

THE UNIVERSITY OF MICHIGAN

# POPULATION FELLOWS PROGRAMS

*2005-06 Biennial Report*



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

Cover photo: A two-week old baby sleeps while his mother sells vegetables at a market in Guatemala.

Photo Credit: Fernando Fuentes, Jr.



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

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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.



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*Sania Lumelezi, head of the TACARE Project's health section, holds a baby at a village dispensary in the Kigoma Region, Tanzania.*

Photo Credit: Stacy Fehlenberg



## ABOUT THE POPULATION FELLOWS PROGRAMS

As the Programs' cooperative agreement with USAID comes to a close, we'd like to take a moment to reflect on our progress and impact. In 1984, we began as one program focused on developing early-career professionals in international population. Over time, our mission evolved and we steadily grew into seven distinct but complementary components dedicated to building careers in international family planning and reproductive health; exploring population-environment; bringing diverse perspectives to the field; and fostering dialogue on population dynamics, environmental degradation, and international security. This section briefly outlines each component's contributions to the field.

*Community health promoters learn how to teach the use of Cyclebeads as a family planning method in the Amazon region of Bolivia.*

Photo Credit: Kiyomi Tsuyuki

*In 2005-06, the Programs were funded by USAID.*

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*the David and Lucile Packard Foundation, and the*

*United Nations Foundation.*

## OUR MISSION

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



### The Population (Pop) Fellows Program

Was developed in 1984 to provide early-career professional fellowships to individuals with a recent graduate degree in a population-related area. Fellows have been placed on two-year assignments with organizations working to improve family planning and reproductive health services in the developing world. Through these opportunities, 246 fellows have gained valuable on-the-job experience to launch their careers while providing their host organizations with technical assistance in program design, implementation, and evaluation.

*(See Population Fellow Sophia Brewer's perspective on her experiences on page 24).*

### The Population-Environment (PE) Fellows Program

Has provided professional fellowships to individuals with a recent graduate degree who have expertise in both family planning and environment. Since 1993, 55 fellows have received two-year assignments with organizations working to link family planning and environmental programming in the developing world. The program has developed fellows' skills, provided technical assistance, and fostered the development of integrated approaches to population, health, and environmental issues.

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



Was established in 1995 as 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 brought specialists together from the highest levels of the governmental, academic, and nongovernmental communities to discuss the implications of population, health, and environmental issues for global security. It also offered a unique nonpartisan, interdisciplinary forum for examining the roots of conflict and exploring program and policy options and sponsored seminars, working groups, newsletters, annual reports, specially commissioned papers, and symposia.

*The PECS Initiative was funded through February 2006.*

### PECS INITIATIVE CONNECTS FELLOWS TO SECURITY DIALOGUE

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

Throughout 2005-06, the initiative's dialogue-fostering meetings focused on a range of topics including population-environment issues, the fight against global AIDS, and a special series on Islam, gender, and reproductive health. Distinguished speakers included Jane Goodall on the links between conservation and health; Roger-Mark De Souza on population, health, and environment; and Randall Tobias on U.S. leadership in funding and enhancing the global AIDS response.

## **The Minority-Serving Institutions (MSI) Initiative**



Was developed 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. Since 1995, the initiative has exposed 141 MSI undergraduates to these fields through summer internships; offered 16 customized internships to help individuals with a graduate degree from an MSI prepare for Population or Population-Environment Fellowships; and has partnered with MSI faculty to enhance the family planning and reproductive health-related opportunities available to their students.

*(See MSI Advisory Board Member Marla Pérez-Lugo's thoughts on the MSI Initiative on page 30).*

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

Was initiated in 1999 to provide an intensive two-week introduction to the field. Taught at the University of Michigan each summer by U-M faculty and professionals from leading organizations, the course has helped prepare early-career professionals and graduate students for work in the field of international family planning and reproductive health through an introduction 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. It has also offered hands-on practice to build skills in needs assessment, strategic planning, and the evaluation of reproductive health programs. Over the last seven years, 124 certificates in International Family Planning and Reproductive Health have been awarded to course participants.

*“As a result of my GAP internship, I have increased technical knowledge of contraceptive methods and HIV/AIDS, skills in budgeting, and a new conceptualization of the word ‘teamwork.’”*

2005 GAP INTERN

## Graduate Applied Project (GAP) Mini-Grants

Were dispersed beginning in 2000 for graduate students who had identified unpaid or partially funded internships in international family planning or population-environment. They were designed to strengthen the field by helping promising students, including potential fellowship applicants, acquire relevant international experience. Our GAP funding has supported overseas work opportunities for 149 interns.

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

Was designed in 2001 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 by offering two- to six-month fellowships for professionals from Latin America and sub-Saharan Africa. It has also provided organizational support through strategic planning, network building, seed grants for applied projects, and regional workshops. To date, 29 professionals have completed PEAK Fellowships and implemented applied projects at their home organizations.

*(See PEAK Advisory Board Member Carlos Aramburú’s observations about the PEAK Initiative on page 28).*

*In 2005-06, the PEAK Initiative was funded by USAID, and the Compton, William and Flora Hewlett, and United Nations Foundations.*



<b>Program</b>	<b>Primary Audience(s)</b>	<b>Goal</b>
<b>Population (Pop) Fellows Program</b> (1984)	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> (1993)	As above	As above
	PE field	Develop tools and methods for advancing intersectoral cooperation
<b>Population, Environmental Change, and Security (PECS) Initiative</b> (1995)	Policy-makers, researchers, and practitioners	Explore implications of population, health, and environmental issues for global security
<b>Minority-Serving Institutions (MSI) Initiative</b> (1995)	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> (1999)	Graduate students Early-career professionals Potential fellowship candidates	Prepare graduate students and early-career professionals for work in the field  Attract candidates with highly sought skills from other disciplines to the field
<b>Graduate Applied Project (GAP) Mini-Grants</b> (2000)	U.S. graduate students Potential fellowship candidates	Help promising graduate students get applied experience in the field
<b>Professional Exchange for Applied Knowledge (PEAK) Initiative</b> (2001)	Professionals from Latin America and sub-Saharan Africa	Fellows' professional development
	Their home organizations	Organizational development

Mechanism	Key Linkages
Two-year professional fellowships	<p>A number of MSI interns, GAP interns, Summer Certificate Course participants have become fellows</p> <p>Fellows have mentored and collaborated with MSI interns, GAP interns, and PEAK Fellows</p> <p>Fellows have cooperated with each other in project planning and fundraising</p>
Two-year professional fellowships	As above
Nonpartisan meetings and publications	<p>Fellows shared field-level insights with policy community</p> <p>Fellows tapped initiative's knowledge base on intersectoral cooperation</p>
Summer internships	<p>MSI interns have become fellows after appropriate training was completed</p> <p>MSI interns have been placed at a PEAK home organization</p>
Customized internship packages	MSI interns have been mentored by current and former fellows
Two-week course on the principles and practice of international family planning and reproductive health	Course included MSI graduate interns and potential Pop and PE Fellows
Small grants for students with unpaid or partially funded internships	GAP Mini-Grant recipients included former MSI undergraduate interns, MSI graduate interns, as well as potential Pop and PE Fellows
Customized two- to four-month fellowships, plus applied project at home organization	<p>PEAK Fellows have participated in an exchange with Pop or PE Fellows at regional workshops</p> <p>PEAK Fellows have mentored and their home organizations have hosted GAP or MSI interns</p>
Strategic planning workshops and fellows' applied projects	PEAK Fellows have collaborated with Pop or PE Fellows on their applied project



## NEW DIRECTIONS, LASTING IMPRESSIONS

Over the last 22 years, the Population Fellows Programs have established a history of innovation and responsiveness to the needs of the field and a reputation for cultivating new partnerships, fostering diversity, and developing capacity-building initiatives.

In 2005-06, we continued to build on this foundation by providing new experiences for our fellows and interns and developing important connections that will enhance their careers and contribute to the field.

*A young girl waits outside of a health clinic in the Mkongo Village, Kigoma Region, Tanzania.*

Photo Credit: Stacy Fehlenberg



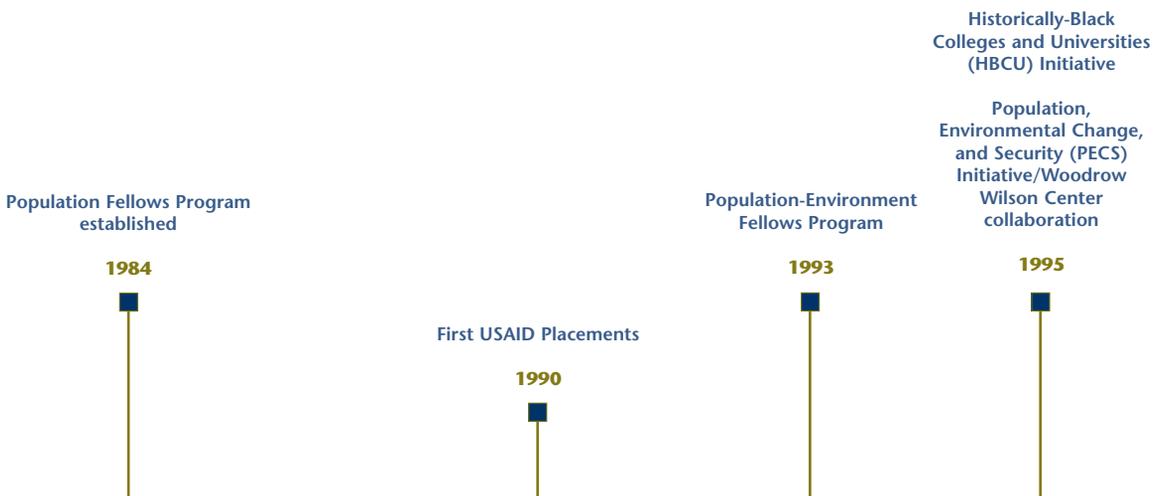
## Exploring New Directions

This past year, the Programs provided several professional development opportunities that allowed fellows to expand their focus while supporting innovation in the field.

### PE Small Grants

With the support of the David and Lucile Packard Foundation, the Population Fellows Programs first introduced PE small grants in 2003 to provide start-up funding for host organizations to implement PE projects during fellows' placements. In 2005-06, these awards continued to promote integrated population-environment as one of USAID's Global Leadership Priorities.

With the help of these grants, fellows placed at traditional reproductive health organizations were encouraged to explore how integrated approaches could enhance current programming. They were also able to transfer skills and build capacity in project development, grant writing, and monitoring and evaluation. In just a few short years, this funding has drawn interest from a wide cross-section of fellows on a diverse set of projects. Population, PE, and PEAK Fellows have used PE small grants to integrate local resources, to form institutional partnerships, and to raise awareness about family planning, reproductive health, and environmentally-sound practices at their host agencies. This funding has supported projects in Bolivia, Brazil, Guatemala, Guyana, Madagascar, Peru, Senegal, and Tanzania.



*“The success of our project has demonstrated the importance of integrating population-environment issues, in this case reproductive health clinics and access to clean water. It also proves that strong partnerships can yield sustainable results. AMREF intends to adapt this approach to other districts as funding permits.”*

POPULATION FELLOW  
LISA McARTHUR

### 2005 PE SMALL GRANTS RECIPIENTS

- Population Fellow **Lisa McArthur**'s host agency, the African Medical and Research Foundation (AMREF)/Tanzania, received funding for a borehole well project aimed at improving the quality of reproductive health and maternal and child health services by providing access to clean water. Through this effort, AMREF partnered with district authorities and created a steering committee drawn from various sectors, such as water, health, and education.
- PEAK Fellow **Barthelemy Rakototiana** worked with a local organization, the Department of Development at the Church of Jesus Christ, in Moramanga, Madagascar. His project was designed to allow women to add to their families' incomes by making and selling handicrafts to defray education and medical expenses, including school materials and family planning methods.
- Population Fellow **Siri Suh** worked with a local Senegalese NGO, Association for Improving the Conditions of Life for Women and Children, to increase community and civil society participation in the promotion of family planning and environmental management by launching a pilot project integrating reproductive health and environmental sustainability.

HBCU and HSI Initiatives combine to form the Minority-Serving Institutions (MSI) Initiative

Tribal Colleges and Universities (TCU) Initiative becomes part of the MSI Initiative



Hispanic-Serving Institutions (HSI) Initiative

Summer Certificate Course

PEAK Fellowship Initiative

Population Fellows Programs end

1998

1999

Graduate Applied Project (GAP) Mini-Grants

2000

2001

PE Small Grants

2003

Fellows' Cross-Visit Awards

2004

MSI Initiative-University of Puerto Rico-Mayagüez Partnership

2005

2006

*“The cross-visit experience made a deep impression on me. The knowledge and insights that I have gained [about PE programming and field work] will help to inform various dimensions of my work at PRB.”*

PE FELLOW  
KATHLEEN MOGELGAARD

### Fellows' Cross-Visits

Our fellows' cross-visit awards continued to provide modest funding on a cost-share basis for Population and PE Fellows to work with another fellow during their placement for the purpose of cross training and exploring USAID Global Leadership Priority areas. These professional development exchanges allowed fellows to receive informal training in special-interest areas, examine project strategies used by other host organizations, and strengthen projects on which they were working. They also provided opportunities for fellows and their organizations to establish new relationships, network, and support one another.

This professional development option was piloted by two PE Fellows in 2004. In 2005-06, ten Population Fellows and two PE Fellows explored new territory and made new connections for their host agencies through these awards. These exchanges focused on the following priority areas: FP-HIV/AIDS integration, gender, maximizing access and quality of care, population-environment, repositioning family planning, and youth reproductive health.

### 2005-06 CROSS VISITS

- Pop Fellow **Aimee Centivany** (RHAC/Cambodia) conducted a cross visit with Pop Fellow **Mahua Mandal** at USAID/Washington, D.C., and **Megan Wysong** at PATH/Kenya exploring gender, FP-HIV integration, and youth reproductive health.
- PE Fellow **Kathleen Mogelgaard** (PRB/USA) documented population-environment integration efforts with PE Fellow **Kristen Patterson** at SantéNet in Madagascar.
- Pop Fellow **Bernice Pelea** (PCI/Bolivia) compared lessons learned in maximizing access and quality with Pop Fellow **Melisa Schuette** at USAID/Dominican Republic.
- Pop Fellow **Kiyomi Tsuyuki** (PROSALUD/Bolivia) explored programs repositioning family planning with Pop Fellow **Antigoni Koumpounis** at WHO/India.
- Pop Fellow **Jill Keesbury** (Population Council/Kenya) examined gender and youth reproductive health with Pop Fellow **Amy Babchek** at the United Nations Foundation/USA.
- Pop Fellows **Mahua Mandal** (USAID/Washington, D.C.), and **Lisa McArthur** (AMREF/Tanzania) conducted a simultaneous cross visit with Pop Fellow **Aimee Centivany** at RHAC/Cambodia exploring gender, youth reproductive health, FP-HIV integration, and behavior-change communication.



## Lasting Impressions

Most of all, 2005-06 will be remembered as a time when important partnerships and connections continued to promote the mission of the Population Fellows Programs.

### The MSI Initiative–UPRM Partnership

In spring 2005, the Programs formed an official partnership between the MSI Initiative and the University of Puerto Rico at Mayagüez (UPRM). Through funding provided by UPRM, their Department of Social Sciences committed to supporting UPRM/MSI undergraduate interns by providing follow-on mentoring and research opportunities related to the students' summer internships. Piloted in 2005, this new program is testing whether additional academic support can reinforce MSI undergraduate interns' commitment to working in the field of international family planning and reproductive health.

*(See Marla Pérez-Lugo's thought piece on p. 30 for more details on this partnership).*

*“I found the follow-on research opportunity to be a great way to implement and investigate the things that I learned during my internship. It was wonderful preparation for graduate school or a career in the field.”*

MSI INTERN

BRENDA DÍAZ



## The Programs' Network

As the Population Fellows Programs have grown and developed new components, we've encouraged and cultivated synergies among our Program participants. Current and former Population, Population-Environment, and PEAK Fellows have mentored or supervised both MSI and GAP interns; former Pop, PE, and PEAK Fellows have recommended PEAK Fellows; former fellows and interns have regularly provided trainings at workshops and orientations; and a number of Pop and PE Fellows have participated in professional development cross-visit exchanges.

