

Workshop: Female Academic Careers in Africa

Merian Institute for Advanced Studies in Africa (MIASA) in cooperation with the German Historical Institute Paris (GHIP) and the Centre for Gender Studies and Advocacy (CEGENSA), University of Ghana (UG)

Sponsored by the Federal Ministry for Education and Research in Germany and with the support of the University of Ghana

Schedule

Day 1:

Tuesday, 28 May 2024

Programme at Yiri Lodge, University of Ghana

08:00-09:00	Registration
09:00-09:30	Welcome
09:30-11:00	Coaching 1
11:00-11:30	Cocoa Break
11:30-13:00	Coaching 2
13:00-14:30	Lunch
14:30-16:00	Coaching 3
16:00-16:30	Cocoa Break
16:30-18:00	Coaching 4
19:00	Conference Dinner

Day 2:

Wednesday, 29 May 2024

Public Round Table (morning) at J.H.K. Nketia Conference Hall at the Institute of African Studies, University of Ghana

(Afternoon) programme at Yiri Lodge, University of Ghana

09:00-09:45	Registration
09:30-12:00	Public Round Table at Nketia Conference Hall, Institute of African Studies, UG

	Re-thinking the academic environment for increasing gender-balance and inclusion <ul style="list-style-type: none"> - Prof. Akosua Adomako Ampofo, University of Ghana - Prof. Clementina Baptista de Jesus Furtado, University of Cape Verde - Prof. Fatoumata Keita, University for Arts and Human Sciences of Bamako
12:00-13:30	Lunch
13:30-14:30	From IAS to Yiri Lodge: Small campus tour: CEGENSA & MIASA
14:30-16:00	Coaching 5
16:00-16:30	Cocoa Break
16:30-18:00	Coaching 6

Day 3:

Thursday, 30 May 2024

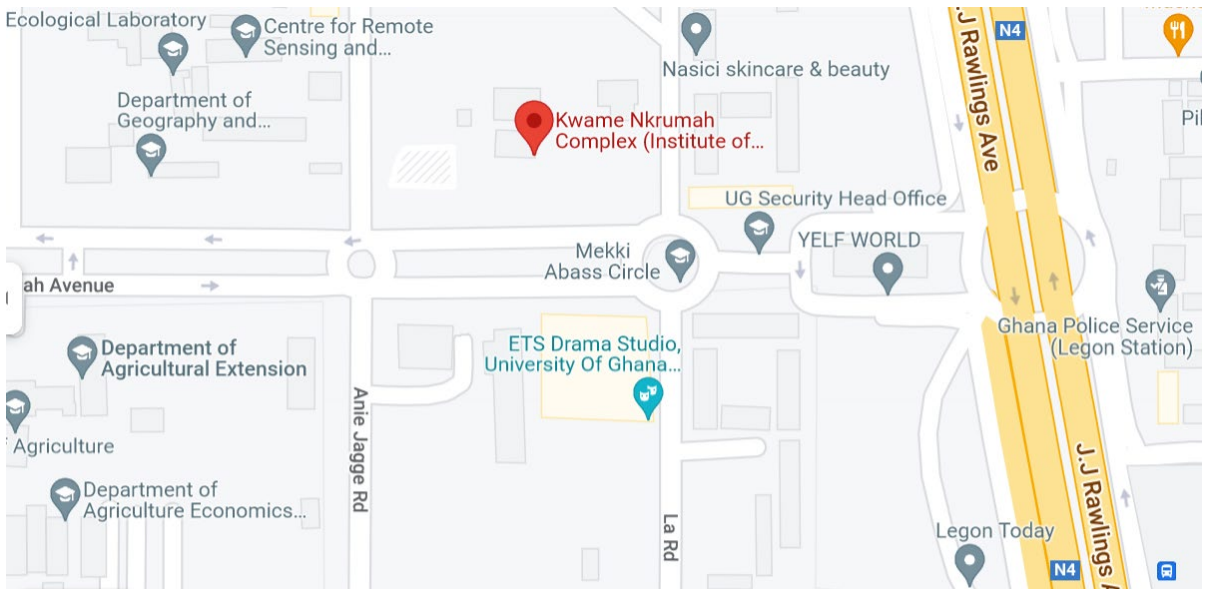
Programme at Yiri Lodge, University of Ghana

09:00-11:15	"World Café" discussion on the impact of networking and coaching <ul style="list-style-type: none"> - Prof. Fatoumata Keita, University for Arts and Human Sciences of Bamako - Prof. Dorothy Ebere Adimora, University of Nigeria, Nsukka, Georg Forster Fellow, Alexander von Humboldt Foundation, Freie Universität Berlin - Dr. Abena Kyere, CEGENSA, University of Ghana
11:15-11:45	Cocoa Break
11:45-13:15	Coaching 7
13:15-14:30	Lunch
14:30-16:00	Coaching 8
16:00-16:30	Cocoa Break
16:30-17:30	Past experiences – future perspectives – final wrap-up

Yiri Lodge at the University of Ghana, Legon Campus



J.H.K. Nketia Conference Hall at the Institute of African Studies, Kwame Nkrumah Complex, University of Ghana, Legon Campus



This workshop welcomes nineteen early- and mid-career female academics, who are affiliated in the Social Sciences and Humanities with universities or research institutes in Ghana, Nigeria, The Gambia, Burkina Faso, Uganda, Kenya, South Africa, Botswana, Tunisia, and Morocco.

