

**The Atlantic Philanthropies-University of Queensland
Vietnamese Scholarship Program 2000-2006:
Assessing the Impact**

Acknowledgements

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1 INTRODUCTION

1.1 Objective of the Evaluation Study

Over the period 2000 to 2006, The Atlantic Philanthropies (AP) funded The University of Queensland's Vietnam Coursework Masters and Doctoral Development Scholarship Programs with grants totalling AUD 17 million.

The primary objective of the Programs was... *“to contribute to the sustainable development of Vietnam through education and training initiatives that enhanced the knowledge, competitiveness and skills of talented young professionals. The declared expectation was that...“on returning to Vietnam the scholarship recipients would make an enhanced contribution to the economic and social development of the nation.”*

In total, there were 205 CMSP Scholarships, including 28 in the field of public health, and 49 DDP Scholarships awarded to young Vietnamese professionals and university academics.

Now, some 10 to 15 years later, it is an appropriate time to evaluate the beneficial impacts of the programs on the lives and careers of the program participants, on the organisations within which they now are employed or have created, and on their community and nation. This is the major focus of the exercise.

1.2 The University of Queensland (UQ) Vietnam Scholarship Program 2000 - 2006

Under the Coursework Masters Scholarship Program (CMSP), scholarships were awarded for up to two years to support individual study in a Coursework Masters Program at UQ. In addition to the coursework degree, scholarship holders also received intensive English for Academic Purposes (EAP) training in Vietnam (if required) and all recipients undertook English for University Preparation on arrival in Australia. A Professional Internship Placement was included in the period of study. The scholarships covered travel to and from Australia, coursework tuition, English language training fees, and a stipend for living expenses for the duration of study in Vietnam and in Australia.

The Doctoral Development Program (DDP) was designed to support staff of Vietnamese universities who were currently enrolled in PhD programs at Vietnamese universities. The DDP spanned six months and consisted of three phases. The first two phases, which were coordinated by UQ's Institute for Continuing and TESOL Education (ICTE-UQ), comprised an English for Academic Purposes (EAP) course delivered in Vietnam and an English for Academic and Research Communication (EARC) course delivered at ICTE-UQ in Brisbane. The third phase, coordinated by the UQ Graduate School, comprised three components namely: training in research and other professional skills; academic support for the participant's PhD research project in a UQ school or centre by a UQ academic advisor; and a concurrent English language support program. The scholarship covered travel to and from Australia, English language training fees, doctoral support program fees, and a

stipend for living expenses for the duration of the scholarship holder's training in Vietnam and Australia.

A principal condition of both scholarships was that scholarship recipients would return to Vietnam on completion of their program of study.

The Programs comprised up to five annual cohorts from each of the three regions of Vietnam: North, Central and South. At the request of The Atlantic Philanthropies, the scope of the CMSP was modified to focus on public health in the later years.

Tables 1 and 2 provide details of the grants provided by The Atlantic Philanthropies to support the CMSP and DDP, and the number of scholarships that were allocated.

Table 1: Coursework Masters Scholarship Program: Scholarship Grants and Cohorts

Cohort Category	No. of cohorts	Scholarships	AP Grant No./s
Northern	4 cohorts (2001 - 2004)	58	9482 & 10145
Central	3 cohorts (2002 – 2004)	42	9482 & 10145
Southern	5 cohorts (2000 – 2004)	70	9482 & 10145
All	1 cohort (2005)	7	10145
Public Health	4 cohorts (2003-2006)	28	10145 & 13246
Total	17 cohorts (2000 – 2006)	205	

Table 2: Doctoral Development Program: Scholarship Grants and Cohorts

Cohort Category	No. of cohorts	Scholarships	AP Grant No./s
Northern	2 cohorts (2003 - 2004)	9	10145
Central	5 cohorts (2002 – 2004)	14	9483 & 10145
Southern	3 cohorts (2002 – 2004)	6	9483 & 10145
All	1 cohort (2005)	20	10145
Total	11 cohorts (2002 – 2005)	49	

The CMSP was open to Vietnamese citizens employed in any sector – government, non-government, higher education or private/corporate sector. Applicants could apply to study in any field or discipline offered at coursework masters level at UQ, apart from the dedicated public health pool. Applicants were required to have a minimum of 2 years relevant work experience after graduating from a Vietnamese University. Applications from those located in disadvantaged provinces were encouraged.

The scholarship selection process was undertaken in partnership with the Vietnamese National University – Hanoi (for the Northern Region), the University of

Da Nang (for the Central Region), and the Vietnamese National University – Ho Chi Minh (for the Southern Region) for the general cohorts, and with the Vietnamese Public Health Association for the “public health” scholarship cohorts.

Selection criteria included academic merit, work experience, and English language proficiency. Subject to the overriding criteria of merit, every effort was made during the selection process to take into consideration the spread amongst the successful applicants of their proposed fields of study, sectors of employment, regional location, gender, the participation of applicants from disadvantaged provinces, and prior post-graduate qualifications. In 2003 Atlantic Philanthropies decided to fund a larger number of Scholarships in the Public Health field of study.

1.3 Structure of the Report

The Report is structured as follows:

Section 2 outlines the framework adopted for the evaluation of the impacts of the CMSP and the DDP. It concludes with a discussion of a number of evaluation issues that need to be borne in mind when interpreting the results of the study.

The strategy for the conduct of the evaluation is the subject of Section 3. This Section includes a description and discussion of the study method, the survey, and the interviews.

In Section 4, the survey findings for the CMSP are presented, including the characteristics of the cohort, their career trajectory since completing the program, and their involvement in development projects and their influence on government policy.

The beneficial impacts attributed to the CMSP, as reported in the survey by the CMSP alumni, are the focus of Section 5. Aspects of the impacts covered include, career expectations, career and professional development, personal transformation, effecting change, and goal achievement.

Sections 5 and 6 consider the survey findings for the DDP under similar headings as for Sections 4 and 5 respectively.

Section 7 reports on the findings of the face-to-face interviews with selected alumni from both the CMSP and the DDP concerning the beneficial impacts of the Programs on the lives and careers of the interviewees.

The Conclusions of the Evaluation Study are presented in Section 8.

The Appendices to the Report include a Profile of twenty-seven of the Program alumni who participated in the face-to-face interviews.

2. EVALUATING THE SCHOLARSHIP SCHEME

2.1 The Evaluation Framework

The CMSP and DDP were designed as strategic investments by Atlantic Philanthropies to build the capacity of human capital in a select cohort of young Vietnamese professionals and university academics. It was expected that the individual scholarship recipients would gain substantial benefits from their participation in the Programs. However, the ultimate objective in making this investment was to enhance the future contribution of the scholarship holders to the social and economic development of their organisations, community and nation.

As a consequence, the design of the evaluation framework was based on a categorisation of beneficial impacts along two dimensions, namely:

- those private benefits enjoyed by the scholarship holders as distinct from the public benefits flowing to the community and country at large, and
- those benefits which are economic in nature as distinct from those that are non-economic or social in nature.

This categorisation is one that has underpinned much of the research in recent years on the benefits of higher education at a national and state level of analysis, in developed economies. (Institute of Higher Education Policy, 1998). It has also been a categorisation that has guided a number of evaluations of government funded higher education scholarship schemes for overseas students to study in the country funding the schemes.

Prospective beneficial impacts in accordance with this categorisation include:

	Private	Public
Economic	Skills Development	Greater Productivity/Innovation
	Personal/Professional Mobility	Increased Workforce Flexibility
	Higher Salaries	Enterprise/Job Creation
Social	Greater Life Satisfaction	Improved Ability to Adapt to Change
	Improved Quality of Life for Offspring	Increased Community Service
		Social Policy and Program Initiatives

There is also a time dimension to be considered in evaluating the beneficial impacts of the Programs.

Some of the beneficial impacts will be experienced almost immediately by individuals as they enjoy job promotions, salary increases, and employment mobility. Other impacts will only manifest themselves in the medium term in the form of changes in

workplace practices and government social programs, etc. These changes will result from the involvement and influence of the Scholarship alumni applying the knowledge, skills and expertise they have acquired and can bring to bear within their employing organisations. Still other impacts will only begin to be evidenced as a number of the alumni assume senior leadership positions in government, industry and universities.

The challenge for any evaluation of this kind is to be able to establish, with the passage of time, the contribution of the initial scholarship investment to the medium-longer term impacts.

This evaluation is being undertaken some 10 to 15 years since the scholarships were awarded, and therefore provides an opportunity to capture both the short term as well as the medium-longer term beneficial impacts.

2.2 Strategy for the Conduct of the Evaluation

Method

The Evaluation needed to be responsive to a variety of issues and sensitivities: the needs and objectives of the client; the nature of the Programs being evaluated; the involvement of the Scholarship alumni; the involvement of the University of Da Nang and their staff who may already feel over-evaluated; the involvement of UQ staff; and, the resources available to conduct the evaluation.

The method chosen in this case was a so called “mixed design” which involves the use of both qualitative and quantitative data. This data include the opinions of Program alumni and their employers (limited); facts concerning the career paths, project involvements, and research outputs of the alumni; the personal experiences of the alumni which tend to form the basis of opinion surveys and interviews; and, the opinions themselves. The combination of both qualitative and quantitative methods to evaluate a program is referred to as “triangulation” (refer, for example, to Greene and McClintoch, 1985).

The proposed method had to contend with a number of challenges, principally, the fact that between 10 to 15 years had elapsed since the participants in the CMSP and DDP completed their programs. It is known that all of the Program participants returned to Vietnam immediately after the completion of their Programs, except for one of the CMSP participants. However, since that time there has been no systematic tracking of the participants’ career paths or recording of their current location and contact details.

For the successful conduct of the evaluation, it was critical that as many of the Program alumni as possible be contacted and invited to participate in the evaluation. All of the alumni contacted would be invited to complete an on-line survey. In addition, a selection of them would be invited to take part in a follow up face-to-face interview. Prior to their interview, alumni would be requested to provide an up to date curriculum vitae for the purpose of obtaining accurate data on qualifications, positions held, key project/program/policy activity, achievements and publications.

Ideally, the opinions and information obtained through the survey and the follow up interviews should be cross-referenced with the opinions of employers and peers, obtained through interviews, regarding the contributions of the Program participants to their organisations, communities and nation since they completed the Programs and, specifically, what difference their participation in the Program made to the nature of that contribution. However, given the passage of time since the alumni completed their Programs, the job mobility of many of the Program participants, and the resources available to undertake this evaluation, the ability to undertake such cross-referencing was severely constrained.

2.3 The Survey

Survey Questionnaire Design

In 2014, the Commonwealth Scholarship Commission in the UK (CSC) published a study *Trajectories and impact of UK Commonwealth Scholarship and Fellowship Programme alumni: Interim quantitative analysis*. That study addressed issues in common with this evaluation. This evaluation study has made use of a modified version of their survey questionnaire in preparing the on-line survey instrument for this study.

The specific topics covered in the survey were as follows:

- career path/employment history – employer, industry sector, positions held, roles and responsibilities, remuneration, promotions, work locations, achievements
- educational qualifications
- realised versus anticipated short term benefits from the Program – career, professional and personal
- ability to apply realised benefits from the Program
- education and training, research and development activity
- academic and non-academic publications
- role of contacts in professional and career development
- involvement in managing change and innovation
- level of involvement in development projects
- impact on socio-economic development projects and programs
- influence on government policy making
- personal transformation.

A slightly different survey questionnaire was designed for the participants of the DDP than that for the CMSP, reflecting the different nature of each of the Programs.

Questions in the survey were composed in a variety of forms depending on the topic, including:

- simple choices (for example, “Are you male or female?”)
- self report (for example, “What is your current job title?”)
- selection from a list of items (for example, “Have you had an impact on socio-economic development in any of the ten development areas?” The ten areas were listed for respondents to tick off up to ten of them.)

- rating on a Likert Scale – both 5 point and 10 point scales were employed (for example, “To what extent do you think that the contacts you made [with UQ academics and/or your UQ academic supervisor] whilst undertaking your AP UQ Scholarship have contributed to your career and professional development to date”. Respondents were presented with a 10 point Likert Scale where Low =1 and High = 10.)
- open ended (for example, “What has been the most significant impact on you from your participation in the AP UQ Scholarship Program?”)

Survey On-line Platform

The survey was administered on-line. This represented the most efficient and effective way to gain the participation of the alumni.

Use was made of the *Typeform* platform after a careful assessment of a number of available on-line survey platforms. The *Typeform* platform was chosen because of:

- the ease of construction of the questionnaire,
- the number of question format and logic options available,
- the survey progress reporting
- the format of the output of the survey responses, and,
- most importantly of all, its user friendliness and ready accessibility by desktop, tablet or smart phone.

Alumni could participate in the survey simply by clicking on a url link to the questionnaire contained within an “invitation to participate” email.

The responses to the survey were analysed using the IBM SPSS Statistical Package Version 23.

Contacting the Alumni of the CMSP and the DDP and Survey Response Rates

UQ held a list of the names of all of the participants in the Programs, including a sub-list of those who had graduated with a Master of Public Health degree. Privacy Laws in Australia meant that any contact details of an alumnus held by UQ could not be provided to this evaluation without the prior permission of those participants.

The names of the participants on the UQ list had not been recorded consistently in the Vietnamese style, wherein family names are listed first and given names last. This restricted substantially the ability of UQ to interrogate its graduation and alumni databases. (It was established at a later stage that UQ actually held only a few current email contact details.)

In addition, because the records of the recipients of any form of scholarship had not been kept by UQ alongside their graduation details at the time of the AP UQ Scholarship Programs, this meant that:

- the databases could not be searched using the AP UQ Scholarship Award as an identifier, and
- no summary details are available for the population of CMSP alumni, such as the fields of study undertaken.

Further, the participants in the DDP were technically not enrolled students of UQ, but their time at UQ was recorded as though they were Study Abroad students to facilitate their access to UQ library and other resources. No record of the DDP participants is held in the UQ alumni data base.

Given these obstacles, this study adopted a strategy of connecting with the alumni by personal referral through social and professional networks on Facebook, LinkedIn and other social media websites.

To initiate the process, a number of UQ Academic and Professional staff, who were known to have been actively involved in the Programs at the time, were requested to invite those alumni with whom they had retained links, to indicate their willingness to participate in the survey by contacting the evaluation team at a supplied email address. Upon making contact with the evaluation team, the alumni were sent an email containing the link to the on-line survey. These alumni were also encouraged to invite other alumni that they knew to participate by having them also contact the evaluation team.

A number of the alumni posted the invitation on their personal Facebook pages, while others also posted on academic and professional Facebook webpage sites of which they were a member. These sites included those of Vietnamese TESOL professionals, the Vietnamese Australian University Alumni, and the UQ Vietnam Language Research Network (UQ-VIELARN). A Facebook page which explained details of the study and the questionnaire was also established by the evaluation team.

This approach was supplemented by directly seeking the assistance of key staff at the University of Da Nang and a senior academic at QUT who had links with a number of key public health academics in Vietnam. The University of Da Nang was known to have had 14 academic staff members undertake the DDP and in excess of 15 staff participate in the CMSP. There were 28 alumni from across Vietnam who been awarded a CMSP in Public Health.

Through this approach, 78 completed surveys were submitted by CMSP alumni and 11 by DDP alumni. From the *Typeform* survey platform, it was known that there were 131 unique visits to the survey url for the CMSP and 30 unique visits to the DDP survey url.

With the aim of further increasing the survey response rates, UQ was supplied with the names of the alumni who had submitted completed surveys, and was requested to send out an email invitation to participate in the survey on behalf of the evaluation team to as many of the remaining alumni on the list as they could locate an email contact address for in the UQ alumni data base. This resulted in only 5 completed surveys being submitted by CMSP alumni. It is not known how many of the email addresses used were up to date. This was a disappointing result.

Further assistance requested of the University of Da Nang (UD) resulted in an additional 2 completed DDP surveys being submitted. UD was able to provide advice on the current position and organisation of all DDP alumni on the staff of UD

at that time of the Program. They were also able to advise that all had gained a PhD qualification.

In summary, 83 (40.5%) of the CMSP alumni and 13 (26.5%) of the DDP alumni completed the on-line survey. For those who clicked on the survey links (unique visits) the response rates were 59% for the CMSP alumni and 41% for the DDP alumni.

These survey response rates are much higher than those achieved in other reported studies of scholarship schemes, such as those of the Canadian International Development Agency (2005), where the response rate was 20.6 %.

In this evaluation study, the response rate for the DDP alumni was lower than that for the CMSP alumni. From discussions with senior staff of the University of Da Nang after the survey was completed, it was suggested that the level of English language proficiency of many of the DDP alumni in Da Nang and the Central Region may have declined since undertaking the DDP Program and this may have acted as a deterrent to completing the survey. This suggestion has some support when examining the time taken by alumni to complete the online survey. For CMSP the average time was 38 minutes whereas for DDP alumni the average time was 57 minutes, even though the DDP questionnaire was shorter. A further suggestion that many of the DDP may have been “too busy” to complete the survey because of their senior positions was made. However, this suggestion is not regarded as credible given the seniority of many other participants in the private and other sectors completing the surveys.

The significantly higher response rates for the CMSP alumni in this this evaluation study is attributed to four main factors, namely:

- the informal social and professional networks that had been developed and maintained by many of the program alumni via social media since returning to Vietnam, which enabled the study team to have the invitation to participate in the survey spread widely through these networks by the alumni
- the high regard with which the Programs are held by the alumni, given the unique opportunity that the program provided to Vietnamese professionals and university academics in any field and any sector of employment at that time and at that stage of development of Vietnam
- a number of staff of The University of Queensland, including this Study's Project Director, had maintained contact with a number of the Program alumni. Further, the Study Project Director, who issued the invitation to participate in the survey, was known to many of the alumni in his role of Deputy Vice-Chancellor and Vice-President (International and Development) at UQ during the term of the Program which made the invitation to participate a more personal one, and
- the Program participants were all from one country, classified as under-developed at that time, unlike other scholarship schemes which drew participants from a number of countries, included those of developed status.

2.4 The Interviews

Interviews with CMSP and DDP Participants

Interviews with a selected sample of the Programs' alumni who had completed the on-line survey were an important component of the evaluation study. The aim of the interviews was to obtain a more personalized and detailed account of the beneficial impacts of the AP UQ Scholarship Programs than is possible to obtain from the responses to an on-line survey questionnaire.

The interviews were semi-structured to elicit further information under a number of headings, namely:

- current role and responsibilities, and organisation
- motivation for applying for the Scholarship Program
- major impact of the Program – career, community, nation
- the Program experience
- other information of interest and the future.

Alumni were selected for interview based on their responses in their submitted survey questionnaire, with particular notice given to the following:

- current position, role and responsibilities and organisation
- reported level of involvement in socio-economic development projects with impact
- reported level of influence on government policy making, and
- reported involvement in developing products and/or undertaking research for practical application, and
- their statement regarding the most significant impact on them from their participation in the CMSP or the DDP.

In addition, an effort was made, consistent with their responses to the above, to ensure that the sample chosen included Program alumni:

- now residing overseas
- residing in the northern, central and southern regions of Vietnam
- who had obtained a PhD subsequent to the Program
- distributed across the main employment sectors of Government, Non-government, Higher education and the Private Sector, and
- distributed across the fields of study undertaken in the CMSP.

Forty-six alumni were invited to participate in a personal interview, including 7 residing overseas. Thirty alumni advised that they were willing to be interviewed. Twenty-six interviews were successfully completed, including with 3 alumni currently residing in Brisbane, Australia. All of the interviews were conducted face-to face, with the exception of 3 which were conducted by Skype with alumni who were located in areas away from the 3 major Vietnamese cities.

Twenty of the interviews were conducted in Vietnam in Ho Chi Minh City, Da Nang and Hanoi.

A group interview with 8 alumni from the University of Foreign Languages of the University of Da Nang was also organised as there was a significant cluster of CMSP alumni at that College.

A record of these interviews is contained in Appendix 1.

Interviews with Employers and Peers

In an evaluation study it is desirable to obtain the views of parties other than the Program's participants as to the beneficial impacts of the Program observed in the participants. Employers and peers can often be well placed to comment on the organisational, community and national level impacts that can be attributed to the influence and involvements of the alumni as a direct consequence of their participation in the Program.

As 10 to 15 years had elapsed since the AP-UQ Program's ended, many alumni had changed jobs and organisations and many former supervisors and managers of the alumni had themselves changed position or employer or retired. This made the task of locating employers who could make the kind of assessment being sought difficult, and in some regards, impossible.

With the resources available, it was decided that the most effective approach would be to concentrate on two clusters of Program alumni, namely, the cluster at the University of Da Nang and the cluster in public health centred around the Vietnamese Public Health Association and the Hanoi School of Public Health. To that end, meetings were arranged with the Vice-Rector of UD and with the Vice Dean of the Hanoi School of Public Health. Refer to Appendices 2 and 3 for a record of these meetings.

Prior to a display of the results, the next section discusses issues peculiar to evaluations of this type in general, and to the cohort of alumni in particular.

2.5 Evaluation Issues

In interpreting the survey responses and findings and the record of interviews, there are a number of evaluation issues that need to be borne in mind.

The first of these is that the study is an *ex post* evaluation which seeks to assess the beneficial impacts of the Scholarship scheme by asking the recipients of the scholarships to reflect back on their scholarship and post-scholarship experience. There is no baseline data. That is, this evaluation study is not part of a larger longitudinal study in which contact would have been maintained with the alumni from immediately prior to taking up the scholarship, during the time they were studying, immediately on their return, and then at frequent intervals thereafter.

Second, a period of between 10 to 15 years has now passed since the Scholarship recipients have returned to Vietnam following completion of their programs. This is generally considered to be a reasonable period for the alumni to reflect back with some accuracy on their Scholarship experience (Perraton (2009) as quoted in Commonwealth Scholarship Commission in the UK (2014b)) and sufficient time for them to reflect on the contribution that their participation in the CMSP or the DDP

has had on their subsequent career trajectory and personal and professional development. It is a self-report study. Interviews with employers and peers assist to a degree in triangulating the opinions of the Scholarship recipients.

Third, there is no comparison group of young Vietnam professionals, who were not recipients of the scholarships, whose career and professional development over the same time period could be studied. To conduct such a comparison would have required being able to make contact and gain the participation of those who were eligible and applied but were not successful in being awarded a scholarship. This was not possible because no records were kept of the eligible but unsuccessful applicants.

Fourth, the sample of the Program alumni who participated in the survey is not an entirely random sample. It is restricted to those who were:

- contactable through the social and professional networks of other alumni, professional associations, a number of staff of UQ, and the Study Project Team, and
- accepted the invitation (i.e., self-selected) to take part in the survey.

The participation rate by the CMSP alumni (40.5 %) is quite high which provides some degree of confidence in the representativeness of their responses. The DDP alumni response rate at 27 % is much lower. However, to counterbalance this, the information provided by UD on a further 25 % of this cohort means that the gaining of a PhD and job promotion outcomes are known for 52 % of the cohort of 49.

Finally, the degree of representativeness of the sample of alumni surveyed raises the possibility that those who are more positive about the Scholarship scheme were more likely to respond to an invitation to participate. The possibility that such participants may have a tendency to rate more highly the beneficial outcomes of the scheme as a way of demonstrating their appreciation for being granted the award is also acknowledged.¹

This Study has sought to recognise these issues in interpreting the survey responses and the interview discussions, and in framing the conclusions.

These are standard and recurring issues for evaluation studies of this type and these are discussed fully by other parties (e.g., Commonwealth Scholarship Commission, 2014a).

¹ Anecdotal evidence suggested that this is not the case.

3. CMSP SURVEY FINDINGS – Cohort and Career Trajectory

3.1 The CMSP Recipients

The survey respondents are drawn from across the northern, central and southern regions of Vietnam and from all intake years in proportions mirroring those of the whole program population – refer to Table 3 and Figures 1 and 2. This provides a degree of confidence that the survey responses should be reflective of those of the Program population.

Also shown in Table 3 is the percentage of alumni who resided outside the main city in each region – the main cities being Hanoi in the Northern Region, Da Nang in the Central Region and Ho Chi Minh City in the Southern region.

Table 3: Respondents by Region

Region	Percentage of Scholarship Recipients (%)	Located out of Main City (%)
Northern	37	3
Central	23	21
Southern	37	19
Total	98	
Not Stated	2	
Total	100	

Figure 1: Respondents by Region

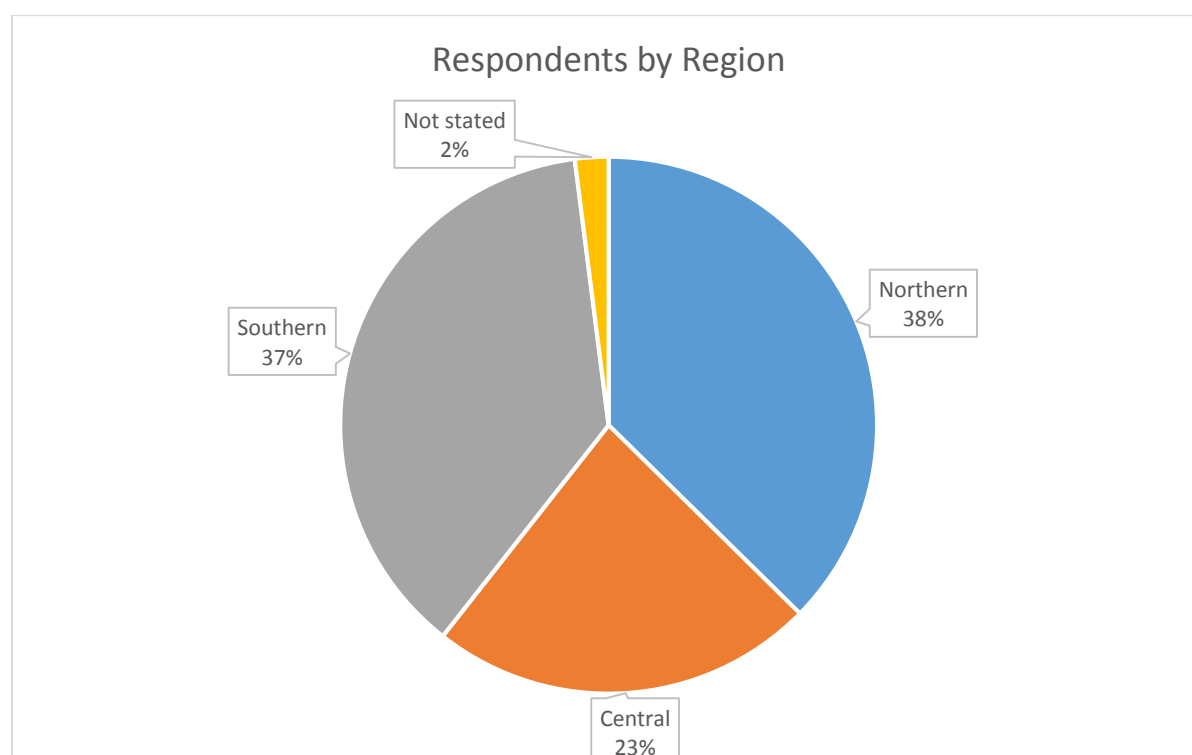
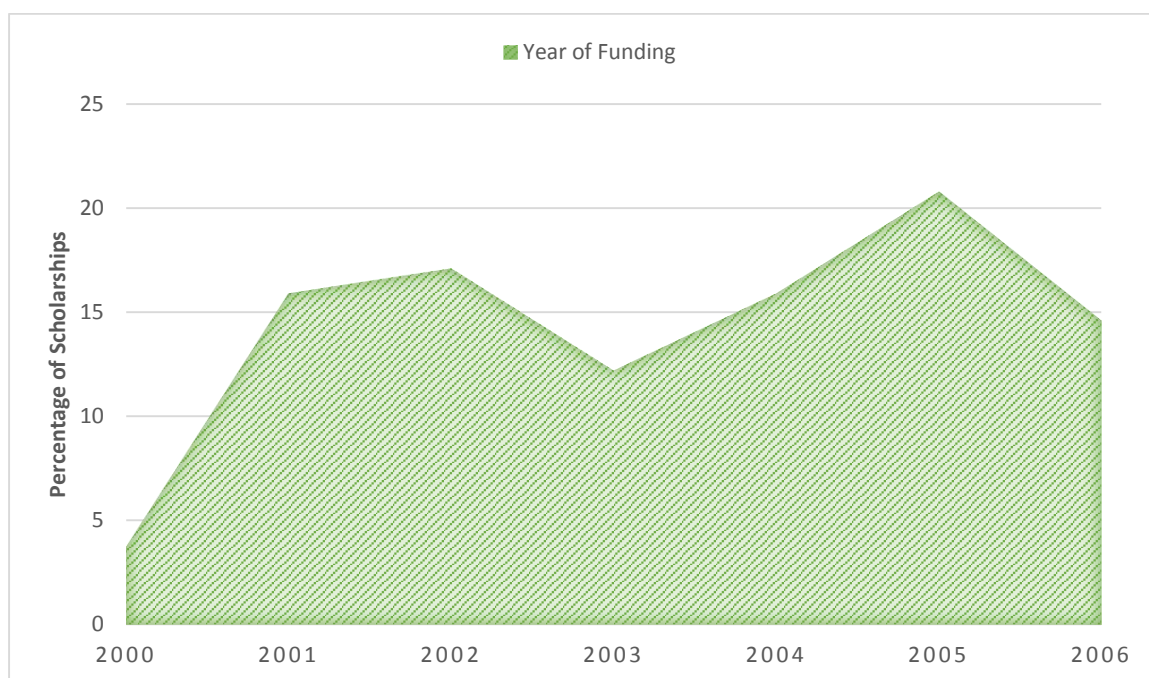


Figure 2: Scholarships by Year of Funding



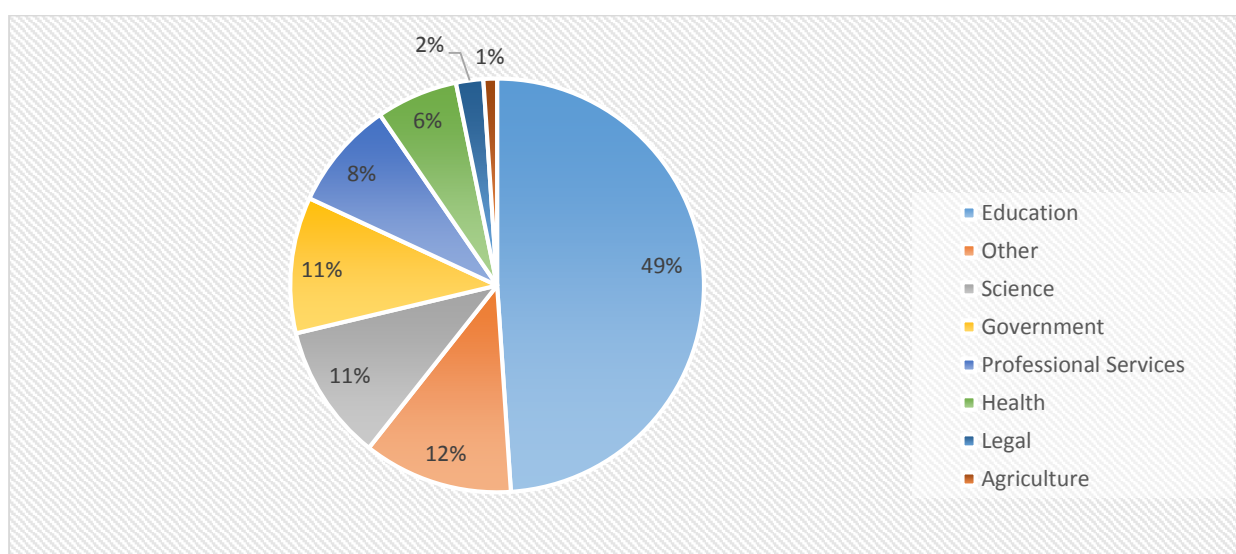
Employment Areas and Employment Sectors

Almost half (46%) of the respondents are employed in the area of Education (for example, as a lecturer, teacher or professor) with a significant number of them (45 %) from the University of Da Nang.

The respondents included 6% employed in the Health area (for example, as a doctor, pharmacist, or dentist).

The distribution across all employment areas is summarized in Figure 3.

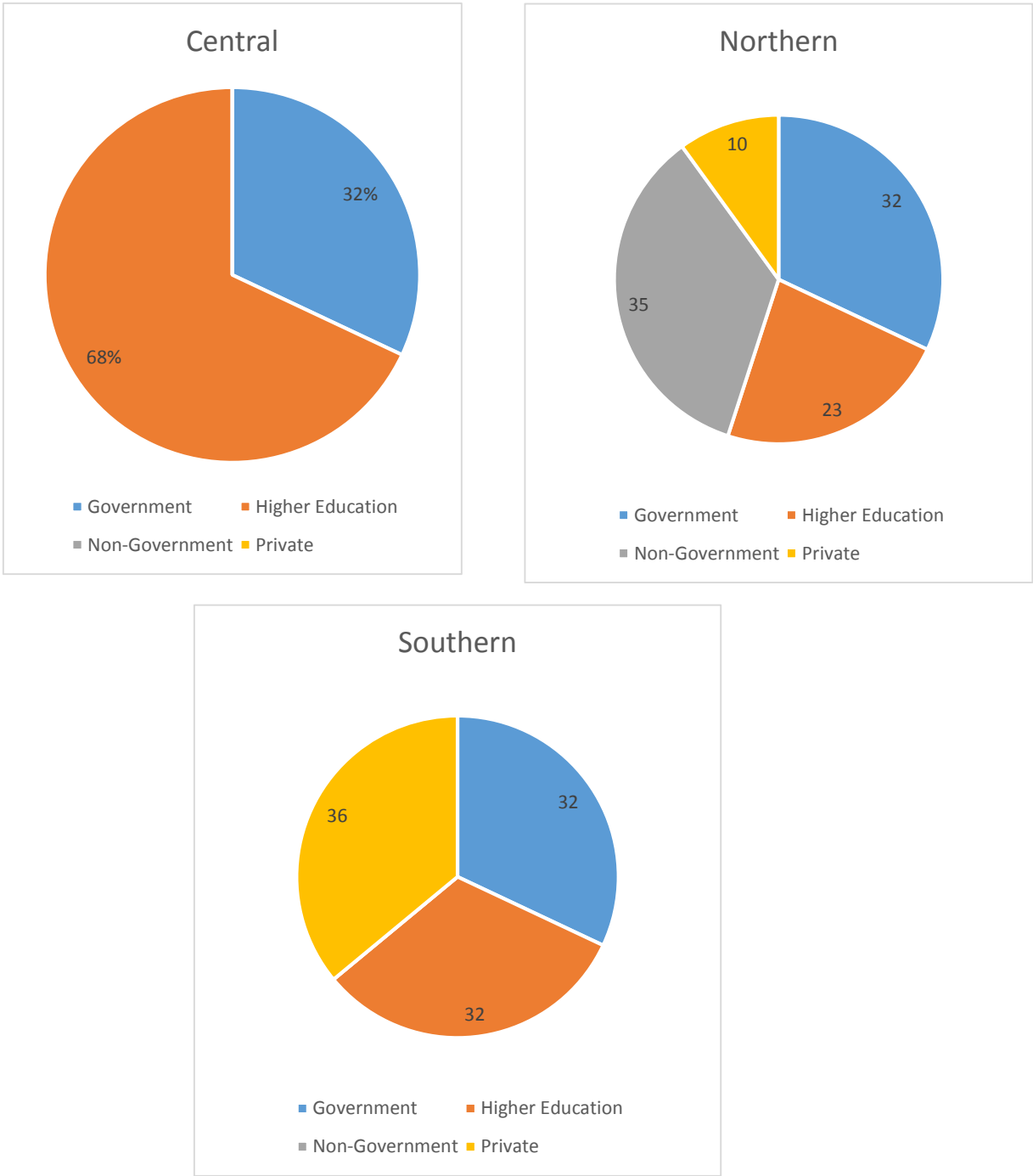
Figure 3: Employment Area Pre-Scholarship (Percentage of Respondents)



Respondents were drawn from across all of the 4 main employment sectors, including 17% from the Private and Corporate Sector and 14% from the NGO, Charity, and Multilateral Agency Sectors (referred to as the Non-Government sector in this report).

There are significant differences across the three regions in the sectors of employment and the employment areas of the CMSP participants prior to them undertaking the Program. This is shown clearly in Figure 4.

Figure 4: Employment Sector by Region (Percentage of Respondents in Each Region)



In the Northern Region, the majority of the respondents were employed in the Government and the Non-Government sectors, whilst in the South the respondents were distributed evenly across the Government, Higher Education and Private Sectors with no respondents from the Non-Government sector.

