



HUMPHREY UPDATE

MSU College of Social Science and International Studies and Programs

2019

MSU Humphrey Alumnus and Faculty Tackle Industrial Waste with Women's Empowerment

Mamunur Rahman was selected for a Humphrey Fellowship at Michigan State University in 2016 with an interest in researching green and circular economic models. As the deputy general manager for the Small and Medium Enterprise (SME) Foundation, he was promoting SMEs, particularly the development of green industries, on behalf of the government of Bangladesh. Mamunur wanted to address the major problems facing his country. He identified the creation of green jobs that mitigated poverty, pollution and climate change as a way to address many problems with a single project. After his arrival, he met Professor Matt Syal from the School of Planning, Design and Construction as his faculty mentor. Together with George Berghorn, they developed a plan that became the Ella Pad. A source of financial instability and inequity for female garment workers was absenteeism and loss of salary due to limited access to toilets and sanitary napkins. Mamunur realized "the solution [was] inside the garment factories: the hygiene problem could be solved by just reusing the leftovers or scrap garments in a proper way."

Mamunur's project has the potential for far-reaching impacts including the productivity and profitability of factories, education attainment rates of women, and perhaps even provide retirement income all while reducing industrial waste. He aims to reach 35 million women and girls across Bangladesh. Mamunur has received global attention for his efforts including from the United Nations and Oxford University and in 2018 was selected for a Humphrey Fellowship Alumni Impact Award.

Featured in
this Issue:

[MSU Humphrey Alumni Survey](#)

[MSU Celebrates Humphrey Fellows](#)

[Fellows Give Back to the Community](#)

[MSU Humphrey Fellows work with
Community Colleges to Increase
International Understanding](#)

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UNIVERSITY

Contents:

MSU Alumnus and Faculty Tackle Industrial Waste.....	1
MSU Humphrey Alumni Around the World	3
MSU Celebrates Seventeen Years of the Humphrey Fellowship.....	4
Leaders for a Global Society	6
Fellows Give Back: a year of community service	8
Fellows and the Global Youth Advancement Summit 2019.....	8
Professional Affiliation Hosts	9
Incoming 2019-20 Fellows	9
MSU - LCC Associate Campus Partnership.....	10
MSU Humphrey Fellows Support International Programming at Community Colleges.....	11
Community College Residency Program	11
Alumni Impact Survey	12
MSU Alumnus featured at GLF.....	14
Alumnae visit MSU	14
Global Accelerator created by MSU Alumnus gains traction	14
Faculty Spotlights	15
Humphrey Host Profiles	16

From the Director's Desk



I am pleased to present the 2019 issue of the Humphrey Update, a newsletter of our programmatic achievements for the 2018-19 academic year. In this issue we highlight the fellowship activities the program has supported over the past year. These activities reflect the strength and depth of Michigan State University fellows, faculty and alumni working on issues of economic development, human resource management, and finance worldwide.

The Humphrey Fellowship Program is organized within the College of Social Science in cooperation with the Office of the Dean of International Studies and Programs and strengthened by the

participation of faculty from a variety of other colleges. The Humphrey Fellowship brings accomplished mid-career professionals from designated countries to the United States for a year of study and related professional experiences to foster learning, build mutual understanding and provide a foundation for long-lasting relationships between citizens of the United States and their professional counterparts around the world.

The Humphrey Fellowship also works with academic units to ensure continued availability and quality of relevant course offerings, coordinates issue-oriented collaborations, and supports scholarly presentations and outreach programming. Fellows participate in program and individual activities throughout the year to meet program objectives which also include social and cultural exchange as well as a community service component.

The Humphrey Fellowship seeks to advance knowledge, transform lives through professional networking, and create responsive engagement with peoples and communities around the globe. We look forward to continuing our support of faculty and fellow growth, research, and scholarship in the coming year and the exciting opportunities that lay ahead.

