

The Impact of Journalism Training on the Trainers: Reflections of U.S. International Fellows

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Abstract

Every year, an untold number of journalists from around the world leave their home countries to share their experiences and knowledge abroad with journalists and others interested in the journalism profession. Many of these journalists are part of formal exchange or training programs, sponsored by media organizations, foundations, and governmental and nongovernmental organizations interested in journalism and its role in newly emerging democracies.

What is the impact of these experiences abroad on the trainers? How does this experience fit into their career development? How does the information the trainers gain from their work abroad influence their domestic activities upon their return? Do the trainers feel they are having an impact on journalists and journalism in the host countries?

These are the questions addressed in this paper, which is based on reports of 33 U.S. journalists who served as Knight International Press Fellows in eight European and three Latin American countries from 1994-98. Detailed interviews were conducted with those fellows in late 1998 and early 1999 as part of an evaluation of the impact of the Knight program. The interviews reveal that almost all the fellows felt the experience had a positive influence on their lives. Many cited personal growth gained through participation in the program as they were able to learn the history and culture of other countries and to challenge themselves by learning to deal with new situations. They also gained experience teaching, which helped to reinforce their knowledge of and belief in journalism. The journalists said they felt more connected to a world-wide community of journalism, that they were making an impact by being a model or mentor, and that they were giving back to the profession by passing on their knowledge. The fellowship was viewed as an honor and it helped with their own career development, such as being a better fundraiser. Other perceived benefits for journalists were that they felt more committed to journalism, it helped them to better understand media in other countries, and to be more analytical of their own media practices and those of U.S. media. It also gave them a different view of the U.S. and U.S. media.

The results are interpreted in the context of earlier work on the experiences of journalists who participated in training initiatives, the study of the impact of training for democracy, and the experiences of others who have participated in international exchange and training. In addition, the findings are linked to work on career development of media professionals.

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Introduction

Every year, journalists from around the world leave their home countries to share their experiences and knowledge abroad with journalists and others interested in the journalism profession. Many of these journalists are part of formal exchange or training programs, sponsored by media organizations, foundations, and governmental and nongovernmental organizations interested in journalism and its role in newly emerging democracies.

These journalists make up what some have referred to as a “journalistic peace corps,” that is, a counterpart to the American program which has sent individuals abroad since 1961 to assist in various forms of community and national development. The comparison with the Peace Corps suggests something important: the journalists are not unlike individuals in other professions who decide to take a sabbatical from their work to engage in a different form of community involvement. For some, this activity represents a break in the normal progression of a career. For others, it is after a normal career has ended.

A substantial literature exists on career development. Another literature details the experiences of participants in foreign exchanges. Neither of these literatures has been linked to the work of journalists who engage in international exchange and training activities. The literature, however, suggests a variety of relevant questions, including the following:

What is the impact of these experiences abroad on the journalistic trainers? How does this experience aid or hinder their career development? How does the information the trainers gain from their work abroad influence their domestic activities upon their return? Do the trainers feel they are having an impact on journalists and journalism in the host countries?

This paper draws on interviews with 33 journalists who participated in an international training program called the Knight International Press Fellowship Program. The interviews reveal that almost all the fellows felt the experience had a positive influence on their lives. Many cited personal growth gained through participation in the program as they were able to learn the history and culture of other countries and to challenge themselves by learning to deal with new situations. They also gained experience teaching, which helped to reinforce their knowledge of and belief in journalism. The journalists said they felt more connected to a world-wide community of journalism, that they were making an impact by being a model or mentor, and that they were giving back to the profession by passing on their knowledge. Some said they felt more committed to journalism, that the experience abroad helped them to better understand media in other countries and to be more analytical of their own media practices and those of U.S. media. It also gave them a different view of the U.S. and U.S. media.

These findings are discussed here in the context of the literature on career development and on the experiences of members of other occupations who have participated in exchange programs abroad.

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Literature

Definitions of Careers

In the sociology of work literature, a career is defined as a series of separate but related experiences and adventures through which a person passes during a lifetime (Van Maanen, 1977). A career can be long or short, and an individual can pursue multiple careers either in rough sequence or at the same time. Hall (1994) says a career is simply a set of jobs that a person has over time; it can be planned or unplanned. Thompson, Avery and Carlson (1976) define a career simply as an unfolding sequence of jobs.

A developmental perspective on careers implies that occupational choice does not occur at one point in time but represents an evolving sequence of individual decisions (Van Maanen, 1977). Choice is a more or less irreversible process of limiting decisions that begins with thoughts of work in childhood and end with reflections in retirement. Occupational identity is seen as part of the individual's wider development. The developmental approach looks at life stages such as growth exploration, establishment, maintenance, and decline.

Careers themselves are linked to an individual's life span. The typical phases of a career are pre-career, early career, mid-career and late career (Van Maanen, 1977). Dalton, Thompson and Price (1977) say careers have four stages. In the first stage, the individual learns how to perform some of the organization's tasks competently. In the second stage, the individual learns to independently produce results. In the third phase, the individual becomes a mentor and has responsibility for guiding, influencing and developing other people. In the final stage, the individual has influence on the direction of the organization or some major segment of it.

Schein has identified nine stages of careers: (1) Growth fantasy and exploration (0-21 years old); (2) Entry into the world of work (16-25); Basic training (16-25); (4) full membership in early career (17-30); (5) Full membership, midcareer (25+); (6) Midcareer crisis or reassessment (35-45); (7a) Late career in leadership and (7b) Late career not in leadership (45+); (8) Decline and disengagement (40 until retirement, and (9) retirement.

Schein (1977, 1978) says that careers have two different sets of reference, one determined by the job itself and the organization, the other by the individuals in those jobs. The organization has sets of expectations about what an individual in a job does, and the individual has needs and motives that define the individual's relationship to the job.

Hall and Mirvis (1995) speak of the career from the point of view of the individual as a protean career, i.e., a career based on self-direction in the pursuit of psychological success in one's work. The individual's personal career choices and search for self-fulfillment are the unifying or integrative elements of life. For the individual, the goal is learning and psychological expansion of the identity. In the more

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traditional vertical form of growth, the goal is advancement, success and esteem in the eyes of others. Learning how to learn and continuous learning are, in the view of Hall and Mirvis, core career competencies.

