

REFERENCES

- Anderson, R. & Carter, E. (1974). Human Behavior in the social environment: A social systems approach. Chicago: Aldine Publishing Company.
- Bakan, D., (1966). The duality of human existence. Boston, MA: Beacon Press.
- Bernhard, M. (1993a). The origins of democratization in Poland: Workers, intellectuals and oppositional politics. New York, NY: Columbia University Press.
- Bernhard, M. (1993b). Civil society and democratic transition in East Central Europe. Political Science Quarterly, 108(2), 307-326.
- Bertalanffy, L. von (1968). General systems theory: Foundations, development, applications. New York, NY: Braziller.
- Blase, M. G. (1986). Institution building: A source book (Rev. ed.). Columbia, MO: University of Missouri Press.
- Carothers, T. (1996). Assessing democracy assistance: The case of Romania. Washington, DC: Carnegie Endowment for International Peace.
- Center for Public Leadership and Service. The institute for civil society development. (Available from Center for Public Sector Leadership and Services, Mandel School of Applied Social Sciences, Case Western Reserve University, 10900 Euclid Ave., Cleveland, OH 44106-7164).
- Cernea, M. (1985). Putting people first: Sociological variables in rural development. Washington, DC: The World Bank for reconstruction and Development.
- Coleman, J. (1988). Social capital in the creation of human capital. American Journal of Sociology, 94 (Supplement), S95-S120.
- Compton, B. R., & Galaway, B. (1989). Social work processes (4th ed.). Belmont, CA: Wadsworth Publishing Company.
- Cooperrider, D. I. & Pasmore, W. A. (1991). The organizational dimension of global change. Human Relations, 44(8) 763-787.

- David, G. (1991). Participation in social development for the 1990s: Yes, but how? Social Development Issues, 13(3), 14-28.
- Deletant, D. (1991). Rewriting the past: Trends in contemporary Romanian historiography. Ethnic and Racial Studies, 14(1), 64-86.
- Delgado, M. (1996). Community asset assessments by Latino youths. Social Work in Education, 18(3), 169-178.
- Denzin, N. K. & Lincoln, Y. S. (Eds.) (1994). Handbook of qualitative research. Thousand Oaks, CA: Sage Publications, Inc.
- Eaton, J. W. (Ed.). (1972). Institution building and development: From concepts to application. Beverly Hills, CA: Sage Publications, Inc.
- Esman, M. J. (1972). The elements of institution building. In J. W. Eaton (Ed.), Institution building and development: From concepts to application (pp. 21-39). Beverly Hills, CA: Sage Publications, Inc.
- Gallager, T. (1995). Romania after Ceausescu. Edinburgh, Great Britain: Edinburgh University Press Ltd.
- Gellner, E. (1994). Conditions of liberty: Civil society and its rivals. New York, NY: Penguin Books USA Inc.
- Hardcastle, D. A., Wenocur, S., & Powers, P. R. (Eds.) (1997). Community practice: Theories and skills for social workers. New York: Oxford University Press.
- Hoff, M. D., & McNutt, J. G. (Eds.) (1994). The global environmental crisis: Implications for social welfare and social work. Brookfield, VT: Ashgate Publishing Company.
- Hyden, G. (1997). Building civil society at the turn of the millennium. In J. Burbidge (Ed.), Beyond prince and merchant: Citizen participation and the rise of civil society (pp. 17-46). New York: PACT Publications.
- Joanta, S. (1992). Romania: Its hesychast tradition and culture. Wildwood, CA: St. Xenia Skete.

