

# ACCREDITATION REPORT

*Site Visit Team Report*

*for*

*St. Elizabeth University*

*of*

*Health and Social Work*

October 16 – 18, 2008

## Evaluation Committee Members

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Final Accreditation Report  
Issued December 23, 2008

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## I. INTRODUCTION

This accreditation review was voluntarily requested by Dr. Vladimir Krcmery, President of St. Elizabeth University on November 22, 2007. An international, interdisciplinary team was proposed and selected to conduct the evaluation. Accreditation review criteria included standards from Western Europe, North America and Central Europe. A general organizational meeting of the site survey team was held on October 15, 2008.

St. Elizabeth University was founded as a private university in 2002. In September 2003, St. Elizabeth University received accreditation from the National Accreditation Committee of the Slovak Republic for four programs of study: nursing, laboratory medicine, social work, and public health. Since then the number of educational programs has expanded. It was the opinion of St. Elizabeth University governing board and administration that an independent external review by an international team would help with the future development of this private university. A rigorous peer evaluation and review was conducted in the framework of self-improvement, consultation, and international collaboration from October 16-18, 2008. Recommendations contained in the prior accreditation report from December 16, 2004 were considered and examined for implementation.

An interdisciplinary site visit team was selected to conduct the review. Selection of the site visit team was made by the President of St. Elizabeth University in consultation with the Chairman of the site visit team. Members were selected based on professional qualifications, academic qualifications, scientific expertise, knowledge of accreditation standards and processes, willingness to serve as a member of an international team, familiarity with the Slovak Republic system of university education, familiarity with St. Elizabeth University and the programs of study, and prior working relationships.

In preparation for the site visit each member of the site visit team received a copy of the accreditation site visit report from December 16-18, 2004; as well as action taken on the previous recommendations, and documentation to support the previous recommendations.

In addition, each member of the accreditation committee received self-study documentation from St. Elizabeth University consisting of: incorporation documents, legal status, annual report of 2007, governing board and structure, minutes of meetings, names of academic officials, names of scientific council, survey of program, course syllabi, course content, curriculum sequence, curriculum vitae of all full-time and part-time faculty, faculty scholarship and research summaries, program curriculum and course sequencing, description of all programs of study, characteristics of each program of study, teaching facilities and locations, community and professional affiliations, previous accreditation reports, international activities, listing of Ph.D. students, criteria for rank and tenure, foreign students, scientific and research productivity, hours of study by course and semester, mission and objectives of the school and programs, student profiles by program of study, student academic records, mission statement of the university, other descriptive data concerning the university faculty and students, listing of clinic sites and locations, information on university resources, all budgets, library holdings, and methods of evaluation. Additional documentation and supporting materials were made available to all evaluation committee members prior to the evaluation, during the site visit, at academic locations visited by the site visit team, and during deliberation meetings prior to the exit conference with Dr. Vladimir Krcmery.

A preliminary site visit agenda was established by the Chair and distributed to all members of the evaluation committee. The agenda was finalized by the committee prior to the start of the site survey. Site visits to academic and clinical locations was established by the committee and transportation arranged. All Dean's were advised of specific site review content, events and times. The Chair requested additional documentation for the site visit team as required to support observations. The major areas for review at St. Elizabeth University included the following:

- I. Mission, Goals and Objectives
- II. Governance and Administration
- III. Curriculum and Teaching
- IV. Faculty and Programs of Study
- V. Students and Graduates
- VI. Research and Scholarship
- VII. Community and Professional Services
- VIII. Resources and Academic Relationships
- IX. External Affiliations
- X. Facilities and Resources

The international accreditation team was composed of six representatives from various disciplines who had experience with accreditation processes, standards, and protocols. Members of the committee were from England, Austria, Italy and the United States.

This report is based on a review of the self-documentation and information provided prior to the site visit; on-site documentation review; interviews with faculty and students; interviews with Dr. Krcmery in Bratislava; interviews and meetings with administration, board of directors, executive board, and scientific councils; direct observations made by site team members interviews with alumni; on site meetings and discussions in Presov and Nove Zamky; and visits to locations and facilities by members of the site survey team. As stated previously, the on-site accreditation visit was conducted October 16-18, 2008 by the full accreditation team. A general orientation meeting was held on October 15, 2008.