Ashley Green, PhD
Director

2018-19 Humphrey Fellowship Program Team

Ashley Gren
Director

Andrea Allen
Seminar Coordinator

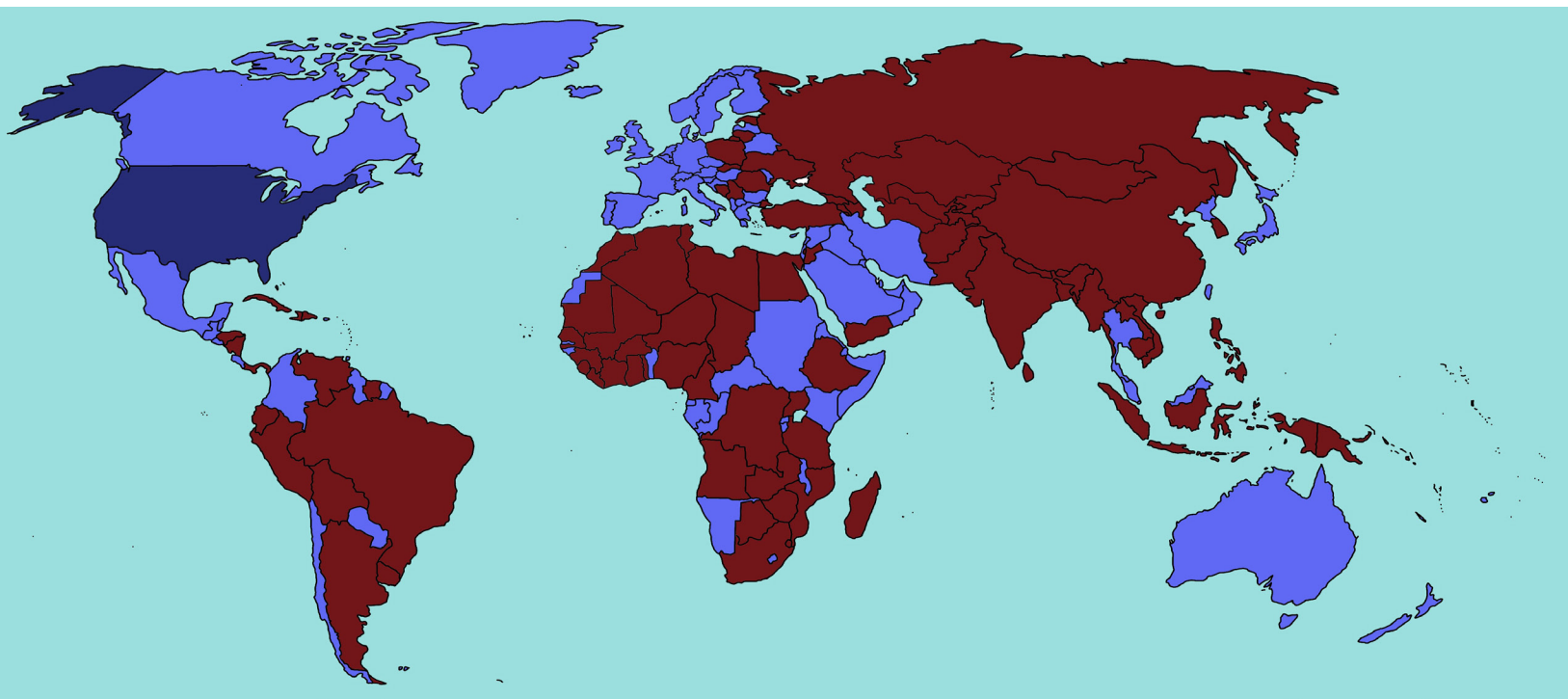
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MSU Humphrey Alumni Around the World



Asia

Afghanistan
Armenia
Azerbaijan
Bahrain
Bangladesh
Bhutan
Cambodia
China
Gaza
Georgia
India
Indonesia
Jordan
Kazakhstan
Kyrgyzstan
Laos
Mongolia
Myanmar
Nepal
Pakistan
Papua New Guinea
Philippines
South Korea

Sri Lanka

Tajikistan
Turkmenistan
Uzbekistan
Vietnam
Yemen

Western Hemisphere

Argentina
Bolivia
Brazil
Cuba
Dominican Republic
Ecuador
Grenada
Haiti
Honduras
Jamaica
Nicaragua
Panama
Peru
Suriname
Uruguay
Venezuela

Africa

Algeria
Angola
Botswana
Burkina Faso
Cameroon
Chad
Cote D'Ivoire
Democratic Republic of Congo
Egypt
Ethiopia
Ghana
Guinea
Liberia
Libya
Madagascar
Mali
Mauritania
Mauritius
Morocco
Mozambique
Niger
Nigeria
Senegal

Sierra Leone

South Africa
Swasiland (Eswatini)
Tanzania
Togo
Tunisia
Uganda
Zambia
Zimbabwe

Europe

Bosnia - Herzegovina
Estonia
Lithuania
Montenegro
Poland
Romania
Russia
Serbia
Serbia and Montenegro
Slovakia
Turkey
Ukraine



MSU Celebrates seventeen years hosting the Hubert H. Humphrey Fellowship Program

Michigan State University celebrated its 17th anniversary as a host university for the Hubert H. Humphrey Fellowship Program this year. As the fellows completed their classes and professional affiliation placements, they joined a network of 190 MSU Humphrey Fellows from 90 countries around the world who are advancing in their careers and bringing about economic and social development in their communities.

President Jimmy Carter initiated the Hubert H. Humphrey Fellowship Program in 1978 to honor the memory of the late senator and vice president who dedicated his career to the advocacy of human rights and international cooperation. Funded by the U.S. Department of State and implemented by the Institute of International Education, the program brings outstanding mid-career professionals from around the world to the United States for a year of study and professional development. The goal of the program is the creation of mutual understanding in order to develop long-lasting relationships between citizens of the United States and their professional counterparts in other countries.

MSU is one of two campuses that host Humphrey Fellows working in the area of economic development and finance. With the guidance of their faculty mentors, the fellows select courses based on their own interests within these fields of study. Other universities host fellows in the areas

of urban planning and resource management, education, communications and journalism, public administration, agriculture, law and human rights, and public health. Since its inception, 5,870 fellows from 162 countries have participated at 47 host campuses. This year, there were 150 fellows from 97 countries at the 13 current host campuses.