Starr (1994) says careers have turning points, or “perceptual roadmarks along the life course.” These turning points represent an individual’s assessment of continuities and discontinuities in her or his life. These turning points are conceptualized by Starr as having both subjective and objective dimensions. Turning points can be seen as critical changes or new beginnings, or they also can be viewed as events that change a person’s direction or quality of life. Turning points are characterized by an individual taking on “new sets of roles...fresh relations with a new set of people and a new self-conception.”

Typical turning points, Starr says, are marriage and career events. Most turning points are associated with changes leading to greater personal autonomy, a different self conception, or more self confidence. A career turning point is represented by a major change in job choice.

International Experiences and Careers

A 20-year longitudinal study of Peace Corps volunteers showed that for most their service was a “turning point” in their life course (Starr, 1994). The study showed that most people joined the Peace Corps for reasons of personal growth. The most common response (77% in 1960s, 81% in 1980s): to escape from a life where they felt trapped in convention and surrounded by sameness, to achieve independence and become different, perhaps special. The second most common response: to travel, explore new areas and broaden one’s horizons (65% in 1960s, 62% in 1980s). The third most common response: an altruistic motive, the desire to be in service to those in need. And the final reason: to take time out to find out more about themselves (potentials and limitations, likes and dislikes). This self-exploration focused on career alternatives, especially teaching, in an environment that allowed for a variety of roles without formal evaluation. Peace Corps Volunteers were seeking a “psychosocial moratorium” – a sanctioned withdrawal from conventional society in order to discover their true self and prepare for adult commitment.

An earlier study of Peace Corps Volunteers showed almost half had changed career goals during their service (Office of U.S. Peace Corps, 1967). Yet another survey found that 36% said they learned technical or vocational skills during service that later helped their career (L. Harris and Associates, 1969). In a 1974-5 study (Winslow, 1977) more than 75% said the experience helped in their careers, only 10% said it slowed their careers. 39% stated the Peace Corps had changed their career goals and 28% said they learned career relevant skills.

The literature on voluntary service finds that enhanced self-esteem is a frequently reported outcome (Starr, 1994). Gains in self-esteem for the most part were not related to feelings of success on

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the job. The 1969 Harris poll of Peace Corps volunteers showed 91% considered service “very valuable” to themselves but only 41% considered it valuable to the host nation.

Razzi and Barr (1968) found that the main reason Peace Corps volunteers gave for service is the satisfaction of doing meaningful work. Other reasons include enhanced career skills for an international economy, helping to gain admission into graduate school, and an increased retirement fund for older volunteers (who don't have to spend their savings while in service). Half of all volunteers go on to graduate school, they report. Eventually 27% take jobs in education, 22% work in the private sector, 15% work in government, 13% work for nonprofits, and 15% are self-employed. According to Razzi and Barr, a 1996 Peace Corps survey of returned volunteers showed that 70% believed the service had a positive effect on their careers.

DeMuth (1993) reported that the average age of Peace Corps volunteers going to former communist nations was 37. Among those in small business development the average age was 41. Many had MBAs and left successful careers in mid-stream.

Sunoo (1998) reported that the average age of volunteers was 29, up from 21 or 22 in the 1960s. The Peace Corps now is actively recruiting mid-career people with experience in corporations or running small businesses. Of 6,612 volunteers, Sunoo reported, 58% were female and 93% were single.

Cohn and Wood (1985) report that most studies of the Peace Corps have concluded that the education provided volunteers outweighs any clear evidence of developmental impact. They also report that social relations between Peace Corps volunteers and host country people were reasonably friendly but far from intimate. The authors contend that such findings suggest that claims about the success of the Peace Corps volunteers engaging in intensely personal relations with people in the Third World are overstated. But it is also likely that the level of social relations is greater than those of other types of aid programs.

Factors that Cohn and Wood found to influence the level of social relations between Peace Corps volunteers and host country persons were age (younger volunteers do better); geographic location (with social relations decreasing as volunteers move from villages to larger cities); and living arrangements (with greater social relations if volunteers live with host country persons, less so if volunteers live together). Other factors include quality of language and cultural training, and levels of staff assistance and support.

Cohn and Wood found that at least half the volunteers interact mainly with host country persons of high social and educational status. Over two-fifths of the volunteers reported speaking a host country language most or all of the time, suggesting a level of language competence and thus opportunity for cross-cultural and cross-class interaction that exceeds most other aid personnel.

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Cohn and Wood concluded that there are statistically significant relationships between Peace Corps volunteers' assessments of the favorable impact of their work with most of the measures of quality and frequency of interactions with host country people. Volunteer's perceptions of their impact fall short of proof of their contribution to development, but the data support Peace Corps' claims that cultural proficiency of volunteers enhances job performance. Peace Corps programming and administrative decisions play a major role in shaping cross-cultural interaction. The age of volunteers, geographical location, living arrangements, training and job placements all have an important impact on the relations between volunteers and host country people.

Bryan and Sprague (1997) looked at the effect of an overseas internships on early teaching experiences by examining the journals and evaluations of 40 student interns from Christopher Newport University who participated in overseas teaching preparation programs over an eight-year period. Of the 40 students, 10 were interviewed. Their analyses showed that the overseas teaching experience had an influence on the teachers' lives in terms of hiring, retention, attitudes toward students, attitudes toward a second language, curriculum choice, teaching flexibility and teaching strategies. Nine of 10 reported that the overseas internship experience was a positive factor in their obtaining a teaching position. A key theme of the responses was the respect they had acquired for individual student differences. They had become more flexible as a result of the experience and their teaching was enhanced by the experience.

Democracy Assistance Programs

Carothers (1999) has noted that democracy aid very often has a media assistance component. Because of the U.S. dominance in world media, Americans who are involved in training assistance programs often see the U.S. media model as the standard. Thus a few core principles are emphasized: the importance of nonpartisanship and objectivity, the value of investigative reporting, and the preferability of privately-owned to publicly-owned media. These are main features of U.S. media and ones that are most often promoted as necessary for a successful media system. These principles though may clash with media models from other Western countries, such as France and Great Britain, which both have partisan major newspapers and a history of public service broadcasting supported by the state.

