She is also overseeing a research study in Ethiopia that seeks to test and document the feasibility of expanding contraceptive choice in the public sector.

## ANNIE LATOUR

USAID/South Africa

*Monitoring and Evaluation, HIV/AIDS (Pop) • 3/04  
MA, Monterey Institute of International Studies*



Serving as Monitoring and Evaluation (M&E) Advisor for the USAID/South Africa Health Team. Annie's work focuses primarily on monitoring and evaluation in support of the

President's Emergency Plan for AIDS Relief. The Emergency Plan calls for all U.S. government agencies (USG) to work together on HIV/AIDS-specific programs. M&E is considered a cornerstone of this plan. Annie assists the mission with Emergency Plan reporting requirements by preparing monitoring plans, providing technical assistance to partner organizations, and reporting progress to the Office of the Global AIDS Coordinator and USAID/W.

Annie also works to build the capacity of USG/South Africa's partners in M&E to improve their own programs, as well as to assist them in meeting Emergency Plan reporting requirements.

*Annie's placement is funded with non-population, field support funds.*

## MAHUA MANDAL

USAID/Washington

*Program Coordination, Adolescent RH (Pop) • 9/04  
MPH, Columbia University*



Mahua works in the Service Delivery Improvement Division of the Office of Population and Reproductive Health at USAID/Washington. Her primary role is as the Technical Advisor for the

YouthNet project, implemented by Family Health International, CARE USA, and Research Triangle Institute International. This five-year project aims to improve the reproductive health and HIV/AIDS-prevention behaviors of young people through increased knowledge, expanded access to quality reproductive health products and services, and community support. Mahua reviews research protocols, monitors project outcomes and budgets, and provides guidance on program strategies.

In addition, Mahua is coordinating a youth reproductive health assessment to provide insight into the scope of youth activities across the USAID Global Health Bureau portfolio. She currently serves on the Refugee Reproductive Health Working Group and the Sudan Country Team and is involved with the Tsunami reconstruction effort.

*“[Our fellow] had to ‘hit the ground running.’ She quickly demonstrated an accuracy, completeness, and thoroughness in all her assignments that impressed all members of the team. In short, she has demonstrated the maturity and competency of a seasoned public health professional.”*

POPULATION FELLOW'S  
HOST AGENCY REPRESENTATIVE

**LISA MCARTHUR**

African Medical and Research Foundation/Tanzania  
*Behavior-Change Communication (Pop) • 5/04*  
 MPH, Columbia University



Lisa serves as Program Manager responsible for behavior-change communication (BCC) at the African Medical and Research Foundation in Tanzania. Her work focuses on developing and implementing BCC strategies for the nation’s largest HIV voluntary counseling and testing (VCT) program. The program Angaza, meaning, “shed light” in Swahili, aims to reduce the incidence of HIV/AIDS infection and to mitigate its impacts by enhancing VCT as an entry point to a continuum of care.

Thus far in her placement, Lisa has managed the creative strategy, development, and production of Angaza media communications focused on the issues of VCT and preventing mother-to-child transmission. She has also completed an evaluation of Angaza’s prior BCC campaigns and developed a monitoring and evaluation plan for future campaigns.

*Lisa’s placement is funded with non-population, field support funds.*

**ERICKA MOERKERKEN**

ProPetén Foundation/Guatemala  
*Program Coordination and Development (PE) • 3/04*  
 MPH, Tulane University



As part of the ProPetén team, Ericka coordinates Remedios II, a USAID-supported project that aims to increase contraceptive prevalence, reproductive health knowledge, environmental conservation, and alternatives to deforestation in the Petén region of Guatemala. She is involved in a number of activities that support Remedios II, including planning, team building, and connecting with other potential cooperating organizations. She also works closely with ProPetén’s executive director and administrator, as well as other project coordinators on cross-cutting issues.

Thus far, Ericka’s work has supported the Mobile Biosphere traveling education unit and a bilingual radio soap opera about life in the Petén — two Remedios II efforts aimed at increasing awareness about family planning, reproductive health, and environmental conservation in Maya Biosphere Reserve communities.

*Ericka supervised MSI intern Juanita Abarca as she assisted with the activities of the Mobile Biosphere in summer 2004.*

**SUMMER CERTIFICATE COURSE PILOTS NEW FORMAT**

Based on recent survey and focus group feedback, the Population Fellows Programs piloted a reconfiguration of our Summer Certificate Course in International Population and Reproductive Health in 2004. The two-week summer course reinforced its existing strengths in history, principles, and theory with an increased emphasis on programming practice and concrete skills development. The new format involved activities that ranged from discussions of best practices in key program areas to substantial skill-development exercises in areas such as needs assessment, priority setting, project design, and program evaluation. Taught by University of Michigan faculty and professionals from leading organizations in the field, this year’s course was attended by 20 participants that included graduate students, field professionals, and Population and Population-Environment Fellowship candidates.

One of this year’s course participants was placed as a fellow in 2004.

### KATHLEEN MOGELGAARD

Population Reference Bureau/USA  
*Policy Communication (PE)* • 7/04  
*MS and MPP, University of Michigan*



Kathleen works with the Population Reference Bureau (PRB) in Washington, D.C., providing technical assistance for their Population, Health, and Environment (PHE) Program. She is charged with researching population and environment linkages and conducting training needs assessments for the development of PRB issue seminars targeted at journalists in several countries including Mexico, the Philippines, and Tanzania. The goal of these training programs is to increase the amount and quality of reporting on policy-relevant PHE issues.

Thus far, Kathleen has worked with field-based NGOs in the Philippines to produce a policy brief on PHE issues in that country and assisted in the planning and implementation of a national conference that brought together more than 100 Filipino practitioners and advocates to share their experiences in implementing integrated PHE programs. She is also managing a small grants program that will allow PHE practitioners in the Philippines to document their efforts in case studies that can be used by PRB and other interested organizations for training and educational purposes.

### JENNIFER RUBIN

USAID/Rwanda  
*Program Coordination, HIV/AIDS (Pop)* • 11/04  
*MPH, Yale University*



Jennifer serves as the HIV/AIDS Clinical Health Specialist for the President's Emergency Plan for AIDS Relief with USAID/Rwanda. As part of the Rwanda Emergency Plan Team, she is charged with providing technical assistance to cooperating agencies to ensure services are implemented in accordance with the vision of the Rwandan and U.S. governments. Jennifer works closely with her clinical care counterpart, and is the technical lead for all activities related to prevention of mother-to-child transmission (PMTCT), counseling and testing, and commodity management. She acts as the lead clinical-community care liaison, and works regularly with the community services specialists on the Emergency Plan Team. Jennifer will also serve as a member of the National PMTCT/VCT Technical Working Group and the U.S. Government Strategic Information Team.

Jennifer has also assisted the Centers for Disease Control in finalizing data for the 2004 Emergency Plan annual report, and helped to revise the country operational plan for 2005. In addition, she has had the opportunity to visit several PMTCT/VCT and antiretroviral therapy sites in Rwanda.

*Jennifer's placement is funded with non-population, field support funds.*

*Starting fellows' profiles continue on page 47.*

### PE WORKSHOP IN BANGKOK, THAILAND

This year, the Population-Environment Fellows Program participated in a PE strategic planning workshop organized by the Population Reference Bureau (PRB) and sponsored by USAID. The workshop was conducted in conjunction with the World Conservation Union's (IUCN) World Conservation Congress in Bangkok, Thailand, in November 2004. Four Population-Environment Fellows, a PEAK Fellow, and representatives from USAID, the Woodrow Wilson Center, PRB, and Population Action International participated in the event. The IUCN conference provided a unique opportunity for fellows to learn about other integrated programs and to interact with professionals working on PE programs worldwide.

Alumni/ae from the past two decades reflect on the fellowship experience.

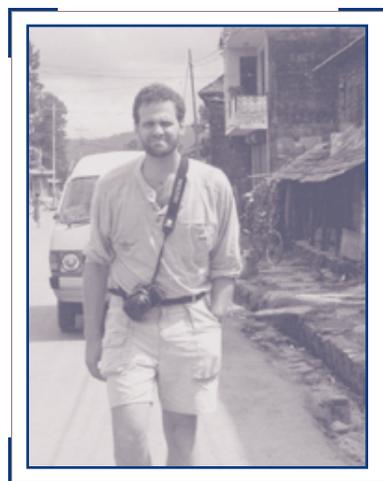
*I was privileged to be among the first group of fellows placed in the field. To say that it changed my life, would be an understatement. As a result of my fellowship, I have made Botswana my home and have dedicated my career to improving reproductive health and combating HIV/AIDS in this country.*

**Monica Smith**  
(Ministry of Health/Botswana, '85-87)  
(pictured on right)  
PMTCT Technical Advisor  
The BOTUSA Project/CDC  
Gaborone, Botswana



*The fellowship opened my eyes to the full technical, administrative, managerial, and human complexity of population and development work. It also helped me to hone my technical skills, to experiment with innovative approaches, and to develop invaluable experiences that have served me well in my career to date. I would not be where I am now were it not for this invaluable part of my professional journey.*

**Matthew Friedman**  
(USAID/Nepal, '91-95)  
Deputy Director  
HIV/AIDS Health Office  
USAID/Regional Development  
Mission/Asia  
Bangkok, Thailand



*“I would not be where I am now were it not for this invaluable part of my professional journey.”*

*Through my fellowship, I was able to build professional skills in project management, including monitoring and evaluation, agriculture, and reproductive health programming — skills that have been essential in my current position.*

**Leslie Jones**  
(World Neighbors/USA, '99-01)  
(pictured second from left)  
CHAI Project Director  
Mercy Corps  
Darjeeling, India



*I not only further developed my technical and management skills, but also gained first-hand knowledge of what it takes to implement USAID-funded international health activities in a developing country. I wouldn't trade the experience or my time in Atakpame, Togo, for anything.*

**Kerry Pelzman**  
(CARE/Togo, '92-94)  
Regional HIV/AIDS Advisor  
Infectious Disease Team Leader  
Deputy Director  
Office of Health and Education  
USAID/Central Asia Regional Mission  
Almaty, Kazakhstan

*As a fellow, I was able to move from an academic setting into a position where I could apply my skills in policy analysis and communications to the daily challenges of making and implementing U.S. international population policies.*

**Barbara B. Crane**  
(USAID/Washington, '92-95)  
Executive Vice President  
Ipas  
Chapel Hill, North Carolina

*My current position running a rural health unit addressing Aboriginal health in a vast part of Australia has brought back every lesson that I learned during my fellowship.*

**Ann Larson**  
(USAID/Bangladesh, '89-91)  
Director  
Combined Universities Centre  
for Rural Health  
Geraldton, Australia

