



Institutional Capacity Building Support Annual Report Due Monday, July 15, 2008

NAME OF ORGANIZATION: PEKA INDONESIA FOUNDATION

KEY PERSONNEL & JOB TITLES:

1. DAMAYANTI BUCHORI (CHAIRMAN OF GOVERNING BOARD)
2. SHINTA PUSPITASARI (CHAIRMAN OF EXECUTIVE BOARD)
3. BANDUNG SAHARI (EXECUTIVE DIRECTOR)
4. AKHMAD RIZALI (COORDINATOR: RESEARCH)
5. ARIANTO DWI ANGGORO (COORDINATOR: INFORMATION AND DATABASE)
6. MEGA IKA CAHYANI (COORDINATOR: ENVIRONMENTAL EDUCATION)
7. HERI TABADEPU (PROJECT MANAGER: COMMUNITY-BASED SALAK CONSERVATION)

LEAD CONTACT PERSON(S):

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West Java, Indonesia

I. HEALTH AND STABILITY OF THE ORGANIZATION

A. List the percentage of your organization's total income from each of the following categories for the past year and the projection for this year:

	Last Year	This Year
Private Foundations.....	£5000 (\$9000)	_____
Agencies.....	\$16,000	_____
Corporations.....	_____	\$ 40,000
Individuals.....	_____	_____
Memberships/Donations	_____	_____

Earned Income _____

Other¹: Wildlife Trust Core Support \$ 15,000 _____

¹Please describe "other" income: _____ \$40,000 _____ \$40,000

B. Please tell us your total institutional expenditures over fiscal year just completed.

C. Please tell us the total funds raised through Wildlife Trust

1. WT Core Support: US\$ 15,000
2. Chevron: US\$ 40,000
3. Environmental Education: US\$ 10,000
4. Biodiversity, Ecology and Health Fund 2006-2007: US\$ 6000

D. Total funds raised from other sources

1. The BodyShop Foundation: £5000 (\$9000)

E. How long has your organization been in existence?

Registered as Foundation since 25 August 2000

F. What is your mission statement, if you have one?

VISION:

To become a leading institution in nature conservation in Indonesia

MISSION:

1. To integrate research, education and community development to support nature conservation.
2. To build stakeholders awareness and capacity in nature conservation
3. To develop networking for research, environmental education, and community development.
4. To establish and manage database in nature conservation, especially on insect biodiversity conservation in Indonesia

G. Budget and planning:

1. What formal planning processes does your organization carry out and with what frequency is that done?
 - Annual meeting, is to develop one program and evaluation of the last program achievement and obstacles, to review strategic planning
 - Regular monthly meeting, is to discuss general issues in PEKA, including projects, management, evaluation, etc.
 - Project meeting, is conducted for each project conducted by PEKA to identify problems, challenges, results, and report during the project period. The frequency of this meeting at least once a month.
 - Board meeting, is conducted by PEKA board (both governing and executive) to

evaluate overall PEKA activities, funding, and structures and to make sure that they still aligned with PEKA's goals and objectives.

2. List your organization's major institutional goals and the time frame for achieving them:

I. 1 YEAR

A. Professional Development

1. To continue internal capacities building through regular discussion on concept, approaches, methodology and field experiences related to conservation and environmental issues in Indonesia.
2. To increase staff member capacity in office management, administration, library management, finance, inventory, and writing and speaking in English.
3. To develop handbook of farming techniques and best practices based on local knowledge, techniques and experiences from farmers in Karawang, Subang, and Haimun Salak national Park. This handbook will be distributed back to the farmers.
4. To develop book of lessons learned from community-based nature conservation project in Hlaimun Salak National Park.

B. Institutional Building

1. To establish a conducive atmosphere for Peka's member to work together in implementing targeted programs and achievements.
2. To develop network with other institutions who works on nature conservation, environmental education and community empowerment.
3. To take full advantage of PEKA website as source of information on recent issues of environmental conservation, also to deliver recent update of our achievement in insect conservation and biodiversity research, environmental education, and community empowerment.
4. To advance PEKA library management.