These connections not only benefit fellows, interns, and host organizations while they're actively involved with the Programs, but continue to support them as they build careers, contacts, and programming. Over the last 22 years, Program alumni (more than 750 fellows, interns, and course participants), their host organizations, and other supporters have created a vast network of professionals dedicated to bringing new ideas, innovative approaches, and diverse perspectives to the field.

We are proud of the work of our alumni in 2005-06 and know that their success stories will continue to impact international family planning, reproductive health, and population-environment for many, many years to come.

*“Through my fellowship, I have received more exposure in the field of international public health and program planning. Not only have I written several articles about the PAC Community project, I have also become the co-chair for the PAC Consortium’s Essential Elements of PAC Taskforce. This has created many opportunities for connection and collaboration among those who work in PAC or PAC-related issues.”*

POPULATION FELLOW  
KIYOMI TSUYUKI

## A SELECTION OF OUR 2005-06 CONNECTIONS

- Former PEAK Fellow **Clement Bwalya** supervised MSI intern **Avelina Borrego** at the Youth Activists Organization in Lusaka, Zambia.
- PE Fellow **Cara Honzák** supervised MSI undergraduate intern **Jackie Soto** at World Wildlife Fund/USA.
- MSI undergraduate intern **Byron Hunter** was supervised by former Pop Fellow **Rikka Transgrud** and worked with current Pop Fellow **Megan Wysong** at PATH/Kenya.
- Pop Fellow **Elaine Menotti** mentored MSI undergraduate intern **Kevin Callo** at Futures Group/USA.
- PE Fellow **Ericka Moerkerken** supervised MSI undergraduate intern **Jenna Burton** at ProPetén Foundation in Guatemala.
- Former PEAK Fellow **Pilar Morales** helped to coordinate the placements of 2005 PEAK Fellows **Carlos López** and **Edna Nadal**; she also conducted a technical session at the 2005 PEAK Fellows strategic planning workshop in Oaxaca, Mexico.
- Pop Fellow **Eric Ramírez-Ferrero** mentored MSI undergraduate interns **Brenda Garcés-Rivera**, **Elena Gore**, **Ryan Smith**, and **Camilla Stanley** at Family Health International/Tanzania.
- Pop Fellow **Melisa Schuette** (USAID/Dominican Republic) was instrumental in arranging MSI undergraduate intern **Dionne Childs'** placement at MUDE/Dominican Republic as well as recommending Dionne's supervisor at MUDE, **Edna Nadal**, for a 2005 PEAK Fellowship.
- Former Pop Fellow and MSI Graduate Intern **Orazio Slayton** helped arrange internships at ADRA/Tanzania for MSI undergraduate interns **Glenn Baldwin** and **Andrea Osuna**.
- Former Pop Fellow **Christine Sow** is currently supervising Pop Fellow **Mieko McKay**.
- Former Pop Fellow **Lynn VanLith** facilitated the development of PEAK Fellow **Emmanuel Akoto's** placement at Health Communication Partnership/Zambia.





## FROM THEIR PERSPECTIVE

In this section we provide four distinct perspectives discussing the Programs' ability to nurture and explore new directions throughout its tenure.

The Director of the Population Fellows Programs, a former Population Fellow, a PEAK Advisory Board member, and an MSI Advisory Board member share how the work of the Programs will continue to impact the field for many years to come.

*From left: Population Fellows Programs Director, Frank Zinn, Recruitment and Internships Manager, Chinyere Neale, and Minority-Serving Institutions Initiative (MSI) Advisory Board Member, Marla Pérez-Lugo meet to discuss the MSI Initiative-UPRM partnership.*

Photo Credit: Suzanne Copsy



### Frank Zinn

*Director of the Population Fellows Programs*

*As the Population Fellows Programs come to a close, Director Frank Zinn reflects on its growth and impact on the field*

As I look back on the 22-year history of the Fellows Programs, it is both sad and satisfying. It is sad because an era is coming to an end, but satisfying because it is easy to see the tremendous impact the programs have had on the field of international population and reproductive health.

Throughout the Programs' history, the fellowship was defined as a mix of professional development for the fellow, technical assistance to the organization hosting the fellow, and as a piece of a larger learning agenda about best practices and innovation. What has changed over the years is the way these objectives have been met and balanced in our efforts to meet and promote the needs of the early-career practitioner and the field as a whole.

In recent years, we've emphasized the technical assistance and learning agenda objectives. For example, in order to maximize the value of the technical assistance to the host organizations, we've used a "proposal to host" approach, which treated the fellow as though he or she were a grant to the organization, requiring not only a work plan, but cost sharing, accountability for results achieved, and a plan for sustaining the activities developed during the fellowship. In order to promote the larger learning agenda, we've provided opportunities and a framework for fellows working on global leadership priorities to visit each other to cross-fertilize projects. There are many other big and small examples of how we've implemented this increased emphasis on technical assistance and learning — but the important thing is a shift in emphasis that permeates everything we've done over the years.

Interestingly, the inspiration for these evolutionary activities came from the fellows themselves – talking about their frustrations and successes during their fellowships. Maximizing the fellowship experience often had more to do with the bigger role the fellow plays than with his or her performance on a formal work plan.

I also think the Programs' role in innovation had an impact on the way fellowship sites were developed. USAID was generous in providing core funds for fellows placed outside of USAID. By thoughtfully placing fellows at organizations contributing to USAID's strategic priorities by working on issues like Population-Environment, refugee reproductive health, adolescents, etc. we've been able to foster innovation in these emerging areas. Moreover, the innovation is reinforced by linking fellows working on these issues and enabling them to share lessons.

*“Throughout the programs' history, the fellowship was defined as a mix of professional development for the fellow, technical assistance to the organization hosting the fellow, and as a piece of a larger learning agenda about best practices and innovation.”*

We've also tried to make diversity a fundamental value in everything we've done. The MSI Initiative began in 1994 and continued until the end of the project. Attracting highly qualified individuals to the field of international population from institutions with a diversity focus has had an impact on the intuitions, the interns, and the field. But maybe equally important has been our approach in recruiting for the fellowship in general – recruiting from university departments outside of public health that provide people with relevant skills. Candidates from these areas come into the program with diverse backgrounds and fresh perspectives to complement their technical skills.

*“When we hear from alumni, they often reflect on their fellowship as their most important and defining professional experience.”*

Over our 22-year relationship with USAID, we've successfully placed more than 300 fellows. More than 80% of our alumni have continued on in the field in leadership positions. I think the Programs have achieved remarkable success in identifying future leaders and placing them in fellowships that have enabled them to really grow. It is sad to say that a significant percentage of people working at the senior levels of the international family planning/reproductive health field have never worked in a field-based program. The opportunities provided by the Michigan fellowship have given our alumni a perspective that is important to the success of our collective efforts in international family planning and reproductive health.

When we hear from alumni, they often reflect on their fellowship as their most important and defining professional experience. They use terms like rewarding, exciting, humbling, and learning. It will sound like a cliché, but I think it's true to say that the Programs will live on in the hearts and minds of those who have been part of them.



### Sophia Brewer

*Former Population Fellow*

*A former fellow describes how her fellowship allowed her host organization to cultivate new programs and partnerships*

*“My experience transferring not only technical skills but learning from and modeling collaborative relationships with new partners has created new possibilities that will long outlast my fellowship.”*

One of the most valuable aspects of my experience as a Population Fellow with JSI’s Romanian Family Health Initiative (RFHI) project was the opportunity to help improve reproductive health services for hard-to-reach populations in Romania. I was charged with developing programming for two underserved populations — adolescents and Roma, a European ethnic minority that routinely faces widespread discrimination, poverty, and both formal and informal forms of marginalization in society.

I came to my fellowship with experience in adolescent reproductive health. So right away I was able to start applying techniques and technical skills from this background to support the project’s activities focused on youth. I then focused on translating and building these skills to serve the Roma population as well. Having worked in the region before through the Peace Corps, I understood there were major challenges ahead of me. Most notably, the lingering problem for both Romanians and Roma to move past widely accepted and ingrained stereotypes of one another. In addition, Roma reproductive health is a very sensitive topic in the Central/East European region. A report on the forced sterilization of Roma women in Slovakia had just come out when I started my fellowship.

The principle of the RFHI Roma program was not to create duplicate services but to integrate Roma into the existing health system. To this end, much of the first year of my fellowship focused on supporting an existing program to train Roma women as health mediators by gathering qualitative and quantitative data on Roma reproductive health needs and designing and implementing monitoring and evaluation systems for the project. Roma health mediators, supported by the Romanian government, provide information and create linkages between Roma communities and local health services, including family planning and child health services. Realistically, however, this process could not be accomplished without first addressing barriers to access, such as communication and discrimination problems in the health system.

Consequently, the second major aspect of the program focused on changing attitudes among doctors, nurses, and even policymakers toward Roma through training and increased collaboration with Roma health mediators. Another important piece involved the development of a strong partnership with the Counselor to the Minister of Health for Roma to address these issues at the national level. Through technical assistance sessions at the Ministry of Health (MOH), I helped improve the data collection system monitoring the health mediator program and worked with the Counselor on a project implementing Romania’s National Strategy on Sexual and Reproductive Health. Establishing a link between RFHI’s Roma program and public policy was vital for any of its activities to become sustainable in a meaningful way.

As a foreigner, I found that I was uniquely situated to help bring direction and movement to the Roma program. I was more readily accepted by ethnic Roma professionals and Roma NGOs than a Romanian would be in the same position. I was also able to use my status as an outsider to offer different perspectives and propose new approaches to old problems in a non-threatening manner. My presence helped create a bridge between various groups, funders, program staff, Roma groups, and the government — each of which wanted improved health for Roma, but at that time found the road to working together difficult to maneuver. Before long, the trust I earned among my colleagues helped open up an honest dialogue within the program, which, while far from painless or amenable to quick fixes, was a necessary step in developing appropriate responses to Roma reproductive health.

*“My presence helped create a bridge between various groups, funders, program staff, Roma groups, and the government — each of which wanted improved health for Roma, but at that time found the road to working together difficult to maneuver.”*

In addition to these efforts, I was also able to foster relationships with non-traditional partners for the RFHI during the first year of my fellowship. Through this work, I discovered that the Romanian Orthodox Church (ROC) was interested in playing a role in HIV/AIDS awareness and prevention. This led to discussions between JSI and ROC and a letter from the Romanian Orthodox Patriarch on World AIDS Day in support of RFHI’s annual AIDS campaign. Shortly thereafter, USAID approached JSI about playing a role in a new project utilizing the presence of ROC in communities to promote a referral network for domestic violence and HIV issues. With the help of contacts that I had made, I supported the development of a concept paper and subsequent negotiations between JSI and ROC partners for this project, which began in 2005.

In the second year of my fellowship, the initial phase of the RFHI Roma component continued to make progress and began receiving more of the spotlight and funding. USAID gave JSI additional funds to expand the first year’s activities exponentially. I think coming in as an outside, early-career public health practitioner with a basic set of skills allowed JSI to use my fellowship to bolster the RFHI program and partnerships in areas that were less cultivated. My experience transferring not only technical skills but learning from and modeling collaborative relationships with new partners has created new possibilities that will long outlast my fellowship. This work was especially gratifying because of the immense need among Roma for reproductive health services and the strength and quality of the working relationships that were established. Indeed, one of the highlights of my fellowship has been the people that I have worked with at the MOH, NGOs, ROC, and individual Romanians who are committed to improving the situation for Roma. I am proud of the achievements that we were able to accomplish together, because I do not feel that any of us could have made them alone. Even though there remains much work to do, I am confident that my role as a Population Fellow has improved the technical capacity of these groups to continue developing this area. I am grateful to have played a part in increasing the role of Roma in improving the health of their families in Romania.

*Sophia currently works as a Project Manager for International Orthodox Christian Charities (IOCC) in Romania. See her fellowship profile on p. 50.*



**Carlos Aramburú**

*PEAK Initiative and Population-Environment Fellows Program  
Advisory Board Member*

*The Executive Director of the Economic and Social Research Consortium in Peru discusses how PEAK Fellows are bringing fresh perspectives and new approaches to their organizations*

I have been involved with the Population Fellows Programs for nearly 15 years, first as a board member for the Population-Environment Fellows Program and then with PEAK. In fact, I played a major role in the initial design and development of the PEAK Initiative.

Through the lens of an anthropologist, I have always felt that every story begins and ends with people. I believe people are key to every endeavor, especially if it involves social and cultural change. That was the primary concept of the PEAK Fellowship. It provided individuals with opportunities to change and to grow through professional development and training in other countries, and the chance to gain a fresh perspective on their own organization that can later be shared with colleagues. Young professionals crave hands-on experiences in other countries — to learn by doing. This is something not usually available at universities in developing countries.

Every other year, the new PEAK Fellows from Latin America attended a pre-fellowship strategic planning workshop with their supervisors. Along with PEAK staff, I worked with them to map out their fellowship goals, define objectives, and design an applied project that could be completed upon their return to their home organization. I also worked closely with each fellow during this time to clarify and define what their organization does, what it does well, and what areas it might change. This exercise translated to the skill sets of the fellow as well. They began to develop a more critical approach to their own work and more importantly, learn what is applicable to their own organizations. This of course depended upon the flexibility of their own institution to innovate and try new approaches.

The process of discovery that began at the workshop helped to build camaraderie among fellows, which is also a key element in the entire PEAK process — building relationships and social networks in the field. I presented fellows with data and ideas about the current trends in population and reproductive trends in their region. We then related it to their own work and organizations. They soon realized that despite specificities, most NGOs working in reproductive health in developing countries face the same issues. This was reassuring for the fellows and it helped to reinforce why sharing and learning from each other is so important.

*“Young professionals  
crave hands-on  
experiences in  
other countries —  
to learn by doing.”*

“  
*It was not only a matter  
of capabilities,  
but of attitude —  
fellows had to be eager  
to learn and have curiosity.  
Curiosity is the basis of  
learning and science.*”

It was also important that PEAK Fellows were ready to think outside of their existing framework. It was not only a matter of capabilities, but of attitude — fellows had to be eager to learn and have curiosity. Curiosity is the basis of learning and of science — we often forget this. It is the key to effective organizations as well. I’ve learned that the most critical point in the life of an organization is when they are most successful. That is when they need to plan for the future, since things will not stay the same. Most organizations, especially NGOs, do not start planning or innovating until they reach a crisis point. With their new perspectives, experience, and training, PEAK Fellows can help make innovation a regular practice within their organizations.

Once fellows reached the end of their placements and returned to their home organizations, the PEAK process did not end. The most important thing a PEAK Fellow could take away from his or her fellowship was the many lasting returns, such as, lessons learned and solutions to old and new problems. However, perhaps the most important thing was not a “thing” at all; it was the contacts, trust, and friendships that they made during their travels to similar organizations all over the world. This provided the building blocks for social and information networks that have great value and potential for the fellow and their organization well into the future.

*Carlos also serves as advisor to the Ministry of Women and Human Development in Peru, and is professor of Social Programs and Public Health at Peruvian University, Cayetano Heredia. He has written extensively on topics such as internal migration, population policies, poverty and social exclusion, and social management.*



### **Marla Pérez-Lugo**

*Minority-Serving Institutions Initiative (MSI) Advisory Board Member*

*A University of Puerto Rico – Mayagüez (UPRM) professor describes her department's pilot partnership with the MSI Initiative*

*“When I attended graduate school in the U.S., I was fascinated by how academics tended to distance themselves from practice, and practitioners tended to distance themselves from academia. So the first time I saw a description of the MSI Initiative and the work of the Population Fellows Programs — how they actively bring these two areas together — that really appealed to me.”*

Havidán Rodríguez, one of the original MSI Initiative Board members, was a mentor of mine when I was an undergraduate at the UPRM so I knew all about the MSI undergraduate summer internships when I came here to teach. I've always found the concept of the program very interesting. When I attended graduate school in the U.S., I was fascinated by how academics tended to distance themselves from practice, and practitioners tended to distance themselves from academia. So the first time I saw a description of the MSI Initiative and the work of the Population Fellows Programs (PFPS) — how they actively bring these two areas together — that really appealed to me.

When I was an undergraduate, I participated in a summer internship that gave me the opportunity to work on an applied research project. It is partly because of this experience that I am where I am today [at UPRM], so I know how important these types of opportunities can be to the career path of students. One of my objectives when I was the director of UPRM's Center for Applied Social Research and in my current role as a professor and mentor in the Department of Social Sciences is to guide our students toward professional careers in the field. I want them to seriously consider going on to graduate school but, at the same time, to connect what they are learning in the classroom to practical “real world” experience. Because the MSI summer internship provides this opportunity in the field of international family planning, reproductive health, and population-environment, I strongly encouraged my students to pursue it. I wasn't the only UPRM faculty member who felt this way. Many others were impressed with the program as well.