- Johnson, A. K. & Wright, B. T. (1997). Civil society in Romania: An evolving partnership. In J. Burbidge (Ed.), Beyond prince and merchant: Citizen participation and the rise of civil society (pp. 143-160). New York: PACT Publications.
- Kattak, C. P. (1985). When people don't come first: Some sociological lessons from completed projects. In M. M. Cernea (Ed.), Putting people first: Sociological variables in rural development (pp. 325-356). Washington, DC: The World Bank for Reconstruction and Development.
- Krathwohl, D. R. (1985). Social and behavioral science research. San Francisco: Jossey-Bass Ltd.
- Landau, M. (1972). Linkage, coding, and intermediacy: A strategy for institution building. In J. W. Eaton (Ed.), Institution building and development: From concepts to application (pp. 91-109). Beverly Hills, CA: Sage Publications, Inc.
- Les, E. (1995). Europe's emerging third sector: East and West. In M. D. de Oliveira & R. Tandon (Eds.), Citizens strengthening global civil society, (pp. 195-237). Washington-CIVICUS: World Alliance for Citizen Participation.
- Maple, F. (1984, February). Consultation skills for school social workers. Workshop sponsored by the Iowa Department of Public Instruction and the Iowa School Social Work Association.
- Marshall, C., & Rossman, G. B. (1989). Designing qualitative research. Newbury Park, CA: Sage Publications, Inc.
- Mattessich, P. W., & Monsey, B. R. (1998). Collaboration: What Makes It Work, (8th printing). Saint Paul, MN: Publishing Center, Amherst H. Wilder Foundation.
- Maxwell, J. A. (1996). Qualitative research design: An interactive approach. Thousand Oaks, CA: Sage Publications, Inc.
- McKnight, J. L., & Kretzmann, J. (1990). Mapping community capacity. Evanston, IL: Center for Urban Affairs and Policy Research, Northwestern University.
- Meyer, C. (1992). A step back as donors shift institution building from the public to the "private" sector. World Development, 20(8), 1115-1126.

- Midgley, J. (1995). Social development: The developmental perspective in social welfare. Thousand Oaks, CA: Sage Publications Inc.
- Mihut, L. (1994). The emergence of political pluralism in Romania. Communist and Post-Communist Studies, 27(4), 411-422.
- Naparstek, A. J., & Dooley, D. (1997). Countering urban disinvestment through community-building initiatives. Social Work, 42(5), 506-514.
- Nelson, D. (1996). Civil society endangered. Social Research, 63(2), 345-368.
- Oliveira, M. D. de, & Tandon, R. (1995). An emerging global civil society. In M. D. de Oliveira & R. Tandon (Eds.) Citizens strengthening global civil society, (pp. 1-17). Washington-CIVICUS: World Alliance for Citizen Participation.
- Patton, M. (1990). Qualitative evaluation and research methods (Second ed.). Newbury Park, CA: Sage Publications, Inc.
- Pandey, R. (1996). Report on the NGO Forum '95 and World Summit for Social Development." Social Development Issues, 18(1), 68-78.
- Parsons, T., & Bales, R. (1955). Family socialization and interaction process. Glencoe, IL: The Free Press.
- Pehe, J. (1996). After the Soviet Empire: Civil society in democratizing states. Current, 381, 27-30.
- Putnam, R. (1993a). Making democracy work: Civic traditions in modern Italy. Princeton, NJ: Princeton University Press.
- Putnam, R. (1993b). The prosperous community. Current, 356, 4-9.
- Putnam, R. (1995). Bowling alone: America's declining social capital. Journal of Democracy, 6(1), 65-78.
- Quigley, K. (1996). Conversations on democracy assistance. Washington, DC: Woodrow Wilson Center.

