



# Cardinal Foley Scholarship Fund Evaluation Report 2021

## Key questions and summary of results

An evaluation was undertaken by CAMECO, five years after the first candidates supported by the Cardinal Foley Scholarship Fund (CFSF) graduated. Five years is also the period during which the applicants contractually committed to employ the fellows in a church office or institution in the field of media and communication.

For this purpose, an analysis of available documents was carried out, and a tracer study was sent to all former fellows (see questionnaire as attachment). Further investigation was undertaken by CAMECO regional desk officers to clarify the whereabouts of non-responding alumni.

The results answering the key questions are summarized before main findings are provided in more detail:

### Were the eligibility criteria followed up?

The analysis showed that the majority of candidates supported are from the African continent, followed by Latin America and Asia. On each continent applications were received from a moderate number of countries. More than half of the scholarships were awarded to men (58%), one third to priests compared to 22% to religious sisters. 42 % of scholarships were awarded to support non-consecrated experts, primarily in Latin America. The overwhelming majority (75%) studied at universities in their own region, in postgraduate programmes (MA 75%/PhD 13%), only 10% of scholarships were awarded for the first graduation (BA), and only one for a customised qualification programme.

### Reflection:

The Screening Committee might discuss whether more focused promotional efforts should be undertaken, to make the CFSF better known in countries from which no applications were received so far, and whether certain eligibility criteria should be specified more clearly – which might also be varied for the different continents.

Do the graduates actually work in the media sector, are they still at the service of the Church?

Out of 36 alumni, only 4 are currently not working in the media sector. However, the whereabouts of another eight former grantees could not be clarified, despite much effort invested. It can therefore be assumed that quite a number of applicants did not comply with the contractual agreement to employ the candidates for at least five consecutive years in the media or communication work.

Among the ones where the present position could be clarified, only one is no longer working for an employer without any affiliation with the Church. Half of the candidates have been working for their diocese, 25% for their religious order, three for the Bishops' Conference of their country, and one for a church affiliated not-for-profit organisation.

Reflection:

The monitoring process could include a regular tracer study on applicant's contractual employment after graduation. It could be discussed whether this should be done after the current five-year obligation or after three years. The obligation to provide annual feedback on the current position of the candidate during the five respectively three years could be implemented in the contract. However it also has to be discussed what leverage we have and what consequences should be drawn if Bishops and/or Superiors who do not respond at all to CAMECO's inquiries (e.g. exclusion from future calls for proposals. It could also be discussed whether the contracts should include sanctions if the commitments made are not respected.)

Do former grantees hold a leadership/management position?

Approximately half of the fellows are holding a leadership position in the management of communication offices or as directors of catholic media. One former graduate is a full-time lecturer at a university. Almost all of them seem to have reached the ceiling of their career ladder already, holding the highest position available in church related media / communication work in their country.

How is the quality of training assessed in hindsight? Has the training prepared them well for their current work? (usefulness / relevance)

Answers could only be provided on the bases of the 26 alumni who answered the questionnaire, which is approximately two thirds of all alumni. Their assessment is overall very positive, with respect to usefulness and relevance of the study programme and the quality of lecturers. There were slight differences in some areas depending whether the students had visited a local/regional university or one of the Pontifical Universities in Rome. However, the number of students is still too small to give them statistical significance, and there was no indication of striking weaknesses, although, of course, there is always room for improvement.

### What training needs do alumni perceive in their respective positions?

In contrast to the positive assessment of their academic qualification, the respondents in the survey mentioned a big amount of further training needs, in the practical media work, but also with respect to their managerial competences in leadership and problem solving. There were some differences between the women in the group, who prioritized leadership qualification higher than their male counterparts.

Reflection:

The training needs can be taken into consideration when a programme for the Alumni network is developed.

### Are grantees interested in becoming a member of the alumni network? If yes, in which language groups could they take part, and what would be their primary interest?

18 former grantees (50% of respondents) want to become part of an CFSF Alumni network – 12 from Africa, 4 from Latin America, 2 from Asia. The majority of them is English speaking (16). Their primary interests are exchange with colleagues, learning from good practice examples in other countries and support for the organisational development of their office or media outlet.

Reflection:

Language will be an issue in the CFSF Alumni network, because only three of the alumni are fluent in more than one language, which means, that there are French and Spanish native speakers who could not follow English and vice versa. Creative solutions have to be developed, to encounter a separation of the language sub-groups. The wide sample of primary aims stated by the fellows will provide ample possibilities to develop a useful concept for the concrete design of the network.

### Is there room for improvement in the administration of the CFSF?

CAMECO is working on ways, to more easily follow-up the scholars also after completion of their studies.

In addition, it should be discussed how to make the CFSF better known in wider church circles.

## CFSF in figures – all grantees

In the following report the main findings are provided. If there are specific questions from Steering Committee members, such as individual applicants, grantees, study places, etc., CAMECO is of course happy to clarify them upon request.

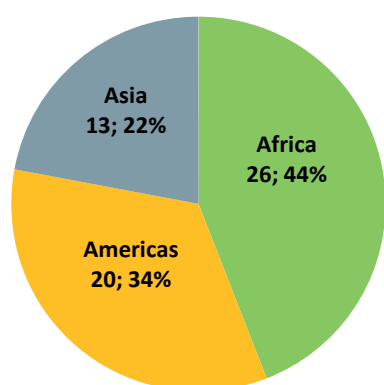
Number of grantees

To date, 60 fellowships have been committed, 59 of which have been awarded<sup>1</sup> to 55 candidates – four grantees were supported for two circles of consecutive studies.<sup>2</sup>

Origin of scholarship holders

The Screening Committee granted most of the scholarships to African candidates (26/44%), followed by Latin America/Caribbean (20/34%), and Asia (13/22%).