So much so that when Jose Martinez, the MSI Internship Recruitment Coordinator at the time, came here for a visit in fall 2003, the Department of Social Sciences Chair, myself, and other faculty members asked him if our department could formally work with the MSI Initiative. We wanted not only to encourage our students to pursue these internships, but also to provide them with follow-on mentoring and research opportunities to increase the likelihood that they'd pursue careers in the field. Jose went back to Michigan and shared our ideas with the PFPS Director, Frank Zinn, and MSI Initiative Manager, Chinyere Neale. Soon after, he called us back and said, “They like this approach. Why don't you send us something in writing.” Our department put together an agreement outlining how UPRM could contribute to the goals and objectives of the MSI Initiative by reinforcing interns' commitment to pursuing graduate studies and careers in the field and vice versa. The MSI Board liked our proposal and we received funding from UPRM to provide students who are accepted as MSI interns with supplemental research activities the year following their internship. That's how this pilot partnership started. The agreement was officially signed at the MSI Board meeting in March 2005.

I had the pleasure of being the first faculty mentor for the partnership. I worked with MSI intern Brenda Díaz. Her summer internship with MEDISOL Clinic in Lima,

Peru, focused on the coordination of reproductive health workshops for local high school students. When she came back to school in the fall, she decided to build upon this work by examining the reproductive health knowledge and attitudes of Puerto Rican adolescents in Mayagüez. She created a survey and collected data from high school students, analyzed the results, and presented her project at the UPRM sociology student union's undergraduate research symposium on applied social science. I was able to watch her grow through this entire process. During her internship, she observed and experienced the complexities of the field. Once back at UPRM, she used this perspective to inform her research and to actively connect theoretical perspectives with practical issues — specifically, sociological theories with the implementation of adolescent sex education programs.

This is a perfect example of why providing opportunities outside of the classroom is incredibly important. It provides professional socialization. I believe that until you have the opportunity to do your discipline, you are not really learning your discipline. This summer internship and follow-on research project model really make students apply the concepts that they are learning in class. That is where the real learning begins.

Another benefit of this partnership is that it allows for a close mentoring relationship between faculty and undergraduate students. When you're in front of the classroom with thirty faces looking at you, you realize that not many students feel comfortable asking all the questions that they have or really understand what they are supposed to get from the course. But when you have a one-on-one mentoring experience like this, you can go into details. You can motivate students to delve deeper into issues and use almost any situation that comes up during the project to advance the learning and practice of their discipline. As your relationship develops, they start to feel safe asking all of their questions to get the information and advice that they really need. Plus, opportunities like this also give students the chance to be recognized by their departments and peers. For some, that can even be more important and encouraging in some ways.

“  
I'm hopeful that other  
schools will consider providing  
follow-on support to interns  
once they see what we've been  
able to accomplish through  
our agreement.”

I believe UPRM's experience with this pilot program will demonstrate that this approach achieves the goals of both the MSI Initiative and the home institution of the student — in encouraging MSI students to pursue graduate school and careers in international public health. I'm hopeful that other schools will consider providing follow-on support to interns once they see what we've been able to accomplish through our agreement. Instead of MSI students applying by themselves, there will be a commitment from their institution up front. That is, if they are accepted as an intern, their school will commit to providing a follow-on mentoring and research experience for them. If more institutions adopt this partnership model, I think the number of minority students going into graduate school and related careers will grow, period. And we — MSI students, faculty, and the field — will all be better off because of it.

*Three of the 2005-06 MSI interns Zulnette García-Ramos (p. 82), Lilliam Rodríguez-Maldonado (p. 86), and Brenda Garcés-Rivera (p. 87) continue to test this approach.*



## STARTING FELLOWS

During the period of this report, 17 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 a: Population Fellow (Pop), Population-Environment Fellow (PE), and former MSI intern (MSI). Fellows' start date, graduate institution(s), and highest degree obtained are also provided.

*Pop Fellow Kathryn Boryc certifies secondary school health club members as peer educators to conduct outreach activities in their schools and communities, as well as provide staffing during youth-friendly clinic hours at target health centers.*

Photo Credit: Carylon Alexander

*\* Many fellows that began with the Programs in 2005-06 will be able to continue their fellowship work through the Global Health Fellows Program, a new USAID initiative.*

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*Adolescent Reproductive Health (Pop)* • 9/05
- 36 **HEATHER D'AGNES**  
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*Program Coordination (PE)* • 11/05
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*Program Design and Development (Pop)* • 7/05

## KATHRYN BORYC

USAID/Guyana

*Adolescent Reproductive Health (Pop) • 4/05*  
*MPH, Tulane University*



Kathryn serves as the Youth-Friendly Services Coordinator for USAID/Guyana and works closely with the Ministry of Health. She is charged with the design and management of the Youth-Friendly Health Services Initiative to increase adolescents' access to reproductive health care — a highly stigmatized and under-utilized service in Guyana. This project will roll out on a national level over the next five years through a series of regional trainings and program development at health centers, which will include a specific package of services for young people. In addition, Kathryn is responsible for coordinating a Peer Education Program for the Ministry of Health.

Thus far in her placement, Kathryn has supported the establishment of twelve Youth-Friendly Health Centers in two regions of Guyana. She has coordinated a series of workshops, forums, and trainings for health center staff and youth in the surrounding communities, and has assisted in the renovation of health centers to include youth-friendly spaces.

*Kathryn's placement is funded primarily by non-population, field support funds. Her work builds upon initiatives started during Jennifer Miller's fellowship (see p. 58).*

## REBECCA CALLAHAN

USAID/Washington, D.C.

*Contraceptive Research (Pop) • 7/05*  
*MPH, Emory University*



Rebecca serves as the Biomedical Research Fellow for the Research, Technology, and Utilization (RTU) Division in the Office of Population and Reproductive Health at USAID in Washington, D.C. She provides technical support to the RTU Division chief and staff, disseminates research findings related to contraceptive and microbicide development and utilization, works with the Utilization Advisor to integrate family planning and delivery system research results into practice, and assists in the management of the division's cooperative agreements. She also serves as point person for issues related to emergency contraception, safe injection, and male involvement.

In addition to her RTU responsibilities, Rebecca is a member of the Postabortion Care Working Group and the Interagency Gender Working Group and is involved in initiatives related to child marriage, gender-based violence, and male involvement.

*Rebecca's work continues a long standing tradition of fellowships with the RTU Division. This position was previously held by Harris Solomon (see p. 63).*

*“ [Our fellow] is completely adept, respectful, sensitive, flexible, and is well accepted in both her work setting and her peer group. She very ably works at many levels with [all of our partners]. ”*

## CONNIE CHO

Save the Children/Mozambique  
*Adolescent Reproductive Health (Pop)* • 9/05  
*MPH, MIA, Columbia University*



Connie serves as a Youth Reproductive Health Advisor for Save the Children (STC)/U.S. in Mozambique. She provides technical support for the design, monitoring, and evaluation of its adolescent program, which works to promote healthy and safe reproductive health behaviors among adolescents in the rural Gaza Province. Connie is responsible for assisting the Mozambique team in integrating family planning interventions into the adolescent program and ensuring that HIV/AIDS and education programming address young people's reproductive health concerns. In addition, she is working with STC to design criteria and strategies for expanding the adolescent program in other impact areas.

Connie plans to conduct a qualitative study to identify potential program strategies to help adolescent girls prevent early pregnancy, stay in school, and access reproductive health services. She will also collaborate with other STC colleagues to strengthen the capacity of staff and partners in Mozambique in program design and monitoring and evaluation.

## HEATHER D'AGNES

USAID/Washington, D.C.  
*Program Coordination (PE)* • 11/05  
*MPA, MMA, University of Washington*



Serving as the Population-Environment Technical Advisor with USAID/Washington's Global Health Bureau, Heather is primarily responsible for providing technical support for core-funded, population-environment (PE) projects implemented by Conservation International, World Wildlife Fund, and the Woodrow Wilson Center. In addition to these activities, she is overseeing the bureau's larger PE portfolio including projects implemented by the Jane Goodall Institute, Population Reference Bureau, and Environmental Health IQC. She is developing relationships across offices, bureaus, and the field to address population-health-environment linkages in biodiversity hotspots. She is also the Global Leadership Priorities Champion for PE.

Heather hopes to document how community-based projects integrating family planning and other key health interventions with conservation and natural resource management can be more effective, acceptable, and sustainable than approaches pursued in a vertical, sector-specific fashion.

## PRIYA EMMART

JSI/DELIVER/Ethiopia

*Contraceptive Security (Pop) • 7/05*

*MPH, Johns Hopkins University; MSW, Smith College*



Priya serves as a Contraceptive Security (CS) Fellow with John Snow/DELIVER in Ethiopia. She is charged with identifying opportunities, stakeholders, and issues to facilitate a strong and sustainable CS agenda in Ethiopia. In this role, she provides technical assistance to the DELIVER/Ethiopia field office, facilitates linkages between key stakeholders, and works collaboratively with the Ministry of Health (MOH) to address priority issues affecting contraceptive security. DELIVER/Ethiopia is implementing a national contraceptive logistics management information system, undertaking warehousing improvements, and providing technical advice to the MOH on forecasting and procurement. To this end, Priya's work centers on DELIVER's final year efforts in the consolidation of the Ethiopia Contraceptive Logistics System, as well as routine program monitoring and evaluation.

In addition, Priya has also helped prepare a report linking the country's poverty reduction strategy, Millennium Development Goals and activities, and contraceptive security for the East Africa Conference on Contraceptive Security in Tanzania.

## STACY FEHLENBERG

Jane Goodall Institute/Tanzania

*Monitoring and Evaluation (PE) • 3/05*

*MPH, Columbia University  
MS, Georgia Institute of Technology*



Stacy serves as a Population-Environment Fellow with the TACARE (Lake Tanganyika Catchment Reforestation and Education) Project of The Jane Goodall Institute in Tanzania. Her placement focuses on designing and implementing a systematic and comprehensive monitoring and evaluation (M&E) process for the project and building the capacity of staff on these systems. The TACARE Project is made up of five sections: health (family planning, water and sanitation, and HIV/AIDS); agriculture; forestry; roots and shoots (youth environmental education); and community development (girls' scholarships and micro-credit). Traditionally, the Project worked with small grants from a variety of donors, with nominal reporting requirements. As TACARE's popularity has grown as one of the only local-serving community development agencies in the Kigoma Region, it has required a more comprehensive reporting system.

Stacy has designed report templates and data collection forms for community-based distribution agents who serve as community-level implementers of health programs. She has also worked on designing and monitoring systems related to implementing the TACARE Project's first President's Emergency Plan for AIDS Relief grant.

## BILL FISCHELIS

Save the Children/Philippines  
*Program Development (PE) • 6/05*  
*MEd, University of Washington*



Serving with Save the Children (STC)/U.S. in the Philippine's West Visayas Program Office, Bill is expanding upon the work of the People and Environment Co-Existence

Development Project (PESCO-Dev). He assesses the Appreciative Community Mobilization (ACM) process used during the project and explores ways to strengthen it. ACM is a key tool used in STC's work in the Philippines and other countries that builds on existing community strengths and resources to improve family health. He is also broadening STC's population-health-environment (PHE) work by helping to develop new frameworks, partners, and project sites. He is also part of a team designing an urban PHE framework, and plans to work on a new project that will focus on integrating family planning and reproductive health with terrestrial biodiversity and endangered species conservation.

In addition, Bill is working at the national level as part of the 2nd National PHE Conference organizing committee. He is also taking a lead role in strengthening and building the capacity of the PHE Sique Coalition, a national network of PHE practitioners and supporters in the Philippines.

### FELLOWS WORKSHOP IN DAR ES SALAAM, TANZANIA

In April 2005, 11 Population Fellows attended a Fellows Workshop in Dar es Salaam, Tanzania. The workshop's focus, "Maximizing the Impact of Your Technical Skills: Challenges for Sustainability," was explored through individual and team-led peer trainings by fellows on topics such as monitoring and evaluation, intercultural communication, social marketing, and writing for publication. Fellows participated in a site visit to a local youth center supported by Fellow Lisa McArthur's host agency, African Medical and Research Foundation (AMREF) and Family Health International's YouthNet program.

A highlight of the workshop was a career development panel featuring field professionals from USAID/Tanzania's Population Team — Jim Allman, Lisa Baldwin, and René Berger — that gave fellows the opportunity to discuss how to make the most of their fellowships, develop leadership skills in their current positions, and strategically approach their post-fellowship job search. The visit to the Mwananyamala Youth Centre provided fellows the opportunity to view a comprehensive approach to integrated youth programming in an urban setting. The center houses one of AMREF's Angaza (or "shed light") voluntary counseling and testing sites and provides reproductive health services, life-skills training, and a variety of youth groups dedicated to theater, dance, sports, and other topics.

*"The workshop allowed me to have in-depth conversations with and bounce ideas off of other fellows. I came away with a new support base (both technical and personal) and a better understanding of various organizational cultures and contexts for implementing programs."*

## FERNANDO FUENTES, JR.

Mercy Corps/Guatemala

*Program Development (MSI, Pop) • 1/06  
MS, Texas A&M University-Corpus Christi*



Placed in early 2006, Fernando serves as Technical Advisor with Mercy Corps in Guatemala, dividing his time among offices in Guatemala City, Coban, and Tukurú. He is primarily responsible for providing technical assistance to a rural community health center for information dissemination, education, counseling, and training related to reproductive health, family planning, HIV/AIDS, and sexually transmitted infections. In addition to these activities, he coordinates health programming with other NGOs and the Ministry of Health to serve primarily rural, indigenous families with limited access to education and health information.

Fernando is also responsible for training health center and Mercy Corps staff, which includes outreach workers, midwives, volunteer health promoters, and community health committee members, in the integration of HIV/AIDS and family planning education.

## LAURA HURLEY

Assistance Technique Nationale/Mali (*current*)  
University Research Corporation/Eritrea  
*Maternal and Reproductive Health (Pop) • 6/05  
MPH, Johns Hopkins University*



Laura spent the first five months of her fellowship working with University Research Corporation (URC)/Eritrea as a Reproductive Health Advisor on a USAID-funded bilateral health project implemented by URC. She provided technical assistance to the Reproductive Health Unit of the Ministry of Health, collaborated with WHO, UNFPA, and UNICEF and coordinated an assessment of the Ministry's Life-Saving Skills Training Program. Additionally, she participated in the revision of the National Sexual and Reproductive Health Policy and drafted the corresponding five-year strategic plan.

After the government of Eritrea requested that USAID and cooperating agencies cease activities in the country, URC focused on putting plans in place for the continuation of the project after Laura's departure. Thus, Laura helped design a postpartum care pilot project integrating traditional birth attendants into the health system and wrote a proposal to UNFPA for the introduction of the standard days method of contraception in Eritrea.

*Laura continues her fellowship with USAID's Assistance Technique Nationale in Mali.*

*The first portion of Laura's placement was funded by non-population, field support funds.*

*“Our fellow is a pleasure to have in the organization. She is hard working, always asks for help when she needs it, and is willing to work on activities outside of her comfort zone to learn new skills.”*

## RACHEL KEARL

USAID/Washington, D.C.

*Capacity Development (Pop) • 1/05*  
*MA, Columbia University*



Rachel serves as a Capacity Development Fellow with USAID/Washington's Bureau of Global Health. She is charged with developing tools and activities to enhance the technical skills of USAID employees involved in global health. To this end, she is working with the Global Health Learning Center, an online tool being developed in partnership with several offices in the Bureau for Global Health. The Global Health Learning Center ([www.globalhealthcenter.org](http://www.globalhealthcenter.org)) is a central location that offers a variety of resources to any professional in the health development field. One of these resources is the Global Health E-learning Program that provides online courses covering the fundamentals of the global health field. Each course takes one to one and a half hours to complete and covers up-to-date technical information.

Thus far in her placement, Rachel has made significant progress in developing online course offerings including: Antenatal Care, IUD Basics, Logistics for Health Commodities, Preventing Postpartum Hemorrhage, Standard Days Method, and Tuberculosis Basics. Courses in development include: Contraceptive Security, HIV/AIDS Basics, and Pneumonia.