The range of media assistance varies according to the media system of a country. In Latin America, Africa and Asia, the media are opening up but are not fundamentally restructuring and are typically a blend of state-owned (television), mixed (radio) and private (newspapers and magazines), although the owners of private media many times have close ties to politicians. Media assistance in these areas often works with what is already there, Carothers says, emphasizing professionalization of journalists and improving the quality of news coverage. The core media assistance in these countries is

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journalists training and helping to establish journalists associations to monitor standards and ethics and to provide support and legal protection for journalists.

Media assistance to former communist countries is more extensive. U.S. aid has focused on helping media make the transition from state-owned to private ownership, as well as journalism training, forming journalists associations and supporting media watchdog groups. The aid goes further though in that it provides for organizational development (technical assistance, financial expertise, management training, etc.) and often attempts to modify the legal framework within which the media operate. Where media are still more tightly controlled by the state, assistance may focus on the survival of the few more independent media outlets. Diplomatic pressure by U.S. officials is seen as vital in these cases, along with pressure from other international watchdog groups.

Carothers concludes that U.S. aid is seen to be most successful in two situations. When independent media are threatened by a repressive government, aid can help keep such media in existence. The second successful scenario is when political and economic reform is sufficient, aid can help advance the process. Despite some problems, U.S. aid has helped with the media transformation in East-Central Europe by providing journalism training, technical aid and financial assistance.

In many transitional countries in Latin America, Africa and Asia the problems are not so much the state but rather corruption, low professional standards, risk-averse and politically collaborative owners, and an insufficient economy. In these situations journalism training may offer the best entry point. But the training programs may not be as useful as hoped. Reasons for lack of success by training programs are that the programs are short term, the American trainers have little knowledge of the culture they are working in and emphasize methods that are successful in the U.S. as if they are universal. A frequent complaint is that journalism courses are too basic, with trainers assuming the lack of media development is a product of the journalists' ignorance. These training programs rarely change the root problems: state control of television, different ownership structures, pressures to sensationalize to gain revenue in a new market economy, and lack of advertising revenue due to an underdeveloped economy.

In most transitional countries, journalists lack of training is only one of many causes of a low level of media development. But because journalism training is amenable to donor intervention it is the major focus of media assistance.

Ognianova (1995) examined the work of 10 North American journalism educators who participated as instructors in 15 mid-career training programs for journalists in East-Central Europe from 1991 to 1993. The study method was structured, in-depth interviews of educators who taught skills/management/advertising to professional journalists. Most interviewees had experience teaching such courses. She found that the professors were unprepared for the journalists' distrust of educators. Most of the educators were unaware of the challenges they faced as they did not have a clear idea of

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what was needed or expected. Educators observed that the younger journalists were more eager to learn and apply the newly gained knowledge than older journalists. This was not so much the case for those working in the media business (personnel managers, advertising and PR people) who seemed eager to learn American capitalism regardless of their age. An important realization was that most journalists can not afford to attend training sessions if it means missing work or potential work. Some problems were better dealt with in one-on-one sessions. New technology was easily accepted.

Focus of This Study

The conceptual literature on career phases as well as the empirical findings on the experiences of such international volunteers as Peace Corps volunteers and other international trainers provide a framework for an examination of the consequences of participation in international journalism training for those who provide such training. Most of the work by journalism trainers focused on journalism practice, and most of it involved working journalists, retired journalists, or journalism educators. The study by Ognianova (1995) is but a first step in answering questions about the impact of such training on those who provide it.

The literature suggests that these trainers can have a variety of motivations for participating in international training, and that their motivations, almost certainly associated with turning points in their careers and the phases of their careers, should play a role in determining the impact of the experience on the journalists themselves.

The effectiveness of international training should be determined to a large degree by the trainer's own responses to the experiences. The impact of the training activity also can be amplified through its consequences for the subsequent professional and personal behavior of the trainer.

Methods

To examine the impact of international journalism on those who provide it, analyses of the experiences of 33 U.S. journalism trainers were undertaken. Reports of the experiences of the U.S. journalism trainers were obtained as part of a larger evaluation study of one such media training initiative, the Knight International Press Fellowship Program (Becker and Lowrey, 2000). The evaluation project was conducted in the James M. Cox Jr. Center for International Mass Communication Training and Research, a unit of the Grady College of Journalism and Mass Communication at the University of Georgia. The Knight International Press Fellowship Program is operated by the International Center for Journalists (ICFJ) in Washington and funded by the John S. and James L. Knight Foundation in Miami, a national foundation making grants in journalism. The Knight Foundation also funded the evaluation undertaken by the Cox Center.

ICFJ was established in 1984 as a nonprofit organization in the United States "dedicated exclusively to developing overseas print media, radio and television" (ICFJ, 1998). The Knight

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International Press Fellowship Program began in 1994. Each year, a group of journalists from the United States is sent to assignments around the world for periods of up to nine months. The trainers, known as Knight International Press Fellows, work in conjunction with local hosts to provide a wide variety of training. In 1994, 12 journalists served as trainers. As many as 22 trainers participated in subsequent years.

The study covered the period from when the Program began in 1994 until the end of 1998, when 84 working journalists completed 89 different Knight Fellowships. The assignments given Knight Fellows ringed the globe, from the Pacific region of Russia to Chile, from the Pacific Island nations to South Africa and from Albania to the Baltic states. Knight Fellow activities were concentrated most heavily in Central and Eastern Europe, although the states of the former Soviet Union also have hosted large numbers of Knight Fellows. A third area of concentration of the Knight Fellow assignments was Latin America and the Caribbean. The study examined the work of the Knight Fellows in these three broad areas. The 11 countries studied were the Czech Republic, Hungary, Moldova, Poland, Romania, Russia, Slovakia, Ukraine, Chile, Ecuador and Peru.