## **II. EVALUATION COMMITTEE**

The President of St. Elizabeth University, Dr. Vladimir Krcmery, voluntarily invited an international team of six professionals to conduct an accreditation site visit. The evaluation committee consisted of the following experts:

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### **III. SITE VISIT**

The accreditation site visit and evaluation was conducted at St. Elizabeth University on October 16-18, 2008. This was the second international accreditation site visit ever conducted at St. Elizabeth University. Pre-site visit meetings and consultations were held prior to the actual review and post-site meetings were held after the site visit. The site visit team met privately to discuss self-study documentation submitted in advance by the University, School and Programs. The team periodically conferred to review findings, strengths, concerns, conclusions and consultative recommendations. Meetings were conducted with academic officials, faculty, students, graduates, and with members of the scientific council. Site visits were conducted in classrooms, laboratories, hospitals to verify resources and teaching facilities. The team visited facilities, faculty and programs at Presov (School of Health) and Nove Zamky (Nursing Program). Clinic sites in Cambodia, Uganda, Haiti, Burundi, Ethiopia, Sudan, Rwanda, Zambia, Kenya, Tanzania and the Ukraine were not visited but discussed and reviewed as part of the overall scope and mission of the university. The seat of St. Elizabeth University is in Bratislava and the site visit team examined the Rectorate and programs in Nursing, Laboratory Medicine, Clinical Research, Public Health and Social Work. Special meetings were held with the members of the Executive Board, Deans, and Scientific Council to assess governance and administration. Departments of St. Elizabeth University of Health Social Sciences included Social Work, Missionary Work, Nursing, Public Health, Clinical Research, Laboratory Medicine and Dental Technology and Psychology.

### **IV. EVALUATION FINDINGS AND OBSERVATIONS**

#### **A. Previous Site Visit Report**

The last international accreditation site visit was conducted on December 16-18, 2004. A report was finalized and issued on April 25, 2005. This report contained 30 recommendations requiring changes to be made at St. Elizabeth University of Health and Social Work. The current site visit team received a progress report from Dr. Vladimir Krcmery prior to the site visit along with supporting documentation. This report entitled "Action to the Recommendations of International Accreditation Evaluation Team Made in 2004 – 2007" summarized actions taken to correct the recommendations made during the December 16-18, 2004 site visit. A thorough review of the report and documentation reflected 22 recommendations were "met", 3 "partially met" and 5 "not met". Adequate explanations were provided with respect to the "not met" during site survey meetings with the Rector, Vice Presidents and Deans. As a matter of importance, based on the initial site visit conducted on December 16-18, 2004, the site visit team recommended a 3 year accreditation of programs and a new site visit to be scheduled in the Fall 2008.

At the time of the site visit on October 16-18, 2008 the team received a copy of the Evaluation Report of the working group for the Accreditation Commission in the Slovak Republic for St. Elizabeth University of Health and Social Work dated May 23, 2008. Findings and recommendations of the National Accreditation Commission were reviewed and discussed.

## B. General Information

St. Elizabeth University was incorporated as a non-profit organization in Bratislava on October 7, 2002 in accordance with Act No. 213/1997 of the Legal Code as amended. St. Elizabeth University has By-laws, Articles of Incorporation and is Registered as a non-profit organization providing generally beneficial services such as education, training, research, scientific and technical services, information services in the field of nursing and social work, provision of social help and humanitarian care. The primary objective of the non-profit organization is operation of the School of Health and Social Work of St. Elizabeth University. The long term objective is the "...education of medical employees especially in the field of public health care and social work, nursing, physiotherapy, laboratory examination methods for domestic, state and church, as well as foreign catholic facilities and state and church social work facilities and missions abroad". Article III of the By-laws further states that the organization:

"...is active in the spirit of the Christian humanism with the Orientation on the basic principles of the Christian healthcare Ethics and disseminates the message of St. Elizabeth, the native of Bratislava, to serve the sick and poor irrespective of the race, nationality and religious orientation. Apart from this it also assumes the task to ensure the education, scientific upbringing and scientific research, as well as practical activities of the students of the above mentioned school in all three levels of the higher education and to guide the students of this school for higher education to the principles of the Christian ethics and humanism focusing on protection of life from its conception until dignified natural death, thus meeting the message of St. Elizabeth, the native of Bratislava, great personality of the European healthcare and social work. The By-laws of the School of Health and Social Work of St. Elizabeth is an inseparable part of these By-laws".

