

# D. M. Payne Fellowship

Summer 2015

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## Welcome 2015

### Meet the Third Cohort of the USAID Donald M. Payne International Development Fellowship Program!



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Keisha Herbert, LeaJean Claye

## Summer Edition

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**“Coming together is a beginning. Keeping together is progress. Working together is success.” —Henry Ford**







**“Before starting my internship on Capitol Hill, I had an idea of what my experience would be like. Little did I know in only one week my expectations would be exceeded! I have never met a staff who spoke so highly of their boss, yet once I met the congressman, I understood why. This particular member is a very lively, warm, good-humored, and smart man. The office’s family atmosphere is very special. In addition, my Legislative Director has been very helpful in breaking down the processes and procedures of Congress. This has been very helpful given my background at USDA and understanding budgets and appropriations. As for duties, I’ve been given the role of handling Health, Welfare, and Food/Agriculture issues in addition to assisting with the Financial Services Committee. Being able to continue my work from USDA and learning more about issues in financial services has been great!”** — **Lea Claye**



**“These first few weeks in the office of Congressman Gallego have been a truly novel and interesting opportunity. Things are in constant motion and it is challenging to keep up. Thus, in order to get up to speed, we are given incredible access to key information, services and networks. Between the many expert-led briefings, networking-crazed receptions and now my own personal encyclopedia— the Congressional Research Service- I feel like a kid at a buffet of knowledge. It is an incredible privilege. With the generous support and kindness of staff gurus and our Payne/Rangel network, I am taking the plunge and getting started.”** — **Jeanne Choquehuanca**



**“Prior to beginning my fellowship in Congressman Payne Jr’s Office, I had been working as an educator in Gaborone, Botswana. It felt as though within the time span of a single blink, I was transplanted from classrooms to the halls of Congress. In learning how the Hill operates, I’ve adopted the vocabulary pervasive in hearings and briefings, in my own daily dialogues. I’ve received assignments that have required me to engage with research tools unique to the Hill which have instrumental in helping learn and practice different writing styles for correspondences. I’ve also had multiple opportunities to attend briefings on a range of topics which have been incredibly intellectually stimulating. Just a few weeks in and I’ve experienced so much growth!”** — **Berhan Hagos**

**“Interning for the House Committee on Foreign Affairs’ Democratic Office connects me to staffers who have specialized knowledge on world regions, appropriations, refugees, human rights and everything concerning the United States’ global involvement. Daily, I learn how this committee considers legislation impacting foreign affairs, some of which includes oversight for the Department of State, the Agency for International Development (USAID), the Peace Corps, and the United Nations. My first briefing, “Colombia: Greater Inclusion of Minority Communities in the Peace Process,” was a front-row seat to peacekeeping challenges and negotiations. Additionally, I proofread a bill for a staffer, which passed the House! I recognize the influence this committee will have on my USAID career track as a Program Development Officer, and the administrative duties and managerial support roles are foundational skills I’ve developed as well.”**



— **Keisha Herbert**



**“Capitol Hill, known by staff and those within the beltway as “the Hill,” is a whole world in itself. While walking down the marble halls of both Houses, I came to realize that behind every massive mahogany door, you can find a body of power that can alter the path of the United States. The Hill is a fast-pace environment where opportunities for professional and intellectual growth are available and highly sought after. The amount of energy around the Hill is contagious. I’m continuously checking what is scheduled for the week. In short, I would describe the Hill to have an intellectual environment for change.”** — **Marvin Crespin-Gamez**



*"In Kampala, Uganda, I have had the opportunity to participate in some amazing projects. During the first month, I reviewed grants from our implementing partners, working to mitigate conflict and advance transparency and accountability across the country and I participated in the planning process for a brand new Country Development Cooperation Strategy that will guide USAID's activities in Uganda for the next five years. Participating in a series of project assessments, I visited the source of the Nile and had the pleasure of meeting the incredibly bright and dedicated national and U.S. officers behind USAID's amazing work here. During the second half of my internship, I traveled with the mission to visit a site in Northern Uganda and the Murchison Falls wildlife reserve."*