The table below also shows the range of countries that scholarship awardees from each continent originated from.



Country origin of grantees		
<u>Afrika</u>	<u>Americas:</u>	<u>Asia</u>
2 Burundi	1 Argentina	1 Bangladesh
1 Cameroon	4 Bolivia	3 China
1 CAR	2 Brazil	3 India
3 DR Congo	3 Chile	2 Indonesia
6 Kenya	2 Colombia	3 Myanmar
1 Malawi	2 Dominican Republic	1 Philippines
2 Nigeria	1 Nicaragua	
3 Rwanda	1 Paraguay	
1 South Sudan	2 Peru	
1 Tanzania		
1 Togo		
3 Uganda		
1 Zambia		
Total: 13 countries (out of 55) 26 scholarships	Total: 9 (out of 20) 20 scholarships	Total: 6 countries (47 internationally accredited) 13 scholarships

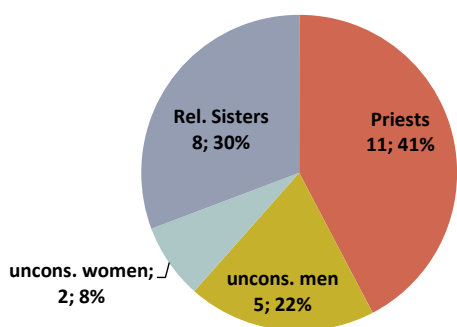
<sup>1</sup> One of the scholarship holders withdrew his scholarship before the start of his studies.

<sup>2</sup> Fr Theoneste Ndahimana, Rwanda, MA and PhD  
Fr Fiorina Leh Leh Khaing, Myanmar, BA and MA CFSF, MWI presently finances PhD studies in different subject  
Fr Dieudonnee Niyibizi, Burundi, MA and PhD  
Fr Kasmir Nema, Timor Leste, MA and PhD

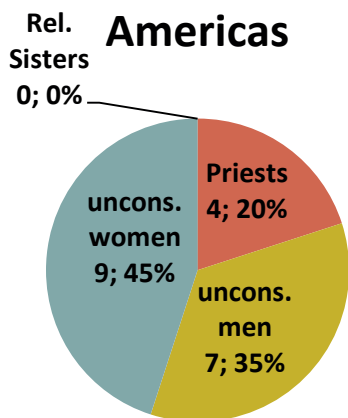
Gender balance and inclusion of non-consecrated professionals

More than half (35 / 58%) of the scholarships were awarded to men, 41% (24) to women – 21 (38%) priests and 12 (22%) religious sisters, compared to 22 (40%) non-consecrated experts. The differences between continents are very striking: Non-consecrated women were only supported to a significant extent in Latin America (9/45%), where the proportion of so-called lay people is also the highest at 80%. On the other hand, no religious sisters in Latin America received a scholarship. In Africa, priests and nuns account for 70% of all scholarship awardees, while in Asia virtually only priests (54%) and nuns (46%) were supported.

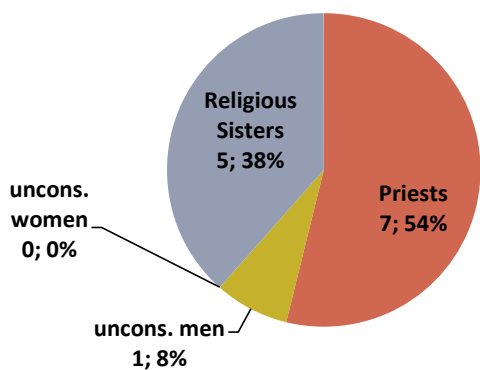
### Africa



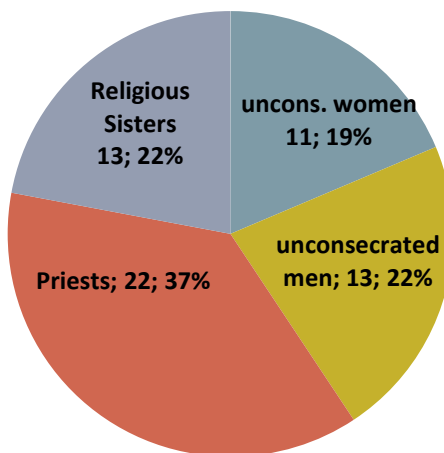
### Americas



### Asia

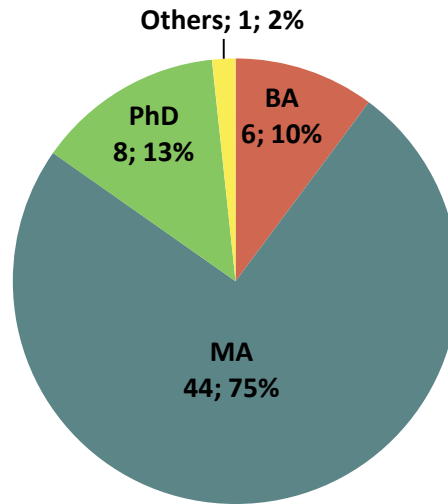


### All continents



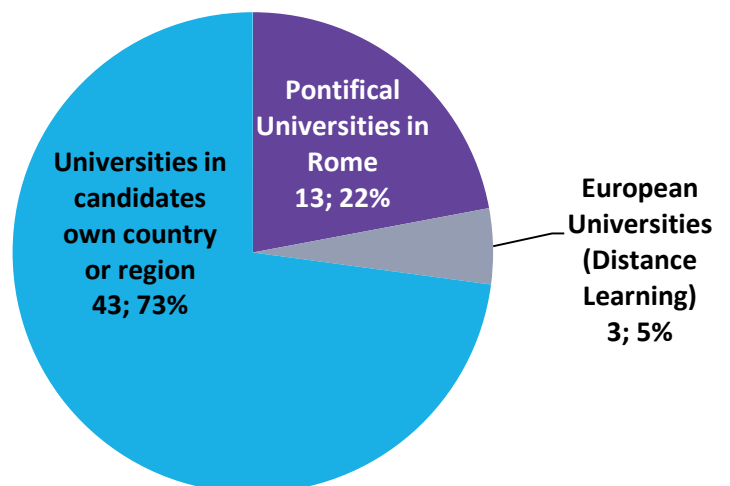
### Academic degrees

The overwhelming majority of scholarships were awarded for postgraduate studies – 44 (75%) for an MA (44/75%) and 8 (13%) for a PhD. Only 6 (10%) were subsidised for their BA studies.