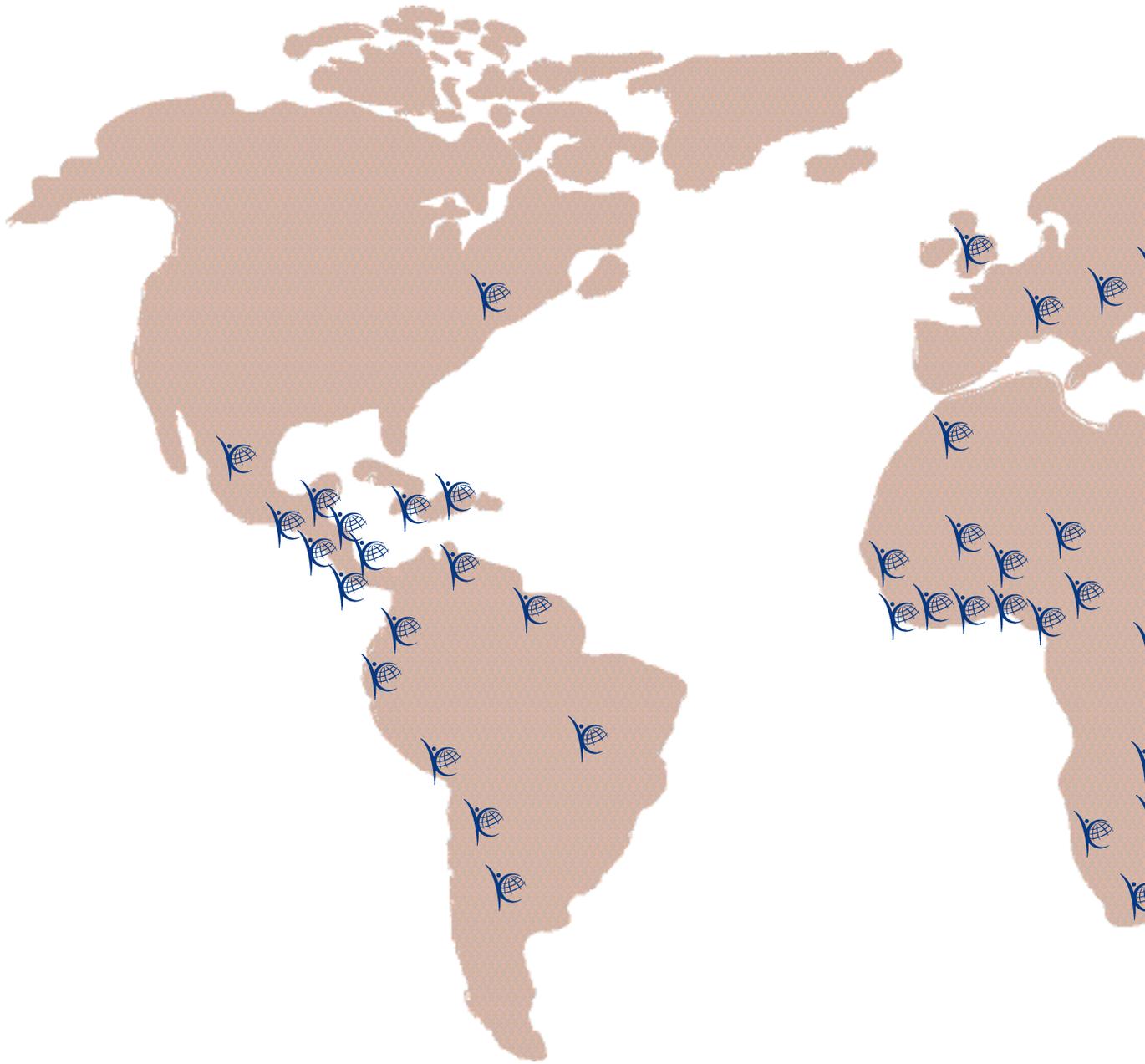
*The Population Fellowship gave me the unique opportunity to work as a professional in two widely varied environments in Haiti: First with a local family planning NGO and later as a health communications advisor for the United Nations Children's Fund. I couldn't have gotten this valuable experience any other way.*

**Kriss Barker**  
(PROFAMIL and UNICEF/Haiti, '92-95)  
Vice President for International  
Programs Population Media Center  
Shelburne, Vermont

# FELLOWSHIP PLACEMENTS • 1984-2004



The Population Fellows Programs have been providing fellowships in the field since 1984. To date, we work with international family planning, reproductive health, and population-environment organizations in



Countries are listed below by continent. Total number of fellowship placements is included in parentheses after each country.

**AFRICA:** Botswana (1) Burkina Faso (1) Cote D'Ivoire (2) Democratic Republic of the Congo (1) Egypt (2) Eritrea (1) Ethiopia (1) Nigeria (4) Rwanda (2) Senegal (9) South Africa (6) Tanzania (10) Togo (2) Uganda (7) Zambia (6) Zimbabwe (5) • **ASIA:** Thailand (3) Turkey (5) Russia (2) New Caledonia (1) Tonga (1) Yemen (1) • **EUROPE:** Switzerland (7) Romania (1) Ukraine (1) El Salvador (1) Grenada (1) Guatemala (2) Haiti (4) Honduras (2) Mexico (15) Nicaragua (2) United States (76) • **SOUTH AMERICA:** Peru (1)

have placed 292 early-career professionals  
in 63 countries on 5 continents.



Country name.

...pia (3) The Gambia (1) Ghana (3) Guinea (1) Kenya (18) Madagascar (4) Mali (4) Morocco (1) Namibia (1) Niger (1)  
...SIA: Bangladesh (8) Cambodia (1) India (4) Indonesia (6) Japan (1) Jordan (1) Malaysia (2) Nepal (5) Philippines (3)  
...ine (2) United Kingdom (7) Uzbekistan (1) • **NORTH AMERICA:** Belize (1) Costa Rica (1) Dominican Republic (1)  
...**SOUTH AMERICA:** Bolivia (11) Brazil (7) Colombia (1) Ecuador (4) Guyana (1) Paraguay (2) Peru (4)

*“[I gained] invaluable contacts and experience that I continue to draw upon in my work today.”*

The experience working on the Women at Risk study in inner-city Johannesburg inspired me to found Africa Loves Babies (ALB), a business aimed at creating jobs for South African women and addressing HIV/AIDS through manufacturing African-inspired children’s clothing. Recently ALB completed an order of school uniforms for the Oprah Winfrey Foundation and was featured on the Oprah show in December 2004.

**Dorothy Nairne**  
(University of the Witwatersrand, '98-01)  
Founder  
Africa Loves Babies  
Johannesburg, South Africa

*My placement really contributed to my professional development — both in terms of inspiring me to continue in the field and in gaining invaluable contacts and experience that I continue to draw upon in my work today.*

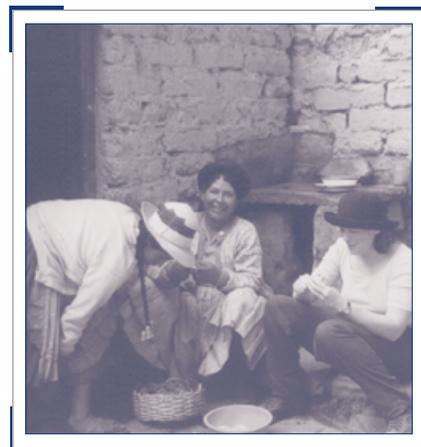
**Christine Sow**  
(USAID/Togo and IPPF/U.K., '93-95)  
Senior Public Health Advisor  
USAID/Mali  
Bamako, Mali

*I was part of the second cohort of fellows. It was a tremendous learning experience. My fellowship inspired me to continue another 18 years working in international health and development — a field with which I am still involved.*

**Claudia J. Ford**  
(BFLA/Belize, '86-87)  
Senior Lecturer  
University of the Witwatersrand  
Johannesburg, South Africa

*Looking back I can say the expectation from day one as a Population Fellow, was that I would be sharp, driven, and knowledgeable, but perhaps more than anything, willing to roll up my sleeves and get the job done. The mere fact that I was given so much authority in such an elite setting was an impetus for me to kick into high gear and prove myself worthy of the responsibility. The professional confidence I gained in those two years was amazing.*

**Shelly Nicholson**  
(MSH/Bolivia, '99-01)  
(pictured far right)  
Manager  
PEAK Fellowship Initiative  
Population Fellows Programs  
Ann Arbor, Michigan



*“I have heard others mention it is the ‘can do’ attitude that sets Michigan Fellows apart.”*

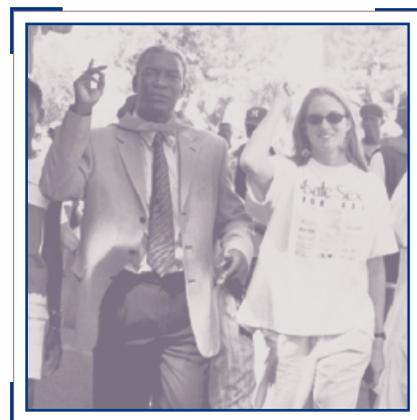


*My fellowship work strengthening the capacity of Peruvian NGOs was critical in providing me with professional overseas experience in the field of reproductive health. It allowed me to obtain clarity in terms of the best ways to apply both my MBA and MPH in the U.S and internationally.*

**Besem Obenson**  
(Pathfinder International, '00-02)  
(pictured far left)  
Independent Consultant  
Micro-finance and HIV/AIDS  
San Francisco, California

*My experience as a fellow solidified my interest in family planning, HIV/AIDS prevention, maternal health, safe motherhood, and child survival. It reinforced my desire to continue my studies in the field.*

**Sara A Holtz**  
(USAID/Senegal, '00-02)  
DrPH Candidate  
Department of Population and Family Health Sciences  
Johns Hopkins School of Public Health  
Baltimore, Maryland



**JENNIFER SCHLECHT**

EngenderHealth/Tanzania

*Monitoring and Evaluation (Pop) • 11/04**MPH and MSW, Columbia University*

Jennifer works as part of the Monitoring and Evaluation (M&E) Team at EngenderHealth/Tanzania. Currently, EngenderHealth is the lead agency for the ACQUIRE (Access, Quality, and Use in Reproductive Health) project, which aims to improve access, quality, and use of family planning and reproductive health services in Tanzania with a focus on facility-based services and comprehensive postabortion care. Jennifer's work is primarily focused on developing monitoring and evaluation systems for this project.

She also provides additional M&E assistance on other EngenderHealth reproductive health projects including the preventing mother-to-child transmission and promoting men as partners programs.

*Jennifer's placement is funded with non-population, field support funds.*

**MELISA SCHUETTE**

USAID/Dominican Republic

*Quality of Care (Pop) • 8/04**MPH, Johns Hopkins University*

Melisa's placement with the USAID mission in the Dominican Republic focuses on providing technical support for reproductive health and family planning programs with an emphasis on women's health. Melisa works with representatives from CONECTA, a bilaterally-funded USAID project to improve maternal health care in eight public hospitals in the Dominican Republic. This intervention addresses a variety of technical areas such as increasing the clinical skills of providers, improving client-provider interactions, ensuring contraceptive security, developing quality-improvement processes, and improving adolescent access to preventative reproductive health services.

Melisa also assists with the management of a project focused on improving the sustainability of three local family planning NGOs — the Dominican Association for Family Well-Being, the Dominican Association of Family Planning, and Women in Development-Dominican Republic — which provide preventative education and clinical services.

*Melisa's placement is funded with non-population, field support funds.*

**FELLOWS WORKSHOP IN OAXACA, MEXICO**

In May, the Population Fellows Programs hosted a Fellows Workshop in Oaxaca, Mexico. Three Population and three Population-Environment Fellows participated in discussions on their placements as they related to the workshop theme of communication strategies. A day of fellows' reports from the field was followed by a training on policy communication led by Roger-Mark De Souza of the Population Reference Bureau and a session on leadership led by Programs' Director Frank Zinn. Fellows met with former PEAK Fellow, Pilar Morales, an employee of the Mexican Family Planning Association (MexFam) in Mexico City, and discussed MexFam's innovative youth involvement programs with Lorena Santos, the national coordinator of Gente Joven (Young People). A field trip to the Gente Joven program headquarters gave fellows the opportunity to tour the local MexFam Gente Joven clinic and to observe a peer training by university students with local youth at a vocational school.

