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**CONSULTANT REPORT**  
**RONALD G. DEDERT**  
**11 SEPTEMBER - 22 SEPTEMBER 1989**

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**TIPAN**

**Transformation and  
Integration of the  
Provincial  
Agricultural  
Network**



**Northwest Frontier Province, Pakistan**

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**Office of International Agriculture  
University of Illinois at Urbana-Champaign**

**In collaboration with  
Southern Illinois University at Carbondale**

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**CONSULTANT REPORT**  
**RONALD G. DEDERT**  
**11 SEPTEMBER - 22 SEPTEMBER 1989**

**Submitted to**  
**Northwest Frontier Province Agricultural University**  
**Peshawar, NWFP, Pakistan**

**A Report of Contract No. 391-0488**

**by**

**Office of International Agriculture**  
**University of Illinois at Urbana-Champaign**  
**Southern Illinois University at Carbondale**

**C29-September 1989**

## TOUR REPORT

**TRAVELER:** Ronald G. Dedert, Consultant for Training/Continuing Education TIPAN

- OBJECTIVES:**
1. To become oriented and interview for the role as Specialist for Continuing Training/Education for the Agriculture University - Tipan project.
  2. To assess the needs for continuing education and in-service training.
  3. To assess the on-going Farming Systems Research.
  4. To present two seminars -  
"Continuing Training/Education for Teaching, Outreach/Extension, and Research"  
"Farming Systems Research/Extension in Zambia"

**ITINERARY:** 11 September 1989 - 22 September 1989  
Peshawar NWFP - Agriculture University

**PERSONS CONTACTED:** See Attachment A

### ACTIVITIES:

- 11 Sep 89 - Arrival in country and informal meeting with TIPAN team - National Holiday
- 12 Sep 89 - TIPAN technical advisory team meeting  
Meeting with Vice Chancellor Abdur Rahman Khan
- 13 Sep 89 - Meeting with Outreach - A.M.  
Director - Rauf Khattak  
Regional Director - Baz Muhammad  
Information Officer  
Senior Audio - Visual Producer  
Junior Audio - Visual Producer
- Other Meetings - P.M.  
Pro-Vice Chancellor  
Director of Teaching  
Dean Basit Ali Shah  
Dean Karim Khan
- 14 Sep 89 - Field trip to Swat: Malakand Division, Chitral, Dir and Swat Districts to assess FSR with Carl Hausler, Livestock Specialist  
Regional Director of Outreach - Qazi Aquiquallh  
Regional Director of Research  
Deputy Programme Leader, Animal Husbandry -  
Dr. Ghulam Jabbar  
Agriculture Officer - Obid Ullah  
Livestock Assistant - Field Assistant
- 15 Sep 89 - Day of rest

- 16 Sep 89 - Meeting at Agriculture Training Institute in company with Baz Muhammad, Regional Director of Outreach  
Principal, Gul Sad Barg  
Sr. Instructor Extension - Allaud-Din Adeem  
Jr. Instructor Plant Protection - Muhammad Hanif
- 17 Sep 89 - Travel to Mansehra to observe agriculture production, research, and attend field day
- 18 Sep 89 - Attend and participate in Field Day at A.R.S. Dhodial Mansehra and return to Peshawar
- 19 Sep 89 - Seminar "Continuing Training/Education" for Teaching, Research, Outreach/Extension personnel  
Orientation with Research and Livestock Specialist, TIPAN
- 20 Sep 89 - Seminar "Farming Systems Research/Extension in Zambia"  
Prepare draft tour report
- 21 Sep 89 - Exit visits Peshawar and Islamabad
- 22 Sep 89 - Departure

**SUMMARY:**

The meetings, interviews, site visits, and seminars provided the opportunity to assess needs and become oriented as stated under the objectives. Reception and interaction plus hospitality of the Pakistan people and TIPAN staff was excellent!

Opportunities for continued education and in-service training of faculty and staff is minimal with most financial support coming from donor countries. The primary motivator for faculty to participate in continuing education is to travel out of country; secondarily for self-improvement. A need for staff evaluation and a merit system seems apparent.

The initial training received by Agriculture Officers and Field/Stock Assistants is inadequate for them to credibly perform in the field. They are asking for training and reference material and receiving little to no support.

The need for more and improved training is apparent at all levels.