### Study Locations

As specified in the guidelines, the vast majority of grantees (43,73%) studied at universities in their home country or region, 13 at different Pontifical Universities in Rome and only three were enrolled at a University in another European country, all of them participating in a Distance Learning course.

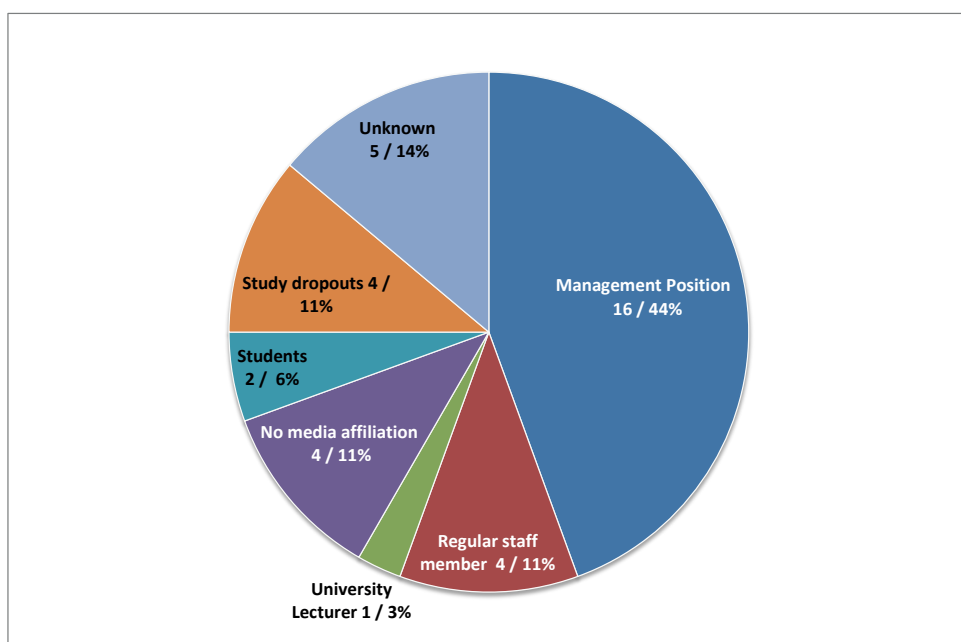


## ALUMNI survey

In 2020, the period expired for the first former fellows, during which the applicants (bishops, religious superiors, and, as an exception, Catholic media) had committed to employing the graduates in the designated media/communications field.

Half of alumni hold a leadership position

It was expected that 44 students had completed their graduation in 2020, but 8 candidates could not finish their studies as originally planned (mainly due to Corona restrictions). The remaining 36 alumni were asked to participate in a tracer study to determine their whereabouts.<sup>3</sup> 26 filled out the questionnaire (74%). The “holdouts” were repeatedly contacted by the different regional CAMECO desks, and, if there was no response, the applicants (Bishop/Religious Superior) were asked to clarify the current workplace of the former candidate. Additional online research was undertaken, but the whereabouts of five former fellows could still not be determined. Two are still working on their thesis; four former grantees have employment without a media affiliation. 16 former grantees are holding a managerial position, as Director of media offices, heads of regional offices or editors-in-chief. One alumna is a University lecturer and additional four are regular staff members of a Catholic media outlet or communication office. It can be concluded that about half of the alumni (21) have so far achieved the CFSF’s goal of taking up leadership positions in the church’s communications and media work.

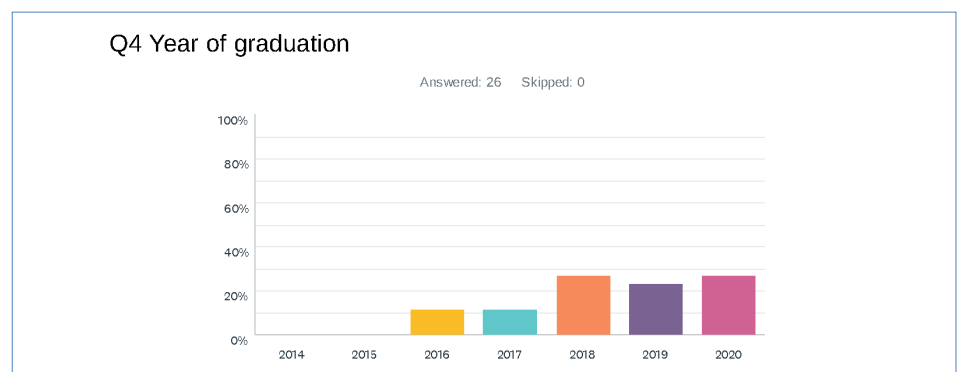


## Survey results

The following results are all based on the responds of the 26 CFSF grantees who filled out the questionnaire – 13 from Africa, 8 from Latin America and 5 from Asia – 15 men (58%) and 11 women (42). Comparisons of results were undertaken with respect to continent of origin, study place/University, and gender, which showed very little variation. In the following analysis, differences are only mentioned if they seemed to be relevant for further strategic approaches.