## MELISSA SHARER

Reproductive Health Response in Conflict Consortium  
JSI Research and Training Institute/USA  
*Refugee Reproductive Health (Pop)* • 3/04  
*MPH and MSW, University of North Carolina*



Melissa works with the Reproductive Health Response in Conflict Consortium's Small Grant Program based at the John Snow Research and Training Institute. She is charged with identifying and providing appropriate capacity-building technical support to national nongovernmental organizations working on reproductive health issues in conflict areas.

Thus far, Melissa has identified nine national partners in Sierra Leone and northern Uganda and is working to support their capacity to design, implement, monitor, and evaluate quality reproductive health programs serving the needs of conflict-affected populations. By combining regional technical assistance with 'south-to-south' linkages among African NGOs, it is envisioned that national NGO partners in Sierra Leone will begin to share successes and challenges with Uganda and vice-versa. This 'south-to-south' sharing of expertise is a crucial element of the program. Throughout 2005 Melissa will continue to work in Sierra Leone and Uganda with plans to expand the Small Grant Program to include partners in Sudan and Liberia.

## ORAZIE SLAYTON

Seventh-day Adventist Church/Tanzania  
*Monitoring and Evaluation (MSI, Pop)* • 6/04  
*MA, Clark Atlanta University*



Orazie works with the Tanzanian Union of the Seventh-day Adventist Church (SDA) headquartered in Arusha, Tanzania. As part of the core team for USAID's AQUIRE (Access, Quality, and Use in Reproductive Health) project, she is charged with conducting an on-site needs assessment of 24 of 48 operating SDA healthcare clinics that are located in six regions of Tanzania. The goal of this assessment is to strengthen the capacity of clinics to offer a mix of long-term and permanent methods of contraception, to properly train staff in family planning methods, and to establish a functioning reporting system. The information obtained from this assessment will be used to increase knowledge and use of long-term and permanent contraceptive methods, as well as to initiate regular reporting of the use of family planning methods in the SDA clinics.

Faith-based organizations (FBO) provide almost 50% of healthcare services in Tanzania. By expanding services and updating staff training using assessment data, it is hoped that clients of SDA and other FBO clinics will have improved access to comprehensive and reliable reproductive health services that meet their current needs.

*See Orazie's MSI graduate intern profile on page 84.*

*“My supervisor supports my professional growth at every turn. When I'm in the field I've been using all my skills and developing new ones as needed. My only complaint is the constant growth can be a bit exhausting!”*

## MEGAN WYSONG

PATH/Kenya

*Quality of Care, Adolescent RH (Pop) • 7/04*  
MPH, Tulane University



Megan serves as an Associate Program Officer with the Program for Appropriate Technology in Health office in Kenya where she provides technical support for two reproductive health

projects. The first, the AMKENI project, which stands for “new awakening” in Kiswahili, is dedicated to improving the delivery of quality integrated family planning, reproductive health, and child survival services in Western and Coast Provinces of Kenya by involving local partners in designing, planning, and implementing project activities. The second project, the Kenya Adolescent Reproductive Health Programme aims to strengthen the capacity of the Kenyan government to address adolescent reproductive health by creating an institutionalized national program designed to improve knowledge, to build relationship negotiation skills, and to decrease early pregnancies and STIs among sexually active youth.

Thus far, Megan has revised the core curriculum used by teachers and community/religious leaders to include information on gender issues, abstinence, condom use, and voluntary counseling and testing. She recently completed a pre-testing of this curriculum with facilitators and peer educators in Western Kenya.

*“I had an amazing internship with opportunities to learn about several projects on the ground, do fieldwork, attend meetings, discuss new projects, and conduct project evaluations.”*

2004 GAP INTERN

## GAP MINI-GRANTS SUPPORT 29 PROMISING STUDENTS

In its fifth year the Graduate Applied Project (GAP) Mini-Grant program provided modest financial support to 29 graduate students who had unpaid or partially funded population-related internships.

The GAP program was designed to strengthen the field by helping promising students acquire international experience in family planning or population-environment. Through this program, we have expanded the number of graduate schools with which we work and introduced our programs to new organizations overseas.

Four previous GAP interns were accepted into the Pop Fellows candidate pool during 2004 and seven began placements as Pop and PE Fellows. The 2004 GAP recipients included two former MSI undergraduate interns.

During their internships, 2004 GAP Mini-Grant recipients participated on projects such as:

- incorporating family planning into an HIV/AIDS education framework for an NGO peer educator program in South Africa;
- evaluating NGO projects implementing integrated reproductive health and coastal resource management strategies in the Philippines;
- assisting with a knowledge, attitudes, and behavior baseline youth study on reproductive health, family planning, and STIs in San Cristobal de las Casas, Chiapas, Mexico;
- launching a youth newsletter focused on reproductive health in Gaborone, Botswana;
- training peer educators about family planning, safer sex, gender issues, and HIV/AIDS prevention in Arequipa, Peru; and
- evaluating a community-based intervention for young men, 16-24 years old, using drama and a peer support curriculum to discuss sexual behavior, family planning, HIV/AIDS risk, and conflict resolution in Dar es Salaam, Tanzania.



## ENDING FELLOWS

Throughout 2004, 12 fellows ended placements having contributed to their organizations' ability to advance family planning, reproductive health, and population-environment efforts. The following pages profile each fellow who completed a placement during the past year.

Highlighted are their fellowship achievements and current activities in the field.

*As a part of USAID/Madagascar's integrated population-health-environment strategy in the region, former fellow Jennifer Talbot mixes cement with villagers in Vakampotsy for the construction of a village water system — a project in collaboration with the U.S. Peace Corps and financed by the Packard Foundation.*

Photo Credit: Mark Fabien

- 53 **CAROL BOENDER**  
Conservation International/USA  
*Program Development and Coordination (PE) • 9/02-12/04*
- 54 **ELENA CYRUS**  
EngenderHealth/Ghana  
*Male Involvement (MSI, Pop) • 1/03-2/04*
- 55 **CARYL FELDACKER**  
Management Sciences for Health/Population Council/Brazil  
*Program Development (PE) • 3/03-11/04*
- 56 **JULIA HENN**  
USAID/Senegal  
*Program Development (Pop) • 9/02-2/04*
- 57 **KARIN HOPKINS**  
USAID/Bolivia  
*Program Evaluation (Pop) • 5/02-5/04*
- 58 **ANTHONY KOLB**  
Médecins Sans Frontières/Uzbekistan  
*Applied Research (PE) • 8/01-4/04*
- 59 **KRISTINA LANTIS**  
USAID/Washington/Eritrea  
*Administrative Coordination, Maternal and Reproductive Health (Pop) • 10/01-10/04*
- 60 **CHRISTINE PILCAVAGE**  
USAID/Japanese International Cooperation Agency  
*Donor Coordination (Pop) • 5/00-5/04*
- 61 **SHANDA STEIMER**  
USAID/Zambia  
*Program Monitoring, HIV/AIDS (Pop) • 12/02-12/04*
- 62 **CHRISTINE STEVENS**  
African Youth Alliance/Uganda  
*Behavior-Change Communication, Adolescent Reproductive Health (Pop) • 2/02-2/04*
- 63 **JENNIFER TALBOT**  
USAID/Madagascar  
*Program Development and Capacity Building (PE) • 8/00-8/04*
- 64 **ELLEN WERTHEIMER**  
IntraHealth/Senegal  
*Program Development, PAC, MAQ (Pop) • 1/02-2/04*



## CAROL BOENDER

Conservation International/USA

*Program Development and Coordination (PE) • 9/02-12/04*  
 MA, University of Colorado at Denver



*Carol discusses updates with a local reproductive health/family planning nurse on CI's ongoing PE project in the Palawan region of the Philippines.*



*Carol meets with Mulong Sitchon of PROCESS-Luzon, a development and conservation NGO that is a partner in CI/Philippines' PE Baggoa Project.*

Carol worked with the population-environment team at Conservation International's (CI) Washington, D.C., office. Her work involved monitoring, supporting, and analyzing CI's existing PE projects; fostering new projects in Africa, Asia, and South America; and coordinating the activities of the Community Conservation Coalition (CCC), a collaborative group of conservation, population, and development organizations of which CI is a member.

- Carol drafted a conceptual framework on population-environment linkages relevant to CI's goals in an effort to clarify interactions between demographic factors and biodiversity for CI's PE Program. Based on an extensive literature review of relevant publications and models developed by field staff from five countries, this framework will help biologists and social scientists at CI communicate more effectively, and provide a solid background for long-term strategies in addressing population issues at a conservation organization.
- Carol provided technical assistance and capacity building to PE projects in Belize, Cambodia, Guatemala, Madagascar, Mexico, and the Philippines, focusing on monitoring and evaluation, gender, and contraceptive security. At a two-week workshop in the Philippines for CI-PE and partner staff, she led working sessions on the development of conceptual frameworks, indicators, and identifying lessons learned across PE projects. She also provided input to the content of gender training at the Philippines workshop and at two workshops for CI headquarters staff in Washington, D.C.
- In her role as CCC coordinator, Carol helped to produce a USAID-funded CD-ROM toolkit titled "Putting Conservation in Context: Social Science Tools for Conservation Practitioners," featuring best tools in population-environment, gender, adaptive management, education and communication, governance, and other areas.
- Under Carol's leadership, the CCC established a charter, steering committee, strategic plan, and several working groups, including the Migration Working Group, the Gender Working Group, and the PE Monitoring and Evaluation Working Group. In addition, the CCC members developed a sustainability plan to continue after her fellowship.
- Carol conducted a cross visit with PE Fellow Caryl Feldacker (Population Council/Brazil) to establish relationships between their host agencies and Pathfinder International/Brazil, as well as to pilot ideas for integrated family planning-HIV/AIDS-conservation projects in the area.

*Carol is currently consulting for the Conservation International population-environment team.*



**ELENA CYRUS**

EngenderHealth/Ghana

*Male Involvement (MSI, Pop) • 1/03-2/04*

*MPH, University of Miami (FL)*

Elena worked with the EngenderHealth (EH)/Ghana office on the Men As Partners (MAP) Program. In collaboration with the Ghanaian Ministry of Health, the goals of MAP are to promote no-scalpel vasectomy (NSV) as a viable family planning option; to create a welcoming environment for men seeking medical care for reproductive health and related issues; and to increase the involvement of men in family planning. Elena participated in the development of a social marketing campaign and training materials, and conducted in-service trainings of health care staff.