MSU's Humphrey Fellowship Program has developed several signature projects to help integrate Humphrey Fellows into the university and the local community. The Humphrey Seminar is the cornerstone of the Humphrey Fellowship Program at MSU. Andrea Allen, has lead the seminar since 2008. The seminar has three major components: economic development, American culture and history, and the development of leadership skills. Economic development focuses on content related to the fellows' professional fields and includes guest speakers from MSU, along with professionals specializing in economic development and finance from the local region and across the country. In addition to learning about American culture and society, Dr. Allen includes time for the fellows to reflect on their personal experiences in the United States. While the entire fellowship is a laboratory for leadership development, the Humphrey Seminar includes readings, workshops, and individual coaching sessions to further encourage and inform the fellows' leadership practices.

Another key component of the Humphrey Fellowship is the idea of exchange—culturally, educationally, and in service. All Humphrey Fellows at MSU are assigned host families, who often include the fellows in family and community activities. Fellows are not here just to learn and develop their own goals, but also to give back to their host community. Therefore, Humphrey Fellows donate 10-15 hours of volunteer service during their year at MSU. They also often speak about their own research, profession, and country to groups on campus and around the mid-Michigan region.

The MSU Humphrey Fellowship Program initiated the Associate Campus Partnership Program with Lansing Community College (LCC) in 2012. The goal of the partnership is to expand fellows' exposure to American students and faculty, increase intercultural interactions with LCC faculty, and demonstrate educational and economic development models that serve minority populations and incorporate workforce development. This year partnership activities included a tour of LCC's West Campus facilities and a presentation highlighting public-private partnerships in workforce development and training area residents for in-demand jobs such as computer programming, construction, public safety, welding, and machining. Fellows also learned about funding structures and the impact of state and federal government policy in program design.

The final component of the Humphrey Fellowship is the professional affiliation. Fellows work alongside their American professional counterparts in full-time, pro-bono consultantcies for six weeks. During their professional affiliations, the fellows actively contribute to the host organization, with the intention of advancing both the fellow and the host organization. Professional affiliations allow fellows to establish valuable contacts and gain a more comprehensive understanding of and appreciation for the host organization. Organizations that have hosted fellows include the World Bank, the International Monetary Fund, Michigan State University Federal Credit Union, the City of East Lansing, the Lansing Area Economic Partnership, and countless others.

Significant contributions to MSU's Humphrey Fellowship Program are made by the College of Social Science; the Eli Broad College of Business; the College of Agriculture and Natural Resources; the Department of Economics; the Department of Agricultural, Food, and Resource Economics; the Institute of International Agriculture; and the Office of International Studies and Programs. The MSU program is administered jointly by the College of Social Sciences and housed in International Studies and Programs, led by director, Ashley Green, with Beth Mugavero acting as program manager. For more information about the Hubert H. Humphrey Fellowship Program at MSU, visit our website at casid.isp.msu.edu/humphrey-fellowship-program.



Fellows Aruna Badoo, Pramudhita Puteri, Armando Mendoza and Yasmira Calderon visiting Fenner Nature Center during orientation. Our guide, a naturalist studying at MSU, introduced fellows to native plant and animal species and answered questions about the local biome.



At City Hall in Chicago after meeting with representatives from the Small Business Office and visiting the Federal Reserve Museum in the Financial District.



Fellow Pramudhita Puteri participating in an IIE Enhancement Workshop in Syracuse, NY focusing on Leadership

Leaders for a Global Society

2018-19 MSU Humphrey Fellows



Aphideth Mingboupha, Laos

Aphideth Mingboupha is a head of human resources and administration at AIF Group where he develops and implements human resource strategies aligned with business objectives and all units' strategies. He gained practical experience in human resource and leadership development and expanded his skillset by researching best practices in the local workforce and talent development. His overarching objective is to address the labor shortage in Laos by developing a skilled work force with mobility to move up in organizations from entry-level positions and support staff to management (talent management). In so doing, he intends to build competitive and competent workforce to meet the growing demand in the private sector and spurring regional economic development.



Michael Ajayi, Nigeria

Michael Ajayi is the country director at Enactus Nigeria where he is responsible for creating and managing a structure providing hands-on training for youth entrepreneurship. He provides leadership for the organization over the entire network and manages the relationships between the public and private sectors. During his Humphrey year, he expanded his professional network, leadership skills, and focus his studies on economic development. His overarching objective was to gain new knowledge in the areas of enterprise development, particularly social entrepreneurship, and more effectively build support systems for young entrepreneurs in Nigeria so they can more easily thrive whilst creating wealth and supporting the economic development of Nigeria.



Hernan Braude, Argentina

Hernan Braude is the director of strategic planning of innovation systems in the Ministry of Science, Technology and Innovation of the province of Buenos Aires. He represents the ministry within the provincial production in addition to overseeing the design and strategic management of policies and programs at the under-secretariat of technology and innovation. Throughout his time with the Humphrey program, he expanded his knowledge and skills to design and implement public policies that promote economic development through bio-industries and circular economy developments. His ultimate goal is developing a fruitful link between biological resources, scientific and entrepreneurial capabilities and having a territorial impact throughout Argentina.



Maxim Ross Nunez, Venezuela

Maxim Ross is the director of Maxim Ross y Asociados SA where he contributes to Venezuela's three main newspapers and has authored five books on Venezuela's and international economics, and macroeconomic forecasting. Mr. Ross's main areas of interest during his Humphrey year were the linkages between the private sector economy and economic and welfare goals, and economic diversification strategies from fossil fuels. His ultimate goal is to encourage substantial change within the economy to increase stabilization initiatives reducing poverty.