To obtain reports of impact from those with whom the Knight Fellows worked, attempts were made to find as many of those who worked with the Knight Fellows in the 11 countries as possible and to conduct interviews with them. As a first step in that process, interviews were conducted—usually by telephone but also by person and via the Internet—with the 33 Knight International Press Fellows who worked in those 11 countries during the 1994 to 1998 period. All interviews save one were conducted by one person, who was a research scientist working on the evaluation project.

The interviews with the Knight Fellows focused primarily on the nature of their work and the contacts they made. The following questions that provide some insight into the experience for the Knight Fellows themselves also were included in the surveys:

What kind of impact did the Knight fellowship program have on you?

What have you done differently since you returned home as a result of your Knight fellowship?

How has your career been affected?

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Findings

Profile of the Fellows

Age: The age range at time of service of the Knight Fellows was from 31 years old to 72 years old. Five were in their 30s, 12 in their 40s, five in their 50s, nine in their 60s, and two in their 70s. The average age was 51.7 years old.

Gender: 18 of the fellows were male (54.5%) while 15 were female (45.5%).

Length of Service: 13 of the fellows served for three months or less (39%). A total of 24 fellows served for six months or less (73 %). Nine fellows served for between 6-12 months (27%). The average length of service was 5.4 months. The range of time served was from two to 12 months.

Positions: The fellows self-identified positions at time of service were as follows: seven in top management (21%); 12 in mid-management (36%); 8 as reporter/writer (24%); four as educator (12%); and two as consultant (6%).

Employment: The fellows listed employment is as follows: 14 at newspapers (42.4%); two at magazines (6%); one in marketing/PR (3%); three in television (9%); two in radio (6%); three at a university (9%); two at a wire service (6%); two as freelance (6%); and four as other (12%).

Positions by Employment: Top Management (5 newspaper, 1 marketing/PR, 1 other); Mid-management (5 newspaper, 3 television, 1 radio, 2 wire service, 1 other); Reporter/writer (3 television, 2 magazine, 1 radio, 2 freelance); Consultant (1 newspaper, 1 other); Educator (3 university, 1 other).

Responses to the Questions

Almost all the fellows felt the fellowship had a positive influence on their lives. Many cited personal growth gained through participation in the program as they were able to learn the history and culture of other countries and to challenge themselves by learning to deal with new situations. They also gained by teaching, which helped to reinforce their knowledge of and belief in journalism. They felt more connected to a world-wide community of journalism, they felt totally utilized, that they were making an impact by being a model/mentor, that they were giving back to the profession by passing on their knowledge. The fellowship was viewed as an honor and it helped with their own career development, such as being a better fund-raiser. They felt more committed to journalism, and it helped them to understand media in other countries, to be more analytical of their own media practices and those of U.S. media, and gave them a different view of U.S. and U.S. media.

For some fellows, the experience sparked an interest in teaching as they learned how to teach, and for experienced teachers they are teaching differently now. Also, experience was gained for teaching fellowships in other countries which has allowed them to volunteer for additional assignments. Although one fellow did question if this type of training, based on the Western model of journalism, does more harm than good. For other fellows they gained new perspectives on their own careers and have tried new

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things in the profession, such as moving to writing books rather than articles. Another cited the experience as helping to deal better with international stories and reporters. On a more personal level, the experience gave fellows a more global perspective, allowing for a greater appreciation of their own culture and the culture of others. They could more clearly see the benefits of the U.S. as well as those of other cultures.

One benefit seen in other cultures is the greater emphasis on family, and less on work, which has resulted in a change in lifestyle for one fellow.

Analyses of Differences by Age, Gender, and Professional Status

To look at the differential experiences of the Knight Fellows, based on their own career phases, the 33 fellows were divided into three groups: those 31-24 years in age, those 46-57 years in age, and those 60-72 years in age. Twelve of the fellows fell into the youngest age group; eight of them were women. Ten fellows were in the middle age group, and half of them were women. Eleven fellows were in the 60-72-year-old group, two of whom were women.

These results, edited to guarantee the confidentiality of the respondents, are shown in the Appendix. The differences in the three sets are quite dramatic.

To be sure, the oldest group reports fewer concrete instances of the impact of the Knight Fellowship on careers. This is an obvious and consequently trivial finding. Somewhat more interesting is the progression in responses on the specific career question from group to group. In the youngest group, fellows mention the develop of questions about the nature of the work they do, changes in their approach to work, shifting in career strategies, a willingness to explore career options, and even a different sense of the importance of career. In the middle age group, some of the fellows also express a concern about the demands of their work. There also is a recognition of specific knowledge gained. One Fellow retired. This was a stage already reached by many of those in the final age group, who, quite clearly, were not greatly affected professionally by the experience.

The responses to the question on personal impact are more informative. While almost all of the fellows said the Knight Fellowship had an impact on them personally, the younger fellows were more vocal and articulate in response. They frequently mentioned quite dramatic types of change—change that seems likely to be a true turning point. One of the fellows in the young group said she thought she had been impacted more than those she attempted to train. Others spoke about learning fundamentals about social inequality, about learning about the media of the U.S. and about becoming cynical about them, of learning about oneself in fundamental ways. One fellow said: “It helped me to define...what I wanted and what I expected from myself.” One Fellow reported the following professional consequence: “It made me understand better why journalism matters. To be honest, I had not thought about it that much before.” Another said: “It gave me a sense of how difficult it is to effect any real change.”

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The fellows in the 46-57-Year-Old Cluster were more reserved. The change they tended to focus on tended to be more professional, and more in terms of knowledge gained. "It made me really appreciate and think very hard about the kind of journalism we practice here," one Fellow said. Another focused on the acquisition of skills: "...had an opportunity to try out a different way of teaching." And another said: "I learned. I had a terrific time." One of the fellows left journalism to become a minister—citing frustrations with the business pressures on the newspaper business as the cause. Another took early retirement.

Many of the fellows in the 60 to 72-Year-Old Cluster also said the fellowship had a lot of personal impact on them. One said it was the "experience of a lifetime." But the responses were measured, and often in terms of learning of new knowledge. One Fellow said: "I think it has broadened my understanding of a part of the world I knew nothing about previously." Another reported: "I felt I really learned a lot.. (T)o be able to live there for a couple of months and see how things really operate or don't operate was extremely helpful to me, let's say for a greater sense of realism about the country." And another said: "It was enlightening to live and work in another country for three months. To actually live in a culture and get to know the people." Yet another said: "It gave me an opportunity to broaden my horizon."