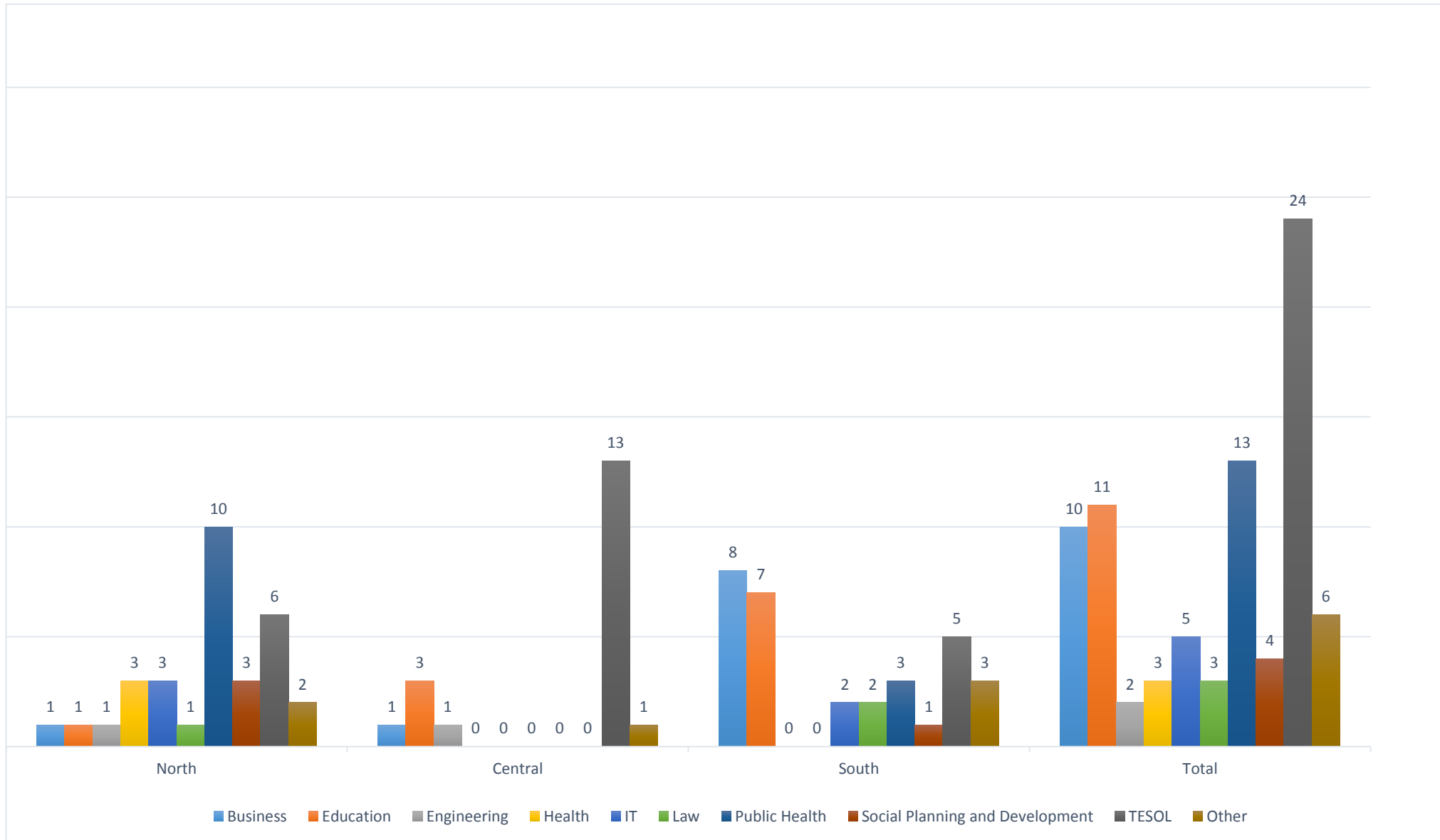
In the Central Region, the Higher Education Sector was dominant with no respondents drawn from the Non-Government or Private Sectors. Indeed, in this region, 14 of the respondents were employed at the University of Da Nang.

The circumstances in Da Nang at the time were such that very few eligible young professionals not employed by the University of Da Nang had English language proficiency sufficient to qualify for even a conditional offer of a CMS. In an effort to address this issue, The University of Queensland conducted a series of English for Academic Purposes programs in Da Nang over a number of years for prospective applicants.

CMSP Fields of Study

The CM fields of study chosen by the respondents by region of residence are presented in Figure 5. The majority of respondents chose a field of study for their CMSP which built on an undergraduate degree in the same field.

Figure 5: Coursework Masters Scholarship: Fields of Study by Region (No. of Respondents)



The majority of the respondents in the Central Region selected TESOL as their area of study. The preponderance of this field of study from this region is for the reasons outlined in the preceding section.

In the South, the choice of CM field of study is spread across many fields, with notable numbers in Business, Education and TESOL.

In the North, nearly a third of the respondents selected a CM in Public Health.

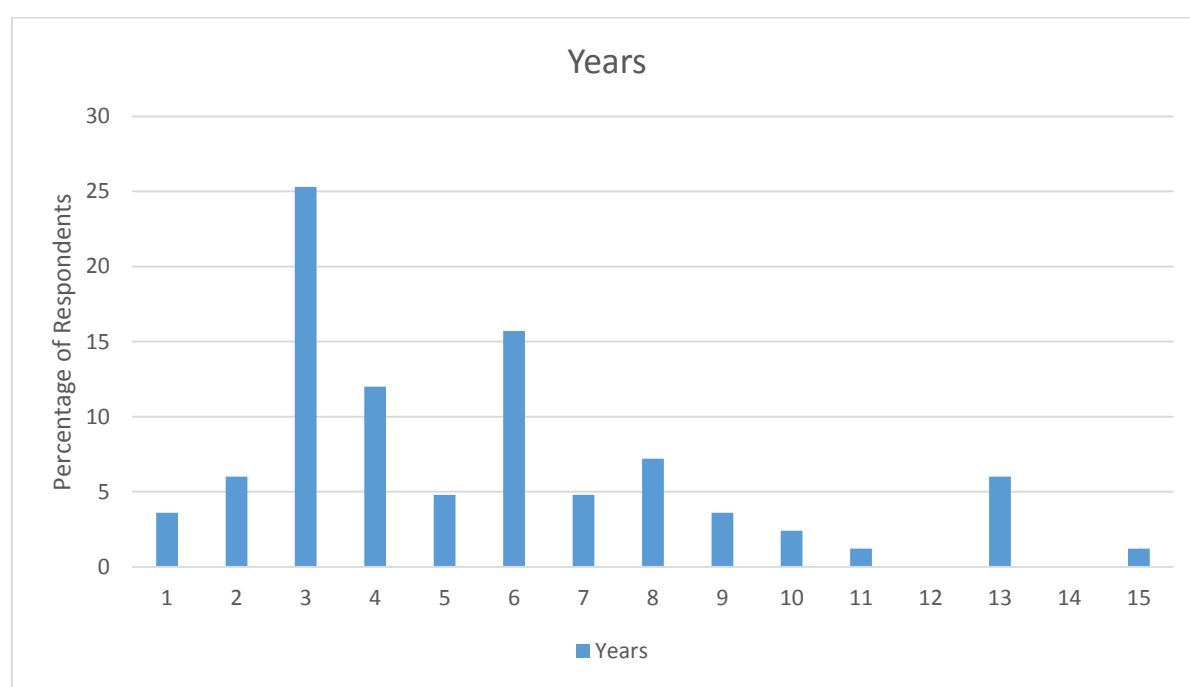
Employment Term Prior to CMSP and Employer Support for the CMSP Applicants

All recipients of a CMSP were required to have had a minimum of 2 years relevant work experience prior to making an application for a scholarship.

The date at which they commenced working with their then employer was recorded in the survey. As the date of being awarded their prior degree qualification was also recorded, it is possible to determine whether an alumni received that qualification whilst working with that employer or whether they have only worked with that employer some time after their graduation.

The term of employment at the time of taking up the CMSP had a mean of 5.8 years and a median of 5 years – refer to Figure 6.

Figure 6: Employment Term Prior to Scholarship



The average number of years that had elapsed since being awarded their prior degree qualification at the time of taking up the CMSP was 5.1 years with a median of 5 years.

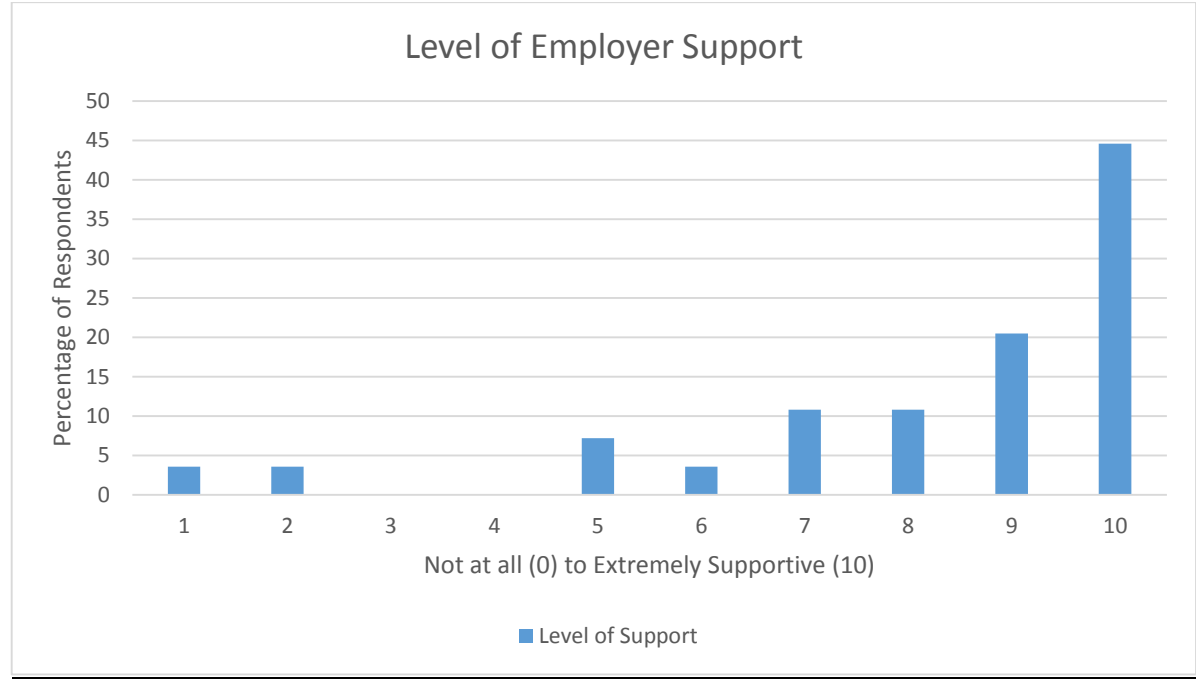
Fifty-two per cent of respondents had been working with the same employer since being awarded their prior degree qualification.

Twenty-five per cent of respondents had graduated one or more years after being employed by their organization at the time of being awarded the Scholarship.

Twenty-three per cent of respondents had had more than one employer since obtaining their prior degree.

Support from employers for the applicants seeking a CMS was very positive. On a scale from 1 “Not at all supportive” to 10 “Extremely supportive”, the mean level of support was 8.3 with a median of 9. Only 6 applicants (7.4%) reported a support level of less than 5 on the 10 point scale. Refer to Figure 7.

Figure 7: Employer Support Prior to Scholarship



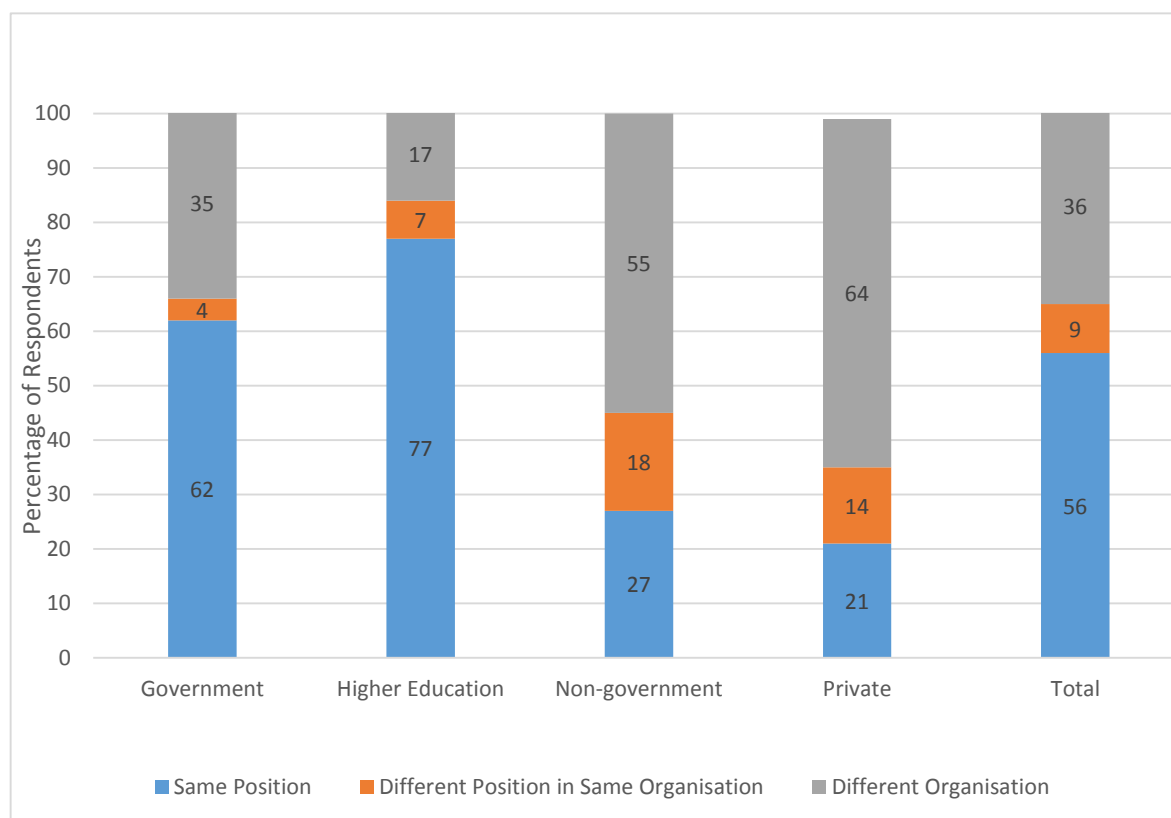
3.2 Career Outcomes on Return from the CMSP

Returning to the Same or a Different Position

On return to Vietnam on completion of their CMSP, fifty-six per cent of the alumni returned to the same position in the organization in which they were employed before commencing the Program.

There were statistically significant differences in this return rate depending on the sector of employment before commencing the program. The rates ranged from 77 per cent for those employed in the Higher Education sector, 62 per cent for the Government sector, to 38 per cent for the Non-Government sector to a low of 21 per cent for the Private Sector – refer to Figure 8.

Figure 8: Employment on Return from CMSP



The majority of the alumni in the Government sector were granted leave of absence to undertake the Program. By contrast, the majority of those in the Non-Government and Private sectors would have had to resign to undertake the program. Those returning to a different position within their pre-Program organization were only a small percentage (14 %) of those remaining in the employ of those organizations.

Salary Changes for Those Returning to the Same Position

For the fifty-six per cent of CMSP alumni who returned to the same position after completing their program:

- fifty-one per cent of them experienced no change in salary
- twenty-seven per cent had a salary increase of up 10%, and
- the remaining twenty-two per cent had their salaries increased by more than 10%.

No influence of gender or employment sector could be determined for the sample of forty-five respondents returning to the same position.

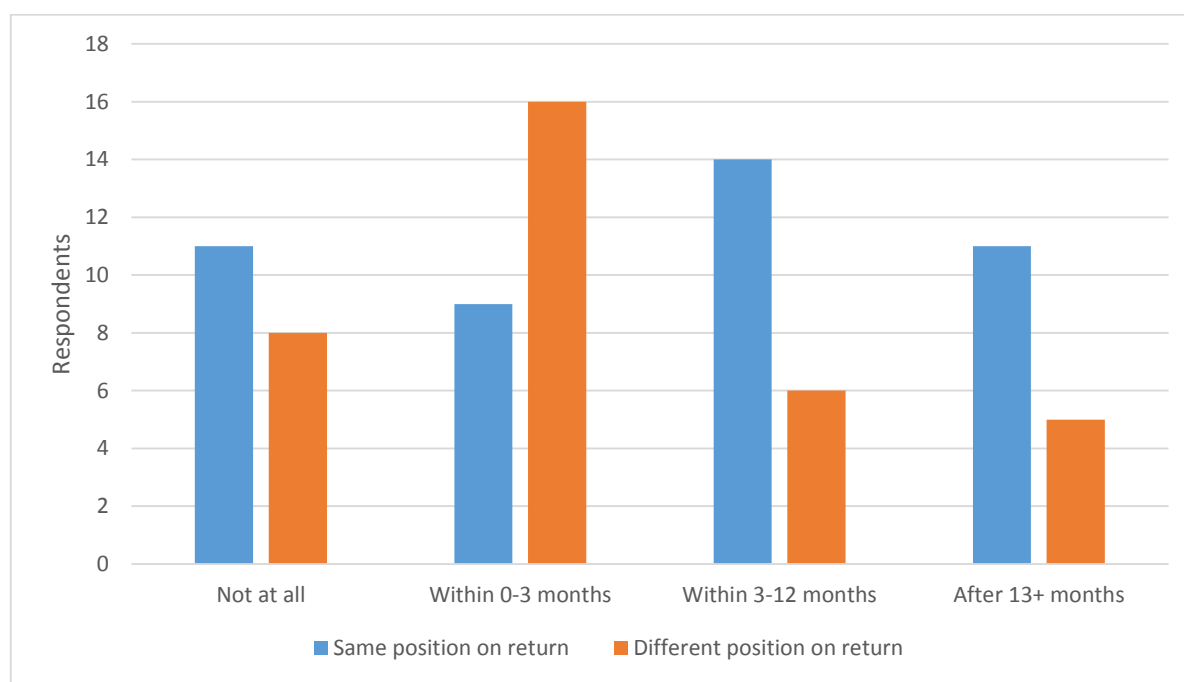
Job Promotion after Returning from the CMSP Program

In the survey, the alumni were also asked “After completing the AP UQ Scholarship, did they obtain a more senior post than the one you held before?” Alumni were given a range of future time periods within which to indicate that they had received a promotion.

The responses are summarized in Figure 9. Seventy-six per cent of respondents were promoted on return – thirty-one per cent within the first 3 months and fifty-six per cent within the first 12 months. Twenty-four per cent were not promoted.

For those who returned to the same position, sixty-three per cent received a promotion in the first 12 months, whilst twenty-three per cent were not promoted.

Figure 9: Promotion on Return (No. of Respondents)



Salary Change with Job Promotion after Returning from the CMSP Program

The alumni who had received a promotion after returning from the CMSP Program were also asked if “Following your promotion, did your salary change?” The responses are summarized in Figure 10.

For the seventy-three per cent of CMSP alumni who received a promotion after completing their program and returning to Vietnam:

- 13 per cent of them experienced no change in salary with the promotion
- thirty-five per cent had a salary increase of up to 10 per cent, whilst
- the remaining fifty-two per cent had their salaries increased by more than 10 per cent.

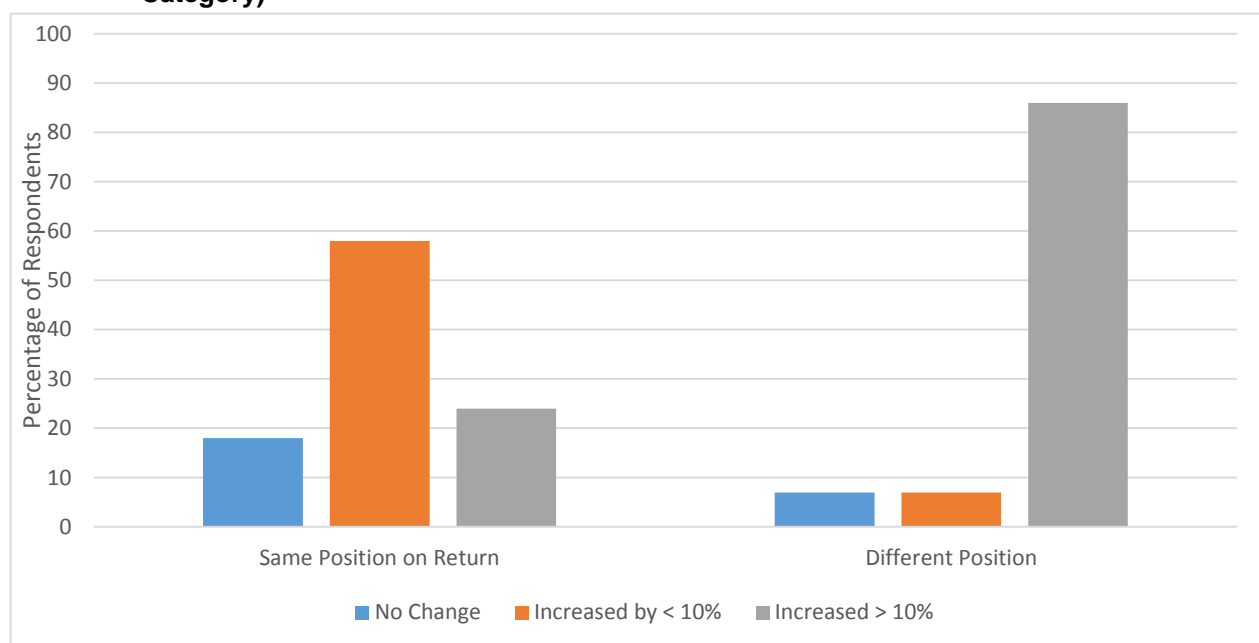
For those who returned to the same position initially, 88 % subsequently received a promotion.

In summary, the majority (75%) of the alumni who did not return to the same position on completion of their CMSP have enjoyed not only a new position but also a promotion and associated salary increase within the first 12 months of their return.

For those who returned to the same position, about half received a salary increase on return, with about half also subsequently being promoted with associated salary

increases within the first 12 months of their return. Three-quarters of these alumni were employed and remained employed in the Higher Education and Government sectors. The salary increases for these alumni have been less than for those in the Non-Government and Private sectors.

Figure 10: Salary Increase with Promotion (Percentage of Respondents in each “Position” Category)



Job Positions and Promotions in the Medium to Longer Term

In the previous sections, attention was focused on salary changes and job promotions within the first year after the alumni returned to Vietnam. The survey responses have indicated that the majority of the alumni experienced both salary increases and a promotion.

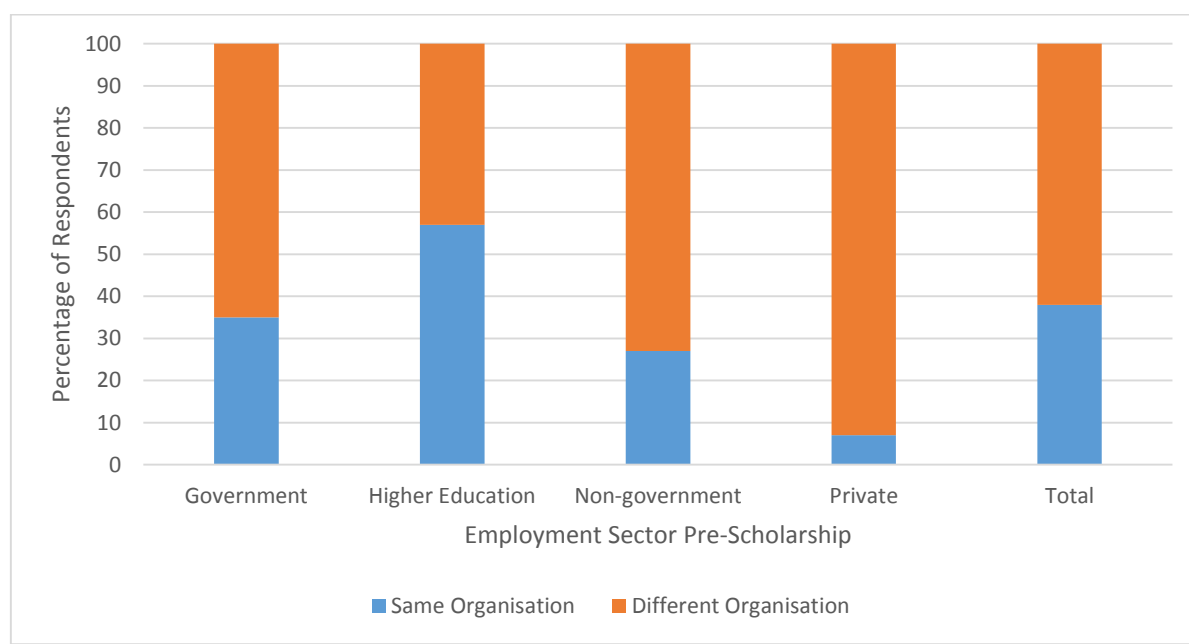
Further questions in the survey sought to explore whether career advancement for these alumni has continued to the present day.

Figure 11 shows the percentage of alumni who are currently employed within the same organization as at the time of taking up the CMSP. There is a statistically significant difference in the proportion who stayed within the same organization as a function of the sector of their employment at the time of taking up the scholarship.

Fifty-nine per cent of those in the Higher Education sector are still with the same employer compared with only 8 per cent of those in the private sector.

In total, sixty-two per cent of respondents are currently employed in a different organization to that prior to taking up the CMSP.

Figure 11: Organisational Mobility Since Return



The number of job positions occupied and the number of promotions received by the alumni could vary depending on whether individuals had remained in the same organization or not. This is confirmed in the Figures 12 and 13 which clearly illustrate the greater number of positions and promotions received by those alumni who have not stayed employed with the same organization since returning from their CMSP.

Figure 12: No. of Job Positions Since Return

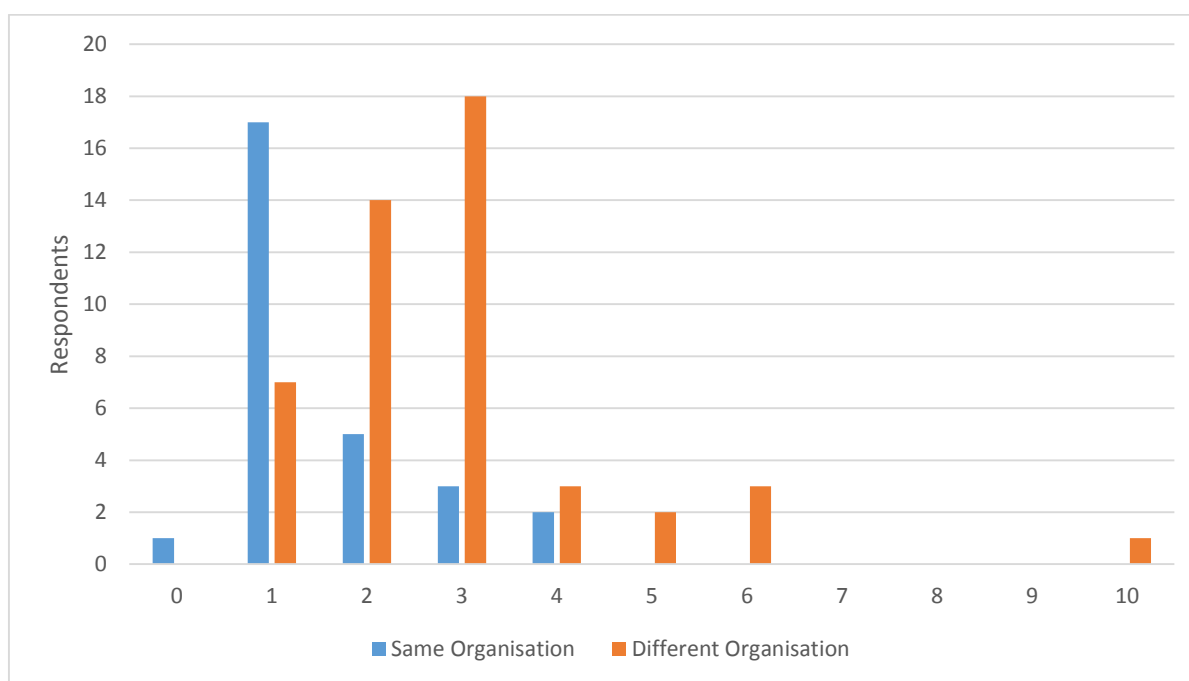
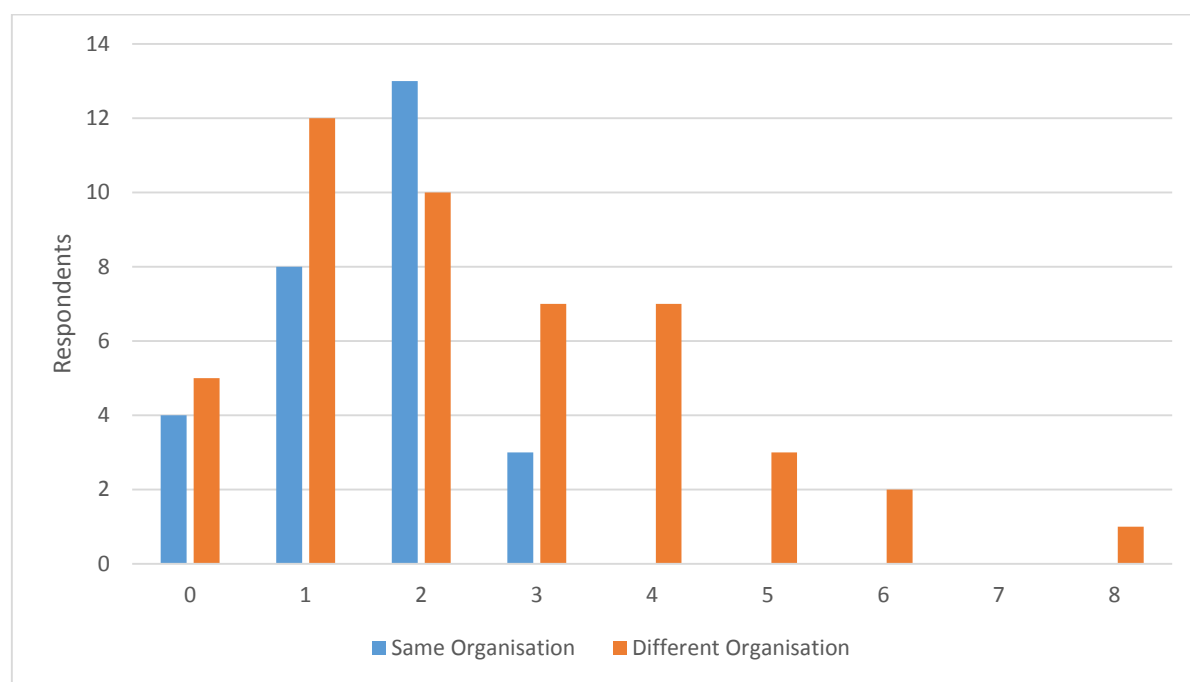


Figure 13: No. of Promotions Since Return



Across all respondents, the mean number of job positions held, including their current position, since completing their CMSP is 2.4 with a median of 2. For promotions, the mean is 2.1 with a median of 2.

For those in the Higher Education Sector, the number of job positions and promotions are slightly lower than for other sectors. This reflects the nature of academic employment and that fifty-nine per cent of this cohort have remained with the same organization.

3.3 Further Higher Degree Qualifications

It was anticipated that having acquired a Coursework Masters Degree from one of Australia's leading universities, a number of the alumni might have taken the opportunity, if it presented itself, to undertake further higher degree study at the Doctoral (PhD) level. In particular, this was expected to apply to those alumni who were university academics for whom the prospect of further promotion would in the future rely increasingly on having obtained a PhD.

If a number of the alumni have obtained a PhD, then this could be regarded as a beneficial impact of the CMSP.

Number of CMSP who have subsequently obtained a PhD

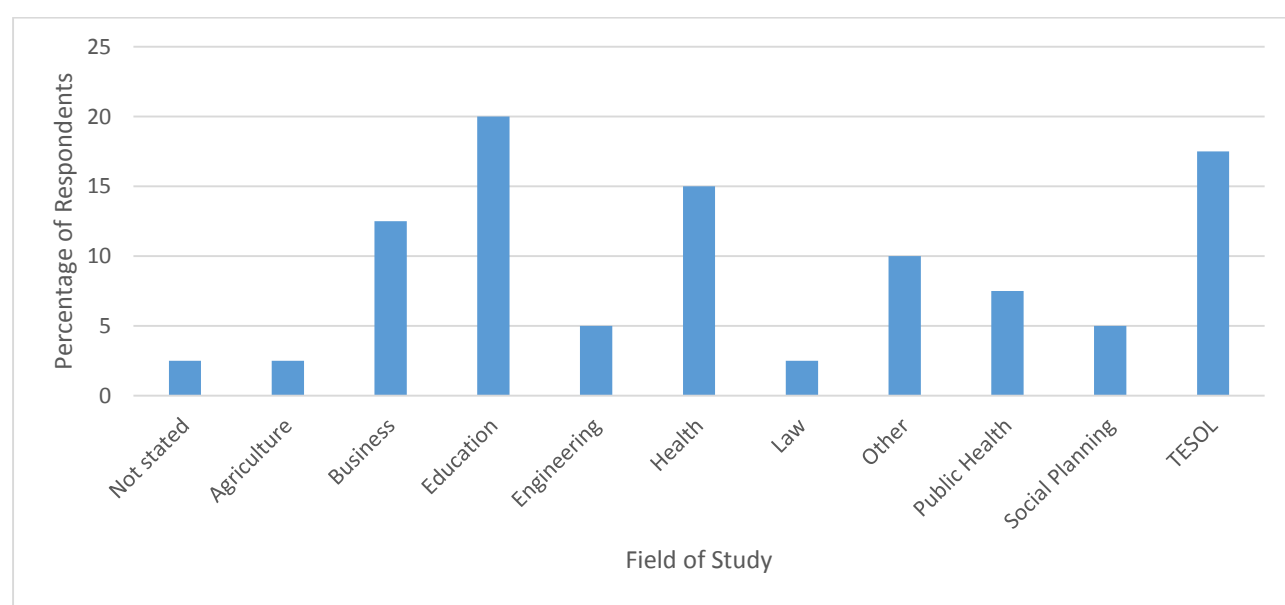
Forty-eight per cent of the CMSP alumni surveyed now hold a PhD, with a further 2 (2 per cent) currently undertaking their PhD studies. Gender was equally represented in terms of numbers, but the percentage of men who have obtained a PhD (fifty-seven per cent) was higher than that for women at forty-three per cent.

Forty-five per cent of those holding a PhD are currently employed within universities. The significance of this on their teaching, research and other scholarly activities will be examined in a later section of this report. A further twenty per cent are employed in the Non-Government sector and fifteen per cent in the Government sector.

PhD Fields of Study

The fields of study chosen by those undertaking a PhD, not unexpectedly, built on the field of study of their CM. The distribution of the fields of study is shown in Figure 14, with the major fields being Education (which includes Education Leadership and Education Management), TESOL, Health (including Public Health) and Business (12.5 %).

Figure 14: Field of Study of Further Qualifications: Post-scholarship



Country of PhD Studies

Sixty-two per cent (25) of the alumni who have obtained a PhD undertook their doctoral studies in Australia, with 3 having studied in New Zealand and 2 in the United States. Only 2 of the alumni undertook their PhD studies at a Vietnamese university.

Forty per cent of those now holding a PhD currently reside overseas, compared with twenty-one per cent of those who have not undertaken any further higher degree studies. Closer examination of the mobility of the alumni since completing the CMSP is the subject of a later section of this report.

3.4 Career Mobility

One of the anticipated outcomes for Vietnamese students of acquiring post-graduate qualifications in an English speaking country is that the opportunity for career advancement is enhanced by the experience. This advancement can occur both

within the one organisation or be demonstrated by career change involving a change of employer(s) within the same employment sector or to other sector(s) altogether over time.

In Tables 4 and 5 below, the extent to which the alumni have changed their employing organisation and sector of employment is summarised.

Table 4: Organisational Mobility Since Return

Employment Sector Pre-Scholarship	Stayed with Same Organisation as Pre-Scholarship (%)	Did not Stay with Same Organisation as Pre-Scholarship (%)
Government	35	65
Higher Education	57	43
Non-Government	27	73
Private	7	93
Total	38	62

Table 5: Sector Mobility Since Return

Employment Sector Pre-Scholarship (%)		Current Employment Sector (%)			
		Government	Higher Education	Non-Government	Private
Government	33	42	8	15	35
Higher Education	37	0	83	7	10
Non-Government	13	10	10	80	0
Private	17	0	31	0	69
Total	100	15	40	18	27

Thirty-eight per cent of the alumni have remained with the organisation they were employed in at the time of taking up the CMSP. The remaining sixty-two per cent have changed their employing organisation at least once since completing the CMSP. Of this latter group, 50 per cent are currently still employed within the same sector.

Of those who were originally employed in the Government sector, thirty-five per cent are now employed in the Private sector, with a further fifteen per cent moving to the Non-Government sector. This could well reflect, in part, the changing nature of the Vietnamese economy since the CMSP was offered between 2000 and 2006, as the private sector has been progressively opened up in Vietnam during and since that period. However, as revealed in the face-to-face interviews to be discussed later in this report, this also reflects a desire by many alumni to move out of a work culture within Government which was constraining their ability and eagerness to take full advantage of the knowledge, skills and experience that they had acquired during their CMSP studies. Note that only 1 alumni of those surveyed has moved into the Government sector since completing their CMSP.

For those alumni originally employed in the Higher Education sector, twenty-four per cent have moved to a different employment sector. Twenty-three per cent of those originally employed in the Private sector have moved to the Higher Education sector.

Career Mobility by Relocation Overseas

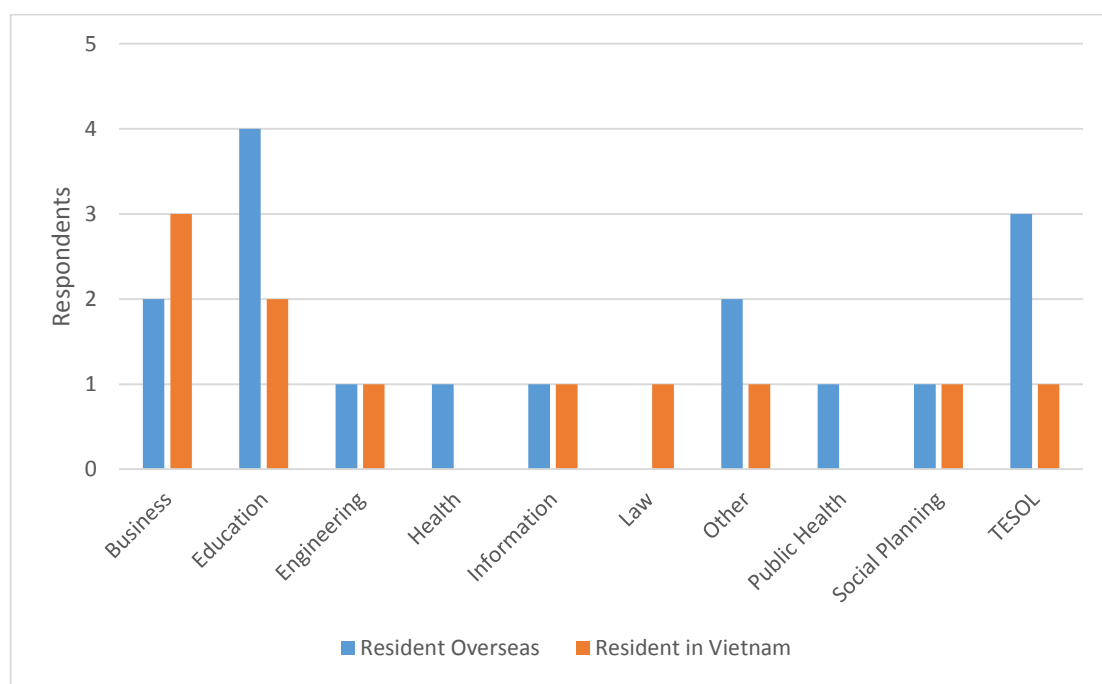
Ninety-five per cent of the alumni currently residing in Vietnam are located in the same city they were at the time they took up the CMSP. Eighty-four per cent of them still live in one of the three major cities of Hanoi, Da Nang and Ho Chi Minh City. That is, there has been almost no internal mobility of these alumni since returning from their CMSP between 10 and 15 years ago. Although not confirmed, this is probably heavily influenced by Vietnamese government policy regarding internal migration.