— Sofia Quesada



*"This summer I worked in the program and health offices at the USAID Mission in Tanzania.*

*When I arrived, I gained insight into the overall portfolio and the integration of offices via Tanzania's new CDCS, through observing the mission's portfolio review process. USAID is co-located within the US Embassy in Tanzania, which has also allowed me to learn more about the State Department and to meet State FSOs. I went on a site visit to Pemba and Unguja islands which make up the semi-autonomous region of Zanzibar. I learned about malaria interventions that have helped reduce the prevalence of malaria in Zanzibar. After just a month in Tanzania, I came to understand exponentially more about USAID and thus became even more excited to enter the USAID FS next year! I am also so grateful for how welcoming and supportive everyone at the mission was to me. It was truly an amazing internship!"*

— Taylor Adams



*"My summer with the USAID Mission in Senegal has been a fantastic opportunity to support USAID's development work. I began by working with the Economic Growth Office to leverage Geographic Information Systems (GIS) for improved development outcomes. Early in the summer, I visited USAID's Democracy and Governance projects in the Casamance region with a donor working group, to explore how donors can work together in Senegal and share common pitfalls and best practices. I worked with Feed the Future, WASH, Climate Change, and Democracy and Governance projects to help inform mission programming and decision-making. Furthermore, I helped to develop a strategy to incorporate GIS analysis into the mission's learning agenda to enhance planning, communications, and monitoring & evaluation. As part of the mission's focus on local solutions, I also designed a workshop on project management and human capital to build the capacity of a local NGO. Through working for the Senegal mission this summer, I experienced what working for USAID as a Foreign Service Officer will entail, and I am eager to get started."*

— Anthony Medeiros



*"Interning with USAID Ghana's Health Office has been amazing. I sought to intern at USAID Ghana because I wanted to work in an Anglophone African country with a diverse health portfolio. Now, thanks to an awesome supervisor and team, I was given the opportunity to support PEPFAR, PMI, MCH, family planning, WASH, nutrition, and HSS programming. I also played a lead role in a gender assessment for a large, cross-cutting Feed the Future project and was invited to travel to Northern Ghana to help launch the study. Additionally, I visited several other USAID projects in the field to observe the Agency's impact on the ground. As an Payne intern, was able to have lunch with our Ambassador and DCM, meet with host government and implementing partners, observe the Semi-Annual Portfolio Reviews and a visit from Oren Whyche-Shaw, and even join the Health Office's first-ever team retreat (picture above). I truly loved my internship at USAID Ghana and the glimpse I gaining into my upcoming Foreign Service career."*

— Krina Patel





*“Among other projects, I assisted with preparing for USAID/Bangladesh's 2016-2021 Country Development Cooperation Strategy (CDCS). Working with the Office of Democracy and Governance, I organized and reported on several consultations with members of civil society, development partners, the donor community, and political activists. In the CDCS process, I saw how these individuals' visions are incorporated into USAID/Bangladesh's own vision for the future. I also learned much about my own future in the Foreign Service. Like in Bangladesh, individuals around the world work hard in the name of development for their respective countries. USAID and FSOs in this context play an important supporting role. I am excited to work with these individuals, to help them serve their countries, for me to serve my own, and for all of us to increase human dignity around the world.” — Tracey Lam*



*“Within my first month at the USAID Mission in Cambodia, I held consultations with stakeholders, attended Ministry events, helped revamp the Mission's health pages on the USAID website, joined the health team's strategic visioning process for 2017-2022, and participated in site visits. I later helped write the scope of work for the midterm evaluation of a major HIV project and joined in a brainstorming a transition plan for PEPFAR from Cambodia. Spending the summer working on a variety of activities and being able to apply my public health training from my master's program has better prepared me to enter the Foreign Service next summer. Furthermore, interning has assuaged my doubts about switching from the implementation side of international health to the design and management side. I've been impressed by the synergies between the USAID Mission in Cambodia and other donors. I have learned a lot from both the FSOs and foreign nationals and now have a new list of classes I want to take during the second year of my master's. I can't wait to move to DC for training, get posted, and make this 10-week fellowship experience my long-term reality.” -- Emma Din*