4 YEARS
HUMPHREY FELLOWSHIP PROGRAM



Aruna Badoo, Mauritius

Aruna Badoo is the senior corruption prevention officer at ICAC. There, she creates and implements anti-corruption programs for public officials and partnering organizations with an emphasis on new hires and the Mauritius Police force. Her program goals for the year included conducting research on whistleblowing regarding corruption, loopholes, missing mechanisms and unclear policies, and the analysis of best practices. She will implement this research with the ultimate goal of propelling the fight against corruption to a level where the question is no longer whether or not a fight against corruption is being waged, but how effectively progress is taking place.



Octavius Phukubye, South Africa

Octavius Phukubye is the founder and executive director of Brillianaire Consulting. In this role he designs and executes impact investment solutions to deliver sustainable socio-economic value and partners with institutions to develop competitive enterprise and supplier development and socio-economic development strategies policies and programs. While completing his Humphrey year, he focused on start-up incubations, entrepreneurship education, innovation and small business development. Mr. Phukubye has already begun sharing these skills with his own organization and partners to stimulate economic growth, sustainable employment and overall quality of life in South Africa.



Yasmira Calderon, Cuba

Yasmira Calderon is a professor and researcher for the Impact Evaluation at the Incuba Empresas Project. She teaches and is responsible for the wellbeing and motivation of workers, personnel policies and procedures, and general human resource management. Ms. Caldron focused on change management, coaching, leadership and organizational development during her Humphrey year. Her ultimate goal is to share her acquired knowledge in Cuba, helping to establish best practices where little experience in private sector human resources exists. Additionally, she would like to apply these principals to a business of her own creation in the next four years.



Pramudhita Puteri, Indonesia

Pramudhita Puteri is a competency analyst and assessor at Badan Pemeriksa Keuangan, Republik Indonesia where she is responsible for developing and reviewing competency standards, assessment tools, and administering technical assessments. Additionally, she participates in human resources strategic planning and talent pool development projects. During her Humphrey year, she focused on talent management, evaluation methodology, and developing her leadership and negotiation skills. Her ultimate goal is to influence organizational shift to a dynamic governance model stressing human capital development in the public sector.



Javeria Rameez Naqvi, Pakistan

Javeria Rameez Naqvi is a human resources manager at Pac Square Technologies Pvt. Ltd where she is responsible for organizational strategies reinforcing growth, diversity and innovation in the IT sector. During her Humphrey year, she studied human resource practices in the context of diversity management and focus on inclusion and equal opportunity practices in the United States with the hope of creating a similar application for women in Pakistan. She would like to contribute to a more gender balanced workforce to advance her country's competitiveness and fairness essential to maximize opportunities for both genders.



Armando Mendoza Nava, Peru

Armando Mendoza is a research officer for Oxfam in Peru where he manages the design, development and evaluation of applied research to provide evidence and narratives supporting campaigns and advocacy actions undertaken by Oxfam in Peru and Latin America. Mr. Mendoza focused his Humphrey year on international economics and its links with national development and inequality reduction specifically how the Peruvian economy reacts to a complex and fluctuating external environment and how global forces and external processes influence Peru's development path. His overarching goal is to better contribute to the economic progress of Peru by advocating for sensible, realistic and effective development policies.

Fellows Give Back: a year of community service



Environmental Stewardship Program: At the City of East Lansing Department of Parks and Recreation involves the community in the restoration of the City of East Lansing's park biotic communities by removing problematic invasive plant species and replacing them with native species. The program also seeks to share information with the community about different aspects of park ecosystems and how best to sustain them and implement them in their own front yards. Fellows have been participating in the White Park efforts with the Michigan Department of Natural Resources Urban Forestry program to implement a native landscape management plan. This plan outlines a program for managing the forest and native ecosystems of White Park, through the utilization of volunteers from the Environmental Stewardship Program. Pictured above is Octavius Phukubye, Michael Ajayi, Pramudhita Puteri, Aphideth Mingboupha and Javeria Rameez Naqvi removing invasive species.

Greater Lansing United Nations Association: A local club comprised of internationally minded people who recognize and support the essential role the United Nations plays in our world with the primary purpose of educating communities about the United Nations and encouraging their support. GLUNA hosts events throughout the year where Humphrey Fellows participate and present to the community on their country and their work including for World Friendship Day, International Peace Day and International Human Rights Day.

Student Food Bank at MSU: Serves MSU students experiencing food insecurity by providing free food and related items. Founded in 1993, the MSU Student Food Bank was the first in the nation to be run by students, for students. Food insecurity refers to having limited food availability with a reduction in the quality or variety of food intake, that often results in disrupted eating patterns which can be a considerable obstacle to academic success. In the course of one year, the MSU Student Food Bank serves over 6,000 students, many with families, and distributes over 110,000 pounds of food. In order to do this, volunteers including Humphrey Fellows, help package food, stock shelves, and serve Food Bank clients.