The two comments below provide dramatic contrasts.

Fellow in 31 to 34-Year-Old Cluster

I think it had an impact -- something I'm still experiencing -- on a personal and professional level. I felt like for me -- a lot of people go because they want something different -- it helped me to define in more ways than I would know, what I wanted and what I expected from myself. I realized I remembered why I went into this business -- to realize how important it is for people to have freedom of information to make decisions for themselves.

Fellow in 60 to 72-Year-Old Cluster

I've been in journalism 40 years as an editor or publisher, all my adult life... I realized that there are people in these countries that have a dedication to principles we think of as exclusively ours. This has broadened my understanding of how responsible journalism is practiced in places that are not accepting of it.

For the younger fellows, the experience produced learning about oneself and about one's role in the world. For the older fellows, the experience produced knowledge about the world outside. The former learned about themselves, while the latter learned facts.

Conclusions

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Almost all the fellows said the fellowship had a positive influence on their lives. Many cited personal growth and said they were able to learn the history and culture of other countries and to challenge themselves by learning to deal with new situations.

For some fellows, the international experience sparked an interest in other career options, with teaching mentioned as a likely career choice for the future. Also, experience was gained for participating in fellowships in other countries. Several volunteered for additional assignments.

Many of the fellows reported keeping in touch with organizers and students via email since their return, and some followed up on projects started while there. A few had gone back for other assignments.

Consistent with the existing research, the fellows' sense of personal impact seems to have been strongly affected by their own career stage. The younger fellows were more vocal in reporting having been affected by the fellowship program, and the impact was often of a personal nature. The reported impact of the more senior fellows tended to focus on knowledge gained.

The younger fellows, as the literature suggested would be true, seemed to see the fellowship experience as a turning point in their careers and in their lives. Consistent with the notion of a protean or evolving career, the younger fellows seemed to be willing to manage their own careers rather than be committed passively to any one organization. Many said they were doing different things after the experience or have at least left their previous position to join a different media organization. Some used the fellowship opportunity as a career break to move on to something new. All this suggests a desire of these fellows to have greater autonomy and control over their career.

The "career horizon" of younger fellows in contrast with older fellows may account, at least in part, for the differences in perspectives on the fellowship experience. The younger fellows seemed to be looking more toward enhancing career skills and experiences, knowing that they still had many years of work in a career ahead of them. The older fellows seemed to have different motivations for participating, such as serving in a mentorship role. Career enhancement was of no real interest to them.

Becker and Lowrey (2000), in an earlier report on this evaluation of the Knight International Press Fellowship Program, reported little evidence that the characteristics of the fellows, including their age, could reliably predict to the available measures of program impact. More important were characteristics of the country itself. Perhaps, within the limited range of reactions of the 33 fellows who participated in the time period of the study, the individual variation was not great enough to show a difference. That there is individual variation in the responses of the fellows to the fellowship experience at least now seems clear.

The evidence at hands suggest that the impact of the fellowship experience is of a more fundamental nature for younger participants. The younger fellows learned more about themselves from the experience. The older fellows learned more about their world and their profession.

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Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

Humbly I really do believe that it had a greater impact on me personally almost than on them. I feel like they had a greater impact on me than I did on them. And I'm sure that my colleagues in the media here in the United States now would agree with that to the point of praying for self-defense from my speeches and my preaching.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

Oh my God I live my life differently. I'm not exaggerating. I mean I just think I am so much more grateful for what we have here both as a professional in the media and just as a human being in society.

Q. 44 How has your career been affected?

Definitely. No question about it. I think my meteoric career is probably just about my personality in terms of my willingness to take chances. You know I've taken a lot of chances and I've been willing to move a lot. But I think that for one thing when I came back I was to step into the position of deputy publisher of a pretty big regional daily newspaper and instead I opted out and went to Washington and spent some time continuing to work with the media in emerging democracies. Continued to tramp around (Country) and (Country) and live a less than perfect lifestyle because I just felt like—I think that probably one of the key things that it does for anyone and they don't suspect will happen is that to be given the opportunity to step out of the mainstream media in the United States, to really step away from it and almost be a voyeur looking back, just sort of like you're not a member of the cult anymore. You're just out there looking in. It really gives you some perspective, a unique perspective to view the US media and how we do our job here. In some ways I'm beginning to think the United States media now is a lot like media in the Third World countries except that the ghost that we have to grapple with right now is corporate as opposed to governmental. I make that quietly I guess—I certainly don't make that point in front of my board—but I quietly make that distinction and enjoy that discussion over a beer with friends all the time. Because the US media is changing. And I'm not particularly old, I'm only in the business for 20 years since I got out of school but it's changed a lot in 20 years. And I think we do things for different reasons now and I think that the corollaries that you can draw having spent this time overseas are pretty amazing.

Female Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

You have to get up and teach. It solidified for me what I know about marketing, what the right thing is to do. It also made me very grateful to come back to the United States. So much of (country) is corrupt, and so much of it is dirty; dirty in the sense that there's a two-class structure. The people I was around during the day were in many cases the very wealthiest in the country. The people who clean the streets and sell the bread - there's a class structure that's - because of corruption - not a meritocracy. And it made me very glad to live in one.

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Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I learned two things here. In a Latin country, the family comes first, and it's the group that comes first. Not the individual. It is totally different from the way we look at the sort of "I can" mentality. I see the contrasts, and I see the benefits of the way they live versus the way we live in some situations. Whereas before I was a workaholic and would spend 12-13 hours at the office, now I scoot out earlier and have a better relationship with my family and friends - based on the way that they did it. You know, the job will never come first to an (Country) executive. Family will.

Q. 44 How has your career been affected?

This is the part that surprises me most. It has had no influence whatsoever.

Female Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

A huge impact. It changed my life. I do something, live somewhere I have never have lived before, speak a language I never dreamed I would speak. There's very little to nothing in my life that's the same as before I became a Knight Fellow. My old life is in boxes in the U.S.. I now have a 220-volt life. There's not much about me - I'm still the same person - but it has changed every other practical aspect of my life.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I work in the country.