*“Without the fellowship, I would not have been qualified for my current position, which requires both field and research experience — my work with EngenderHealth allowed me to acquire both.”*

- Elena and the MAP team worked with an advertising agency, USAID, Ghana Health Services, and other cooperating agencies to develop and field-test television and radio advertisement concepts in the local dialect and in English for the NSV campaign. The commercials were promoted as part of the existing family planning media campaign “Life Choices” that is supported by the Ghanaian Ministry of Health and USAID.
- Working with the MAP team, Elena conducted trainings at selected health sites in four regions of Ghana in coordination with the EH/New York office.
- Elena participated in field testing a mother-to-child transmission-prevention manual in one of the hospitals in Ghana, which would ultimately be used by all EH global staff. She helped to develop and refine the training materials, and to measure the impact of the trainings on hospital staff.
- In addition to the MAP project, Elena contributed to trainings on infection prevention, sexually transmitted infection syndromic management, and facilitative supervision.

*Elena now works as a Prevention Research Specialist for Family Health International with the HIV-Prevention Trials Network in the Institute of Family Health.*



## CARYL FELDACKER

Management Sciences for Health/Population Council/Brazil  
 Program Development (PE) • 3/03-11/04  
 MPH, Tulane University



*Silvia (left), a community educator and president of the Projeto Encontros (Interactions Project) women's group, and Caryl sell coconut candles made by the group and distribute safer-sex educational materials during the Corumbá Music Festival.*



*In an effort to encourage community mobilization, Caryl and PE Fellow Carol Boender (left) interview the wives of local fishermen to determine their health needs and environmental concerns.*

Caryl began her Population-Environment Fellowship with Management Sciences for Health in Manicoré, Amazonas, where she planned, implemented, and managed MSH/Brazil's first PE initiative. In early 2004, she continued her PE Fellowship with Population Council/Brazil on a project providing reproductive health outreach and education activities for prostitutes along the Brazilian/Bolivian border.

- Caryl was responsible for planning and implementing a campaign to increase condom use and awareness of STIs/HIV/AIDS among male clients, improving outreach education initiatives, and coordinating community mobilization activities.
- Caryl conducted focus groups with more than 50 male participants and led other focus groups with Population Council outreach workers and members of the target population about their opinions, ideas, and suggestions for a male-focused condom campaign. She pre-tested several ideas and worked with the supervisory committee to select the theme of "Male Responsibility" for the campaign.
- Working with the Municipal Secretary of Health, Caryl designed a "street guide" to municipal health services for 200 community health agents at 13 health centers. The guide contained accessible language about sexually transmitted infections, condom usage, and postabortion care. Caryl trained municipal health workers in the appropriate use of the street guide and in special educational techniques to better communicate with vulnerable populations.
- In addition to providing informal education activities in bars and brothels, Caryl regularly met with women's neighborhood groups to discuss issues of gender, reproductive health, and community mobilization.
- As a PE fellow, Caryl also worked to integrate health, environment, and economic development initiatives by leading income-generation activities with a women's group demonstrating the intersection of art, self-esteem, and economic development.
- Caryl hosted a cross visit by PE Fellow Carol Boender (Conservation International/USA) to establish relationships between their host agencies and Pathfinder International/Brazil, as well as to pilot ideas for integrated family planning-HIV/AIDS-conservation projects in the area.

*Caryl plans to pursue a PhD in health behavior and education in conjunction with a National Science Foundation Traineeship in population-environment at the University of North Carolina.*



**JULIA HENN**

USAID/Senegal

*Program Development (Pop) • 9/02-2/04*

*MPH, University of Michigan*

Julia worked as a member of the health team at the USAID mission in Dakar, Senegal, providing technical assistance in the areas of family planning, social marketing, women in development, gender, adolescent reproductive health, and STI/HIV/AIDS. In addition, she was responsible for administering the West African Regional Program Ambassador's Fund for HIV/AIDS in Cape Verde, The Gambia, Guinea Bissau, and Mauritania.

*“Julia’s ability and willingness to question our hypotheses and assumptions may have been her most significant contribution to this team.”*

POPULATION FELLOW’S

HOST AGENCY REPRESENTATIVE

- As a member of the strategic design team, Julia co-authored USAID/Senegal’s 2002-2006 STI/HIV/AIDS strategy and later took an active role in the development of USAID’s vision of mother-to-child transmission prevention. She worked with the HIV/AIDS Cognizant Technical Officer, Family Health International (FHI), Food for Peace, Christian Children’s Fund, and Counterpart International to expand the nutrition component of USAID’s care and support program for people living with and affected by HIV/AIDS in Dakar, Kaolack, Saint Louis, Thies, and Ziguinchor.
- Julia successfully raised additional funds to extend postabortion care programming in Senegal, and to incorporate a family planning component into the ongoing HIV/AIDS activities of a local women’s NGO. She worked closely with this NGO to design the program and to establish strong links with other USAID cooperating agencies to ensure ongoing technical and institutional support and capacity building.
- As a member of the technical team, Julia was involved in extensive reviews of proposals, budgets, work plans, and cooperating agency staffing and material needs for the purpose of developing and implementing new contractual mechanisms for the Centre for Development and Population Activities’ (CEDPA) Women in Development and Adolescent Reproductive Health programs, and the Agency for the Development of Social Marketing (ADEMAS). She also assisted with mid-term and annual reviews of Management Sciences for Health, ADEMAs, CEDPA, and FHI, providing guidance on how to maximize lessons learned to achieve targets.
- Julia was involved in the review of round one of the Ambassador’s Fund for HIV/AIDS activities and worked closely with prospective partners in The Gambia, Guinea Bissau, and Mauritania in the design of round two proposals and programs.

*Julia’s placement was funded with non-population, field support funds.*

*Julia is now a New Entry Professional (NEP) at USAID/Washington. See her story on page 28.*



## KARIN HOPKINS

USAID/Bolivia

Program Evaluation (Pop) • 5/02-5/04

MPH, Tulane University

Karin was placed with the USAID/Bolivia Health Strategic Objective Team (HSOT) to support the evaluation of its mission-supported health projects. She worked with the health management information system developed for USAID/Bolivia by Management Sciences for Health (MSH) to ensure that indicators and training data were reported in an effective and timely manner by USAID's partners. She also provided support to Partners in Health, a new agency designated by USAID to manage the indicators and training data. During her fellowship, her work supported national projects focused on sexual and reproductive health, HIV/AIDS, tuberculosis, environmental health, child survival, infectious disease, health information systems, monitoring and evaluation, and water and sanitation.

*“I learned a great deal from working in a country where I had no previous experience. I was able to travel to all regions and learn about the economics and politics as well as health-related problems in different areas.... My time with USAID/Bolivia has also given me confidence in my ability to collect, analyze, and report on health indicators.”*

- Karin trained Partners in Health staff in the collection, quality control, reporting, analysis, and evaluation of performance indicators for USAID's program monitoring plan and annual report. She wrote a guide on the data collection process and quality control procedures, as well as helped Partners in Health develop an online reporting system for cooperating agencies' indicator data and training information (TRAINET requirements).
- Karin led meetings within the HSOT and with cooperating agencies to refine key indicators and to develop new ones to respond to structural changes in the national health system. She also initiated a survey of cooperating agencies' information systems that will be carried out by Partners in Health and provide opportunities to improve the quality of the data collected and encourage the use of data for decision making.
- Karin managed performance indicator data and wrote commentaries on results for the HSOT's 2002 and 2003 annual reports for USAID/Washington. She helped the HSOT to revise their program-monitoring plan in October 2003 and to design their five-year strategic objective plan.
- Karin also provided valuable support to the USAID Environmental and Alternative Development Teams as a health consultant on a project monitoring pesticide contamination levels of agricultural workers.

*Karin's placement was funded with non-population, field support funds.*

*Karin is currently job searching. In the meantime, she continues to consult on various projects in Bolivia.*



**ANTHONY KOLB**

Médecins Sans Frontières/Uzbekistan

*Applied Research (PE) • 8/01-4/04*

*PhD, University of North Carolina at Chapel Hill*



*Anthony conducts a household survey exploring past and anticipated migratory behavior in urban and rural areas of Karakalpakstan.*



*Anthony meets with village community members in Karakalpakstan to discuss funding sources for local efforts to improve the water supply system and to identify key environmental health issues.*

Anthony served as Operational Research Team Coordinator of the Médecins Sans Frontières (MSF) Aral Sea Area Programme in Uzbekistan. The team's focus complemented MSF's regional environmental health work by investigating the unique situation created by the Aral Sea disaster — the shrinking sea, pesticide pollution, reductions in irrigation water flows, and soil salinization — and how it is affecting the population.

- Anthony explored population-environment linkages through a series of qualitative and quantitative research activities focusing on the phenomenon of out-migration from the disaster area. In addition to being used in MSF awareness efforts for local policymakers, these research results are being published as a chapter in a book exploring migration in the former Soviet Union produced by the Woodrow Wilson Center's Kennan Institute.
- Anthony published a paper on an MSF-World Health Organization study that found alarmingly high levels of pesticide residues in area foods. He also led efforts to inform government officials about this issue for the development of a lesson plan for 9th grade science teachers about the risks of persistent environmental chemical contamination — a topic unfamiliar to most local residents.
- Under Anthony's leadership, an Environmental Health Working Group session was organized during the 2003 USAID-sponsored regional conference on public health. This session allowed additional MSF-supported research on dust storms, child respiratory health, and the impact of regional drinking water contamination to be presented, and helped to build momentum for several regional efforts to address environmental health challenges.
- Anthony coordinated local efforts to hand over the Operational Research activities to a consortium of academics and NGOs based in North America. The consortium is building on MSF's research efforts by designing interventions and developing follow-on research projects.

*Anthony's placement was partially funded with non-population, field support funds.*

*Anthony is now working as a Senior Regional Urban Advisor with the U.S.-Asia Environmental Partnership.*



### KRISTINA LANTIS

USAID/Washington/Eritrea

*Administrative Coordination, Maternal and Reproductive Health (Pop) • 10/01-10/04*

*MPH, Tulane University*

During a unique three-year fellowship, Kristina worked with USAID/Washington for 18 months and then in the field with USAID/Eritrea for another 18 months.

- While in Washington, Kristina worked as the Special Assistant to the Assistant Administrator of the Bureau of Global Health. There, she provided support in the preparation of budget and policy documents, briefing materials for other agencies and members of Congress, and internal communications with the front office and the rest of the Global Health Bureau.
- After 18 months in Washington, Kristina moved to Asmara, Eritrea, to become the Maternal and Reproductive Health Advisor on the Health Strengthening Team at USAID/Eritrea. In this role, she worked closely with USAID implementing partners and Ministry of Health officials to provide technical assistance for the maternal and reproductive health program. This included meeting with consultants, visiting projects in the field, attending trainings, reviewing existing data and literature, developing indicators for monitoring and evaluation, and ensuring that maternal and reproductive health were considered in cross-cutting issues such as behavior-change communication, logistics support, and the management of health information systems.
- Using this background information, Kristina organized a conference in October 2004 where evidence-based best practices currently in use in Eritrea and other developing countries were evaluated and used to develop a “road map” for improving maternal and neonatal health. As a result of this meeting, two working groups were formed to address key areas of concern for maternal health in Eritrea — the shortage of skilled delivery attendants and the quality and content of life saving skills training for all nurses and associate nurses.
- Kristina participated in the planning stages of the maternal health strategy that is currently in development at USAID/Eritrea.
- Kristina contributed to the technical oversight of USAID/Eritrea’s \$5 million health portfolio by coordinating the work of implementing partners, reviewing budget and pipeline information, completing reporting requirements for USAID/W, and assisting with the day-to-day operations of the Health Strengthening Team.