Forty-seven per cent of the alumni are now residing overseas with 44 per cent of them resident in Australia. There are 3 alumni temporarily living overseas, 2 of whom are completing their PhD studies (1 in Australia and the other in New Zealand) and one working on an overseas job assignment. There is little difference in the percentage of alumni originally located in each of the regions of Vietnam (North, Central and Southern) who now reside overseas.

Fifty-nine per cent of the alumni residing overseas have acquired a PhD since completing their CMSP. (As mentioned earlier, 40 percent of all the alumni now holding a PhD currently reside overseas.) This compares with 21 per cent of the alumni who have not undertaken PhD studies who now are resident overseas.

The fields of study undertaken by the alumni now residing overseas is detailed in Figure 15. All fields are important to the on-going development of Vietnam. It is noted that the majority of those who studied Public Health/Health and TESOL are still residing in Vietnam.

Figure 15: Post-scholarship Field of Study – Alumni Resident Overseas



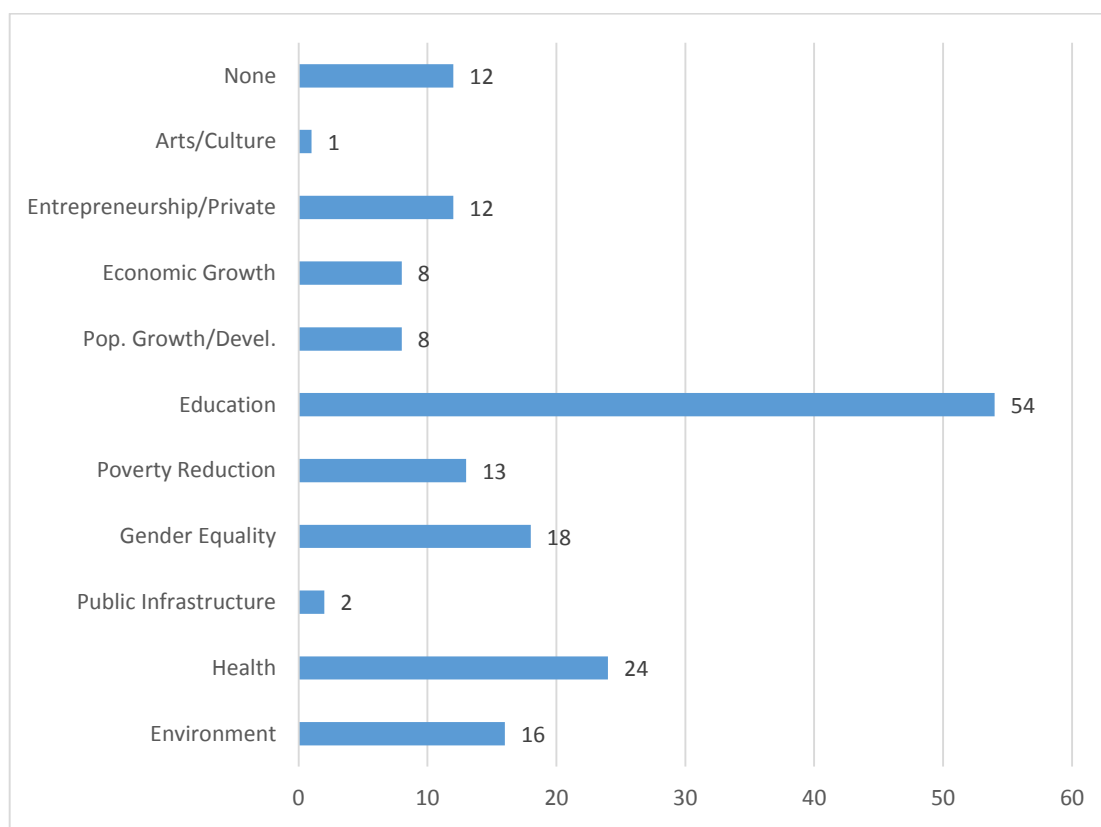
That 33 per cent of the alumni now living overseas might be interpreted as a “brain drain” from Vietnam, particularly given that they hold post-graduate masters coursework degrees from a leading Australian university and, in many instances, PhDs from overseas universities, with a significant number of the PhDs gained at Australian universities.

3.5 Involvement in Development Projects and Government Policy Making

An area of substantial interest to this evaluation study is the extent to which the CMSP alumni have become involved in projects in areas of importance to the development of Vietnam.

The alumni were asked “Have you been involved at any level in a project in any of the ten development areas?” The ten development areas referred to in the question are listed in Figure 16 along with the percentage of respondents who reported that they were involved in a project in that area.

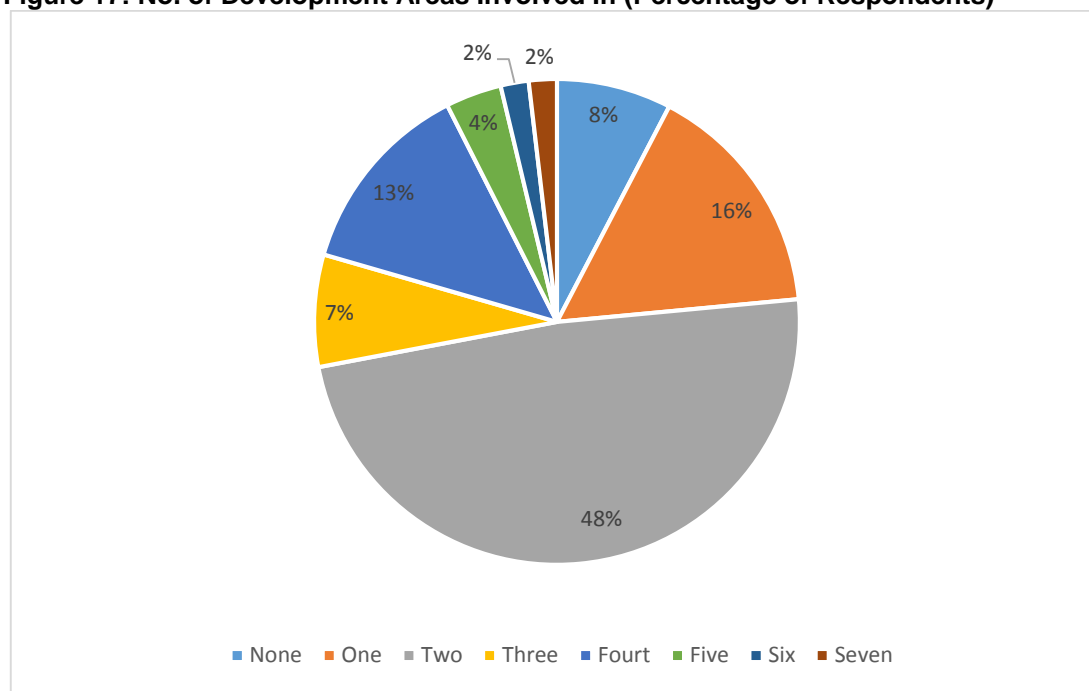
Figure 16: Involvement in Development Areas (Percentage of Respondents)



Eighty-eight per cent of the alumni have been involved in a project in one or more of the development areas. The development areas in which the alumni have been most involved in projects are Education, Health, Environmental Issues, Poverty Reduction and Entrepreneurship.

Many of the alumni have reported being involved in projects in more than one development area. The distribution of the number of development areas in which they have been involved is shown in Figure 17.

Figure 17: No. of Development Areas Involved In (Percentage of Respondents)

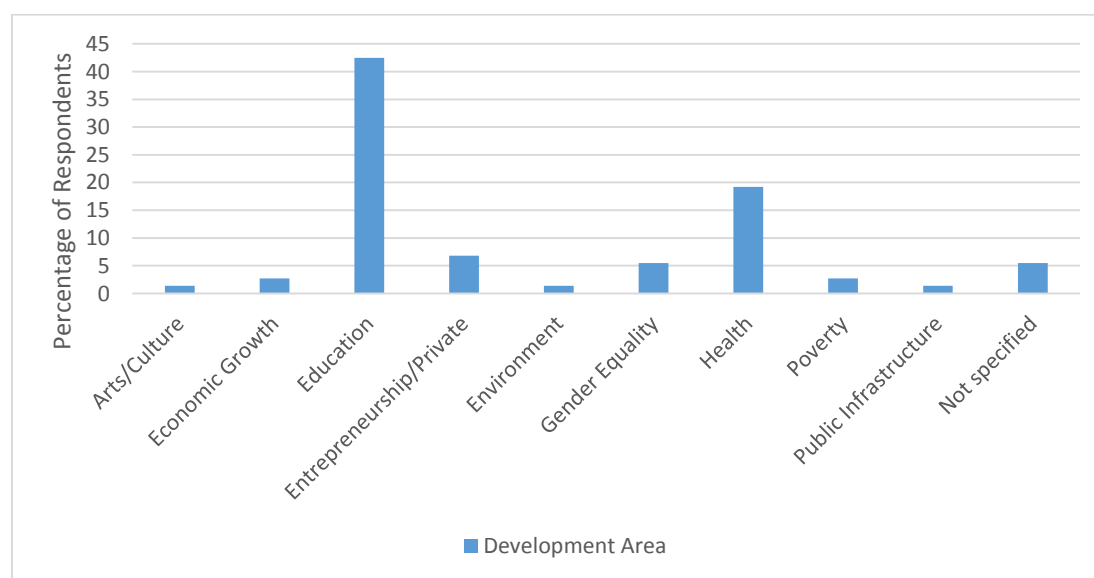


A further question posed to the survey participants was,

“Thinking of the most important project in the development areas you have been involved with, how would you describe your level of involvement?”

In Figure 18, the percentage of respondents reporting that their most important project was in a particular development area is shown. The development areas of Education and Health were the areas in which the majority of the most important projects for the alumni occurred. Given the disciplinary fields many of the alumni are in Education/TESOL and Health/Public Health, this is not an unexpected result.

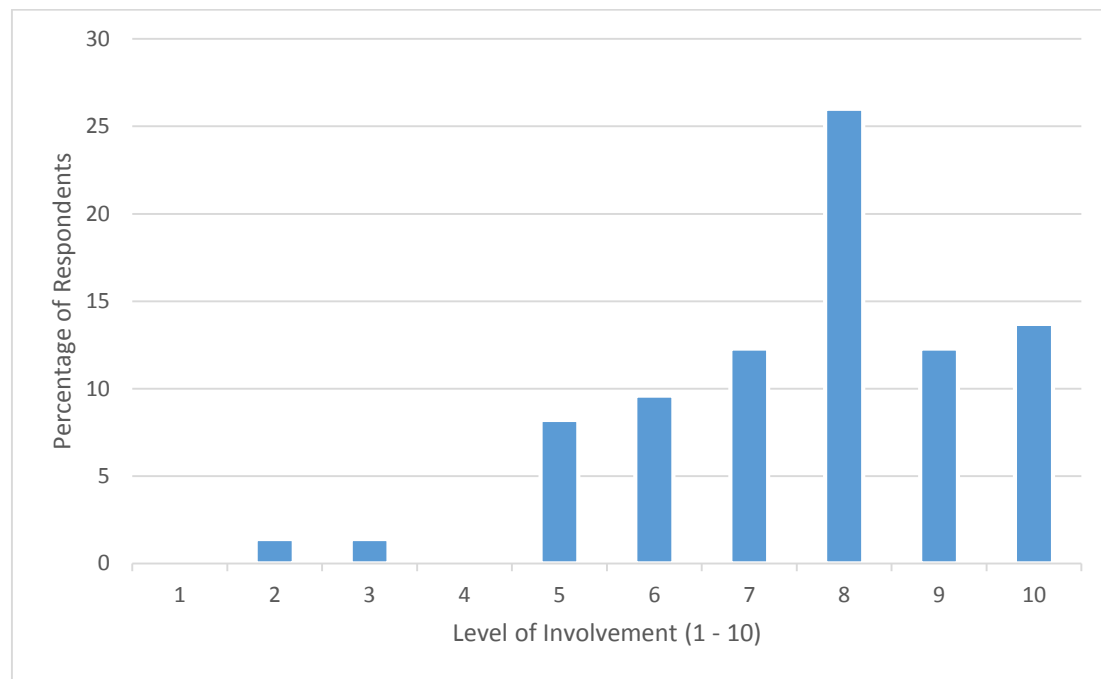
Figure 18: Most Important Project Involved In by Development Area (Percentage of Respondents)



The distribution of the level of involvement of each alumni in their most important project (if any) is shown in Figure 19. Respondents were asked to rate their level of involvement on a 10 point Likert Scale where “Low” =1 and “High” =10 on the scale.

The mean rating of the level of involvement was 7.6 with a median of 8, which is indicative of a substantial role in and contribution to this project.

Figure 19: Level of Involvement in Most Important Project (Percentage of Respondents)

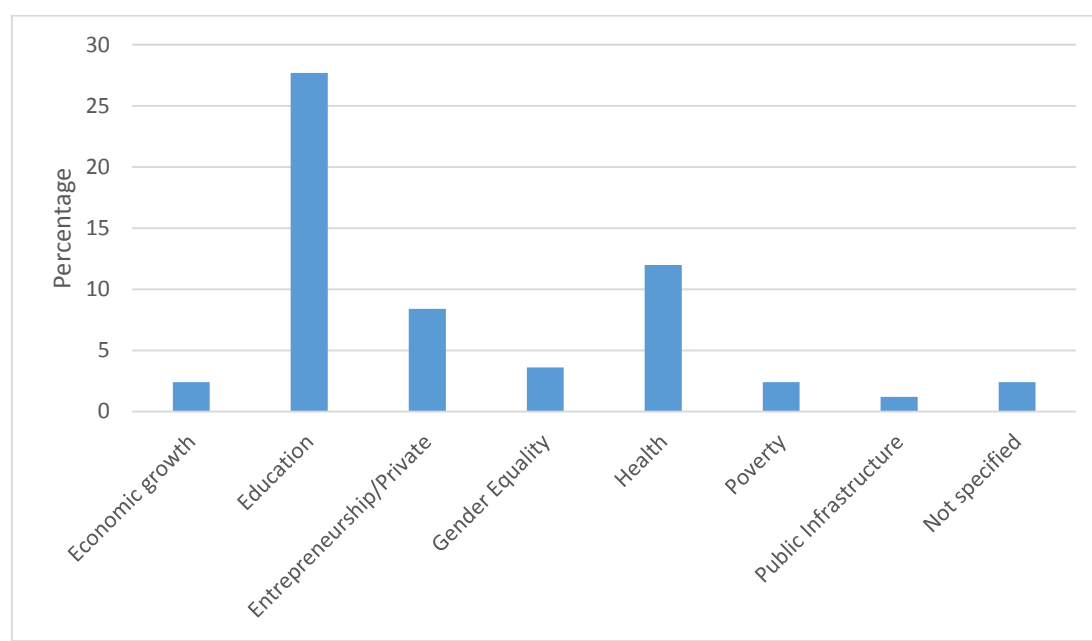


Impact on Socio-Economic Development

In the section above, the extent to which the CMSP alumni have become involved in projects in areas of importance to the development of Vietnam was examined. In this section, attention is focused on the impact that alumni have reported as having on socio-economic development in Vietnam and the level of involvement that they have had in projects which have had an impact.

The alumni were asked “Have you had an impact on socio-economic development in any of the ten development areas” The ten development areas referred to in the question are listed in the Figure 20 along with the percentage of respondents who reported that they have had an impact on socio-economic development in each of the areas.

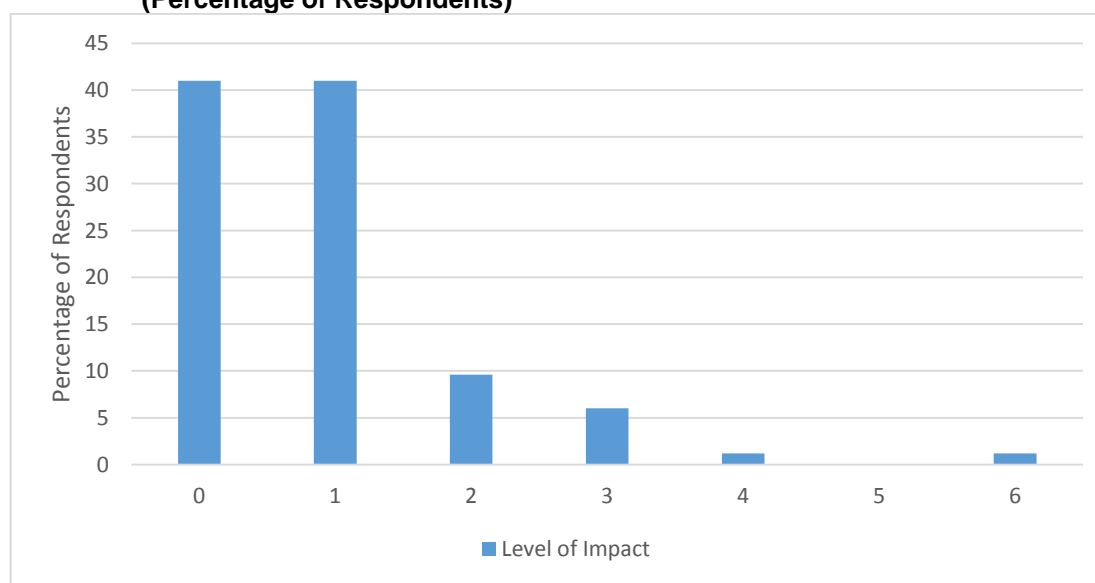
Figure 20: Impact on Socio-Economic Development by Development Area



Sixty-one per cent of the alumni have reported that they have had an impact in one or more of the socio-economic development areas. The development areas in which the alumni have been most impactful are Education, Health, Economic Growth (including Trade and Tourism) and Entrepreneurship. Approximately the same proportion of alumni in each employment sector report having had an impact on socio-economic development areas.

Many of the alumni have reported having had an impact in more than one development area. The distribution of the number of development areas in which they have been involved is shown in Figure 21. Eighteen per cent of the alumni have reported as having had an impact in 2 or more development areas, with the mean number of areas being 0.9.

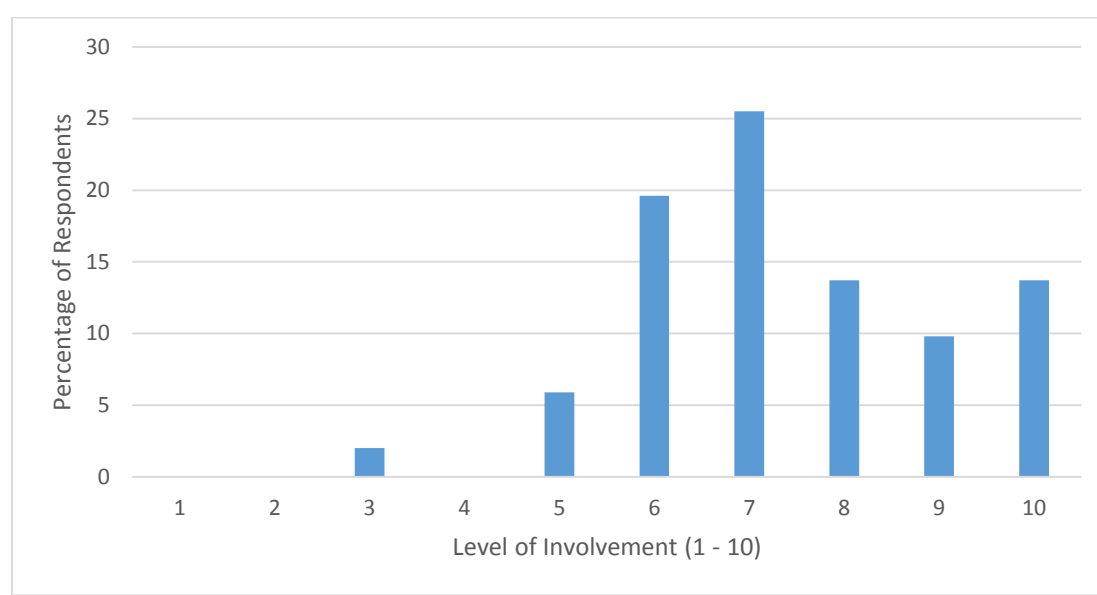
Figure 21: Impact on Socio-Economic Development: No. of Development Areas Involved In (Percentage of Respondents)



Survey participants were further asked “Thinking of the projects in the development areas in which you have had an impact on socioeconomic development, how would you describe your level of involvement?”

The distribution of the level of involvement of each alumni in their impactful projects (if any) is also shown in Figure 22. Respondents were asked to rate their level of involvement on a 10 point Likert Scale. The mean rating of the level of involvement was 7.4 with a median of 7, which indicates that more than half of the respondents had a substantial role in and contribution to their projects.

Figure 22: Socio-Economic Development Area: Highest Level of Involvement (Percentage of Respondents)



The responses of those alumni reporting the Health socio-economic development area as the area in which they were involved in impactful projects with the highest level of involvement, showed a mean level of involvement of 8.4 on the ten point Likert scale, with a median of 8.5. This is a high level of involvement. This level of involvement was borne out in the face-to-face interviews.

By contrast, for the development area of Education, the level of involvement scores were a mean of 6.9, with a median of 7. While still indicative of active involvement in the projects, it suggests that the seniority of the involvement may not have been quite at the same level as the Health area. This was reflected in the face-to-face interviews.

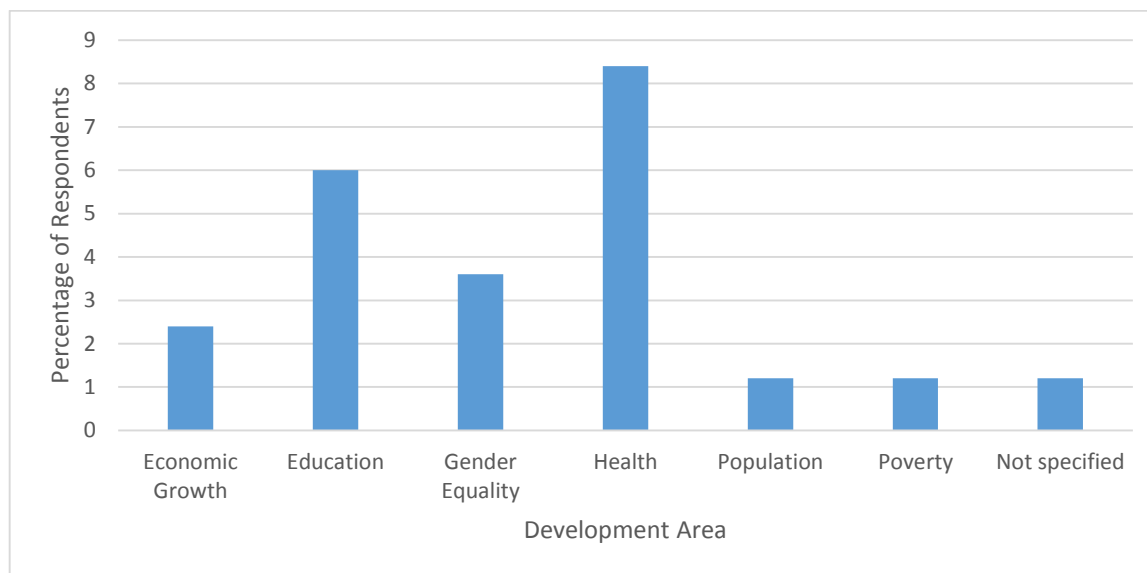
Specific examples of the impact that the alumni have had on the socio-economic development of Vietnam are outlined in the 26 individual interview profiles located in Appendix 1.

Influence on Government Policy

In this section, the focus is on the influence that alumni have reported having on government policy in Vietnam in 10 development areas, and their level of involvement in their most important policy influencing project (if any).

The alumni were asked “Have you influenced government policy in any of the ten development areas?” The development areas are listed in Figure 23 below along with the percentage of respondents who reported that they have had an influence on government policy in each of the areas.

Figure 23: Influence on Government Policy by Development Area



One quarter of the alumni have reported that they have had an influence on government policy in one or more of the development areas. The development areas in which the alumni have been most influential are Health, Education and Gender Equality.

More than half of the alumni employed in the Non-Government and Government sectors who responded to this survey question reported that they had influenced government policy, compared with 15 per cent of those in the Higher Education sector and none in the Private sector.

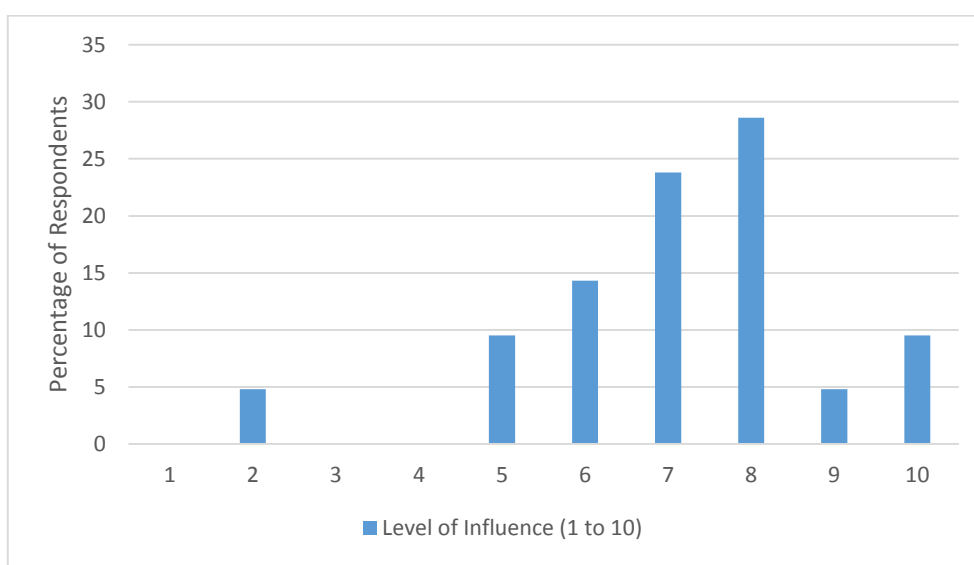
Only 10 per cent of the alumni reported as having had an influence on government policy in more than one development area. This compares with eighteen per cent for alumni reporting an impact on socio-economic development areas.

Survey participants were further asked “Thinking of the most important project in the development areas in which you have influenced government policy, how would you describe your level of involvement?”

The distribution of the level of involvement of each alumni in their most important projects (if any) influencing government policy is shown in Figure 24. Respondents were asked to rate their level of involvement on a 10 point Likert Scale.

The mean rating of the level of involvement was 7.1 with a median of 7, which indicates a substantial role in and contribution to those projects influencing government policy.

Figure 24: Level of Involvement in Important Projects Influencing Government Policy



3.6 Summary of Survey Findings – CMSP Cohort and Career Trajectory

The survey responses show that a significant number of the CMSP alumni on return to Vietnam after completion of their CMSP have:

- benefitted from salary increases and promotions on return
- occupied more senior positions
- changed their place of employment and sector of employment
- undertaken further higher degrees studies overseas
- remained in the same place of residence in Vietnam or relocated overseas
- been involved in development projects in a wide range of areas
- been involved, at a significant level, in projects that have had an impact on socio-economic development in Vietnam, and
- had a significant influence on government policy in Vietnam in a range of development areas.

The issue for this evaluation is the extent to which these changes and activities can be linked and attributed, in whole or in part, to their participation in the Scholarship program.

Specifically:

- what were the expectations of these alumni when they applied for the Scholarship and were these expectation met?
- what goals had they set for themselves for the Scholarship Program and have these goals been realised?
- what private economic and social beneficial impacts do they attribute to their participation in the CMSP?

- what public economic and social beneficial impacts have resulted as a consequence of the alumni's participation in the CMSP?
- would the alumni have been able to participate in a similar Scholarship program in the absence of the AP UQ Award?

These issues will be examined in the following section of the report.

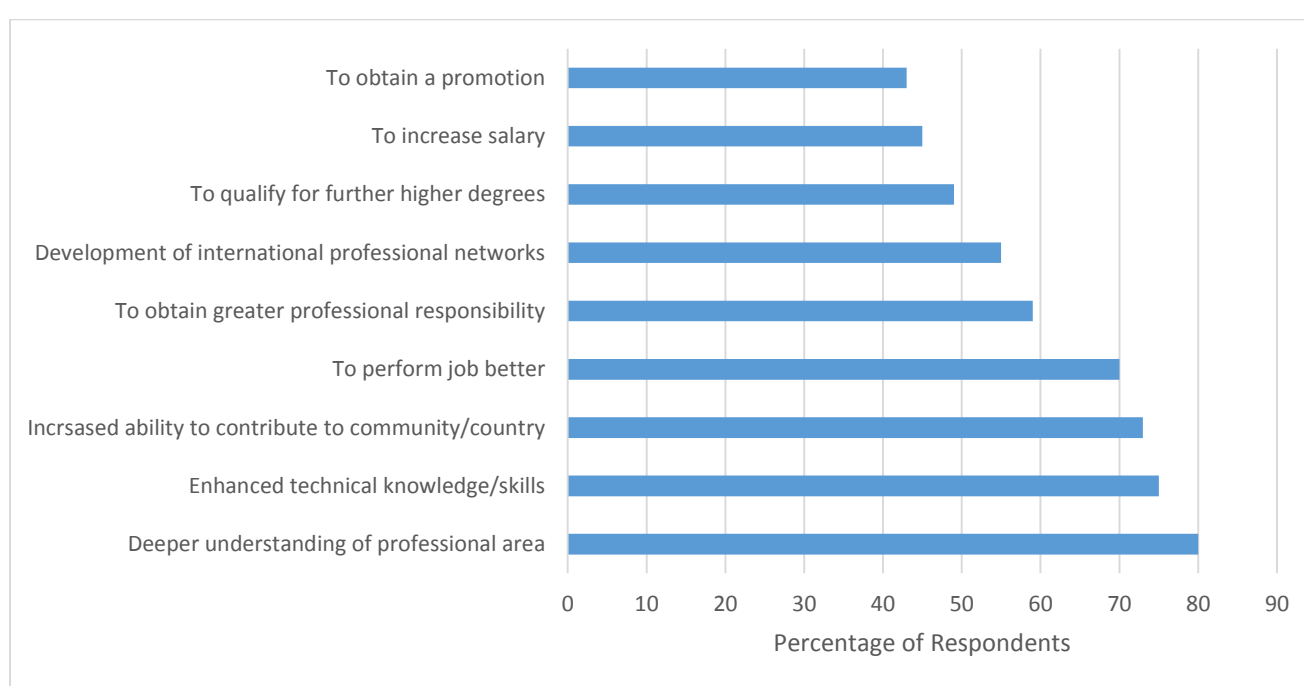
4. CMSP SURVEY FINDINGS – Beneficial Impacts Attributed to the Scholarship

Career Expectations

Alumni were asked “To indicate what your expectations were in terms of the difference the AP UQ Scholarship would have on your career”. Respondents were provided with a list of nine possible expectations, with the ability to add to the list if they so wished.

The percentage of all respondents who indicated each of the listed possible expectations is one of their career expectations is detailed below in Figure 25.

Figure 25: Career Expectations



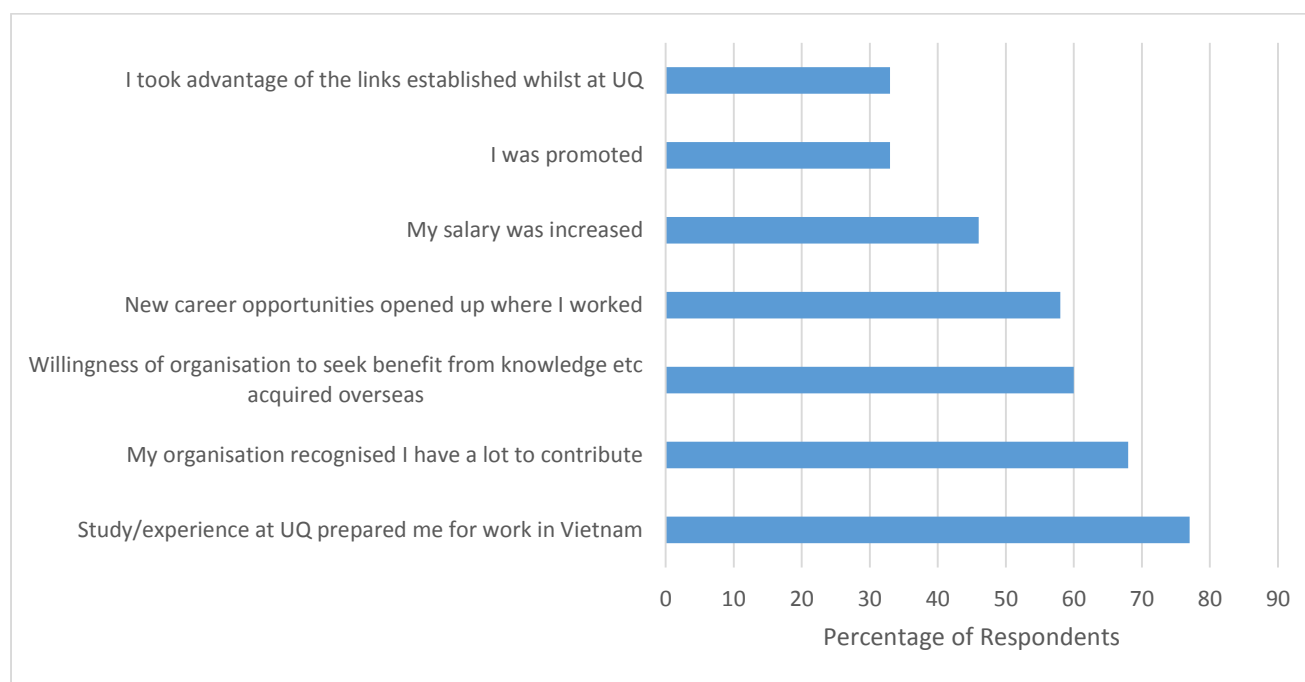
The most frequently mentioned expectations were those concerning enhanced knowledge, skills and expertise, as well as an increased ability to contribute to community and the nation. Interestingly, the expectations least mentioned by all respondents were those related to personal financial benefits – promotion and salary, and qualifying for a further higher degree. (These are outcomes which were enjoyed by a significant number of the alumni.)

Were Career Expectations Met?

Alumni were then asked “Would you say your expectations have ...been exceeded, been met, or not met?” Twenty-nine per cent of all respondents answered that their expectations had been exceeded and sixty-five per cent that their expectations had been met. One respondent reported that their expectations had not been met. (5 per cent of survey respondents did not answer this question.)

Those alumni who answered that their expectations had been met or been exceeded, were then asked “Why do you think that your expectations were met or exceeded?” Respondents were given a list of 7 possible ways in which their expectations might have been met or been exceeded to select from, as well as being given the option to list other ways. The responses are detailed in Figure 26.

Figure 26: Career Expectations Met (Reason)



The positive feature of the responses from the alumni is that the most mentioned ways in which career expectations were met (more than fifty per cent of mentions) are concerned with an enhanced sense of professional capacity, organisational recognition of that enhanced capacity and an expanded set of career opportunities. As with the Expectations, salary and promotion related outcomes were among the least mentioned reasons as to why career expectations had been met or been exceeded. The desire to have an influence and impact on their employing organisation is to be noted.

No noticeable differences in the pattern of mentions were noted by gender.

In the case of those who were employed in the Higher Education sector prior to taking up the CMSP, only 17 per cent of respondents listed “Because I was promoted” as a reason for having their career expectations being met or being exceeded.

As mentioned above, only one alumni out of eighty-three reported that her expectations had not been met. That respondent was employed in a university. On return to Vietnam, initially to the same university following completion of her CMSP, that alumni reported in her submitted survey that the reasons for a lack of impact on her career and career progression were as follows:

- Resources lacking within organisation(s) within which I worked to underpin innovative practice

- Reluctance to endorse ideas imported from overseas study within organisation(s) within which I worked
- High levels of resistance to change within the organisation(s) within which I worked
- My salary did not change
- There were no promotion opportunities available
- No new career opportunities opened up within my organisation.

This was quite a dramatically different experience than that reported by all other eighty-two respondents. If this experience has been more widespread among the alumni who completed the survey, then this would have been a matter of some concern in terms of the overall benefits emanating from the CMSP and its design.

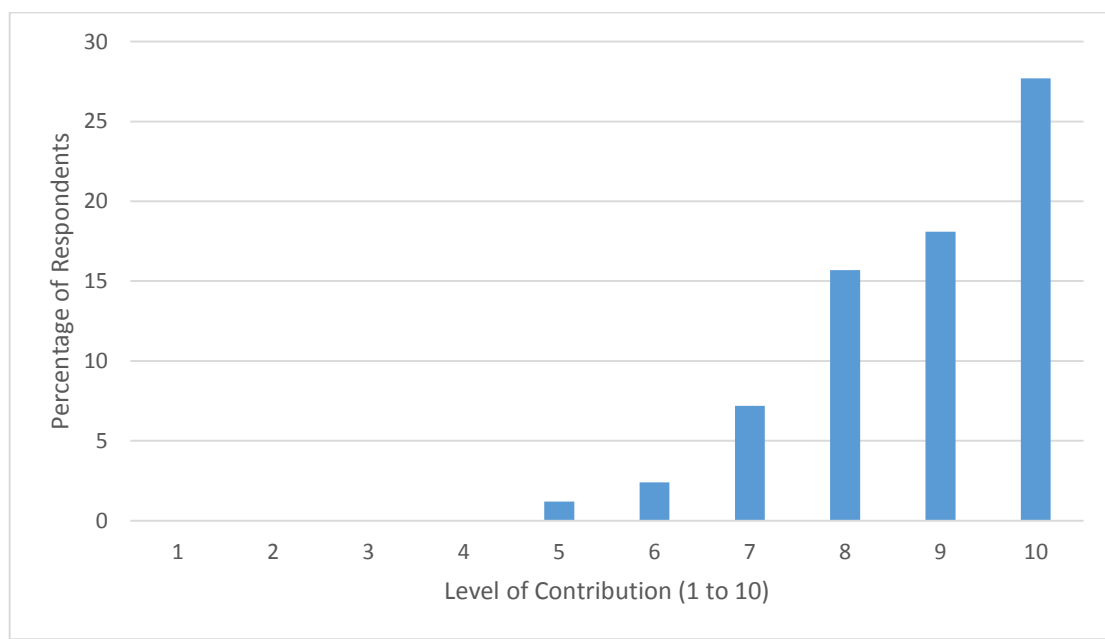
AP UQ Scholarship Contribution to Career Advancement

In the survey, the CMSP alumni who indicated that they had received a promotion to a more senior position on return to Vietnam were asked “To what extent do you think your AP UQ Scholarship has contributed to you obtaining career advancement after a 12 month period?”