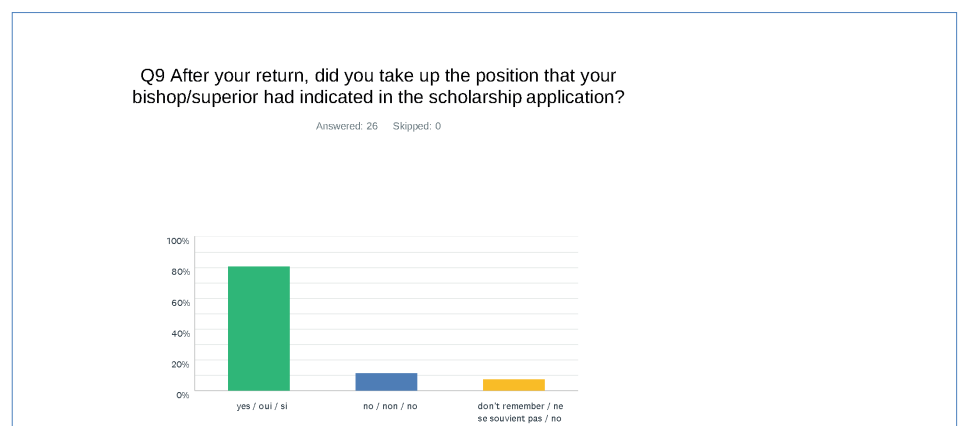
### Year of graduation

Approximately half of the respondents graduated between 2016 and 2018, the other half are relative newbies in their current assignments, having graduated in 2019 and 2020.



### Vast majority works in position as foreseen ...

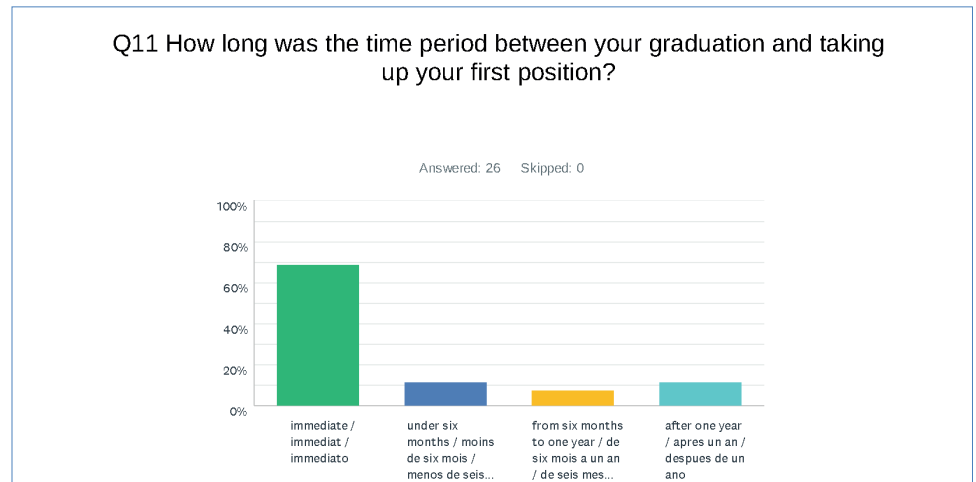
The majority (21 / 80%) took up a position as intended and referred to in the scholarship application. One of the students was told by his bishop that he has unfortunately no open position for him. Another candidate was assigned to a job in a Catholic medium, but is only responsible for administration work. And a third one has returned to her home country, but not yet finished her thesis and therefore not taken up any new responsibilities.





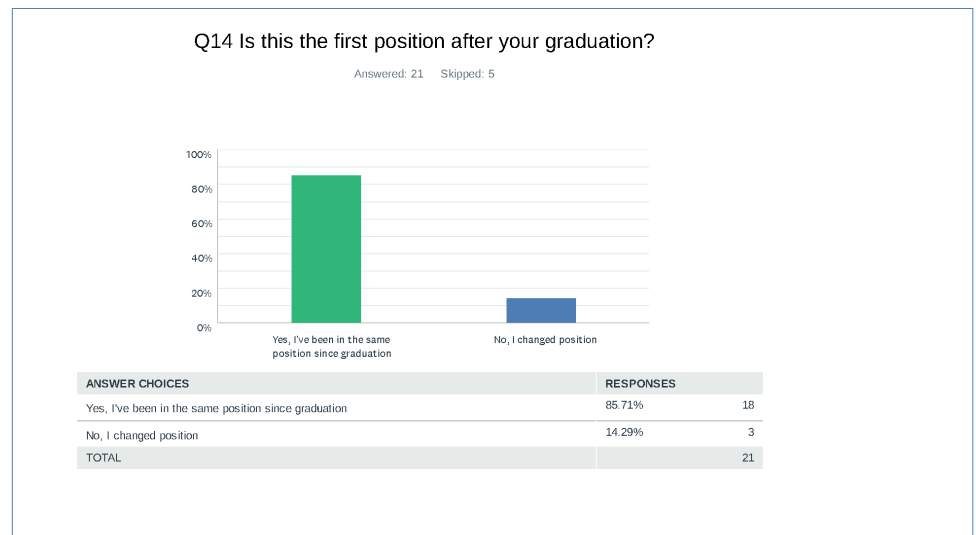
... and took it up immediately

The vast majority took up the new position almost immediately after graduation (18 / 69 %) or within one year (5 / 19%). But two alumni had to wait more than a year until they were able to take up their first position, and four alumni (15.4%) had to take over an assignment outside the media/communication field.



