



May 2023

# IMMANA Fellowships

## Programme: Outcomes Evaluation

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Innovative Methods and Metrics for  
Agriculture and Nutrition Actions

# Executive Summary

**This evaluation sought to capture the career outcomes of former IMMANA Fellows and assess the role that their fellowship played in furthering their careers.**

**All fellows who responded currently hold positions connected to agriculture, nutrition, or health.** Fellows hold positions prominent universities, USAID, World Vegetable Center, IFPRI, FAO, and more.

**Fellows reported that their fellowship had a positive effect on their leadership abilities, job placement, and overall career development.** 93% of Fellows said that their Fellowship furthered their career in a meaningful way.

**Fellows indicated their relationships to their mentors remained strong after the end of their fellowship.** In three cases, fellows achieved a job opportunity through their mentor and about 1 in 3 fellows reported ongoing research collaboration with at least one of their mentors.

**Fellows frequently attended ANH Academy Weeks, averaging 2 attendances.** Half of respondents gained a meaningful connection with a researcher in their field by attending ANH Academy Week.



IMMANA Fellowships

# Purpose





# IMMANA Fellowships Programme Description

## Programme Objective:

To support ANH researchers in validating and applying innovative methods and metrics to measure change and impacts of policy or program interventions in agriculture, nutrition and health in low- and middle-income countries (LMICs)

## Magnitude

- One year of transition research, supported by two mentors. One of the two mentors are located in Africa or Asia
- Fellows must have a doctorate in *any* ANH area
- Prefer candidates likely to pursue careers in African/Asian universities

## Participation

- 32 Fellows have completed the programme

# Programme Evaluation Description



## Evaluation Objective:

To capture the career outcomes of former IMMANA Fellows and the role that their fellowship played in furthering their careers in ANH fields; improving their professional skills; and integrating them into the global community of ANH researchers.



## Methods:

The IMMANA Fellowships Team created an online survey using Qualtrics software to capture the metrics of evaluation. The survey questions were reviewed by both Tufts and LSHTM staff members. The survey collected responses during March of 2023.



## Participation:

Of the 32 former IMMANA Fellows, 28 or 88% responded to the survey. Of these respondents, all but 3 failed to complete the survey in its entirety. Many respondents left lengthy comments in open response prompts.



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# Results



# Respondent Demographics

Of the 32 former IMMANA Fellows, 28 fellows (88%) completed our career survey between March and April of 2023. **Most respondents currently reside in Africa and Asia, 39% and 21% respectively.** The remaining 40% of fellows reside in the United States, Canada, Europe, or Australia.

## Geographic distribution of respondents



# Post Fellowship Job Placement

**All respondents currently hold positions connected to agriculture, nutrition, or health.** Fellows hold positions at the following notable organizations: USAID, World Organization for Animal Health, Gate for Opportunity (founded by fellow) World Vegetable Center, IFPRI, & FAO.

**Several respondents reported winning grants for sponsored research building on their IMMANA Fellowship.** Former fellows have accepted research fellowship roles at USAID, IFPRI, MANAGE, University of Goettingen, University of Ghana, and Makerere University.

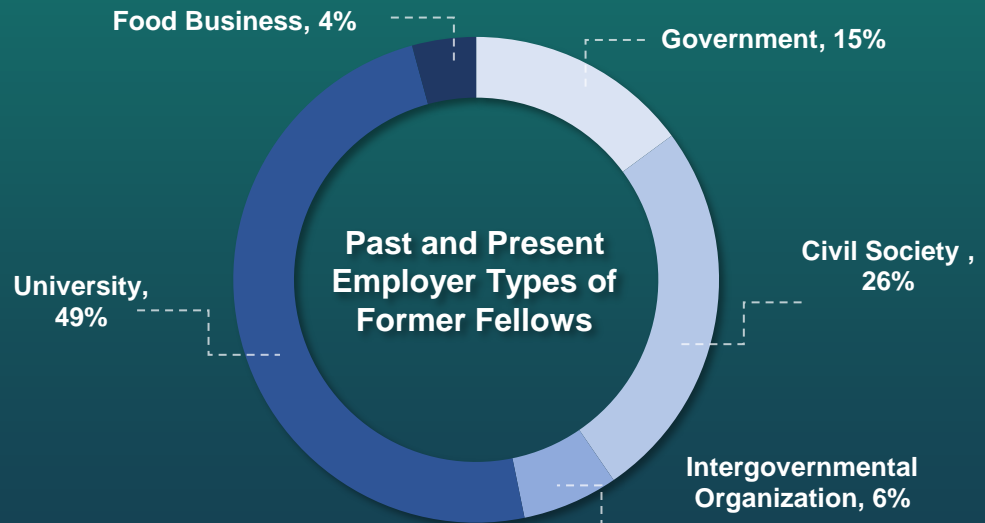
## Self Reported Type of Role of Respondents