## MIEKO MCKAY

USAID/Mali

*Repositioning Family Planning (Pop) • 10/05*  
*MPH, Johns Hopkins University*



Miekeo serves as the Family Planning/Maternal Health Advisor and gender point person on the health team at USAID/Mali. As a member of the team implementing USAID/Mali's strategy (SO6), which supports the Malian government's ten-year health and social development plan, she is responsible for providing program oversight, support, and technical assistance concerning family planning, gender, and maternal health to other team members and the strategy's implementing partners. Mali has also been designated by USAID as a Repositioning Family Planning focus country. Toward this effort, Miekeo monitors and coordinates family planning and maternal health activities with cooperating agencies and provides guidance on approaches to implementing partners working on this focus area.

Thus far, Miekeo has coordinated technical meetings with partner organizations to discuss program goals and implementation strategies. She has created statistical data sheets of the technical areas targeted by SO6 and documented program success stories for annual reporting. She has also made site visits to assist in the oversight of regional health planning meetings for 2006. Miekeo has also assisted the mission's gender coordinator in editing the gender strategy statement and in coordinating and evaluating a gender workshop for governmental and cooperating agency partners.

*“I have established a good working relationship with my colleagues.*

*I am considered part of the team and feel that my ideas and suggestions are heard.”*

## ELAINE MENOTTI

Futures Group/Washington, D.C.  
*Contraceptive Security (Pop)* • 1/05  
 MPH, University of Michigan



Elaine works with the Futures Group in Washington, D.C., on the POLICY Project, USAID's initiative focusing on reproductive health and HIV/AIDS policy. She contributes to the planning and finance activities of the Latin America and the Caribbean (LAC) Regional Contraceptive Security (CS) Initiative that assists countries in developing strategic plans for ensuring universal, sustained availability of contraceptives in their countries and in the region as a whole. She compiles reports on the trends analysis and strategy development process for the Futures Group Web site and also prepares market segmentation trends analyses, presentations, and other materials for family planning market strategy development in Peru.

Thus far in her placement, she has traveled to El Salvador to work with the national contraceptive security committee developing strategies for their desired market structure for family planning. She visited Peru to help conduct a workshop on financial and contraceptive requirements. She is also involved in the strategic planning and work plan development for other contraceptive activities in the LAC region.

## KRISTEN PATTERSON

SantéNet/Madagascar  
*Integrated Program Development (PE)* • 4/05  
 MS, University of Wisconsin-Madison



Kristen serves as a Population, Health, and Environment Advisor in the Fianarantsoa regional office for SantéNet, a USAID-funded comprehensive health project. She played a key role in the conceptualization and launch of Kominina Mendrika (KM), a community level approach to achieving health, environment, economic development, and good governance goals. She is charged with contributing to the organizational development of three Malagasy NGOs, which are implementing partners for KM and members of Voahary Salama, a Malagasy association dedicated to integrating health, population, and environment. Kristen also collaborates on the Ecoregional Initiatives project with these NGOs to develop complementary environment activities in six communes where they are concurrently implementing the health component of the KM project.

Kristen is working with partners on water, sanitation, and hygiene initiatives in the Ranomafana – Andringitra forest corridor. She will also document a history of PHE initiatives in Fianarantsoa from 1990 to the present.

## SUMMER CERTIFICATE COURSE

Our Summer Certificate Course in International Population and Reproductive Health was developed as a way to help those with non-traditional backgrounds transition to the field. In 2005 and 2006 our two-week summer course reinforced its traditional strengths in history, principles, and theory with an increased emphasis on programming practice. This ranged from concrete discussions of best practices in key program areas to substantial skill-development exercises in areas such as needs assessment, priority setting, policy communication, fund raising, project design, and program evaluation. The 2005 and 2006 courses were taught by U-M faculty Frank Anderson, Medical School, and Rachel Snow, School of Public Health, as well as guest lecturers from top organizations in the field. Twenty-nine participants took part in the course including graduate students, field professionals, Population and Population-Environment Fellowship candidates, and an MSI graduate intern.

## HEATHER ROBINSON

Population Services International/Benin  
*Social Marketing (Pop)* • 9/05  
MPH, Boston University



Heather works with Population Services International (PSI)/Benin serving as Special Advisor to the social franchise network of private health clinics, called ProFam. The ProFam network consists of 23 private sector clinics offering quality family planning services to low-income communities. She is tasked with assisting in the expansion of the network, providing monitoring and evaluation of project activities, and building local capacity to ensure continuous technical support for the network.

Thus far in her placement, she has analyzed data from a survey of clinic owners that identified the top two new services they wished to add to the clinic network. She also assisted in the launch of a new communications component that seeks to expand the network and increase the visibility of the clinics and their services. Ongoing work includes monitoring program budgets, preparing grant applications, developing sub-agreements with partners, editing regular donor reports, and writing program success stories for donor Web sites.

## SIRI SUH

Management Sciences for Health/Senegal  
*Program Design and Implementation (Pop)* • 2/05  
MPH, Columbia University



Placed with Management Sciences for Health (MSH) in Senegal, Siri provides technical support to various maternal health and family planning projects.

One of her primary tasks is serving as the MSH Coordinator for the Standard Days Method (SDM) program. In this role, she coordinates the training of trainers and providers; oversees the selection of intervention sites; adapts training tools for local context and for various types of providers; designs and pre-tests monitoring and evaluation tools; designs and disseminates IEC tools; collects data on SDM utilization; and provides initial supervision of SDM providers. She also coordinates the development of partnerships in the promotion of the SDM with local NGOs.

In addition, Siri presented the short-term results of the SDM program at the Journées Médicales, a scientific conference sponsored by the University Cheikh Anta Diop in Dakar, Senegal and wrote an article on formative supervision that has been submitted to *International Family Planning Perspectives*. She also presented MSH's formative supervision program results at the 2006 Global Health Council conference in Washington, D.C.

*“As with any new relationship, it takes time to develop trust and to view one another as partners with common goals, and I feel that [my host organization and I] have gotten off to an excellent start during the first six months of my fellowship.”*

## JENNIFER WILEN

International Rescue Committee/Thailand  
*Refugee Reproductive Health (Pop) • 10/05*  
*MS, London School of Hygiene and Tropical Medicine*



Placed with the International Rescue Committee (IRC)/Thailand, Jennifer works in two Karenni refugee camps situated on the Thai-Burmese border in the province of Mae Hong Son.

Her main areas of focus are adolescent reproductive health, male involvement, and voluntary counseling and testing (VCT). Access to contraceptives and reproductive health information is severely limited in the camps, yet sexual activity among youth remains high. Jennifer evaluates the reproductive health needs of adolescents through focus groups and key informant interviews. Based on the results of these assessments, she works directly with youth and community leaders to design and implement programs that address identified needs.

Jennifer plans to work with men's groups to incorporate reproductive health programs into their current gender-based violence prevention activities. In addition, she is charged with ensuring the new VCT program is well integrated into existing IRC programs in the two camps.

## FELLOWS' MEETING IN WASHINGTON, D.C.

In October 2005, the Population Fellows Programs hosted a day-long meeting for eight fellows based in Washington, D.C. Activities included: presentations on Global Leadership Priority areas and new initiatives at USAID, a career panel, and a presentation by Sally Ethelston, Vice-President of Population Action International, on future trends in reproductive health funding. Four fellows provided peer trainings: Pop Fellow Rachel Kearn presented USAID's new E-Learning initiative and demonstrated how to use the Global Health E-learning Web site; Pop Fellow Mahua Mandal discussed the Youth Global Leadership Priority area from the perspective of her role as the Youth Champion; and PE Fellows Cara Honzák and Kathleen Mogelgaard gave a brief introduction to the history of population-environment work as well as an update on their recent projects.

The career panel was made up of four mid- to senior-level professionals from the population and population-environment fields: Karen Hardee, Director, Center for Research and Evaluation, The Futures Group; Janet Edmond, Director, Population Environment Program, Conservation International; Sara Pacqué-Margolis, Senior Advisor for Strategic Information, Office of the Global AIDS Coordinator; and Rebecka Lundgren, Director of Operations and Behavioral Research, Institute for Reproductive Health, Georgetown University. The group discussed their backgrounds and career trajectories with fellows, with a focus on balancing family and career aspirations. Panelists shared insights on creating a work-life balance, developing leadership skills, and career development strategies.

## MARTHA WOOD

Plan International/Ethiopia

*Program Design and Development (Pop) • 7/05*  
*MPH, George Washington University*



Martha serves as a Reproductive Health Technical Advisor for Plan International (PI) in Ethiopia. For nearly a decade, PI has focused on family planning and reproductive health issues in the region and has encountered difficulties including extreme geography, conservative culture, and other significant barriers related to the accessibility and availability of services. To better understand and eventually confront these challenges, Martha is tasked with conducting a situational assessment of the current family planning and reproductive health climate in the Amhara Region. This multi-layered study will help determine the attitudes and behaviors related to family planning and reproductive health, assess the impact current efforts have yielded to date, and explore partnership opportunities with community-based organizations.

Based on these findings, Martha will develop community-based family planning and reproductive health guidelines and recommendations to inform PI's future programmatic activities in the Amhara Region. Upon completion, PI plans to replicate the study in other program areas in the central and southern regions of Ethiopia.

## GAP MINI-GRANTS SUPPORT 38 PROMISING STUDENTS

In 2005-06, the Graduate Applied Project (GAP) Mini-Grant program provided modest support to 38 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 to round out their academic training in preparation for professional work. Through this program, we have expanded the number of graduate schools with which we work and introduced our programs to new organizations overseas.

Three previous GAP interns began placements as Pop and PE Fellows and one was accepted into the Pop Fellows candidate pool during 2005-06.

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

- teaching reproductive health education classes to prospective mothers and couples in Accra, Ghana;
- assisting in the implementation of projects aimed at increasing the involvement of young men in reproductive health issues in Rio de Janeiro, Brazil;
- designing HIV- and pregnancy-prevention education projects for adolescents in San Felipe, Dominican Republic;
- assisting in the development of a life skills toolkit designed to help individuals develop positive reproductive health behaviors in Lusaka, Zambia;
- developing promotional materials for a population and development organization in Hanoi, Vietnam; and
- reviewing and editing project proposals and assisting in family planning program development for a community health agency in Amman, Jordan.

## CONTINUING FELLOWS

In addition to those fellows who started or ended placements, the following were in the midst of their fellowships in 2005-06\*

**Catherine Hastings**

*USAID/Rwanda*

**Jennifer Rubin**

*USAID/Rwanda*

**Jennifer Schlecht**

*EngenderHealth/Tanzania*

**Melissa Sharer**

*Reproductive Health Response  
in Conflict Consortium & JSI  
Research and Training  
Institute/Washington, D.C.*

*\* These fellows will complete their fellowship work through the Global Health Fellows Program, a new USAID initiative.*

*“I feel that I am very fortunate to be a fellow. Not only do I adore the country that I’m working in and get to work with a wonderful group of people, but I also get to apply the exact skills that I have studied to do my job.”*

POPULATION FELLOW



## ENDING FELLOWS

Throughout 2005-06, 27 fellows will have ended placements having contributed to their organizations' ability to advance family planning, reproductive health, and population-environment efforts. The following pages profile fellows who recently completed placements.

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

*Fellow Kiyomi Tsuyuki (center) takes a break with reproductive health promoters at a training meeting in the Amazon region of Bolivia.*

Photo Credit: Ana Argandoña

- 49 **AMY BABCHEK**  
UN Foundation/Washington, D.C.  
*Program Monitoring (Pop)* • 1/04-1/06
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John Snow, Inc./Romania  
*Special Audiences (Pop)* • 1/03-5/05
- 51 **ELIZABETH BUNDE**  
Save the Children/Ethiopia  
*Adolescent Reproductive Health (Pop)* • 1/03-1/05
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Reproductive Health Association of Cambodia/Cambodia  
*Program Development & Capacity Building (Pop)* • 8/04-4/06
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*Program Monitoring, IE&C (Pop)* • 10/02-5/05
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*Behavior-Change Communication (Pop)* • 5/04-5/06
- 58 **JENNIFER MILLER**  
USAID/Guyana  
*Adolescent Reproductive Health (Pop)* • 10/02-3/05
- 59 **ERICKA MOERKERKEN**  
ProPetén/Guatemala  
*Program Coordination & Development (Pop)* • 3/04-3/06
- 60 **BERNICE PELEA**  
Project Concern International/Bolivia  
*Adolescents, Quality of Care (Pop)* • 8/03-8/05
- 61 **MICHELE SEIBOU**  
Population Council/South Africa  
*FP-HIV/AIDS Integration (Pop)* • 7/03-7/05
- 62 **ORAZIE SLAYTON**  
Seventh-day Adventist Church/Tanzania  
*Monitoring and Evaluation (MSI, Pop)* • 6/04-6/05
- 63 **HARRIS SOLOMON**  
USAID/Washington, D.C.  
*Biomedical Research (Pop)* • 9/02-8/05
- 64 **KIYOMI TSUYUKI**  
PROSALUD/Bolivia  
*Postabortion Care (Pop)* • 11/03-11/05
- 65 **ELLEN WERTHEIMER**  
USAID/Senegal  
*Program Development (Pop)* • 2/04-6/05



## AMY BABCHEK

UN Foundation/Washington, D.C.

*Program Monitoring (Pop) • 1/04-1/06*

*MPA, Columbia University*

Amy served as a Program Officer for the Women and Population Program at the United Nations Foundation (UNF), an effort focused on addressing the comprehensive development needs of adolescent girls, improving the quality of care of reproductive health services, resource mobilization for the achievement of the International Conference on Population and Development goals, and reproductive health supply security. During her fellowship, the UNF initiated an institutional transition from a model of primarily project support to a three pronged model of advocacy, partnerships, and targeted investments. Her fellowship efforts were focused on promoting the importance of the reproductive health of women and girls in global and national health and development agendas.

*“ [Through this fellowship] I established a vast network of individuals who are leaders in the field of reproductive health, family planning, and HIV/AIDS. I also honed my management skills as well as a number of soft skills, including diplomacy and communication. ”*

- Amy provided technical support to the Women and Population Program through the oversight and review of active projects, review of projects under development, translating technical reports into user-friendly formats for public affairs use, documenting program achievements including outputs and outcomes into institutional documents and materials, developing status reports, and overall portfolio assessment.
- She assisted in partnership management by liaising with public and private sector donors, convening meetings with potential and existing partners, preparing reporting packages, responding to inquiries, and ensuring the objectives of partner projects were met.
- Amy worked with technical staff and project managers to encourage innovative joint programming targeting adolescent girls among UN agencies through the Adolescent Participation and Development Rights Initiative and more recently through child marriage prevention efforts.
- She represented the UNF at the Global Health Council Conference, the XV International AIDS Conference in Bangkok, the Countdown 2015 NGO Roundtable, and the Funders Network on Population and Reproductive Health Annual Meeting.
- Amy hosted a cross visit with Population Fellow Jill Keesbury (Population Council/Kenya) that examined gender and youth reproductive health.

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

*Amy continues to work as a consultant for the United Nations Foundation Women and Population Program from Dar es Salaam, Tanzania.*



**SOPHIA BREWER**

John Snow, Inc./Romania  
*Special Audiences (Pop)* • 1/03-5/05  
MPH, Tulane University



*Sophia and a Roma street child reached through the Romanian Family Health Initiative.*



*A Romani health mediator introduces the standard days method tool Cyclebeads to a group of Roma women.*

Sophia served as program coordinator and technical advisor for special populations with the USAID-funded Romanian Family Health Initiative (RFHI), which is implemented by John Snow, Inc. (JSI). The RFHI project is dedicated to expanding access to reproductive health services in Romania, particularly among underserved populations. Sophia's work focused on improving the capacity of the project to address the needs of the Roma ethnic minority and youth.

- Sophia provided RFHI with essential tools to build the capacity of its Roma component by contributing to the development of monitoring and evaluation systems, training activities, focus groups, and the creation of a reproductive health manual for Roma health promoters. With Sophia's assistance, the project was awarded additional funds from USAID to expand its Roma-focused component.
- She initiated a Working Group on Roma Health by bringing together donors and NGOs working to address health concerns in the Roma population. The group's focus is to improve the coordination of activities by sharing priorities, results, and identifying areas for collaboration.
- Sophia was instrumental in establishing successful collaborations with non-traditional partners. As a result, the Romanian Orthodox Church took its first steps in supporting messages of anti-discrimination and tolerance on HIV/AIDS as part of the RFHI's annual AIDS campaign. The church is now implementing education and training activities for priests on HIV/AIDS and domestic violence in seminaries and in religion classes in secondary schools.
- Working with a JSI partner, the Youth for Youth Foundation, Sophia provided technical assistance for the development of a youth-friendly services project by designing and testing monitoring and evaluation tools and identifying private-sector partners.
- With Sophia's guidance, JSI established a strategic communication approach, including the development of a communications plan and specific efforts to document and disseminate information on project activities and results.