Q. 44 How has your career been affected?

I am now the (job title). I know a lot about (country) papers, but I don't know a lot too. In the wake of this financial collapse, some newspapers have come to my attention that I never knew existed. I have learned an awful lot, but there is a long way to go.

Female Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

It was certainly the most rewarding part of my life. I feel that every possible thing that I had ever learned or every talent I ever thought that I had was utilized during that period. I think I felt totally used--not used in a bad way--I felt totally utilized as a person, as a trainer, as a professional, as an idea person. It was entirely a growing experience for me I think, challenging experience.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

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Yes I view things differently. I would say I feel much more intensely about certain aspects of my work that started during the Knight Fellowship. And in general, as someone who has been in the region for a period of time, seeing a lot of Western trainers come through here, I certainly have had and have kind of a jaded view about what possibly Western trainers can do in some ways and what kind of impact they have and whether it's truly useful to have them here or is it damaging. And unfortunately, truthfully, I think it is sometimes quite damaging to be sending people over here... sometimes people that are sent over here. I think that was part of the big question for me, what was I doing here? And maybe that was one of the reasons why I worked so hard in the Knight Fellowship to not be one of those people, to make sure there was a justification for me being here.

Q. 44 How has your career been affected?

Let's see. I was supposed to become an academic. I haven't done that. My career kind of went off track. I don't know if that's the thing you want to hear. I used to be much more directed and knew what I was going to do. And now my work has kind of possessed me and I just don't see the future quite as clearly as I did.

Female Fellow**Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?**

I don't know where to start. It certainly made me appreciate and understand the dynamics of news reporting in my own country. For example, having always been in the news department, I disdained and disrespected the sales department. Now I don't anymore. I was a little cynical about US news reporting before I went, and I'm even more cynical because my (country) experience makes me see how the tail wags the dog here too. This is what I advise people. For individual journalists, we should just do the best we can given the circumstances. I don't think that the circumstances around us are evolving in a way that supports independent reporting here or there.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I've gone freelance, as opposed to working for a station. I try to do journalism for broadcast news. We have some corporate clients.

Q. 44 How has your career been affected?

I think I am a more sophisticated reporter now, and probably more independent. I see layers of things and incorporate them. We are doing a journalism ethics training video in Latin America. So once again, we are looking at these same questions of independence, and a different set of circumstances as compared to the US or (country). I feel very lucky to have learned all this stuff about reporter's circumstances in different places.

Female Fellow

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Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

Oh, that would take another hour or so. It opened my eyes. You never quite look at these countries or the US in the same way. This was a megadose of history...a better understanding of the impact of the US media. The way we present ourselves through the media. One of the reasons I left (Television Company) was because I felt we were trivializing everything...a nuclear war, a storm, anything. And overseas, this sort of trivializing is making a mockery of everything--not what only we are trying to accomplish but what these other countries are trying to accomplish.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

Nothing materially. I certainly think about things differently. I don't take so much for granted.

Q. 44 How has your career been affected?

That remains to be seen.

Female Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

I think it had an impact - something I'm still experiencing - on a personal and professional level. I felt like for me - a lot of people go because they want something different - it helped me to define in more ways than I would know, what I wanted and what I expected from myself. I realized I remembered why I went into this business - to realize how important it is for people to have freedom of information to make decisions for themselves. Not to mention the people I met and the different cultures, it was an incredible experience. It was something that made me exercise muscles that hadn't been exercised in a while.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

Yes, as result of the program. I wanted to try new things. I got more into informational graphics and became a graphics editor. I also get to report again - get all the elements of being a reporter but in a visual way. It's much more fun.

Q. 44 How has your career been affected?

In a positive way. Just opening my eyes to things - having been there has given me more credibility at places like the foreign desk.

Female Fellow

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Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

It gave me an opportunity to preach what I practice. It makes you analyze what you do. Having to explain things that we take for granted. Why certain things are important, and expanding my horizons personally and professionally. It also gave me an opportunity to look at some career development issues. I haven't done anything specifically, but have continued with training programs.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

Some of the training techniques you develop do translate in how you deal with reporters when you are editing a story or working with them to cover something. For me, it was a big eye-opener. It was a region I knew nothing about. It helped me in dealing with the International desk.

Q. 44 How has your career been affected?

Not substantially. I hoped to come back on the International side but it did not happen because of office politics. I would think it almost impacted me negatively. I haven't been able to parlay it into something more creative, but maybe eventually I will. It's tough going back.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

It enabled me, by living in another country for a long time, to appreciate and not appreciate US culture. I think there is a certain kind of pollution we are putting out in the media. You end up having more of an attitude towards the things you don't like and appreciate, like clean air and water, for example - things we have a law for.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I spend more time with my family - living here is very hard because everything is so quick. I don't want my kids to get involved in the media bombardment. I want them to read the newspaper, but to understand where it's coming from.

Q. 44 How has your career been affected?

I am on a selection committee for a (foundation fellowship). I also spent three weeks teaching at a program for minorities and that would have taken longer to reach, had I not been part of the Knight Fellowship program.

Male Fellow

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Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

It was wonderful. It was a great experience. It improved certain things about me as a journalist. I'm not sure exactly what, since I've only been back for a month. It made me understand better why journalism matters. To be honest, I had not thought about it that much before. It has made me a better fund-raiser. And I also realized that I like teaching and in some cases, I am good at it.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I have put together so few stories that it's hard to tell. Also, I have not got over the culture shock as yet. I'm moving and in the midst of other life changes. I must say that before I went, I was not sure I wanted teaching to be a part of my future, but now I do - as a part.

Q. 44 How has your career been affected?

I've become the Eastern Europe guy, or point person. That has certainly helped.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

I had a great time. I really enjoyed it. I love traveling. I love teaching. It's a humbling effect what you can and can't do. I tried to become more realistic about what could be accomplished.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

That's hard to say. The fellowship just ended. I think I approached my teaching differently when I taught in (second country).