- Rau, Z. (Ed.) (1993). [Review of the book The emergence of civil society in Eastern Europe and the Soviet Union]. Canadian-American Slavic Studies, 28, 109-110.
- Rose, R. (1994). Rethinking civil society: Post communism and the problem of trust. Journal of Democracy, 5(3), 18-30.
- Salamon, L. & Anheier, H. (1997). The civil society sector. Society, 34(2), 60-65.
- Scheff, J., & Kotler, P. (1996, January/February). How the Arts Can Prosper Through Strategic Collaborations. Harvard Business Review, 74, 52-62.
- Seligman, A. (1992a). The idea of civil society. New York, NY: The Free Press.
- Seligman, A. (1992b). Trust and the meaning of civil society. International Journal of Politics, Culture and Society, 6 (1), 5-22.
- Sharma, S. & Walz, T. (1992). Social development in third world nations: A reflective assessment in the shadow of the 21st century. Social Development Issues, 14(2/3), 13-27.
- Shils, E. (1991). The virtue of civil society. Government and Opposition, 26, 3-20.
- Tismaneanu, V. (1989). Personal power and political crisis in Romania. Government and Opposition, 24(2), 179-198.
- Tismaneanu, V. (1992). Reinventing politics: Eastern Europe from Stalin to Havel. New York, NY: The Free Press.
- Tismaneanu, V. (Ed.) (1995). [Book review Political culture and civil society in Russia and the new states of Eurasia]. Europe-Asia Studies, 48(8), 1424-1426.
- Treptow, K. (Ed.) (1995). A history of Romania. Iasi, Romania: The Romanian Cultural Foundation.
- Turner, J. H. (1986). The structure of sociological theory (4th ed.). Belmont, CA: Wadsworth Publishing Company.

- United Nations, (1982). Elements of institution-building for institutes of public administration and management. New York, NY: Department of Technical Co-operation for Development.
- Uphoff, N. (1985). Fitting projects to people. In M. M. Cernea (Ed.), Putting people first: Sociological variables in rural development (pp. 359-395). Washington, DC: The World Bank for Reconstruction and Development.
- Verdery, K. (1991). National ideology under socialism: Identity and cultural politics in Ceausescu's Romania. Los Angeles: University of California Press.
- Verdery, K. (1996). What was socialism, and what comes next?. Princeton, NJ: Princeton University Press.
- Vlachos, H. (1994). Orthodox psychotherapy: The science of the fathers (E. Williams, Trans.). Levadia, Greece: Birth of the Theotokos Monastery. (Original work published 1994).
- Weigle, M., & Butterfield, J. (1992). Civil society in reforming communist regimes: The logic of emergence. Comparative Politics, 25 (1) 1-24.
- Weitzman, E. A. & Miles, M. B. (1995). Computer programs for qualitative data analysis: A software source book. Thousand Oaks, CA: Sage Publications, Inc.
- World Bank (1982). IDA in retrospect: The first two decades of the international development association. World Bank: Oxford University Press.

Appendix A

Listening & Learning in Romania (LLR) Project Interview Guide

Preparation:

- ◆ Try to understand as much as you can about the person to be interviewed.
- ◆ Discuss with interpreter what you want to get out of the interview, the questions you will be asking.

Start of Interview:

- ◆ Exchange cards if appropriate.
- ◆ Thank the person for interview and establish rapport.
- ◆ Give purpose for the interview. Give person the introductory statement with letters.
- ◆ Get A Informed Consent Form signed and proceed with interview.

Questions: (Modify questions to fit the person and occasion.)

1. Could you tell us more about yourself and your role in the community?
2. Could you tell us more about the community? What groups are there, who are key people? (Probe for ethnic, religious groups and how they fit in.)
3. What in your estimation are the major strengths and assets of the community (for social and economic development)?
4. What are your hopes (your vision) for the community?
5. What resources, including the assets you already have, do you need to get there?
6. What has been the effect of international assistance (international aid, technical assistance and training) on the community (the country) thus far? (**Probe for:** What organizations sponsored it? What new capabilities/abilities have these experiences provided? What has been the positive and negative impact of these programs?)
7. Ask questions on Ethnic Conflict Interview Form.

Closing:

- Thank them again. Remind them that we want to get back to him/her. Get assurance that is permitted.
- Ask interviewee for recommendations of other key leaders that we might interview.