The Farming Systems Research appears to have started at the exploratory level of non-farm testing under the leadership of the Regional Director of Outreach with no input from the Agriculture Officer and Field Assistants. The agronomic plots and livestock trials observed were not replicated properly and controls were inadequate or absent. The effort of the Outreach Director and identification of plots was commendable.

Interest, response and questions asked at the seminars presented, indicated the attendees were interested and listened. They seemed to be concentrating on how they might make practical use of the information presented. A feeling of receptiveness and good will prevailed.

Objectives of the consultancy were met as originally set-forth.

## RECOMMENDATIONS:

Establish a direct line of communication between the Agriculture Training Institute and Agriculture University for utilization of teaching and research resources by the Agriculture Training Institute.

Upgrade teaching and reference material for staff at the Agriculture Training Institute. That process seems to be progressing at the Agriculture University.

More effective communication and teaching skills plus audio visual material is needed by faculty members.

A merit system for faculty and a means of evaluating performance should be developed and implemented -- a personnel system.

Continuing Education and In-Service Training needs to be planned and budgeted for within the Agriculture University framework for Teaching-Research-Outreach/Extension. Requests and input from all staff and faculty, Field/Stock Assistants to the Vice Chancellor, should be planned and programmed for by departments, divisions and within proper areas for Continuing Education and In-Service Training.

The Agriculture Information office needs to inform the general public of what the Agriculture University is doing, particularly funding sources. In addition to circulating information among staff, a monthly newsletter to Regional Directors of Outreach and Agriculture Officers should be initiated sending them current and viable information and reference material from Research and Outreach on campus.

Accessibility and mobility of the resources of the Agriculture University must be improved before the realization of their goals and objectives can be achieved. Job descriptions need to be re-written to facilitate mobility of faculty so training and education can be accomplished in the field.

A specialist for FSR/E should be brought in-country for a minimum of one year to improve the existing structure and methodology. Research staff must be involved in the project as well as Agriculture Offices, Field/Stock Assistants and local farmers.

More effort must be expended for improved and precise understanding of problems and situations as they arise between all of the parties involved in the TIPAN project, including the TIPAN Team, NWFP-AU, and USAID. Solutions, directions, confirmations, etc. should be in writing with copies to those people directly involved.

## CONCLUSION:

The eleven days in-country reveals some improvement has taken place in knowledge and skills, and attitudes are changing! Progress is sure but slow. Faculty and staff members inter-acted with, indicated a willingness to work, are receptive to change, and are dedicated to improving the quality of life in Pakistan. The need for a higher quality of education is apparent and the philosophy that "Education is the key to success" should be adopted.

I extend sincere appreciation to the faculty and staff of the Agriculture University, Agriculture Training Institute and outlying facilities for the warm reception and congenial hospitality extended to me. The discussions and information provided to me have been invaluable in assessing needs and making limited recommendations.

Special thanks to the TIPAN team and their spouses for making my time in-country enjoyable and informative.

**ATTACHMENT A**  
**PERSONS CONTACTED**

**A. NWFP Agricultural University**

Abdur Rahman Khan, Vice Chancellor  
Nurul Islam Mian, Pro-Vice Chancellor  
Abdul Rauf Khattak, Director Outreach  
Baz Muhammad, Regional Director of Outreach  
Qazi Aquiquallh, Regional Director of Outreach  
Hafiz Inayatullah, Director of Teaching  
S. Basit Ali Shah, Dean, Faculty of Animal Husbandry  
Mohammed Karim Khan, Dean, Faculty of Agriculture  
Dr. Ghulam Jabbar, Deputy Programme Leader, Animal Husbandry

**B. Agriculture Training Institute**

Gul Sad Barg, Principal  
Allaud-Din Adeem, Senior Instructor Extension  
Muhammad Hanif, Junior Instructor Plant Protection

**C. Extension Department**

Obid Ullah, Agriculture Officer

**D. USAID**

Harry Dickherber, Agricultural Development Office  
Qayyum Khan, TIPAN Project Officer

**E. TIPAN Team**

Gilbert H. Kroening, Team Leader and Institutional Development Specialist  
Evert Edington, Teaching Program Specialist  
Jack J. Bond, Research Program Specialist  
Carl L. Hausler, Animal Sciences Specialist