**2016-17 HUBERT H. HUMPHREY FELLOWSHIP PROGRAM**

**BHUTAN**

The Hubert H. Humphrey Fellowship Program brings accomplished mid-career professionals with demonstrated leadership potential to the United States for a year of graduate-level non-degree academic coursework and professional development activities. The Humphrey Fellowship Program is designed to strengthen the leadership skills of men and women who will make contributions to their communities as well as their professional fields. Humphrey Fellowship nominees should be individuals working in either the public or private sector

with demonstrated leadership ability and a commitment to public service. Nominees should be at a point in their careers to fully benefit from this professional development program. Primary funding for the Humphrey Fellowship Program is provided by the U.S. Department of State’s Bureau of Educational and Cultural Affairs (ECA).

Over 5,200 Fellows representing 158 countries have participated in the program since its inception in 1978. Approximately 170 Humphrey Fellowships are being awarded for program year 2015-2016.

**This year Bhutan will be able to submit 3 nominees for the regular Humphrey Fellowship Program. This is in addition to the 3 nominees under the Long-Term English (LTE) language training opportunity to facilitate the participation of candidates from non-elite populations, rural areas, minority groups and others who may be excellent candidates but lack the necessary English language skills. Selected LTE participants will be brought to the U.S. for an intensive 20-25 week pre-academic program to improve their language skills before transitioning to their academic-year Humphrey campuses.**

The deadline for the 2016-17 Humphrey Fellowship Program nomination cycle is October 1, 2015. To meet this deadline, we offer below a suggested schedule for you to advertise, solicit, recruit and screen appropriate candidates. You may vary the dates, to accommodate the activities in your office, but it is important that you work with us to submit the applications by October 1, 2015. Ms. Katherine A. Caro, Attaché for Education and Exchanges, of the Embassy of the United States of America in New Delhi’s Public Affairs Office is scheduled to travel to Bhutan during early August 2015 to conduct the final selection of the Bhutanese nominees.

**Program Goals**

The Hubert H. Humphrey Fellowship Program brings accomplished professionals from designated countries around the world to the United States at a mid-point in their careers for a year of practical, professional development experiences and non-degree academic study. The Humphrey Program was initiated to honor the memory and accomplishments of the late

Senator and Vice-President, Hubert H. Humphrey. Fellows are selected through a competitive

process based on their potential for leadership and commitment to public service in the public or

private sector.

By providing future leaders with a shared experience of U.S. society and culture and of current

approaches to the fields in which they work, the program aims to:

• Establish and enhance long-lasting productive partnerships and relationships between U.S.

citizens and individuals from other parts of the world;

• Develop leaders whose knowledge and skills have been informed by exposure to American

values, models and ideas – leaders who will have a multiplier effect on their societies;

• Expand and improve the range of international exchange and training programs; and

• Increase U.S. citizens’ knowledge and understanding of international issues and of other cultures and societies.

**Recommended Schedule for 2016-17 Humphrey Fellowship Program**

June 1st week: Recruitment announcement by RCSC, Bhutan

July15: Last date for submission of online applications by candidates

July 27: Short listing of candidates by U.S. Embassy, New Delhi, for final interviews

August 19: Final interviews and selection committee makes final selections

October 1: Deadline for receipt of nominations to ECA, Washington, D.C.

**Selection Criteria**

Appropriate candidates are young and mid-career professionals in leadership positions who have a commitment to public service and the potential for professional advancement. Prospective Fellows should have a minimum of five years full-time professional experience (prior to August 2016) in the relevant field, after completing a university degree, and should be interested in the policy aspects of their field of specialization. Please note that candidates must have completed a university degree program requiring at least four years of full-time study to qualify for participation in U.S. graduate study programs. Candidates should be proficient in both written and spoken English and should normally have a minimum TOEFL score of 525 (paper based) or 71 (internet-based), although exceptionally promising candidates with lower scores may be nominated for the Long-Term English (LTE) training. Candidates should have both the need to participate in the program and the potential to benefit from it.