*“Throughout my fellowship, I was given many leadership responsibilities and opportunities for professional growth.”*

*Kristina’s placement was funded with non-population, field support funds.*

*Kristina continues to work with USAID/Eritrea as a Health, Population, and Nutrition Technical Specialist and is the acting Team Leader for the Health Strengthening Team.*



**CHRISTINE PILCAVAGE**

USAID/Japanese International Cooperation Agency  
*Donor Coordination (Pop) • 5/00-5/04*  
*MPH and MIA, Columbia University*



*Christine with community members after a focus group discussion in Trans Mara, Kenya, during the Trilateral Kenya-USAID-JICA rapid VCT Assessment in the Rift Valley Province.*



*A Japanese Grassroots Grant Aid is presented by Takuji Hanatani, Counselor, Embassy of Japan to John McWilliams, Country Director, FHI/Kenya, for the Comprehensive Care Centre in Nakuru, Kenya.*

Christine served as the liaison between USAID's Office of Population, Health, and Nutrition (PHN) and the Japan International Cooperation Agency (JICA), the international development assistance agency of the Japanese government. She played a lead role in promoting mutual understanding between the two agencies, as well as identifying and developing PHN collaborative projects and activities at both the central and field levels. Her placement began in Tokyo, Japan, included a three-month rotation in Southeast Asia, and concluded in Kenya to support USAID and JICA missions in Africa.

- Christine coordinated project-formulation missions from Japan to Cambodia, Nepal, and Tanzania and a project-formulation meeting in Kenya for USAID and JICA. Her facilitation work between JICA and procurement agencies in Tanzania helped to yield multi-year grant assistance from the Japanese government for HIV/AIDS and STI commodities totaling \$7 million a year.
- Christine developed a concept paper, prepared a budget, designed instruments, and coordinated a study with senior Ministry of Health staff assessing Voluntary Counseling and Testing (VCT) services in Kenya's Rift Valley. She collaborated with the Provincial Medical Officer, as well as Kenya's National AIDS and STI Control Program (NAS COP) members, to ensure government ownership of the study. She also adapted the survey tools for NAS COP to use for VCT service assessments in other regions as outlined in Kenya's Global Fund for AIDS, Tuberculosis, and Malaria. This initial groundwork will help NAS COP avoid duplication of programs and increase the assessment coverage area through its coordination with stakeholders and creation of a trilateral partnership between the governments of Kenya, Japan, and the United States.
- Christine was instrumental in identifying and developing a joint-collaboration proposal for a Comprehensive Care Centre (CCC) in Nakuru, Kenya, that was submitted to the Japanese government for grassroots grant aid assistance of \$80,000. The Nakuru CCC was established through the assistance of the United States (USAID through Family Health International) and Japan, under the USAID-Japan Partnership for Global Health in collaboration with Kenya's Ministry of Health.
- As a team member for the World Health Organization and the Kenya Expanded Programme on Immunization, Christine took the lead in preparing and producing the final evaluation report on disease surveillance for the Central Province that included new recommendations for the national level program, including identifying areas where Japan could provide support.

*Christine is now a Senior Program Associate with Management Sciences for Health.*



## SHANDA STEIMER

USAID/Zambia

Program Monitoring, HIV/AIDS (Pop) • 12/02-12/04

MPH, Tulane University

*“Shanda’s solid public health training and prior international and management experience have prepared her well for her work. She has definitely contributed to USAID/Zambia well beyond an early career level. She picked up [our] policies and procedures extremely quickly and was a fully functional member of the health program team.”*

POPULATION FELLOW’S  
HOST AGENCY REPRESENTATIVE

Shanda served as an HIV/AIDS and Reproductive Health Advisor with the Population, Health, and Nutrition (PHN) Office at the USAID mission in Lusaka, Zambia. Her fellowship focused primarily on providing programming guidance and strategic planning and management on HIV/AIDS, reproductive health, and other relevant health issues.

- Shanda provided principal technical guidance and oversight for program implementation of USAID partners including Population Services International, Johns Hopkins University/Center for Communication Programs, The POLICY Project, Project Concern International, and the Health Communication Partnership.
- To support the PHN team in strategic planning, Shanda assisted in the design and development of all the mission’s PHN procurements under the new country strategic plan for 2004-2010. This included the development of three, six-year Request for Proposals and one Associate Award, worth a total of \$184 million for social marketing; HIV/AIDS prevention, care, and treatment; community mobilization and communication; and health services and systems strengthening. Her work also included contributions to the development of the PHN component of the mission’s six-year country strategic plan and the drafting of the Strategic Objective Agreement, signed by the mission and the government of Zambia.
- Shanda served as a technical advisor on external and internal technical working groups such as the Information, Education and Communication Working Group, under the Zambian National AIDS Council, where she worked with other bilateral and multilateral funding agencies and NGOs to help coordinate national and community level HIV/AIDS communication strategies throughout the country.
- Shanda was a member of The Emergency Plan for AIDS Relief Zambian Country Coordinating Team, which included representatives from all U.S. government agencies, where she provided technical assistance in the planning and implementation of HIV/AIDS activities including the formulation of the five-year HIV/AIDS Country Strategy and two Country Operational Plans for Zambia.

*Shanda’s placement was funded with non-population, field support funds.*

*Shanda continues her work with USAID/Zambia as a Population Leadership Fellow.*



## CHRISTINE STEVENS

African Youth Alliance/Uganda

*Behavior-Change Communication, Adolescent Reproductive Health (Pop)* • 2/02-2/04

MA, Johns Hopkins University

Christine worked as a Technical Advisor for the African Youth Alliance (AYA), a five-year program (2000-2005) to improve the reproductive health, with a focus on HIV/AIDS prevention, of young people aged 10-24 years old in Botswana, Ghana, Tanzania, and Uganda. Funded by the Gates Foundation, AYA is a partnership among several international organizations that supports the work of government and other nongovernmental and community-based organizations.

*“I have acquired a deep understanding of the challenges of program implementation on the ground in Africa. I have also developed a great appreciation of the fundamental importance of powerful leadership, management, and diplomacy in dealing with and overcoming these challenges... This wisdom will serve me well.”*

- Christine provided technical support to AYA in the design, implementation, monitoring, and reporting of behavior-change communication programs. She worked with program staff at the Kampala office, program officers at the country level, and implementing partners in Uganda.
- Christine acted as a liaison with the donor, health, and development community in Uganda to promote understanding of AYA and its work.
- Christine participated in the recruitment and hiring process for new Program Technical Officers. She provided technical orientations on the design, strategy, and implementation of AYA/Uganda’s behavior-change communication program and briefings on AYA’s partners.
- Christine assisted in the preparations for the AYA Annual Review and Planning Meeting during which the previous year’s accomplishments and lessons learned were presented, and annual workplans and budgets were approved for AYA countries for the upcoming year.
- Christine provided technical assistance to her colleagues in the Program for the Appropriate Technology in Health/AYA regional office and contributed to program review workshops in Uganda with AYA’s implementing partners.

*Christine is currently working as an independent consultant.*



## JENNIFER TALBOT

USAID/Madagascar

*Program Development and Capacity Building (PE) • 8/00-8/04*  
*MS, University of Michigan*



*The Betsimisarika village of Fierenana, on the edge of the forest corridor Mantadia-Zahamena, a target village for integrated PHE programming in Madagascar.*



*Jennifer on her way to meet with PHE partners in the town of Moramanga.*

Jennifer served as Technical Advisor in population, health, and environment (PHE) for the USAID mission in Madagascar. Her fellowship helped to institutionalize PHE at the mission and to operationalize PHE in the Voahary Salama Association (VSA), a consortium of funding, technical, and implementing partners that promote PHE activities in Madagascar.

- Jennifer helped the mission incorporate PHE into their integrated five-year strategy to assure the continuation of PHE programming in Madagascar. As a result, the mission's separate offices of Health, Population and Nutrition; Environment and Rural Development; Democracy and Governance; and Commercialization and Marketing are now implementing field programs in an integrated manner.
- Jennifer worked with USAID and the VSA to ensure the continued presence of a resident PHE technical advisor in Madagascar. This position will continue to support the VSA in improving the operationalization of PHE and to promote cross-sectoral linkages at USAID.
- Jennifer assisted the VSA in establishing and maintaining relations with international technical partners that are assisting the VSA in raising awareness about and documenting their successes.
- Jennifer worked with the VSA to refine funding proposals to diverse funders in order to assure the financial stability and sustainability of its programs.
- Jennifer co-authored an article in the Woodrow Wilson International Center for Scholars' *Population Environmental Change and Security (PECS) News* focusing on integrated indicators for population-environment programs.
- Jennifer and her Malagasy colleagues made more than 10 presentations on PHE in Madagascar at international conferences.

*Jennifer's placement was funded with non-population, field support funds.*

*Jennifer is now working with the Andrew Lees Trust, a British NGO, on rural radio communication projects in Madagascar.*



**ELLEN WERTHEIMER**

IntraHealth/Senegal

*Program Development, PAC, MAQ (Pop) • 1/02-2/04*  
*MHS, Johns Hopkins University*



*Ellen organized a PAC panel at the Society of African Gynecologists and Obstetricians meeting in Bamako, Mali, in January 2003. Pictured (from left) are IntraHealth staff: Dr. Marcel Vekemans, Ellen, and midwives Khar Ndoye and Ramata Fomba with Dr. Sarany Coly (second from right), a physician from rural Senegal.*

As a Regional Reproductive Health Specialist at IntraHealth's Dakar office, Ellen worked with the PRIME II project in Senegal and Mali to improve the performance of providers of family planning and reproductive health services. She also provided leadership for two Francophone regional initiatives: postabortion care (PAC) and maximizing access and quality (MAQ) of family planning services.

- Ellen helped IntraHealth develop a new program that enables health care providers in Benin and Mali to prevent post-partum hemorrhage, a major cause of maternal mortality.
- Ellen accompanied USAID/Washington staff on official visits to IntraHealth projects in Senegal and Mali, translating from French during meetings with Ministry of Health officials and from the local language during client education sessions on female genital cutting (FGC). Following one such visit, USAID/Washington granted \$110,000 in new project funding for the extension of the FGC project and \$375,000 to train midwives and paramedical personnel in management of post-partum hemorrhage based on concept papers Ellen wrote.
- As an author of the final evaluation report of IntraHealth/PRIME II's project to increase the role of primary providers in preventing FGC in Mali, Ellen was instrumental in communicating the results of this groundbreaking project through presentations and widely-distributed PRIME publications on FGC and other IntraHealth projects.
- As coordinator of the Francophone PAC initiative, Ellen helped to champion access to quality PAC services, including postabortion family planning. In collaboration with 15 cooperating agencies, Ellen planned and coordinated activities following the 2002 Francophone PAC conference in Dakar, including a 12-country survey, a well-attended PAC panel at the 2003 meeting of the African Society of Gynecology and Obstetrics, and the establishment a regional network for PAC advocacy and support.
- Ellen managed the translation of a package of 16 MAQ learning modules into French making possible the first French language MAQ exchange workshops for national family planning decision-makers held in Haiti and Mali in 2003. Ellen served on the team of facilitators for the Mali exchange, developed Mali-specific MAQ modules, and wrote the exchange report in French.