*Sophia's placement was extended through funds provided by JSI.*

*Sophia is currently a Project Manager for International Orthodox Christian Charities in Romania.*



**ELIZABETH BUNDE**

Save the Children/Ethiopia  
*Adolescent Reproductive Health (Pop)* • 1/03-1/05  
 MPH, MIA, Columbia University

Elizabeth served as a Technical Officer for the Initiative to Save Young Generation’s Health Today (INSYGHT) at Save the Children/Ethiopia, a program focused on improving adolescent reproductive health outcomes in the country. Her fellowship contributions helped to expand the quality and scope of the program’s interventions and to secure their continuation.

*“I have benefited immensely from Elizabeth’s wealth of knowledge and feel really lucky to have had her technical assistance. She strived day and night to get this program moving to attain its momentum.”*

POPULATION FELLOW’S  
 HOST AGENCY REPRESENTATIVE

- Elizabeth co-developed several proposals that raised an additional \$1.1 million to help fund the program over the next three years.
- She assisted in the development of new manuals/materials and created tools to assist staff in planning, implementing, and evaluating training activities to improve the quality of training offered by INSYGHT.
- Elizabeth participated in the redesign of program interventions to expand the scope and to improve the quality of youth, parents, health facility, and community support activities that address adolescent reproductive health.
- To improve the consistency of program implementation, Elizabeth developed program protocols and guidelines for program staff.
- Elizabeth coordinated communication and reviewed data collection instruments for an operations research study testing the effectiveness of program interventions in order to shed light on the minimum intervention needed to reduce risky sexual behaviors among youth.
- She also initiated a study on inter-generational sex that is being used to develop approaches to address this issue through the INSYGHT program.
- Elizabeth participated in the start-up of a Behavior-Change Working Group for the field office that resulted in the creation of a behavior-change communications training manual for staff.

*Elizabeth is now working as a Field Services Associate for the DELIVER project at John Snow, Inc., in Arlington, Virginia.*



### AIMEE CENTIVANY

Reproductive Health Association of Cambodia/Cambodia  
*Program Development & Capacity Building (Pop)* • 8/04-4/06  
MPH, Tulane University



*Aimee meets with peer educators from RHAC's factory worker outreach program to discuss new approaches and topics to promote positive reproductive health knowledge behaviors among their fellow garment workers.*



*Megan Wysong-Harris (right) shares some BCC materials with Aimee during her cross visit at the PATH/Kenya office.*

Aimee served as the reproductive health technical advisor for the Reproductive Health Association of Cambodia (RHAC). During her fellowship, she provided technical assistance in strategic planning, proposal development, and project design to RHAC's HIV/AIDS and youth reproductive health departments.

- Aimee conducted a rapid formative assessment of four districts in Siem Reap Province with a team from Plan International and RHAC. The findings and recommendations are being used to design a five-year project, where youth reproductive health interventions will be integrated into existing Plan International activities.
- She coordinated RHAC's HIV/AIDS-prevention proposal for Global Fund Round V, resulting in an additional \$3.5 million for HIV/AIDS activities over the next five years.
- Aimee participated in the adolescent reproductive health technical working group and advised the development of national guidelines for adolescent reproductive health service delivery for Cambodia's National Reproductive Health Program.
- Throughout her fellowship, she represented RHAC and its organizational initiatives at donor meetings and interagency working groups.
- Aimee conducted a cross visit with Population Fellows Mahua Mandal, at USAID/Washington, and Megan Wysong-Harris, at PATH/Kenya focused on adolescent reproductive health, gender, and FP-HIV integration.
- She hosted a cross visit for Population Fellows Mahua Mandal (USAID/Washington) and Lisa McArthur (AMREF/Tanzania) to investigate areas within adolescent reproductive health, such as gender, FP-HIV integration, and behavior-change communication.

*Aimee currently serves as the Senior Technical Advisor for Infant and Young Child Feeding Programs within the Nutrition Division at USAID.*



**MADALINE FEINBERG**

USAID/Namibia

*Monitoring and Evaluation, HIV/AIDS (Pop) • 1/04-9/05  
MPH, George Washington University*

*“ I think the greatest  
gain I have made professionally  
[through this fellowship] has  
been a tremendous increase  
in confidence. ”*

Madaline served as the HIV/AIDS Monitoring and Evaluation Advisor for USAID/Namibia and acted as the Strategic Information Liaison for Namibia under the President’s Emergency Plan for AIDS Relief. In this role:

- Madaline participated in the completion and submission of the FY05 Country Operational Plan for Namibia under the Emergency Plan. She was responsible for ensuring that contributions from all U.S. Government (USG) agencies met proposal requirements and deadlines; overseeing the strategic information section; tracking the budget; compiling contributions; providing quality assurance and ensuring consistency across all sections of the proposal; and responding to follow-up inquiries and requests from the Office of the Global AIDS Coordinator (O/GAC).
- She coordinated with USG partners in Namibia to ensure M&E activities were consistent with Emergency Plan reporting requirements; routinely collected program and service data; prepared the Namibia Emergency Plan semi-annual and annual reports; and tracked the progress of Namibia programs toward Emergency Plan goals.
- She worked with the Strategic Information Team in the O/GAC on the development of a Web-based database for collection and use of data that will be used by all Emergency Plan countries.
- Madaline attended meetings, conferences, and events as a representative of USAID/Namibia and the Emergency Plan and provided debriefings to colleagues and partners. She met with Namibian ministerial representatives, development partners, international agencies, CAs, and local partners to address issues of program planning, coordination, troubleshooting, and information sharing.

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

*Madaline continues to work with USAID/Namibia as a Population Leadership Program Fellow.*



## ANTIGONI KOUMPOUNIS

WHO/India

*Program Development (Pop) • 11/03-11/05*

*MPH, MIA, Columbia University*



*Antigoni tours a community level health center with officials from the Ministry of Health, State of Andhra Pradesh, and local workers as part of the IBP Initiative.*



*Antigoni participates in a workshop discussion on adolescent-friendly health services' standards with a group of adolescent health experts.*

Throughout her fellowship, Antigoni served as a Family Planning Technical Officer at the World Health Organization's (WHO) South East Asia Region (SEARO) and India Country Offices. In this role, she provided technical assistance to the Government of India (GoI) on the following projects:

- Antigoni wrote a proposal and framework updating the GoI's family planning standards using the WHO's latest global guidelines for each method.
- She worked with the GoI and specific states on the Implementing Best Practices (IBP) Initiative, promoting the sharing of experiences, lessons learned, and the WHO technical guidelines and standards for reproductive health, family planning, and sexually transmitted infections. Through this effort, she provided support to the Jharkhand State Ministry of Health to hold a statewide IBP meeting in March 2006.
- Antigoni worked as part of a team that conducted workshops for health care providers based on the WHO's adolescent-friendly health services (AFHS) training package. She developed a draft HIV/AIDS module to be used in the Indian context. Once finalized and approved by GoI, this module will be used as part of a 75 district pilot AFHS training of health care providers.
- In collaboration with country-based staff and government officials, Antigoni developed fact sheets for each SEARO member state to raise awareness about population and family planning issues and their link to development goals and indicators.
- She served as the WHO representative to the Gender Working Group and the Advancing Reproductive Choices Group in India.
- Antigoni hosted a cross visit with Population Fellow Kiyomi Tsuyuki (PROSALUD/Bolivia) to establish connections between their host agencies and to exchange new ideas and lessons learned about quality improvement approaches.

*Antigoni continues to work with WHO/India as a consultant on reproductive health, family planning, adolescent health, and HIV projects.*



**ANNIE LATOUR**

USAID/South Africa

*Monitoring and Evaluation, HIV/AIDS (Pop) • 3/04-10/05  
MA, Monterey Institute for International Studies*

*“Take advantage of every opportunity: participate in meetings, attend conferences, volunteer for side projects... [it] makes your placement more fulfilling, but also makes contacts to increase future opportunities. The public health world is small and you never know when you will meet people again.”*

Annie served as the Monitoring and Evaluation (M&E) Advisor for the USAID/South Africa health team and as the Strategic Information (SI) Liaison for the President’s Emergency Plan for AIDS Relief/South Africa task force. She was charged with coordinating reporting requirements, country operational plans, and strategic planning; responding to the Office of the Global AIDS Coordinator (O/GAC) requests; maintaining South African government communication; and encouraging partner-level capacity building.

- Annie helped build the M&E capacity of South African Emergency Plan partners to improve program implementation and data collection. She worked with MEASURE Evaluation to develop a week-long M&E course and implemented six workshops that reached more than 70 organizations. In addition, she conducted data quality training and assessments as follow-up for U.S. government (USG) partners and staff.
- She played a significant role in the coordination and completion of the SI pieces for major reporting and planning documents required by O/GAC by assisting the USG team with three country operational plans, five semi-annual or annual reports to USAID/Washington, and two Emergency Plan/South Africa strategy documents.
- Annie regularly collaborated with South African government counterparts including the Department of Social Development, the South African Defense Force, and the Department of Health on M&E system development and policy level SI issues.

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

*Annie continues to work as the M&E Advisor at USAID/South Africa through USAID’s CASU mechanism.*



**RACHEL LUCAS**

USAID/Washington, D.C.

*Program Monitoring, IE&C (Pop) • 10/02-5/05*

*PhD, Tulane University*



*Rachel with former Pop Advisory Board member Jane Bertrand at a USAID briefing in Washington, D.C.*

Rachel worked in the Office of Population and Reproductive Health (PRH), USAID/Washington, where she was an active member of the Policy, Evaluation, and Communication (PEC) Team providing project monitoring, coordination, and strategic planning.

- Rachel served as the USAID liaison for the Health and Information Publications Network (HIPNet), a population and health communication community with approximately sixty organizational members. She helped revise their vision statement to reflect PRH's communication materials, develop joint warehousing/distribution of materials, and the collaborative dissemination of materials to libraries in developing countries.
- Rachel updated a donor mapping report for USAID/Philippines summarizing the current population and health programs and new initiatives under development in the Philippines. She met with 14 major donors, bilaterals, and multilaterals in Manila and compiled the major technical areas of investment, financial obligations, and future directions for donors and partners.
- As the PEC representative for PRH's Repositioning Family Planning initiative, Rachel provided technical assistance to USAID/Namibia in the development of their first five-year President's Emergency Plan for AIDS Relief strategy. Her contributions to this effort were recognized by USAID/Namibia with a field support award.
- She assisted in developing a scope of work and designing a survey for a Population Technical Assistance Project (POPTech) assessment of field needs for family planning/HIV-integration communication materials.
- Rachel provided technical guidance and administrative oversight for the Information Knowledge for Optimal Health (INFO) Project, including preparing and presenting all reporting requirements (i.e., financial and results/portfolio reviews).

*Rachel is working as a Senior HIV/AIDS Technical Advisor for the Technical Assistance, Planning, and Evaluation Unit of the Red Cross International Services in Washington, D.C.*



## LISA MCARTHUR

AMREF/Tanzania

*Behavior-Change Communication (Pop) • 5/04-5/06*  
 MPH, Columbia University



*An Angaza billboard featuring an HIV-negative youth encourages the public to “Make the right decisions” and “Know whether you have HIV or not.”*



*Lisa introduces a reproductive health clinic and borehole well project to village executive officer and leaders. The community was instrumental in building the clinic.*

Lisa served as Program Manager for Behavior-Change Communication (BCC) for the African Medical and Research Foundation (AMREF)/Tanzania, the largest international health organization based in Africa. Her work focused on the design, production, monitoring, and evaluation of BCC strategies for the nation’s most prominent HIV voluntary counseling and testing (VCT) program. The program Angaza, “shed light” in Kiswahili, contributes to the national goal of reducing the incidence of HIV/AIDS and mitigating its impacts by enhancing VCT as an entry point to a continuum of care.

- Lisa designed, field-tested, produced, and launched Angaza’s “Make the Right Decisions: Know Your HIV Status” communications mass media campaign using television, radio, print, and outdoor advertising. This campaign built client demand for VCT at more than 50 sites across the country, particularly among the youth target audience.
- She utilized mass media to promote stigma reduction toward people living with HIV/AIDS, which had not been done nationwide on such a scale before in Tanzania. HIV-positive youth served as models alongside HIV-negative youth to describe how their health-seeking behaviors, including VCT, helped them to achieve their goals. This strategy also contributed to the promotion of Angaza’s post-test support groups.
- Lisa provided technical assistance and capacity building to AMREF staff and program partners on BCC, community mobilization, and community-based health care initiatives. She was involved in extensive reviews of AMREF proposals, budgets, and work plans, including a successful Angaza proposal for an additional \$3.5 million from USAID to support VCT in Tanzania.
- She received a Population Fellows Programs’ PE small grant to link water sanitation to reproductive health in the Mkuranga district. The project established sustainable water sources for the reproductive health clinic; reduced water, hygiene, and sanitation-related morbidity and mortality; and built capacity for local leaders to effectively manage this resource.
- Lisa and Population Fellow Mahua Mandal (USAID/Washington) conducted a cross visit exploring adolescent reproductive health, gender, FP-HIV integration, and behavior-change communication with Population Fellow Aimee Centivany at her host organization, the Reproductive Health Association of Cambodia.

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

*Lisa is currently job searching. She intends to continue working in the fields of reproductive health and behavior-change communication.*



## JENNIFER MILLER

USAID/Guyana

*Adolescent Reproductive Health (Pop)* • 10/02-3/05

*MPH, Tulane University*



*Jennifer with peer educators at a workshop where two school health clubs learned how to use drama as a health promotion tool.*



*Jennifer and health club members participating in World AIDS Day rally activities.*

Hosted by USAID/Guyana, Jennifer served as the Adolescent Health Coordinator for the Guyana Ministry of Health where her primary focus was to establish a Child, Adolescent, and Young Adult Health and Wellness Unit.

- Jennifer coordinated a national Health Promoting Schools Initiative that created secondary school health clubs promoting leadership, awareness, skill building, and information exchange among students. Through this initiative, a national health club network was formed where student and teacher representatives are elected to guide the program and plan national and regional activities. Three national youth health camps are now carried out each year through this program.
- She helped establish a Youth-Friendly Health Services Initiative where staff from five municipal health centers were trained in adolescent development and youth-friendly services, and outreach programs were set up with local schools and clubs. The municipal pilot of this project became a regional pilot in mid-2005 and is expected to become a national program in 2007.
- Jennifer worked closely with the Guyana Minister of Health and the Permanent Secretary to acquire funding from UNFPA for an HIV-prevention program for at-risk youth. The project serves ten communities and has a staff of nine that are now part of the Child, Adolescent, and Young Adult Health and Wellness Unit.
- She coordinated the USAID-funded HIV behavior-change pledge campaign, "Me to You: Reach One — Save One," that was carried out by the Ministry of Health and generated more than 60,000 signatures.
- Jennifer served as the Ministry of Health point person for a national Global School Based Health Survey that produced valuable data on youth health behaviors to be used in the development of health programs and policies.
- Using a Population Fellows Programs' PE small grant, Jennifer worked with the Ministry of Health to form the Guyana Youth Forum on Conservation, Ecology, and Population.

*Population Fellow Kathryn Boryc continues to work on these initiatives through her fellowship work (see p. 35).*

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

*Jennifer is now working as an International Affairs Specialist at the American Academy of Dermatologists in Schaumburg, Illinois.*



## ERICKA MOERKERKEN

ProPetén/Guatemala

Program Coordination & Development (Pop) • 3/04-3/06  
MPH, Tulane University



*Ericka speaks to a local television station about ProPetén's bilingual radio soap opera, which includes messages related to family planning and other reproductive health issues.*



*The Mobile Biosphere team (Ericka, far right) and 2005 MSI intern Jenna Burton (far left) following a team-strengthening exercise.*

Ericka served as the coordinator of Remedios II, a project focused on strategic education for reproductive health and conservation in Petén, that is implemented by Fundación ProPetén, a Guatemalan NGO based in Flores, Petén. Remedios II is designed to continue efforts developed since 1997 to integrate population and environment activities in the region and is funded by USAID's Office of Population and Reproductive Health (through Management Sciences for Health) and an independent donor. Using informal, culturally-appropriate education techniques, Remedios works both at the community level through the Mobile Biosphere, a traveling education unit, and at the regional level through a bilingual radio soap opera, to convey information related to reproductive health and conservation. Its primary goal is to increase knowledge and use of family planning methods in rural villages of Petén, where fertility rates are among the highest in Guatemala.

