

HERS-EA INAUGURAL ACADEMY PROGRAMME

July 2 - 7, 2017

Makerere University, Kampala, Uganda

| Day/Date | Time | Activities / HERS Topic / Session Title | Facilitator(s) |
|--------------------|---------------|---|---|
| PRE-ACADEMY | | | |
| Friday June 30th | 9.00am-8.00pm | AFRISA/ RUMPELHA (BOMA) conference; separate programme to be provided | Prof. J. D. Kabasa, Principal, College of Vet Medicine, Mak ; Prof. Margaret Khaita, Prof. of Epidemiology, Mississippi State University & Asso. Prof. Florence, Wakoko-Studstill, Asso. Prof. of Rural Sociology, Columbus State University. |
| Saturday July 1st | 7.00am-7.00pm | Day Trip to Lake Mburo National Park | Ms. Naomi Lumutenga, HERS-EA, Coordinator in Charge & HERS-EA Team |
| Sunday July 2nd | 9.00am-5.00pm | Religious and Cultural Tour of Kampala: Namirembe Cathedral or Rubaga Cathedral, Bahai Temple, Uganda Museum, and the Kololo-Nakasero circuit | Prof. Ruth Muwazi, HERS-EA Chair & Ms. Frances Nyachwo |
| | 6.00-7.00pm | Registration at Grand Global Hotel lobby | Ms. Susan Kasula, HERS-EA Administrative |

| | | | |
|----------------------------|-----------------|---|--|
| | | | Assistant & Team |
| | 7.00-9.00pm | Welcome dinner and Networking at Grand Global Hotel | Ms. Lumutenga, Prof. Muwazi, Dr. Florence Wakoko-Studstill & Dr. Margaret Khaitisa |
| THE ACADEMY – DAY 1 | | | |
| Monday July 3rd | 8.00–9.00am | Registration at Main Building | Ms. Susan Kasula & Meseret Hailu |
| | 9.00–10.30am | Welcome, Introductions, and Setting the scene | Ms. Lumutenga |
| | 10.30–11.00am | Break | Ms. Kasula & HERS-EA Team |
| | 11.00–11.30am | <i>Keynote Speech</i> | Professor Lillian Tibatemwa-Ekirikubinza. Justice of the Supreme Court of Uganda |
| | 11.30am-12.30pm | <i>Assessing Barriers to Female Advancement in Higher Education: Eagles or chickens? (A2)</i> | Dr. Catherine Hawkins. Director of Faculty Development and Professor of Social Work, Texas State University, USA. |
| | 12.30-1.00pm | <i>Case study: Effective leadership in higher education (A2)</i> | Dr. Ruth Muwazi. Chair, HERS-EA; Assoc. Prof, COVAB; and Director of Programs, AFRISA. |
| | 1.00-2.00pm | LUNCH at Main Building | Ms. Kasula & Team |
| | 2.00-3.00pm | <i>Leading and Managing change in HEIs: What and how (A1)</i> | Dr. Maria Goretti Nassuna-Musoke. Veterinarian & Senior Lecturer, COVAB, Mak |
| | 3.00-3.30pm | <i>Gender Mainstreaming: Mak GMD program (A1)</i> | Ms. Frances Nyachwo. Acting Director, Gender Mainstreaming Directorate, Makerere University. |
| | 3.30–3:45pm | Break | |
| | 3.45-4:30pm | <i>Group discussions: pre-Academy reading on progress and barriers</i> | Drs. Wakoko-Studstill, Associate Professor, Rural Sociology, Columbus State University; Dr. Consolata |

| | | | |
|---------------------------------|-----------------|--|---|
| | | for women in IHEs (A1) | Kabonesa , Senior Lecturer, School of Women and Gender Studies, Mak |
| | 4.30-5.00pm | Wrap-up: personal reflection (B4) | Dr. Hawkins |
| | 5.00–6.00pm | Tea/coffee/networking (C7) | |
| | 7.00–8.00pm | Dinner for residents (C7) | |
| | | THE ACADEMY – DAY 2 | |
| Tuesday July 4 th | 9.00-10.00am | Career Mapping: Stories (B4) | Prof. Wanjiku-Mukabi , Director, African Women’s Study Center, University of Nairobi; Dr. Dionne Rosser-Mims , Associate Dean, College of Education & Dr. LaKerri Mack , Assistant Professor, Political Science, Troy State University, USA. |
| | 10.00-10.30am | Break | |
| | 10.30am-12.00pm | Drafting your own career path with timelines (B4) | Prof. Wanjiku-Mukabi. |
| | 12.00-1.00pm | Budgeting for institutions in higher education: Case Study –Mak (A2) | Dr. Florence Nakayiwa. Director, Planning and Development Department, Mak |
| | 1.00-2.00pm | LUNCH Grand Global Hotel (C7) | |
| | 2.00-3.30pm | Gender Stereotypes, Sexism, and Discrimination in Higher Education (A2) | Prof. Sylvia Tamale. Professor of Law and former Dean, School of Law, Mak |
| | 3.30-3.45pm | Break | |
| | 3.45–5.00pm | Group Discussions: pre-conference project (B4) | Drs: Wakoko-Studstill, Kabonesa & Nassuna-Musoke. |
| | 5.30-6.30pm | Tea/Coffee & Networking (C7) | |
| | 7.00–8.00pm | Dinner (C7) | Grand Global |