LATTICE (Linking All Types of Teachers to International and Cross-Cultural Education): An award-winning study group that brings together local K-12 teachers, international graduate students, and MSU faculty and staff to learn about global issues and to bring a global perspective to local primary and secondary classrooms. The goal of LATTICE is to promote global learning by facilitating discussions and presentations on global issues with creative, but practical, connections to K-12 education. LATTICE works to support detailed, contextual exploration of global issues and current events, linking a wide range of social, cultural, economic and political topics from international perspectives. Participating fellows meet monthly for an interactive program that focuses on a global topic. Meetings often involve small group discussions, panels, presentations, and personal stories.

Leadership and Service: Fellows and Global Youth Advancement Summit 2019

Global Youth Advancement Summit 2019, in collaboration with the African Development Bank, Ford Foundation, and the Alliance for African Partnership focused on the grand challenge of global equity. 200 participants between the ages of 18 and 35, representing 38 countries, convened to exchange ideas, showcase innovative products and services, pitch their business ventures and build networks to collaboratively define their future in a way that is equitable, just, and sustainable. Humphrey Fellows participated in a variety of organizational roles including work on social media, developing evaluation frameworks for the event, creating lists of evaluation criteria that can be used by the summit participants/ attendees to give feedback about the event. MSU Humphrey Alumnae, Djelika Pare (Burkina Faso 2011-12) participated as a presenter.



Fellow Octavius Phukubye with his mentees Jonah and Ronald from Uganda. They are addressing access to health facilities and economic activities for those living near riversides by creating a catamaran ferry system in Kampala

Professional Affiliation Hosts 2019

Professional Affiliations are full-time, mutually beneficial placements at organizations related to the Humphrey Fellow's professional field. Each Humphrey Fellow conducts at least one professional affiliation during his or her Fellowship. This allows the fellow an opportunity to learn how U.S.-based organizations operate, as well as to contribute his or her experience and knowledge to the organization. Fellows typically complete a project during an affiliation: this might be in the form of preparing research or reports, conducting an evaluation, or contributing to a specific initiative or event.

This year, fellows completed affiliations with a number of organizations including: Brookings Institute, Waverly High School, Michigan State University Office of Human Resources, the City of East Lansing, Natural Resource Governance Institute, Red Cedar Ventures, the Lansing Area Economic Partnership, World Bank and Michigan State University Center for Latin American and Caribbean Studies.



Congratulations to the Incoming 2019-20 Humphrey Fellows

Mohammed Ahmed

Country/Region: Bangladesh

Research Topic: Accountability and Transparency

Ines Amoman

Country/Region: Cote D'Ivoire

Research Topic: Entrepreneurship and Tourism

Hailemichael Gebregiorgiss

Country/Region: Ethiopia

Research Topic: Big Data Analytics and agricultural risk management

Kunduz Keneeva

Country/Region: Kyrgyzstan

Research Topic: Economic Development and Social Innovation

Sanghong Lee

Country/Region: South Korea

Research Topic: International Development and Finance

Manuel Loredo

Country/Region: Bolivia

Research Topic: Sustainability and Innovation

Mazuba Mukubani

Country/Region: Zambia

Research Topic: Workforce Planning and Information Systems

Mohamed Sankare

Country/Region: Mali

Research Topic: Anti Money-Laundering and Fraud Detection

Abid Shah

Country/Region: Pakistan

Research Topic: Human Resource Management and Organizational Development

Sherab Zangmo

Country/Region: Bhutan

Research Topic: Entrepreneurship and Cottage Industry Development

Lansing Community College Associate Campus Partnership



The 2018-9 MSU Humphrey Fellows with the Lansing Community College Student Leadership Academy

The Associate Campus Partnership Program was initiated with Lansing Community College in 2012 with the aim of establishing self-sustaining alliances between existing Humphrey host campuses and community colleges, colleges and universities with significant minority populations, or those in rural areas serving students who may not have opportunities to work with international visitors such as the Humphrey Fellows. This alliance benefits both institutions, as well as offers Humphrey Fellows opportunities to engage with faculty, students, and Americans beyond those of their host campuses. The main objectives of the partnership include:

- Encourage student body at associate campus to internationalize; demonstrate different educational models to Fellows (purpose of minority-serving institutions; lifelong learning and workforce development at community colleges, etc.)
- Expose Fellows to diverse communities in the U.S.

- Provide continuous interaction between Fellows and students and faculty from the associate campus throughout the program year.

This year's activities included a tour and presentation of the West Campus facilities highlighting a public-private partnership in workforce development. Programs at LCC West Campus train area residents for in-demand jobs such as computer programming, construction, public safety, welding and machining. By working with area employers, LCC is able to provide a skilled workforce for job-creators and the local economy can grow to reduce unemployment and underemployment for area workers. Fellows also learned about the funding structure and the impacts of state and federal government policy in program design.

For the fourth consecutive year, Humphrey fellows met with the Student Leadership Academy at Lansing Community College. Students in the Leadership Academy are selected based on their scholarship, leadership abilities and commitment to community service much like the Humphrey Fellows. By engaging with each other, a unique opportunity for the two groups to learn from each other is created. The LCC students benefited from meeting role models currently working in their fields of study in a different country and cultural context. Fellows benefit from mentoring the students in their fields and service, showing them what their work might look like either in another country or on an international scale. Additionally fellows get a glimpse at local efforts toward sustainable development goals.