Respondents were asked to rate the extent of the contribution on a 10 point Likert Scale. The distribution of responses are shown in Figure 27 which clearly demonstrates an assessment by the respondents that the Scholarship has made a high contribution to their career advancement – mean score of 8.8, with a median score of 9. There was no statistically significant difference in the average rating between those who remained employed with the same organization after completing the CMSP and those who changed organization on return.

This is a strong endorsement of the personal benefit derived from the CMSP by these alumni.

Figure 27: Contribution of CMSP to Career Advancement

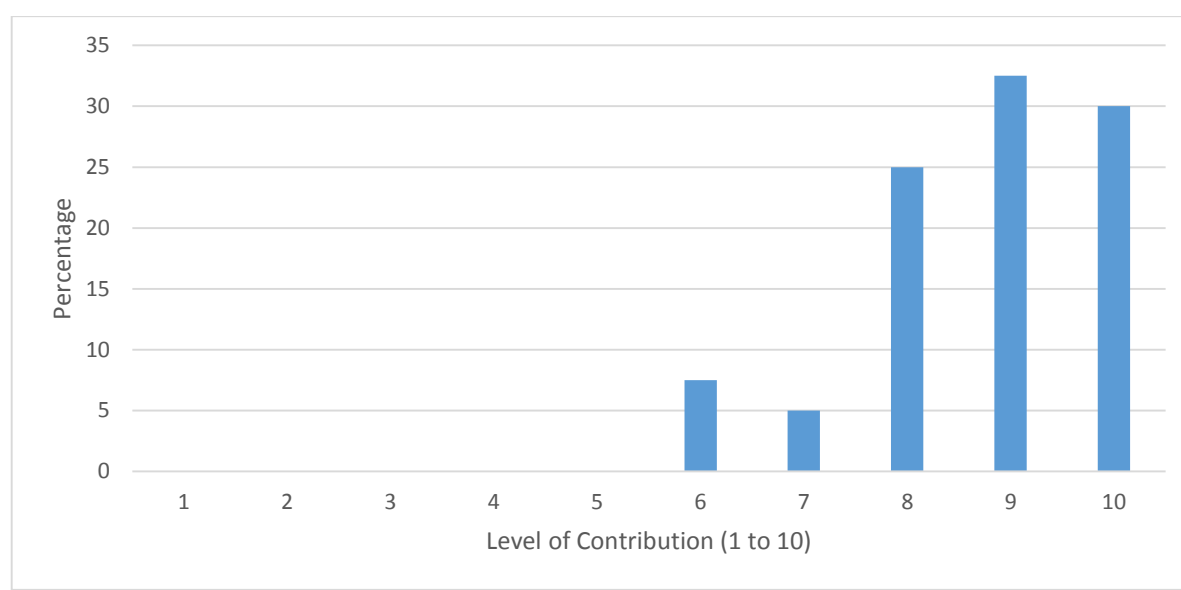


AP UQ Scholarship Contribution Towards Gaining the PhD Qualification

Alumni who have obtained a PhD qualification since completing their CMSP were asked in the survey “To what extent do you think your AP UQ Scholarship contributed towards gaining the qualification?” Respondents were asked to indicate the extent on a 10 point Likert Scale.

The distribution of responses are shown in Figure 28 which clearly shows that the alumni who have gained a PhD, attribute to a high extent the CMSP as contributing to gaining that qualification - the mean score is 8.7 with a median of 9.

Figure 28: Contribution of CMSP to Gaining Further Higher Qualifications



This is a very positive outcome from the AP UQ CMSP, not only for the individuals concerned but also for the contribution that the holders of this qualification can potentially make to teaching, research student training and to research and development in industry and government. The extent of this contribution will be examined in a later section of this report.

Teaching, Training, and Research and Development Activities

The majority of participants in the CMSP have reported that they acquired new knowledge, skills and expertise in undertaking their Coursework Masters Degree programs. This was not only a stated expectation by the majority of them prior to undertaking the Program but also a stated and achieved goal of their participation, as will be reported later in this report.

In addition, as reported earlier, almost half of the CMSP participants have successfully undertaken PhD programs, almost all at overseas universities, for which they rated highly the contribution of the AP UQ Scholarship in gaining this qualification.

Given the attainment of these post-graduate higher education degrees by the alumni, it is important to establish to what extent this has resulted in enhanced Teaching,

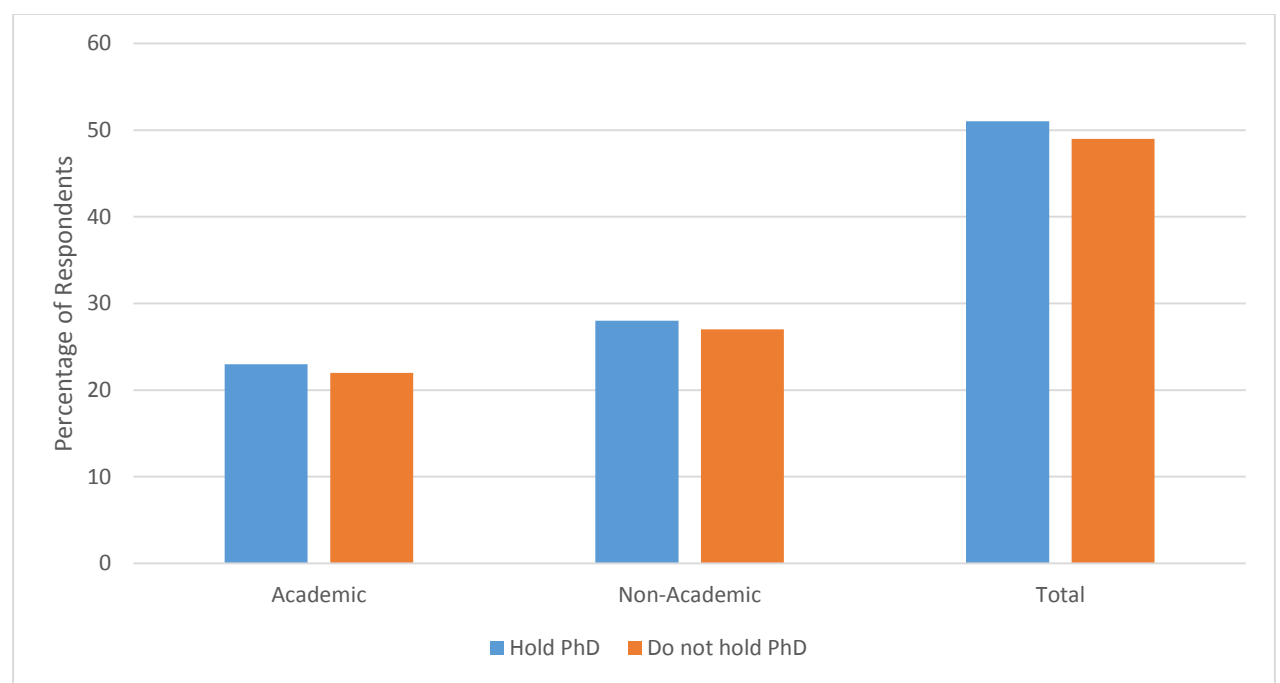
Training, and Research and Development activities. This is particularly the case for this Program, as one of the major objectives of the Program was to build the human resource capacity of participants so that they could make an enhanced contribution to the development of their community and nation.

The analysis of the outcomes was conducted across two pertinent characteristics of the alumni, namely:

- university academics and non- academics, where for the purposes of analysis, a university academic was defined as an alumni who was employed as an academic prior to taking up the CMS and is currently employed as an academic; and,
- PhD qualified and non-PhD qualified alumni, where the PhD was obtained subsequent to completing the CMSP.

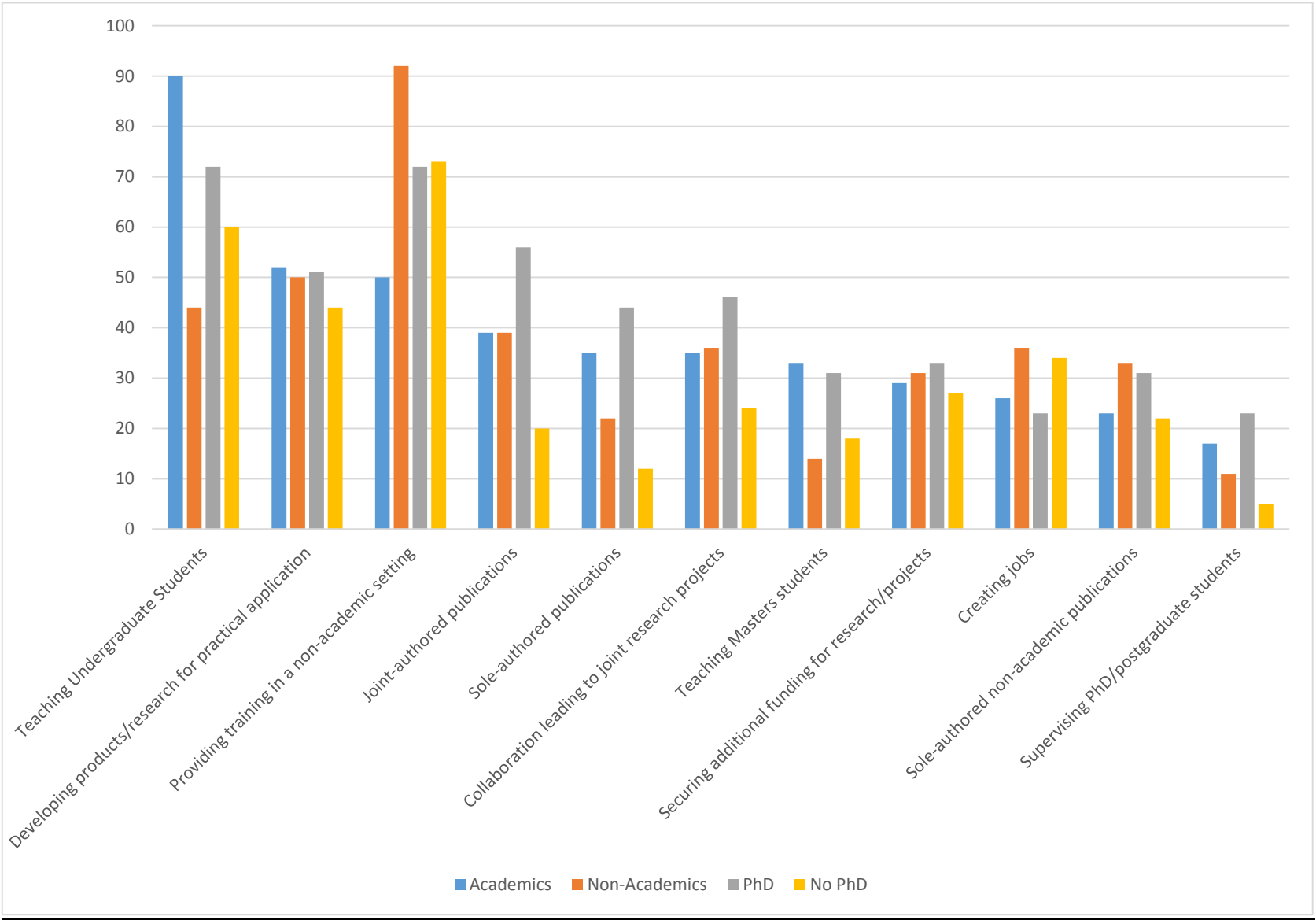
There are approximately the same number of survey respondents with each characteristic – refer to Figure 29.

Figure 29: PhD Qualifications: Post Scholarship



In Figure 30, the percentage of respondents by each of these characteristics who answered “Yes” to each of the survey questions are detailed.

Figure 30: Teaching, Training and Research and Development Activities



In examining the responses for university academics, it is important to remember that it is only in recent years that there has been a growing emphasis on the need for academics in Vietnam to engage in research, research training and research publication. Indeed, one of the objectives of the AP UQ Scholarship Program was to increase the capacity of academic staff to enhance their performance in these areas.

Responses of both the academic and the non-academic alumni indicate that, on most measures, there has been a significant proportion, who have been involved in the nominated activities “as a result of their AP UQ award”. In particular:

- thirty-three per cent of non-academics have been involved in sole-authored, non-academic publications. This would indicate that these alumni are engaged in the dissemination of technical reports to a wider audience.
- Thirty-six per cent of the non-academics have been engaged in job creation activities
- approximately half of all alumni have been involved in developing products / research for practical application
- ninety-two per cent of non-academics and half of the academics have been involved in providing training in a non-academic setting. This is a key outcome and would suggest that the alumni concerned are transferring the knowledge, skills and expertise acquired during their participation in the CMSP.

When examined from the alumni characteristic of whether or not a PhD qualification has been gained subsequent to participation in the CMSP, a most noticeable feature is that those alumni possessing a PhD have a higher proportion of their number involved “as a result of their AP UQ award” in each of the activity measures compared with those not holding a PhD.

Given that the alumni rated highly the contribution of the AP UQ Scholarship in gaining this further qualification, then the additional involvement in these activity measures by those gaining the PhD can be attributed, in large part, as an additional beneficial outcome of the CMSP.

Of particular note is that:

- fifty-six per cent of the alumni obtaining a PhD have been involved in joint-authored publications (compared with twenty per cent of those who do not hold a PhD)
- forty-six per cent have been involved in collaboration leading to joint research projects (compared with twenty-four per cent for those without a PhD). This would suggest that research networks are evolving, including with researchers overseas.
- seventy-two per cent of them have been involved in providing training in a non-academic setting, and
- twenty-three per cent have been involved in supervising PhD students or other postgraduate research students.

Contribution of Contacts Made During the CMSP to Career and Professional Development

The alumni spent periods of between 12 and 18 months living in Australia whilst undertaking their CMSP. During that time they would have had the opportunity to make personal, academic and professional contacts. It is of interest to establish “to what extent they thought that the contacts they made whilst undertaking their AP UQ Scholarship have contributed to their career and professional development to date.”

Alumni were asked to rate their answer to this question on a 10 point Likert Scale. The summary statistics of the responses for the 6 categories of contacts presented in the questionnaire and detailed in Table 6.

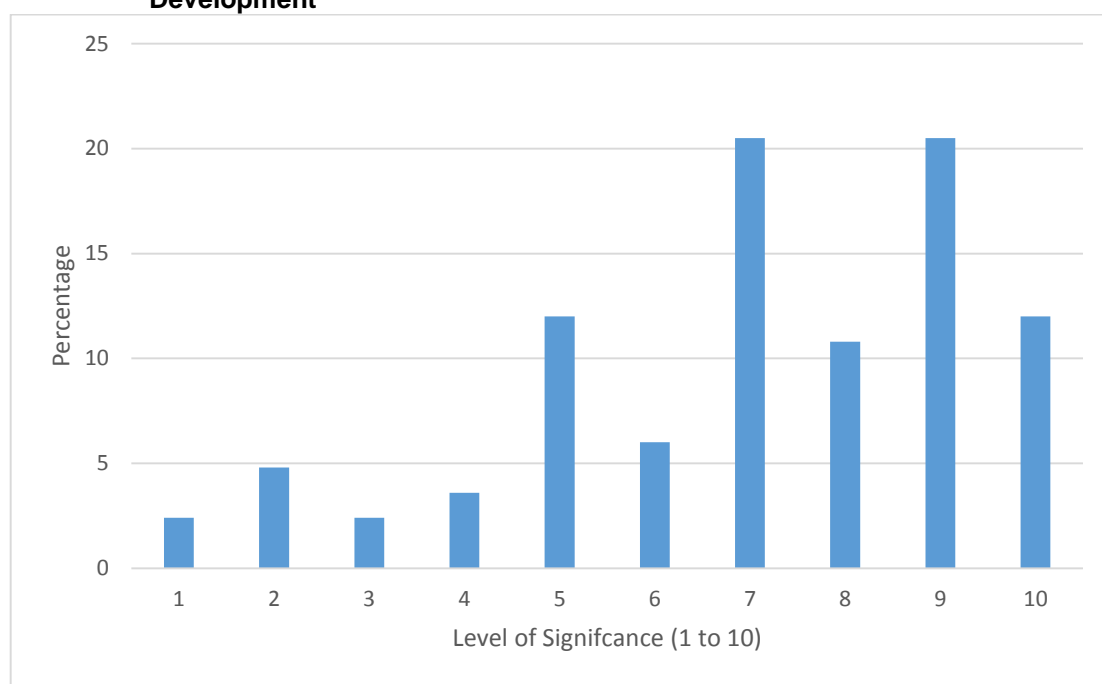
Table 6: Contribution of Contacts Made to Career and Professional Development

Category of Contact	Mean Score	Median	Sd
Universities in Australia	6.9	7	2.3
Academic contacts/supervisors at UQ	7	7	2.4
Fellow students from UQ	6.5	7	2.0
Australian professional associations	5	5	2.4
Work contacts in Australia	4.7	5	2.7
Social contacts in Australia	5.8	6	2.6

The extent of the contribution from the academic contacts/supervisors at The University of Queensland, the contacts made with their fellow students at The University of Queensland, and the contacts made with Universities in Australia, all received median scores of 7 out of 10 on the scale, indicative that these contacts have been of significance to their future career and professional development.

From the face-to-face interviews, it is known that for many alumni the contacts established with academic staff/supervisors during their CMSP have been an important source of advice and support since that time (including support for subsequent research projects and scholarship applications). The distribution of responses regarding the contribution of these staff is presented in Figure 31.

Figure 31: Contribution of UQ Academic Contacts/Supervisors to Career and Professional Development

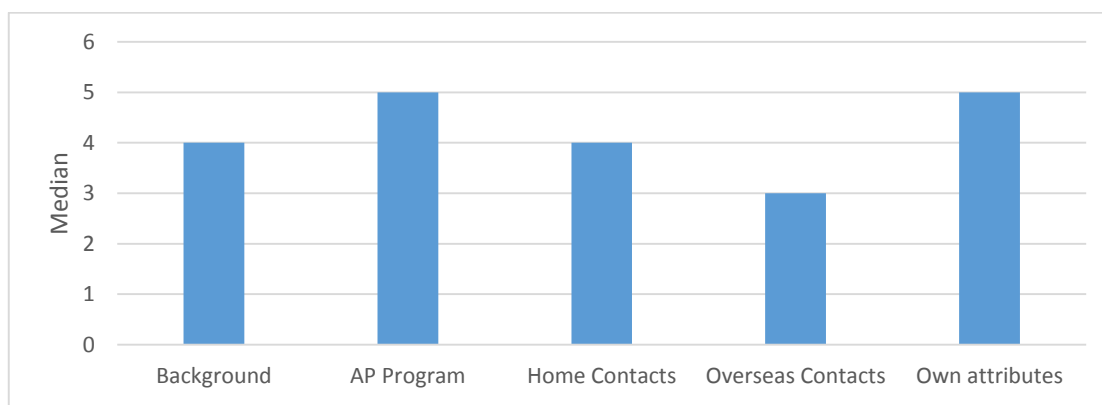


Factors Contributing to Professional Development to Date

Having sought information from alumni concerning their career history since completing their CMSP and their assessment of the contribution and difference that the scholarship has made to their knowledge, skills and expertise and overall workplace performance, a question was included asking them “to rate the following elements based on how important you think each has been in contributing to your professional development to date”. The objective was to seek in the responses the relative importance the alumni attached to the AP UQ Scholarship as compared with the alumni’s socio-economic background, personal attributes, and contacts at home and abroad.

The ratings of importance comprised a 5 point Likert Scale, where “Not important” = 1 to “Most important” = 5. The summary statistics of the responses to the five elements are set out in Figure 32.

Figure 32: Factors contributing to Professional Development to Date

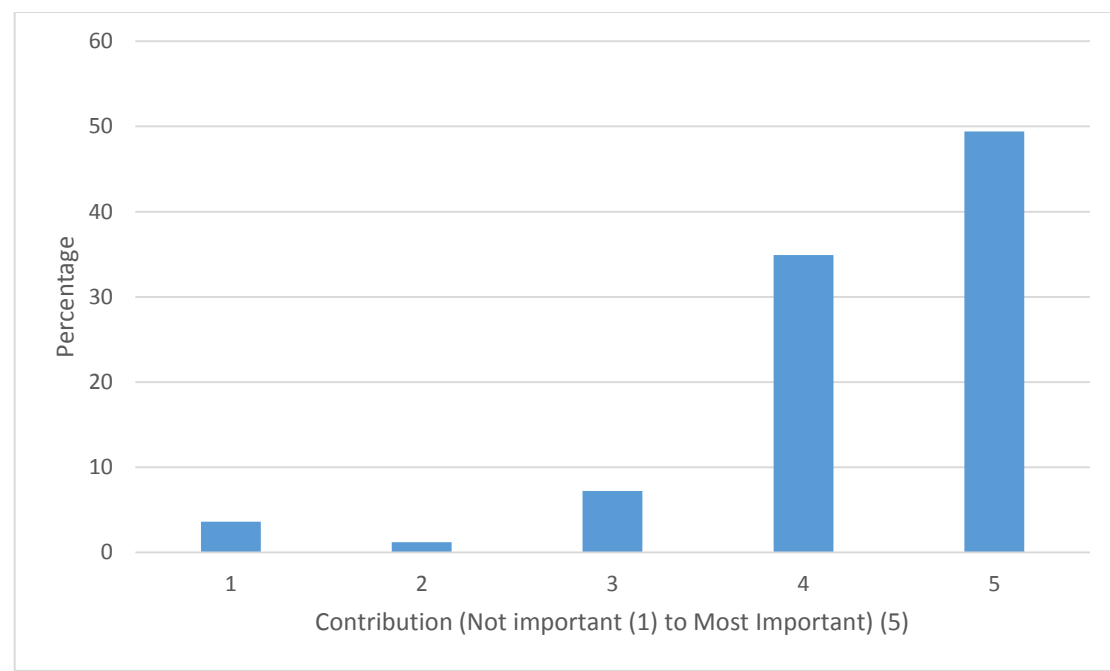


Alumni gave an equal and high rating to the AP UQ Scholarship and their Personal Attributes. These contributing factors were rated higher in terms of importance than their socio-economic background. Contacts at both home and overseas were rated lowest in importance.

The lower rating of the relative importance of overseas contacts is not assessed as contradictory to the responses discussed in the previous section concerning the contribution of contacts made whilst undertaking the AP UQ Scholarship to career and professional development to date. The median contribution score in that case was 7 on a 10 point scale, which is roughly equivalent to a score of 3.5 on this scale, where the median importance score was 3.6.

The distribution of responses to the element concerning the relative importance of the AP UQ Scholarship to their career and professional development to date is shown in Figure 33, which demonstrates the high importance alumni attach to the Scholarship in contributing to their professional development to date.

Figure 33: Importance of CMSP Contribution to Professional Development



Personal Transformation from Participation in the AP UQ Scholarship Program

In designing the survey, the project team were aware that it had been a finding in previous evaluation studies of scholarship schemes that recipients of the scholarships had commented that their lives had been transformed by the experience (Getu, 2002).

It transpired that a common topic in the many of the face-to-face interviews conducted as part of this study was indeed the “life changing experience” for alumni of having participated in the CMSP, and the personal transformation that had occurred.

A number of questions were included in the survey which sought to measure aspects of any transformation that may have occurred. Specifically, survey participants were asked:

- What has been the most significant impact on you from your participation in the AP UQ Scholarship Program?
- As a result of your AP UQ Scholarship Program:
 - Have you increased your level of participation in community based organisations?
 - Have you increased your level of influence in the community and civil society?
 - Have you increased your level of self-confidence as evidence, in part, by your willingness to take the initiative and to take the risk?
 - Has your life satisfaction increased?
 - Has the quality of life of your offspring (if any) and family members increased?

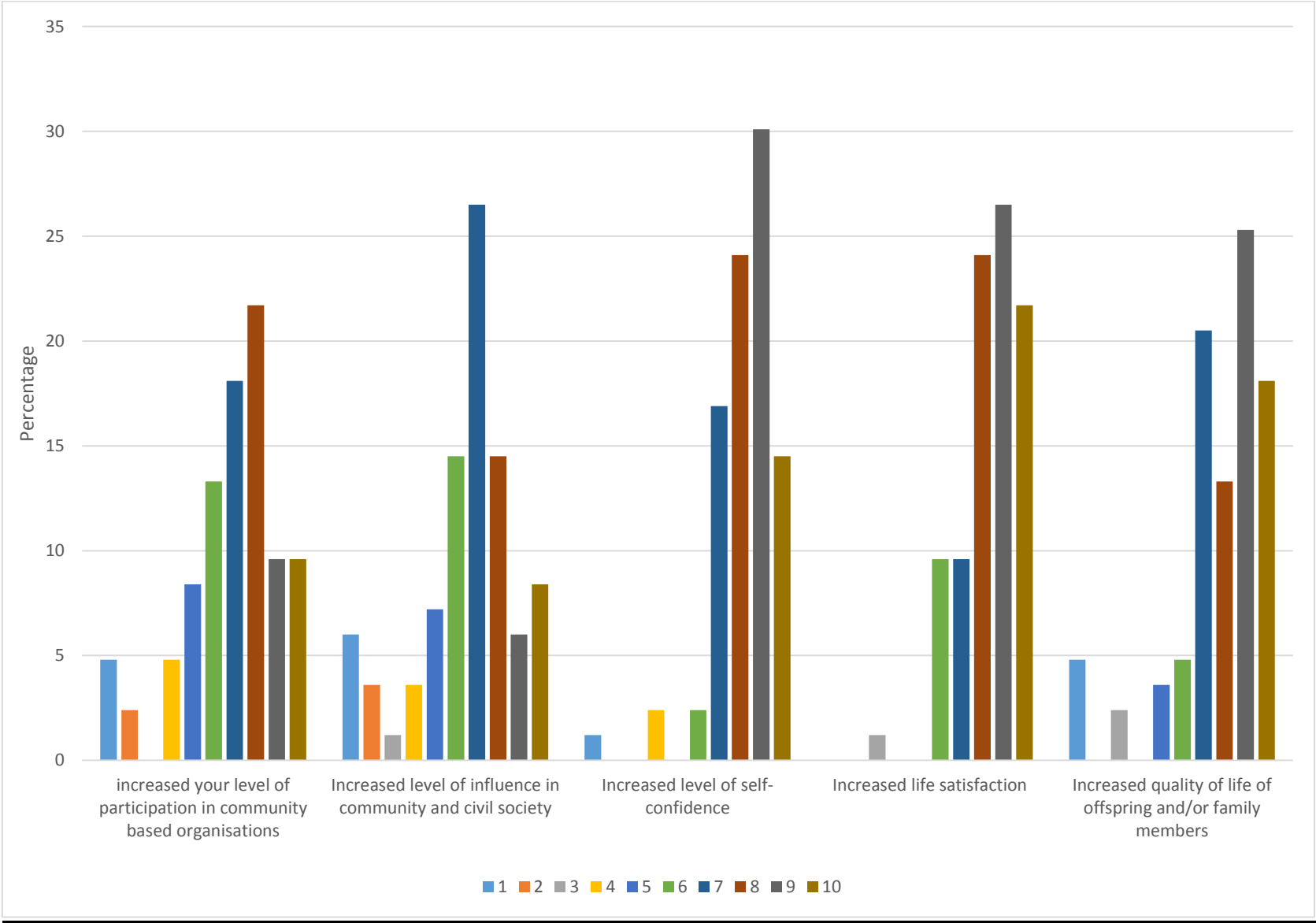
The responses to the first question, “What has been the most significant impact on you from your participation in the AP UQ Scholarship Program?” have been noted in the interview profiles of CMSP alumni in Appendix 1.

The question concerning the most significant impact on you from your participation in the Scholarship Program was put to the survey participants before the next set of questions on aspects of what personal transformations they may have experienced.

The survey participants were asked to rate their response to each question on a 10 point Likert Scale where, for the questions concerning “level of participation”, “level of influence” and “level of self-confidence”, *No increase* is scored as 1 and *Very High increase* is scored as 10. For the questions concerning “life satisfaction” and “quality of life”, *Not at all* is scored as 1 and *A great deal* is scored as 10.

The responses to each of the questions are detailed below in Figure 34.

Figure 34: Personal Transformations



The alumni have indicated by their responses that their overall level of “participation”, “influence” and “self-confidence” had increased highly as a result of the AP UQ Scholarship Program” with median scores out of 7, 7 and 8 respectively on a scale of 1 to 10.. These responses indicate a significant change in behaviour - a major personal transformation - since completing the CMSP.

The behavioural change associated with a high increase in their level of self-confidence as evidenced, in part, by their willingness to take initiative and to take risk is worthy of note.

Both “life satisfaction” and “the quality of life of offspring and family” were also reported by alumni to have increased a “great deal” as a result of their AP UQ Scholarship Program, with median scores of 9 and 8 respectively on a scale of 1 to 10. The increase in “life satisfaction” was the most highly rated of the set of “personal transformation” variables.

No statistically significant differences were found between the genders.

The personal transformations were noted at first hand during the face-to-face interviews as the alumni recounted with pride and enthusiasm their achievements and contributions since undertaking the CMSP.

Effecting Change

Earlier sections have reported on the involvement, influence and impact that the CMSP alumni have had across 10 development areas of importance to Vietnam in terms of socio-economic development and government policy making.

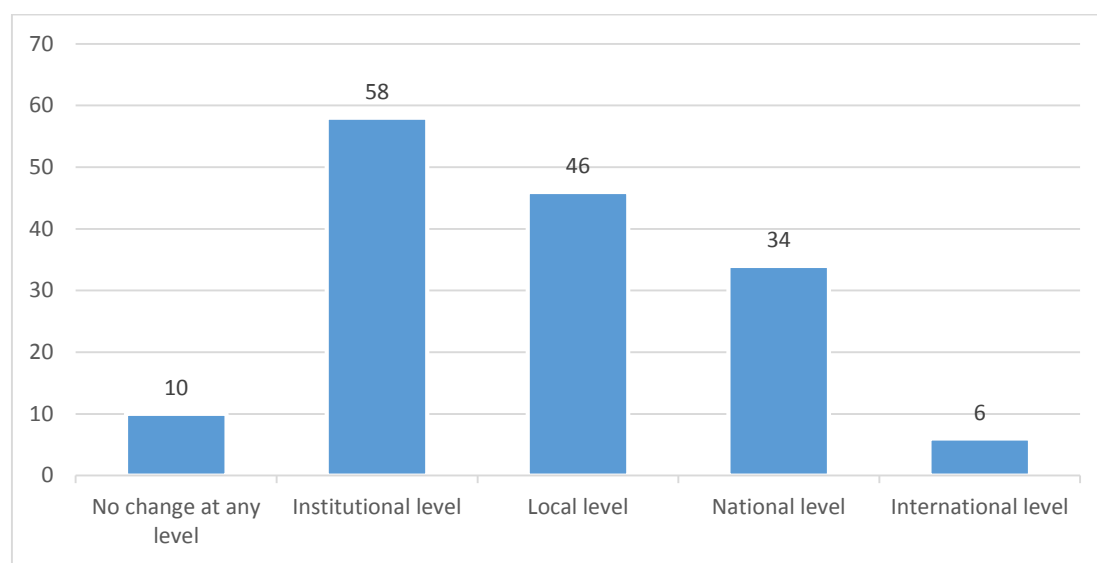
What was not able to be incorporated into the survey was whether the involvement, influence and impact was at an institutional, local, national and/or international level. The face-to-face interviews do provide information concerning this.

However, there was one question included in the survey which does provide some insight into this issue. The question posed was ...”In your opinion has your AP UQ Scholarship award enabled you to effect change at:

- Institutional level
- Local level
- National level
- International level, or
- No change at any level?”

The percentages of alumni reporting that the CMSP had enabled them to effect change at each of the levels is shown in Figure 34.

Figure 34: Percentage of Respondents Enabled to Effect Change by the Scholarship



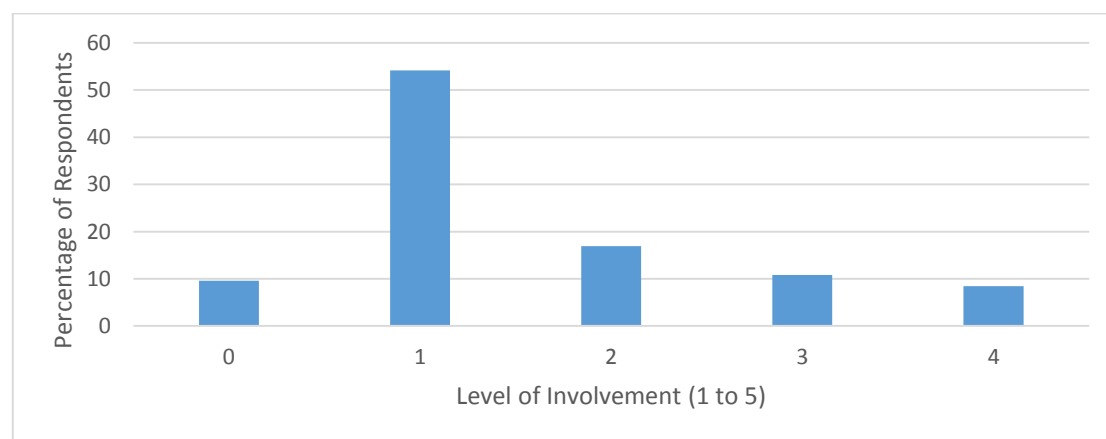
Ninety per cent of the alumni are of the opinion that they have effected change at some level as a result of their participation in the CMSP. That forty-six per cent are of the opinion that they have effected change at the local level and a further thirty-four at the national level is a significant statement of the beneficial social impacts of the CMSP from the viewpoint of the alumni. No significant differences were noted by gender or by sector of employment.

These results are broadly in accord with the proportion of alumni who reported

- having had an impact on one or more socio-economic development areas (sixty-one per cent), which would mainly involve projects at local and national level, and
- having had an influence on government policy making in one or more of the development areas (twenty-five per cent), which would mainly pertain to policies at the national level in the context of Vietnam.

Figure 35 shows the distribution of the number of “change” levels in which the individual alumni were involved. The mean number of levels was 1.54.

Figure 35: Effecting Change: Level of Involvement



Achievement of Goals of the CMSP Alumni

Previous sections have outlined the career trajectories, the personal transformations, and the impacts, influences and involvement in socio-economic and government policy development projects and programs of the CMSP alumni. Their assessment of the contribution that the award of the AP UQ CMS has made to these trajectories, transformations and development areas has also been reported.

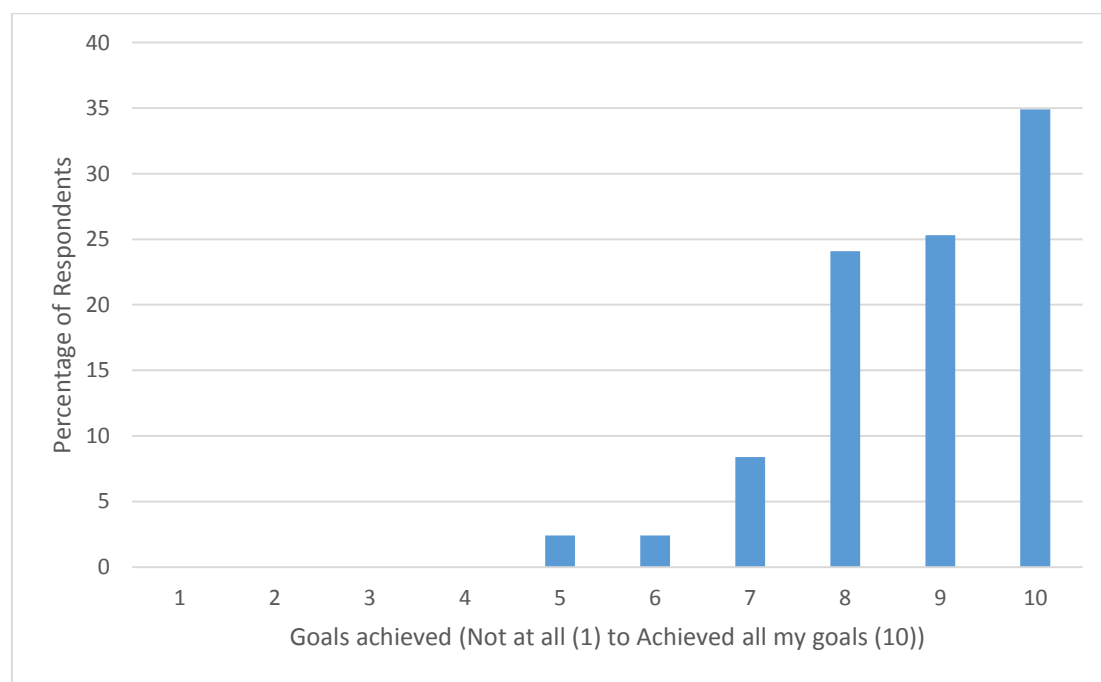
An important consideration is the extent to which the CMSP alumni consider, given the above, that they have achieved the goals that they set for their AP UQ Scholarship experience. To that end the alumni were asked the question:

“To what extent do you feel you have achieved the goals that you set for your AP UQ Scholarship?”

Responses were scored on a 10 point Likert Scale, where “Not at all” = 1 and “Achieved all my goals” = 10.

The distribution of responses is shown in Figure 36. With a mean score of 8.8, a median of 9, with no alumni scoring less than 5, and 86% of alumni scoring between 8 and 10, the overall response is very strong confirmation that the AP UQ Scholarship Award, in the opinion of the eighty-three survey respondents, has been immensely successful for them.

Figure 36: Extent to Which Alumni’s CMSP Goals Achieved



As a follow up to this omnibus question concerning the achievement of goals, alumni were asked to rate “the extent to which they agreed or didn’t agree with the following statements”, statements concerning possible outcomes for them from their participation in the CMSP.

The responses were scored on a 5 point Likert Scale where; “Strongly disagree” = 1, “Disagree” = 2, “Not sure” = 3, “Agree” = 4, and “Strongly agree” = 5. The statements and the overall scores for the replies are set out in in Table 7.