Q. 44 How has your career been affected?

I always liked teaching. It reconfirmed that I like to teach. I had already quit my job without intending to go back. It's likely that over time, I'll be invited to do other training.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

It gave me a wider reference of comparison between the US and how people live elsewhere. It reinforced a sense of privilege of being an American living in relatively prosperous circumstances late in the 20th century. At a time when you see how tenuous a lot of things are and how we take things for granted. It put in perspective some of the things that people in Washington seem to agitate about. They seem much smaller. It has given me some pause about the inevitability and desirability of moving overnight to a

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democratic system. (Country) is a good example. Just being exposed to the cultures and histories of these places has given me pause to the thinking that I know the right answers to these questions. Some seeds like that were planted in me. It gave me a sense of how difficult it is to effect any real change.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

No. I have just returned.

Q. 44 How has your career been affected?

I'm sure it will be in some way because what I do is write about political culture. I haven't really written anything yet. Even if I only write about American politics it will have effected me because I have a whole new perspective. It is not very tangible. I cannot give you a concrete example of how it has changed me.

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Fellows in the 46 to 57-Year-Old Cluster

Female Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

It was a really intense experience for me to exchange material and information with everybody and made me feel that there is really a world wide community in journalism. It also made me feel that there is a universal understanding of how we do things, amid all the distortions that come out of every government. I also realized that with the freedom of the press in the United States, a lot of distortion in information has occurred along the way without any government intervention. We distort information as much as anybody else.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I'm leaving my job. I am a workaholic and I bought right into that. It's my addiction, and I have to break it. I am ready now.

Q. 44 How has your career been affected?

It has made me want to interact more internationally with other journalists, and to be able to see from the inside how they make sense of exchange of information.

Female Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

It made me really appreciate and think very hard about the kind of journalism we practice here. It gave me a chance to look very deeply at things I hadn't had a chance to stop and look at. In terms of technique even, and how to perfect those techniques.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

Now I am a managing editor. I was a reporter and have had contacts with journalists in other countries. I have taught a lot of seminars in different countries. I went to (country) and went back to (country). I have taught at the (organization) in (U.S. city) and also hosted people from (country), (country) and other places. And all this is related in one way or the other to the Fellowship. I was a reporter when I went to (country). While in (country), I was offered the job as an editor in (U.S. city).

Q. 44 How has your career been affected?

I hope it has made me more interested and knowledgeable about the world beyond the newsroom here.

Female Fellow

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Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

Just absolutely fabulous. I'm grown up now, and I wasn't when I went into it. I tend to go back into a shell sometimes when confronted with new situations, and I learned that I could not do that. I learned to live with diarrhea for three months! I'm now a global person, rather than a person from the United States. I understand poverty. I understand how absolutely multi-layered the problems of these countries are. It is not a matter of a rich country coming in and saying -- here, we have these experts who will solve all your problems.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I have put into a different perspective what is important and not important. I have gained a much greater appreciation of what a rich and free country we are. I also learned that one person cannot change the world -- that was an important lesson for me.

Q. 44 How has your career been affected?

I'm more respected (in the region of the Fellowship). Yes, it's as much my self-respect as anything else.

Female Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

A very positive one. I didn't think I would be spending so much time, especially with teenagers and kids in their early 20s. I found it fun! It was competitive, and I also had an opportunity to try out a different way of teaching, to try out a different side of me, which I liked. I often found myself in the role of a role model, a mentor. And that was new.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I haven't returned yet.

Q. 44 How has your career been affected?

I suspect it will open other opportunities. I may teach part-time again in the States or return to do media training. It has opened other horizons.

Female Fellow

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Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

Incredible. I must admit -- I went there, when I was followed and harassed. I didn't think I would be affected the way I was. And I was honored to have the Fellowship, which is why I worked the way I did.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

We have a good bunch of International students at (university) and I think I can be a better teacher to them now, after this experience I have had.

Q. 44 How has your career been affected?

No, not really.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

Best thing I have ever done. It gets back to the people you meet. And the experiences you have realizing that some are not good, but important.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I think the most important thing that I have done differently is realize first hand, how very lucky we are and you are to live where we do and we don't throw out half the spaghetti at the end of the day any more. I think we have a greater appreciation; we are not a global people, but I think we are a little bit more now and that has had a tremendous impact on understanding a tiny bit, of what it's really like out there.

Q. 44 How has your career been affected?

It has been positively impacted. I am going to continue to get involved in international projects.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

I learned. I had a terrific time. I was frustrated by the feeling that I had not been enormously useful. I may have sounded more negative in this interview than I feel.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

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(Country) was a country I knew little about. It broadened my understanding of transition from communism , which is a subject I have worked at in a variety of places. I taught a course on that subject a couple of times.

Q. 44 How has your career been affected?

I guess not.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

Professionally, as a journalist, it made me painfully aware of the obstacles these people had. Sometimes I was glad I didn't run the paper, and sometimes I wish I had run it.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

It looks like a radical step, but isn't. I am in the process of becoming a minister -- involved in community forming idealism. It was a logical step, and my experience did contribute to this decision. It became hard to do community level journalism as I wanted to do it.

Q. 44 How has your career been affected?

I am not a journalist anymore. Corporate budget restraints made my job very frustrating. I was only able to pay young journalists 6-7\$ an hour.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

First, I came back and realized I knew an awful lot and felt I had a lot to offer. Especially for the people in the provinces. In the cities, the newspapers just needed some polishing. In the provinces, I had really wonderful skills to offer. Second, it made me feel positive about journalism. These people are really working hard, hardly making a living. Most of them are wonderful, idealistic, and excited people. You get sort of jaded at times. They were really pumped up about journalism. Third, it was interesting to teach journalism. I felt excited about coming back to work to implement some of the optimistic and high level of thoughts that I tried to teach them. I came back trying harder.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I am trying harder to do what I know I ought to be doing.

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Q. 44 How has your career been affected?

I am enjoying my work and so I don't anticipate any career changes.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

This is so strange. I quit the (newspaper) last year. On my last day, I got a call from the US Information Service looking for a person to do some work in (country). That has started something very amazing. I have done four seminars for the US Information Service in (region) since leaving the paper --all because of the experience I had as a Knight Fellow.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I was in (country) for three or four weeks and then in (country). Later I was in (country). All of these were as a direct result from the experience I got as a Knight Fellow.