Fellows and students have the opportunity to work on community service projects together throughout the year which in the past have included work at the Greater Lansing Food Bank and with a charity producing comfort items for ill children at the local hospital.



MSU Fellow Pramudhita Puteri meeting with LCC Student Leadership Academy scholars in September

MIIE and Humphrey Fellows: Supporting International Programming at Community Colleges

The Midwest Institute for International/Intercultural Education (MIIE) is a self-funded consortium of two-year colleges based at Kalamazoo Valley Community College. Its primary objective is to support curriculum and professional development for community college faculty. As part of this effort, MIIE offers faculty from post-secondary institutions intensive week-long learning environments to discuss ways to internationalize the curriculum at their home institutions.

On March 18, 2019 four Humphrey Fellows traveled to Kalamazoo Valley Community College to present to deans, faculty and students. Fellow Michael Ajayi (pictured below) presented on Nigeria and Success Redefined, while Pramudhita Puteri presented on Indonesian and Human Capital Management. Aruna Badoo presented on Mauritius and Why Ethics and Integrity Matter, while Armando Mendoza presented on Peru and the Impaction of Corruption on Development. They were hosted by Theo Sypris, director of MIIE, and Tom Kosztrewa, instructor with Global and International Studies at Western Michigan University.



Armando Mendoza selected for Residency Program at Kirkwood Community College

The Community College Residency Program (CCRP) was initiated during the 2012-2013 program year. CCRP seeks to provide fellows with a one-week learning/sharing experience at a community college. A number of interested fellows were matched with one of the participating community colleges to meet the mutual interests the fellow and the college. Fellows gained an opportunity to increase their professional network in the United States and play a vital role in a community college's internationalization plan. They also lived with an American family for the week and participated in community activities with Americans.

This year, MSU Humphrey Fellow Armando Mendoza was selected to participate in this highly competitive program. He visited Kirkwood Community College in Cedar Rapids, Iowa.



Photo Credit: WEF Highlights

The MSU Humphrey Fellowship Alumni Survey 2014-2019: Impacts after five years

Humphrey Alumni and their Work

Of the 179 alumni from the MSU Humphrey Fellowship Program, 147 fellows from 76 countries and 17 different cohorts were contacted via email for an online survey.

Developing a survey, considering success looks different depending on a fellow's field, is necessary for impact analysis because of the broad nature of economic development. Fellows coming to MSU from a variety of fields and functions therein so impacts, and as an extension program success are complex.

This survey was initially designed to measure success of fellows regardless of position, as necessarily, career success as a teacher looks different from success as a government economist or an entrepreneur.

The survey objective is to establish a series of questions that might together paint a richer picture of what program and individual success means for different fields by measuring a range of impacts and attempting to analyse those impacts in a meaningful way. If this survey is successful, it might be used to measure overall fellow impact in a way that can be compared to other fields and across universities with a variety of focus areas.

Questions were based off of an earlier alumni survey from 2014 in the hopes of identifying trends amongst fellows both longitudinally as well as cross-sectionally. While some questions have been added, none have been removed from the earlier survey. Wording and or question structure may have changed slightly, and where there are differences it has been noted.

Longitudinal analysis will be critical as it can narrow when in a fellow's career the fellowship begins to make the most difference, when the greatest impacts of the program are realized, and if the benefits of the program appreciate or depreciate over time. It also has the potential to allow us to measure fellows professional network growth, and if, over time goals change and why that might be.

Cross-sectional analysis will allow us to compare fellows with each other and identify any characteristics or factors that might make different groups more or less successful or impactful than other groups. We will consider sector, gender, region, country of

origin, year of fellowship participation, and network engagement.

Additionally, there are survey questions included that are geared towards a qualitative evaluation of program impacts including seeking out narrative accounts of leadership or impacts. Still there are other questions aimed at program feedback, as the information fellows provide in retrospect might change over time as well as not be immediately obvious upon program exit.

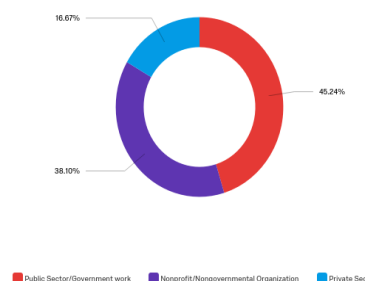
As we take time to more thoroughly analyze the results of this survey over the coming year, we have included some of the preliminary data below.

SECTOR OF EMPLOYMENT

16.67% Private Sector

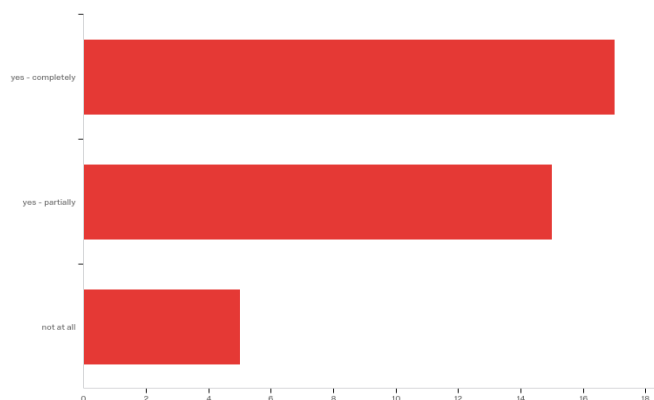
38.1% Nonprofit/Nongovernmental Organizations