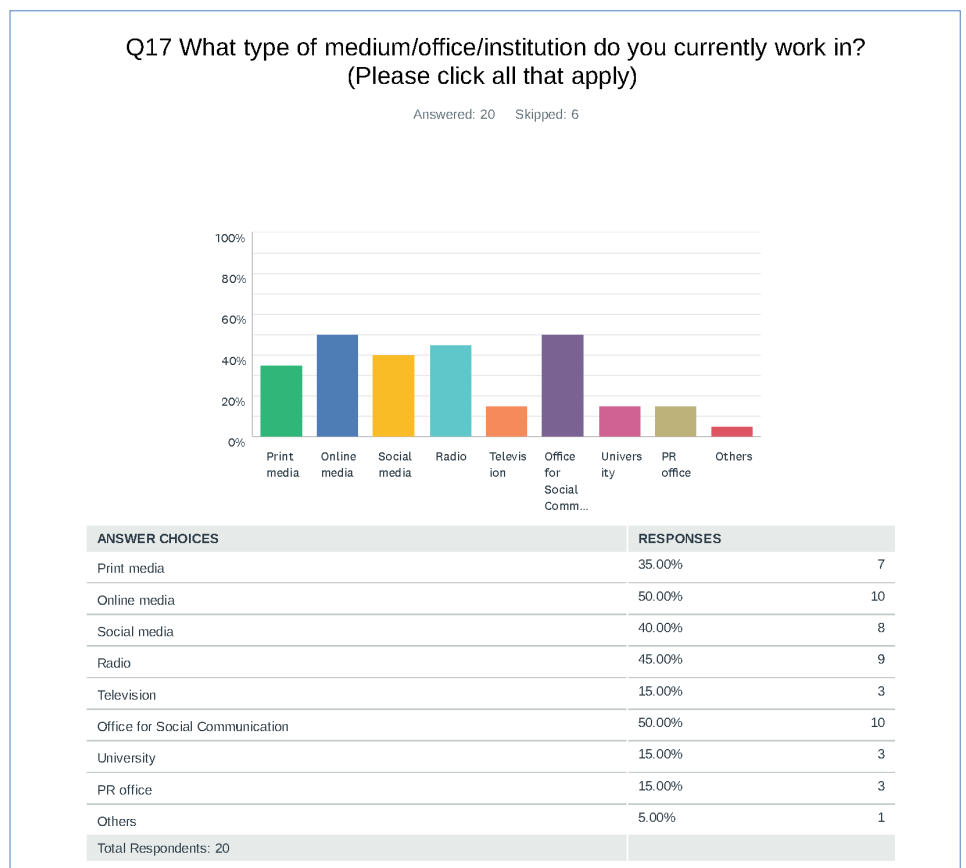
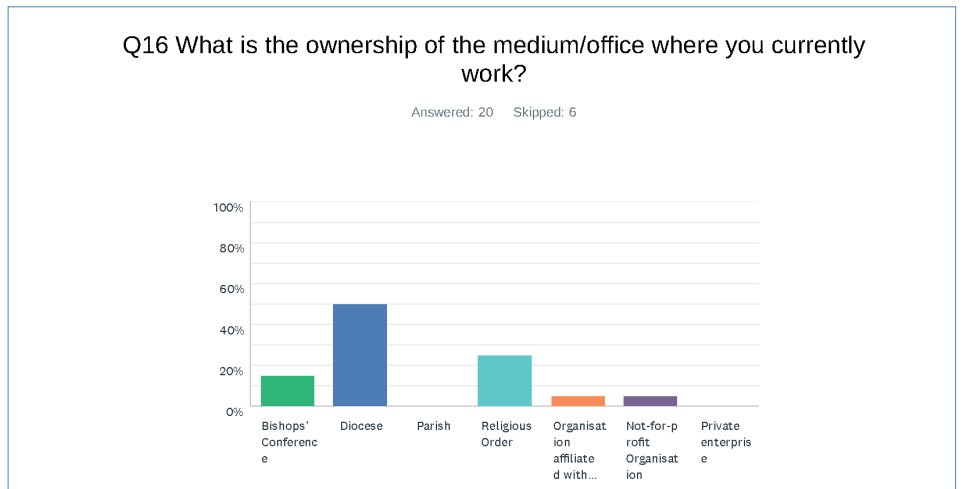
Ceiling of career ladder already reached?

All following questions were only answered by 20 respondents. Out of them, 17 alumni are still working in the same position since graduation, only three indicated that they changed position, but ten reported that they were promoted to a higher position. The results are not very consistent here. It can be assumed that at least half of the grantees were earmarked for a management position, actually filled it after graduation, and have thus already reached the highest position in media / social communication the church could offer in the country.



Almost all respondents work for Church institution

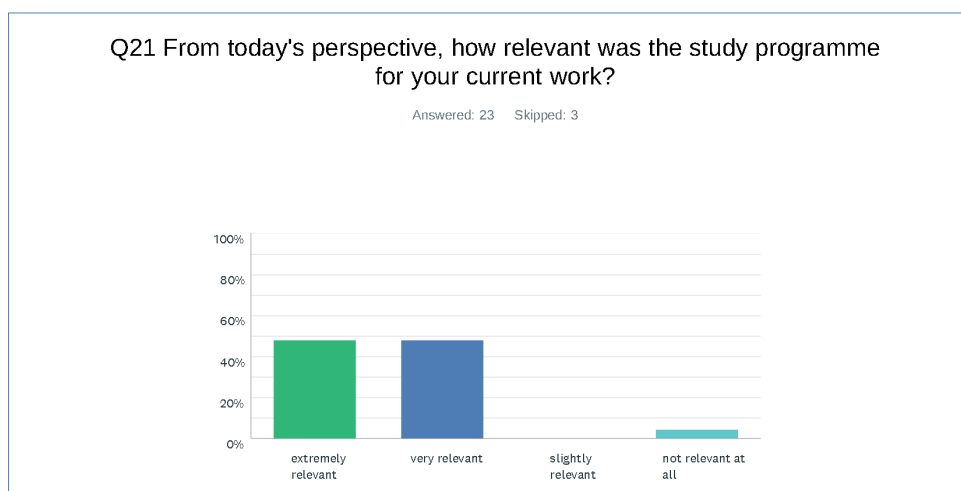
10 out of the 20 alumni who answered the question, are working in the social communication ministry of their diocese, 5 for a religious order, 3 for the Bishops' Conference and 1 each for an organisation affiliated with the Church (i.e. the Caritas) and a not-for-profit organisation. Only one employer has no affiliation with the Catholic Church.