## C. St. Elizabeth University

St. Elizabeth has a President, Board of Directors, Academic Senate, Scientific Council, Vice Presidents, Financial Director and Deans of Departments. Each department has a Chief, Secretary, Location, Professors, Associate Professors and Assistant Professors. The main campus is located in Bratislava with satellite facilities in other cities such as Presov and Nove Zamky. Missionary and humanitarian activities are located in Uganda, Cambodia, Kenya, Tanzania, Burundi, Haiti, Ethiopia, Sudan, Rwanda, Zambia and Ukraine. There is a Faculty of Health and Social Work in Presov and a Faculty of Nursing in Nove Zamky. The University has 5 scientific workplaces in Bratislava: Tropical Health Institute, Reference Laboratory for Tropical Diseases of the Ministry of Health, 9 clinics, Institute of Prenatal and Perinatal Psychology, and the Institute for Roma Studies. There are eight laboratories run in 3rd World countries. The University has primarily focused on a part-time student market.

At the time of the site visit St. Elizabeth University had a compliment of full-time and part-time faculty necessary to adequately support the programs of study. Total fulltime faculty is 310 of which 215 faculty are in Bratislava and 95 in other teaching locations.

|                        |            |
|------------------------|------------|
| Professor Faculty      | 40         |
| Associated Faculty     | 29         |
| Assistant Faculty      | <u>241</u> |
| TOTAL FULLTIME FACULTY | 310        |

The University has 41 full-time Ph.D. students and 150 part-time Ph.D. students. The University has 10,560 students of which 1,111 are considered full-time and 9,449 part-time.

The University has several recognized Departments with designated Faculties as follows:

- Department of Social Work

|                      | Bratislava | Presov | Nove Zamky | Bardejov |
|----------------------|------------|--------|------------|----------|
| Chief                | 1          | 0      | 0          | 0        |
| Secretary            | 1          | 0      | 0          | 0        |
| Professors           | 13         | 1      | 1          | 1        |
| Associate Professors | 5          | 1      | 2          | 1        |
| Assistant Professors | 44         | 22     | 12         | 23       |
  
- School of Missionary Work (John Paul II College of Missionary Work)

|                      | Bratislava | Presov | Nove Zamky | Bardejov |
|----------------------|------------|--------|------------|----------|
| Chief                | 1          |        |            |          |
| Secretary            | 1          |        |            |          |
| Professors           | 3          |        |            |          |
| Associate Professors | 7          |        |            |          |
| Ph.D.s               | 11         |        |            |          |
  
- Department of Nursing (St. Leslie School of Health)

|                      | Bratislava | Presov | Nove Zamky | Bardejov |
|----------------------|------------|--------|------------|----------|
| Chief                |            | 1      | 0          |          |
| Secretary            |            | 1      | 0          |          |
| Professors           |            | 6      | 5          |          |
| Associate Professors |            | 5      | 2          |          |
| Assistant Professors |            | 0      | 3          |          |
  
- Department of Laboratory Medicine and Dental Technology

|                      | Bratislava | Presov | Nove Zamky | Bardejov |
|----------------------|------------|--------|------------|----------|
| Chief                | 1          | 1      |            |          |
| Secretary            | 1          | 1      |            |          |
| Professors           | 5          | 4      |            |          |
| Associate Professors | 6          | 1      |            |          |
| Assistant Professors | 0          | 12     |            |          |



- Department of Clinical Research (Bratislava)
  - 1.) Research Laboratory in Tropical Medicine
    - 3 Full-time Faculty
    - 3 Associated Faculty
    - 41 PhD Assistant Faculty
  - 2.) Prenatal/Perinatal Psychology
    - 3 Full-time Faculty

The Executive Board has 5 members, there are 31 members of the Scientific Council, 5 Vice Presidents, 1 President of the University and 1 Financial Director. The University has been accredited by the National Accreditation Committee of the Slovak Republic in May of 2008 as follows:

| PROGRAMS              | DEGREES |     |       |
|-----------------------|---------|-----|-------|
|                       | BSc     | MSc | Ph.D. |
| Tropical Medicine     | No      | Yes | No    |
| Nursing               | Yes     | Yes | Yes   |
| Medical Technology    | Yes     | Yes | No    |
| Social Work           | Yes     | Yes | Yes   |
| Public Health         | Yes     | Yes | Yes   |
| Health Administration | No      | Yes | No    |
| Physical Therapy      | Yes     | No  | No    |
| Dental                | Yes     | No  | No    |
| Radiology             | Yes     | No  | No    |
| Psychology            | Yes     | No  | No    |

Humanitarian projects and missions are primarily focused on health and social work in third world countries in Subsaharian Africa, Haiti and Southeastern Asia. In 2008 there were 10,560 students in BSc/MSc programs of study, and this included 40 full-time Ph.D. students and 154 part-time Ph.D. students in programs of study. Tuition is 320 USD per semester. Each year over 1000 student applications have been received. The University has developed a Joint Program of Public Health in Tropical Infection Control leading to a Master Degree (MSc). This program of study supports humanitarian projects and requires 2 academic years of study (4 semesters).