45.24% Public Sector



ACHIEVED ORIGINAL HUMPHREY GOALS

Most alumni have either partially or completely achieved their originally stated Humphrey goals



MSU Fellow Sahr Joseph Kaifineh Featured as Speaker at Global Leadership Forum

Sahr Joseph Kaifineh returned to the Global Leadership Forum to discuss professional affiliations with the next cohort. He stressed the strength of the program was the freedom to use independent judgement and build a professional network to make decisions in line with individual professional goals. Sahr Joseph Kaifineh completed a professional affiliation at the Population Reference Bureau during his Humphrey Year. He parted by reminding fellows that central to individual program plans should be the benefit not just for the individual, but for the home country and world.



Sahr Joseph Kaifineh (far right) on the professional affiliation panel at the Global Leadership Forum.

Humphrey Fellow Dana Hamzah Returns to MSU

On April 12, 2019, Michigan State University welcomed returning Humphrey Fellow, Dana Hamzah (2016-17), head of economic research at the Central Bank of Bahrain. During her fellowship year, Dana worked at the Michigan Department of Treasury in Lansing, MI and the International Monetary Fund in Washington, D.C. Her role at the Central Bank of Bahrain involves conducting research in various areas to ensure the financial stability of Bahrain's economy and highlighting any emerging risks.

Dana presented on the future of banking in the digital age: How the internet of things and digital transformation is affecting financial technology and innovations investment.



Dana Hamzah presenting to the 2018-19 cohort of Humphrey Fellows with University of Maryland - College Park Alumna Evin Tas (Turkey, 2016-17)

MSU Alumnus Faisal Khan's 'Scholar Den' gains traction with Global Accelerator Programs

Faisal Khan noticed something during his Humphrey Fellowship in 2013-14, and that was the relatively few Pakistani students he encountered. From experience, he knew there were no differences in student ability or talent, so there must be something else hindering their education at top-tier institutions. This is when he decided to create Scholar Den to offer guidance and mentoring for higher education applicants abroad. By 2016, his dream had become a reality. He has built a network of more than 200 mentors assisting with everything from GRE preparation to writing statements of purpose. This year, Scholar Den was selected for the LUMS Accelerator program and the NUST-run Global Accelerator Program. Congratulations Faisal.



FACULTY Spotlights - Mentors

John Beck

Department: Human Resources and Labor Relations

Fellows Hosted: Adriana Niedoszewska (Poland, 2004-5), Raimundo Hernandez (Honduras, 2006-7), Josephine Ami-Narh (Ghana, 2007-8), Vasendsen Dorsami (Mauritius, 2009-10), Nancy Diphupu (Botswana 2010-11), Yousaf Orakzai (Pakistan, 2011-12), Krishna Hari Pushkar (Nepal 2014-15), Kouakou Bruno Tano (Cote d'Ivoire, 2015-16), Dera Zafindravaka (Madagascar, 2016-17), Sonia Joao Buvana (Mozambique, 2017-18), and Pramudhita Puteri (Indonesia 2018-19)

Julie Brockman

Department: Human Resources and Labor Relations

Fellows Hosted: Suhret Fazlic (Bosnia-Herzegovina, 2007-8), Batsho Dambe-Groth (Botswana, 2010-11), Thi Lan Anh Tran (Vietnam, 2011-12), Dung Nguyen (Vietnam, 2012-13), Yasmeen Parveen (Bangladesh, 2014-15), Ventura Mufume (Mozambique, 2015-16), Almaz Abdykerimov (Kyrgyzstan, 2016-17), Asmaa Fizazi (Algeria, 2017-18), and Aphideth Mingboupha (Laos, 2018-19)

Kirt Butler

Department: Finance

Fellows Hosted: Moussa Fofana (Mali, 2009-10), Ahmed Alkabab (Yemen, 2010-11), Shah Faisal (Pakistan, 2011-12), Wasim Ahmed (Pakistan, 2013-14), Keunwoo Lee (South Korea, 2014-15), Marija Jovicic Polak (Serbia, 2016-17), Santiago Laserna Fernandez (Bolivia, 2017-18), and Moholoboloko Octavius Phukubye (South Africa, 2018-19)

Prabhat Barnwal

Department: Economics

Fellows Hosted: Armando Mendoza (Peru, 2018-19)

Angela Hall

Department: Human Resources and Labor Relations

Fellows Hosted: Carla Cecelia Lima Aranzaes (Bolivia, 2017-18), and Yasmira Calderon (Cuba, 2018-19)

Stacy Hickox

Department: Human Resources and Labor Relations

Fellows Hosted: Roua Al-Hayki (Bahrain, 2010-11), Kossi Tsogbe (Togo, 2011-12), Marko Saric (Serbia, 2013-14), Ramziya Muborakshoeva (Tajikistan, 2015-16), Asrar Jaber (Gaza, 2017-18), and Javeria Rameez Naqvi (Pakistan, 2018-19)

Mahesh Nalla

Department: Criminal Justice

Fellows Hosted: Aruna Badoo (Mauritius, 2018-19)