- In collaboration with ProPetén's administrative team, Ericka coordinated the start-up of the Remedios II project and its selection of staff. This included the implementation and design of all activities.
- She worked closely with a producer, co-director, writer, translator, and sound technician in the creation, production, and transmission of one hundred episodes of a bilingual radio soap opera in Spanish and Q'eqchi' called "Entre dos caminos" ("At a Crossroads"). Episodes were transmitted through four local radio stations, five-days-a-week. They included messages related to family planning, birth spacing, safe motherhood, gender equity, STIs, and HIV/AIDS. It now reaches audiences in all 12 of Petén's municipios.
- Ericka oversaw the start-up of a new program run by the Mobile Biosphere reproductive health educator that trained eight volunteer promoters to provide contraceptives and basic medicines (at a very low price) in seven villages of the Maya Biosphere Reserve.
- She received a Population Fellows Programs' PE small grant in 2004 that allowed her host agency to teach male community leaders how to train others in the proper use of natural pesticides and herbicides and to raise awareness about family planning and safe motherhood.
- Ericka supervised MSI intern Jenna Burton as she provided support for the development of activities and special modules for the project during the summer of 2005.

*Ericka is currently job searching.*



**BERNICE PELEA**

Project Concern International/Bolivia  
*Adolescents, Quality of Care (Pop)* • 8/03-8/05  
MPH, Johns Hopkins University



*Bernice reviews QI activities during a planning meeting with PCI staff, Ruth Balaños (left) and Lilian Tirao (center).*



*As part of PCI's QI efforts, community participants perform a skit depicting quality health care.*

Bernice worked with international NGO Project Concern International (PCI) at their regional office in Cochabamba and national office in La Paz, Bolivia, providing technical and programmatic assistance to a variety of reproductive health projects.

- Bernice co-authored a proposal that resulted in a two-year, \$250,000 USAID grant to implement a child survival and reproductive health project promoting family planning, maternal health, and household and community management of childhood illnesses.
- She conducted a baseline study measuring the reproductive health knowledge of in-school youth in rural Cochabamba. The results were used to develop the overall strategy and training curriculum for the youth component of a maternal and neonatal health project.
- In support of PCI's national monitoring and evaluation unit, Bernice developed user-friendly monitoring tools for field staff to standardize work processes and improve work performance.
- Under Bernice's leadership, PCI piloted a quality improvement (QI) model designed to increase communication and collaboration between community members and health workers around quality-related issues. The success of this model has led to presentations at international conferences and an article. PCI is currently marketing the model to the Bolivian Ministry of Health as part of their QI initiative.
- Bernice conducted a cross visit with Population Fellow Melisa Schuette (USAID/DR) to establish relationships between their host agencies and to exchange best practices and lessons learned in QI. As a result of this visit, PCI is piloting an approach that complements their current QI model with best practices learned from USAID/DR partner agencies.

*Bernice is currently serving as a consultant for Project Concern International in San Diego.*



## MICHELE SEIBOU

Population Council/South Africa

FP-HIV/AIDS Integration (Pop) • 7/03-7/05

MPH, Emory University

Michele worked in Johannesburg, South Africa, as a technical advisor for projects integrating family planning and reproductive health services. For the first six months of her placement, she served with Africare's Regional HIV/AIDS Support Unit and then went on to continue her fellowship with the Population Council's Frontiers in Reproductive Health (FRONTIERS) program.

*“ I have grown professionally and gained much more confidence in my abilities in the last two years. ”*

- As co-investigator on an operations research project integrating STI/HIV/AIDS and voluntary counseling and testing information into family planning services, Michele provided technical assistance in the planning, implementation, data management, and dissemination of results at two regional conferences. Based on the results and lessons learned from this project, additional funding was granted for a follow-on study in Kenya.
- Michele co-wrote a successful proposal that secured \$325,000 in funding for Population Council/South Africa to study the dynamics of public health service utilization and the role of community participation and community-based organizations in the rollout of HIV/AIDS treatment and services.
- She provided technical and implementation support to set up FRONTIERS' communications and dissemination framework. She conducted an end-user survey on access to and utilization of research results, developed materials on current activities, and set up an internal system to share tools, results, and knowledge among staff members.
- Michele contributed to a Population Council discussion document on the processes, challenges, and lessons learned around HIV/AIDS policy and guideline development in sub-Saharan Africa that was disseminated at the 12th Conference on Priorities in Reproductive Health and HIV.
- She built the capacity of the Population Council's program administrative assistant and temporary field staff by providing data collection and management software training.

*Michele currently works as Deputy Program Officer for USAID/Benin.*



**ORAZIE SLAYTON**

Seventh-day Adventist Church/Tanzania  
*Monitoring and Evaluation (MSI, Pop)* • 6/04-6/05  
MA, Clark Atlanta University



*Orazie participates in a well baby campaign at a local clinic.*



*Orazie (center) with her supervisor, Dr. Ndaró Essaba (left), and a trainer, Naomba Magubu (right) during a tour of a clinic.*

Orazie worked 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 was charged with conducting an on-site needs assessment of 24 SDA healthcare clinics located in six regions of Tanzania.

- Orazie toured facilities, interviewed personnel, and observed current reproductive health and family planning services and reporting systems at each clinic.
- She acted as the primary SDA contact person for all family planning/reproductive health data, services, and information.
- Orazie developed a needs assessment tool for all SDA clinics measuring access, quality, and use of reproductive health services within these sites.
- She monitored and evaluated clinics for best practices in provider/client interaction, services, and reporting. Based on these findings she wrote an assessment of the services and needs of clinics. This report will be presented to the Tanzanian Union, its field conferences, and clinic staff representatives.

*Orazie is currently working at the Atlanta Community Food Bank.*



## HARRIS SOLOMON

USAID/Washington, D.C.

*Biomedical Research (Pop)* • 9/02-8/05

*MPH, Emory University*

Harris served as the Biomedical Research Fellow in the Research, Technology, and Utilization Division (RTU) in USAID/Washington's Office of Population and Reproductive Health. His fellowship focused on biomedical research in family planning, reproductive health, and HIV/AIDS, as well as male involvement in reproductive health.

- Harris supported the daily work of the RTU Division, contributing to USAID's partnerships with cooperating agencies, donors, and the private sector. He monitored journals and media reports for developments related to the biomedical research activities supported by USAID, such as clinical trials for contraceptives and microbicides. In response to Congressional and public inquiries, he composed briefing papers on emergency contraception, safe injection practices, and hormonal contraception.
- As a member of the Microbicides Team, Harris coordinated research activities in USAID's microbicides portfolio related to social science research and ethics in clinical trials.
- Harris facilitated the design and implementation of HIV behavior-change research activities and was a member of the U.S. Government delegation to the 2004 International AIDS Conference in Bangkok.
- Under Harris' leadership, USAID enhanced its support for activities that engage male involvement in reproductive health. He helped organize and implement a global conference on male involvement in 2003, and leveraged funding from USAID and other donors for related research, policy, and service delivery activities implemented through the Interagency Gender Working Group.
- At the request of USAID/Philippines, Harris participated in a country assessment that identified opportunities for USAID to increase its support of male involvement activities in the Philippines.
- Harris worked with USAID missions in India, Kenya, and West Bank/Gaza, traveling to each region to provide support on projects ranging from injectable contraceptive research to the President's Emergency Plan for AIDS Relief implementation. In Washington, he served as a point person for USAID health teams in Kenya and West Bank/Gaza.

*Population Fellow Rebecca Callahan continues to work on RTU initiatives through her fellowship work (see p. 35).*

*Harris is currently enrolled in a doctoral program in anthropology at Brown University. He plans to specialize in medical anthropology, focusing on HIV/AIDS in India.*

*“I have gained a deep appreciation for the diplomacy required by funding agencies and implementing partners in carrying out activities in areas of development such as research, policy, and service delivery.”*



## KIYOMI TSUYUKI

PROSALUD/Bolivia

*Postabortion Care (Pop)* • 11/03-11/05

*MPH, University of Michigan*



*Carolyn Curtis of USAID (far left) and Kiyomi (second from right dressed in traditional Aymará Indian wear) visit with core community leaders after an evaluation meeting.*



*Postabortion care community group participants in front of their group's action plan to address health problems.*

During her fellowship, Kiyomi served as a Technical Officer for the Postabortion Care (PAC) Community Mobilization and Empowerment Project first with Pathfinder International/Bolivia and then at PROSALUD/Bolivia, a USAID-funded NGO. In this role, she focused on establishing a community PAC component aimed at decreasing the maternal mortality rate through preventing unplanned pregnancies and unsafe abortions, mobilizing resources to help women receive appropriate and timely obstetric care, and creating health services that reflect and meet community needs.

- Kiyomi helped develop and field test a community participatory methodology and create a model for the community participation component of the PAC Community Project. This involved conducting community activities that gathered reproductive health and healthcare concerns, prioritizing problems, and developing community action plans. Versions of this PAC community model and methodology have since been replicated in Kenya and Peru.
- She managed the quantitative and qualitative data for the PAC Community Project. She documented questionnaire results, data from a participatory community needs assessment, and community resources. These reports helped to increase the funding and expansion of the project to health networks in Cochabamba, La Paz, and Santa Cruz.
- Kiyomi played a key role in the design of the monitoring and evaluation (M&E) of the PAC Community Project by creating participatory M&E tools and a questionnaire, as well as participating in indicator development.
- She published an article on the methodological approach of the PAC Community project in the PAC Consortium's *PAC In Action Newsletter* and in the Population Fellows Programs' *Michigan Fellows Newsletter*.
- Kiyomi conducted a cross visit with Population Fellow Antigoni Koumpounis (WHO/India) to establish connections between their host agencies and to exchange new ideas and lessons learned about quality improvement approaches.
- While at Pathfinder, Kiyomi received a Population Fellows Programs' PE small grant to expand a community-based PE promoter training program and to test the use of radio programs promoting PE issues in the Beni region of the Amazon.

*Kiyomi is currently pursuing job opportunities in M&E methods and data analysis, both in the U.S. and internationally. She plans to begin a doctoral program in epidemiology in fall 2007.*



## ELLEN WERTHEIMER

USAID/Senegal

Program Development (Pop) • 2/04-6/05

MHS, Johns Hopkins University

*“The most rewarding aspect of my placement was being able to work technically in family planning and maternal health when I was fresh out of school. Being a fellow opens doors to opportunities that you might otherwise not have access to at this stage of your career.”*

Ellen 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, contraceptive security, adolescent reproductive health, and gender.

- Ellen helped organize a workshop that brought a renewed commitment from the Senegalese government to improve IUD services and to purchase the method with government funds as part of the effort to reposition the intrauterine device (IUD) in family planning programming. As part of this effort, USAID/Senegal is testing a friendlier local name for “the apparatus.”
- She worked with a Senegalese social marketing agency to launch an injectable contraceptive. She drafted brochures for providers and clients and participated in the selection of research and advertising firms used to test the brand name and to promote the product.
- Ellen played a pivotal role in adding Cyclebeads (a natural method developed by Georgetown’s Institute for Reproductive Health) to Senegal’s contraceptive mix. She sought a financial commitment from USAID/Senegal, held discussions with partners, and wrote the method into the maternal health task order. CycleBeads are now being introduced throughout Senegal, with help from Population Fellow Siri Suh (*see profile on p. 43*).
- Ellen fostered a partnership between USAID/Senegal and Direct Relief, a U.S.-based organization with ties to 80 medical equipment and pharmaceutical companies. She coordinated the distribution of more than \$300,000 in exam tables, birthing kits, and other equipment to health districts and formalized the partnership by writing a five-year Global Development Alliance agreement.
- Along with the Centre for Development and Population Activities (CEDPA) and the Population Council, Ellen designed an intervention promoting parent-child communication about reproductive health issues. She also collaborated with CEDPA to create a survey to evaluate the gender sensitivity of USAID/Senegal’s programs to inform their new strategy.
- Ellen drafted the scope of work for a study on family planning communication and decision-making. The results will be used to plan new and more effective family planning programs.

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

*Ellen currently works as a Senior Program Development Associate for University Research Corporation, LLC, in Maryland.*

The following fellows will also be completing their fellowships by the end of September 2006.

*“Looking back, it is really gratifying to see all that I have accomplished [during my fellowship] and to think strategically about my next steps. I acquired a lot of skills. I can now approach job interviews and confidently say that I have experience with all of the different aspects of program management.”*

POPULATION FELLOW



**CARA HONZÁK**

World Wildlife Fund/USA  
*Integrated Program Development (PE) • 7/04-9/06*  
MPA, University of Texas



**NICOLE JUDICE**

Ministry of Health/Russia  
*Program Development and Research (Pop) • 6/04-6/06*  
MPH, University of Michigan

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



**JILL KEESBURY**

Population Council/Kenya  
*Program Development and Research (Pop) • 8/04-8/06*  
PhD, University of Hawaii



**MAHUA MANDAL**

USAID/Washington, D.C.  
*Program Coordination, Adolescent RH (Pop) • 9/04-9/06*  
MPH, Columbia University



**KATHLEEN MOGELGAARD**

Population Reference Bureau/USA  
*Policy Communication (PE) • 7/04-7/06*  
MS and MPP, University of Michigan



**TANVI PANDIT**

USAID/Washington, D.C.  
*Contraceptive Security (Pop) • 3/03-5/06*  
MPH, Emory University



**ERIC RAMÍREZ-FERRERO**

Family Health International/Tanzania  
*Adolescent RH, HIV/AIDS (Pop) • 12/03-9/06*  
PhD, Stanford University

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



**MELISA SCHUETTE**

USAID/Dominican Republic  
*Quality of Care (Pop)* • 8/04-7/06  
 MPH, Johns Hopkins University

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



**SIRI SUH**

Management Sciences for Health/Senegal  
*Monitoring and Evaluation (Pop)* • 2/05-9/06  
 MPH, Columbia University



**MEGAN WYSONG-HARRIS**

PATH/Kenya  
*Quality of Care, Adolescent RH (Pop)* • 7/04-7/06  
 MPH, Tulane University

**FELLOWS PRESENT AND PUBLISH**

Current and former fellows continue to contribute to the field through presentations and publications. In 2005-06, 17 current or former Population Fellows presented or co-authored papers at the Global Health Council annual conference. Twenty-seven current or former Population and Population-Environment Fellows and one former PEAK Fellow made presentations at the American Public Health Association annual conference, one of which was co-written by ending Population Fellow Kiyomi Tsuyuki and her supervisor Maria del Carmen Monasterios: "Community mobilization around postabortion care in Bolivia: A model for implementation."

**FORMER FELLOWS IN THE FIELD**

Upon the completion of their fellowships, many program alumni/ae provide leadership to the field. Historically, 80% of our more than 300 former Population and Population-Environment Fellows hold jobs in family planning, health, or development or are pursuing doctoral degrees in a related field. Former fellows have served in the following positions:

- Division Director**, Catholic Relief Services/Nairobi
- Project Director**, Adventist Development and Relief Agency International/Guinea
- Team Leader**, SO6 Health Team, USAID/Mali
- Deputy Director of Programs**, EngenderHealth/Ethiopia
- Director of Field Programs**, Family Health International/USA
- Global Youth Reproductive Health Advisor**, Save the Children/Vietnam
- Population, Health and Nutrition Deputy Director**, USAID/Zambia
- Associate Professor**, Tulane School of Public Health and Tropical Medicine/USA
- Regional HIV/AIDS Advisor**, USAID/Central Asia Region
- Associate Vice President for Public Policy and Advocacy**, Save the Children/USA
- Senior Program Officer**, JHPIEGO/Kenya
- Country Director**, IntraHealth/India
- Deputy Chief of Party**, Pathfinder/Bangladesh



## PROFESSIONAL EXCHANGE FOR APPLIED KNOWLEDGE (PEAK) FELLOWS

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In 2005, the PEAK Initiative provided customized fellowships to four Latin American professionals working in family planning and reproductive health. The following pages detail fellows' unique placements and how they plan to use their new skills to build the capacity of their home organizations.