#### D. Observations

St. Elizabeth University is a very young private university with a main location in Bratislava. The need for private universities in the Slovak Republic is evident along with public universities. St. Elizabeth has a very clear mission and purpose that differentiates itself from other more established universities. However, given the number of universities in the Slovak Republic competition for quality students will be an issue in the future. At St. Elizabeth, a novel feature is that students contribute to their education by paying tuition each semester. Such an approach underscores the importance of meaningful contribution and investment in educational endeavors.

The mission focuses on graduate and undergraduate education in the applied health professions and sciences. Curricula appear to be well conceived and developed with detailed syllabi, course content, acceptable course sequencing, and assignment of qualified faculty. Programs of study are structured and organized. Evidence of student, faculty and course evaluation exists. Academic guarantees are in place.

St. Elizabeth University has several affiliations and institutional collaborations with universities external to Slovakia; namely, University College in Oslo, University of Scranton USA, Catholic University of Eastern Africa-Nairobi, the Government of Cambodia Kingdom, Ministry of Health in Haiti, Ministry of Health in Sudanese Republic. The University has recently acquired 2 additional locations in Bratislava to expand classrooms and student activity areas. Library and computer facilities have been expanded since the last site visit as well as access to computers.

The University provides educational opportunities for all of the Slovak Republic. St. Elizabeth also has courses of study located in Bardejov, Trstva, Presov, Nove Zamky, Cadca, and Ziberia. There are several locations in Bratislava. Additional educational activities are found in Weissenfels-Germany, Phnom Penh-Cambodia, Eldoret-Kenya, Pribram-Czech Republic, Prague-Czech Republic, Bacsy Petrovec-Republic of Serbia. All national and international affiliations are reduced to writing and appropriately elaborated in official documents. These educational endeavors are consistent with the University mission to educate others, especially the poor, in developing countries.

St. Elizabeth University, given the programs of study, has numerous cooperative arrangements with NGOs, social agencies, public health institutions, local and regional governmental agencies. These relationships are vital to provide students with applied and integrative educational experiences in public health, social work, nursing, medical technology, dental hygiene, psychology, missionology, clinical research and physiotherapy. The Social Work Department cooperates with NGOs and addresses problems of children, the homeless, prisoners, women and children facing abuse and violence, people with disabilities, etc. Education in 3<sup>rd</sup> World Countries is supported through humanitarian activities in the Department of Missionology and Tropical Public Health and St. Elizabeth University runs hospitals in 10 countries. These departments also support several clinics and health programs for poor people.

There are appropriate guarantees for all programs of study and an appropriate number of professors, associated faculty and assistant faculty. The University has strongly supported the use of international faculty to lecture and augment scholarship and research efforts.

This new private university is legal in form and structure according to Slovak Republic laws. Leadership exists in the current administrative and management team. Governance is evident in the Board of Directors and Scientific Council. A focus on humanitarian efforts and missionary work makes St. Elizabeth University unique. There is a strong sense of culture among faculty and students. There is a strong sense of caring for the poor and addressing issues of social justice and inequality. The mission, purpose and goals of the University are clearly stated and understood throughout the organization among faculty and some students. The leadership and vision provided by Dr. Vladimir Krcmery is positive, focused, and directional. Under the direction of Dr. Krcmery this University should be able to enhance quality education, advance research and scholarship, facilitate international collaboration and address humanitarian issues of significance.

Evidence of financial and administrative support exists along with acceptable facilities, equipment and supplies to ensure quality education. The University is academically organized and appears to be functional in form and structure.