Lecturer or professor  
(any rank) **42%**

Researcher **22%**

Program implementer **18%**

Another fellowship **18%**



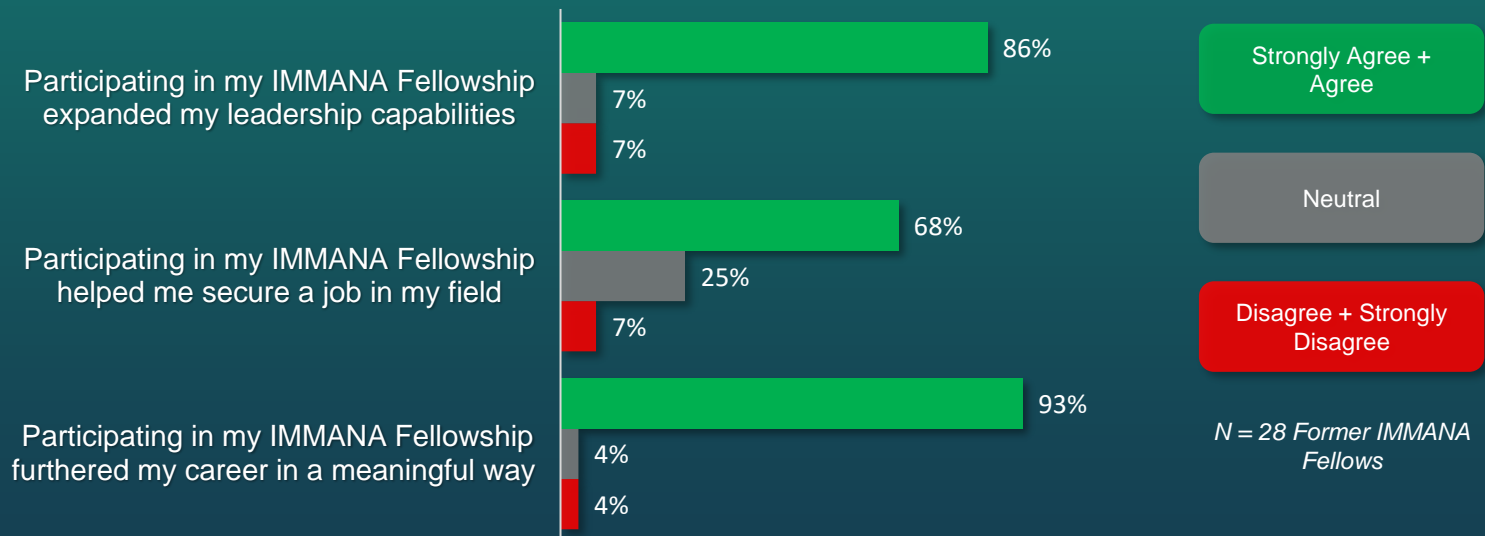
N = 28 Former IMMANA Fellows



# Career Development

Fellows reported that their fellowship had a **positive effect on their leadership abilities, job placement, and overall career development. 93% of Fellows said that their fellowship furthered their career in a meaningful way.** Fellows mentioned how the fellowships fostered an attitude of multidisciplinary and developed their skills in study design, project management, field-based data collection and research communication.

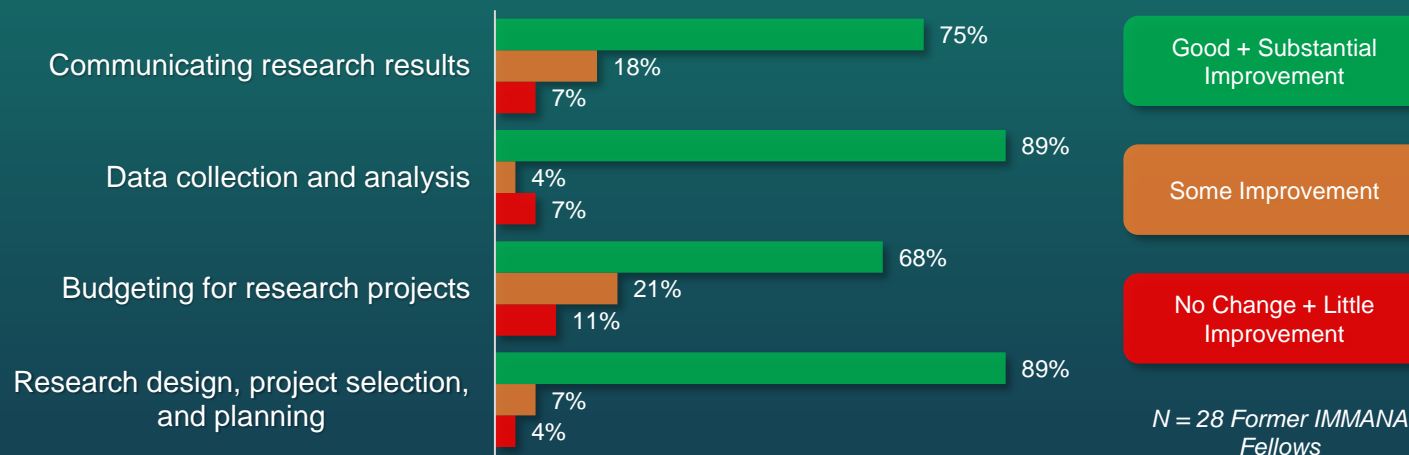
## Self-reported degree to which respondents felt their fellowship promoted career development