The workshop offers time and space to discuss the challenges and opportunities for women in academia in African contexts. Participants from Ghana and other African countries will be accompanied by a professional coach through different modules that address the issues of (i) professional relationships within the university workplace, (ii) how to deal with university hierarchies, (iii) how to address conflicts at the workplace, and (iv) how to proceed an academic career with multiple time constraints.

Naa-Aku Acquaye-Baddoo is facilitating the workshop as a coach throughout the three days.

The coaching aims at assisting participants to define their own working and leadership style, but also to consider how to adapt oneself to different contexts and challenges. The overarching purpose is to encourage early- and mid-career female academics to further build up their careers, to develop strategies for keeping a work-life-balance that allows for prospering in one's research and academic work, and to become ready for taking up leadership positions and/or seizing other professional opportunities.

The coaching explores the "landscape" in which participants are working in, it considers how to keep balance in setting priorities and how to develop support systems in peer-coaching and through developing networks and sharing information with each other.

Part of the workshop is a Public Round Table, to which three experienced scholars from anglo-, franco- and lusophone Africa will contribute. The roundtable asks, what kind of leadership we wish to promote in order to support gender equality and an inclusive working environment. Second, it addresses the issue of structural challenges and inequalities in the distribution of resources which characterises the academic environment and how we may have to address this thoughtfully in our research endeavours, in particular, as female scholars. Third, it considers the question, which unique challenges or barriers African female academics face, and which institutional settings can offer support. And finally, the roundtable raises the question of which role pan-African networks play and can play for strengthening female academic careers in Africa.

In addition, the workshop includes a non-public panel discussion which focuses on the role of networking and coaching. Three experts will animate the discussion based on three questions. First, the discussion addresses the questions of the impact of the workshop on the personal career development: What are possible gains of attending this workshop? What strategies work well, and what can be distractions in the follow-up of the workshop? Second, it considers the issue of academic networking: What kind of networks can be useful? How can such networks impact the personal career development? And third, it focuses on the challenge to create a safe and inclusive working environment in academic contexts: How can we address sensitive questions? Which strategies can help to be attentive to our own and others' mental well-being?

The workshop will be run in English.

Organizing team:

- Dr. Susann BALLER, Director (Centre Marc Bloch, Berlin)
- Prof. Grace DIABAH, Director (MIASA, University of Ghana)
- Dr. Deborah ATOBRAH, Director (CEGENSA, University of Ghana)
- Prof. Charlotte WRIGLEY-ASANTE, Head of Department (Department of Geography, University of Ghana)
- Dr. Abena KYERE (CEGENSA, University of Ghana)
- Eleonora MARCHIONI and Dr. Niels MAY (German Historical Institute Paris)

Coach:

- Naa-Aku ACQUAYE-BADDOO

Experts:

- Prof. Akosua ADOMAKO AMPOFO, University of Ghana (public roundtable)
- Prof. Clementina BAPTISTA DE JESUS FURTADO, University of Cape Verde (public roundtable)
- Prof. Fatoumata KEITA, University for Arts and Human Sciences of Bamako (Public and non-public roundtable)
- Prof. Dorothy Ebere ADIMORA, University of Nigeria, Nsukka (non-public roundtable)
- Dr. Abena KYERE, University of Ghana (non-public roundtable)

Participants:

- Dr. Evelyn ADJANDEH, African Literature, University of Cape Coast, Cape Coast, Ghana
- Dr. Afua AFENYO-AGBE, Tourism Management, University of Cape Coast, Cape Coast, Ghana
- Dr. Adetutu AINA-PELEMO, Law, Redeemer's University, Ede, Nigeria
- Dr. Aurelia AYISI, Communication, University of Ghana, Legon, Accra, Ghana
- Dr. Habibatou DRAMMEH, Management Science, University of The Gambia, Banjul, The Gambia
- Dr. Yemurai GWATIRISA, Anthropology and Linguistics, Botho University, Gaborone, Botswana
- Dr. Sophie KOMUJUNI, Political Science, Mountains of the Moon University, Fort Pedal, Uganda
- Dr. Cyrine KORTAS, English Literature, University of Gabès, Gabès, Tunisia
- Dr. Bochra LAGHSSAIS, Peace Studies, Marrakesh, Morocco (and Jaume I University)
- Dr. Betty MNTAMBO, Social Sciences, The Open University of Tanzania, Dar-es-Salam, Tanzania
- Dr. Elizabeth MUREY, Development Studies, Moi University, Eldoret, Kenya
- Dr. Nora NONTERAH, Theology and Religious Studies, Kwame Nkrumah University for Science and Technology (KNUST), Kumasi, Ghana
- Dr. Ifeoma ODINYE, Ifeoma, Literature, Gender Studies, Nnamdi Azikiwe University, Awka, Nigeria
- Dr. Abigail OPOKU MENSAH, Psychology, University of Professional Studies Accra (UPSA), Accra, Ghana
- Dr. Araba OSEI-TUTU, Education, University of Ghana, Legon, Accra, Ghana
- Dr. Melvin OUMA, Applied Linguistics, Rhodes University, Grahamstown, South Africa
- Dr. Colette SANTAH, Sociology, University for Development Studies (UDS), Tamale, Ghana
- Dr. Rosina SHEBURAH ESSIEN, Geography and Environmental Studies, University of Ghana, Legon, Accra, Ghana
- Dr. Alexandra TAPSOBA, Economics, University Joseph Ki Zerbo, Ouagadougou, Burkina Faso