Specific observations include:

1. Program leadership exists along with qualified faculty to teach subjects.
2. Faculty have practical experiences and background to bring into the classroom setting.
3. Students appear to have access to faculty, both part-time and full-time.
4. Students, in appropriate areas, have input into University activities and policies.
5. There is a method and process for evaluating all courses and faculty.
6. A method exists to handle student complaints.
7. Faculty appear to incorporate contemporary topics into course content.
8. Curriculum includes relevant and realistic integrative and applied experiences throughout the program of study.
9. The complement, involvement and qualifications of faculty are sufficient to ensure integrity of the curriculum and quality of education.
10. The University has criteria for grading, awarding degrees and specifying content in the curriculum.
11. Principles of academic freedom are clearly understood, supported and appreciated by faculty and administration.
12. The University embraces diversity and multiculturalism.

## **V. RECOMMENDATIONS**

1. There were several recommendations from the December 16-18, 2004 accreditation report that were determined to be not met. The evaluation committee suggests that administration and faculty revisit the following previous recommendations:
  - 1.1 Career and academic advising should be documented in the student academic file.
  - 1.2 Career paths of graduates should be monitored as a basis for collecting outcome data to determine professional placements.
  - 1.3 Student retention and graduation rates should be monitored and analyzed to determine completion rates.
  - 1.4 Post graduate job placement, salary and job satisfaction should be monitored and assessed.

Outcome data, if appropriately collected, can be used to improve current pedagogy and to determine if students are working in the professions (fields) for which they were trained. Outcome data can be used for continuous quality improvement at the University.

2. The level of behavioral research by the faculty in the psycho-social sciences/disciplines is weak and should be increased, and faculty should be encouraged to expand behavioral research in hospitals, clinics, NGOs, and international projects of the University.
3. Given the current and future student enrollments, acquisition of additional facilities and space appears warranted to meet the needs of students, faculty and administration.
4. Develop a “Cultural Laboratory” to study the Roma population. Such a creation will enable expansion of research by faculty and provide the University with a Center of Excellence for EU research and funding.
5. All students should be encouraged to study and develop proficiency in English (speaking and writing skills) as a second language. This is especially important and critical for Master and Doctoral level student preparation.
6. Full-time and part-time faculty need to develop a stream of scholarship and research appropriate to the stage of their academic career. The level of scholarship and research is not equally distributed among, between and across faculty. Scientific and research productivity needs to be increased especially in the social and behavioral sciences.
7. The website and web pages of the University need to be redesigned and enhanced to reflect current activities; content should also be in Slovak and English; and the website should be an important marketing /PR venue for the University throughout EU countries.
8. A faculty mentoring program should be developed to help and support young faculty and improve faculty retention, and help with faculty recruitment.
9. There is a need to develop an academically trained Clinical Research Nurse with knowledge, skills and competencies in quality improvement and quality assurance.
10. Faculty need to develop knowledge, skills and competencies in grantsmanship. Faculty need to be able to prepare grant documents to compete for EU research grants.
11. An opportunity exists for the University to develop professional continuing education as a new educational venue. Such continuing education will provide additional sources of revenue, prevent skill decay, encourage lifelong learning and enhance the sharing of new knowledge.
12. The University and faculty should consider developing some on-line and distance education opportunities.
13. Administration and faculty are encouraged to explore and develop University-based partnership models to increase collaboration, encourage students to study outside of Slovakia, and increase research cooperation among faculties. Interdisciplinary research needs to be supported and Slovakia must create opportunities to increase scientific collaboration and cooperation with other EU universities (especially in Western Europe).

14. Administration and faculty should continuously access the external environment for opportunities and threats and develop a strategic planning process that incorporates multiple stakeholders. Development of a written 2-3 year plan is recommended.
15. Consideration needs to be given to competency-based outcomes across the various programs of study and curricula; developing syllabi with measurable behavioral objectives; and measuring student attainment of specific competencies (outcomes).
16. Administration should consider creating a Vice President position for Faculty Professional Development and appointing a qualified person who is responsible for recruiting young faculty, improving faculty retention, developing succession planning, developing faculty mentorship and instituting a Faculty Development Plan at the University.
17. There are significant opportunities for interdisciplinary faculty research and cooperation on important humanitarian projects.
18. Recruitment of students from other EU countries should be encouraged and supported.
19. Social and recreational activities (i.e., team sports) should be developed and become part of the University culture.