C. Research Program:

To conduct research and program on:

1. Insect Monitoring in Salak Mountain
2. Frog diversity in Salak Mountain
3. Insect conservation in small islands
4. Developing species checklist and description
5. Developing popular and scientific articles for national and international publication
6. Designing training modules and concepts on biodiversity inventory and measurement

II. 2-5 YEAR

A. Professional Development

1. To develop scientific magazine which will disseminate popular science information on our research and conservation program

2. To develop insect conservation books in Indonesian.
3. To submit two publications every year.

B. Institutional building

1. To develop wider networking with other institutions, in national and international level.

C. Research

1. To conduct research on insect conservation on small island
2. To develop GIS system for the study of insect biodiversity
3. To identify insect valuation methods
4. To develop database and website for insect conservation awareness
5. To develop popular and scientific articles for publication: books, journals, modules
6. To developing trainings and workshops on insect biodiversity inventory, analyses and measurement
7. To conduct research on insect diversity under different landscape structure, geographic region, and land-use change
8. To analyze non-target impacts of transgenic crop on beneficial insects.
9. To conduct insect awareness campaign.

III. 5-10 Years

A. Professional Development

1. At least one staff member have achieved their PhD.
2. Producing scientific journal and magazine of insect conservation.

B. Institutional Building

1. To increase collaboration with different NGO and institutions at the national and international level.

C. Research

1. To conduct GIS construction for insect mapping and distribution
2. To develop database and website for insect mapping and distribution in Indonesia
3. To conduct research on non-target impact of biological control
4. To establish the species status of several egg parasitoids
5. To conduct research on landscape structure and insect diversity
6. To produce scientific and popular publications
7. To developing training center for conservation biology
8. To conduct bio-safety assessment of transgenic product related to insect conservation
9. To develop species checklist and field guide.

3. Does your organization have a strategic plan or other planning instrument? ____ If so, please attach a copy or provide a summary.

PEKA Indonesia has developed and identified Statutes (Anggaran Dasar) and Rules of Association (Anggatan Rumah Tangga) for the basic strategic planning. Attached (in Indonesian)

4. Please provide a brief description of your organization's legal status.

With new 'FOUNDATION' regulation by the Government of Republic of Indonesia, PEKA has re-registered this year our legal status as "Yayasan Peduli Konservasi Alam Indonesia" and certified under Ministry of Justice Republic of Indonesia **No. 24, 23 February 2008.**

5. Do you have a manual of operating procedures? **Yes**
If so, please provide a copy.

PEKA Indonesia has developed and identified:

- Draft of Financial operating procedures (in Indonesian)
- Draft of Administration operating procedures (in Indonesian)

7. How developed are your institution's management and accounting procedures?

- Fully developed
 Adequate
 Initial stage

PART II. HUMAN RESOURCES

1. Please enumerate the organization's full-time staff.

(Number of) Executives.....	2
Program Directors/Lead Scientists	3
Scientists/Practitioners.....	4
Students/Interns.....	3
Support Field Staff.....	2
Administrative Staff.....	1
Finance Staff.....	2
Database Staff.....	2
Total Number of Part-Time Staff.....	1

2. Does your institution have compensation and incentives program (fringe benefits, bonuses, etc.) **Yes**

PART III. PROGRAMMATIC INFORMATION

1. Please tell us, based on previous years' goals and objectives, what your organization was able to achieve during this fiscal year with Wildlife Trust's core support. (attach extra sheets as necessary)

Most of Wildlife Trust's core support goes to institutional and individual development within PEKA Indonesia. Some of the supports also go for:

1. Fund raising
2. Capacity building
3. Workshops and training
4. Introductory Lab research
5. Environmental education activities In Urban Area.

A. Professional Development:

Professional and institutional development has always been an important concern for PEKA Indonesia. Our focuses are on the quality of our organization and each individual involved in it. We continue to develop our staff capacity to increase the knowledge, methods, skill development and understanding the principals of biodiversity conservation, environmental health and conservation, conservation education and community empowerment. We support and send our staffs to participate in various workshops, trainings, round table discussion and various media of capacity building.

We also use the media of regular internal sharing and discussion to increase our internal knowledge, methods and skill development.