Table 7: Achievement of Goals

Statement	Mean	Median	Sd
As a result of my AP UQ Scholarship my ability and confidence to make changes in my workplace has increased	4.7	5	0.5
I gained knowledge in my field of expertise	4.6	5	0.6
I increased my analytical/technical skills	4.5	7	0.7
I have been able to transfer or pass on to others the skills and knowledge gained during my award	4.5	5	0.6
In my workplace I use the specific skills and knowledge gained during my award	4.4	4	0.7
My workplace enables me to make full use of my skills, knowledge and expertise	4.3	4	0.8
I accessed equipment and expertise not available in my home country	4.3	5	0.9
I learned techniques for managing and organising people and projects	4.2	7	0.7
As a result of the knowledge acquired through my AP UQ Scholarship I have been able to introduce new practices / innovations to my workplace	4.2	4	0.8

[Scale: 1 = Strongly Disagree, 5 = Strongly Agree]

For all statements the alumni have scored their responses, on average, between “Agree” and “Strongly Agree”.

What is significant with these responses is that alumni have reported that not only have they acquired knowledge and technical skills but they have also been able to transfer that skill, knowledge and expertise within their organisations because of their enhanced management abilities and added confidence. The finding that they are able to introduce new practices and innovations and to make changes in their workplaces is noteworthy.

Scholarship Alternatives to the UQ AP CMSP

The UQ AP CMSP had a number of features which made it different in several respects to other scholarship programs available at the time to Vietnamese residents to pursue study overseas. These included that the Program was:

- open to applicants from any sector of employment, and not limited to government employees and university academics
- available for study in any discipline
- limited to study at coursework masters level at The University of Queensland, and
- required a minimum of two years work experience.

The large number of applications compared to the number of scholarships on offer meant that entry into the CMSP was highly competitive.

Many of the alumni have commented on the CMSP being a unique opportunity for them to apply for the award of a scholarship to study overseas.

It is, therefore, of interest to seek from the alumni what other options (if any) they might have had to pursue overseas study at coursework masters level and how they envisage such study might have been funded.

Survey participants were asked the following series of questions:

“If you had NOT received an AP UQ Scholarship, how likely is it that you would have undertaken the same program or qualification in Australia? How do you think you would have funded this?”

“If you had NOT received an AP UQ Scholarship, how likely is it that you would have undertaken the same program or qualification in Vietnam? How do you think you would have funded this?”

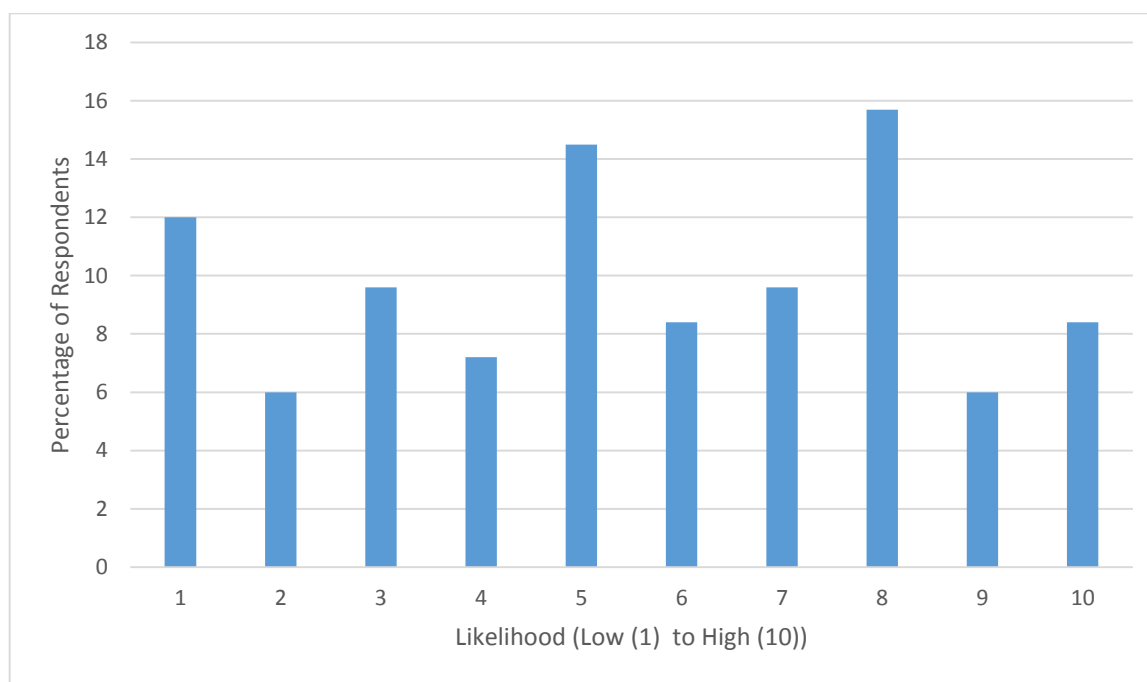
“If you had NOT received an AP UQ Scholarship, how likely is it that you would have undertaken the same program in another country (other than Australia or Vietnam)? How do you think you would have funded this? In which country or region do you think you would have undertaken the program or qualification?”

Survey participants were asked to indicate the likelihood of undertaking the same program at the other potential study destinations alternatives on a 10 point Likert Scale.

The responses to the likelihood of undertaking the same program at another Australian university, at a Vietnamese university, or at a university in a country other than Australia or Vietnam, displayed the full range of responses.

Refer, for example, to the responses of the likelihood of undertaking the same program at another Australian university in Figure 37, for which the median response was 5, equivalent to a medium level of likelihood. This is taken to imply that less than half of the alumni were of the opinion that this was at all likely and in almost all cases for the other half of the alumni it was reported that the financial support of a scholarship would have been required. Thirty per cent of alumni reported a likelihood score of between 8 and 10, at the high end of the scale.

Figure 37: Likelihood of Undertaking the Same Qualification in Australia Without the AP UQ Scholarship



With respect to the likelihood of undertaking the same program in a country other than Australia, the median response was 6 – only marginally higher than the median for the alternative of studying at a another university in Australia, other than The University of Queensland. Again responses were widely distributed across the scale. Approximately sixty per cent of women and fifty-five per cent of men were of the opinion that this was at all likely, with again access to a scholarship being essential.

The responses to the likelihood of undertaking the same program at a university in Vietnam were different to the above two scenarios. Again the responses were widely distributed across the scale, but with nearly one quarter of the alumni reporting that the likelihood was “low” (a score of 1 on the scale). The median score was 4.5, with only thirty-eight per cent of the alumni of the opinion that this was at all likely. The funding sources were envisaged as coming from both scholarships and employer/government sponsorships.

It is inferred that there was a preference among alumni for undertaking the same program overseas, be that from a university in Australia or elsewhere, in the absence of being awarded the AP UQ Scholarship. It is also inferred that approximately thirty per cent of the alumni were of the opinion that it was highly likely that they would have taken the opportunity to undertake the program in another country, subject to being awarded a scholarship.

In summary, in the absence of a scholarship from any source almost none of the alumni would have had the opportunity to study overseas. In addition, the particular

features of the AP UQ Scholarship made this possible for many of the alumni who would not have met the sector of employment or discipline of study criteria of other scholarship schemes available at the time.

Summary of Beneficial Impacts Attributed to the CMSP

The beneficial impacts of the CMSP as by the alumni can be summarised as follows:

- expectations were met or exceeded in terms of the difference the Scholarship would have on their career, expectations which included an “increased ability to contribute to their community and country” and a “willingness of organisations to seek benefit from the knowledge, skills and experiences they acquired overseas”
- high contribution to obtaining career advancements
- high contribution towards gaining a further higher qualification (PhD)
- enhanced teaching, training, and research and development activity
- significant contribution to career and professional development to date as a consequence of the contacts made while undertaking the Scholarship program
- high importance of the Scholarship programs’ contribution to their professional development to date
- significant increase in their level of participation in community based organisations; level of influence in the community and civil society; level of self-confidence as evidenced, in part, by their willingness to take the initiative and to take the risk; increased life satisfaction; and, increased quality of life of their offspring (if any) and family members.
- enabled to effect change to varying degrees at institutional, local, national and in some cases at the international level
- strong confirmation that the goals they set for their Scholarship program have been achieved
- significant involvement and impact on socio-economic development projects, especially in health, education and environmental issues, and
- significant influence on government policy and related programs and projects, especially in health and education.

5. DDP SURVEY FINDINGS – Cohort & Career Trajectory

Cohort and Place of Residence

The DDP survey respondents numbered 13 from a population of 49. The sample included alumni from all intake years (2002 to 2005), with 46 % from year 2005.

7 resided in the North (6 in Hanoi), 3 in the South (2 in Ho Chi Minh City) and 3 in the Central Region (2 in Da Nang).

There were 8 males and 5 females in the sample of respondents

The University of Da Nang, as discussed earlier in the report, provided information concerning the other 12 DDP participants who were staff members of UD at the time that they participated in Program.

PhD Studies

By the very nature of the DDP, all alumni at the time of their participation were enrolled in a PhD program at a Vietnamese university. The fields of their PhD studies were Linguistics and Applied Linguistics (5), Public Health and Population Health (3), and Other (5).

About half of the alumni were undertaking their PhD program at a Vietnamese University other than their home institution.

All but one of the 13 alumni have obtained a PhD. Two of the alumni obtained their PhDs from overseas universities, with one those alumni currently residing overseas and working in a university.

From the information supplied by the University of Da Nang, it is known of the 12 alumni who did not participate in the survey, all but one gained their PhD from a Vietnamese University.

In summary, of the 27 alumni for whom information is known, all but one has graduated with a PhD. These degrees were obtained from Vietnamese universities, except for two alumni who completed their PhD studies overseas. All but two of these alumni currently reside in Vietnam.

The reason given by the one alumni who had not obtained a PhD was “Could not find a suitable supervisor”

As one the principal aims of the DDP was to assist the participants in gaining their PhDs, by this measure the AP UQ Scholarship Award has been highly successful.

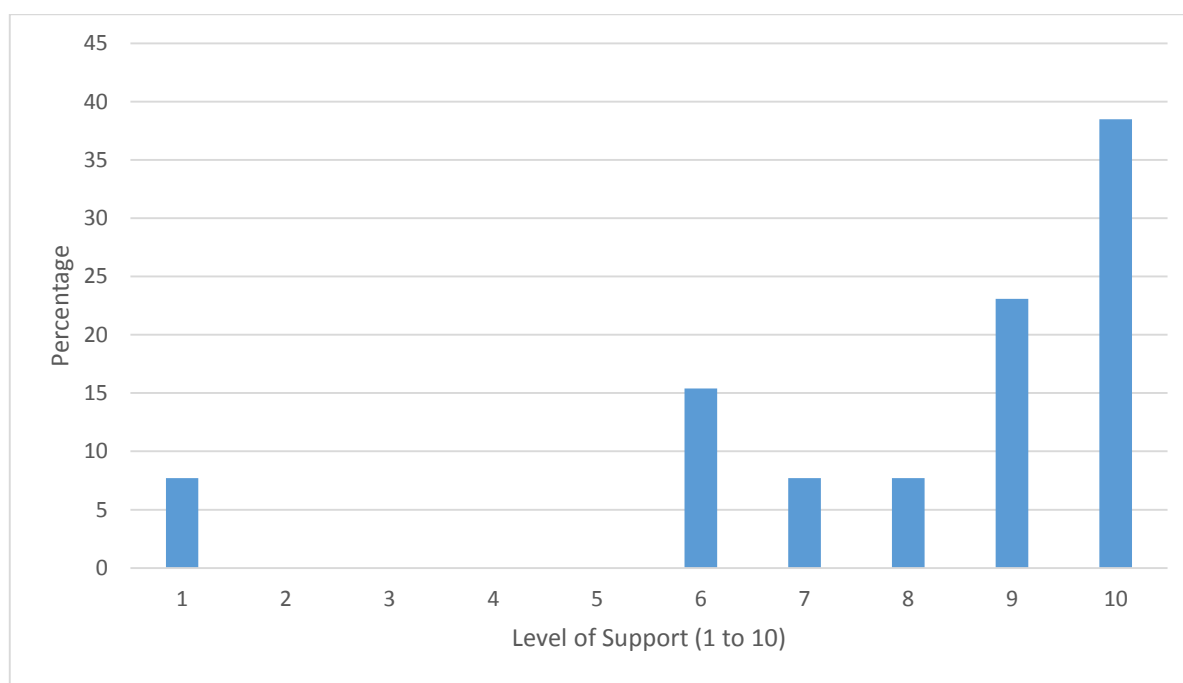
Employment Term and Position Prior to Participation in the DDP and Employer Support for the DDP Applicants

Compared with cohort of CMSP alumni, the DDP alumni surveyed had been employed by their universities for a greater number of years – an average of 10.3 years with a median of 10.5 with a range of 1 to 20 years. This was a more senior cohort than the CMSP in these terms.

Nine of the alumni gave as their Job Title “Lecturer” at the time of taking up the DDP. One held a senior academic administrative position.

In the survey, alumni were asked “To what extent was your employer supportive of your AP UQ Scholarship application?” Respondents were asked to rate their response on a 10 point Likert scale, where “Low” = 1 and “High” = 10. The distribution of responses are shown in Figure 38, with a mean response of 8.1 and a median of 9.

Figure 38: Employer Support Prior to Doctoral Development Scholarship



Short Term Career Outcomes on Return

By the very nature of the DDP, all participants returned to the same position on completion of their 5-6 month Program at UQ,

On return 6 of the 13 alumni received a salary increase.

Five have received no promotion. Three received a promotion within the first 9 months after returning and a further five received a promotion after a period exceeding 12 months. All those who were promoted received a further salary increase.

Job Positions and Promotions in the Medium to Longer Term

The number of job positions held by each alumni averages 1.8 with a median of 2.

The number of promotions has a mean of 1.5 and a median of 2.

These statistics are lower than for the CMSP cohort, reflecting the nature of academic appointments. In the university context, the median number of positions and promotions is relatively high, suggestive of many of these alumni being

promoted to more senior ranks within their institutions. This is confirmed by examining the alumni's current job titles where there are now 8 alumni with academic rank of Associate Professor or higher, including 5 with senior academic administrative responsibilities. This is also the reported experience at UD for those alumni who did not participate in the survey.

Career Mobility

All but one of the 13 alumni who completed the survey are still employed at the same university as they were at the time of undertaking their DDP program. The sole alumni who is not, has an academic appointment overseas.

From the information supplied by the University of Da Nang, it is known that 10 of 11 of the staff are still at UD whilst one is temporarily overseas. One of the 12 alumni died in late 2015. Of these 12 alumni, 9 of them have been promoted to senior positions within the university. The other 3 have retained the same job title since completing the DDP.

Involvement in Development Projects, Impact on Socio-Economic Development and Influence on Government Policy

The same set of questions were asked of the DDP participants as for the CMSP participants with respect to their Involvement in Development Projects, Impact on Socio-Economic Development and Influence on Government Policy.

Given their academic fields, not surprisingly their development area of involvement was primarily Education, with Environmental Issues and Health also mentioned. They rated their level of involvement with a median score of 8 on a scale from 1 to 10, the same median rating as given by the CMSP participants.

Ten of the 13 alumni reported that they had had an impact on socio-economic development in one or more of the development areas, with 7 of the 13 listing Education. The DDP rated their level of involvement in their impactful projects (if any) as 7, again the same as for the CMSP alumni

Eight of the 13 reported that they had had an influence on government policy in one or more of the development areas, primarily education. Their rated level of involvement in influencing government policy was 7, as for the CMSP alumni.

These results indicate that the DDP alumni who responded to the survey have reported significant involvement in mainly Education development projects with socio-economic impact, as well as a significant influence on government "Education" development policy. However, the sample size of 13 is small and the conclusions should only be treated as tentative.

Summary of DDP Survey Findings – Cohort and Career Trajectory

The survey responses show that the majority of DDP alumni since their return to Vietnam after completion of their Program have:

- benefitted from salary increases and promotions on return
- occupied more senior positions

- remained with their university
- been involved in development projects mainly in the areas of Education, Health and Environment Issues
- been involved, at a significant level, in projects that have had an impact on socio-economic development in Vietnam, primarily in the Education area , and
- had a significant influence on government Education policy in Vietnam.

This evaluation is interested in the extent to which these outcomes can be linked and attributed, in whole or in part, to their participation in the DDP Scholarship program.

These issues will be examined in the following section of the report.

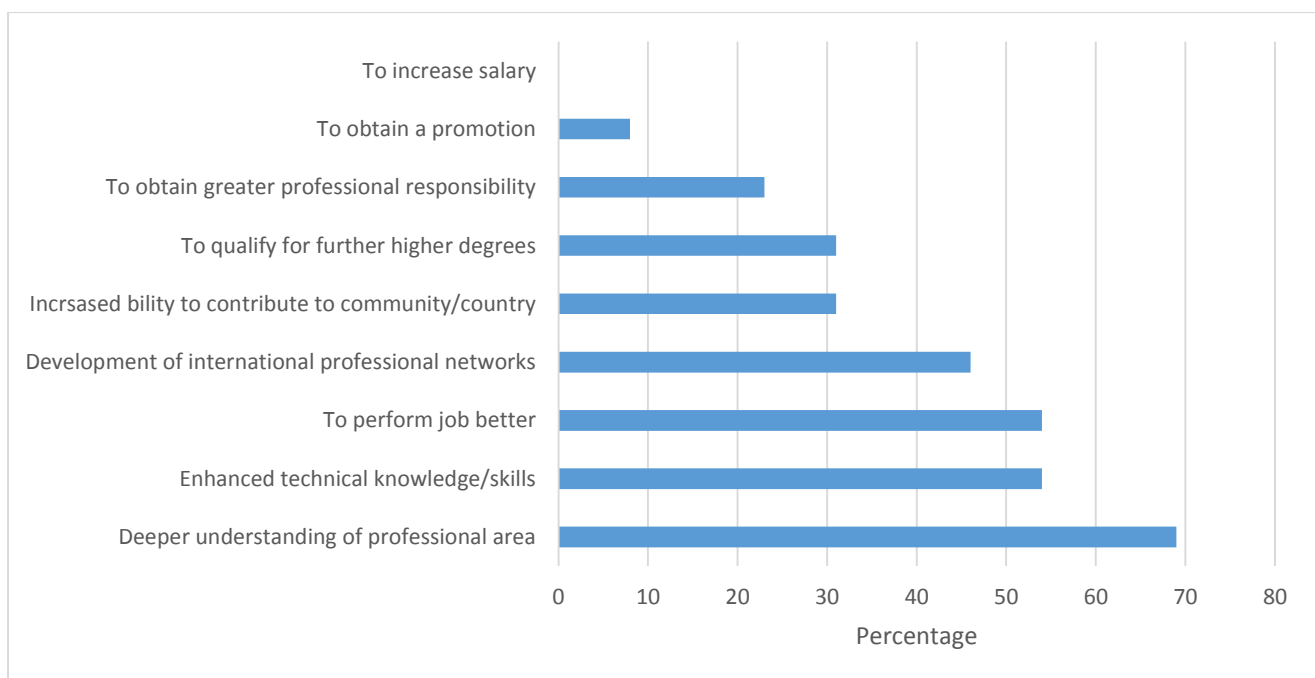
6. DDP SURVEY FINDINGS – Beneficial Impacts Attributed to the Scholarship

Career Expectations

DDP alumni were asked “To indicate what your expectations were in terms of the difference the AP UQ Scholarship would have on your career”. Respondents were provided with a list of ten possible expectations, with the ability to add to the list if they so wished.

The percentage of all respondents who indicated each of the listed possible expectations in turn as one of their career expectations is detailed below in Figure 39.

Figure 39: DDP Career Expectations



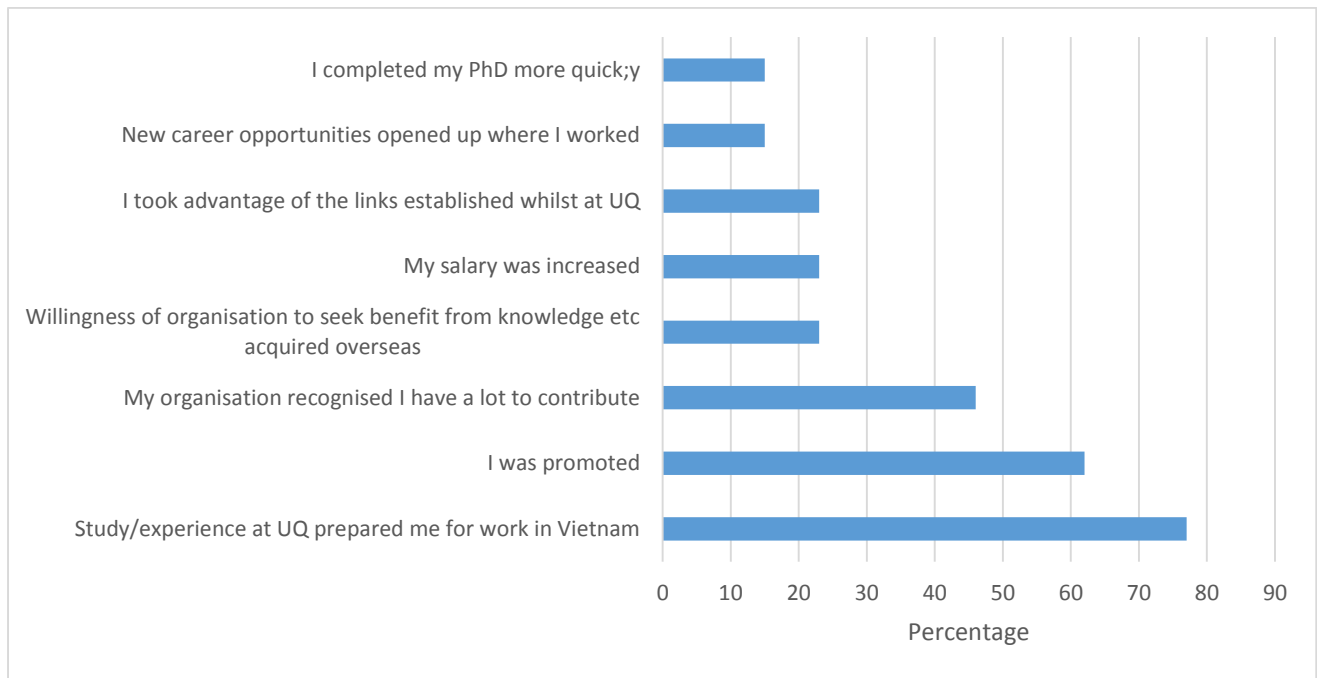
The most frequently mentioned expectations were those concerning deeper understanding of their professional area, enhanced knowledge, skills and expertise, and performing their job better. Interestingly, the expectations least mentioned by all respondents were those related to promotion and salary, and to obtain greater professional responsibility. (These are outcomes which were to be enjoyed by a significant number of the alumni. It is conjectured that these were already foreseen as future outcomes and that the DDP would but hasten their realisation.)

Were Career Expectations Met?

Alumni were then asked “Would you say your expectations have ...been exceeded, been met, or not met?” Three of the 13 respondents answered that their expectations had been exceeded and the other 10 that their expectations had been met.

The alumni were then asked “Why do you think that your expectations were met or exceeded?” Respondents were given a list of 8 possible ways in which their expectations might have been met or been exceeded to select from, as well as being given the option to list other ways. The responses are detailed in Figure 40.

Figure 40: DDP Career Expectations Met (Reason)



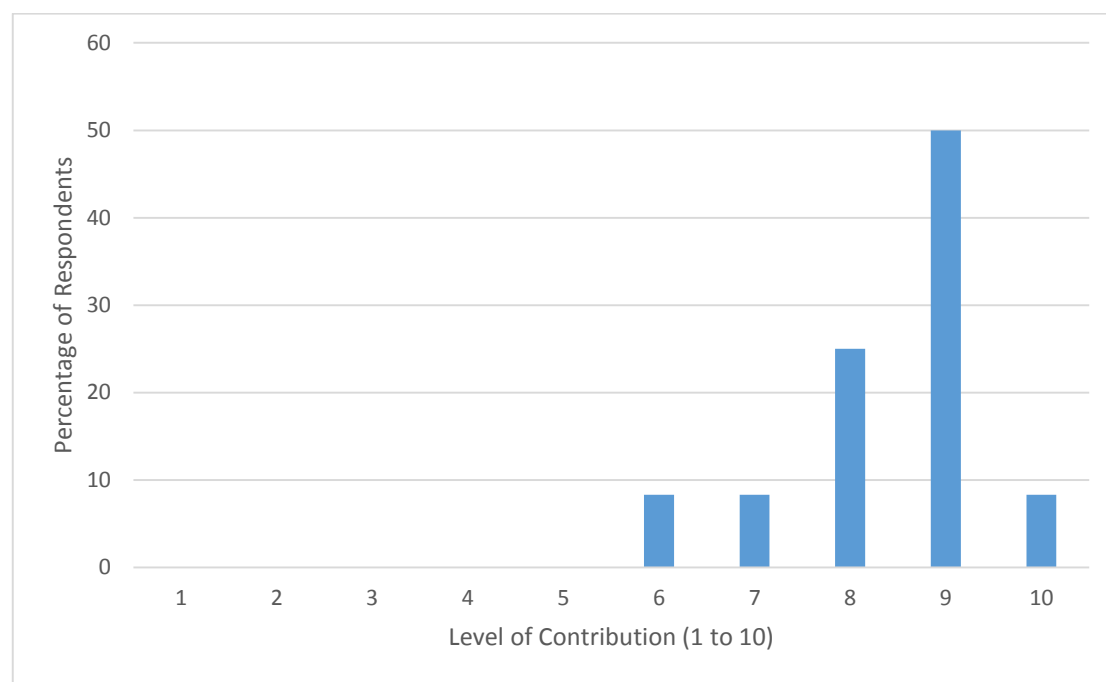
The pleasing feature of the responses from the alumni is that the most mentioned ways in which career expectations were met (more than fifty per cent mentions) concerned their studies and experiences whilst studying at UQ prepared them for work in Vietnam and the organisational recognition that they had a lot to offer. Somewhat surprisingly, “because they were promoted” was also mentioned by two-thirds of respondents, although this was rarely mentioned as an expectation.

AP UQ Scholarship Contribution Towards Being Awarded a PhD

The 12 out of 13 alumni who have successfully completed their PhD studies since undertaking the DDP were asked in the survey “To what extent do you think your participation in the AP UQ Scholarship program contributed towards you being awarded your PhD?” Respondents were asked to indicate the extent on a 10 point Likert Scale, where “Not at all” = 1 and “Crucial” = 10.

The distribution of responses are shown in Figure 41 which clearly demonstrates that the alumni who have a PhD, attribute to a significant extent the DDP as contributing to gaining that qualification - the mean score is 8.4 with a median of 9.

Figure 41: DDP Contribution Towards Being Awarded a PhD



This is a very positive outcome from the AP UQ DDP, not only for the individuals concerned but also for the contribution that the holders of this qualification can potentially make to teaching, research student training and to research and development in industry and government. The extent of this contribution will be examined in a later section.

Teaching, Training, Research and Development Activities and Outputs

Given the attainment of a PhD degree by all except one of the DDP alumni completing the survey, together with another 12 reported by UD, it is important to establish to what extent this has resulted in enhanced Teaching, Training, and Research and Development activities. This is particularly the case for this Program, as one of the major objectives of the Program was to build the human resource capacity of participants so that they could make an enhanced scholarly contribution to their university and in turn the development of their community and nation.

In examining the responses for these university academics, it is important to remember that it is only in recent years that there has been a growing emphasis on the need for academics in Vietnam to engage in research, research training and research publication

The DDP alumni have indicated in their responses that, on half that the activity measures, there has been a significant proportion - greater than fifty per cent - who have been involved in the nominated activities “as a result of their AP UQ award”. Of particular note is that:

- eighty-five per cent have been involved in sole-authored, academic publications, and joint research projects

- eighty-five per cent or more have been involved in teaching master's students, undergraduate students and supervising PhD or other postgraduate research students
- more than fifty per cent have provided training in a non-academic setting.

The level of output for a number of these activities “as a result of their AP UQ Scholarship” was collected in the survey. However, given the small size of the sample and the diversity of disciplines of the DDP alumni, it is not possible to draw any conclusions concerning the performance level of these alumni on research related outputs.

Contribution of Contacts made during AP UQ Scholarship to Career and Professional Development

The alumni spent periods of 5 to 6 months living in Australia whilst undertaking their DDP. During that time they would have had the opportunity to make personal, academic and professional contacts. It is of interest to establish “to what extent they thought that the contacts they made whilst undertaking their AP UQ Scholarship have contributed to their career and professional development to date.”

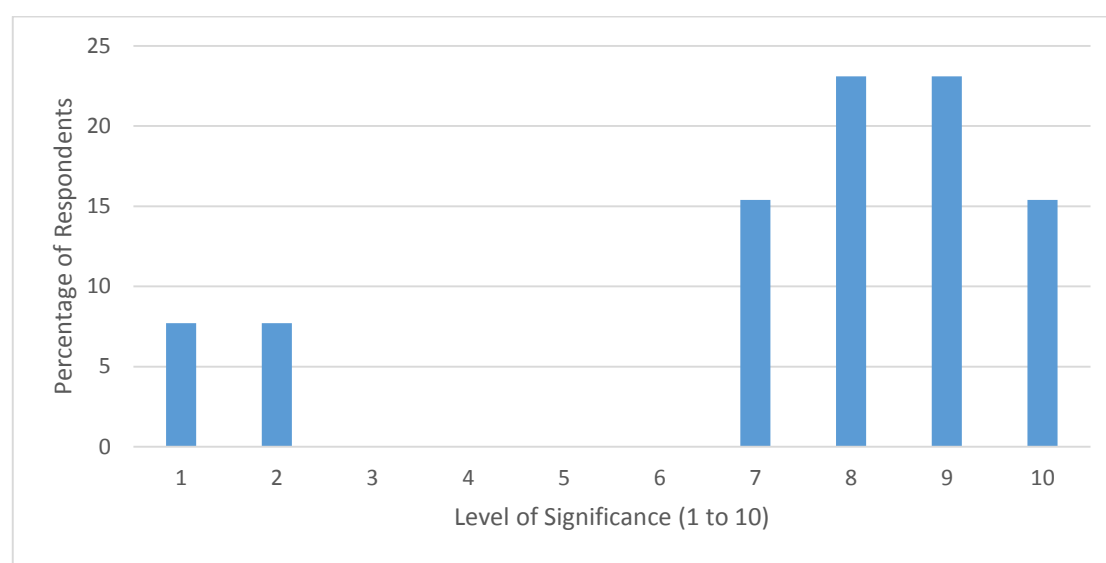
Alumni were asked to rate their answer to this question on a 10 point Likert Scale where “Low” = 1 and “High” = 10. The summary statistics of the responses for the 6 categories of contacts presented in the survey and detailed in Table 8.

Table 8: Contribution Contacts Made to Career and Professional Development

Category of Contact	Mean	Median	Sd
Universities in Australia	7.5	8.0	1.8
Academic contacts/supervisors at UQ	7.3	8.0	2.9
Fellow students from UQ	6.9	7.0	1.8
Australian professional associations	6.5	7.0	1.8
Work contacts in Australia	5.7	6.0	2.0
Social contacts in Australia	6.8	7.0	2.0

The extent of the contribution from the academic contacts/supervisors/mentors at The University of Queensland and the contacts made with Universities in Australia, received median scores of 7 out of 10 on the scale, indicative that these contacts have been of significance to their future career and professional development – refer to Figure 42.

Figure 42: Significance of UQ Supervisor



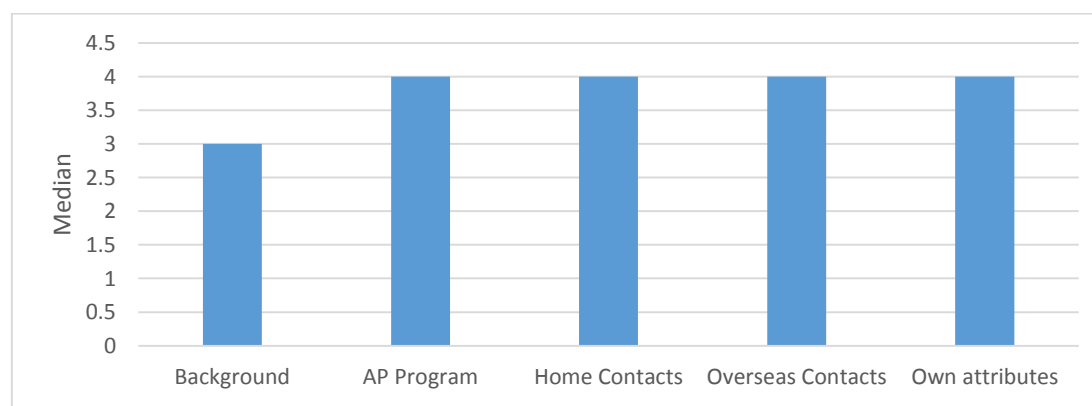
From the face to face interviews, it is known that for many alumni the contacts established with academic staff/supervisors during their CMSP have been an important source of advice and support since that time (including support for subsequent research projects and scholarship applications).

Factors Contributing to Professional Development to Date

Having sought information from alumni concerning their career history since completing their CMSP and their assessment of the contribution and difference that the scholarship has made to that career trajectory, a question was included asking them “to rate the following elements based on how important you think each has been in contributing to your professional development to date”. The objective was to seek to tease out in the responses the relative importance the alumni attached to the AP UQ Scholarship as compared with the alumni’s socio-economic background, personal attributes, and contacts at home and abroad.

The ratings of importance comprised a 5 point Likert Scale, where “Not important” = 1 to “Most important” = 5. The summary statistics of the responses to the five elements are set out in Figure 43.

Figure 43: Factors Contributing to Professional Development



There is no significant difference between the mean ratings given by the alumni to these various elements.

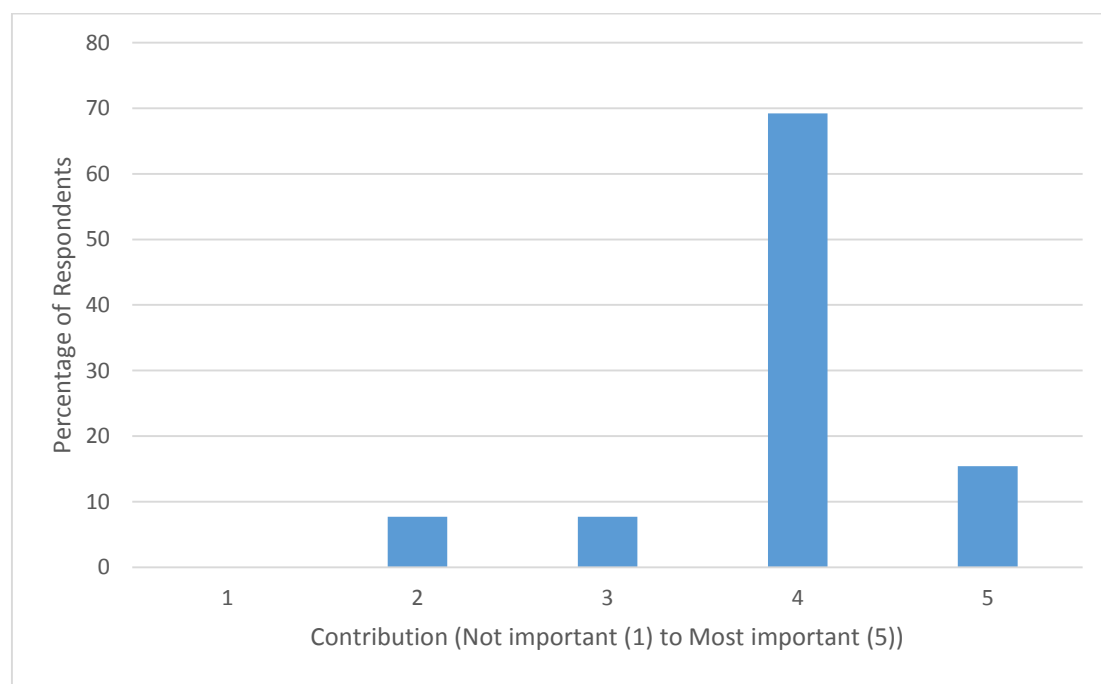
The ratings are scored as “important” with medians of 4, except for the credit given to “Your socio-economic background”. It is perhaps not all that surprising that the ratings have been scored in this fashion, as it has been 10 to 15 years since the DDP alumni spent 5 to 6 months in Australia after which they returned to Vietnam to their full time academic positions and to complete their PhD studies.

The responses to the survey showed the Scholarship was very significant to the students in helping them gain their PhDs. Also, a significant proportion of respondents have been engaged in a wide range of research and scholarly activity “as a result of their AP UQ Award”. Importance was also attached to the contacts respondents had made during their time in the DDP.

It is concluded that the response to this question confirms the important contribution that the AP UQ Award has made to the professional development of the alumni to date.

The distribution of responses to the element concerning the relative importance of the AP UQ Scholarship is shown in Figure 44.

Figure 44: Importance of DDP Contribution to Professional Development



Personal Transformation from Participation in the AP UQ Scholarship Program

As mentioned earlier in this report, in designing the survey the project team were aware that it had been a finding in a number of previous evaluation studies of scholarship schemes that recipients of the scholarships had commented that their lives had been transformed by the experience.

This was a common comment in the many of the face-to-face interviews conducted as part of this study.

A number of questions were included in the survey which sought to measure aspects of any transformation that may have occurred. Specifically, survey participants were asked:

- What has been the most significant impact on you from your participation in the AP UQ Scholarship Program?
- As a result of your AP UQ Scholarship Program:
 - Have you increased your level of participation in community based organisations?
 - Have you increased your level of influence in the community and civil society?
 - Have you increased your level of self-confidence as evidence, in part, by your willingness to take the initiative and to take the risk?
 - Has your life satisfaction increased?
 - Has the quality of life of your offspring (if any) and family members increased?