**VI. ACCREDITATION DECISION**

The site visit team recommends that the following bachelors degree (BSc), master degree (MSc) and doctorate degree (PhD) programs at St. Elizabeth University be accredited:

| Name of Program                        | Type of Program | Mode of Program | Accreditation |
|--|-----------------|-----------------|---------------|
| Public Health                          | BSc             | Full-time       | Yes           |
|  | BSc             | Part-time       | Yes           |
| Public Health                          | MSc             | Full-time       | Yes           |
|  | MSc             | Part-time       | Yes           |
| Public Health                          | Ph.D.           | Full-time       | Yes           |
|  | Ph.D.           | Part-time       | Yes           |
| Health Administration in Public Health | MSc             | Full-time       | Yes           |
| Health Administration in Public Health | MSc             | Part-time       | Yes           |
| Nursing                                | BSc             | Full-time       | Yes           |
|  | BSc             | Part-time       | Yes           |
| Nursing                                | MSc             | Full-time       | Yes           |
|  | MSc             | Part-time       | Yes           |
| Nursing                                | Ph.D.           | Full-time       | Yes           |
|  | Ph.D.           | Part-time       | Yes           |
| Dental Technology                      | BSc             | Full-time       | Yes           |
|  | BSc             | Part-time       | Yes           |
| Medical Technology                     | BSc             | Part-time       | Yes           |
| Medical Technology                     | MSc             | Part-time       | Yes           |
| Radiology Technology                   | BSc             | Part-time       | Yes           |
| Social Work                            | BSc             | Full-time       | Yes           |
|  | BSc             | Part-time       | Yes           |
| Social Work                            | MSc             | Full-time       | Yes           |
|  | Msc             | Part-time       | Yes           |
| Social Work                            | Ph.D.           | Full-time       | Yes           |
|  | Ph.D.           | Part-time       | Yes           |
|  |                 |                 |               |

|                                |       |           |     |
|--------------------------------|-------|-----------|-----|
| Clinical Research              | MSc   | Part-time | Yes |
|                                |       |           |     |
| Clinical Research              | Ph.D. | Part-time | Yes |
|                                |       |           |     |
| Rehabilitation & Physiotherapy | BSc   | Full-time | Yes |
|                                |       | Part-time | Yes |
|                                |       |           |     |
| Tropical Infection Control     | MSc   | Full-Time | Yes |
|                                |       | Part-time | Yes |

The team further recommends accreditation for three years for all programs. It is recommended that the next site visit for accreditation be tentatively scheduled for international evaluation in the Fall 2012.

### Humanitarian Projects of St. Elizabeth University, Bratislava, Slovakia

| Hospitals:<br>N = 8          | Primary Care<br>Clinics:<br>N = 6 | Malnutrition<br>Centers:<br>N = 3 | HIV<br>Clinics:<br>N = 3 | Educational<br>Centers:<br>N = 4 | Orphanages:<br>N = 8               |
|------------------------------|-----------------------------------|-----------------------------------|--------------------------|----------------------------------|------------------------------------|
| 1. Sudan<br>Mapuordit        | 1. Nairobi<br>Mukuru              | 1. Nairobi<br>Mukuru              | 1. Nairobi<br>Mukuru     | 1. Nairobi<br>CUEA               | 1. Nairobi<br>Kayole               |
| 2. Sudan<br>Nyamlel          | 2. Nairobi<br>Mihango             | 2. Nairobi<br>Lunga Lunga         | 2. Kena<br>Kisumu        | 2. Haiti<br>F.D. Blances         | 2. Nairobi<br>Molla                |
| 3. Sudan<br>Gordim           | 3. Kenya<br>Eldoret               | 3. Ethiopia<br>Kibre Mengist      | 3. Kenya<br>Eldoret      | 3. Cambodia<br>Phnom Penh        | 3. Kenya<br>Eldoret                |
| 4. Sudan<br>Marialou         | 4. Haiti<br>M.S. Nicolas          |                                   |                          | 4. Rwanda<br>Kibeho              | 4. Burundi<br>Lwanga               |
| 5. Uganda<br>Buikwe          | 5. Haiti<br>Bei de Hene           |                                   |                          |                                  | 5. Rwanda<br>Kibeho                |
| 6. Burundi<br>Rutovu         | 6. Haiti<br>Port au Prince        |                                   |                          |                                  | 6. Cambodia<br>Phnom Penh          |
| 7. Zambia<br>Lusaka          |                                   |                                   |                          |                                  | 7. Cambodia<br>Phnom Penh<br>(JaT) |
| 8. Ethiopia<br>Kibre Mengist |                                   |                                   |                          |                                  | 8. Cambodia<br>Sihanoukville       |