1. Wika Handini, Damayanti Buchori, Shinta Puspitasari, and Adha Sari have contributed in National Workshop on Strategy on Species Conservation in Indonesia held by Ministry of Forestry, November 2007 and January 2008. In this opportunity, we proposed some species of insects that need to be legally protected, one of which is Golden beetle *Allotopus rosenbergii*.
2. Arianto Dwi Anggoro, Damayanti Buchori and Mega Ika Cahyani participated in International Conference of UNFCCC, December 2007 in Bali
3. Two of our accounting staff attended training on financial aspect of MDG implementation in Jakarta.
4. Four of our staffs (finance, administration and environmental education staff) join an intensive English course.
5. Bandung Sahari and Wika Handini contributed in Stakeholder meeting on research procedure development in Salak-Halimun Mountain National Park, January 2008.
6. Bandung Sahari was invited by Biology Student Association of University of Asyafiah, Jakarta to give a lecture on the impact of global warming on insects. January 2008, Jakarta.
7. Bandung Sahari is now taking PhD course in Bogor Agricultural University.
8. Henny Mangangantung was awarded travel grant to attend Trainings on Planning, Monitoring and Evaluation conducted by NEC in Wageningen University, Netherland January 2008
9. Heri Tabadepu was appointed as Instructor in Field Course on Biodiversity Rapid Assessment in 3 national parks in West Java, Indonesia. A collaboration program with Bogor Agricultural University and University of

Vienna, 24 January – 13 February 2008.

10. Shinta Puspitasari participated in Field Course on Biodiversity Rapid Assessment in 3 national parks in West Java, Indonesia. A collaboration program with Bogor Agricultural University and University of Vienna, 24 January – 13 February 2008.
11. Shinta Puspitasari has been accepted as PhD candidate at UCL, London – United Kingdom. The PhD program will start in September 2008.
12. Adha Sari attended workshop on The System of Rice Intensification (SRI) conducted by Bogor Agricultural University
13. Bandung Sahari, Adha Sari, Nina Herlina, and Akhmad Rizali participated in oral presentation at The Indonesian Entomological Society Meeting, March 2008
14. Heri Tabadepu and Henny Mangangantung participated in the LPF Regional Workshop on “Managing forests in partnership with local people: Lessons learnt from Levelling the Playing Field project” . March 2008
15. Nita Wiyesti and Tati Maryati attended workshop on Ecology-Based Environmental Education. March 2008
16. Junida and Tati Maryati attended Teacher Meeting. April 2008
17. Tati Maryati attended training on Education for Sustainable Development. Pasuruan, East Java. June 2008
18. Mega Ika Cahyani, Wika Handini, and Nita Wiyesti participated in the MDG’s network meeting. Bogor. June-2008.

B. Institutional Development:

- We have been conducting monthly seminar on a specific topic on biodiversity conservation. This seminar has also conducted as forum for Peka’s member to communicate, share knowledge and achievement related to scientific aspects.
- We conduct annual meeting to evaluate previous program and develop strategic planning for five years program, and identify obstacles and opportunities. This meeting is also used as self-evaluation forum in order to create more conducive atmosphere for every member.
- Peka has been inviting students to join our research program, and they use the given opportunity to develop their bachelor research. At present, three students from University of Asyafiah (Jakarta) and one master student from Bogor Agricultural University are joining Peka’s research.
- PEKA has reached an agreement with DUFAN (Fantasy World) in Jakarta to collaborate in environmental education program for students and teachers.
- PEKA has developed new organizational structure, which is based on new legislation on organization structure in Indonesia. It has identified: board members, supervisor, director, and staffs for PEKA Indonesia Foundation.
- In 22 January 2008, PEKA Indonesia together with Insect Museum and Fresh Water Museum of Indonesian Miniature Garden, and local NGO IISIS hosted the Seminar on Flora-Fauna Conservation in the Middle of Global Warming. Approximately, 160 participants from various background attended the seminar
- PEKA Indonesia, under Environmental Education program, conducts Bogor Action for Environmental Awareness.
- PEKA Indonesia conducts Campaign on the urgency of global warming toward

sustainable life. The aim of the program is to increase the awareness of the importance of global warming and its impact toward our environment.

- PEKA Indonesia conducts Environment Exhibition at schools. The program is aimed to increase the awareness of young generation (students) of their environments through painting activities and pictures.

2. Key overall institutional achievements over the fiscal year based on last years' goals and objectives:

ENVIRONMENTAL EDUCATION

1. Teacher Network.

Environmental education program in Halimun-Salak is conducted by establishing teacher network. This network is very important tool to support environmental education program since teachers hold a crucial role for the development and implementation of environmental education program. Some programs have been developed by participation of all network members. The programs are (1) Development of sustainable environmental program (2) Regular meeting: Halimun Teacher Network (3) Environment competition, and (4) Development of conservation land

2. Development of Student Library in Halimun

This library are equipped with various books in different subjects, such as traditional medicine, information of plant species, and popular magazine containing information on flora-fauna

3. Program Ethno-botany Facilitation in Halimun by exploring and identifying botanical pesticides

This program was designed to explore ethno-botanical information from village leaders and local communities by listing all herbs and plants used by local people for many purposes. Species list and its potential function are documented by developing herbarium collection containing dry specimens and their natural compound purposes.