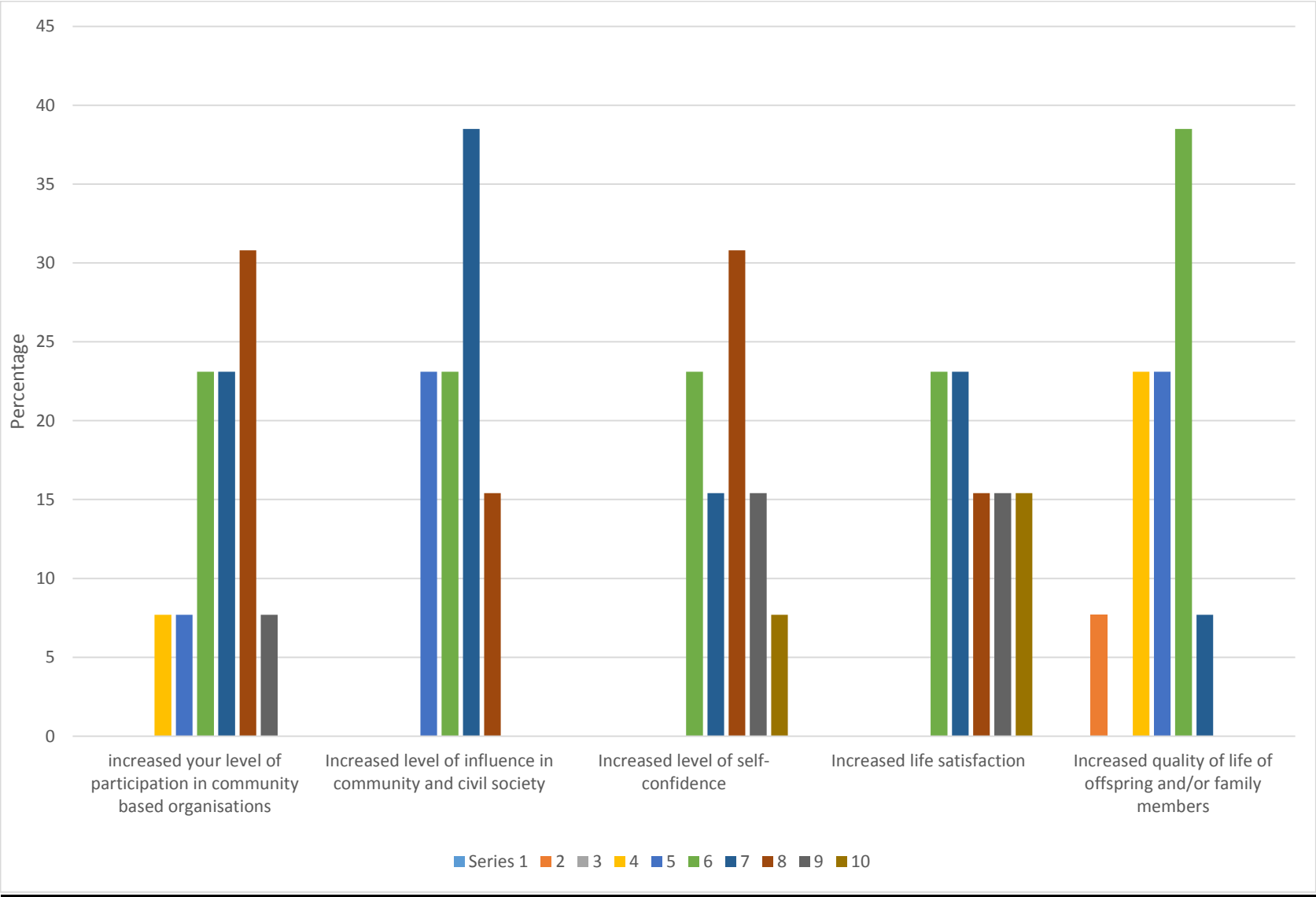
The responses to the first question, “What has been the most significant impact on you from your participation in the AP UQ Scholarship Program?” have been noted in the interview profiles of DDP alumni in Appendix 1.

The question concerning the most significant impact on you from your participation in the Scholarship Program was put to the survey participants before the next set of questions on aspects of what personal transformations they may have experienced.

The survey participants were asked to rate their response to each question on a 10 point Likert Scale where, for the questions concerning “level of participation”, “level of influence” and “level of self-confidence”, *No increase* is scored as 1 and *Very High increase* is scored as 10. For the questions concerning “life satisfaction” and “quality of life”, *Not at all* is scored as 1 and *A great deal* is scored as 10.

The distribution of the responses to the questions are provided in Figure 45.

Figure 45: DDP: Personal Transformations



The alumni have indicated by their responses that their overall level of “self-confidence”, “life satisfaction” and “participation in the community” had increased highly as a result of the AP UQ Scholarship Program” with median scores out of 8, 7.5 and 7 respectively on a scale of 1 to 10.. These responses indicate a significant change in behavior - a major personal transformation - since completing the CMSP.

The behavioral change associated with a high increase in their level of self-confidence as evidenced, in part, by their willingness to take initiative and to take risk, is worthy of note.

Both “influence on civil society” and “the quality of life of offspring and family” were not rated as highly on average as having been significant transformations resulting from their participation in the DDP.

The personal transformations were noted at first hand during the face-to-face interviews as the alumni recounted with pride and enthusiasm their achievements and contributions since undertaking the DDP.

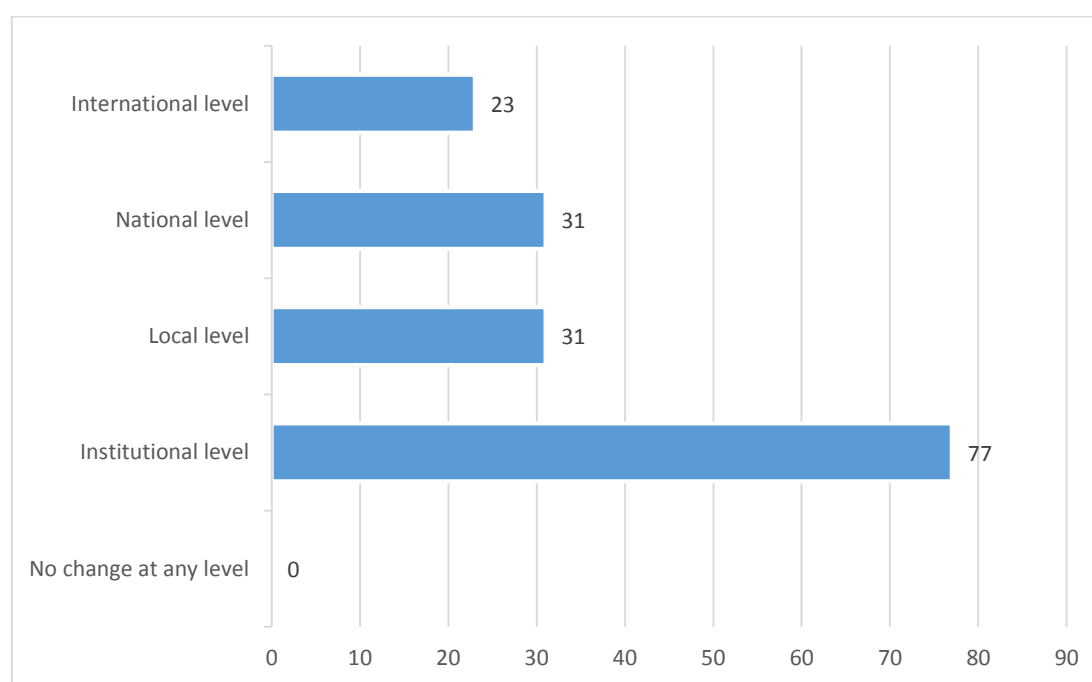
Effecting Change

Earlier sections have reported on the involvement, influence and impact that the CMSP alumni have had across 10 development areas of importance to Vietnam in terms of socio-economic development and government policy making.

What was not able to be incorporated into the survey was whether the involvement, influence and impact was at an institutional, local, national and/or international level. The face to face interviews do provide information concerning this.

The responses of the DDP alumni are reported in Figure 46.

Figure 46: Percentage of Respondents Enabled to Effect Change by the Scholarship



All of the alumni are of the opinion that they have effected change at some level as a result of their participation in the DDP. The 77 % who report that they have effected change at the Institutional level is a very positive outcome for the DDP Scholarship scheme as the National Government of Vietnam has been striving to reform and improve the quality of its higher education system for quite some time.

The majority of the alumni were involved in effecting change at either one or two levels.

Achievement of Goals by the DDP Alumni

Previous sections have outlined the career trajectories, the personal transformations, and the impacts, influences and involvement in socio-economic and government policy development projects and programs of the DDP alumni. Their assessment of the contribution that the award of the AP UQ Scholarship has made to these trajectories, transformations and development areas has also been reported.

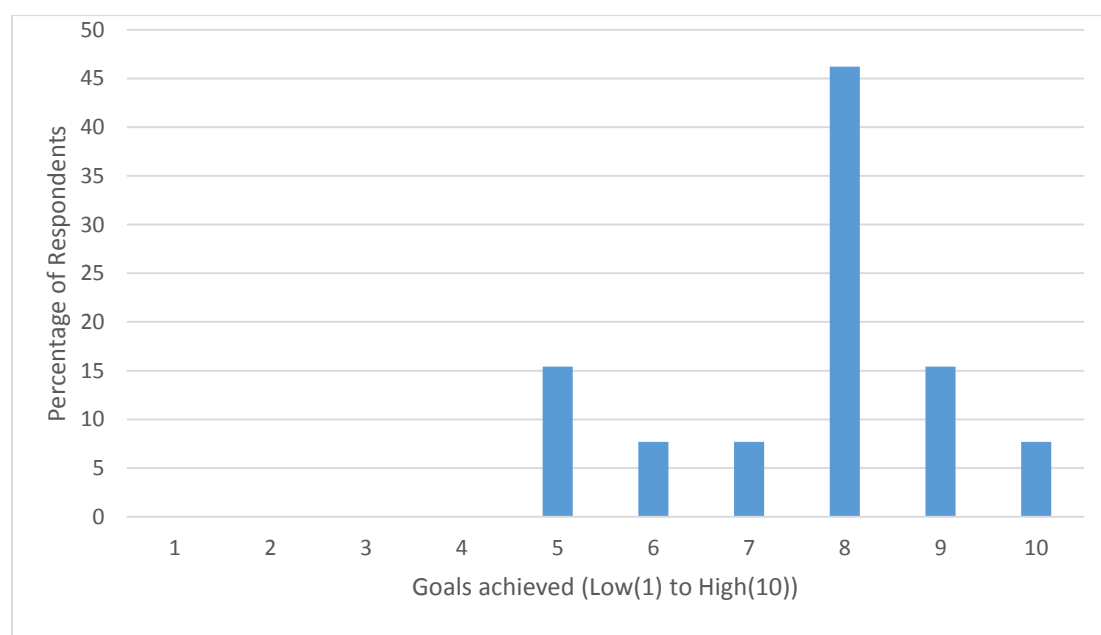
An important consideration is the extent to which the DDP alumni feel, given the above, that they have achieved the goals that they set for their AP UQ Scholarship experience. To that end the alumni were asked the question:

“To what extent do you feel you have achieved the goals that you set for your AP UQ Scholarship?”

Responses were scored on a 10 point Likert Scale, where “Not at all” = 1 and “Achieved all my goals” = 10.

The distribution of responses is shown in Figure 47. With a mean score of 7.6, a median of 8, and 9 of the 13 of alumni scoring between 8 and 10, the overall response is very strong confirmation that the AP UQ Scholarship Award, in the opinion of the survey respondents, has been immensely successful for them.

Figure 47: Extent to Which Goals Achieved by Percentage of Respondents



As a follow up to this omnibus question concerning the achievement of goals, alumni were asked to rate “the extent to which they agreed or didn’t agree with the following statements”, statements concerning possible outcomes for them from their participation in the CMSP.

The responses were scored on a 5 point Likert Scale where; “Strongly disagree” = 1, “Disagree” = 2, “Not sure” = 3, “Agree” = 4, and “Strongly agree” = 5. The statements and the overall scores for the replies are set out in Table 9. For all statements the alumni have scored their responses with a median of “Agree”.

Table 9: Achievement of Goals

Statement	Mean	Median	Sd
I gained knowledge in my field of expertise	3.7	4	1.0
I increased my analytical/technical skills	4.3	4	0.8
I learned techniques for managing and organising people and projects	3.6	4	1.1
I accessed equipment and expertise not available in my home country	4.2	4	0.9
I have been able to transfer or pass on to others the skills and knowledge gained during my award	4	4	0.8
As a result of my AP UQ Scholarship my ability and confidence to make changes in my workplace has increased	4.2	4	0.7
My workplace enables me to make full use of my skills, knowledge and expertise	4	4	1.0
As a result of the knowledge acquired through my AP UQ Scholarship I have been able to introduce new practices / innovations to my workplace	4.3	4	0.6
In my workplace I use the specific skills and knowledge gained during my award	4.3	4	0.7

[Scale: 1 = Strongly Disagree to 5 = Strongly Agree]

The alumni have reported that not only have they acquired knowledge and technical skills but they have also been able to transfer that skill, knowledge and expertise within their organisations because of their enhanced management abilities and added confidence. The finding that they are able to introduce new practices and innovations and to make changes in their workplaces is noteworthy.

Summary of Beneficial Impacts Attributed to the AP UQ Scholarship

The majority of the DDP alumni have enjoyed salary increases and promotions within a reasonable period following completion of the DDP.

Almost all of the alumni surveyed or who are known of, have completed their PhDs at a Vietnamese university, and a majority have been subsequently promoted to senior positions within Vietnamese universities. (A few of the DDP completed their PhD studies at overseas universities.) Academic activities in teaching, training and research have been enhanced.

This outcome was a major objective of this program, namely, the building of human resource capacity within the Vietnamese university system.

7. INTERVIEWS WITH ALUMNI

Selecting the Interviewees

Semi-structured interviews were conducted with a selected sample of the Programs' alumni who had completed the on-line survey. The aim of the interviews was to obtain more personalized and detailed accounts of the beneficial impacts of the AP UQ Scholarship Programs on the alumni and on their organisations, communities and nation, than is possible to obtain from the responses to an on-line survey questionnaire.

Alumni were selected for interview based on their responses in their submitted survey questionnaire, with particular notice given to the following:

- current position, role and responsibilities and organisation
- reported level of involvement in socio-economic development projects with impact
- reported level of influence on government policy making
- reported involvement in developing products and/or undertaking research for practical application, and
- their statement regarding the most significant impact on them from their participation in the CMSP or the DDP.

In addition, an effort was made, consistent with their responses to the above, to ensure that the sample chosen included Program alumni:

- now residing overseas
- residing in the northern, central and southern regions of Vietnam
- who had obtained a PhD subsequent to their CMSP and DDP Program
- distributed across the main employment sectors of Government, Non-Government, Higher Education and the Private Sector, and
- distributed across the fields of study undertaken in the CMSP.

Forty-six alumni were invited to participate in a personal interview, including 7 residing overseas. Thirty alumni advised that they were willing to be interviewed. Twenty-six interviews were successfully completed, including with 3 alumni currently residing in Brisbane, Australia. All of the interviews were conducted face-to face, with the exception of 3 which were conducted by Skype with alumni who were located in areas away from the 3 major Vietnamese cities.

Twenty of the interviews were conducted in Ho Chi Minh City, Da Nang and Hanoi.

A group interview with 8 alumni from the University of Foreign Languages of the University of Da Nang was also organised as there was a significant cluster of CMSP alumni at that College, and because of time and availability factors.

The Interviewees

The AP UQ Scholarship recipients who were interviewed are listed in Appendix 1. A Profile of each interviewee has been prepared and are contained within Appendix 1 of this Report.

All interviewees have agreed to have their Profiles, developed from the discussion at their interviews, included in this Evaluation Report.²

Structure of the Interviews

The interviews were structured to elicit further information under a number of headings, namely:

- motivation for applying for the Scholarship Program and the focus of their studies
- their Program experience
- major public and private impacts emanating from their participation in the Program, and
- other information of interest to the evaluation study

The interviews were timed to take between 45 minutes to an hour.

A number of themes emerged under the above headings during the interviews. These themes are summarized below.

Key Themes Emerging from the Interviews

Motivation for Applying for an AP UQ Scholarship

Alumni advised that they were motivated to apply for an AP UQ Scholarship by their desire to acquire further knowledge, skills and experience, in their area of existing expertise and experience. Their aim was to be able to advance their careers and to contribute more to their profession through undertaking further post-graduate study. Typical of the statements made by alumni were “to be able to undertake evidence-based research in public health” and “to gain professional qualifications in environmental management”.

The desire to study and experience living overseas was also given as a further motivation. The Scholarship was an opportunity for many alumni that would rarely, if ever, have been available at that time, particularly for those employed in the NGO or private/corporate sector. This desire was based on a variety of considerations, including “to study social planning and social research overseas as no such courses were available in Vietnam”, “to access literature and experts in the field to further my PhD studies”, and “to gain the experience of living and studying in a democratic country”.

Other motivations mentioned by the alumni were quite specific in their intentions, such as “to develop strong professional networks”, to study and learn in an environment with emphasis on both theory and practice/application”, and “to have time to engage in reading and in writing for my PhD”.

² One or two have indicated that their profiles be removed if the document becomes public.

The Program Experience of the Alumni

The experience and reaction of the Alumni to their Program, undertaken at The University of Queensland, centred around the nature and challenge of the learning environment and the supporting academic infrastructure in which they became immersed. This was an environment that was very different from that which they had experienced in their prior university studies at Vietnamese universities.

The key beneficial element of their Program experience, included the style of learning that they encountered. In particular, the alumni remarked that they valued the close learning partnership between staff and student. They contrasted this with their prior experience in Vietnam universities where the lecturer instructed the students in a one-way flow of information with little or no opportunity for interaction or for discussion and debate.

The alumni noted that they were encouraged to engage in independent learning under staff guidance and supervision, which has since proven valuable to them for lifelong learning and ongoing professional development after the completion of their Scholarship program

They enjoyed learning with a diverse student body and learnt the value of teamwork from group projects and assignments. They acknowledged that they had developed skills for working effectively in teams which was to prove of major value in their future roles, especially those with program and project management responsibilities.

Another beneficial component of their program experience which was mentioned by almost all of the alumni who were interviewed, was the ready access to extensive library resources and facilities at The University of Queensland, complemented by highly supportive library staff and services. The quality of these resources, facilities and services, far exceeded anything that they had experienced in Vietnamese universities or their places of employment. The alumni stated that they had acquired valuable library researching skills during their programs. For many, library materials were accessed that were not available and/or could not be accessed in Vietnam at that time. Many of the alumni reported taking home to Vietnam copies of numerous academic papers, technical reports and books which they had accessed during the program and which they knew would not be available or accessible in Vietnam at that time.

Alumni undertaking a DDP and for some of the CMSP cohort studying in the fields of science, technology and engineering, made mention of the opportunities to participate in laboratory group discussions and seminars, and to be a member of research teams. This was a model of learning and researching that was not at all common in Vietnam. It was commented that this model provided the added benefit of learning and working with leading researchers.

Among the most frequently mentioned benefits from their program experience concerned the development of their “soft” skills. Comments included that they had been “educated think critically”, had “learnt to speak out more, to be more interactive and open”, “to work productively with culturally diverse groups”, and had “built connections and confidence through exposure to this international academic environment”.

Specific outcomes emanating from the program experience and commented on by alumni were that they learnt how to conduct research, to publish academic papers and to evaluate research findings. The acquisition of knowledge of project evaluation/assessment/design and the development of skills and practice in community consultation were also noted by a number of the alumni.

Major Public and Private Impacts of the Program

During the interviews, the alumni were asked to speak about how and to what extent the Scholarship Programs had benefitted their career development.

They were also asked to discuss those public impacts associated with their organizational roles since completing the Programs that they could attribute, in whole or in part, to what they had gained from their participation in the Programs.

Within the timeframe of the interviews it was not possible nor, in many cases, feasible to quantify the extent of the public impacts that were mentioned.

- **Private beneficial Impacts attributed by the interviewees to the AP UQ Scholarship Program**

The most frequently mentioned private benefit was their appointment and promotion to senior management and leadership roles in organisations across all sectors.

For quite a number, this included elevation to Program and Project Management roles within NGOs and INGOs delivering public health intervention programs and projects.

In other cases, alumni have created new private sector enterprises which now employ many young Vietnamese professionals. Still others have risen to senior positions in the Vietnam subsidiaries of large multi-national corporations after previously being employed in government agencies before undertaking the Scholarship program. Individual profiles in Appendix 1 outline these achievements.

For those alumni who undertook the DDP or who have taken up an academic career since completing their CMSP, mention was made in the interviews of significantly enhanced research publication capability, earlier completion of PhD studies than might otherwise have been the case, and of being promoted to senior research and research management positions as a consequence of the Scholarship opportunity.

- **Policies, Programs and Project Activity with Public Beneficial Impacts to which the AP UQ Scholarship Program has contributed through the endeavours of the Scholarship Programs' alumni**

During the interviews, the alumni were able to provide numerous examples of programs and projects with which they had been involved that had public beneficial impacts. They were specifically asked to limit their comments to

those activities where they believed their participation in the Scholarship was a contributing factor to these impacts.

From the interview discussions, it was noted that the alumni had frequently been involved in driving change and innovation within organisations, especially in relation to local, provincial and national government public health policies, programs and projects and private sector environmental performance and use of pharmaceutical products.

Specific examples included micro-finance projects for low income communities and re-settlement programs for persons displaced by public investment projects (Nguyen Thi Ngoc Diep) and the delivery of industrial pollution and waste management projects and associated training (Nguyen Thuy Khanh Doan).

In the domain of public health intervention programs and projects, examples included cancer screening and prevention (Le Thi Nga); strengthening of public health systems, especially at the local and provincial level (Le Duc Tho); new-born health programs (Nguyen Van Hoi); and dioxin hot spot environmental health risk management (Than Thi Tuyet Hanh).

Alumni have also advised on involvements and influence in the advocacy of policy and program change in a number of areas and in the subsequent development and implementation of policy in a several of those areas, where they acknowledged the contribution of the Scholarship program to these achievements.

Among the specific examples cited were environmentally and socially responsible tourism development and practices (Thi Duyen Anh Pham); human rights and constitutional law reform (Do Minh Khoc); children's rights (Nguyen Thi Thanh An); gender equality and women's empowerment (Nguyen Thi My Linh); regional foreign investment attraction and facilitation (Le Canh Duong).

The interview with a CMSP alumni group of 8 academic staff at the University of Foreign Languages of the University of Da Nang revealed that as a result of the Program, their university is now one of the three top universities in Vietnam for TESOL. Their university is one of the key participants in the Vietnam Ministry of Education and Training's Project 2020.

Personal Transformation

The interviewees spoke with enthusiasm and pride about the impact that the Scholarship experience had had on them personally. Most expressed their sincere gratitude and thanks for the opportunities that the Scholarship has opened for them in their personal as well as professional lives. For them it had been a transforming experience.

This is most appropriately demonstrated by quoting some of their comments during the interviews:

- the most significant and rewarding period of my life
- changed my life completely
- a major turning point in (his) life.
- my overall life satisfaction has increased immensely
- confident and positive about my life in the future
- a pivotal turning point in his career.

Conclusions from the Interviews

The interviews have provided more detailed and personalised information from the alumni than could be obtained from the online survey alone.

The interviews have confirmed the conclusions drawn from the survey, namely:

- The Scholarship Programs have enabled the alumni to enjoy significant career advancements since their return to Vietnam some 10 to 15 years ago from which they have derived private benefits
- The Program experience has given them not only new knowledge and technical skills, but has also significantly enhanced their “soft” skills
- The Program experience has transformed the lives of many of them
- The alumni have become involved in and/or brought their influence to bear on a wide range of policies, programs and projects which have had and are having major public beneficial impacts in Vietnam, especially in the areas of public health, education and the environment.

8. SUMMARY AND CONCLUSIONS

The aim of this impact study was to evaluate the beneficial impacts of the CMSP and the DDP on the lives and careers of the program participants, on the organisations within which they are employed or have created, and on their community and nation.

By means of an on-line survey and face-to-face interviews with the alumni of the CMSP and the DDP who agreed to participate, the career trajectories and achievements, and the involvement and influence of the alumni on socio-economic development and government policy making in Vietnam has been recorded and assessed.

This account has been the backdrop against which the alumni have been further asked to indicate the impact that their participation in the CMSP and DDP has had on their career and professional development, and their career achievements. They have also been asked to comment on the whether their expectations of the Programs have been met and in what ways, and what goals they hoped to achieve as a result and to what extent these have been realised.

The impacts have been examined in accordance with a categorisation of benefits along the dimensions of private-public, economic-social, and short term to medium-long term.

Overall, the view of the participants on the impacts of the Scholarship program could not have been more positive. It is also fair to say there is reasonable evidence that the view is valid.

The alumni have enjoyed salary increases, promotions, and the opportunity to pursue other places and sectors of employment, and to create their own enterprises - private economic benefits which they attribute to having been recipients of the Scholarships. They also reported the significant contribution that the Scholarship has made to their career and professional development, including through the contacts made overseas while undertaking the CMSP.

These outcomes provides considerable evidence and support for the effectiveness of the CMSP in building the capacity of the human resources in the Vietnamese labour market at both the level of the individual as well as at the organisational level – a public economic benefit.

Almost half of the CMSP alumni surveyed have gained a further higher qualification (PhD), in almost every instance, from an overseas university. Participants attribute this to having undertaken the CMSP. This is a significant outcome, if not an unexpected further beneficial outcome of the CMSP.

Almost all of the DDP alumni surveyed or whose careers are known, have completed their PhDs at a Vietnamese university, and a majority have been subsequently promoted to senior positions within Vietnamese universities. This outcome was a major objective of this program, namely, the building of human resource capacity within the Vietnamese university system.

The alumni reported that their expectations of the Scholarship program were met or exceeded, expectations which included a willingness of their employing organisations to seek benefit from the knowledge, skills and experiences they acquired overseas; and an increased ability to contribute to their community and country.

The alumni were of the opinion, that the Scholarship had enabled them to effect change to varying degrees at institutional, local, national and in some cases at the international level. This included significant involvement and impact on socio-economic development projects, especially in health, education and environmental issues at the organisational and local level, and significant influence on government policy and related programs and projects, especially in health and education at the local and national level.

For the DDP alumni, there was evidence and opinion that enhanced teaching, training, and research related activity had resulted from participation in the Program, including innovation and initiatives in curriculum design and teaching pedagogy at both the institutional, local and national level.

That forty-two per cent of the CMSP alumni now reside overseas and that fifty-nine per cent of them have gained a PhD since undertaking the CMSP, was an unanticipated outcome of the study. The future plans of these alumni with respect to whether they will return to Vietnam at some time in the future are not known. How long they have been overseas is also not known.

This does not necessarily represent a “brain drain” for Vietnam, as these alumni may well be engaged in activities which have strong economic and social ties with Vietnam and may be instrumental in creating investment and employment multiplier impacts within Vietnam now or in the future. (It is noted that the alumni now residing overseas reported in the survey and in interviews that they had had an involvement in socio-economic development and an influence on government policy making to varying degrees in Vietnam up this date.)

The economic and social impact of this outward migration of highly educated professionals on Vietnam is worthy of further investigation, but was beyond the scope and resources of this study. It is an issue of some importance for schemes such as the AP UQ CMSP and DDP which have as a primary objective, human resource capacity building for the benefit of not only the scholarships recipients but also the community and nation within which they initially resided.

Overall, the findings of this impact study are very positive. There is both evidence and survey based opinion to confirm that the AP UQ CMSP and DDP have resulted in significant beneficial impacts of both a private and a public nature in both economic and social terms. There was also anecdotal evidence shared with the study team that many other alumni, who did not participate in the survey, also had personal success stories to tell comparable to those included in this study.

The record of individual interviews with twenty-six of the alumni and with the group of 8 at the University of Da Nang, give a personalised account of these benefits and the significant transformational impact the programs have had on the individual recipients of the Scholarships.

There was an expressed opinion by the CMSP alumni that only a few of them would have had any real prospect of ever being able to undertake a comparable program of study overseas in the absence of the Scholarship. The gratitude felt by the participants for the opportunity provided by the AP Scholarship program was palpable.

The issue of the potentially offsetting impact of scholarship participants choosing to re-locate overseas is deserving of further investigation.

It is the conclusion of this study, that based on views and opinions expressed by the alumni in the survey and the face-to-face interviews, and evidence gleaned from these, that the primary objective of the Scholarship Programs, namely:

“... to contribute to the sustainable development of Vietnam through education and training initiatives that enhanced the knowledge, competitiveness and skills of talented young professionals” with the declared expectation that “...on returning to Vietnam the scholarship recipients would make an enhanced contribution to the economic and social development of the nation.”

has been met, and is sustainable.

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Appendix 1: Alumni Interviewee Profiles

NAME	AP PROGRAM	STUDY AREA	LOCATION
Nguyen Thi Ngoc Diep	CMSP	Social Planning & Development	UQ
Pham Nguyen Bang	CMSP	Public Health	Hanoi
Le Thi Nga	CMSP	Public Health	Hanoi
Vinh The Ngoc Dao	CMSP	Civil Engineering	Brisbane
Thi Duyen Anh Pham	CMSP	Social Planning & Development	Brisbane
Nguyễn Xuân Quyết	CMSP	Educational Leadership	HCMC
Đỗ Minh Khôi	DDP	Law	HCMC
Truong Nhu Quoc Khiem	CMSP	Information Systems	HCMC
Huong Do Thi Lan	CMSP	Public Health	HCMC
Tung Thanh Phan	CMSP	International Business	HCMC
Nguyen Thuy Khanh Doan	CMSP	Environmental Management	HCMC
Pham Thi Le Hoa	DDP	Medical – Infectious Diseases	HCMC
Nguyen Duc Chinh	DDP	Education	Da Nang
Nguyen Duong Nguyen Trinh	CMSP	TESOL	Da Nang
Le Canh Duong	CMSP	Business	Da Nang
Le Duc Tho	CMSP	Public Health	Hanoi
Pham Hong Hanh	CMSP	Social Science	Hanoi
Nguyen Van Hai	CMSP	Public Health	Hanoi
Nguyen Thi Thanh An	CMSP	Social Planning & Development	Hanoi
Nguyen Thi My Linh	CMSP	Public Health	Hanoi
Lâm Quang Đông	DDP	Linguistics	Hanoi
Mai Thi Quynh Lan	CMSP	Social Planning & Development	Hanoi
Van-Trao, Nguyen	DDP	Linguistics	Hanoi
Le Thi Xuan Quynh	CMSP	Public Health	Hanoi
Tran Thi Tuyen Hanh	CMSP	Public Health	Hanoi
Nguyen Hoai Linh	CMSP	Industrial Relations	Hanoi
University of Foreign Language Studies	CMSP	TESOL	Da Nang

ATLANTIC PHILANTHROPIES - EVALUATION OF UNIVERSITY OF QUEENSLAND SCHOLARSHIP PROGRAM FOR COURSEWORK MASTERS AND DOCTORAL DEVELOPMENT PROGRAM [2000 – 2006]



Nguyen Thi Ngoc Diep was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2001 and spent one year at The University of Queensland concentrating on social planning and development. Diep's Masters Thesis focused on the relationship between microcredit projects with women's development in Vietnam, particularly in relation to self-employment and income generation.

Diep was awarded "UQ International Alumnus of the Year" in 2009.

Masters Focus/Motivation

At the time of her application for the APCMP Scholarship, Diep had bachelor degrees in chemistry, engineering and was a project researcher at FCC Control & Fumigation Joint Stock Company, Post-harvest Technology Institute in Ho Chi Minh City, Vietnam (PHTI HCMC). Prior to that she had worked for the Capital – Aid Fund for Employment of the Poor (CEP Fund), Vietnam International Cooperation for Development and Solidarity (CIDSE). CIDSE was the first Non-Governmental Organisation licensed in Vietnam and helped poor people, especially women by credit and saving programs.

Diep knew she wanted to work in social work so she decided to apply for the APUQCMP scholarship.

After becoming the Alumnus in 2009 she received many job offers. She says she could have accepted more financially lucrative positions but she deliberately chose to work in the charity/NFP sector.

Major Impact of APCMP

One of the most important projects Diep has been involved with was that conducted by the Belgian Technical Cooperation on a project contributing to better sanitation for people living in the Tan Hoa–Lo Gom Canal area in Ho Chi Minh City.

The specific objective of the resettlement pilot projects was to solve housing and socio-economic problems including increase in income-earning opportunities of project affected people in an appropriate way. Diep initially served as a micro-credit specialist to define the legal and economic terms and conditions for establishment and operation of BTC Revolving Fund. She was then engaged as the Independent Monitoring Specialist for monitoring of resettlement & urban upgrading impact and monitoring of BTC Revolving Fund. Finally she then assisted in the final evaluation mission to the Project.

Diep believes that without the Masters Degree she would not have been able to become involved in such projects.

AP UQ Scholarship Program

Diep says the major benefit she gained from the APCMP was learning how to give critical comments and opinion to methods and problems. *“In Vietnam [students are] not educated with critical thinking”*. Now she knows how to critically analyze which has enabled her to become a sought-after specialist in her field.

Diep believes the APCMP helped her to be more knowledgeable, more skillful, more confident, and more useful at work, in family and private life. The APCMP was *“critical to her career”*.

More about Diep's work

Since completing her Masters degree Diep has been engaged by many local and international organisations as a consultant including:

- **Black & Veatch International (BVI) - Phuoc Hoa Water Resources Project, Vietnam.** The objective of the project is to transfer surplus flow from the Song Be River to provide additional water in the Saigon and Vam Co Dong river basins for development of irrigated agriculture and to supplement existing supplies for salinity control and Domestic, Municipal, and Industrial (DMI) use in Ho Chi Minh City and the surrounding provinces
- **Dariu Foundation – Sai Gon Children's Charity (SCC), Ho Chi Minh City, Vietnam** - objectives of the

microfinance program for south provinces including Dong Nai, Tay Ninh and Binh Phuoc were to provide microcredit to increase income-earning opportunities for poor parents in order to help them maintain their children's schooling and education. Diep's role was to consolidate the implementation of the SCC/Dariu Foundation Microfinance Projects and for ensuring the program delivers its stated aims.

Diep has also significantly contributed to poor farmers' ability to manage their local reservoirs and dams and to practice sustainable agriculture through her development of “user friendly” training manuals.

More recently Diep was operations manager at Anh-Chi-Em (Brothers -Sisters) -a micro finance program of Entrepreneurs du Monde (“entrepreneurs of the world”) where she is responsible for guiding the operations team.

In 2004 Diep purchased a rubber plantation in Binh Phuoc Province, Vietnam where she employs farmers to manufacture latex. She has approximately 1,200 rubber trees and is experimenting with bio-fertilizers for perennial crops as well as on-field extensive researches concerning sustainable agriculture production strategies. She says the *“practical experience and knowledge [gained] will be greatly helpful for agricultural development project work in the future”* not only in keeping down fungi diseases of the rubber trees...but also increasing amount and better quality of latex through years with dramatically decreased management cost.

**ATLANTIC PHILANTHROPIES
- EVALUATION OF
UNIVERSITY OF
QUEENSLAND SCHOLARSHIP
PROGRAM FOR COURSEWORK
MASTERS AND DOCTORAL
DEVELOPMENT
PROGRAM
[2000 – 2006]**



Dr Pham, Nguyen Bang was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2002 and spent one year at The University of Queensland concentrating on tropical health. Dr Pham is currently the Head of Population and Demography Unit of the PNG Institute of Medical Research and Research Fellow at James Cook University where he oversees the 'Partnership in Health Program' to develop an integrated Health and Demographic Surveillance System in PNG.

Masters Focus/Motivation

At the time of his application for the APCMP Scholarship, Dr Bang was a medical doctor and Project Manager National Standing Bureau for HIV/AIDS/ for the United Nations in Hanoi, Vietnam.

With the introduction of the “open policy” of Vietnam in the late 1990s, he had very strong motivation to look for opportunities for overseas study from the early 2000’s. This policy gave “young” Vietnamese such as himself, with already considerable work experience, to go overseas for study.

Dr Bang’s masters thesis was on “*Measuring the household costs involved in caring for a child with an episode of acute respiratory infections in Panglao municipality, Bohol province, the Philippines*”.

Knowledge and skills

His UQ masters experience was very different to his previous study experience in Vietnam. The opportunity to acquire research skills was very important and of great assistance to his subsequent career as was the overall 1.5 year overseas experience. He valued the different educational approach at UQ, noting in particular the support and assistance given to students.

Impact

On return to Vietnam there were many employment opportunities available to him in government and international agencies in the area of public health, where the up-to-date knowledge and skills that he had acquired were keenly sought. He chose to apply for a post in the UNFPA rather than return to his pre-scholarship position within the UNDP as the UNFPA position offered the opportunity to build on his prior experience as well as apply his newly acquired knowledge and skills. In that role he assisted the Vietnam Ministry of Health and MOLISA with the development of a New Law and policies for the right of access of disadvantaged and marginalised groups within

the community to basic health services. He also participated in the implementation of those new laws and policies.

Dr Bang has been engaged in projects both in Vietnam and Papua New Guinea that have national impact on both Vietnam and now PNG.

AP UQ Scholarship Program

Of particular value to Dr Pham was the opportunity to develop a strong professional network with UQ public health academics. (This network was in the years to come to alert him to apply successfully for an Australian Leadership Award to undertake a PhD in Public Health at UQ and still later to be the recipient of a Post-Doctoral Fellowship at UQ to oversee, on secondment to the PNG Institute of Medical Research, the development of an Integrated Health and Demographic Surveillance System in PNG.)

Dr Bang's PhD investigated "*Sex ratio at birth in Viet Nam at the beginning of the twenty-first century: situation, determinants and policy implications*". In 2007 he was awarded an Australian Leadership Award for PhD study.

Dr Bang says that the 15 years that have elapsed since completing the APCMP have been the most significant and rewarding period of his life to date. The APCMP had had a very positive and significant impact on his family - through the economic opportunities that it had created as well as the study opportunities for his wife and family that would not otherwise have occurred. All members of his family had benefitted significantly from an enhanced understanding of different cultures made possible by his periods of overseas study.

ATLANTIC PHILANTHROPIES - EVALUATION OF UNIVERSITY OF QUEENSLAND SCHOLARSHIP PROGRAM FOR COURSEWORK MASTERS AND DOCTORAL DEVELOPMENT PROGRAM [2000 – 2006]



Dr Le Thi Nga was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2004 and spent one year at The University of Queensland concentrating on public health. Dr Nga is currently a Research Coordinator/ Deputy Country Director at the HealthBridge Foundation of Canada in Ha Noi, Vietnam. Healthbridge works with partners worldwide to improve health and health equity through research, policy and action.

Masters Focus/Motivation

At the time of her application for the APCMP Scholarship, Dr Nga was project officer at Pathfinder International in Ha Noi, Vietnam.

Dr Nga was motivated to apply for the scholarship in order to

- Improve her knowledge of public health
- Be able to take on more responsibility
- Be able to undertake public health research
- Build on her experience in the practical side of public health (had had prior experience through her involvement in VN-Australia malaria control program 1997-2000, which included opportunity to work with Australian specialist in this field; trained as a GP but with a “specialisation” in hygiene and epidemiology (public health equivalent at the time)

Knowledge and skills

Studying at UQ was a “totally different experience”. In Vietnam it is primarily teacher directed learning as opposed to self study under guidance of academic teaching staff.