In addition, three fellows from sub-Saharan Africa were selected to begin placements in 2006.

*The 2005 PEAK cohort was funded by USAID and the Compton and William and Flora Hewlett Foundations.*

*The 2006 PEAK Fellows were funded by the Compton and William and Flora Hewlett Foundations.*

*PEAK Fellow Edna Nadal (center) during her internship with MexFam in Mexico City, Mexico, at an event in Zócalo square raising awareness about violence against women.*

Photo Credit: Mario Diaz

## 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 the Programs' workshops to maintain connections, share successes, and discuss lessons learned.

## Professional Highlights: Former PEAK Fellows

**2004 PEAK Fellow Bary Rakototiana** works with the Voahary Salama Association in Madagascar, a consortium of funding, technical, and implementing partners. In 2005, he began a new role as a technical advisor and continues to work closely with his former organization, the department of development at the Church of Jesus Christ, as well as other local nongovernmental organizations. His main focus is scaling up the "Kominina Mendrika," or, "Community Champion" approach, which aims to help communities take ownership of their own development by addressing the issues of reproductive and child health, environment and agriculture, and local governance. He continues to monitor the activities of his applied project developing agricultural and handicraft income-generating projects and gender sensitivity training for local women's groups.

**2002 PEAK Fellow Clement Bwalya** works as a Program Manager with Youth Activists Organization (YAO) in Zambia. He recently attended the Pan African Youth Leadership Summit in Ifrane, Morocco, which examined the role of young African leaders in achieving the Millennium Development Goals. During the conference, Clement was given the Pan African Award for his work on YAO's "Sports for Social Change: Mobilizing Communities for Reproductive Health through Sports" project. As a result of this achievement, he was recommended by the UN New York Office of Sport for Development and Peace to participate in the Pop!Tech Conference in Camden, ME, USA, as one of ten UN-SUN Microsystems Fellows. There, he took part in a roundtable discussion on the future of Africa. Additionally, Clement hosted YAO's second MSI intern during the summer of 2005.

**2001 PEAK Fellow Pilar Morales** serves as a Program Officer at MexFam, Mexico's largest reproductive health NGO. In this position, she designs reproductive health program strategies, raises funds for reproductive health programs, works with donors, develops proposals, and monitors the implementation of programs. During 2005, Mexfam sent her to Japan to attend an institutional strengthening course through the Japanese International Cooperation Agency. With funding from the United Nations Foundation, the PEAK program also facilitated her attendance at the World Bank Institute sponsored conference, "Achieving the Millennium Development Goals: Poverty Reduction, Reproductive Health, and Health Sector Reform" in Turin, Italy. There, she learned effective strategies to improve vulnerable populations' access to reproductive health services. She also gained a deeper understanding of the links between gender inequity, poverty, and reproductive health issues in the developing country context.

## 2005 Fellows



**CARLOS LÓPEZ**

Project Manager

Guatemalan Center for Human Development

Guatemala

*“My PEAK Fellowship gave me the opportunity to work with different groups of people and in different technical areas than I normally would on a day-to-day basis.”*

Carlos is the Project Manager of the Sololá branch of the Guatemalan Center for Human Development. A veteran reproductive health and adult educator, his PEAK Fellowship focused on improving his project management skills and learning new strategies to address the reproductive health education needs of rural, indigenous youth.

His placement began with an eight-week internship with two MexFam field offices in Veracruz and Chiapas, Mexico. While in Veracruz, he supported medical teams in providing reproductive and health services to local communities and received training in a variety of management processes, including how to build strategic alliances, gain access to community resources, and select field personnel. He also served as a group coordinator for a workshop on adolescent health and youth-friendly services, which was hosted by MexFam for medical personnel from Veracruz. Carlos was then able to apply aspects of this training in planning, organizing, and moderating a sex education workshop for youth in coordination with other governmental and non-governmental organizations in Chiapas.

For the second portion of his fellowship, Carlos completed an eight-week internship with Save the Children in Oruro, Bolivia. There, he helped coordinate reproductive health educational fairs, trainings, and meetings with indigenous youth from local health centers. He also reviewed and revised manuals and designed a youth-friendly diagnostic questionnaire for adolescent facilitators and youth volunteers at health centers. Carlos is using his fellowship experiences to improve and expand his organization’s community-based youth interventions, especially those focused on reproductive health.

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

*“As a PEAK Fellow, I was able to interact with Population Fellows, an MSI intern, former PEAK Fellows, and the fellows in my cohort — the exchange of experiences and knowledge are a great benefit to us, our home organizations, and our home countries.”*



**EDNA NADAL**

Reproductive Health Project Coordinator  
Women for Dominican Development (MUDE)  
Dominican Republic

A medical doctor, Edna is the Health Coordinator for MUDE’s reproductive and maternal and child health projects. The main focus of her PEAK Fellowship was learning innovative strategies for providing reproductive health and HIV-prevention education for youth. Her PEAK placement started with an eight-week internship with the Health Education Institute (IES) in Lima, Peru, where she gained exposure to all aspects of their outreach activities for in-school youth focused on sexually transmitted infections and HIV/AIDS. She participated in classroom workshops conducted by teachers and student promoters and community outreach efforts including health fairs and video forums. She also interviewed health center professionals and adolescents, expanded upon an observation guide, and analyzed performance review results of IES teachers and student promoters. In addition, she visited Punto J, an IES project that involves adolescents in creating an interactive Web site addressing health and HIV-prevention issues. While in Peru, she also networked with and observed the work of Minga, the home organization of PEAK Fellow María Tafur.

For the second phase of her placement, Edna completed an eight-week internship with MexFam’s Gente Joven youth project at its Mexico City headquarters. She assisted with reproductive health promotion activities for both rural and urban at-risk youth. She also attended several reproductive health trainings, visited clinics, and observed the work of other organizations involved in reproductive health, gender, and domestic violence awareness campaigns.

Using a small grant from PEAK, Edna is training a network of student promoters at the Cesar Nicolás Penson high school in the municipality of Hato Mayor, Dominican Republic. This is the first time that MUDE is working with adolescents in a school setting on awareness activities focused on sexually transmitted infection and HIV/AIDS prevention. She is monitoring and evaluating this pilot project to determine whether MUDE should implement it in zones where they already have a network of community youth promoters.

*Edna’s fellowship was funded by USAID.*



## EDUARDO ORTIZ

Reproductive Health Project Supervisor  
Partners in Development (PROSALUD)  
Bolivia

*“Through my PEAK Fellowship experiences, I gained a broader understanding of monitoring and evaluation techniques and their role in the cycle of projects.”*

Eduardo is a medical doctor who serves as a supervisor for PROSALUD’s broad portfolio of community-based projects in reproductive and maternal and child health. His PEAK Fellowship focused on gaining additional monitoring and evaluation (M&E) skills. It began with a three-week course on impact evaluation of nutrition, health, and population programs through Measure Evaluation at the National Institute for Public Health in Cuernavaca, Mexico. Eduardo expanded his knowledge of statistical techniques and methodologies and had the opportunity to meet and interview a number of experienced professionals in the field of evaluation.

Following the course, he completed a 12-week internship with Research for Health and Demography (INSAD) in Mexico City. INSAD provides program evaluation assistance to local and international agencies in Mexico that receive international funding. While there, he interacted with INSAD’s technical team at all stages of the evaluation process, particularly in expanding assessment instruments and implementing M&E plans. He also observed how they conducted technical assistance workshops and accompanied them to meetings with NGOs working in reproductive health.

With seed funding provided by PEAK, Eduardo is strengthening and expanding the M&E system of his organization’s grants program to focus on the “big picture” of project results. He is also linking PROSALUD’s programmatic areas — reproductive health, child survival, infectious diseases, and HIV/AIDS – by providing additional M&E training and information exchange opportunities for field supervisors and creating a CD-ROM on PROSALUD’s evaluation methodology and tools, as well as its project achievements and results.

*Upon returning to PROSALUD after the completion of his PEAK Fellowship, Eduardo was promoted to the position of Project Evaluator.*

*Eduardo’s fellowship was funded by USAID.*



**MARÍA TAFUR**

Regional Manager  
Minga Peru  
Peru

*“My PEAK experience allowed me to observe innovative management and management training techniques that promote confidence, security, and creativity.”*

María is a registered nurse with extensive experience in training and supporting women as health promoters. She serves as the Regional Manager for Minga Peru’s office in Iquitos. María used her fellowship to improve her management and networking skills and to learn about increasing reproductive health awareness and community development in rural areas. María’s placement began with a two-week course on the effective communication of health and population research results sponsored by the Population Reference Bureau at The University of Costa Rica in San Jose. María expanded her skills in strategic planning, technological research, and oral and written communication.

She then completed a 12-week internship with the Foundation of Amazon Health (FUSA). While at FUSA, María designed an emergency obstetric care plan, which she tested through training workshops for health promoters and midwives that were conducted with other organizations. During her internship, María observed how FUSA has established and maintained relationships with public institutions. She also attended multisectoral workshops that brought members of the community and representatives from diverse organizations together to create a strategic development plan for the Orellana province. FUSA facilitated a weeklong visit to Radio Sucumbios for María, where she observed the management of a community radio station and how it coordinates outreach efforts with a number of groups and networks.

For her applied project, María is designing and conducting a participatory evaluation of Minga’s longest running education program — the community health promoters of the Marañon river basin in the Amazon. She believes the evaluation will help strengthen Minga’s institutional management as a first step in the strategic planning process. By selecting and training local women to serve as assistants in the evaluation, she is also working to cultivate a network of social leaders who will share their experiences directly with community decision makers.

*María’s fellowship was funded by USAID.*

## 2006 FELLOWS

*Funded by the Compton and William and Flora Hewlett Foundations*



### EMMANUEL AKOTO

Project Officer

Planned Parenthood Association of Ghana (PPAG)/Ghana  
*Behavior-change communication*

#### **PEAK Fellowship:**

- Eight-week internship with the Health Communication Project (HCP) in Zambia.
- Reproductive health management course at the Center for African Family Studies in Nairobi, Kenya.



### AIMTONGA MAKAWIA

Monitoring and Evaluation Officer

Engenderhealth/Tanzania

*Reproductive health program management*

#### **PEAK Fellowship:**

- Attended Global Health Council conference in Washington, D.C. and an orientation session in Ann Arbor, Michigan.
- Eight-week internship with the Population Reference Bureau in Washington, D.C.
- Reproductive health management course at the Center for African Family Studies in Nairobi, Kenya.



### FLORENCE MBAGA

Preventing Mother to Child Transmission Project Officer

African Medical and Research Foundation/Tanzania

*Preventing mother-to-child transmission*

#### **PEAK Fellowship:**

- Attended Global Health Council conference in Washington, D.C. and an orientation session in Ann Arbor, Michigan.
- Eight-week internship with the Elizabeth Glazer Pediatric AIDS Foundation in South Africa; attended a regional PEPFAR meeting in Durban
- Reproductive health management course at the Center for African Family Studies in Nairobi, Kenya.



## 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 31 undergraduates during 2005-06, 16 from Historically Black Colleges and Universities (HBCUs) and 15 from Hispanic-Serving Institutions (HSIs).

In addition, an MSI graduate intern successfully completed his supplemental coursework and began a Population Fellowship in 2006.

*MSI undergraduate interns  
Zulnette García-Ramos and  
Taoshin Yawn near their host  
agency, MEDISOL, in  
Lima, Peru.*

Photo Credit: Javier Martínez

## 2005 UNDERGRADUATE INTERNS



*Summer 2005 interns: (front row, from left) Lilliam Rodriguez-Maldonado, Glenn Baldwin, (second row, from left): Jackie Soto, Taoshin Yawn, Corinna Hansen, (third row, from left): Elena Gore, Eryn Mathewson, Zulnette Garcia-Ramos, Katherine Fisher, (fourth row, from left): Jenna Burton, Camilla Stanley, Andrea Osuna, Melissa Nelson, Juan Martinez, (back row, from left): Avelina Borrego, Dionne Childs, Kevin Callo, Byron Hunter, Candace Watts.*

*“This internship was an eye-opening experience — it taught me how imperative it is for my generation to understand the impact of international family planning.”*

2005 MSI UNDERGRADUATE INTERN

**Glenn Baldwin**

*Adventist Development and Relief Agency (ADRA),  
Mwanza, Tanzania*

*Morehouse College '05*

*Psychology*

- Contributed to the launch of the Abstinence and Healthy Choices for Youth (ABY) campaign, a behavior-change project designed to reduce the spread of STIs and HIV/AIDS, to a new target area in Tanzania.
- Prepared and printed materials (curriculum, training manual, and certificates) for the ABY program.
- Participated in ABY youth camps and events.
- Created abstinence and behavior-change messages that were pre-tested with Tanzanian youth for future campaigns and developed program formats for these messages (music, magazines, radio commentaries, and testimonials).
- Organized youth events (young artist competition, poetry contest, a cycling and girl's football competition) for the ABY program's eight districts.

*“ Our intern demonstrated a strong interest in her work, in her colleagues, and in the field in general. She quickly learned how to juggle multiple priorities and to work as a team member. ”*

2005 MSI UNDERGRADUATE INTERN  
HOST AGENCY REPRESENTATIVE

**Avelina Borrego**

*Youth Activists Organization (YAO),  
Lusaka, Zambia*

*New Mexico State University '05*

*Family and Child Science*

- Assisted the fund raising manager with proposal writing and identifying donor sources for YAO's adolescent reproductive health outreach programs — community football camps and in-school workshops for girls.
- Represented YAO at the Second Annual International Students Conference on AIDS and Millennium Development Goals in Lusaka, Zambia.
- Attended two workshops focused on the strategy and message development of reproductive health programs.
- Visited local NGO, Youth Media, to observe their operations and to strengthen their partnership with YAO.

**Jenna Burton**

*ProPetén Foundation, Flores, Guatemala*

*Howard University '05, Anthropology*

- Developed a portfolio of family planning, reproductive health, and conservation education activities for the Mobile Biosphere traveling education unit to use in rural communities.
- Reviewed and summarized all of ProPetén's existing educational materials to be used as a quick reference by staff educators.
- Contributed to the analysis of family planning survey data collected from women in local communities.
- Participated in community chat sessions on family planning and reproductive health.
- Created a database documenting the Mobile Biosphere's community visits in order to streamline the monitoring and evaluation process.

**Kevin Callo**

*Futures Group, Washington, D.C.  
University of Miami '05, Sociology*

- Compiled a literature review on health conditions, family planning, and health inequalities in developing countries.
- Conducted background research for a project on contraceptive market segmentation in Bangladesh, Egypt, Jordan, and Peru.
- Wrote articles about The Gambia Social Marketing Management Programme for the Futures Group Web site.
- Edited fact sheets on birth spacing in El Salvador and the Workplace Policy Builder Software for business owners and managers working with HIV/AIDS-infected employees.
- Traveled to The Gambia to assist colleagues with a project tracking retail audit, mapping, distribution, and customer awareness of contraceptive products.

*“Through this internship, I was able experience what a career in international family planning might involve. It gave me a preview of the skills that I will need to succeed in this challenging field.”*

2005 MSI UNDERGRADUATE INTERN

**Dionne Childs**

*Dominican Women for Development (MUDE),  
Santo Domingo, Dominican Republic  
Oakwood College '05, Spanish/Psychology*

- Conducted surveys in rural communities to assess attitudes, beliefs, and behaviors regarding family planning and hygiene practices.
- Modified and updated brochures on family planning methods.
- Developed a gender and health workshop for volunteer health promoters in rural areas.
- Formatted and edited HIV/AIDS-prevention and children's health materials for community health promoters and youth trainers.
- Created summaries on interpersonal communication and emotional intelligence for MUDE to use in the development of workshops, trainings, or chats.

**Katherine Fisher**

*Conservation International (CI), Washington, D.C.  
University of Miami '05, Sociology*

- Researched and documented lessons learned by field workers' experiences with CI's population-environment (PE) integrated projects to be distributed to other NGOs and donors.
- Produced "success story" pieces about CI's PE projects in Cambodia, Madagascar, Mexico, and the Philippines to be submitted for publication in Population Action International's PE Field Guide.
- Traveled to Chiapas, Mexico, to record lessons learned from CI's NGO partnerships in Mexico.