## Relevance and quality of studies

High relevance of studies

Only one grantee – who is not working in the media field – found that the studies were not relevant at all for his present position. The others rated their studies as extremely or at least very relevant.

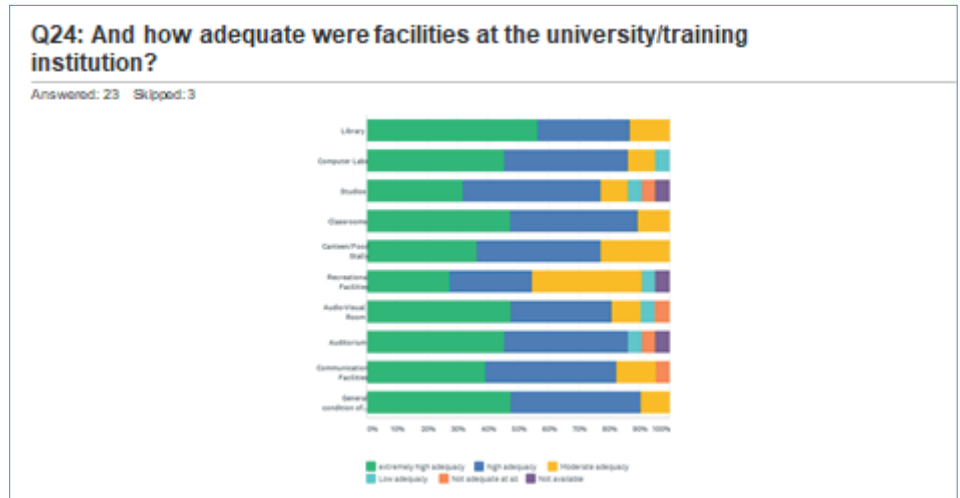


Positive ratings of quality of lecturers and adequacy of facilities

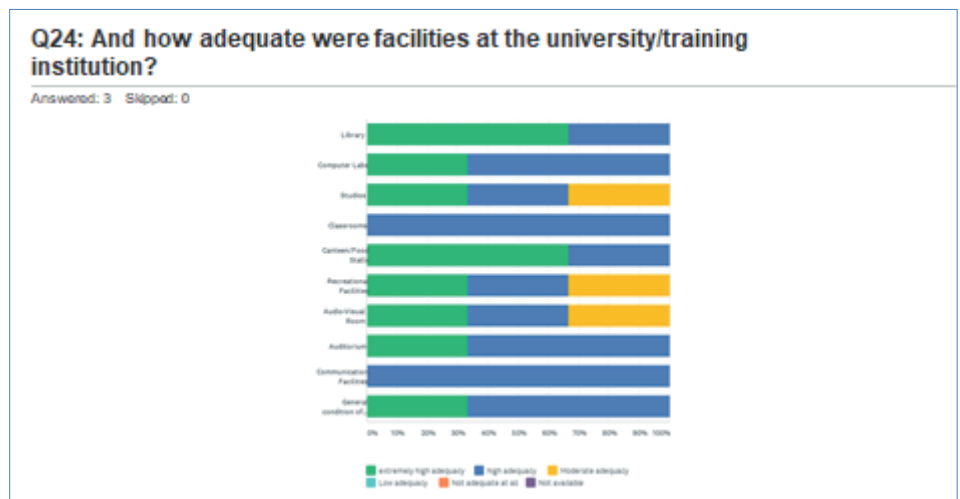
Overall positive was also the assessment of the quality of lecturers and the adequacy of facilities of the training institution. Although there were slight differences between candidates who had studied at one of the Pontifical Universities in Rome, or at the two regional champions, – Daystar University in Kenya and Santo Tomas in the Philippines – the number of students who graduated there is too small to be statistically significant. (See the three comparative charts on the next page.)



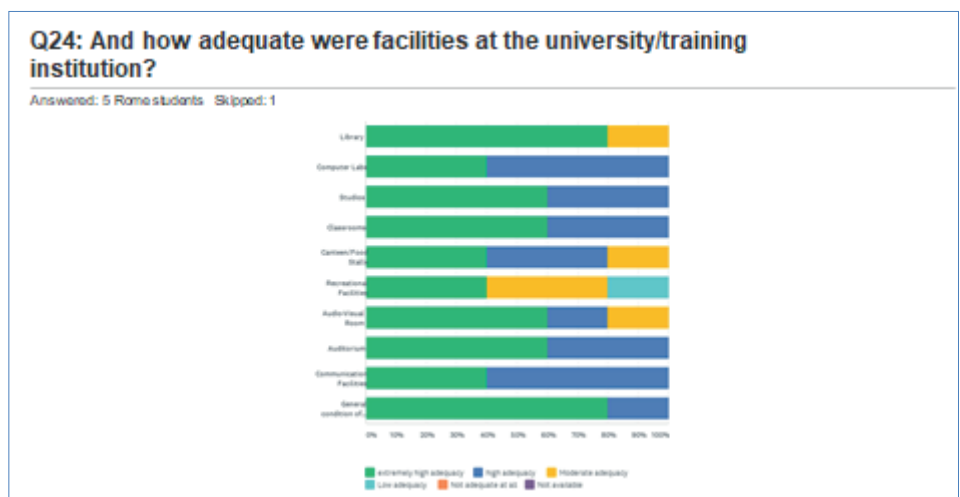
Adequacy of university facilities - all respondents:



respondents who studied at one of the Pontifical Universities in Rome

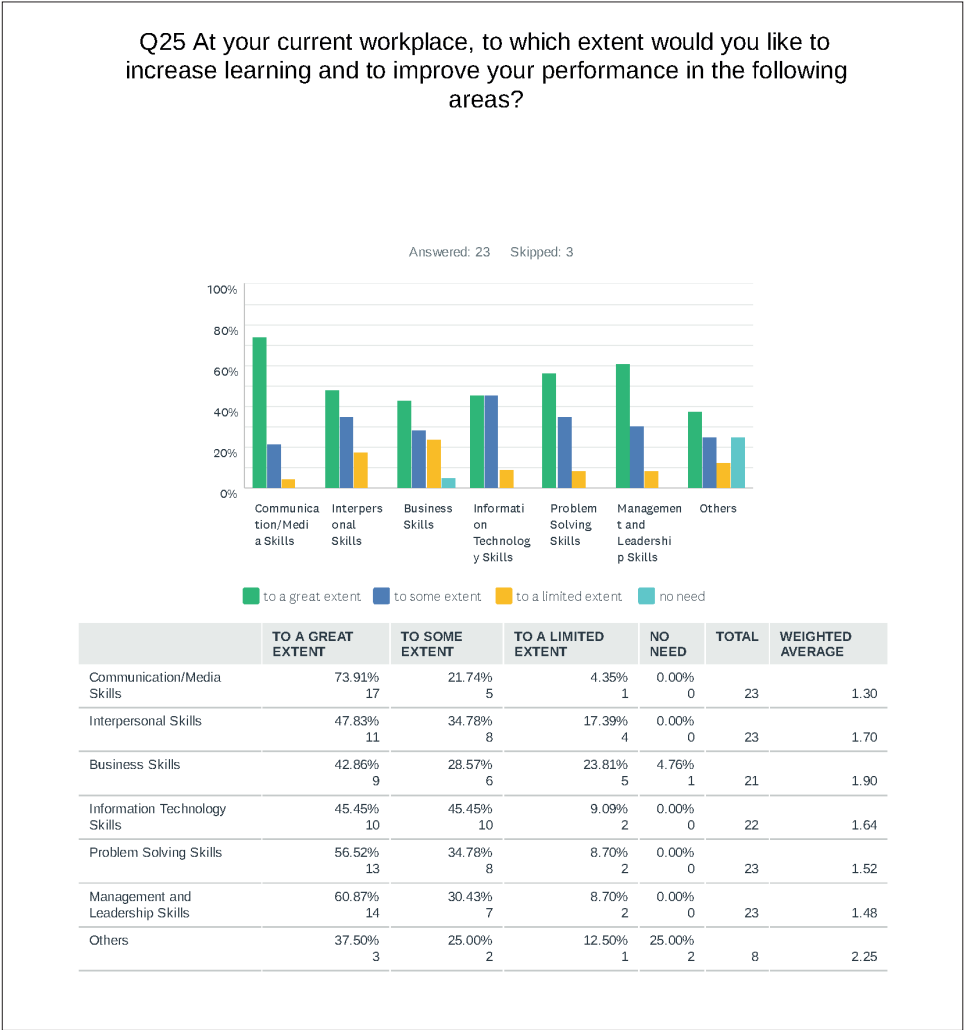


respondents who studied at Daystar University in Nairobi and University of Santo Tomas in the Philippines



Great need for additional qualification

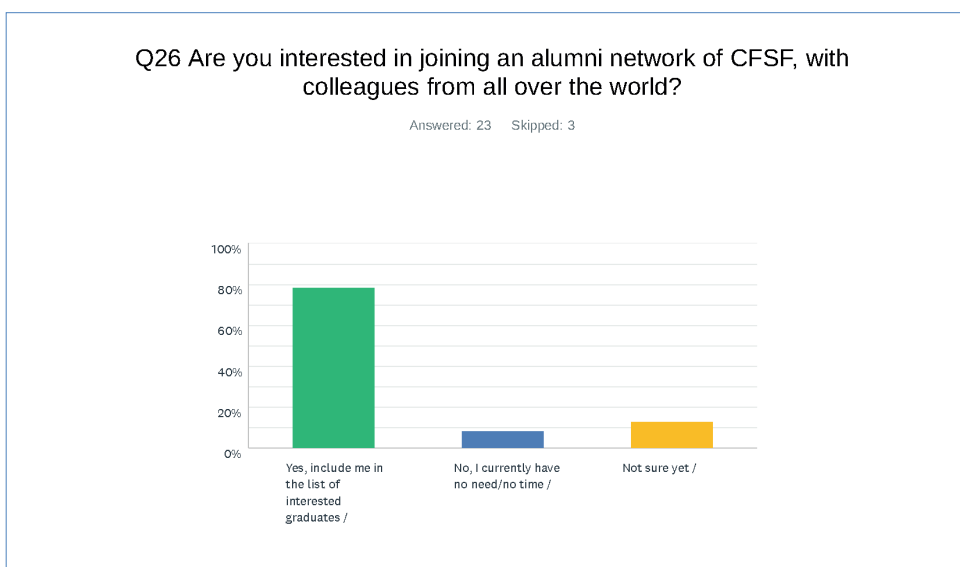
However, the positive assessment of the relevance and quality of the studies contrasts sharply with the large number of training needs mentioned by alumni. More than half of the respondents indicated that they would like to improve “to a great extent” their communication/media skills, management and leadership skills, and problem solving skills. The women indicated as their first priority the development of management and leadership skills.