Accordingly, they should demonstrate the required experience, skills, and commitment while

also indicating how they can benefit from this program in ways that they have not experienced

previously and are not likely to experience without the Humphrey Program. Applicants with

distinguished records but who do not have a compelling need for the Humphrey experience are

not appropriate candidates.

A candidate may be removed from consideration if he or she does not meet all of the technical eligibility requirements. Ineligible candidates include recent university graduates (even if they have significant positions); university teachers or academic researchers with no management responsibilities (except in the fields of Substance Abuse Education, Prevention, and Treatment and Teaching of English as a Foreign Language); individuals who have attended a graduate school in the United States for one academic year or more during the seven years prior to August 2016; and individuals with U.S. in-country experience of any kind lasting more than six months during the five years prior to August 2016. A candidate with recent third country experience, especially in developed countries, may have a less compelling need for the Humphrey Program than a candidate who has never had a significant professional opportunity abroad.

**Program Components**

**a. Academic**:

The Humphrey program is a non-degree program. Humphrey Fellows cannot transfer from non-degree status to degree status under any circumstances. Humphrey Fellows pursue tailored study

programs at participating host institutions, where the freedom from the requirements of a

degree program gives each Fellow the flexibility to pursue a self-directed, individualized

program. There is no provision for Fellows to request placement at any particular university.

Approximately 16 campuses have been selected through a competitive process to host Fellows

in groups with thematic and subject affinities. Each university is chosen based on institutional

resources and the level of support and guidance it offers to the participants. Each campus has a

designated faculty coordinator for academic and administrative support. In addition, faculty

advisors also assist Fellows in pursuing balanced academic and professional programs.

**b. Professional:**

Professional enrichment activities include professional visits, conferences, training programs, and a professional affiliation (work attachment). The professional affiliation provides first-hand exposure to an American work environment on a full-time basis for a minimum period of 6 weeks. Early in the academic year, each Fellow develops, with assistance from the local campus coordinator and faculty advisors, a detailed plan of practical professional activities geared to the Fellow's Humphrey program objectives.

**Fields of Study:**

The 2016-17 will focus on the following eligible fields:

**Sustainable Development**

a. Agricultural and Rural Development

Suitable candidates include individuals from the public sector, non-governmental organizations, and business focused on agricultural and food system development and/or rural development. The field includes, but is not limited to, the following areas of specialization: food security, sustainable farming systems, agricultural research, extension management, agricultural marketing and value-chain management, post-harvest technology and food safety, trade and food policy, and rural livelihood enhancement.

b. Economic Development/Finance and Banking

This field may be interpreted very broadly. Suitable candidates include policy makers and administrative managers focusing on contemporary development issues including population growth, agriculture and industrial development, poverty and income distribution, labor markets, and foreign trade. Individuals who are working in the fields of sustainable development and micro-finance in the public or private sector are also appropriate. Suitable candidates also include individuals who are involved in the management of financial institutions, the regulation of depository institutions and securities, transnational lending and trade financing, or public-private partnerships. Corporate financial managers and analysts are appropriate if they are interested in and able to convey how their work will impact the development of the country. Individuals in this field are not suitable for the Humphrey Fellowship Program if they are primarily concerned with expanding a corporate entity's market share.

c. Natural Resources, Environmental Policy, and Climate Change

Natural resource and environmental managers are appropriate candidates for this field. Policy-makers working on the protection of natural resources, water quality, pollution control, land use, conservation, and environmental impact assessment also are suitable. Climate change is a critical emerging field open to professionals working in a range of disciplines, including policy development, clean technologies, carbon management, and response planning or adaptation to new climate patterns.

d. Urban and Regional Planning

Appropriate candidates for this field include architects, engineers, planners, urban designers, urban economists and sociologists, and historic preservation specialists. The field of Urban and Regional Planning should be broadly interpreted to include the following: urban infrastructure, transportation policy and planning, water and sanitation, town and rural planning, land use and urban design, housing and real estate development, international and comparative planning, environmental protection and planning, ecological land development, public policy, social policy, urban redevelopment policy, economic development and planning, regional economic integration, economic conversion, urban finance management, and urban spatial analysis using geographic information systems.