Dr Nga valued learning about the “theory” of public health to complement her prior “practical” experience; particularly the “operational” research components of the course— collection and analysis of data in the field and in the population at large and the subsequent application/implementation of the findings in the field.

Major Impact of APCMP

On return to Vietnam Dr Nga sought opportunities to be more directly and actively engaged in public health research and to have the opportunity to work with experienced overseas technical staff and researchers (in this case from the USA).

In 2007 she successfully applied for a Masters scholarship in Medical Bioethics at Monash University (Melbourne, Australia) because ethics was a major problem in much of the public health research being undertaken in Vietnam at that time. She says she would not have been successful without the benefit of the APCMP.

Dr Nga, a medical doctor with more than 20 years' experience in public health and research, is Deputy Country Director at HealthBridge Vietnam (HBV). Before joining HBV, Dr. Nga worked at various organizations, including PATH/US, Pathfinder International, Vietnam-Australia Malaria Control Project, Save the children/US, and the National Institute of Nutrition. Her experience is in operational research, TB prevention, reproductive health, maternal and child health, immunizations, nutrition, malaria, HIV/AIDS, public-private partnerships and health systems strengthening. She also has expertise in operational research and epidemiology; program design, public-private partnership, management; training and capacity building; information, education and communication (IEC), and monitoring and evaluation (M&E).

AP UQ Scholarship Program

Dr Nga says the APCMP has increased her capability of performing her jobs using English, in both implementing health projects/programs and writing research proposals/ protocols and papers.

She says it has made her more confident to take on more responsible roles, to be more independent, to engage in a broader range of research endeavours, and to be more flexible in her choice of research methodologies and approaches.

The personal and professional relationships with

former APCMP supervisors in pursuing further overseas study opportunities were of critical importance and value to her.

More about Dr Nga's work

Dr Nga worked as researcher in the global project HPV Vaccines: Evidence for Impact funded by the Melinda & Bill Gate Foundation was to maximize country readiness and strengthen the policy environment for introduction of HPV vaccine into the public sector in Vietnam, Uganda, India, and Peru. She was responsible for organization and coordination of research teams, and provided technical input to the design and conduction of formative research in Vietnam. The research was to generate and provide necessary critical data for evidence-based decision-making for national readiness of public-sector introduction of HPV vaccines in Vietnam. Dr. Nga effectively worked with a research team of PATH staff from USA-based and Hanoi-based offices and partners to design the formative research. She also has successfully prepared submissions to the ethical review committees at national and international levels.

Dr Nga and her research team at PATH successfully advocated for the development and approval of the "Technical guidelines on screening and treatment of precancerous lesions for cervical cancer secondary prevention" promulgated by the Ministry of Health of Vietnam in May 2011; and "Circular on public-private mix for tuberculosis control" in Vietnam, issued by the MOH of Vietnam in January 2013.

**ATLANTIC
PHILANTHROPIES
- EVALUATION OF
UNIVERSITY OF
QUEENSLAND
SCHOLARSHIP PROGRAM
FOR COURSEWORK
MASTERS AND DOCTORAL
DEVELOPMENT PROGRAM
[2000 – 2006]**

Dr Vinh The Ngoc Dao was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2002 and spent one year at The University of Queensland concentrating on civil engineering. Dr Dao is currently a lecturer in the School of Civil Engineering at The University of Queensland in Australia.

Masters Focus/Motivation

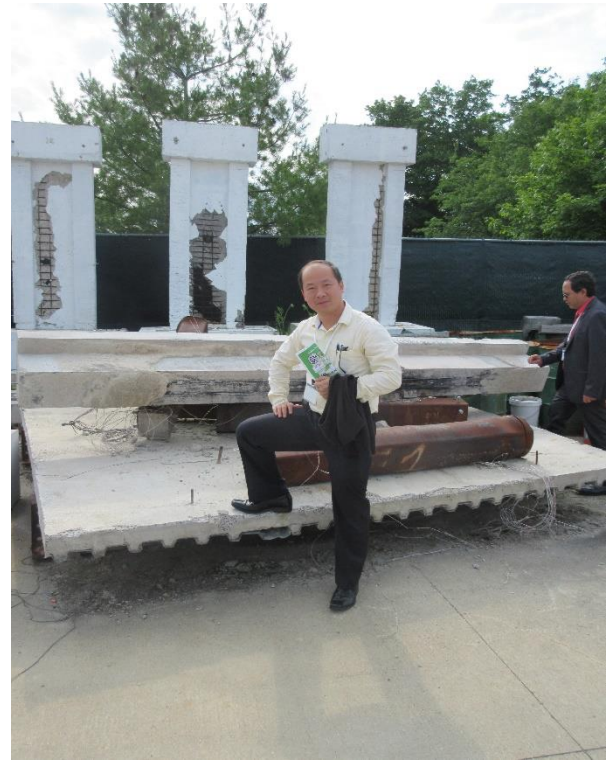
At the time of his application for the APCMP Scholarship, Dr Dao was a lecturer at the University of Da Nang, in Da Nang, Vietnam.

Dr Dao was motivated to apply for the scholarship because he had experienced a one semester study opportunity at NTU Singapore during undergraduate studies and from this recognised the value of pursuing further overseas study opportunities for higher degree study at Masters/PhD level.

Due to his academic mentor during his APCMP he changed his research focus from steel and timber structural engineering to concrete structural engineering. This mentor would later become his PhD supervisor.

Knowledge and skills

Dr Dao particularly enjoyed the “self-study” supervised mode of learning and valued the



learning infrastructure, especially library facilities not available at the University of Da Nang.

He says he learned how to conduct research and completed 2 academic publications during his studies.

Major Impact of APCMP

Dr Dao went straight from completing his Masters to obtain a doctorate in Civil Engineering from UQ.

Dr Dao says that as a result of completing his Masters degree he was invited in 2012 to participate in a World Bank funded review of curricula for civil engineering programs at the University of Da Nang. He says his review is thought to have influenced the thinking of many staff involved on curriculum, teaching and research. He says he was able to counsel and assist staff in developing career goals – by emphasising the improvement of English language skills, by encouraging research and scholarship, and stressing the need to “avoid” very high teaching loads during the early stages of their career.

AP UQ Scholarship Program

Dao says the most significant impact of undertaking the APCMP was the opportunity to

work with and learn from leading researchers in his field.

He says “*Many of us are now in better positions to "give back" and partake in "meaningful efforts to improve the human condition"*”.

More about Dr Dao’s work

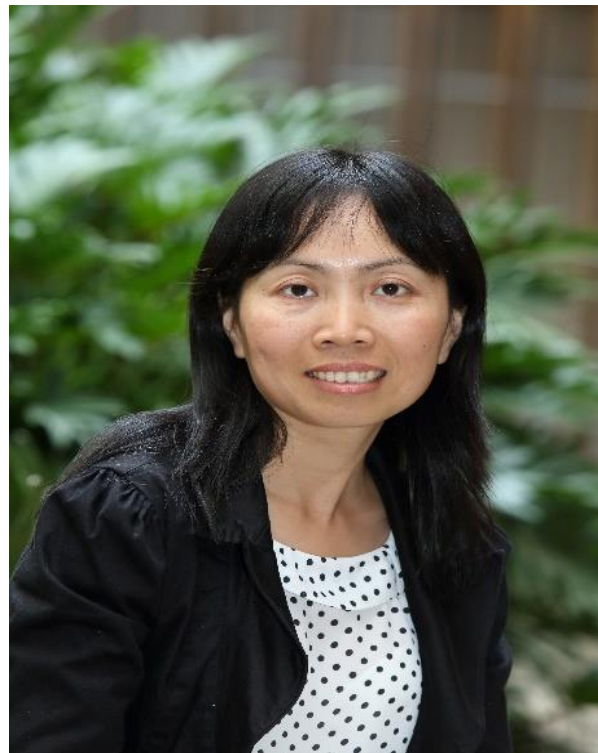
Since undertaking the APCMP Dao has been involved in numerous research projects of

significance to Vietnam for which he has received funding grants including:-

- research on the behaviour of concrete and concrete structures at an early age, in hot climatic conditions, and in marine environments;
- research on fire safety aspects of concrete structures

Dr Dao is now Chairman of the Editorial Committee for *Concrete in Australia* Journal and an elected National Councillor of the Concrete Institute of Australia.

**ATLANTIC
PHILANTHROPIES –
EVALUATION OF
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DEVELOPMENT PROGRAM
[2000 – 2006]**



Thi Duyen Anh Pham was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2003 and spent one year at The University of Queensland concentrating on social planning and development. Pham is currently a PhD candidate in the Tourism Cluster at The University of Queensland researching Tourism development in Hoi An – impacts (environment degradation, climate change, cultural and economic (business))

Masters Focus/Motivation

At the time of her application for the APCMP Scholarship, Pham was a project officer at Save the Children UK in the Ha Noi and Ho Chi Minh City, Vietnam.

She is currently pursuing a four year PhD program funded by the Australian Endeavour scholarship. Before coming back to Australia to commence this program in 2014, she had been an adviser in the area of social development and a deputy director for a Vietnamese based NGO.

Major Impact of APCMP

Since being awarded the APCMP she obtained a full scholarship awarded by the Australian

Endeavour Scholarship Program for a four year PhD by Research at School of Business, the University of Queensland, April, 2014-March 2018. Prior to this she was Deputy Director for the Centre for Social Research and Development in Vietnam and responsible for managing research and development projects in sustainable tourism and livelihoods.

Pham has led several environmental and tourism research projects funded by international donors and international NGOs. She is also part of the team that advocates for sustainable and responsible tourism development in protected areas of Vietnam.

As a result of her Masters degree and thesis on “Perception of Hue Tourism Development Impact” she obtained a position with SNV, a Netherlands based NGO as a pro poor sustainable tourism adviser. Within this position, she became one of the very first Vietnamese people who advocates for responsible tourism that promotes environmentally and socially responsible tourism practices. This tourism approach is being adopted in many destinations in Vietnam.

In addition, she was a co-founder of a locally based NGO - the Centre for Social Research

and Development - which is one of the first Vietnamese based NGO in Central region of Vietnam. This centre is committed to life betterment for children and women and those who are adversely affected by environmental change and rapid social changes in Vietnam.

AP UQ Scholarship Program

Pham strongly appreciated the APCMP because it was the first program that provided scholarships for NGO and private sectors, the two sectors that could contribute to make significant change in Vietnam.

Pham valued acquiring social research knowledge which she had not had before, access to extensive library facilities and to academic staff for consultation.

Pham says *“participating in this evaluation provides me an opportunity express my sincerest thanks to the donor and UQ for their generous and effective educational support to Vietnam”*.

More about Pham’s work

Pham was also part of the team to support the Vietnam National Authority of Tourism to develop the first Tourism Law in Vietnam. At the local level, she was a national adviser to Quang Nam province to develop a strategy for integrating culture and tourism.

Pham has been awarded numerous accolades and scholarships:

- Full Scholarship awarded by the Catholic University of Leuven, Belgium for Training Program on Cultural Heritage Resources for Local Development and Tourism Strategies, September, 2009.
- Certificate of Merit awarded by the Provincial People’s Committee of Quang Nam Province Vietnam for Excellent Contribution to Sustainable Tourism Development.
- Certificate of Merit awarded by Vietnam Red Cross, Thua Thien Hue province Chapter for excellent contribution to humanitarian work.

ATLANTIC PHILANTHROPIES - EVALUATION OF UNIVERSITY OF QUEENSLAND SCHOLARSHIP PROGRAM FOR COURSEWORK MASTERS AND DOCTORAL DEVELOPMENT PROGRAM [2000–2006]

Nguyễn Xuân Quyết was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2003 and spent one year at The University of Queensland concentrating on educational leadership. Quyết is currently a director of Job Links Co., Ltd. in Ho Chi Minh City, Vietnam and is responsible for leading and managing an outsourcing company of nearly 4000 staff.

Masters Focus/Motivation

At the time of his application for the APCMP Scholarship, Quyết was a lecturer at HCMC University of Technology in Ho Chi Minh City, Vietnam where he taught American Literature, English for Mechanism, English for Export, Linguistics, Translation on Multimedia, Writing, and Thesis Writing.

He was motivated to apply for the scholarship because he had chosen higher education as a career. He saw the advertisement for AP Scholarship as a “once in a lifetime” opportunity.

Quyết explains that the Vietnamese education system needs a lot of changes. The Scholarship provided an opportunity to gain knowledge about higher education systems, knowledge which he hoped to apply on return to Vietnam.

Major Impact of APCMP

On return Quyết was keen to become involved in a role that would capitalize on his UQ program experience and his broader interests in



the VN education system. He became a Manager of Academic and Students Affairs at Lotus University, a private college aspiring to become registered as a university. Here he managed education activities, study schedules, training plans, teaching plans, teaching programs and set up new policies and processes in relation to changing the college to a university.

Quyết says the APCMP experience was very useful in this role and for this purpose. The Rector of the college was dynamic, active and eager to develop a progressive and modern structure to programs which incorporated new knowledge. He was able to incorporate the model of UQ courses and programs in the University submission. He also proposed an innovative model of a student centre that included a career advising and industry linking office. University status was granted to Lotus following receipt of the submission.

He then went onto to become a lecturer at the International University where he was responsible for coordinating the TOEFL Program. He was a delegated inspector of the Ministry of Education and Training to “Tu Tai”

examination and achieved an Award of Achievement for Excellent Work.

Quyết's created his current business, Job Links, with colleagues in 2008. He was seeking more personal fulfillment, "balance in life", and a role where he could apply his knowledge in a friendly working environment.

Job Links is involved in executive recruitment (for overseas and joint venture companies), outsourcing and payroll management. Outsourcing includes provision of legal advice to foreign companies so that they can grow but not violate VN Law in the process with respect to staffing. Client companies include Vinamilk, Fonterra (NZ) and Holcim (Sweden)

AP UQ Scholarship Program

Quyết found the courses he undertook at UQ were excellent and met all of his needs. The

academic staff were very knowledgeable and excellent lecturers. He enjoyed and valued the opportunity of working with them – staff and students in Australia are much "closer" compared with the large gap between students and lecturer that exists in Vietnam.

In Vietnam, when he first studied in 1994, there was no access to information "outside" and hence only a limited view. His UQ Program opened new horizons for him - "an ocean of knowledge". He highly valued the access to information.

In his last semester he undertook a minor project which taught him about academic writing and taking a critical perspective.

Quyết says the main impact of the APCMP
"developing myself in many fields"

**ATLANTIC PHILANTHROPIES
- EVALUATION OF
UNIVERSITY OF
QUEENSLAND SCHOLARSHIP
PROGRAM FOR
COURSEWORK MASTERS AND
DOCTORAL DEVELOPMENT
PROGRAM FUNDED BY
ATLANTIC PHILANTHROPIES
[2000 - 2006]**



Dr Đỗ Minh Khôi was awarded an Atlantic Philanthropies Doctoral Development Program (APDDP) Scholarship in 2004 and spent 4 months at The University of Queensland as part of his PhD research in law. He completed his PhD in 2007 and is now a senior lecturer at Ho Chi Minh City Law University in HCMC, Vietnam. He lectures undergraduate and Masters students on Legal and State Theories

PhD research/Motivation

At the time of his application for the APDDP Scholarship, Dr Đỗ was an experienced lecturer at Ho Chi Minh Law University (HCMLU) in HCM, Vietnam and a PhD student at the HCMLU. His research focused on democratic law theory and constitutional law.

He applied for the scholarship because he wanted to gain experience in a democratic country. The rule of law in Vietnam is very different from that in Australia.

Studying at UQ helped to refine the focus/scope of his research.

Knowledge and skills

Dr Đỗ says the APDDP exceeded his expectations and goals and was extremely beneficial in developing his research skills and providing him with access to such vast resources.

Dr Đỗ says the APDDP gave him access to resources and expertise which at the time was not available in Vietnam. He says this equipped him with the skills necessary to complete his PhD earlier than he had originally anticipated.

More importantly he says it also enabled him to bring new and innovative practices to HCMLU

As a result of the APDDP Dr Đỗ has co-authored and published numerous papers in the area of human rights and he is also involved in research projects at HCMLU on the constitution of Vietnam.

Since completing his PhD with the help of the APDDP Dr Đỗ was promoted to the position of Senior Lecturer. He has supervised 10 PhD students at HCMLU. He attributes these successes to the APDDP. He says his employer fully supported the program and recognized that as a result Dr Đỗ had a lot to contribute.

Education/Socio-Economic/Government Development impact

Dr Đỗ says as a result of the APDDP he has

been able to make a significant contribution to the constitutional law reform in Vietnam; in particular in the field of human rights. He was the first person at HCMLU to conduct research on human rights. He is now asked by the Vietnamese government on occasion to present to them information about human rights and constitutional law in Vietnam.

AP UQ Scholarship Program

Dr Đỗ believes the APDDP has had a significant impact on his PhD research because he learnt research and library skills, improved his English, and learnt about democratic culture from being in Australia (such as the impact of individual freedoms and democracy).

Dr Đỗ says the experience was very important as he had access to resources available in Australia (primarily about democracy and human rights law) which could not be obtained in Vietnam. UQ helped Dr Đỗ to transport books in this area to Vietnam. Dr Đỗ could not have done this on his own because of the Vietnamese government's stance on communism and democracy.

Further, he is very grateful for the assistance and guidance given by Professor Suri Ratnapala. Professor Ratnapala helped with editing his PhD after he had returned to Vietnam.

More about Dr Đỗ's work

Dr Đỗ believes that access to the internet is a human right. This is not a right that all Vietnamese people have. Some sites are still blocked and firewalled by government.

When Dr Đỗ submitted his PhD he was initially marked very harshly because his idea did not conform to the communist government's ideas. As a result he had to substantially rewrite his thesis. He was able to complete it a year later.

Undertaking the APDDP confirmed his interest in human rights and democracy. He believes it was a very helpful experience for his academic work.

ATLANTIC PHILANTHROPIES - EVALUATION OF UNIVERSITY OF QUEENSLAND SCHOLARSHIP PROGRAM FOR COURSEWORK MASTERS AND DOCTORAL DEVELOPMENT PROGRAM [2000 – 2006]

Dr Huong Do Thi Lan was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2004 and spent one year at The University of Queensland concentrating on public health and community nutrition. Dr Huong is currently the Medical Sciences Director at Johnson & Johnson Vietnam where she is leading the team responsible for medical education, medical information, data generation and dissemination and Pharmacovigilance

Masters Focus/Motivation

At the time of her application for the APCMP Scholarship, Dr Huong was a medical doctor researching at the Institute of Hygiene and Public Health in Ho Chi Minh City, Vietnam.

As she was working in public health she wanted to obtain qualifications in that area. She says going to Australia was a perfect opportunity because it was so different to Vietnam and Russia (where she obtained her medical degree). Further, the University of Queensland had a very good reputation so it was an impressive scholarship opportunity.

She decided to concentrate on community nutrition. She wanted to specialize and make the most of the opportunity as she had to leave behind her 4 year old son in order to take up the opportunity.

Knowledge and skills

She found learning and understanding Australian culture was very interesting and



rewarding. She says her ability to understand and work with people from a variety of cultures is very useful in her role in a multi-national company.

She particularly liked the combination of theory and practical coursework. As part of the APCMP she was able to undertake field work in Thailand. In Vietnam and Russia the focus tends to be on theoretical study rather than practical experience. She learned to conduct proper research and this has been invaluable, in particular, for reliable interpretation of epidemiological evidence.

When you are confident in research you are respected.

Major Impact of APCMP

After completing her APCMP Dr Huong became the Head of Health Care Research and International Relations at the Institute of Hygiene and Public Health in Ho Chi Minh City, Vietnam. However after a couple of years Dr Huong decided she wanted to engage in more challenging and competitive work and so in 2007 she decided to join to the private sector, where she believed her contribution to level of health care professionals (HCP) and

community's knowledge can be significant and important which, in turn, can bring health education benefit for locals..

In 2007 Nestle offered her a job as scientific advisor in nutrition.

Later, she went on to become Medical Affairs Manager at GlaxoSmithKline, Vietnam. While there she was, among other things, the leader of a therapeutical area of paediatric and hepatitis vaccines (Infanrix). In Vietnam, before an overseas vaccine can be made available to the public, a stage IIIB trial has to be conducted (to test the drug on local patients to assess efficacy, effectiveness and safety). If this is not done, the community has to wait at least 5 years before the overseas innovative medication is approved.

AP UQ Scholarship Program

Director Huong says the APCMP increased her capability of performing her jobs using English, in both implementing health projects/programs and writing research proposals/ protocols and papers.

More about Director Huong's work

In the future Director Huong dreams *“to run a Fund to support HIV and neglected children in Vietnam”*.

ATLANTIC PHILANTHROPIES - EVALUATION OF UNIVERSITY OF QUEENSLAND SCHOLARSHIP PROGRAM FOR COURSEWORK MASTERS AND DOCTORAL DEVELOPMENT PROGRAM [2000–2006]

Tung Thanh Phan was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2005 and spent one year at The University of Queensland concentrating on international business. Phan is currently Chairman/CEO of Vi Vu JSC a joint-stock company in Ho Chi Minh City, Vietnam

Masters Focus

At the time of his application for the APCMP Scholarship, Phan was an account manager officer at Saigontourist Travel Service Company in Ho Chi Minh City, Vietnam.

He was motivated to apply for the scholarship in order to obtain a broader understanding of business.

Knowledge and skills

Whilst undertaking the APCMP he learnt how to make a business plan, knowledge of human resource management, and how to conduct business in Asia. He says his expectations were realised.

While in Australia he bought many texts of these topics which he still uses today.

He also worked part-time as a travel agent in Brisbane whilst studying which was a very valuable experience.

He found the learning experience “*very active*” at UQ in comparison with Vietnam which is “*very passive*”.

He learnt how to study and learn in a group as well as individually, how to manage time, and critical thinking skills.

Major Impact of APCMP

When he returned to Vietnam Phan was offered a position as Director of Da Nang Tourism Office.

He later changed career paths and became a trader/broker. Phan attributes his ability to do this to what he learnt in APCMP (Master of Business) – especially knowledge acquired in how to run and manage a business, marketing, etc.

Two years ago Phan set up a joint-stock company named Vi Vu, doing food and beverage, lodging and trading.

AP UQ Scholarship Program

Phan says the most important impact of the APCMP was “*more responsibility to the society*”

More about Phan’s work

In the future Phan intends to set up Vi Vu Foundation from any profits generated from business activities. The focus will be academically meritorious poor and disadvantaged students to assist with uni studies as well as primary school students in terms of nutrition.

ATLANTIC PHILANTHROPIES - EVALUATION OF UNIVERSITY OF QUEENSLAND SCHOLARSHIP PROGRAM FOR COURSEWORK MASTERS AND DOCTORAL DEVELOPMENT PROGRAM [2000–2006]

Nguyen Thuy Khanh Doan was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2000 and spent one year at The University of Queensland concentrating on environmental management. Doan is currently Senior Manager - Environment, Social and Environmental Affairs at Adidas Sourcing Limited Representative Office, Vietnam in Ho Chi Minh City, Vietnam and is responsible for supporting the roll out and implementation of Adidas' environmental program aspects in the supply chain in key countries (Vietnam, Cambodia and where needed in the Asia Pacific region).

Masters Focus/Motivation

At the time of her application for the APCMP Scholarship, Doan was an environmental management officer at the Department of Science, Technology and Environment (DOSTE) in Binh Duong province, Vietnam.

Doan's family did not have the financial means to support her to study overseas. At the time she applied she had been working for DOSTE for 2 years. The director did not want her to apply for a scholarship because an environmental officer usually needs to wait for a government program and also because he was afraid she would not return. However, Doan applied and received a conditional offer for the APCMP. The offer was conditional on her attending an English program for 2 months. The director would not grant her

leave to attend so she resigned from her job and moved to Ho Chi Minh City to study English. Doan met her first husband (also an APCMP recipient) during her English studies. After completing her English studies she received an unconditional offer.

Doan says she applied because she wanted to undertake further study, and wanted to have professional qualifications in environmental management.

Knowledge and skills

One of the key things she learned to do during the APCMP was to discuss issues and ideas openly. She says in Vietnam teaching is primarily one way – from teacher to student – there is very rarely discussion. At UQ she was encouraged to discuss issues and had the opportunity to present ideas. In the beginning she found this very difficult but she soon realized the benefits of learning from other students.

Major Impact of APCMP

As a result of the APCMP Doan was able to help deliver training and carry out cleaner production projects to improve the industrial pollution management capacity of environmental officers of 7 Departments of Natural Resources and Environment in Vietnam. As a result of the work with Nike, PUMA & Adidas she has worked with suppliers to ensure environmental compliance and to improve environmental performance through energy, CO₂, waste and water, and Volatile Organic Compounds reduction projects. The working environment is also improved and this has a positive impact on workers' health.

Throughout her tenure at Nike, she helped set up the new waste management method (energy recovery in cement kilns) for all Nike Vietnam factories' waste; and enabled the establishment of wastewater treatment labs for all Nike Vietnam footwear factories.

AP UQ Scholarship Program

Doan says the APCMP exceeded her expectations and “*changed [her] life completely*”. She says she is now “*powered with cutting-edge knowledge of environmental management and with better English*”.

After graduating Doan sent her CV to various companies and received several job offers. Initially she returned to Vietnam and worked as Technical coordinator for the Vietnam-Canada Environment Project (VCEP) for 4 years (Sep 2001 - July 2005). She then moved into the private sector - first for Nike Viet Nam as Country Environmental Sustainability Manager for more than 6 years (Aug 2005 - Nov 2011), then as Sustainability Manager for PUMA for 3.5 years (Feb 2011 - Aug 2015). She is now Senior Manager responsible for driving environmental performance improvements of Adidas suppliers in Vietnam and Cambodia.

She is currently responsible for monitoring the environmental performance of over 35 Adidas factories in Vietnam, Doan says without the Masters degree companies like Nike, Puma and Adidas would not have hired her in these roles. These companies look for professional people with good qualifications so her UQ degree very much helped.

She says her family is very grateful to AP and Mr Feeney. She remembers meeting Mr Feeney a couple of times while undertaking the Masters degree in Brisbane. She says he was very kind and took the scholarship recipients to dinner. Mr Feeney talked to them about “paying it forward” and she hopes she has achieved that.

Her sister was also a recipient of the APCMP the following year.

More about Doan’s work

In Doan’s current role she is also responsible for enhancing the internal EH&S capabilities and provides coverage on technical matters in the Region and work on strategic projects, activities and reports that achieve the goals (defined,

assigned and updated biannually) defined in the SEA Global Targets.

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Associate Professor Pham Thi Le Hoa was awarded an Atlantic Philanthropies Doctoral Development Program (APDDP) Scholarship in 2007 at The University of Queensland as part of her PhD research on infectious diseases. A relatively short time after the completion of her PhD, Associate Professor Pham became an Associate Professor and Head of the Department of Infectious Diseases and Head of the Liver Clinic at the University of Medicine and Pharmacy, in Ho Chi Minh, Vietnam.

PhD research/motivation

At the time of her application for the APDDP Scholarship, Associate Professor Hoa was a lecturer at the University of Medicine and Pharmacy in Ho Chi Minh, Vietnam (UMP) and a PhD student at the UMP.

She was motivated to apply for the scholarship during the 2nd year of her PhD studies in order to be able to better analyse her data. Her PhD topic is related to vaccine treatment of Hepatitis B after it has been contracted. She wanted to go overseas for both access to information and for advice and access to methods of analysis.

Impact

Since completing her PhD with the help of the APDDP Associate Professor Hoa was promoted to the position of Head of the Department of Infectious Diseases and Head

of the Liver Clinic at the University of Medicine and Pharmacy, in Ho Chi Minh, Vietnam. Her income and earning potential and she became supervisor to 6 PhD students at UMP. She attributes these successes to the APDDP. She says her employer fully supported the program knowing the university would benefit from the skills that she developed.

She says the APDDP sped up the completion of her PhD and her career progression.

She learnt how to work in research groups, and now has research groups in her Department and in the Liver Clinic – “replicated the model” that she experienced at UQ.

She is invited to speak internationally and locally.

While she met some resistance to introducing research groups initially, her approach meant that a group of students could be involved and aware of bigger topics. This has trained junior academics to successfully adopt her research model drawn from the DDP experience.

She has developed and maintained a network of graduates which are now spread across Vietnam and overseas who can assist one another with research and analysis issues. One example

concerns collection and analysis of data on tick disease in Quang Nam province.

Associate Professor Hoa has written and published several articles as a result of the APDDP.

AP UQ Scholarship Program

Associate Professor Hoa says her expectations of the experience were more than met. The statistical advice was extremely helpful and she had access to the best of library facilities (read a lot of articles over 4 months). She acquired library research and presentation skills by attending training sessions.

She valued the lab group with whom she worked (other PhD students) and the opportunity to present her research/data on 3 occasions.

She also appreciated access to the patient and biopsy room.

More about Associate Professor Hoa

In Vietnam women have to retire from leadership roles at 55, so she has 2 years left as head of department. However she plans to continue working for at least another 5 years. Her aim is to write books on infectious diseases and to continue to teach.

ATLANTIC PHILANTHROPIES - EVALUATION OF UNIVERSITY OF QUEENSLAND SCHOLARSHIP PROGRAM FOR COURSEWORK MASTERS AND DOCTORAL DEVELOPMENT PROGRAM [2000 – 2006]

Dr Nguyen Duc Chinh was awarded an Atlantic Philanthropies Coursework Masters Program (APDDP) Scholarship in 2005 at The University of Queensland focusing on TESOL studies. Dr Nguyen is currently a lecturer and researcher in English Department, College of Foreign Languages Studies in Da Nang, Vietnam.

Masters research

At the time of his application for the APDDP Scholarship, Dr Nguyen Duc Chinh was a lecturer of English at the University of Da Nang in Da Nang, Vietnam

He was motivated to apply for the scholarship in order to improve his teaching, to study overseas, to study at masters level at a University with an international reputation and to have the opportunity to study and learn in an environment where the emphasis was on both theory and practice/application.

Dr Chinh's minor thesis was on "curriculum development for inter-cultural communication". He wished to capitalise and build on his prior Vietnamese experience and then apply his knowledge and skills on his return.

Knowledge and skills

Dr Nguyen says he gained more knowledge than he expected from the APCMP including critical thinking and language testing and assessment.

He says he learnt a lot about academic culture, and the Australian lifestyle. He greatly valued the

teacher-student relationship which encouraged questioning, and the experience and value of group work. He found the organisation and structure of UQ faculties to be in stark contrast to Vietnam universities.

Education Development impact

Upon his return to Vietnam Dr Chinh had an enhanced position and status within his university (UD) and within "society". He has made changes to the structures of some courses, the form and nature of assessment in others – more use of written assignments, etc., and he has re-developed the content of other courses with updated knowledge.

In 2008 he participated in a British Council Project aimed at innovation at the primary school level in the teaching of English. One of 6 staff from UD was selected to be in the Project following interviews by the British Council. In this role as a Master Training for teachers in primary schools, his focus is on second language appreciation and acquisition. In the second stage of the project he had to develop his own training materials. These materials are still used in service training of teachers. He says this would not have been possible without his participation in the CMSP.

In 2011 he was awarded an AusAid PhD scholarship in TESOL. His research topic was "Critical Literacy". He used what he learnt from the APCMP experience to develop his research proposal. The contribution of the APCMP was acknowledged by his confirmation committee at Monash at the end of his first year as a PhD candidate.

More about Dr Chinh's work

Since mid-2015 Dr Chinh has been focused on research publications with the aim of applying for a post-doctoral scholarship in due course.

In the future he would like to be involved, subject to funding, in research projects aimed at the development of curriculum resources for disadvantaged children of minority ethnic backgrounds in Vietnam.

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Nguyen Duong Nguyen Trinh was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2005 and spent one year at The University of Queensland concentrating on TESOL studies. Trinh is currently a lecturer at the Da Nang University of Foreign Languages and Studies in Da Nang, Vietnam and is in charge of giving lectures in English to tertiary students and helping them do research related to English and teaching English.

Masters Focus/Motivation

At the time of her application for the APCMP Scholarship, Trinh was a lecturer at the Da Nang College of Foreign Languages in Da Nang, Vietnam.

She was motivated to apply for the scholarship in order to study in an English speaking country and for the opportunity to become involved in the teaching of English through undertaking a Master of TESOL degree. Trinh already had a MA in Linguistics.

Knowledge and skills

Trinh says some of her expectations were met and others were not in terms of the courses undertaken. Some courses were similar to those undertaken in Vietnam and not interesting enough! She said her expertise was improved.

Major Impact of APCMP

Trinh has been responsible for designing the syllabus for English skills in her college.

Trinh says as a result of the APCMP she is able to be of more help to students in terms of her teaching method, style of lecturing (more engaging and interactive with students), knowledge of another English speaking culture (Australian), and learning resources/documents that she brought back with her and still uses.

AP UQ Scholarship Program

Trinh says the APCMP taught her how to do research scientifically and improved her skills of teaching English

In particular she found the UQ library and librarians to be very supportive and a valuable resource.

Trinh was very complimentary about several staff and what she learnt concerning Computer Assisted Language Learning (C.A.L.L.), methods for teachers of a second language, and their lecturing styles which encouraged critical thinking and challenged students to be rigorous.

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Le Canh Duong was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2003 and spent one year at The University of Queensland concentrating on international business. Duong is currently Vice-Director of the Da Nang Investment Promotion Centre in Da Nang, Vietnam where he is responsible for promoting Da Nang as a new destination for foreign investment

Masters Focus/Motivation

At the time of his application for the APCMP Scholarship, Duong was the Deputy Head of Division at the Department of Foreign Affairs in the Da Nang People's Committee, Vietnam.

He was motivated to apply for the scholarship in order to obtain overseas study experience. The opportunity came at a time when there were limited scholarship opportunities. Other government scholarship schemes were restricted to staff of universities. He also had strong family encouragement which reflected the "Vietnamese mindset" that study would change your life.

On previous occasions he had not received support from the Chairman of Da Nang People's Committee to scholarship offers from Fulbright and the Netherlands. Only after the promotion of the Chairman to Party Secretary in Da Nang, strong encouragement from the Australian Ambassador to Vietnam (who at that time was a frequent visitor to Da Nang), and a 2001 visit to Australia with a delegation from the Da Nang People's Committee (DPC), did the support to accept the APCMP offer come from the DPC.

Duong was the first person from the DPC who was given approval to go overseas to study. Prior to this, the DPC did not see the worth of such an undertaking. Duong says the DPC was suspicious of the "undesirable" impact such an experience might have on the person.

As Duong worked in the Department of Foreign Affairs of the DPC, he had chosen to undertake a Masters Degree in International Studies. However, he had a major change of mind when he examined the courses in the degree more closely – human rights, democracy, peace studies, etc. He stated that he would have been put "in a corner on his return" if he had followed through on that degree option. Instead, he selected a Master's degree in International Business. Not only was this choice more "provincially appropriate" but it turned out to be a "*major turning point*" in his life.

Knowledge and skills

The degree choice "opened his mind" - all courses started with a discussion of globalization, which was to prove very valuable subsequently. He was also able to make ongoing professional connections with fellow students (e.g. from China).

Duong valued the flexibility of the program in terms of subject choice – "you could shape your own program". For example, he included 2 courses on tourism which were

of direct relevance to work to be undertaken in Da Nang on the development of a Tourism Master Development Plan using the assistance of the Queensland Department of State Development along with planning experts from Hawaii.

Major Impact of APCMP

On his return to Vietnam, Duong brought back knowledge, expertise, ideas and experiences which he could see could be applied in the context of Da Nang and its then stage of development.

Duong was made Deputy Head and then, 3 months later in December 2004, Head of the International Co-operation Division of the Department of Foreign Affairs at DPC. In July 2006, he was appointed as Vice Director of the Investment Promotion Centre (IPC) at the time that it moved from being part of the Department of Planning and Investment to directly under the People's Committee and in a close working relationship with the Chair of the People's Committee. The IPC has a major role in attracting and facilitating foreign investment in Da Nang.

Also, immediately after returning to Vietnam, Duong urged the launching of a DPC Scholarship program for the civil service in Da Nang to prepare the city authority for the future. Project 100 was created for Masters and PhD study overseas. Almost any field of study was able to be undertaken. (UQ was a major recipient of many of these scholarship holders.) This scheme has now been followed by a Decision 922 Program for undergraduates and postgraduates – but the fields of study have been restricted to public health, technology, and engineering.

Duong has been responsible for developing a master plan for Da Nang's tourism including developing local investment policy and incentives.

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Pham Hong Hanh was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2004 and spent one year at The University of Queensland doing a Master of Social Science (Health Practice). Ms Hanh is currently a Health Sector Specialist at an EU Health Facility in Hanoi, Vietnam where she is responsible for Monitoring and implementation of planned activities, project reporting and provision of technical and operational advice on project activities. She is currently working on a hospital quality management project.

Masters Focus/Motivation

At the time of her application for the APCMP Scholarship, Hanh was a project officer for the Health System Development Program in Hanoi, Vietnam.

She was driven to apply for the scholarship in order to obtain a formal background and qualifications in public health. Hanh focused her studies on sexual reproductive health.

Major Impact of APCMP

Hanh is very proud to have made Sexual and Reproductive Health (SRH) Education an official subject to be taught to hearing-impaired students of Xa Dan school (300 students grade 1 to grade 9) for hearing-impaired children in Hanoi. In 2007, she was the project manager of the World Bank-funded project "Talking about Sex with

Your Hands". The project lasted 2 years. At that time, sexual and reproductive health was considered a taboo in Vietnam, people avoided talking about it in family setting as well as at schools. With the efforts of her project team, they were able to convince Xa Dan school to make it a subject in their teaching program for hearing-impaired students and provide them with different types of support such as developing an SRH sign-language glossary, developing an SRH curriculum for hearing impaired students, training their teachers, training and meeting with student's parents, organizing SRH-related extra-curricula activities, etc. Moreover, Xa Dan school is also a specialized training institution delivering training to teachers working with hearing-impaired children nationwide. Therefore, they were able to pass the knowledge and skills developed through this project to many more teachers. Now Hanh and her team are happy to see hearing-impaired students in Hanoi and some other provinces be able to talk about SRH issues with their friends, teachers and parents - with their hands.

This project was funded through the World Bank as a result of Hanh's team successfully competing for the grant money of \$200,000 (Development Market Grant). This was the first time that a Vietnamese project had successfully won this

competition which was open to any project worldwide.