RESEARCH

During this fiscal year, our work has been focused on five different research topics: (1) pollinator research, (2) GIS modeling of insect diversity in paddy plantation, (3) Invasive Alien Ants in Small Island (4) Insect Monitoring in Salak Mountain, (5) Frog Diversity Research.

(1) Pollinator research: we studied spatial dynamic of pollinator insect community around Halimun Mountain. We found that species diversity decreased with increasing distance from the nearest forest. We also recorded only single individual of solitary pollinator bee, *Thyreus* sp (Aphidae) that never been reported since the last record in 1973. This species reported to occur in West Indonesia and never been published to occur in Java.

(2) GIS modeling: we found that there were temporal and spatial dynamic of pest occurrence and their natural enemies, which are strongly affected by landscape structure and plant phenology. The whole information will be used to develop GIS

model for a better control decision making.

(3) Invasive Alien Ants in Small Island of Kepulauan Seribu Sanctuary- Indonesia: Its Possible Impact Toward Local Ant Communities (Funded by BEHF)

The objectives of the project are (1) to study the effects of invasive alien ant species on population and community structure of local ant, (2) to investigate the endemism of ant communities inhabiting small island, and (3) to clarify how many species are endangered. Ecological research was conducted in 3 different islands in Thousand Islands, Indonesia i.e. Untung Jawa, Rambut, and Bokor. We have conducted almost 80% from total phase of research plan i.e. mapping of study sites, sampling of ant, measuring the environmental parameter, and sorting of ant specimen. We used Quick Bird's map to create land-use map and based on this map, plots for ant sampling were then randomized using ArcView. In those plots, ants were sampled by pitfall trap and manual collection from March to May 2008. We also recorded environmental parameters on each island (e.g. vegetation, temperature and humidity, vegetation, and soil context (physical and chemical)) to analyze relationship between ant and its habitat. Now, we are working on identification, data analysis, and reporting.

(4) Monitoring population of Lucanids beetle in Salak Mountain (Funded by Chevron)

The number of beetle traded increases by year to year, therefore their populations are prone to extinction. Unfortunately, no species of the beetle has been recorded in CITES as endangered species. Monitoring the population of the beetle is needed to be developed to determine the status of the beetle in ecosystem. The objectives of the research are to monitor population of Lucanids beetle in Salak Mountain. The data will be used to define whether the beetle species needs to be protected by law and also to propose the status of the beetle to CITES. We have monitored in seven different locations in Chevron Compound in Salak Mountain. Monitoring was conducted from April to June 2008. Now, we are still working on specimen identification. Next, we need to re-check all specimens in the Museum of Zoology, LIPI then present the data analysis for publication.

(5) Frog Diversity Research

The objectives of the research are (1) to study the distribution of tree frog diversity in Salak Mountain, and Corridor area, (2) to study the ecology of *Philautus vittige* (selected tree frog). Below the progress of identified tree frog species in Salak Mountain

No	Family	Species	Habitat		
			Terrestrial	River	Pond
1	Megophryidae	<i>Megophrys montana</i>	√	√	√
2	Bufo	<i>Bufo asper</i>		√	
3	Microhylidae	<i>Microhyla achatina</i>	√		√
4		<i>Microhyla palmipes</i>			√
5	Ranidae	<i>Huia masonii</i>		√	
6		<i>Rana chalconota</i>	√	√	√
7		<i>Rana hosii</i>		√	
8		<i>Rana nicobariensis</i>	√		√
9		<i>Fejervarya limnocharis</i>			√
10		<i>Limnonectes kuhlii</i>	√	√	√
11		<i>Limnonectes macrodon</i>	√		
12		<i>Limnonectes microdiscus</i>	√		√

13	Rhacophoridae	<i>Philautus aurifasciatus</i>	√	√	√
14		<i>Philautus vittiger</i>			√
15		<i>Polypedates leucomystax</i>	√		√
16		<i>Polypedates ottilopus</i>	√		
17		<i>Rhacophorus reinwardtii</i>	√		√
18		<i>Rhacophorus javanus</i>	√	√	√

COMMUNITY DEVELOPMENT

1. Strengthening Local community of Forest Corridor of Halimun-Salak National Park
 Since the establishment of The Forest Corridor Conservation Network (JARMASKOR), our program on local institutional building has entered a new phase where we are facilitating the JARMASKOR to create their own program. At this stage, we are positioning PEKA as partner rather than daily facilitators and will always support the network development and start to move our focus on economic development.