# Skill Development

Fellows indicated that their Fellowship experiences improved their skills across a variety of areas. Across the skill categories measured, **between 68% and 89% of Fellows reported a good or substantial improvement in their skills** as a result of their fellowship.

## Self-reported degree to which IMMANA fellowships improved respondent's skills, by type of ability

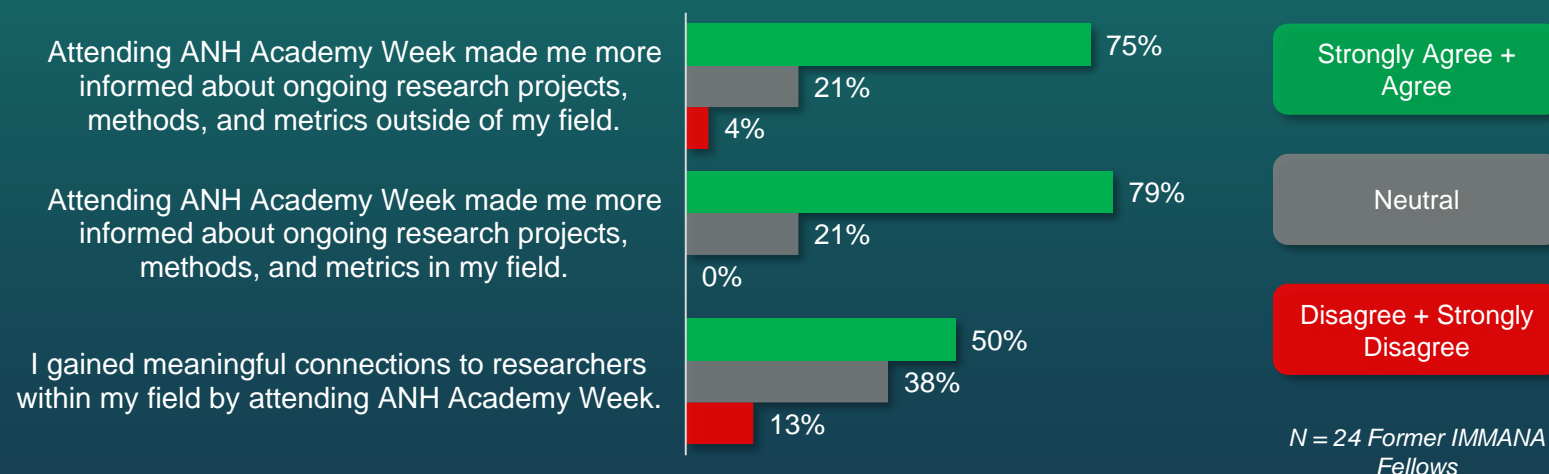




# Experience at ANH Academy Week

**Fellows frequently attended ANH Academy Weeks**, averaging 2 attendances, and over half of respondents indicated that they planned to attend ANH Academy Week in 2023. Three in four respondents indicated that attending ANH Academy Weeks made them more informed about their field and other fields. Moreover, **half of respondents gained a meaningful connection with a researcher in their field by attending ANH Academy Week.**

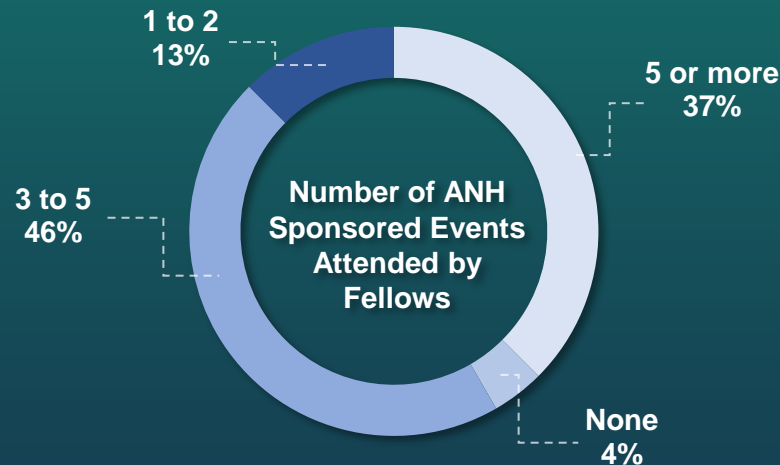
## Self-reported degree to which respondents felt attending ANH Academy Week made them more informed and granted them meaningful connections



# Professional Engagement

In addition to being members of ANH Academy, respondents reported membership with a variety of professional societies related to agriculture, nutrition, or health.

