

## HERS-EA INAUGURAL ACADEMY PROGRAMME

July 2 - 7, 2017

Makerere University, Kampala, Uganda

Day/Date	Time	Activities / HERS Topic / Session Title	Facilitator(s)
<b>PRE-ACADEMY</b>			
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 Khaitisa, 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 Khaita
<b>THE ACADEMY – DAY 1</b>			
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>	<b>Professor Lillian Tibatemwa-Ekirikubinza.</b> 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>	<b>Dr. Catherine Hawkins.</b> 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>	<b>Dr. Ruth Muwazi.</b> 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>	<b>Dr. Maria Goretti Nassuna-Musoke.</b> Veterinarian & Senior Lecturer, COVAB, Mak
	3.00-3.30pm	<i>Gender Mainstreaming: Mak GMD program (A1)</i>	<b>Ms. Frances Nyachwo.</b> Acting Director, Gender Mainstreaming Directorate, Makerere University.
	3.30–3:45pm	Break	
	3.45-4:30pm	<i>Group discussions:</i> pre-Academy reading on progress and barriers	<b>Drs. Wakoko-Studstill,</b> Associate Professor, Rural Sociology, Columbus State University; <b>Dr. Consolata</b>

		for women in IHEs (A1)	<b>Kabonesa</b> , Senior Lecturer, School of Women and Gender Studies, Mak
	4.30-5.00pm	<b>Wrap-up:</b> personal reflection (B4)	<b>Dr. Hawkins</b>
	5.00–6.00pm	Tea/coffee/networking (C7)	
	7.00–8.00pm	Dinner for residents (C7)	
		<b>THE ACADEMY – DAY 2</b>	
Tuesday July 4 <sup>th</sup>	9.00-10.00am	<b>Career Mapping: Stories (B4)</b>	<b>Prof. Wanjiku-Mukabi</b> , Director, African Women’s Study Center, University of Nairobi; <b>Dr. Dionne Rosser-Mims</b> , Associate Dean, College of Education & <b>Dr. LaKerri Mack</b> , Assistant Professor, Political Science, Troy State University, USA.
	10.00-10.30am	Break	
	10.30am-12.00pm	<b>Drafting your own career path with timelines (B4)</b>	
	12.00-1.00pm	<b>Budgeting for institutions in higher education: Case Study –Mak (A2)</b>	<b>Dr. Florence Nakayiwa</b> . Director, Planning and Development Department, Mak
	1.00-2.00pm	LUNCH Grand Global Hotel (C7)	
	2.00-3.30pm	<b>Gender Stereotypes, Sexism, and Discrimination in Higher Education (A2)</b>	<b>Prof. Sylvia Tamale</b> . Professor of Law and former Dean, School of Law, Mak
	3.30-3.45pm	Break	
	3.45–5.00pm	<b>Group Discussions:</b> pre-conference project (B4)	<b>Drs: Wakoko-Studstill, Kabonesa &amp; Nassuna-Musoke.</b>
	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
		<b>THE ACADEMY – DAY 3</b>	
Wednesday 5th July	9.30-10.00am	<i>Messages from HERS-Denver (C7)</i>	<b>Dr. Judith White</b> , President & Executive Director of HERS & <b>Dr. Ray Burgman</b> , Director, HERS Institutes
	10.00-10.30am	<i>HERS-Denver: Benefits of on-going networking (C7)</i>	<b>Ms. Naomi Lumutenga</b> , Alum HERS-Denver (2015 Class)
	10.30-11.00am	Break	
	11.00am-1.00pm	<i>Introduction and Overview of Universities &amp; Colleges: Presentations (template) (A3)</i>	<b>Dr. Florence Wakoko-Studstill</b> , Co-Founder HERS-EA, and Assoc. Professor, Columbus State University
	1.00–2.00pm	LUNCH	
	2.00–4.00pm	<b>Panel of senior professional women &amp; Vice-Chancellors -- <i>The Bright Side of Being a Woman in Higher Education</i> (followed by Q&amp;A) (B4)</b>	<u>Panelists:</u> <b>Profs. Mary Okwakol</b> , Vice-Chancellor, Busitema University, Uganda; <b>Prof. Wanjiku-Mukabi</b> , <b>Christine Dranzoa</b> , Vice-Chancellor, Muni University, Uganda, & <b>Sylvia Tamale</b>  <u>Moderator:</u> <b>Dr. Edith Natukunda-Togboa</b> , Senior Lecturer, Languages, Mak
	4.00-5:30pm	<i>Revise career map &amp; feedback</i>	<b>Prof. Mary Okwakol.</b>
	6.00-10.00pm	<b>Ntinda:</b> Cultural show and dinner by Ndere Troupe	HERS-EA Team