2. Establishing eco-agriculture practice in Corridor Area

The objective of this project is to help farmers in conducting eco-agriculture practices in order to promote ecosystem health. The project is conducted in Leuwiwaluh village where most farmers are member of JARMASKOR. The program focuses on action research by developing field laboratory and mini trainings. There were three major activities developed during last semester, the first was implementing eco-agricultural practices in field laboratory and farmer's lands, second was producing biopesticide by using local plants diversity, third was bio-fertilizer practice and development. Here, participatory approach in action research is applied, where farmers observe their agricultural land and discuss problems to get better solution. We believe that through this way, farmers are able to increase their capacity and understand their own agricultural lands.

DATABASE AND INFORMATION

No.	Activity	Output
1	Developing new PEKA website structure	PEKA website structure
2	Developing database structure and system	PEKA database structure and system
3	Developing PEKA Annual report structure and content	PEKA Annual Report structure. Development of content is still on-going activity.
4	Web hosting and domain inventarization	Web hosting and domain references
5	Updates content for website	Introduction article, 1 article on community development, and article references for environmental issues.

No.	Activity	Output
6	Updates content of website	Article on capacity building, and networking. 1 article on UNFCCC international conference in Bali 2007
7	Redesign Lay out Website	Renew Design of website
8	Developing Annual Report content	Identification of list of publications from research, community

		development, and conservation education
9	Updates database	New data entered
10	Compilation of SGP-PTF project report	Report has been modified into book format
11	Meeting for workplan and schedule in developing annual report 2007	Workplan and schedule has been approved for all divisions
12	Web management: Transfer web domain	Web: New hosting and domain transferred.
13	Developing content for annual report 2007	Chapter on organization overview, conservation education, community development, and highlight activities 2007.

3. Key goals and objectives for the coming year:

A. Professional Development

1. To develop scientific magazine which will disseminate popular science information on our research and conservation program
2. To develop insect conservation books in Indonesian.
3. To submit two publications every year.

B. Institutional building

1. To develop wider networking with other institutions, in national and international level.

C. Research

1. To identify insect valuation methods
2. To develop database and website for insect conservation awareness
3. To develop popular and scientific articles for publication: books, journals, modules
4. To developing trainings and workshops on insect biodiversity inventory, analyses and measurement
5. To conduct research on insect diversity under different landscape structure, geographic region, and land-use change
6. To analyze non-target impacts of transgenic crop on beneficial insects.
7. To conduct insect awareness campaign.

4. Self-assessment: *What worked especially well, or conversely, very poorly? What did you learn from these successes and difficulties?* (attach extra sheet if necessary)

What works poorly:

• Publications:

Lack of the number of human resource and low quality in scientific and popular writing skills are some of the factors, which cause limited publication produced by PEKA. The need for higher education for our research staffs to increase their qualification is also an important issue. At present. Almost 80% of our research staffs are only graduated from BSc degree.

- Insect Sampling

Bad weather and climate during the last five months including storm occurred along Sunda Strait and Java Ocean has caused sampling delay. Until this report submitted, we are not able to do ecological sampling in those three islands in Kepulauan Seribu due to climatic situation.

- Development of insect photo:

Insect photo is very important part when we would like to create some books of insect. Unfortunately, our effort is restricted by limited available equipment that we can use to develop insect photo with high quality. In the future, we hope that this kind of equipment can be bought in order to support our work.