The idea behind the project was Hanh's. She explains that in Vietnam, disabilities receive a lot of support in rehabilitation but not in sexual health. Further, there is no formal schooling for deaf people after grade 9 in Vietnam as the teachers do not have the "deaf" vocabulary in most instances. Therefore most deaf people are sent to vocational study rather than university.

She says the APCMP helped a lot because she can now see the "big picture" and prioritise.

AP UQ Scholarship Program

Hanh says studying in Australia was very different to studying in Vietnam in terms of methods. In Australia students have freedom to share what they think but the study is more voluntary - you need self-discipline. Hanh prefers that way because she believes you learn more from hearing from different cultures and ideas. Hanh also found the lecturers were more friendly and approachable than in Vietnam.

While at UQ she also participated in sports and volunteered as an English language tutor at an English language college. Hanh says her studies and experiences whilst studying at UQ prepared her for work in Vietnam. On return her salary was increased, she was promoted and her organization recognised she had a lot to contribute.

Hanh is often asked to share her experience with students at the Australian Embassy in Hanoi to show them what they can achieve.

To Hanh, communication with other AP UQ Scholarship beneficiaries was important and should be encouraged. Although the Australian embassy in Vietnam organizes annual alumni

events, she does not think it is enough. She wishes there was a platform (e.g. a forum) where AP UQ Scholarship beneficiaries from all over Vietnam could join and share experiences as well as gain information about new activities of UQ/other Australian fellowship programs.

More about Dr Hanh's work

In 2014 when she worked as a Senior Public Health Expert for the EU-funded Health Sector Capacity Support Project, she was in charge of managing the component "Health Information System".³ Hanh's team worked closely with Vietnam's Ministry of Health, providing them with evidence and technical inputs to support the issuance of new health policies. As a result, new legal normative documents have been issued by the Ministry's leaders for nationwide application concerning health indicators.⁴

Prior to the issuance of these new legal circulars the various health departments in Vietnam only reported 19 indicators such as maternal/infant mortality. In 2014 through this project it was determined to cover 84 indicators as recommended by W.H.O.

Hanh is very grateful for her scholarship. She says the APCMP *"changed my life because, I improved myself in terms of knowledge and capacity and because I had the chance to live in a multicultural country."*

She says her scholarship friends have had a lot of opportunities for more study and more jobs. She says she can now participate in many short courses abroad and in international conferences. In the past she would not have been sent but now she has more chances to do so. She has travelled to Africa and Europe to undertake short courses on efficacy and sexual health.

³ Hanh explains that the Ministry of Health system does not currently work well because each department collects their own data using different methods and it is not collated and organized in one place.

⁴ (1) Decision No. 3040/QD-BYT approving the

HIS Strategic Plan – Law on Statistics, (2) Circular No. 28/2014/TT-BYT issuing national health core indicators and indicator catalogue – not under any law. Part of HIS, (3) Circular No. 27/2014/TT-BYT issuing data collection tools for decentralized (province, district, commune) levels – relating to 84 indicators.

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Nguyen Thi Thanh An was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2001 and spent one year at The University of Queensland concentrating on Social Planning and Development. An is currently Social Policy and Governance Specialist at UNICEF in Ha Noi, Vietnam where she is responsible for Policy analysis and advice in relation to child rights and social and environment sustainability

Masters Focus/Motivation

At the time of her application for the APCMP Scholarship, An was the program coordinator at the Christian Children Fund of Australia, in Ha Noi, Vietnam. It is an NGO focusing on community development in disadvantaged provinces and helping to manage integrated projects in Northern mountainous regions of Vietnam. She had to live there at times to learn what they needed first hand. This inspired her to learn more about social planning. She had practical experience but wanted to build her theoretical background. So in 2000 she looked for overseas opportunities because at that time there were no available courses in social sciences in Vietnam.

An focused on social planning and social research – qualitative and quantitative (statistics). She needed to learn these research methods to facilitate projects.

Major Impact of APCMP

An has undertaken research projects in Micro finance in Viet Nam, Migration and impacts on children, child injury prevention in Viet Nam

AP UQ Scholarship Program

Through the course she had the opportunity to engage in practical projects as well as theory which was great.

She says “*studying at UQ was a dream*” Studying conditions in Vietnam were different as they did not have sufficient facilities and learning techniques. In Vietnam the learning methodology is one way (teacher to student), research methodology and referencing is done on an ad hoc basis. The APCMP allowed her to develop scientific skills. She appreciated greatly the library facilities and services.

She found the lecturers were very respectful of students. She learnt to speak out and be more interactive, more open and provocative. An “*couldn’t believe such a place could exist*”. The country, people and learning environment was excellent. She also liked the fact that in her course there were many students from different

countries.

She also liked the experience of working in groups which she believes was an important skill.

An says the “*APCMP helped to put the quality into her research*”.

An says the APCMP made her dreams come true. Her conceptual, analytical, strategic planning and networking competencies greatly improved.

More about An's work

An consults on issues related to child rights and children's issues in socio-economic development plans at both national and sub-national levels.

She primarily consults to the Ministry of Planning and Investment regarding children's rights and conditions in the poorest provinces in Vietnam. The biggest issues concerning children in Vietnam at the moment are education – that is, the provision of quality education and equity for ethnic groups - and also access to primary health care. The Vietnamese government is raising the cost of medical treatment from 1 March 2016. Even with health insurance, many items will not be included.

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Nguyen Thi My Linh was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2001 and spent one year at The University of Queensland concentrating on social science and health practice. Linh is currently gender advisor at CARE International in Vietnam in Ha Noi, Vietnam and is responsible for driving CARE Vietnam's work to promote gender equality and women's empowerment institutionally, programmatically, through advocacy efforts and with partners.

Masters Focus/motivation

At the time of her application for the APCMP Scholarship, Linh was a project officer at Vietnam Family Planning Association in Ha Noi, Vietnam.

At that time she did not have any plan to study overseas. Her best friend told her about the scholarship, so she applied by chance and was successful. Linh says her “*Life totally changed*”. She thought she would just be a housewife.

Linh's specialisation was health practice.

She knew it would be different studying in Australia. She learnt about diversity and how people live and work in developed countries.

Her experience changed her way of thinking about the world. She needed to question and think for herself. *Everything was new.*



Linh received a scholarship to pursue a PhD program (funded by La Trobe University Postgraduate Research Scholarship (LTUPRS) and the La Trobe University Full Fee Research Scholarship) at La Trobe University. Before coming back to Australia to commence this program in 2011, she worked for the United Nations in Vietnam.

Major Impact of APCMP

Her APCMP experience helped her to do these jobs. The following roles described below are attributed to the sound foundation obtained from her masters study.

From June to November 2014, Linh was a member of the evaluation team to conduct the Mid Term Review of the Country Program 8 for UNFPA in Viet Nam.

From May to June 2014, she worked as an independent consultant for Child Fund Australia Representative Office in Vietnam to conduct an end of project evaluation of two projects ‘Improving quality of basic education’ in Cao Phong and Ky Son districts, Hoa Binh province, Viet Nam. Assessing efficacy and relevance and sustainability.

From August to November 2012, she worked with the Center for Creative Initiatives in Health and Population (CCIHP) in Viet Nam to conduct a needs assessment for gender integration into HIV testing, care and treatment

program in new project sites of the Clinton Health Access Initiative (CHAI).

In 2012, she worked as a guest editor for the issue No. 8 of the quarterly newsletter Gender and Sexuality Review by CCIHP. In addition, she wrote an introductory article for this newsletter.⁵

In 2010, she collaborated with a staff from UNIFEM to develop a policy document on the issue of HIV transmission from men to women who are in intimate relationships.

From November 2008 to March 2009, she was contracted by the CCIHP to collect information and draft the 'ARROW ICPD+15 Monitoring study, Country indicators of Viet Nam'.

From November 2008 to March 2009, she was contracted by the Center for Community Health and Development (COHED) to review and edit the 'Needs assessment report on orphan and vulnerable children in Ha Noi.

In 2007, she conducted a research in partial fulfilment of the requirements for obtaining the degree of Development Studies. The research paper is about 'Reproductive health policy in Vietnam: an inquiry into the social constructions of men, masculinities and sexuality'.

In 2003, when she worked for Australian Red Cross, she led a team to conduct a participatory research with people living with HIV.

AP UQ Scholarship Program

Linh says as a result of the APCMP her perception of life and this world has been changed. She understands the diversity and complex nature of many social issues, their interconnected relationship and impacts of socio-economic development. Her analytical and strategic thinking have been significantly improved. As a result of the UQ scholarship program, she feels confident and positive about her life in the future. Linh says *it has totally changed her life and career in a positive way that she could have never thought of.*

She feels so lucky to have had a chance to study in Australia.

More about Linh's work

In her current role as gender advisor she provides advice allied with strategy regarding equality and empowerment.

Part of her role is advocacy. When a new law is developed, she works with in partnership with civil society organizations and marginalized populations to provide technical advice and advocate for including gender and human rights issues

Linh is now a permanent resident of Australia. She hopes to return in 2017.

⁵ Nguyen, T. M. L. (2012) The Medicalisation of Erectile Dysfunction, Gender and Sexuality

Review – Masculine sexuality: Social or Medical Issue, vol. 8, p. 2-3. Hanoi: CCHIP and Oxfam.

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Associate Professor Lam Quang Dong was awarded an Atlantic Philanthropies Doctoral Development Program (APDDP) Scholarship in 2003 at The University of Queensland as part of his PhD research on linguistics (semantics). A relatively short time after the completion of his PhD at the Vietnam National University in Hanoi, Vietnam, Associate Professor Lam became the Director of Research at University of Languages and International Studies, Vietnam National University in Hanoi, Vietnam, playing a vital leadership role in the research being undertaken at ULIS.¹

PhD research/motivation

At the time of his application for the APDDP Scholarship, Associate Professor Lam was the Head of the Department of Foreign Languages, University of Social Sciences and Humanities, at the Vietnam National University in Hanoi, Vietnam and a PhD student at the University of Vietnam National University in Hanoi. His research focused on linguistics (semantics).

He was motivated to apply for the scholarship during the second year of his PhD studies in order to free up his time to spend on his PhD and to engage in reading that he needed to undertake.

Knowledge and skills

Associate Professor Lam says the APDDP met all of his expectations and goals and was extremely beneficial in that his analytical skills improved.

Associate Professor Lam says that thanks to access to vast resources at UQ library and UQ academics with whom he could discuss academic issues in great depth, his knowledge of linguistics, especially semantics, improved and he was able to gain an improved understanding of current issues in linguistic research. This increased his academic confidence and enabled him to take more “educated risks”. He says this equipped him with the skills necessary to complete his PhD earlier than he had originally anticipated.

Impact

As a result of the APDDP Associate Professor Lam has written and published 31 papers and is the recipient of a research grant from his University to study the semantic structure of sentences with Serial Verb Construction (SVC) in Vietnamese. He says this research results in deeper understanding of Vietnamese semantics and syntax, which contributes to knowledge of SVCs across various languages, and is helpful to Vietnamese learners of English, translators and interpreters.

Since completing his PhD with the help of the APDDP, Associate Professor Lam was promoted to the position of Director of Research, increased his income and earning potential, has sole-authored 25 articles in various journals, supervised 25 PhD students at VNU. He attributes these successes to the APDDP. He says his employer fully supported the program knowing the university would benefit from the skills developed.

Associate Professor Lam is a contributor to Vietnam's Foreign Language Project 2020 under the Ministry of Education and Training.

Associate Professor Lam is also the recipient of a research grant from his University to study the semantic structure of sentences with Serial Verb Construction (SVC) in Vietnamese.

AP UQ Scholarship Program

Following reading and familiarising himself with new books and trends in research plus interactions with UQ staff member David Lee, he decided to change the topic of his research to cognitive semantics. This represents a major impact of the APDDP because he realised that his topic on semantics would not have represented a major contribution to the field as opposed to researching on cognitive semantics.

It took some time to convince his Vietnamese PhD supervisor and examiners of the merits of his thesis (finally approved 3 years later). There were apparent concerns with the structure of his thesis and only a few found it of interest and “useful” in the Soviet tradition.

After 12 years, Associate Professor Lam still maintains regular contact with friends, colleagues and work contacts made during his time at UQ.

Associate Professor Lam believes *the APDDP has had a significant impact on his career development over the last decade. He says his overall life satisfaction has increased immensely.*

**ATLANTIC
PHILANTHROPIES -
EVALUATION OF
UNIVERSITY OF
QUEENSLAND
SCHOLARSHIP PROGRAM
FOR COURSEWORK
MASTERS AND DOCTORAL
DEVELOPMENT PROGRAM
[2000 – 2006]**



Dr Mai Thi Quynh Lan was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2002 and spent one year at The University of Queensland concentrating on social planning and development. Dr Lan is currently Higher Education Quality Assurance officer at the Institute for Education Quality Assurance - Vietnam National University in Hanoi, Vietnam where she is responsible for supervising the operation of the education quality assurance system of VNU - Hanoi.

Masters Focus/motivation

At the time of her application for the APCMP Scholarship, Dr Lan was the program assistant at Pathfinder International in Hanoi, Vietnam.

She was motivated to apply for the scholarship because she could see the nature of the knowledge and skills required to undertake project work and related research work in which she keen to become further involved.

It was also a chance for further study and to travel abroad. It was very rare at the time for scholarships to be available to persons working in an NGO.

Major Impact of APCMP

To take up the APCMP Dr Lan had to resign from role at Pathfinder on taking up the scholarship (standard state of affairs as NGOs operate on the basis of project and program funding)

She was however offered a position as a Program Officer back at Pathfinder while still completing her APCMP –would not have been offered this position without the CMSP.

She left Pathfinder one year later, as to progress further in the organization required her to also have expertise as a medical doctor involved in public health. She moved to a position at VNU in quality assurance – the APCMP was very relevant to the role.

One year later, Dr Lan took up a Ministry of Education and Training (MOET) PhD scholarship on quality assistance in higher education. The APCMP prepared her for the study required to undertake the PhD. Her research was concerned with the gaps or otherwise between the “education outputs” of a university degree in Vietnam and the knowledge and skill requirements of the workplace. Of particular interest was whether skills for life-long learning were being acquired.

MOET relies on VNU for advice and QA knowledge from VNU. MOET has developed QA standards for universities as a whole. Standards at the program level are under development and she is/was assisting in the development of those standards.

She is also involved in VNU audits. VNU is one of 7 VN members of the ASEAN University Network.

AP UQ Scholarship Program

Dr Lan's expectations were more than met. She found study "hard" but exactly what she wanted

- Project evaluation
- Project assessment
- Project design
- Methods of assessments

She valued and found benefit from "the way of learning":

- Independent learning
- Group work and the development of teamwork skills
- Skills and practice in community consultation
- Skills and practice in interviewing
- Access to and extensive use of the library

Dr Lan says the APCMP helped her to fulfill her career ambition. She says it:

...brought chances for advanced knowledge for many of scholarship holders like herself, who would rarely have any similar chance in life.

More about Dr Lan

She hopes the scope of quality assurance will be better in the future, although she expressed some reservations about the extent to which Vietnamese higher education will make the changes necessary to keep pace and support the economic changes occurring along with the challenges of ASEAN.

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Associate Professor Van-Trao, Nguyen, was awarded an Atlantic Philanthropies Doctoral Development Program (APDDP) Scholarship in 2005 at The University of Queensland as part of his PhD research on applied linguistics. He is currently Vice President (Graduate Studies & Research) and Dean of the Department of Postgraduate Studies, Hanoi University in Hanoi, Vietnam.

PhD research/Motivation

At the time of his application for the APDDP Scholarship, Associate Professor Van-Trao was a lecturer at Hanoi University in Hanoi. His research focused on linguistics (semantics).

He was motivated to apply for the scholarship when half-way through his PhD as he saw it as an opportunity for scholars - he had encountered problems finding resources and access to literature and experts in the field. As his thesis was a comparative study, access to overseas academia would be important. He says he felt confined and wanted to be informed as to what was happening in the outside world.

In Vietnam while there were opportunities at the time to do PhD in certain disciplines it was not available in every discipline.

In the ten years since he completed the APDDP he says the situation in Vietnam has improved. Now Universities are accountable.



Knowledge and skills

When he returned, he obtained another scholarship from UQ and returned in 2006. As a result of the APDDP he decided to switch his PhD to UQ and changed the focus of his thesis. He subsequently also engaged in post-doctoral studies (English language education policies) at UQ pursuant to an “Endeavour Scholarship”.

Education Development impact

Associate Professor Van-Trao has contributed to English language education in Vietnam in curriculum design and testing and assessment. He is one of the contributors to the Vietnam Ministry of Education and Training 20/20 Project (the aims of which is that everyone in Vietnam will be able to speak English by 2020).

AP UQ Scholarship Program

Upon achieving his PhD he returned to Vietnam became Dean of the Department of Postgraduate Studies.

Van-Trao says UQ was very influential because he was exposed to a wide range of resources. It made him change his research focus and look at things differently.

There were two stages in the APDDP – language enhancement and then research methods. There was a lot of support from the UQ executive.

He says it was a *“pivotal turning point in [his] career”*.

He learnt how to be very critical.

Van-Trao was the first person at Hanoi University to get post-doctoral qualifications. He has since encouraged others to do the same, which they have done. This has given his department a high profile and respect.

In Vietnam he says the motivation to do research is not high, so the scholarship provides incentive and motivation.

Associate Professor Van-Trao says the APDDP met all of his expectations and goals and was extremely beneficial in that his analytical skills improved. This increased his academic confidence and enabled him to take more “educated risks”.

Associate Professor Lam completed his PhD at the University of Queensland in 2010.

He believes the APDDP taught him to be more critical and analytical. He says the AP UQ Scholarship was truly a capacity-building initiative for those coming from low-research areas like Vietnam.

Associate Professor Van-Trao was given the opportunity to give lectures while at UQ but he wanted to concentrate on his study.

Associate Professor Van-Trao has written and published numerous articles and contributed to books as a result of the APDDP.

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[2000 – 2006]**

Le Thi Xuan Quynh was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2006 and spent one year at The University of Queensland concentrating on public health. Quynh is currently Program Coordinator for Nutrition Program at Helen Keller International in Ha Noi, Vietnam where she manages the operation of the nutrition program in Son La, Vietnam, design M&E tools and conduct evaluation, supervises field staff and liaises with government and local partners.

Masters Focus/motivation

At the time of her application for the APCMP Scholarship, Quynh was a Program Officer for the Diabetes Prevention Program at Counterpoint International in Hanoi, Vietnam.

She was motivated to apply for the scholarship in order to gain knowledge in the field in which she was working. She largely had the position because of her English language undergraduate degree.

Quynh focus during the APCMP was on nutrition.

Major Impact of APCMP

On return to Vietnam she became involved in a 10 year program with Pathfinder International. She was the youngest Program Officer engaged



by Pathfinder International. She was responsible for coordinating all activities for the

project. The Project was funded by the Warren Buffet Foundation with AP somewhere involved as well as the University of San Francisco. The focus was on Reproductive Health and Medical Education with the aim of changing the way that medical students were taught in Vietnam. They worked with medical schools and with hospitals on curriculum and practicums (that is, introduce clinical training and created skill laboratories etc.)

After that, she became involved in a 4 year program focused on medical education for ethnic and indigenous communities.

She then moved to the Helen Keller International focusing on ethnic minorities' food insecurity, nutrition for children and pregnant women. She was able to capitalize on her program and project management skills and her continuing interest in nutrition, benefitting from her APCMP program in community nutrition.

AP UQ Scholarship Program

She found the experience to be amazing – *everything was new* for her.

Quynh valued the independent study, library resources and teamwork. She was also able to participate in an AP Project in Vietnam concerning bike helmet use.

Quynh is very grateful to have been chosen as a recipient of the APCMP and wishes there would be more "AP UQ" scholarships for Vietnam and other developing countries to offer a great opportunity for people like her to study in a professional education environment.

On a personal note Quynh is also grateful as she met her future husband who was also studying in Australia at the time.

More about Quynh's work

Quynh has connected with the University of Western Australia (UWA) for Pathfinder International. As a result of Quynh's work, a collaboration for technical exchange between Pathfinder International and UWA in medical education for indigenous population in Vietnam was established, under a 4 year AP funded program for Pathfinder.

Quynh hopes to continue in Public Health in an NGO setting and within the next 5 years seek to create a health related business.

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Dr Tran Thi Tuyet Hanh was awarded an Atlantic Philanthropies Master by Research Program (APMRP) Scholarship in 2006 and spent one and a half year at The University of Queensland concentrating on public health. Dr Hanh is currently a lecturer and researcher in environmental health at the Hanoi School of Public Health in Ha Noi, Vietnam where she develops training programs, delivers lectures for undergraduate and post graduate students, supervises students' thesis, develops research proposals and conducts research and provides consultancy services for related ministries and institutions.

Masters Focus/Motivation

At the time of her application for the APMRP Scholarship, Dr Hanh was a lecturer at the Hanoi School of Public Health in Ha Noi, Vietnam.

She was motivated to apply for the scholarship because she wanted to continue with post-graduate coursework studies in Australia after undertaking her undergraduate degree there (on an Ausaid Scholarship). (She subsequently also undertook a PhD at QUT on an ADS Scholarship. She was keen to pursue courses on Public Health and Environmental Health.

Major Impact of APMRP

After completing the APMRP, Dr Hanh won second prize at the National Conference for



Young Scientists from Medical-Pharmacy Universities in Vietnam 2009 and more recently

was awarded “The outstanding researcher of the year, 2014-2015” by the Hanoi School of Public Health.

Dr Hanh has been responsible for developing Environmental Health Risk Assessment training courses and other training courses in the field of Environmental Health for undergraduate and post graduate students.

As a result of obtaining her Masters degree through the APMRP, she was assigned to be a principal investigator for an important research project on Dioxin risk reduction. Dioxin (a by-product present in Agent Orange and other herbicides used by the US Army during the Vietnam War) is still seen as the remaining ghost of the war that still haunts millions of Vietnamese today. This research project was conducted at the two most severe dioxin hot spots in Vietnam (Bien Hoa and Da Nang) and the results of the research helped to reduce the risk of exposures and thus the health risks for local residents. The method was seen as an effective approach to deal with this important environmental health challenge in Vietnam. Experiences from this research project were

shared at international conferences, published in international journals and used as a case study for training at Hanoi School of Public Health, where Dr Hanh currently works.

The knowledge gained in her APMRP on environmental health risk assessment was invaluable to performing this role and to being asked to participate in this study.

She subsequently enrolled in a PhD on environmental health risk assessment at QUT – focus of study on the major dioxin hot spot in VN. She believes she would not have been awarded the scholarship without having completed the APMRP. Her PhD project involved risk assessment (magnitude of the risk) and subsequently sustaining the risk management strategies developed (how to manage the risk). Dioxin represents a major hazard in local foods at the dioxin hot spots. USD 84 million spent on an Environmental Remediation Project at Da Nang to date. Other problem hot spots in VN still exist but there is no funding to examine further at this time.

Dr Hanh is now a member of the task force on risk assessment for food safety, having developed case studies for workshops to advocate such safety. Her efforts to contribute to incorporate aspects of National Environmental Health Strategy have not been approved.

She is also actively involved as a technical Adviser to Department of Pollution Control within the Ministry of Natural Resources and Environment, and is trying to advocate the policy makers in using environmental health risk assessment as an effective tool for environmental health risk management in the country. She has written presentations for the policy makers at the Department of Pollution Control as a way of seeking to influence policy development through other than personal advocacy.

Dr Hanh has been also acting as a co-chair (on behalf of Vietnam Public Health Association) of the Agent Orange Working Group, but the number of partners is decreasing, which probably due to lack of funding.

AP UQ Scholarship Program

Dr Hanh valued learning how to write a project proposals and reports, how to conduct a project and how to write scientific papers for international publications.

She also valued the opportunity to undertake a research project with fieldwork on assessing the sustainability of a community based dengue fever control Northern in Vietnam. From her master thesis that developed a framework for evaluating the sustainability of community based dengue control projects, together with her colleague (Dr. Tran Minh Quy) and supervisors, she published two scientific articles on American Journal of Tropical Medicine and Hygiene. The framework has been applied and cited many times by colleagues from different countries.

Dr Hanh says during the APMRP she learnt the method of Environmental Health Risk Assessment and was then able to apply this method in assessing the risk of dioxin exposure for local residents living surrounding severe hot spots in Vietnam. She then applied interventions to reduce the risk of exposure for local people. This was the first time such interventions had occurred in Vietnam.

Dr Hanh says that as a result of her Australian qualifications she was able to establish a strong foundation for her PhD research at the Queensland University of Technology (2011-2015). She is now seen by colleagues as one of the young senior experts in the Environmental Health field in Vietnam. Dr Hanh really appreciates her scholarship opportunities.

“Thank you so much for developing me and supporting me to become who I am today. Although I am currently not holding any management position (as I can see that my personal characteristics may be not appropriate to be a boss), I believe I’m trying my best to be an expert and will be one of the "leaders" in the Environmental Health field and I think I will contribute to the development of the Environmental Health field in Vietnam (which

is still at its early stage of development and currently there is no official training in this field in my country while we are facing with various Environmental Health challenges).”

More about Dr Hanh’s work

Dr Hanh continues to provide training and research services, as well as contributing to the development of the Environmental Health field in Vietnam.

She consults to different departments such as the Ministry of Health and Ministry of Natural Resource and Environment in advocating for the use of environmental health risk assessment framework, in developing strategies and action plans in the field of Environmental Health in Vietnam.

The Environmental Health field in Vietnam is still at its early stage of development and currently there is no official training in this field in Vietnam despite the various Environmental Health challenges it faces.

She wishes to have Environmental Health recognized as an official field and with the creation of Public Health Officers in that field. (this is up to 10 years off, she surmises).

Dr Hanh says Australia is very special to her and is like her home country. Dr Hanh spent nearly 10 years studying and living in Australia under ADS and AP scholarships between 1997 and 2015. AP UQ Scholarship and ADS Scholarship not only helped her to become a senior lecturer/researcher in Environmental Health, but she believes her personality and behavior were greatly influenced by Australian people. She says traits such as honesty, caring for the environment, caring for the community, working in collaboration, are some of the wonderful and influential things she has learned from her friends, lecturers, housemates and people in Australia. She misses Australia a lot!

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Nguyen Hoai Linh was awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship in 2003 and spent one year at The University of Queensland concentrating on industrial relations. Linh is currently Knowledge and Learning Coordinator at the World Bank Office in Hanoi, Vietnam where she coordinates knowledge sharing programs for Vietnamese Government Officials, and manages World Bank Staff learning.

Masters Focus/Motivation

At the time of her application for the APCMP Scholarship, Linh was a program assistant at the World Bank Office in Hanoi, Vietnam.

She decided to apply for the scholarship as a way to go overseas. She had previously spent time in the U.S., through the World Bank in Washington DC. The World Bank also encouraged her to obtain a Masters qualification from overseas.

Major Impact of APCMP

Linh's current role is as knowledge and learning coordinator – in charge of learning for staff/clients of World Bank (mainly for government officials). She helps them with capacity building, professionalism, technical skills.

Linh has been responsible for creating training programs for Vietnamese clients using Australian content.

AP UQ Scholarship Program

Linh says the whole learning experience was different. The first few months were a culture shock because of how friendly Australians were and the human decency she witnessed – “Everyone talked to you, people help...you could talk to strangers and feel safe...In Australia she never felt “yellow”. She was treated respectfully. She made good friends with Brisbane.

Academically everything was “good” because she had not had the experience before. The non-core subjects were excellent. At first the volume of material and assessment was overwhelming compared to what she had had to do in her undergraduate English degree in Vietnam. Once she got used to it she really enjoyed it. She liked the discipline of the study and the fact you could speak your mind and discuss opinion openly.

The library resources and services were very much appreciated.

The most significant impact from her participation in the APCMP was the exposure to the international academic environment. She says this allowed her to build her confidence, to understand and perform tasks much more systematically, and to build connections with

Australia. She now has critical analysis skills and knowledge of how to approach tasks all of which has been noticed by her employer.

Linh says *“without this experience I would not have been [promoted to her current] role”*.

ATLANTIC PHILANTHROPIES - EVALUATION OF UNIVERSITY OF QUEENSLAND SCHOLARSHIP PROGRAM FOR COURSEWORK MASTERS AND DOCTORAL DEVELOPMENT PROGRAM [2000 – 2006]



[Dr. Duong Mong Ha, Emeritus Professor Trevor Grigg, Dominique Grigg, Vice Rector of UFLS Dr. Long, Ms. Nguyen Thi Chau Ha, Assoc. Prof. Ho Thi Kieu Oanh, Dr. Le Tan Thi]

University of Foreign Language Studies (UFLS), University of Da Nang

The following staff members of UFLS were awarded an Atlantic Philanthropies Coursework Masters Program (APCMP) Scholarship concentrating on TESOL:

- Dr. Nguyen Van Long - Vice Rector
- Dr. Le Tan Thi - Dean of English for Special Purposes Department
- Assoc. Prof. Ho Thi Kieu Oanh
- Dr. Ho Si Thang Kiet - Lecturer
- Ms. Le Thi Xuan Anh - Vice Dean of English Department
- Ms. Nguyen Thi Chau Ha - Lecturer
- Ms. Nguyen Tran Uyen Nhi - Lecturer
- Ms. Nguyen Thi Thanh Huong - Lecturer

Masters Focus/Motivation

Ten to fifteen years ago it was a requirement for the teaching staff at UFLS to upgrade their qualifications. Vice-Rector Dr Long says “*the scholarship opportunity came at exactly the right time*”.

Major Impact of APCMP

As a result of such a large contingent of APCMP at UFLS the institution has the strongest reputation for English language teaching in Vietnam.

The Masters degrees obtained from the APCMP were very meaningful and significant as it gave the recipients and the UFLS a high status in society.

Vice-Rector Dr Long is now an expert in C.A.L.L. (Computer Assisted Language Learning).

The UFLS is one of the 3 key members running the Ministry of Education and Training 2020 Project (the aims of which is that everyone in Vietnam will be able to speak English by 2020).

AP UQ Scholarship Program

All of the alumni (APCMP) spoke of having learned a lot and greatly appreciated the library and the assistance obtained from teaching staff. Associate Professor Ho Thi Kieu Oanh said “*I lived in the library –day and night. I could search for so much data*”.

The library resources and associated services clearly had a great impact. The alumni explained that in Vietnam they do not have access to such resources as government policy and willingness has not changed.

The APCMP impacted the curriculum used at UFLS, and their teaching methods. They spoke of how they now create more opportunities for students to practice which helps to improve their language proficiency.

They said they “*would not forget the time spent at UQ*”.

Dr. Ho Si Thang Kiet said it was the “*best time in my life...I love the country*”.

The future

Lecturing staff of UFLS must now have a PhD to continue to advance their career paths, so they are again looking for scholarship opportunities overseas.

They still network with other UQ graduates in Hanoi and have set up a Facebook site “V'TESOL”.

They would like to work collaboratively with UQ to introduce a joint Masters of TESOL with student/teacher exchanges for part of the degree.



[Dr. Ho Si Thang Kiet, Emeritus Professor Trevor Grigg, Dominique Grigg, Ms. Nguyen Thi Chau Ha, Assoc. Prof. Ho Thi Kieu Oanh]

Appendix 2: Meeting with University of Da Nang Vice-President

Background to the Meeting

The University of Da Nang was chosen for an Employer Interview, given the significant cluster of CMSP and DDP alumni who had been academic staff at that UD when they were awarded an AP UQ Scholarship.

A Briefing Note for the President of UD was forwarded to him, following his acceptance of a request to be interviewed as an important part of the Evaluation Study. This included the stated purpose of the meeting, as outlined below.

Purpose of the Meeting

The purpose of the meeting is to gain the perspectives of the President on the contributions that the academic staff of UD, who were recipients of the Atlantic Philanthropies Scholarships to undertake Coursework Masters Degree Programs or Doctoral Development Programs at UQ, have made to UD and to the wider Da Nang community and to Vietnam since their return to Da Nang.

Briefing Note for the Meeting

The Note forwarded under the name of the Evaluation Project Director contained the following text:

“I have been commissioned by The Atlantic Philanthropies (AP) to undertake an assessment of the impact that The University of Queensland Vietnam Coursework Masters Scholarship Program and Doctoral Development Program, funded by AP over the period 2000 - 2006, has had on the professional and personal lives of the Program's Alumni and the contributions that they have made and continue to make to their employing organisation, local community and the nation of Vietnam.

As part of the Project, alumni have been requested to complete an on-line survey. A number of those who completed the survey are being interviewed.

Many of these scholarship alumni were and still are academic staff of the University of Da Nang. Indeed, there were approximately 15 such staff who successfully undertook the Coursework Masters Program (CMSP) and approximately a further 15 who undertook the Doctoral Development Program (DDP). Fifteen staff completed the online survey. Interviews are to be conducted with a selected number of these staff.

Of those who undertook the CMSP, quite a number have subsequently obtained a PhD degree, whilst almost all of those in the DDP have since graduated with a PhD from a Vietnamese University and now hold senior positions within the University Of Da Nang.

A significant number of UD staff were also recipients of an English for Academic Purposes Program scholarship, which was delivered through the UD-UQ English Language Institute located on the main campus of the UD.

I was intimately involved with AP's philanthropic support for UQ over the period 1999 to 2009 and, in particular, the many initiatives that UQ was involved in Vietnam at the time (in my role as UQ's Deputy Vice-Chancellor and Vice-President (International and Development)). This included working closely with the then Presidents of UD and with the Da Nang People's Committee."

Meeting Participants

Associate Professor Doan Quang Vinh, Vice-President, University of Da Nang attended the Meeting on behalf of the President.

Also in attendance from the University of Da Nang were:

- Dr. Duong Mong Ha, Rector, Institute for Research and Executive Education
- Associate Professor Dr. Phan Van Hoa, Dean, School of International Education
- Associate Professor Hung Nguyen-Le, Vice Director, Department of Science and Technology
- Ms. Ho Long Ngoc, Vice Director, International Cooperation Department
- Mr. Dinh Hoang Quan, International Program Officer, International Cooperation Department

Perspectives of the University of Da Nang

- The scholarships were very important for Vietnam, UD and the recipients
- UD is focused on international cooperation.
- The CMSP and the DDP "made a big difference" to UD. They were "very pleased with the scholarships".
- At the time the Scholarships were awarded, it was very difficult to access research resources such as via the internet and, in particular, access to non-Vietnamese resources.
- The recipients "learnt a new way of thinking/researching".
- Another benefit was the improved proficiency in English gained through the intensive English language programs undertaken by participants before commencing their programs of study.
- The recipients were able to make a lot of contacts in a short time and acquired skills and experience in working with foreigners
- Value to participants from time spent in another cultural environment.
- Some of the CMSP participants and all of the DDP participants from UD have gained PhD qualifications.
- CMSP participants and particularly DDP participants achieved their PhD and promotions much more quickly than would otherwise have been the case.

- Most have been promoted to senior positions since their return.
- An important factor in a promotion is whether the applicant has studied overseas and/or had overseas experience.
- For promotion to a senior role a staff member must hold a PhD.
- Poor response of UD staff to DDP survey attributed to the likelihood that the level of English language proficiency of the DDP alumni may have declined since undertaking the program (or to senior roles making them too busy to take the time to complete).
- Offered to assist with re-circulating the survey. (This this occurred, it did not lead to any more completed surveys).

Conclusions

The AP UQ Scholarship is clearly valued highly by UD for the up skilling and the overseas experience it provided to so many of its academic staff. The participants in the DDP program, whose nominations came through UD, were clearly targeted on staff destined for senior roles in the university, provided that they completed their PhD programs on return to Vietnam.

It is unfortunate that the views of only two members of the staff of UD who undertook the DDP are known from their participation in the on-line survey. This is in spite of the offer of UD to re-circulate the survey link on behalf of the evaluation team to the other staff who undertook the DDP.

By contrast, the survey response rate by CMSP participants who are still staff members of UD was very high. A significant number of them also participated in the group interview with the University's College of Foreign Languages.

Appendix 3: Peer Interview – Vice-Dean, Hanoi School of Public Health

There were two clusters of Program alumni, namely, the cluster at the University of Da Nang and the cluster in public health centred around the Vietnamese Public Health Association and the Hanoi School of Public Health. A meeting was arranged with the Vice Dean of the Hanoi School of Public Health, Assoc. Prof. Nguyen Thanh Huong, to obtain her perspective on the contribution of the UQ AP CMSP alumni who had completed their Program in the field of Public Health to the betterment of public health education, public health projects and programs and to public health policy in Vietnam.

Assoc. Prof Huong had had a long term engagement with AP Projects in Vietnam and had studied for a PhD in Australia under a different AP Scholarship scheme in the mid 2000s.

Assoc. Prof Huong knew a few of the CMSPs who had responded to our survey as well as the staff within the Hanoi School of Public Health who were alumni of the CMSP.

She commented that Public health was a “new” area for Vietnam in the early 2000s and new “winds” were needed in the health system, which would have to come from overseas influences.

In her opinion the UQ AP CMSP in Public Health was very timely in this regard. The benefits that she believed emanated from overseas study in Public Health were identified as:

- the quality of overseas study programs (and status given to those undertaking such programs)
- the perspectives gained from studying overseas (alternative approaches, policies, delivery systems)
- English language acquisition which was very important for integrating and working with in-country overseas public health professionals
- the professionalism acquired in terms of the altered manner of how one works both as an individual and as a manager
- the ability to undertake continuing professional development/self learning as a consequence of the university learning model (guided self learning) acquired whilst studying overseas, and
- in contrast to the VN education experience, CMSP participants acquire the skill of critical thinking , and the ability to construct/make/and defend an argument.

She did confirm a view acquired by the evaluation team, that the UQ AP CMSP probably provided the first opportunity for those employed in NGOs to qualify to

apply for an overseas scholarship in public health, including those from a non-medical background.

As a number of the CMSP Public Health alumni were employed in NGOs, when asked, she felt that their contribution to public health in VN was very significant. Further that those alumni who had chosen to move from employment in the Ministry of Health to NGOs or INGOs had the important advantage of knowledge of the “system” and professional links into the bureaucracy which would assist in advocacy, in collaborative endeavour, and in having an influence.

She agreed that the recognised trend to diminishing overseas support for INGOs and for local NGOs – placed the responsibility in the future back on local fund raising, including that from the involvement of businesses.

In conclusion, she believed that Scholarship programs such as the AP UQ CMSP were extremely valuable to Vietnam. It would be ideal if those educated and trained from the rural and more remote provinces were encouraged to return to work there.