| | | | |
|-----------------------|----------------|--|---|
| | 7.00–9.00pm | Board Meeting for HERS-EA | Mak for Board Meeting |
| | | THE ACADEMY – DAY 3 | |
| Wednesday 5th July | 9.30-10.00am | <i>Messages from HERS-Denver (C7)</i> | Dr. Judith White , President & Executive Director of HERS & Dr. Ray Burgman , Director, HERS Institutes |
| | 10.00-10.30am | <i>HERS-Denver: Benefits of on-going networking (C7)</i> | Ms. Naomi Lumutenga , Alum HERS-Denver (2015 Class) |
| | 10.30-11.00am | Break | |
| | 11.00am-1.00pm | <i>Introduction and Overview of Universities & Colleges: Presentations (template) (A3)</i> | Dr. Florence Wakoko-Studstill . Co-Founder HERS-EA, and Assoc. Professor, Columbus State University |
| | 1.00–2.00pm | LUNCH | |
| | 2.00–4.00pm | Panel of senior professional women & Vice-Chancellors -- <i>The Bright Side of Being a Woman in Higher Education</i> (followed by Q&A) (B4) | <u>Panelists:</u> Profs. Mary Okwakol , Vice-Chancellor, Busitema University, Uganda; Prof. Wanjiku-Mukabi, Christine Dranzoa , Vice-Chancellor, Muni University, Uganda, & Sylvia Tamale <u>Moderator:</u> Dr. Edith Natukunda-Togboa . Senior Lecturer, Languages, Mak |
| | 4.00-5:30pm | <i>Revise career map & feedback</i> | Prof. Mary Okwakol. |
| | 6.00-10.00pm | Ntinda: Cultural show and dinner by Ndere Troupe | HERS-EA Team |
| | | | |

| THE ACADEMY – DAY 4 | | | |
|----------------------------------|----------------|--|---|
| Thursday 6 th July | 9.00-11.00am | <i>Professional Women's Economic Empowerment (B5)</i> | Dr. Maggie Kigozi. Private entrepreneur and mentor Prof. Grace Bantebya. Professor of Women and Gender Studies, Mak and Dr. Maria Goretti Nassuna-Musoke. |
| | 11.00–11.30am | Break | |
| | 11.30am-1.00pm | <i>Mentoring & Coaching</i> | |
| | 1.00-2.00pm | LUNCH | HERS-EA Team |
| | 2.00-6.00pm | <i>Networking visits in Kampala</i> (Makerere University Colleges, AFRISA, Kyambogo University, Uganda Christian University) (C7) | Ms. Lumutenga. |
| | 6.00-6.30pm | <i>Group Reflections (C7)</i> | Dr. Hawkins, Ms. Lumutenga & Ms. Nyachwo. |
| | 7.00-8.00pm | Dinner for residents (C7) | |
| THE ACADEMY – DAY 5 | | | |
| Friday July 7 th | 9.00am-11.00am | <i>Parallel Groups (B6)</i> 1: Grant Writing & Fundraising | Prof. Khaitsa & Assoc. Prof. Rhoda Wanyenze. Dean, School of Public Health, Mak. |
| | 11.00am-1.00pm | 2: Research & Publishing (Groups alternate after two hours) | |
| | 1.00-2.00pm | LUNCH | HERS-EA Team |
| | 2.00-3.00pm | <i>Family Responsibilities versus Career Development for Women in Higher Education (B4)</i> | Prof. Harriet Mayanja Kizza. Former Dean, School of Medicine, Mak. |
| | 3.00-4.00pm | <i>Finalize Career Map</i> | Dr. Mary Okwakol and Prof. Wanjiku-Mukabi. |
| | 4.00-5.00pm | <i>Reflection on entire ACADEMY &</i> | Dr. Catherine Hawkins. |

| | | | |
|--|-------------|--|---|
| | 5.00-6.00pm | <i>Evaluation</i> <i>Formal Closing & Presentations</i> | Ms. Elizabeth Gabona , Vice-Chair, Education Service Commission; Ambassador Oliver Wonekha , Uganda's Ambassador to the USA, Prof. Alexandre Lyambabaje, Executive Secretary, IUCEA, Vice-Chancellors and guests. |
| | 6.00-8.00pm | <i>Informal Reception & Farewells</i> | HERS-EA Team |

ABBREVIATIONS: *AFRISA* - Africa Institute for Strategic Partnerships Development; *COVAB* - College of Veterinary Medicine, Animal Resources, and Biosecurity at Makerere University; *RUMPELHA* - Regional University Mediated Partnerships Enhancing Livelihoods and Health in Africa; *Mak* - Makerere University

HERS TOPICS:

- A. Institutional Development: 1. Managing and leading change; 2. Reframing organizations for effective work; 3. Developing effective partnerships in higher education for women and gender focused advancement
- B. Personal Development: 4. Career mapping, dossier building, and developing personal skills; 5. Professional women's economic empowerment through enterprise development and management for profit maximization; 6. Research and publishing, the power of mentoring, leadership, and fundraising for projects
- C. Networking: 7. Connecting with other women for personal growth and professional development, promoting mutual support, and fostering the success of colleagues