*Ellen has undertaken a follow-on Population Fellowship with USAID/Senegal.*

*“The fellowship gave [our organization] the opportunity to ‘bridge’ the programming gap between the field and headquarters. By benefiting from the fellow’s skills and contributions, we were able to more efficiently act on program development opportunities and broaden the range of RH activities in which [our organization] became involved.”*

POPULATION FELLOW’S  
HOST AGENCY REPRESENTATIVE

#### FELLOWS PRESENT AND PUBLISH

Current and former fellows continue to contribute to the field through presentations and publications. In 2004, three former Population Fellows presented or co-authored papers at the Global Health Council annual conference. Sixteen current or former Population and Population-Environment Fellows and one current PEAK Fellow made presentations at the American Public Health Association annual conference, one of which was co-written by starting Population Fellow Melissa Sharer and her supervisor Meriwether Beatty: “Small grants/large gains: Building capacity of national NGOs to implement reproductive health services in conflict-affected settings.”

#### FORMER FELLOWS IN THE FIELD

Upon the completion of their fellowships, program alumni/ae continue to contribute to the field.

Historically, 80% of our more than 250 former Population and Population-Environment Fellows go on to hold jobs in family planning, health, or development.

Former fellows have served in the following positions:

A Senior Policy Analyst for the Population Reference Bureau; the Chief of Party for JHU/CCP Zambia; a Senior Program Manager for the MEASURE Evaluation Project; a Senior Research Associate for Family Health International; a Population, Health and Nutrition Deputy Director for USAID/Zambia; an Associate Professor at the Tulane School of Public Health and Tropical Medicine; a Regional HIV/AIDS Advisor, USAID/Central Asia Region; a Deputy Vice President, JPIEGO; a Country Director, IntraHealth; the Vice President and Director, PATH; and a Deputy Chief of Party for Pathfinder/Bangladesh.



## PROFESSIONAL EXCHANGE FOR APPLIED KNOWLEDGE (PEAK) FELLOWS

In 2004, the PEAK Initiative provided customized fellowships to five sub-Saharan Africa professionals working in family planning, reproductive health, and population-environment. The following pages detail each fellow's unique placement and how they plan to use their new skills to build the capacity of their home organization.

In addition, four fellows from Latin America were selected to begin placements in 2005.

The PEAK Initiative is funded by USAID and the Compton, William and Flora Hewlett, and United Nations Foundations.

*PEAK Fellow Musa Dlamani (far right) conducts interviews using the AYA/Pathfinder youth-friendly service facility audit questionnaire outside a clinic in Cape Coast, Ghana.*

Photo Credit: Emmanuel Essandoh

## 2004 Fellows



### RESTER BONIFACE

Reproductive Health Manager  
Family Planning Association (UMATI) • Tanzania

*“PEAK Fellowships create opportunities for individuals and organizations to share experiences and develop skills in many new areas.”*

Rester is a nurse with eight years of experience with the international refugee population in the Kigoma province of western Tanzania. Most recently, she was a Reproductive Health Manager for the Family Planning Association of Tanzania (UMATI). Her PEAK Fellowship focused on project management, fundraising, and innovative reproductive health programming for youth. Rester’s placement began with a four-week adolescent project management course at the Center for African Family Studies training center in Nairobi, Kenya, where she focused on developing problem solving, strategic planning, project proposal, monitoring and evaluation, and financial management skills. The second portion of her fellowship took place at PATH/Kenya in Kakamega. There, she helped to scale-up the Kenya Adolescent Reproductive Health Project by assisting in the revision of training curriculum, identifying information gaps, and conducting and assessing training workshops. Rester also assisted in writing a proposal for the President’s Emergency Plan for AIDS Relief. In addition, she helped to implement approaches to integrating PATH/Kenya’s adolescent programming with Health and Education Ministry services. Rester was supervised by former Population Fellow Rikka Trangsrud and was placed at PATH/Kenya at the same time as starting Population Fellow Megan Wysong. She plans to apply her fellowship skills to the management of adolescent reproductive health projects in her native country of Tanzania.

*Rester’s fellowship was funded by the Compton and William and Flora Hewlett Foundations.*



## MUSA DLAMANI

Youth Affairs Coordinator

Family Life Association of Swaziland (FLAS) • Swaziland

*“I am a changed person — my career development has taken a major step forward. I can confidently represent my institution in any forum where adolescent sexual and reproductive health programming is the issue of concern.”*

Musa is the Youth Affairs Coordinator for the Family Life Association of Swaziland (FLAS). He has a master’s degree in education and is responsible for training staff on youth-related issues and supporting a vast network of youth peer educators. In order to improve staff training for youth-friendly service delivery and empower youth educators to sustain their community projects, his PEAK Fellowship focused on project management and innovative youth programming. Musa began his fellowship with a four-week course in adolescent programming issues at the Margaret Sanger Center International in Johannesburg, South Africa. He was able to interact with counselors and peer educators and observe project implementation practices during visits to organizations such as Soweto HIV/AIDS Counselors Association and the “loveLife” campaign. For the second phase of his fellowship, Musa worked with Pathfinder/Ghana where he gained exposure to the adolescent sexual and reproductive health programming activities of the African Youth Alliance. During site visits, he interacted with outreach volunteers, peer promoters, and non-traditional condom distributors — all focused on youth-involvement and adolescent reproductive health. Musa plans to use many of these innovative youth programming techniques in his applied project to train FLAS providers and peer promoters and ultimately to launch an awareness campaign to increase young people’s access to family planning and HIV/AIDS prevention information in Swaziland.

*Musa’s fellowship was funded by the Compton, William and Flora Hewlett, and United Nations Foundations.*



**TIMOTHY KACHULE**

Country Representative  
Project HOPE • Malawi

*“I have made contact with a number of both PEAK and Population Fellows to share materials and information related to my priority development area.”*

Timothy is a certified Clinical Officer in orthopedics who has worked with Project HOPE/Malawi since 1995. At the beginning of his fellowship, he was a Program Manager, and he has since been named Country Representative. Timothy’s fellowship focused on improving his capacity to plan and implement monitoring and evaluation (M&E) frameworks. He began his fellowship with a three-week participatory monitoring and evaluation course focused on community-based programs at the German Foundation for World Population’s training center in Uganda. Following this, he was placed at the Kintampo Health Research Centre in Ghana where he observed a maternal health study at the community level and gave feedback to improve data collection and processing protocols. The final portion of his fellowship was with EngenderHealth’s AWARE-RH project in Ghana. There, he participated in the development and design of a monitoring and evaluation system for 18 countries in West Africa. Timothy also attended a Synergy Project workshop on HIV/AIDS program planning where he learned about the Assessment, Strategic Planning, Program Design, Implementation, Monitoring and Evaluation (APDIME) tool. His applied project will focus on improving Project HOPE/Malawi’s existing monitoring and evaluation system, as well as integrating M&E into new projects and proposal development.

*Timothy’s fellowship was funded by USAID.*

*See story about Timothy’s fellowship on page 30.*



## BARTHELEMY RAKOTOTIANA

Director

Department of Development at the Church of Jesus Christ (SAF/FJKM) • Madagascar

*“As a result of my PEAK Fellowship, I feel confident in community-based planning, project funding, and taking on management responsibility. With these new skills, SAF/FJKM will be able to meet objectives, manage growth, and scale-up areas of intervention.”*

Barthelemy is the director of SAF/FJKM’s project in the Moramanga region of Madagascar. He is a medical doctor with experience implementing and evaluating integrated community development projects that address health and the environment. His fellowship focused on learning about gender-sensitive community development approaches and improving his financial management and programming skills. His PEAK placement began with an internship with the Centre for Development and Population Activities/Senegal’s BRIDGE Project where he was exposed to the use of income-generation activities to improve community access to health center services. While in Senegal, Barthelemy attended a training on gender-sensitive programming, fundraising, and financial management at the National School of Applied Economics. This placement was facilitated, in part, by former PEAK Fellow, Abdoul Aziz Cissé of the Senegalese Association of Family Welfare. The final portion of his fellowship was coordinated by former PEAK Fellow Fatimata Lankoande and took place with World Neighbors’ West African regional office in Burkina Faso and at a partner organization called Association for Promoting Sustainable Community Development (APDC). There, he developed tools used in an impact evaluation of APDC’s reproductive health program and conducted focus group discussions with community health agents, counselors, and rural community members. Barthelemy’s new skills building community participatory planning and developing efficient financial systems and gender-sensitive programming will contribute to his applied project initiating income-generation activities for rural women in Madagascar.

*Barthelemy’s fellowship was funded by USAID.*



## ODILE RANDRIAMANANJARA

National Coordinator

Voahary Salama Association (VSA) • Madagascar

*“I hope to bring many new ideas and innovative fundraising, sustainability, and integrated programming methods back to the VSA.”*

Odile is the national coordinator of the Voahary Salama Association (VSA), a national coalition of institutions working on population, health, and environmental issues in Madagascar. A medical doctor with a certificate in public health, she has been managing the VSA since its inception in 2000. Her PEAK goals are focused on improving her fundraising, communication, and management skills. She began her fellowship by participating in a two-week population-environment strategic planning workshop in Bangkok, Thailand, that was organized by the Population Reference Bureau and sponsored by USAID. The workshop coincided with the IUCN World Conservation Congress, giving Odile the opportunity to network with Population-Environment Fellows, as well as other professionals in the field. Through these connections, she was able to attend a two-week workshop in Bangkok hosted by the Population and Community Development Association (PDA) titled the “International Training Course on NGO Sustainability: The Need to Generate Income” where she visited PDA-established businesses in northeast Thailand and learned how to create a viable business plan for income generation activities. She then began an internship placement at PATH/Philippines working with the Integrated Population and Coastal Resource Management Initiative, a cross-sectoral project training local organizations and communities to implement integrated reproductive health and conservation activities. While there, she conducted several site visits to rural NGOs to observe management, fundraising, and population-environment integration activities. Using new skills acquired during her fellowship, Odile plans to focus her applied project on improving the VSA’s governing structure and management protocols. She also hopes to diversify the VSA’s funding base and to increase its sustainability through the creation of an autonomous income-generating business.

*Odile’s fellowship was funded by USAID.*

## THE PEAK PROCESS

PEAK Fellows participate in a number of activities that build skills and foster dialogue critical to program success:

1. The first is a strategic-planning workshop that helps fellows and their supervisors confirm the needs of the organization and the skill set needed by the fellow to meet these goals. The results feed directly into the design of both the fellowship and the applied project.
2. Fellows then participate in a group orientation where they receive an overview of relevant technical topics.
3. This is followed by a fellowship individually tailored to the fellow's professional development needs. This includes a two-month internship with a regional or international organization doing high-quality work in the fellow's area of interest and possibly a formal training course, and/or classes at a university.
4. Upon completion, each fellow returns to his/her home organization to implement an applied project, which is partially funded through a PEAK seed grant and utilizes the fellow's new skills.
5. After this phase, fellows may participate in Programs' workshops to maintain connections, share successes, and discuss lessons learned.

## PEAK Highlights

2003 PEAK Fellow Yuriria Rodríguez (*Democracy and Sexuality Network (DemySex)/Mexico*) now serves as a technical assistance advisor for DemySex's awareness and outreach activities. Through her applied project, she designed a course for members of the DemySex national network that focuses on developing and launching sex education and reproductive health awareness events in each region. To date, Yuri has completed key informant interviews, conducted two training workshops, and refined the course based on participant evaluations.