		<b>THE ACADEMY – DAY 4</b>	
Thursday 6 <sup>th</sup> July	9.00-11.00am	<i>Professional Women's Economic Empowerment (B5)</i>	<b>Dr. Maggie Kigozi.</b> Private entrepreneur and mentor <b>Prof. Grace Bantebya.</b> Professor of Women and Gender Studies, Mak and <b>Dr. Maria Goretti Nassuna-Musoke.</b>
	11.00–11.30am	Break	
	11.30am-1.00pm	<i>Mentoring &amp; 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)	<b>Ms. Lumutenga.</b>
	6.00-6.30pm	<i>Group Reflections (C7)</i>	<b>Dr. Hawkins, Ms. Lumutenga &amp; Ms. Nyachwo.</b>
	7.00-8.00pm	Dinner for residents (C7)	
		<b>THE ACADEMY – DAY 5</b>	
Friday July 7 <sup>th</sup>	9.00am-11.00am	<i>Parallel Groups (B6)</i> <b>1: Grant Writing &amp; Fundraising</b>	<b>Prof. Khaita &amp; Assoc. Prof. Rhoda Wanyenze.</b> Dean, School of Public Health, Mak.
	11.00am-1.00pm	<b>2: Research &amp; Publishing</b>  (Groups alternate after two hours)	<b>Dr. Leslie Hossfield,</b> Chair, Department of Sociology and <b>Dr. Margo Ralston,</b> Assistant Professor, Department of Sociology, Mississippi State University, USA.
	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>	<b>Prof. Harriet Mayanja Kizza.</b> Former Dean, School of Medicine, Mak.
	3.00-4.00pm	<i>Finalize Career Map</i>	<b>Dr. Mary Okwakol and Prof. Wanjiku-Mukabi.</b>
	4.00-5.00pm	<i>Reflection on entire ACADEMY &amp;</i>	<b>Dr. Catherine Hawkins.</b>

	5.00-6.00pm	<i>Evaluation</i>  <i>Formal Closing &amp; Presentations</i>	<b>Ms. Elizabeth Gabona</b> , Vice-Chair, Education Service Commission; <b>Ambassador Oliver Wonekha</b> , Uganda's Ambassador to the USA, Prof. Alexandre Lyambabaje, Executive Secretary, IUCEA, Vice-Chancellors and guests.
	6.00-8.00pm	<i>Informal Reception &amp; Farewells</i>	HERS-EA Team
<p><b>ABBREVIATIONS:</b> <i>AFRISA</i> - Africa Institute for Strategic Partnerships Development; <i>COVAB</i> - College of Veterinary Medicine, Animal Resources, and Biosecurity at Makerere University; <i>RUMPELHA</i> - Regional University Mediated Partnerships Enhancing Livelihoods and Health in Africa; <i>Mak</i> - Makerere University</p> <p><b>HERS TOPICS:</b></p> <p>A. <u>Institutional Development</u>: 1. Managing and leading change; 2. Reframing organizations for effective work; 3. Developing effective partnerships in higher education for women and gender focused advancement</p> <p>B. <u>Personal Development</u>: 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</p> <p>C. <u>Networking</u>: 7. Connecting with other women for personal growth and professional development, promoting mutual support, and fostering the success of colleagues</p>			