Raoul Minetti

Department: Economics

Fellows Hosted: Sebhat Belayneh (Ethiopia, 2008-9), Elvin Afadi (Azerbaijan, 2009-10), Bezhan Kholiknazarov (Tajikistan, 2014-15), Kajal Ashna Mahepal (Surname, 2017-18), and Maxim Ross (Venezuela, 2018-19)

Scott Swinton

Department: Agricultural, Food and Resource Economics

Fellows Hosted: Hernan Braude (Argentina, 2018-19)

Thom Jayne

Department: Agricultural, Food and Resource Economics

Fellows Hosted: Kulthum Amani (Tanzania 2004-5), and Michael Ajayi (Nigeria, 2018-19)

Humphrey Host Profiles

Terence Blackburn

Initially becoming involved with the Humphrey Fellows program through GLUNA, Terence was interested in deepening his involvement with the program because he is a strong believer in the value of international educational and professional exchanges. For much of his career he has been a professor and dean. He grew up in Pittsburgh, Pennsylvania, spent more than 20 years living and working in the New York metropolitan region. He has resided in Michigan since 2000, and his hobbies include travel, cooking and gardening.

Susan Dougherty

New to the Humphrey Fellowship this year is Susan Dougherty who was matched with Javeria Rameez Naqvi (Pakistan, 2018-19). She is retired, and volunteers in social justice work throughout the community. She enjoys gardening and travel and got involved with the fellowship to make lasting international friendships.

Brown-Teholiz Family

Teresa Brown, her husband Peter Teholiz, and their two sons, Austin and Alex have been volunteering with MSU since 1993. In 2010 they started volunteering with the Humphrey Fellowship and have been with the program ever since. They have hosted 10 fellows and keep in touch regularly, making sure to visit when they have the opportunity. As a family, they like to entertain at restaurants and at home, to go bowling, to go to football games, museums and events and they include the fellows. Teresa has been an auditor for the state and federal governments.

Alex McCrae and Olga Swarhout

Alex has been with the Humphrey Fellowship program for many years and has the delightful tradition of hosting parties for all of the fellows. Every year, fellows look forward to Lunar New Year celebrations, sledding and hot chocolate days and welcome picnics hosted at Alex's home. He enjoys helping fellows in arranging their professional affiliations and playing tennis. This year he is joined by Olga Swarhout who has retired from a career in the biomedical industry and actively volunteers with a number of organizations.

Dawn Pysarchik

Dawn Pysarchick and her family are one of our longest-standing host families. She has hosted more than seven fellows over the years and likes to learn about new countries with every match, hosting fellows from a different country each year. Fellows include Walid Ben Amara (Tunisia, 2013-14), Marko Saric (Serbia, 2013-14), Artur Bikbaev (Russia, 2014-15), Ramziya Muborakshoeva (Tajikistan, 2015-16), Nydia Hawala (Angola, 2016-17), Sonia Joao Buvana (Mozambique, 2017-18), Reem Fouad Mikhail (Egypt, 2017-18), and Armando Mendoza (Peru 2018-19).

Anna and Brandon Scott

Anna and Brandon Scott have been with the Humphrey Fellowship since 2013 and have hosted seven fellows including Manuel Mutimucuo (Mozambique, 2013-14), Keunwoo Lee (South Korea, 2014-15), Kouakou Bruno Tano (Cote d'Ivoire, 2015-16), Serge Ekani (Cameroon, 2015-16), Doaa Ahmed (Egypt, 2016-17), Asrar Jaber (Gaza, 2017-18), and Michael Ajayi (Nigeria 2018-19).

Melody and Llwyn Atwood

Melody and her husband Llwyn enjoys being a host or as she says, a "second family" to the Humphrey Fellows while they are in Michigan. Melody is retired from Ford, and Llwyn is retired from GM, and they now spend their time golfing and painting. Melody shares her love of painting with the fellows and many now have a treasured painting either done with or by Melody as a souvenir of their time here. They especially love spending the holidays with the fellows, opening their table and sharing their traditions and home with their extended "family".

Emily Houk

Joining the program this year is Emily Houk. She is an Michigan State University alumna, a mother of three, and the parent of one Ted the Dog. She works as a public and non-profit sector consultant and has deep experience with and ties to the region. Her consultancy, R2P Consulting, was recently designated a Woman Owned Business Enterprise by the Womens Business Enterprise National Council. Last year she was matched with Pramudhita Puteri (Indonesia, 2018-19) and Aruna Badoo (Mauritius, 2018-19).

Berghorn Family

George, Emily and Caylie Berghorn were matched with Yasmira Calderon (Cuba, 2018-19) and her daughter Cecile in their first match in the program. Both George and Emily work on campus. George first became involved with the program as a faculty mentor, but it was Emily who initiated involvement with the program as a host family. The Berghorns are very active on campus and in the community through their church and their daughter's activities. We are pleased to have them aboard in both capacities.

Alicia Goodman

Alicia Goodman joined our program this year as well. She works for the state and in her previous position in hospitality management enjoyed coordinating networking events for local professionals. She was matched with Javeria Rameez Naqvi this year, but coordinated activities such as movie screenings that all of the fellows got to enjoy.