What works well:

- We have successfully conducted National Seminar on Flora-Fauna Conservation in the middle of global warming, 22 January 2007. And the positive responds from all participants is very rewarding for us.
- Our proposal on ethno-botanical project in Halimun submitted to Bodyshop Foundation has been successfully granted.
- Chevron continues their support on community-based Salak conservation project in the new phase of fiscal year January 2008.
- There are two publication manuscripts that are now being submitted:

1. Ant communities on small, disturbed tropical islands: effects of island size and isolation are obscured by habitat disturbance and 'tramp ant species'. *In review*. Submitted to Journal of Biogeography. ID: JBI-08-0164
2. Ants in tropical urban habitats: The myrmecofauna in a densely populated area in West Java, Indonesia. *In review*. Submitted to HAYATI

5. Future institutional needs:

- We are planning to have our own PEKA offices, to develop our own community library, research laboratory, and to develop more action and independent research and activities in it. This has been our dream since we established PEKA.
- Capacity Building will always be our main priority for each member of PEKA. With different focus of activities, and all the opportunities to involve with local, national and international conservation community, we need to continuously develop our capacity, especially on what we do. Pursue higher education degree, join national and international training, presenting papers or research on conferences, conducting training for the locals, are something that become most important needs for PEKA.

6. Emerging institutional challenges:

During the last one year, PEKA has faced significant organizational 're-structuring', including new vision and mission, new executives structure, and

program strategic planning.

7. List other collaborating institutions and key contacts:

- Dr. Christian H. Schulze, Faculty of Life Science – University of Vienna
- Dr. Paul Jepson, Oxford University Centre for the Environment (OUCE), UK.
- Dr. Jan Axmacher, School of Geography, UCL London, UK
- Gunung Halimun and Salak National Park Management
- Salak Corridor Community Network
- WCS Indonesia Program
- FFI Indonesia Program
- Ministry of Environment, Republic of Indonesia

Attachments: Please attach the following:

- Map of PEKA research location in Indonesia
- Others attached.



**FINANCIAL REPORT ON CORE SUPPORT
FOR JULY 2007 – JUNE 2008**

Personnel	\$ 9.054,35
Administrative Support/Overhead	\$ 5.228,71
Capital Equipment	\$ 528,26
Materials and Supplies	\$ 2.069,73
Purchased Services	\$ 692,61
Travel	\$ 475,86
Communication	\$ 2.039,83
Other: Capacity Building	\$ 639,04
Other:	
Other:	
Total Expenditures:	\$ 20.728,38

**FUNDING NEEDS
FOR JULY 2008 TO JULY 2009**

Funding Needed - Next Year	Local currency	US dollars
Personnel	IDR 90 million	\$ 10,000
Capital Equipment	IDR 13.5 million	\$ 1500
Materials and Supplies	IDR 22.5 million	\$ 2500
Purchased Services	IDR 9 million	\$ 1000
Travel	IDR 16.2 million	\$ 1800
Communication	IDR 21.6 million	\$ 2400

Other: Capacity Building	IDR 18 million	\$ 2000
Other: Media & Documentation	IDR 9 million	\$ 1000
Other: Attending International conference	IDR 13.5 million	\$ 1500
Other: Office Rental Fee	IDR 13.5 million	\$1500
Total Request:	IDR 226.8 million	\$ 25,200

The following questions are intended to provide Wildlife Trust Alliance's coordinators a clear idea of our progress, individually and collectively. The questions refer to all members of your institutional staff.

ALLIANCE GROWS AS A COLLABORATIVE

- # of joint past & current projects between you and at least one other Alliance partner (Please list partners)
- # of grants applied for/received, which involve you and at least one other Alliance partner
- # of joint papers, posters and other publications with other Alliance partners
- # of joint participation in scientific forums with other Alliance partners.

ALLIANCE ATTRACTS REGIONAL, NATIONAL, AND GLOBAL INTEREST

- 10 # of public presentations
- 4 # of public media events in which the Alliance was mentioned
- 3 Amount of media coverage (newspaper articles, tv and radio spots) in which the Alliance was mentioned

INDIVIDUAL ALLIANCE INSTITUTIONS GROW IN STRENGTH AND IMPACT

- 3 # of scientific papers
- 4 # of your institution's public media events
- 3 Amount of media coverage (newspaper articles, TV and radio spots) about your institution
- 4 # of professional lectures
- # of reports, white papers, and other gray literature products
- # of policy recommendations adopted or applied

ALLIANCE PERSONNEL GROW PROFESSIONALLY

- 4 # of advancement/promotions up career ladders in your institution
- 15 # of invitations to participate in local, regional, and international forums
- 12 # of training workshops, and courses attended/led

REMEMBER TO RETURN THIS REPORT BY JULY 15TH!