**There is nothing noble in being superior to your fellow men—true nobility is being superior to your former self.**

**— Anon**

2015 has been a watershed year. I received my master's degree in international economics and international development from the Johns Hopkins School of Advanced International Studies; I got engaged to the love of my life, whom I met in Madagascar while doing the Peace Corps; and most recently, I was sworn in to be a Private Enterprise Officer in the USAID Foreign Service as the first Donald M. Payne Fellow.

The Donald M. Payne Fellowship has been a life-changing gift. Through working in the Senate I learned about the important role of Congress in providing foreign assistance. A summer working in a USAID mission in Ghana gave me the opportunity to explore how decisions made in Congress translate into real development projects. As a result of these experiences, and the innumerable professional opportunities made possible by the Fellowship, I felt confident and prepared during the swearing-in ceremony last month.

While I would like to take credit for making it this far, it really has been a team effort. Tessa Henry was a source of constant support since I was first invited to participate in the selection process as a finalist. With her, Patricia Scroggs has been a steadfast source of encouragement and advice from the beginning. All of the people I met through the fellowship have given great advice—and there have been many—but Maria Carland and Linda Whitlock-Brown stand out for giving advice that I reflect upon on a daily basis. Fortunately, I've had the opportunity to maintain contact with both of these amazing people. The mentor I received through the Fellowship, Mike Burkly, has also been a source of guidance and support throughout the last two years. He has been instrumental in helping me navigate USAID and establishing a network within the agency.

As the first fellow, it's incumbent upon me that I share a few words of advice with current and future Payne Fellows. I highly recommend that every Payne Fellow use their time working in a USAID mission to explore two things: the mission and the field. USAID missions are complex entities with lots of moving parts. Most fellows will already be familiar with the technical offices of USAID—education, private enterprise, health, etc.—but the program, contract, controller, and executive office backstops—not to mention the FSNs—are the backstops and people that make delivering foreign assistance possible. Use your time in the mission to explore the parts with which you aren't familiar. Also, don't forget to venture outside of the embassy. It is one thing to read that the country you're in has a number of Feed the Future initiatives, and quite another to meet the female farmer who has benefited as a result of that initiative. As a final word of advice, never forget that USAID is "Peace Corps for grown-ups," as my mentor says. While the work is incredibly rewarding, it also means you have to be worldwide available, patient, and flexible.

I was sworn in to the USAID Foreign Service four weeks ago on June 29, 2015—my birthday. It was an auspicious day not just for me, but for this wonderful Fellowship that is making USAID a more inclusive and diverse place to work. Standing there with my right hand raised, surrounded by soon-to-be colleagues—the best of the best in the field of development—and a squadron of 2015 Payne Fellows standing in back holding handmade signs to support me as I stepped over the threshold into the Foreign Service—it was one of the most significant moments of my life. Now that I'm officially in the USAID Foreign Service, I'm looking forward to supporting the fellowship as it continues to grow, and one day mentoring a future Payne Fellow.

**— Jacob Morrin, Donald M. Payne Fellow, 2013 Cohort**

**What a fantastic summer!** As the newest member of the Donald M. Payne International Development Fellowship Program, I could not be more thrilled to be part of a mission-driven team of passionate and global-minded professionals, at USAID and Howard University. With the insight and support of my colleagues, the 2015 Payne Summer of events, in Washington DC and abroad, have gone exceptionally well. My transition into the position of Program Officer, could not have been any smoother, thanks to the support of my predecessor, Tessa Henry. Along with all the Payne Fellows, I wish her continued success while in graduate school, as a Charles Rangel Fellow, and in her career with the US State Department. In working to coordinate the 2015 Payne Summer Program, I have generated some exciting new ideas about how to further enhance the Payne Program's visibility, impact, reputation, and applicant pool. Cheers to fantastic year ahead!