ETHNIC AND RELIGIOUS DIVERSITY QUESTIONS

1. What religious groups live in your community?
Catholic
Jewish
Orthodox
Baptist
Unitarian
Other _____
2. What ethnic groups live in your community?
Jews
Turks
Serbians
Ukrainians
Bulgarians
Hungarians
Germans
Other _____
3. How are these groups perceived by the community?
4. Has there been any incidents or problems between the Romanians and these groups in the last five years? Can you describe these incidents?
5. Is there cooperation among different religious groups? If so, how do they cooperate together?
6. Is there cooperation among different ethnic groups? If so, how do they cooperate together?
7. What kind of tension, problems, or conflicts exist among the different religious groups?

8. What kind of tension, problems, or conflicts exist among the different ethnic groups?
9. Can you talk about these tensions, problems, or conflicts?
10. What are the problems caused by different groups?
11. What are the good things these groups bring to the community?
12. Who else in your community might be knowledgeable about these groups, their roles in your community, and any problems with these groups?

Interview Summary

This summary is to be completed by the interviewer with the assistance of the recorder.

Date of Interview: _____

Name of Person
Interviewed: _____

Address: _____

Phone: _____

1. Positions, Occupations, Roles in the Community:

2. Affiliations, Connections with people, organizations, groups:

9. Suggestions and Recommendations of the person being interviewed:

10. Suggestions of the interviewer regarding follow up with this person:

Interviewer: _____ Date: _____

**Listening & Learning In Romania (LLR) Project
Regional Team Debriefing Form**

Region: _____

Number of Interviews: _____

Profile of the Region:

Key People, Institutions, Assets for Social and Economic Development:

Emerging Vision for the Region; Role of Planning/Coordinating Mechanism:

Major Obstacles and Limitations to Social and Economic Development:

Specific Recommendations for ICSD Next Steps:

Interview Team: _____ **Date:** _____

Appendix B

Table A. 1

Capacity of Categories in Iasi Region

<u>Category</u>	<u>Orientation</u>			
	<u>N</u>	<u>Growth</u>	<u>Maintenance</u>	<u>Mixed</u>
University/Education	4	4		
NGO	5	1		4
Religion/Church	6	3		3
Local Government				
Business	5	5		
Public Administration	1	1		
Students/Young Leaders	6	2		4
Ethnic/Cultural	4	1	1	2
Professional Leaders	4	2		2
Representatives of International Organizations	1			1
Local Media	4	1		3
<u>Other</u>	<u>4</u>	<u>2</u>		<u>2</u>

Note. The letter N represents the number of respondents

found in each category.

Table A.2

Category Contribution to Regional Capacity of Iasi

<u>Category</u>	<u>Orientation</u>		
	<u>Growth</u>	<u>Maintenance</u>	<u>Mixed</u>
University/Education	9%		
NGOs	2%		9%
Religion/Church	7%		7%
Local Government			
Business	11%		
Public Administration	2%		
Students/Young Leaders	5%		9%
Ethnic/Cultural Groups	2%	2%	5%
Professional Leaders	5%		5%
Representatives of International Organizations			2%
Local Media	2%		7%
Other	5%		5%

Note. Figures are rounded up to the next highest percentage.

Table A.3

Capacity of Categories in Cluj-Napoca Region

<u>Category</u>	<u>Orientation</u>			
	<u>N</u>	<u>Growth</u>	<u>Maintenance</u>	<u>Mixed</u>
University/Education	7	5		2
NGO	6	5		1
Religion/Church	3	1		2
Local Government	2	2		
Business	4	3		1
Public Administration	4	2		2
Students/Young Leaders	2	2		
Ethnic/Cultural	3	3		
Professional Leaders	6	5		1
Representatives of International Organizations	1	1		
Local Media				
Other	1			1

Note. The letter N represents the number of respondents found in each category.

Table A.4

Category Contribution to Regional Capacity of Cluj-Napoca

<u>Category</u>	<u>Orientation</u>		
	<u>Growth</u>	<u>Maintenance</u>	<u>Mixed</u>
University/Education	13%		5%
NGOs	13%		3%
Religion/Church	3%		5%
Local Government	5%		
Business	8%		3%
Public Administration	5%		5%
Students/Young Leaders	5%		
Ethnic/Cultural Groups	8%		
Professional Leaders	13%		3%
Representatives of International Organizations	3%		
Local Media			
<u>Other</u>			<u>3%</u>

Note. Figures are rounded up to the next highest percentage.