Q. 44 How has your career been affected?

I retired.

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Fellows in the 60 to 72-Year-Old Cluster

Female Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

A profound impact on my life. I supposedly retired and I did all this after that. I think it has broadened my understanding a part of the world I knew nothing about previously. My (language) has improved. I really feel that I have a second home in (country) now - feel rooted there. Personally it has been a marvelous enrichment. It was like being a missionary of helping people understand that there is whole different world out there, who have different values. It has changed my outlook about what we can think about and what we can act out.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I took a course at (university) - a wonderful course that explained the impact of nationalism in the (region). I have taken a course in (language) too.

Q. 44 How has your career been affected?

I would never have had the opportunity to work for (organization) if not for the Knight Fellowship.

Female Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

I had a terrific time. I felt I really learned a lot. I hadn't spent any time living in (country). I'd visited (country), first time was in the 1960s, and I've gone there a few times when I was a correspondent in the (country), but I hadn't actually lived there. And to be able to live there for a couple of months and see how things really operate or don't operate was extremely helpful to me, let's say for a greater sense of realism about the country.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I'm basically writing books these days rather than articles and I have a book that's coming out which is about (region). And I include in there a chapter on (country). Basically the context is I'm asking the question how far east does (region) go. And the answer is it includes (country) but does not include the (countries). And I take (country) as the main example of looking at this because (country) was the country that had the best chance and the most desire to become (part of region). Although you'd be hard put to find any single sentence in the chapter that comes specifically out of my experiences as a Knight Fellow there, the whole context I think from living there is again more realistic.

Q. 44 How has your career been affected?

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Well I've gone back several times since then as a journalist just to do coverage of various things and to kind of put a finger to the wind and see what's happening, what the evolution is like.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

I had had very little contact - I've been in journalism 40 years as an editor or publisher, all my adult life. The emphasis has been on staff, organization, readers, readership, all domestically. I realized that what they told us in the orientation program is very true, you cannot just be a visiting professor or editor, you have to generate outreach. I began to help develop outreach to small papers. I realized that there are people in these countries that have a dedication to principles we think of as exclusively ours. This has broadened my understanding of how responsible journalism is practiced in places that are not accepting of it.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I have agreed to go back two or three times to places I wouldn't have gone to otherwise. Had I not had the experience with the Knight Fellowship, going to (country) with the (foundation) grant would have been stupid. I was only able to make any impact in (country) due to my experience as a Knight Fellow.

Q. 44 How has your career been affected?

I'm retired. I intend to continue doing outreach on a limited basis—speak to groups around about the American attitudes of the people towards struggles of people similar to us. We ought to be paying more attention to that.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

I've described it to friends as the experience of a lifetime. It was enlightening to live and work in another country for three months. To actually live in a culture and get to know the people.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

It's changed some of my reading habits. I read everything I can get my hands on about (country). I stay in email contact with some of them. It's influenced the way people think about US.

Q. 44 How has your career been affected?

I consider it a sort of cap on my career.

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Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

A very great impact because on both of my trips I was better able to understand the problems of reporters, newspaper managers, and wire service managers. To have an appreciation of the things they do under very restrictive conditions. It broadened me and I will be able to use examples in my own teaching in the US.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

Nothing that I can pinpoint.

Q. 44 How has your career been affected?

I'm retired.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

Very positive one. First of all, I thought the approach that they were using was a very good and proper one. I think that they were very sincere towards that objectives that they had established and practical as well. Not just off the cuff ideas or objectives. Well thought out and well managed.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I think as a result, I have volunteered for other assignments in (region). The opportunity provided me with background and knowledge and since then, I have been to (four countries). I have had a lot of exposure to problems in (region).

Q. 44 How has your career been affected?

Nothing

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

APPENDIX**The Impact of Journalism Training on the Trainers:
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I suppose it had a very important impact. It brought me to (country) again. It brought together a lot of feelings - personally, it was a kind of emotional experience. My grandparents were born, it turns out, 12 miles away from where I worked.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

Professionally, I know that I can teach. I loved the teaching part a great deal. I loved the young people who are so very diligent and they really apply themselves. And I learned something about teaching.

Q. 44 How has your career been affected?

You are talking to a guy who is post-career. I've taught a bit at community colleges. But I do a lot of consulting.

Male Fellow**Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?**

Substantial. It gave me an opportunity to broaden my horizon. To think a little harder now.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I returned to (country).

Q. 44 How has your career been affected?

I was more active then than I am now.

Male Fellow**Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?**

I told somebody - I was a major beneficiary. It made a huge difference in my outlook. It was incredibly satisfying to feel that you were trying to make a difference and paying something back to the business that has sustained me over the years. And to know that I had an opportunity to pass on the traditions and standards of the best of the Western press.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

I think my teaching will be different. The way that I address my class, talk about issues - because I have this contrast now.

APPENDIX

**The Impact of Journalism Training on the Trainers:
Reflections of U.S. International Fellows**

Q. 44 How has your career been affected?

It may make a big difference. If I get this (position), it will be central to it.

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

It was a tremendous experience for (him and his wife). It was the first time both of us had actually worked on the same program.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

It gave me a greater appreciation of what we have in our own country. It is frustrating to see unappreciative Americans.

Q. 44 How has your career been affected?

I am going back abroad to work for 18 months at (U.S. owned newspaper).

Male Fellow

Q. 42 Now let's talk about you! What kind of impact did the Knight Fellowship program have on you?

It was very good. I hope I taught, but I also learned more about the problems in journalism in (country) specifically and in (region). Not just the problems in journalism, but the problems of life.

Q. 43 What have you done differently since you returned home as a result of your Knight fellowship?

Yes, you experience so many different situations. You meet so many people and so many philosophies of life. You come back with a much better understanding. Enthusiastic and depressed.

Q. 44 How has your career been affected?

I'm semi-retired. I don't have an active journalism career in this country anymore. My career was affected because I still get upset about some of the things that are going on. I am outspoken and I participate.