As an adolescent program coordinator, 2003 PEAK Fellow Nancy Ochoa (*Social Action and Development Association (ASDE)/Peru*) worked with in-school adolescent groups to develop youth leadership and to create youth-adult partnership initiatives. Her PEAK applied project combined gardening, a small animal husbandry practicum, and reproductive health classes and was the first partnership for the adolescent and agricultural units at ASDE. Based on these activities, ASDE recently received funding from a European donor to continue their youth-led agricultural production and animal husbandry projects.

## 2005 FELLOWS

### EDUARDO ORTIZ

Regional Supervisor • PROSALUD/Partners for Development/Bolivia  
*Monitoring and evaluation (funded by USAID)*

### MARIA ISABEL TAFUR

Regional Coordinator • Minga Peru/Peru  
*Behavior-change communication (funded by USAID)*

### CARLOS LOPEZ

Coordinator • Center for Human Development – Sololá/Guatemala  
*Adolescent reproductive health (funded by the Compton and William and Flora Hewlett Foundations)*

### EDNA NADAL BARGALLO

Health Coordinator • Women in Development (MUDE)/Dominican Republic  
*Adolescent reproductive health (funded by USAID)*



## MINORITY-SERVING INSTITUTIONS INITIATIVE INTERNS

The Population Fellows Programs' Minority-Serving Institutions (MSI) Initiative provided summer internships in international family planning, reproductive health, and population-environment to 16 undergraduates in 2004, 10 from Historically Black Colleges and Universities (HBCUs) and six from Hispanic-Serving Institutions (HSIs).

In addition, this year an MSI graduate intern successfully completed her supplemental coursework and began a Population Fellowship.

*MSI undergraduate intern  
Tsedey Bogale meets with nurse  
Beatrice Ananga in Nkwanta,  
Ghana, to discuss her work with  
the Community-Based Health  
Planning and Services Initiative.*

Photo Credit: Chinyere Neale

## 2004 UNDERGRADUATE INTERNS



*Summer 2004 interns: (front row from left) Jennifer Adair, Natalie Nava, Kenya Datari, (second row from left): Byron Barnes, Tsedey Bogale, Narissa Charles, (third row from left): Porsha Richardson, Quynn Johnson, Juanita Abarca, (fourth row from left): Alex Barriera Ramos, Mignon Turner, (fifth row from left): Brenda Díaz, Gina Debrew, Merarys Rios Vargas, (back row from left): Kameron Franklin, Estéban Torres.*

*“This internship has taught me how to see the world with both eyes open and that seeing the world differently is the first of many steps to making it a better one.”*

2004 MSI UNDERGRADUATE INTERN

**Juanita Abarca**

**ProPetén Foundation, Flores, Guatemala**

*San Diego State University '04*

*Spanish and Chicana/Chicano Studies*

- Created learning modules for the “Mobile Biosphere,” a traveling vehicle that distributes information to communities on reproductive health, nutrition, conservation, and other related themes.
- Visited eight indigenous communities in rural areas of the Petén with the Mobile Biosphere and documented activities for ProPetén’s quarterly and semi-annual reports.
- Helped to organize and to record a ProPetén workshop addressing the integration of population and environment issues.
- Wrote a proposal for the Mobile Biosphere’s “day of cleaning” campaign — an initiative to keep communities safe and sanitary.

**Jennifer Adair**

**EngenderHealth, New York, New York**

*Howard University '05, Health Management*

- Assisted the monitoring and evaluation team in data entry and analysis of quantitative and qualitative data sets examining family planning and reproductive health services.
- Analyzed and entered data for a vasectomy services’ evaluation in Ghana.
- Contributed to the review of routine EngenderHealth programmatic data and the development of quarterly reports for management and donors.
- Attended trainings on qualitative data analysis software and the Family Health International research ethics curriculum.

**Byron Barnes**

**MEDISOL, Lima, Peru**

*Oakwood College '04, Finance and Spanish*

- Facilitated educational workshops for adolescents on “Getting to Know Your Reproductive Organs” and HIV/AIDS prevention at local schools in Villa Maria del Triunfo and Villa El Salvador.
- Made a presentation on the economic aspects of public health in Peru at a workshop focused on new family planning methods, marketing strategies, and administrative practices in Latin America.
- Translated the Spanish MEDISOL Clinic Web site into English.
- Served as an interpreter for non Spanish-speaking clinic visitors.

*“I was able to see the field of international family planning firsthand and discover ways that I could contribute if I were to further my studies in graduate school.”*

2004 MSI UNDERGRADUATE INTERN

**Alex Barriera Ramos**

*Family Health International, Arlington, Virginia  
University of Puerto Rico-Mayagüez '05, Psychology*

- Assisted in the planning of and logistics for YouthNet's "Best Practices in Sexual and Reproductive Health for Adolescents" workshop in Nicaragua.
- Prepared workshop activities including a skit on reproductive health and the illustrations for each presentation.
- Helped to conduct a focus group examining youth access to reproductive health information for the Community Involvement for Youth Sexual and Reproductive Health Project.
- Created the Spanish discussion guide for the MTV *Staying Alive* Campaign 2000 documentary about people living with AIDS.

*“This internship has opened my eyes to the substantial amount of work that needs to be done so that people across all cultures can have access to family planning information and services.”*

2004 MSI UNDERGRADUATE INTERN

**Tsedey Bogale**

*Ghana Ministry of Health, Nkwanta, Ghana  
Spelman College '05, Sociology*

- Helped to facilitate a three-day training workshop for peer educators on family planning and reproductive health issues and an HIV/AIDS-prevention workshop for farmers.
- Assisted in checking past laboratory books for duplicate names and other blood donor recording errors to evaluate the accuracy of HIV/AIDS surveillance in the Nkwanta District.
- Conducted a qualitative study identifying the current care/support systems set up in the Nkwanta District for people living with HIV/AIDS through interviews with health staff and people living with AIDS.
- Prepared notes on HIV/AIDS prevention articles and input into a database for future literature reviews.

**Narissa Charles**

*Youth Activists Organization, Lusaka, Zambia  
Howard University '04, Health Management*

- Attended one of YAO's football camps where reproductive health and HIV/AIDS topics were taught to members of the Chiboye Village community.
- Helped to facilitate a workshop in Luanshya training youth leaders (18 to 24) to provide peer education and to form their own reproductive health NGOs.
- Worked with the training manager to develop new reproductive health curriculum for the football camps.
- Assisted YAO's fundraising manager with grant writing and identifying donor sources.

**Kenya Datari**

*Conservation International, Washington, D.C.  
Spelman College '04, Spanish*

- Conducted a population-environment literature review.
- Developed a document on key lessons learned from CI's PE and integrated conservation and development projects.
- Reviewed the project reports of CI's Critical Ecosystem Partnership Fund and regional strategies to document how population issues were integrated into project plans.
- Assisted with a report for USAID describing CI's monitoring and evaluation activities.

**Gina Debrew**

*FAWEZA (Forum for African Women  
Educationalists of Zambia), Lusaka, Zambia  
Norfolk State University '04, International Studies*

- Visited and monitored seven SAFE (Students' Alliance for Female Education) Clubs in Lusaka designed to promote awareness about reproductive health, abstinence, safer sex, and HIV/AIDS to youth.
- Facilitated a week-long "Theater for Development" workshop for 38 high school SAFE Club members, where students learned to use theater to communicate about topics such as contraception, HIV/AIDS prevention, STIs, and pregnancy.
- Delivered supplies for students to four schools in rural areas of Lusaka through a program designed to keep children (particularly girls and vulnerable boys) in school.

**UNDERGRADUATE INTERNSHIP  
ALUMNI/AE IN THE FIELD**

Our undergraduate internships are designed to expose students from MSIs to career possibilities in the fields of international family planning, reproductive health, development, and population-environment. Each year, an increasing number of interns continue to explore such careers after their internships. To date, more than half of our 110 undergraduate internship alumni/ae have expressed an interest in continuing in the field. Eight are in the process of completing their bachelor's degrees, while 57 are applying to graduate schools or have pursued graduate studies in areas such as public health, sociology, public policy, and international affairs and development. In addition, 19 interns have held relevant follow-on professional positions, five have received GAP Mini-Grants to pursue graduate-level international family planning internships, and several are planning to apply for GAP funding in 2005.

**Brenda Díaz**

**MEDISOL, Lima, Peru**

*University of Puerto Rico-Mayagüez '05, Sociology*

- Worked on MEDISOL's sexual and reproductive health education project in schools within Villa Maria del Triunfo district.
- Conducted workshops on reproductive health and HIV/AIDS prevention for local high school students.
- Participated in a training workshop for public health professionals in the city of Huancayo focused on community projects addressing family planning and reproductive health.

**Kameron Franklin**

**Margaret Sanger Center International,  
Johannesburg, South Africa**

*Johnson C. Smith University '04, Psychology*

- Organized and implemented (with fellow intern Estéban Torres) "A Woman's Worth" spoken word/poetry event celebrating women, and providing information on reproductive health and HIV/AIDS prevention.
- Helped the Rophe counseling center collect food passes and donations from local grocery stores for members with HIV/AIDS.
- Worked with the *HIV/AIDS Awareness Project and Youth Development* to complete a grant application from the South African lottery.
- Arranged presenters for a program planning workshop focused on adolescent reproductive health.

**NEW HOST AGENCIES,  
NEW SCHOOLS**

Of the 16 2004 MSI interns, 12 were placed abroad and four in the U.S. New host agencies this year were:

- Dominican Institute of Integrated Development, Santo Domingo, Dominican Republic
- Forum for African Women Educationalists of Zambia, Lusaka, Zambia
- Ghana Ministry of Health, Nkwanta, Ghana
- Margaret Sanger Center, Int'l, Johannesburg, South Africa
- Tan Ux'il Association, Petén, Guatemala
- Youth Activists Organization, Lusaka, Zambia

This year's interns came from seven HBCUs and three HSIs. New schools included: Norfolk State University, Langston University, and Winston-Salem State University.

**Quynn Johnson**

*Alan Guttmacher Institute, New York, New York  
Howard University '04, Health Management*

- Wrote report summaries for the Protecting the Next Generation (PNG) project examining reproductive health and HIV/AIDS risks for adolescents in Burkina Faso, Ghana, Malawi, and Uganda.
- Researched the use of anti-retroviral therapy, the minimum legal age of marriage, voluntary counseling and testing, and the use of ABC (abstinence, be faithful, use condoms) campaigns in PNG countries.
- Documented the use of Global Fund funding in PNG countries including timing, amounts, activities covered, and implementing organizations.
- Traveled to Ghana to assist supervisors in planning outreach efforts with the project's in-country partners; and hosting a symposium to launch new reports from the PNG project.

**Natalie Nava**

*ASDE (Social Action and Development Association),  
Arequipa, Peru*

*San Diego State University, '04  
Sociology and Chicana/Chicano Studies*

- Conducted workshops and training sessions for adolescents on reproductive health, human rights, and gender equity.
- Created and distributed questionnaires and conducted focus groups for the development of a Web site for adolescents on reproductive health, human rights, and youth participation.
- Assisted youth promoters in producing radio programs on reproductive health, gender, population, and environmental issues.
- Guided youth promoters in developing a television program in Majes focused on reproductive health topics.
- Wrote a report on current reproductive health issues in Peru based on presentations at the National Health Conference.