Table A.5

Capacity of Categories in Oradea Region

<u>Category</u>	<u>N</u>	<u>Orientation</u>		
		<u>Growth</u>	<u>Maintenance</u>	<u>Mixed</u>
University/Education	5	5		
NGO	4	3		1
Religion/Church	2	1	1	
Local Government				
Business				
Public Administration	3	1		1
Students/Young Leaders				
Ethnic/Cultural				
Professional Leaders	3	3		
Representatives of International Organizations	1			1
Local Media	1		1	
<u>Other</u>				

Note. The letter N represents the number of respondents found in each category.

Table A.6

Category Contribution to Regional Capacity of Oradea

<u>Category</u>	<u>Orientation</u>		
	<u>Growth</u>	<u>Maintenance</u>	<u>Mixed</u>
University/Education	26%		
NGOs	16%		5%
Religion/Church	5%	5%	
Local Government			
Business			
Public Administration	5%		10%
Students/Young Leaders			
Ethnic/Cultural Groups			
Professional Leaders	16%		
Representatives of			
International			
Organizations			5%
Local Media		5%	
<u>Other</u>			

Note. Figures are rounded up to the next highest percentage.

Table A.7

Capacity of Categories in Timisoara Region

<u>Category</u>	<u>Orientation</u>			
	<u>N</u>	<u>Growth</u>	<u>Maintenance</u>	<u>Mixed</u>
University/Education	7	5	1	1
NGO	8	2	1	5
Religion/Church	1			1
Local Government	2	2		
Business	10	7	1	2
Public Administration	4	3		1
Students/Young Leaders	2	1		1
Ethnic/Cultural	1	1		
Professional Leaders	2	2		
Representatives of International Organizations	2	1		1
Local Media	4	4		
<u>Other</u>				

Note. The letter N represents the number of respondents found in each category.

Table A.8

Category Contribution to Regional Capacity of Timisoara

<u>Category</u>	<u>Orientation</u>		
	<u>Growth</u>	<u>Maintenance</u>	<u>Mixed</u>
University/Education	12%	2%	2%
NGOs	5%	2%	12%
Religion/Church			2%
Local Government	2%		
Business	17%	2%	2%
Public Administration	7%	2%	
Students/Young Leaders	2%		2%
Ethnic/Cultural Groups	2%		
Professional Leaders	5%		
Representatives of International Organizations	2%		2%
Local Media	10%		
<u>Other</u>			

Note. Figures are rounded up to the next highest percentage.

Table A.9

Capacity of Categories in Bucharest Region

<u>Category</u>	<u>Orientation</u>			
	<u>N</u>	<u>Growth</u>	<u>Maintenance</u>	<u>Mixed</u>
University/Education	7	2	1	4
NGO	16	4	2	10
Religion/Church	1	1		
Local Government				
Business	3	2		1
Public Administration	3			3
Students/Young Leaders	4	3		1
Ethnic/Cultural	3	1		2
Professional Leaders	4	1		3
Representatives of International Organizations	5	2	2	1
Local Media	2			2
<u>Other</u>	<u>4</u>	<u>3</u>		<u>1</u>

Note. The letter N represents the number of respondents found in each category.

Table A.10

Category Contribution to Regional Capacity of Bucharest

<u>Category</u>	<u>Orientation</u>		
	<u>Growth</u>	<u>Maintenance</u>	<u>Mixed</u>
University/Education	4%	2%	8%
NGOs	8%	4%	19%
Religion/Church	2%		
Local Government			
Business	4%		2%
Public Administration			6%
Students/Young Leaders	6%		2%
Ethnic/Cultural Groups	2%		6%
Professional Leaders	2%		6%
Representatives of International Organizations	4%	4%	2%
Local Media			4%
<u>Other</u>	6%		4%

Note. Figures are rounded up to the next highest percentage.