

Evaluation Matters: Humphrey Evaluation Case Study



THE EVALUATION

Why: The evaluation intended to look at the long-term performance of the program in advance of the program's 40th anniversary.

What: The evaluation addressed the following three questions:

1. What was the impact of the Humphrey Program in fostering and strengthening the professional development of experienced mid-career professionals in critical fields?
2. Did the program serve as a catalyst for change in the Fellow's sector, whether in their individual

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THE PROGRAM

In advance of its 40th Anniversary, the ECA Evaluation Division conducted an evaluation of the Humphrey Fellowship Program. Established in 1978, the Humphrey Fellowship Program builds mutual understanding and strengthens U.S. engagement with established professionals who are well-placed to address their countries' development needs in key areas, including public health, education, sustainable development, and democratic institution-building. Fellows are placed at host universities across the United States with a cohort of global peers in similar work fields. During the program, Fellows participate in several components that enhance their academic studies: the Washington Global Leadership Forum, professional seminars and workshops, community service, and a variety of speaking engagements. The program culminates in a 6-week professional affiliation. Since 1978, more than 5,700 mid-career professionals from the developing world have been selected to serve as Fellows based on their potential for leadership and their commitment to public service in either the public or private sector. Fellows come from every region of the world to participate in the program and represent 172 different countries.

KEY FINDINGS AND CONCLUSIONS

Key findings and conclusions from the evaluation include:

- » **New Skills.** Fellows reported that they not only learned new skills during the program, but they were able to apply them after returning home – more than 90% of alumni were able to apply their presentation, networking, management, negotiation, and technology skills.
- » **Program Influence and Impact.** Following the program, 84% of Fellows were inspired to pursue new professional opportunities and 80% were offered a leadership position.
- » **Organizational Impact.** Fellows reported that they have been able to significantly contribute to their organizations and fields. They have introduced new best practices, scaled projects, and created innovative methods in their fields of work.
- » **Mutual Benefits.** American stakeholders and Fellows agreed the Humphrey Program strengthened ties with the United States and the rest of the world, with 90% of Fellows reporting staying in touch with contacts they made while in the United States Fellows and their



THE EVALUATION

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country or geographic region
and/ or globally?

3. Did the program foster or mitigate an intellectual exchange that encouraged networking and collaboration between Fellows and U.S. citizens and universities?

Who: ECA's Evaluation Division worked in partnership with General Dynamics Information Technology , with input from the Institute of International Education to conduct the evaluation.

When:
October 2017 – September 2018

How: GDIT conducted a mixed-methods evaluation design consisting of a web-based survey of Humphrey Fellows, in-depth interviews with Fellows, and a web-based survey of American stakeholders.

How Much: \$231,784.00



American counterparts have jointly offered seminars or trainings, developed projects, have given presentations at conferences, and applied for grant funding.

» **Embassy Engagement:** Fellows reported strong levels of engagement with their local U.S. Embassies including attending Embassy events, serving on a Humphrey Fellowship Program application review committee, applying for grants, and participation in other exchange programs.

INTEGRATING RECOMMENDATIONS

The ECA program office is utilizing the report and its findings in a number of ways:

- » **Success Stories.** The program office utilized findings and alumni stories from the report throughout the 40th Anniversary year to tell the story of the Humphrey program's successes.
- » **Streamline Communications.** Using the report as a key resource, the program office is undertaking efforts to streamline communications around how key stakeholders talk about the Humphrey program. This includes everything from updating their website to utilizing findings in talking points for ECA senior leadership.
- » **Alumni Engagement.** The program office is reengaging alumni, including:
 1. Leveraging connections made through the evaluation process.
 2. Creating a new video series featuring alumni and utilizing data points from the evaluation
 3. Connecting Humphrey alumni through the new Fulbrighter App