**Democratic Institution Building**

a. Communications/Journalism

Appropriate candidates include those using electronic, mass media, and telecommunications to facilitate national development in the areas of agriculture, health, family planning, nutrition, and education. These individuals might manage the aforementioned media strategies for non-governmental organizations or for state-run media. Journalists engaged in public affairs reporting, magazine and feature writing, and interpretive writing on social issues and international affairs also are suitable.

b. Law and Human Rights

Attorneys, judges, and human rights activists are the most suitable candidates in this field. The range of law specializations is far reaching; some of the more common include: constitutional, criminal, business, civil rights, family/child, alternative dispute resolution, international humanitarian, international trade, international business, intellectual property, and telecommunications law. Individuals engaged in legal and judicial reform and the administration of justice also are appropriate candidates.

c. Public Policy Analysis and Public Administration

This field may be interpreted very broadly. Policy issues that past Fellows addressed have included: regional economic and workforce development planning; public management and leadership; financial management in public and non-profit organizations; poverty and inequality; gender; public finance and revenue administration; domestic and foreign development policies; political transition to market-based democracy; planning and the global knowledge economy; and private sector development.

d. Trafficking in Persons Policy and Prevention

Candidates include foreign government officials, NGO activists, and media specialists who are focused on anti-trafficking issues. Humphrey Fellows can focus in areas of public administration, NGO administration, law and human rights, social work, communications and journalism, and public health as applied to anti-trafficking program management and policy-making.

e. Technology Policy and Management

Network administrators, engineers, and urban planners involved in formulating technology policy and planning and managing technological change and systems are suitable candidates in this field. Ministry of education officials and educators who teach technology and science in higher education institutions and can demonstrate leadership in curriculum development or administration in this field are also appropriate candidates.

f. Human Resource Management

The most suitable candidates in this field are those individuals dealing with institutional change and setting personnel policies and procedures. These might be human resource managers or individuals from various fields who have been charged with re-organizing a department or ministry, for example.

**Education**

a. Educational Administration, Planning and Policy

Individuals who are contributing to national or regional education planning, policy development and implementation make good candidates. University professors with an exclusively academic focus are not suitable. However, university professors in administrative or policy-making positions are eligible. Candidate profiles also include those focused in the more technical areas of education: curriculum development, instruction and learning assessment techniques, program design and adult learning, teacher training, and the use of technology in higher education. These individuals may be teachers if they also have additional responsibilities in the areas above.

b. Higher Education Administration

This field of study is intended for individuals who devote a significant portion of their professional life to policy formation, strategic decision-making, planning and management in higher education. Individuals holding administrative or policy-making positions at institutions of higher education, non-profit organizations or government ministries are eligible. Suitable candidates also include those focused on functional areas of higher education, such as curriculum design, techniques for instruction and learning assessment, vocational and life-long learning programs, and areas of higher education administration such as financial management, student affairs, academic affairs, business affairs, recruitment and admissions, development and alumni relations, and the use of technology in higher education. These individuals can be faculty at institutions of higher education if they also have significant additional responsibilities in the areas listed above.

c. Teaching of English as a Foreign Language

Appropriate candidates include teacher trainers and master teachers in the field of Teaching of English as a Foreign Language if they are interested in teacher training, curriculum development, and methodology.