**Zulnette García-Ramos**

**MEDISOL, Lima, Peru**

*University of Puerto Rico-Mayagüez '07, Sociology*

- Conducted workshops on topics such as contraceptives, STIs, HIV/AIDS prevention, domestic violence, self-esteem, interpersonal relationships, and sexual anatomy with students and teachers at local high schools and universities.
- Helped to train high school student leaders as reproductive health promoters through conferences at MEDISOL.
- Created an exhibit for the MEDISOL waiting area containing frequently-asked questions about reproductive health.
- Researched domestic violence issues and created a screening questionnaire for clinic staff to use with patients.

**Elena Gore**

**Family Health International (FHI),**

**Dar es Salaam, Tanzania**

*Howard University '06, Health Management*

- Conducted site visits to research and compare the effectiveness of the Ishi adolescent reproductive health campaign's Prevention Information Resource Centers (PIRCs) to other youth centers and gave recommendations on how to improve the program.
- Prepared a model of the ideal Ishi PIRC using insights gathered through the site visit evaluations.
- Gave a presentation on HIV-prevention youth resource centers that included suggestions for PIRCs, the seven components of an effective resource center, and the model of an ideal PIRC during a forum for PIRC leaders.
- Wrote an article about the Ishi PIRC program.

**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 129 undergraduate internship alumni/ae have expressed an interest in continuing in the field. Seven are in the process of completing their bachelor's degrees, while 62 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, 20 interns have held relevant follow-on professional positions.

**Corinna Hansen**

*Alan Guttmacher Institute (AGI),  
New York, New York*

*University of New Mexico '04, Sociology*

- Helped the communications team prepare an event in Nairobi, Kenya, to train AGI partners from Burkina Faso, Ghana, Malawi, and Uganda how to educate the media and policymakers about reproductive health issues.
- Compiled a list of target audiences and created a database of outreach opportunities for distributing the results of the Protecting the Next Generation study on adolescent HIV prevention in sub-Saharan Africa.
- Developed a story packet on adolescent sex behaviors in Malawi using transcripts from focus group discussions and in-depth interviews.
- Provided the communications team with a target audience contact information spreadsheet and researched new outreach opportunities for AGI.

**Byron Hunter**

*Program for Appropriate Technology in Health (PATH), Nairobi, Kenya*

*Dillard University '05, Public Health*

- Traveled to Kakamega, West Kenya, to observe the family planning and reproductive health activities of the PATH and Population Council field offices.
- Conducted key-informant interviews to assist with the Scouting for Solutions' (SFS) adolescent reproductive health program design in the Coastal Region of Kenya.
- Assisted the SFS team with formative research and tool development in Kampala, Uganda. This included creating focus group discussion guides, translating/revising materials, and conducting youth focus groups.
- Developed a pamphlet detailing the efforts of the SFS program for Kenya and Uganda.
- Helped to facilitate a PATH/Kenya capacity-building workshop and compile a workbook for employees.

**NEW HOST AGENCIES,  
NEW SCHOOLS**

Of the 31 2005-06 MSI interns, 23 were placed abroad and eight were in the U.S. New host agencies included:

- Adventist Development and Relief Agency, Mwanza, Tanzania
- Christian Connections for International Health, Washington, D.C.
- Family Health International, Dar es Salaam, Tanzania
- Dominican Women for Development, Santo Domingo, Dominican Republic
- World Wildlife Fund, Washington, D.C.

New schools during 2005-06 were Fort Valley State University, Texas A&M University-Corpus Christi, and Texas Southern University.

**Juan Martínez**

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

*University of New Mexico '05, History/Spanish*

*Juan worked with intern Eryn Mathewson on the following projects:*

- Planned and presented reproductive health workshops for students, parents, and teachers in the town of Majes.
- Helped to conduct an adolescent reproductive health knowledge survey in participating Majes schools to help ASDE develop effective student workshops.
- Assisted with public chats on family planning for parents of children in early childhood programs.
- Participated in the Radio Boreal de Majes, a weekly radio program where high school students discuss reproductive health topics.

**Eryn Mathewson**

*Social Action and Development (ASDE),  
Arequipa, Peru  
Howard University '05, Anthropology*

*Eryn worked with intern Juan Martínez on the following projects:*

- Planned and presented reproductive health workshops for students, parents, and teachers in the town of Majes.
- Helped to conduct an adolescent reproductive health knowledge survey in participating Majes schools to help ASDE develop effective student workshops.
- Assisted with public chats on family planning for parents of children in early childhood programs in Arequipa.
- Participated in the Radio Boreal de Majes, a weekly radio program where high school students discuss reproductive health topics.

**Melissa Nelson**

*Population Council, Nairobi, Kenya  
Winston-Salem State University '05,  
Molecular Biology*

- Wrote, edited, and collected articles for the *ECafrique* newsletter about contraceptive choices in Africa.
- Conducted literature reviews on dual protection against STIs/HIV/AIDS and pregnancy and on sexual abuse/rape victims' access to contraception, antibiotics, and HIV-post exposure prophylaxis.
- Assisted with a baseline study in Ndola, Zambia, designed to assess sexual violence in the Copperbelt region and the care-seeking behaviors of victims.
- Helped to plan a training workshop for decision makers and service providers in Ndola, Zambia, on the reproductive health and counseling needs of sexual assault victims.

### UNIVERSITY OF PUERTO RICO – MAYAGÜEZ PARTNERSHIP

This past year, the University of Michigan and the University of Puerto Rico–Mayagüez (UPRM) entered into a partnership. UPRM's Department of Social Sciences has committed to supporting MSI undergraduate interns from their school by providing follow-on mentoring and research opportunities directly related to their internship experience. The primary goal of this continued academic support is to reinforce MSI undergraduate interns' commitment to pursuing graduate studies and careers in the field. Brenda Díaz ('04) was the first MSI intern to pilot this partnership.

*Three of the 2005-06 MSI interns: **Zulnette García-Ramos** (p. 81), **Lilliam Rodríguez-Maldonado** (p. 84), and **Brenda Garcés-Rivera** (p. 87) continue to test this approach.*

*(See MSI Advisory Board Member Marla Pérez-Lugo's thoughts on the MSI Initiative on page 30).*

**Andrea Osuna**

*Adventist Development and Relief Agency (ADRA),  
Mwanza, Tanzania*

*New Mexico State University '06, Community Health*

- Participated in creating launch activities for the Abstinence and Healthy Choices for Youth campaign, a behavior-change project to reduce the spread of STIs and HIV/AIDS.
- Compiled an HIV/AIDS fact sheet and a frequently-asked questions document for staff and trainees.
- Prepared materials for and assisted with a Training of Trainers meeting in Magu.
- Created and facilitated a presentation about HIV/AIDS prevention for a youth camp in the Mwanza area.
- Translated chapters of the ADRA manual into English.

**Lilliam Rodríguez-Maldonado**

*Family Care International (FCI)  
New York, New York*

*University of Puerto Rico-Mayagüez '06, Psychology*

- Assisted with the formatting, illustrations, and Web research for an adolescent reproductive health manual for young people, ages 12 to 19, in the Anglo-Caribbean region.
- Created a questionnaire to collect relevant information about youth-friendly services in the Anglo-Caribbean region to be included in the adolescent reproductive health manual.
- Completed translations, helped with meeting logistics, and conducted Web searches for the Skilled-Care Initiative, a program focused on improving maternal mortality in developing countries.
- Traveled to La Paz, Bolivia, to assist FCI's in-country partner with the logistics of a maternal mortality workshop.

**Jackie Soto**

*World Wildlife Fund (WWF)  
Washington, D.C.*

*New Mexico State University '04, Community Health*

- Created a spreadsheet with family planning, population, and HIV/AIDS indicators and calculated demographic data for 145 countries to help WWF identify areas in need of population-environment (PE) programming.
- Gathered and reviewed background materials on PE projects conducted in the last five years to be included in an evaluation of successful integrated programs.
- Attended the Post G8 Briefing: *Future Financing to Address the Global HIV/AIDS Epidemic* in Washington, D.C.

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

**Yvette Gonzalez** ('00) completed her MPH at Columbia University. She served as Country Director for Action Against Hunger (ACF)/USA's East Congo mission and is now in Washington, D.C., seeking new opportunities in the field. Through a nomination by ACF, she was featured in *Latina Magazine* as an "Inspiring Humanitarian Latina."

**Carmen Labarca** ('00) finished her MPH at San Diego State University and is now working as Program Manager for the *Por la Vida* Project, which develops health promotion activities in the Latino Community in San Diego.

**Shannon Prudhomme** ('03) finished her MPH at the University of Michigan and is working as a Project Evaluator with The Houston Regional HIV/AIDS Resource Group, Inc., a nonprofit agency that funds community-based HIV/AIDS programs in east and southeast Texas.

**Camilla Stanley**

*Family Health International (FHI), YouthNet Tanzania (YNT), Dar es Salaam, Tanzania  
Winston-Salem State University '05, Chemistry*

- Wrote a success story detailing the achievements of the YouthNet/Tanzania's (YNT) Makete Youth Festival and its efforts to prevent new HIV infections among youth.
- Developed a reference chart identifying all sub-grantee partners funded by YNT to be displayed in the Tanzania office and sent to FHI's U.S. Headquarters.
- Documented findings from a site visit to one of YouthNet's implementing partners, the Mwananyamala Youth Center detailing the activities of the center, lessons learned, future challenges, and recommendations.
- Recorded YouthNet's capacity-building workshop on report writing skills for sub-grantee partners.

**Candace Watts**

*Africa Directions  
Lusaka, Zambia  
Hampton University '06, Biology/Spanish*

- Conducted community outreach activities with Africa Direction's peer educators and drama group to raise awareness about HIV/AIDS through drama.
- Wrote and produced scripts for a weekly youth radio program discussing reproductive health, relationships, and other topics.
- Organized bi-weekly girls club meetings for young women, ages 12 to 24, to discuss reproductive health, relationships, dating, domestic violence, rape, and HIV/AIDS prevention.
- Attended the Second International Students Conference on AIDS and the Millennium Development Goals in Lusaka, Zambia.

**Taoshin Yawn**

*MEDISOL  
Lima, Peru  
Oakwood College '05, Physical Therapy*

- Translated MEDISOL's family planning and reproductive health projects from Spanish into English and made presentations in English to prospective donors of these projects.
- Assisted with preparing and presenting reproductive health workshops for adolescents in Lima high schools and universities.
- Helped to prepare an informational booth providing facts about common reproductive health concerns for the clinic waiting area.
- Participated in a MEDISOL workshop that trained health professionals on how to conduct adolescent reproductive health workshops in their own communities.
- Created a service-quality survey to help MEDISOL track the concerns of patients and improve services.

*“This internship provided endless opportunities to improve as an individual and to grow as a professional. I saw firsthand how things work in the professional world — a world that I will soon join.”*

2005 MSI UNDERGRADUATE INTERN

## 2006 UNDERGRADUATE INTERNS\*



*Summer 2006 interns: (front row, from left) Alicia Diaz, Zoranna Caraballo, Sacnité Ramos, (second row, from left): Brenda Garcés-Rivera, Antoinette Johnson, Lillian Sowah (third row, from left): Arlinda Smith, Jermel McGaskey, Sultan Abdullah, (back row, from left): Robert Greathouse, Jesús Valero, Ryan Smith.*

*“I want to be more knowledgeable about public health and how I can contribute to the field.”*

2006 MSI UNDERGRADUATE INTERN

*\* The 2006 MSI undergraduate internships were funded by the University of Michigan.*

The following interns were in the field completing their summer internships when this report went to press (each listing includes their host organization, school, and major):

**Sultan Abdullah**

*Plan International, Phnom Pehn, Cambodia*

*Fort Valley State University '06, International Business and Demography*

**Zoranna Caraballo**

*Christian Connections for International Health, Washington, D.C.*

*University of Puerto Rico-Mayagüez '07, Psychology*

**Alicia Diaz**

*Africare, Elizabethtown, South Africa*

*Florida International University '07, Sociology and Anthropology*

**Brenda Garcés-Rivera**

*Family Health International, Tanzania*

*University of Puerto Rico-Mayagüez '07, Social Sciences*

**Robert Greathouse**

*Adventist Development and Relief Agency, Nairobi*

*Texas Southern University '06, Sociology*

**Antoinette Johnson**

*JHPIEGO, Zambia*

*Howard University '06, Biology*

**Jermel McGaskey**

*Africare, South Africa*

*Howard University '06, Psychology*

**Sacnité Ramos**

*Population Reference Bureau, Washington, D.C.*

*University of Texas-El Paso '07, Spanish*

**Arlinda Smith**

*The Forum for African Women Educationalists in Zambia, Zambia*

*University of New Mexico '07, Political Science and Women's Studies*

**Ryan Smith**

*Family Health International, Tanzania*

*Fort Valley State University '07, African World Studies*

**Lillian Sowah**

*Adventist Development and Relief Agency, Kenya*

*Howard University '07, Health Management*

**Jesús Valero**

*Family Care International, New York*

*Howard University '07, Sociology*

## GRADUATE INTERN

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**Fernando Fuentes, Jr.**

*MS, Counseling*

*Texas A&M University-Corpus Christi, TX*

**Internship:** Supplemental coursework at the University of Washington School of Public Health and Community Medicine, Seattle, WA

**Population Fellowship:**

Mercy Corps/Guatemala

Following the successful completion of his MSI graduate internship, Fernando began a Population Fellowship with Mercy Corps in Alta Verapaz, Guatemala, in January 2006. He provides technical assistance to family planning, reproductive health, and integrated population-environment programs, as well as monitoring and evaluation support.

*See Fernando's starting fellow's profile on page 39.*

*“As a Latino male living in South Texas, I did not feel prepared to enter the ranks of an international health organization, however, this opportunity gave me the skills to pursue the next level in my field of work.”*

## PROGRAM STAFF\*



*Population Fellows Programs staff: (front row, from left) Emily MacGuire; Lisa Menardi; Cindy Payne; (middle row, from left) Anna Folsom; Jane MacKie; Frank Zinn; Linda Berauer; (back row, from left) Jennifer Farina; Angela Yoon; Sandra Wiley; Kathleen McCrumb; Chinyere Neale; Theresa Short; and Suzanne Copsey.*

Frank D. Zinn  
*Director*

Jane L. MacKie  
*Deputy Director*

Linda Berauer  
*Manager, Fellowships  
and Host Agency Relations*

Suzanne Copsey  
*Publications Coordinator*

Jennifer Farina  
*Publications Assistant*

Anna Folsom  
*Program Coordinator,  
Fellows' Support*

Emily MacGuire  
*Applications and  
Placement Coordinator*

Kathleen McCrumb  
*Travel Administrative  
Assistant*

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

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*

**2005-06 Fellows  
Program Cognizant  
Technical Officer**

Rochelle Thompson  
*USAID  
Bureau for Global Health*

\* The following staff members also contributed to the Programs in 2005-06, but have since left to pursue new opportunities: Shay Bluemer, Dikshya Brubaker, Michele Evans, Angela Linenfelser, Javier Martínez-Villanueva, and Shelly Nicholson.

## 2005-06 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  
*The Futures Group*

Victoria Dunning  
*United Nations Foundation*

Pape Gaye  
*IntraHealth International, Inc.*

Therese McGinn  
*Columbia University*

Anne Pebley  
*University of California-Los Angeles*

Roger Rochat  
*Emory University*

Havidán Rodríguez  
*University of Delaware*

Rachel Snow  
*University of Michigan*

Anne Wilson (2005)  
*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*

Deborah McFarlane  
*New Mexico State University*

Ahmed Moen  
*Howard University*

Norma Ojeda  
*San Diego State University*

Marla Pérez-Lugo  
*University of Puerto Rico-Mayagüez*

Small, square photos throughout report provided by: p. 2 (from left) Kiyomi Tsuyuki, Connie Cho, Kiyomi Tsuyuki; p. 8 Ericka Moerkerken; p. 9 Kevin Callo; p. 10 (from top) Glenn Baldwin, Anthony Wang; p. 11 Eduardo Ortiz, Kevin Callo; p. 16 (from top) Lisa McArthur, Barthelemy Rakototiana; p. 17 Lisa McArthur; p. 19 (from top) Kathleen Mogelgaard, Brenda Díaz; p. 20 (from top) Chinyere Neale, Bernice Pelea; p. 21 (from left) Jackie Soto, Bill Fischelis. Photos accompanying Ending and Former Fellows' profiles are courtesy of the fellows themselves.

*Local boys play in a village  
in Same, Tanzania.*

Photo Credit: Glenn Baldwin



The University of Michigan  
Population Fellows Programs

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

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