**Fellows were members of the following organizations:** Ag2Nut (65% of fellows), country specific national scientific associations (21% of fellows), Africa Food Environment Research Network (FERN), African Association of Agricultural Economists African Economic Research Consortium (AERC), African Nutrition Society, Asian Society of Agricultural Economists, Planetary Health Network, and more.



Fellows remained connected to ANH and the IMMANA community after their fellowship concluded by attending events hosted by ANH and webinars specifically for IMMANA Fellows.

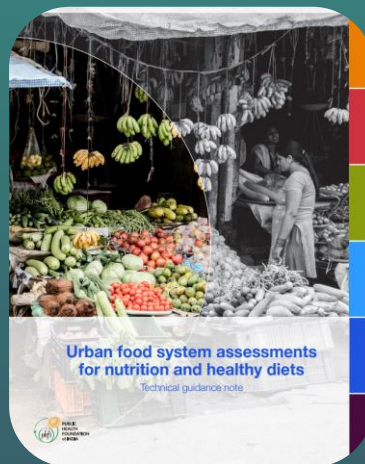


# Selected Publications

**Fellows have seen success publishing the results of their fellowship research and research completed after their fellowship.** In some cases, fellows' research has been incorporated into work published by the FAO and other prominent organizations concerned with agriculture, nutrition, and health research and policy.



Article in Nature Communications  
- Thalia Sparling, Round 3 Fellow



FAO Technical Guidance Note  
- Anjali Ganpule-Rao, Round 3 Fellow



Article in Food Research International  
- Molly Muleya, Round 3 Fellow

## Areas for Growth and Improvement

Overall, fellows had very positive things to say about their fellowships. The most frequently suggested improvements were **lengthening the fellowship** to accommodate for the publication process and **expanding the opportunities to engage with Tufts team and other IMMANA Fellows**.

Three fellows reported challenges with their mentors, and one described their fellowship as 'not successful' due to issues with their host and home mentors. One fellow suggested offering paid maternity leave during the fellowship.

*"The only aspect of my fellowship experience that was "negative" was not having enough time to write and publish a manuscript in a scientific journal. [...] I think the administrators of the fellowship were very quick to recognize this challenge, which I believe was faced by a few others, and are now considering the feasibility of completing at least one manuscript in their review of proposals."*

- Cynthia Matare, Round 4 Fellow

*"My home mentor was available whenever I needed guidance and support but was overall not satisfactory in relation to giving detailed scientific comments to my work. He just approved what I proposed which didn't improve the quality of my work. My host mentor was super busy and couldn't support me at all."*

- Semira Beyan, Round 2 Fellow



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# Selected Testimonials



## “My fellowship furthered my career

in multiple ways. I had the opportunity to work on my research in the context of an international non-governmental organization. This paved the way for my career intentions of being at the frontline of using and translating research to improve the implementation and evaluation of programmes.

Further, my fellowship allowed me the opportunity to expand my capabilities for interdisciplinary collaboration and lean more into work related to agriculture and food systems. This certainly contributed to the pathway that led to my current job, which has allowed me to continue to work at the nexus of agriculture, nutrition and health.”



Cynthia Matare,  
Round 1 Fellow





# “My fellowship let a love of science grow in me

especially the science related to agriculture, nutrition and health. Whenever I propose nutrition projects, I always make sure to bring these three disciplines together so that the projects become successful.

Before getting my fellowship, I was working in a university based in a small city with limited resources. After completing the fellowship, the number one university in the country, with well-equipped facilities, hired me. In addition, the fellowship enabled me to identify my key skill gaps which I worked well to improve it to advance my career.”



Zeweter Abebe-Sime,  
Round 3 Fellow



## “IMMANA gave me an international identity

a new avenue of research, and the freedom to think as an independent researcher. The fellowship has given me academic as well as financial independence. Professor Masters and Suneetha and the team have been very encouraging and considerate.”



Anjali Ganpule-Rao,  
Round 3 Fellow





## THANK YOU

Contact us at [immanafellowships@tufts.edu](mailto:immanafellowships@tufts.edu)

Or visit us online at

<https://www.anh-academy.org/immana/fellowships>

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