**FORMER INTERNS MAKE THEIR WAY IN THE FIELD**

Two former MSI undergraduate interns Shannon Prudhomme ('03) and Elisabeth Martinez ('01) received 2004 Graduate Applied Project (GAP) Mini-Grants from the Population Fellows Programs to pursue graduate internships in international family planning and reproductive health in Botswana and Peru respectively.

Two former MSI undergraduate interns received Fulbright Fellowships to further their studies in 2004. Kameron Franklin ('04) is currently working in the Dominican Republic strengthening her Spanish language skills, while Hildred Rochon ('01) is working in Madagascar with the Ministry of Education on a project directly related to her MSI internship.

*“I very much enjoyed working with [our intern] and figuring out how to incorporate [her] into our team.*

*Her energy and enthusiasm were infectious.”*

2004 MSI UNDERGRADUATE INTERN  
HOST AGENCY REPRESENTATIVE

**Porsha Richardson**

*Ministry of Health, Nkwanta, Ghana*  
*Langston University '05, Nursing*

- Produced a presentation and pamphlets on reproductive health issues for peer educators in Nkwanta.
- Conducted qualitative research on delays in maternal health care delivery examining why some women delay seeking medical assistance during labor.
- Worked with medical staff to create spreadsheet templates and streamline data collection for maternal and infant morbidity/mortality, diseases, births, and deaths.
- Wrote an article for the *Putting Success to Work* newsletter on the work of the Community-based Health Planning and Services Initiative.

**Merarys Rios Vargas**

*Tan Ux'il Association, Petén, Guatemala*  
*University of Puerto Rico–Mayagüez '04, Sociology*

- Collected data for a sex education and reproductive health survey in the Petén's urban area schools.
- Contributed to a successful funding proposal for the Women's Pacific Institute's publishing program to provide reproductive health information for adolescents in the Petén.
- Created a list of potential funding sources for Tan Ux'il.
- Provided editing and feedback on grant proposal drafts for Tan Ux'il staff.

*“[Our intern] brought energy, confidence, and support at a time when [our organization] most needed it.”*

2004 MSI UNDERGRADUATE INTERN  
HOST AGENCY REPRESENTATIVE

UNIVERSITY OF PUERTO RICO –  
MAYAGÜEZ PARTNERSHIP

The University of Puerto Rico – Mayagüez recently entered into a Memorandum of Understanding partnership with the Population Fellows Programs. Their Department of Social Sciences has committed to supporting MSI undergraduate interns upon their return to the university. Select interns will be matched with a mentor to develop a research project relevant to their summer internship experience. This pilot partnership will test whether follow-on academic opportunities can help reinforce MSI interns' commitment to working in the field of international family planning or population-environment.

**Estéban Torres**

*Margaret Sanger Center International,  
Johannesburg, South Africa*

*New Mexico State University '04*

*Philosophy and Latin American Studies*

- Provided proposal editing and writing assistance to the Maximum Development Institute, a community-based organization that provides reproductive health information with an emphasis on HIV/AIDS prevention.
- Organized and implemented (with fellow intern Kameron Franklin) “A Woman’s Worth” spoken word/poetry event celebrating women, and providing information on reproductive health and HIV/AIDS prevention.
- Coordinated two field trips for a reproductive health project planning workshop to the Soweto HIV/AIDS Counselors Association in Soweto and to the loveLife organization in Johannesburg.
- Edited a proposal to provide HIV/AIDS training to the employees of the Randfontein Municipality.

**Mignon Turner**

*Dominican Institute of Integrated Development (IDDI), Santo Domingo, Dominican Republic*

*Winston-Salem University '04*

*Spanish and Mass Communication*

- Developed *Nuestras Voces*, (Our Voices) a newsletter for youth leaders featuring poems, stories, rap songs, and ideas on related topics of reproductive health, HIV education, and youth services.
- Worked with Global Youth Partners, an HIV-awareness group representing more than 27 countries, to develop *GYP Noticias*, a monthly news brief featuring GYP activities and articles from members.
- Assisted in the preparation for the World Population Day celebration for local community leaders, organizations, embassy officials, and youth.
- Helped to coordinate a workshop for 45 youth leaders focused on reproductive health, HIV prevention, and sex education.

*“This internship has influenced my perspective on the field of international family planning by helping me to understand what is actually being done, what needs to be done, and how I can make a difference.”*

## GRADUATE INTERN

---



**Orazie Slayton**

*MA, International Affairs and Development,  
Clark Atlanta University, GA*

*“I’m excited to take what I’ve  
learned over the past year  
back into the field.”*

**Internship Host Agency:** Office of Population and Reproductive Health, Global Health Bureau, USAID, Washington, D.C.

**Coursework:** Emory University Rollins School of Public Health

Orazie began her MSI graduate internship in fall 2003 working as a Policy, Evaluation, and Communication (PEC) Division intern for the Office of Population and Reproductive Health. While at USAID, she was charged with providing support to health communication projects; assisting the Office Gender Advisor; participating in a range of technical meetings; and assisting the Female Genital Cutting (FGC) Advisor in planning gender activities and developing quarterly updates for the field. In spring 2004, Orazie attended classes at Emory University’s Rollins School of Public Health to further expand her knowledge of international family planning and reproductive health.

**Population Fellowship:**

Seventh-day Adventist Church/Adventist Health  
Department/Tanzania

Upon the successful completion of her MSI graduate internship, Orazie began a Population Fellowship with the Tanzanian Union of the SDA Church in Arusha, Tanzania, in June 2004. Thus far, her work is focused on monitoring and evaluating health care clinics with an emphasis on family planning and reproductive health services.

*See Orazie’s starting fellow’s profile on page 48.*

## PROGRAM STAFF\*



*Population Fellows Programs staff: (front row, from left) Linda Berauer; Jane MacKie; Frank Zinn; Shelly Nicholson; Angela Yoon; (middle row, from left) Theresa Short; Emily MacGuire; Cindy Payne; Lisa Menardi; Michele Evans; Dikshya Brubaker; Shay Bluemer; (back row, from left) Jennifer Farina; Anna Folsom; Javier Martínez-Villanueva; Sandra Wiley; Suzanne Copsey; Angela Linenfelser; Chinyere Neale; and Kathleen McCrumb.*

Frank D. Zinn  
*Director*

Jane L. MacKie  
*Deputy Director*

Linda Berauer  
*Manager, Fellowships  
and Host Agency Relations*

Shay Bluemer  
*Program Coordinator,  
Recruitment and Graduate  
Internships*

Dikshya Brubaker  
*Computer Systems  
Specialist*

Suzanne Copsey  
*Publications Coordinator*

Michele Evans  
*Financial Administrative  
Assistant*

Jennifer Farina  
*Publications Assistant*

Anna Folsom  
*Program Coordinator,  
Fellows' Support*

Angela Linenfelser  
*Fellows' Support Secretary*

Emily MacGuire  
*Applications and  
Placement Coordinator*

Javier Martínez-Villanueva  
*Recruitment and Internship  
Coordinator*

Kathleen McCrumb  
*Administrative Assistant*

Lisa Menardi  
*Program Coordinator,  
PEAK and Summer  
Certificate Course*

Shelly Nicholson  
*Manager, PEAK Initiative*

Chinyere Neale  
*Manager, Recruitment  
and Internships*

Cindy Payne  
*Accountant*

Theresa Short  
*Program Administrator*

Sandra Wiley  
*Manager, Candidate  
Development and Selection*

Angela Yoon  
*Program Secretary*

### **Subcontracting Partner for the Population, Environmental Change, and Security Initiative**

Geoffrey D. Dabelko  
*Director, Environmental  
Change and Security  
Project of the Woodrow  
Wilson International  
Center for Scholars*

### **2004 USAID Officers**

Rochelle Thompson  
*Fellows Program Cognizant  
Technical Officer, USAID  
Bureau for Global Health*

Tom Outlaw  
*Senior Technical Advisor,  
Population-Health-  
Environment Programs*

\* The following staff members also contributed to the Programs in 2004, but have since left to pursue new opportunities: Aimee Balfe, Karen Fletcher, Jose L. Martinez, Kevin Pereira, and Ann K. Smith.

## 2004 PROGRAM ADVISORS

Our fellowship and internship programs receive guidance from Advisory Boards made up of leading academics and practitioners in the field. These advisors not only support our program development efforts but also review applicants and assess prospective host agencies.

### Population Fellows Program

Joseph Winchester Brown  
*University of Michigan*  
*The Futures Group*

Victoria Dunning  
*United Nations Foundation*

Pape Gaye  
*IntraHealth International, Inc.*

Robert Magnani  
*Family Health International*

Therese McGinn  
*Columbia University*

Anne Pebley  
*University of California-Los Angeles*

Roger Rochat  
*Emory University*

Havidán Rodríguez  
*University of Delaware*

Anne Wilson  
*Program for Appropriate*  
*Technology in Health*

### Population-Environment Fellows Program

Carlos Aramburú  
*Economic and Social Research*  
*Consortium/Peru*

Richard Bilsborrow  
*University of North Carolina*

Roger-Mark De Souza  
*Population Reference Bureau*

Clare Ginger  
*University of Vermont*

Jonathan Gorstein  
*University of Washington*

Eckard Kleinau  
*EPH II/JSI*

James Nations  
*National Parks Conservation Association*

Wendy Philleo  
*The William and Flora Hewlett*  
*Foundation*

### PEAK Initiative

Ayo Ajayi  
*Population Council/Africa*

Carlos Aramburú  
*Economic and Social Research*  
*Consortium/Peru*

Havidán Rodríguez  
*University of Delaware*

### Minority-Serving Institutions Initiative

Akbar Aghajanian  
*Fayetteville State University*

Ayo Ajayi  
*Population Council/Africa*

Ahmed Moen  
*Howard University*

Norma Ojeda  
*San Diego State University*

Small, square photos throughout report provided by: p. 2 (from left) Carrie Marshall, Caryl Feldacker, Juanita Abarca; p. 8 Sandra Wiley; p. 9 (from left) Timothy Kachule, Juanita Abarca; p. 10 (from top) Jennifer Talbot, Shannon Johnson; p. 11 Chinyere Neale; p. 16 (from top) Chinyere Neale, Merarys Rios Vargas; p. 17 Caryl Feldacker; p. 19 (from top) Ericka Moerkerken, Jennifer Talbot; p. 20 (from left) Jennifer Talbot, Natalie Nava. Photos accompanying Ending and Former Fellows' profiles are courtesy of the fellows themselves.

*School children in the Petén region of Guatemala gather to see a presentation by ProPetén's "Mobile Biosphere" about environmental conservation.*

Photo Credit: Juanita Abarca



*Thank you for your interest in  
our programs. If you would like more  
information on becoming  
or hosting a fellow or intern,  
hiring program alumnae,  
or becoming involved in our  
programs in some other way,  
please contact us.*

The University of Michigan  
Population Fellows Programs

Director: Frank D. Zinn, Ph.D.  
Deputy Director: Jane L. MacKie, MHSA

1214 South University  
2nd Floor  
Ann Arbor, MI 48104-2548  
Tel 734 763 9456  
Fax 734 647 0643  
[michiganfellows@umich.edu](mailto:michiganfellows@umich.edu)  
[www.sph.umich.edu/pfps](http://www.sph.umich.edu/pfps)