—**MaRaina Montgomery, Payne Program Officer**



## *Thank You!*

**A Big Thank You to all of those who have contributed to the Donald M. Payne Fellowship Program and the 2015 Summer of events!** **Speakers & Workshop Facilitators:** Acting Administrator Alfonso Lenhardt, Erin McKee, Terry Brown, Alonzo Fulgham, Aaron Williams, Ronald Carlson, Nancy McKay, Irene Koek, Sarah-Ann Lynch, Kathryn Panther, Tom Marr, Youshea Berry, Tim Hurley, Barbara Feinstein, Kor Kor, Brianne Dawson, Linda Whitlock- Brown, Katrina Morris, Courtney Chubb, Sharman Thorton, Richard Greene, Jonathan Sperling, Minty Abraham, Denise Rollins, Gary Juste, Mark White, Karen Gaskins Jones, Mario Crifo, Michele Russell, Todd Larson, Denis Vega, Jason Howell. **Congressional Staff & Coordinator:** Representative Donald Payne Jr, Representative Juan Vargas, Senator Kirsten Gillibrand, Representative Eliot Engel, Ms. LaVern Alexander, Darlene Murray, and Special Thanks to Sharmon Thorton. **USAID Payne Program & Mission Staff:** Maria Detherage, Tom Davis, Creighton Lee, Pam Foster, and all of the USAID Mission Staff members in Tanzania, Senegal, Cambodia, Ghana, Uganda, & Bangladesh. **Howard University & The Charles Rangel Program Staff:** Dr. Anthony Wutoh, Patricia Scroggs, Dr. Grealy Marshall, Tessa Henry, Jeranimo Augusto, Atim George, James McDowell, Tonija Navas, Lucinda Acquaye, Daniel Bellido, Giselle Hendy, Betty Aikens, Tatiana, Alexis & Mofetoluwa. **Special Thanks:** American Association of Black Ambassadors (AABA), GLIFFA, the 2015 Howard Washington Mandela Fellows, Kem Anderson





## Donald M. Payne International Development Fellowship Program

### 2016 Graduate Fellowship Program

Howard University, in cooperation with the U.S. Agency for International Development, invites outstanding individuals interested in international development and careers in the USAID Foreign Service to apply for the 2015 Donald M. Payne International Development Graduate Fellowship. Candidates can be graduating seniors or college graduates with strong academic records and a desire to promote positive change in the world. The Payne Program encourages the application of members of minority groups historically underrepresented in the Foreign Service and those with financial need. Selected fellows will receive support for graduate school and will enter into an exciting and rewarding career.

#### PROGRAM BENEFITS

- An **orientation** to the Program and the USAID Foreign Service at Howard University in Washington, D.C.
- **Two summer internships**, one domestic the summer after selection and one overseas at a USAID Mission during the summer between the first and second years of graduate school. The Program provides stipends, transportation and housing for these internships.
- **Up to \$35,000 annually** toward tuition, fees and living expenses for a two-year master's degree in international development, international affairs, public administration, environmental sciences, public health, agriculture or another area relevant to the work of the USAID Foreign Service.
- **Mentoring** from a USAID Foreign Service Officer throughout the duration of the fellowship.
- **Employment in the USAID Foreign Service** for those who successfully complete the program and Foreign Service entry requirements, with a **contractual agreement** committing each Payne Fellow to a minimum of three years of service as a USAID Foreign Service Officer.



#### ELIGIBILITY

- Must be a U.S. citizen
- Must be seeking admission to enter a two-year graduate program in the fall of 2015 at a U.S. university
- Must have a cumulative grade point average of 3.2 or higher on a 4.0 scale at the time of application

**Application Deadline – January 19, 2016**

**Additional information and online application are available at [www.PayneFellows.org](http://www.PayneFellows.org)  
Contact us: [paynefellows@howard.edu](mailto:paynefellows@howard.edu)**