**Public Health**

a. Public Health Policy and Management

Physicians, clinicians with management responsibilities, health educators, and other practitioners with policy-making responsibilities in this field are suitable candidates. Past Fellows' interests have included: management of public health care organizations, health care delivery through community-based organizations, reproductive, adolescent and child health, and epidemiology in public health practice. Candidates who are primarily practitioners in their field are not appropriate. For example, dentists whose program goals are to be more effective dentists in a clinical setting are not appropriate candidates for the program. Instead, dentists or other practitioners who are interested in acquiring skills and knowledge to become better administrators of public health programs, which might, for example, promote health education in their community or country would be a better fit for the program.

b. HIV/AIDS Policy and Prevention

Physicians, health educators, communication specialists, and policy analysts who are interested in HIV/AIDS policy, treatment and prevention are appropriate candidates for this field. Candidates with a primary focus on clinical treatment are not appropriate.

c. Substance Abuse Education, Prevention, and Treatment

Each year the National Institute on Drug Abuse (NIDA), one of 27 research institutes and centers of the National Institutes of Health (NIH) of the U.S. Department of Health and Human Services, along with ECA, funds several Humphrey Fellows in the field of drug abuse prevention and treatment. These grants provide mid-career professionals with exposure to scientific methodologies and research advances and will help to establish research links that will lead to on-going international collaborations with NIDA in the field of drug abuse prevention and treatment. (NOTE: Candidates must have either a research background in the field or demonstrated ability to learn the results and policy implications of current research. The candidates should be recruited and ranked together with candidates in other fields, and must complete the supplementary field-specific page of the Humphrey application for this topic area.)

**Substance Abuse Supplementary Application Page**

Only candidates applying in the Substance Abuse field of study should submit this supplementary field-specific application page. Candidates in other fields of study should disregard this page of the application.

**Long-Term English (LTE) Language Training**

The Humphrey Fellowship Program offers a Long-Term English (LTE) language training opportunity to facilitate the participation of candidates from non-elite populations, rural areas, minority groups and others who may be excellent candidates but lack the necessary language skills. Candidates selected under LTE should meet all Humphrey Fellowship Program requirements, including leadership ability and commitment to public service, but may have lower language proficiency than would normally be required. We may nominate no more than 3 LTE nominations in addition to the regular nomination quotas. LTE participants will be brought to the U.S. for an intensive 20-25 week pre-academic program to improve their language skills before transitioning to their academic-year Humphrey campuses. Candidates for LTE typically have TOEFL scores in the 440-500 range (paper-based test) or 42-61 (internet-based test).

**TOEFL Score**

Submitting a TOEFL score on time is very important for final selection in early 2016. As in previous years, it is essential that the finalists need to insure the immediate registration to take the earliest available TOEFL test. Because the TOEFL test is expensive and we receive only limited TOEFL fee vouchers, these vouchers will be provided only to Humphrey finalists whom we intend to nominate. We will carry the TOEFL fee vouchers with us when we come to Bhutan to conduct the final selection interviews.

U.S. universities require current English language test scores for all prospective Humphrey candidates. Applicants with TOEFL scores lower than 525 on the paper-based test (PBT) or 71 on the internet-based test (bit) are not technically eligible for the regular Humphrey competition but may be eligible for the Long-Term English program. All nominees should take their language test in September-November 2015 so that their scores with other nomination materials are submitted by the October 1 deadline. Later testing may disadvantage the candidates and will reduce the feasibility of placement.

**Application Forms**

As noted above, only electronic submissions of applications through the Embark system will be accepted. Applicants may start their applications at the following site:

<https://apply.embark.com/student/humphrey/fellowship/>

**Application Questions**

Responses should be drafted and completed by the applicant. Responses should provide detailed information about the candidate's plans for professional development and how they relate to the candidate's goals and the country's needs. Independent review panelists rely heavily on the proposed program plan in evaluating the candidate's communication skills, his/her understanding of the Humphrey program, and the candidate's need for it. Whether the candidate works in the public, private, or NGO sector, the panelists look for evidence of a strong commitment to public service, broadly defined.

**Medical Forms**

Medical exams are not required as part of the initial application process. It is not necessary to

complete medical evaluation forms until a candidate is advanced to principal status following

approval by the Fulbright Selection Board in Washington.