## Interest in and expectations from Alumni network

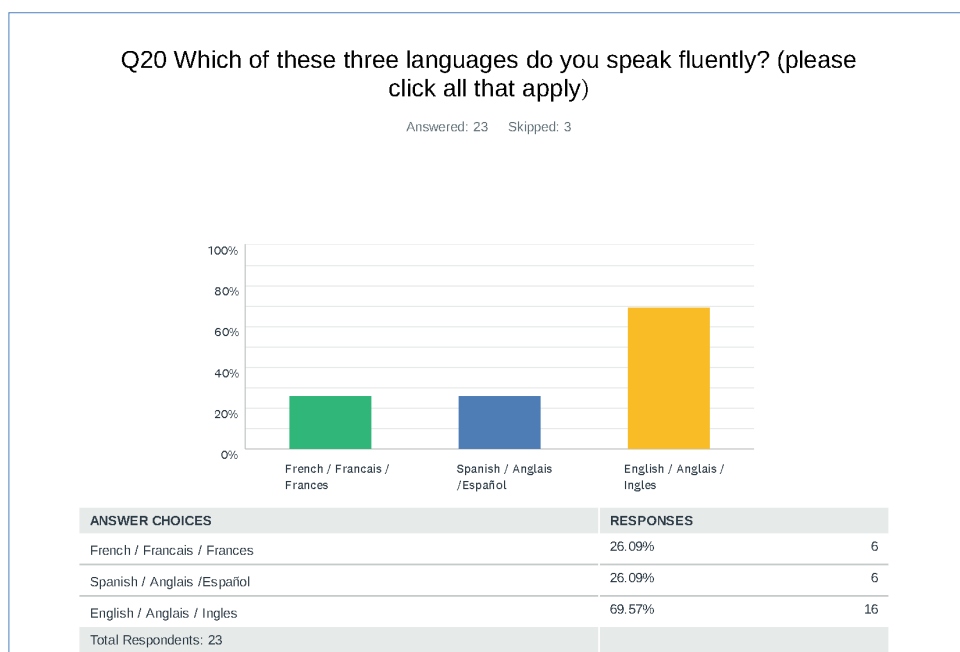
Half of former fellows want to join Alumni network

18 grantees expressed their interest to join a CFSF alumni network, 12 from Africa (100% of respondents), 4 from Latin America, 2 from Asia. 3 alumni were not yet sure (2 from Latin America, 1 from Asia) and two have no interest. This might provide a sufficient number of hopefully active members (non-responders are not considered to be interested in joining the network), bearing also in mind that in the current and the forthcoming year another 14 candidates are supposed to graduate.



English as leading language

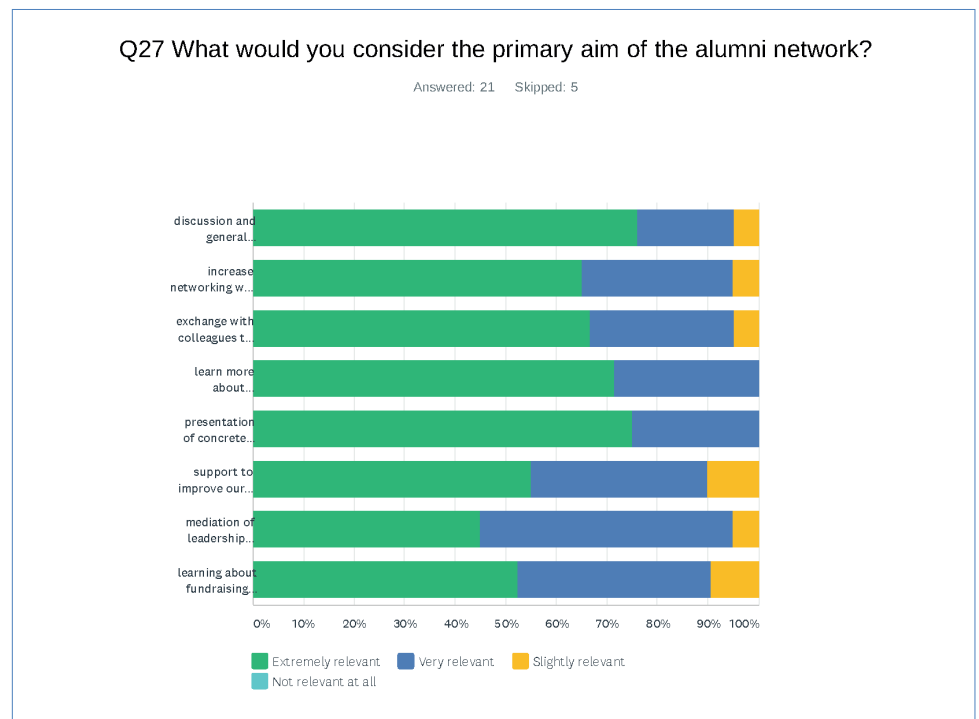
Only three of these candidates are fluent in more than one of the three international languages, the majority of 16 speaking English - and 3 participants each who speak French and/or Spanish. (An evaluation of proficiency for each concrete candidate wishing to join the Alumni Network will follow).



Exchange and learning as highly prioritised aims in Alumni network

Almost all areas that were proposed as primary aims of the projected CFSF alumni network were considered as “extremely or very relevant” by a vast majority of respondents. Leading the hit parade are:

- Discussion and general exchange with colleagues (highly relevant 76%, very relevant 19%),
- Presentation of concrete examples of successful media/communication initiatives (75%/25%),
- learning about successful communication strategies of colleagues in other countries (71/29),
- Increase networking with colleagues from other countries (65/30)
- support to improve own organisational development (55/35)
- learning about fundraising strategies (52/38)
- mediation of leadership skills (45/50)



Sofie Jannusch