

Workshop 14 - Crafting a career: the key to attaining success in the academia

Dr. Doris Akyere Boateng is a Lecturer at the Department of Social Work, University of Ghana, Legon. She has a PhD in Social Work with a research focus on gender and success, women in family businesses and gender role socialization.

Workshop Summary:

This workshop aims at introducing participants to the concept of crafting a career and how they can learn the needed skills to put them on the path of attaining success in academia. Crafting a career entails changing the cognitive, task, and/or relational boundaries in one's job in order to shape interactions and relationships with others at the workplace. Women who are able to craft their careers are able to create different jobs for themselves, within the context of defined roles and thus, find creative ways to build and sustain a viable definition of the work they do and who they are at work. It is expected that at the end of the workshop, participants would learn the skills involved in crafting a career. Through this, they would be able to balance their family and career demands, have a plan for publishing their papers, enjoy work and develop self-efficacy to attain success in academia.

Master of ceremony / Moderator: Mrs. Christine Bonsu

28th March, 2017 cont'd				
11:00– 12:30 pm	11:00 to 11:20 Dr. Rudith S. King Centre for Settlements Studies, College of Art and Built Environment, Kwame Nkrumah Universi- ty of Science and Technol- ogy (KNUST), Ghana. Keynote	11:20 – 12:30 Rosemarie Fleck, chairman of “the Forum Mentoring”, Germany Keynote: Developing leadership skills through men- toring-The Federal Association for mentor- ing in science		
12:30– 2:00pm	Lunch			
	Parallel Workshop Session 1: Gendered Research and Knowledge Production			
2:00- 5:00pm	Workshop 1 Situation analysis on Gen- der Resources Control; Analytical framework for data collection and analy- sis Led by Mrs. Marian Amu-Mensah	Workshop 2 Conducting gen- dered research in a developing country Led by Dr. Rudith S. King	Workshop 3 Enhancing Research Capabilities of Female Academics with Remote Sensing and GIS Tech- nologies Led by Ir. Beatrice Asenso Barnieh	Work- shop 11 Mentor- ing Ori- entation Led by Rose- marie Fleck
5:00pm	End of first day			

29th March, 2017			
9:00 – 10:00am	Opening of Second Workshop Day DAAD: PhD and Research Opportunities; DAAD Alumni Work		
	Parallel Workshop Session 3 Gender Mainstreaming and Interventions in Academia and Research		
10:00 -1:00 pm	Workshop 8 Gender Equality in leadership Skills Development; International Best Practices of Higher Education Policies for Women Advancement Led by Dr. Theresa Yaaba Baah-Ennumh	Workshop 9 Women and Leadership in Academia Led by Ms. Araba Amo-Aidoo	Workshop 10 Effective Organizational Leadership Led by Dr. Regina Bekoe-Biney
1:00pm– 2:00pm	Lunch and Coffee Networking Break		

that can be employed to overcome these challenges. The session will be reflective, interactive and participatory in nature. Participants will be expected to share their experiences and challenges. By the end of the session, it is expected that participants will gain more insights into how they can use international exchanges to promote their research and improve the quality of their teaching and services. They will also be able to identify some strategies they can adopt to tackle challenges associated with their participation in international exchanges.

Workshop 13 - Learning from lived experiences for academic excellence and progression

Dr. Lydia Aziato is a Senior Lecturer and the Head of Adult Health Dept. School of Nursing, University of Ghana. She has been a nurse since 1997. She had her Bachelor's degree in Nursing and Psychology and an MPhil in Nursing from the University of Ghana, She had a specialty certificate in Oncology Nursing from the Cross Cancer Institute in Edmonton, Canada in 2006 and a PhD in Nursing from the University of the Western Cape, South Africa in 2013. She is interested in research on pain, cancers, spirituality, herbal medicine and issues related to women's health research. She has advanced skills in qualitative research. She has published in many credible peer-reviewed journals and is a reviewer for many. She holds both local and international positions in nursing organizations.

Workshop Summary:

It is expected that the workshop will stimulate and motivate women to reflect and learn from their own life experiences and develop effective strategies to achieve academic excellence.

The workshop will follow this outline:

- Concept of reflexivity
- picking key learning events
- Decision points
- Devising strategies for the future
- Keeping audit trail
- Role of mentors

Workshop 11- Mentoring Orientation

Rosemarie Fleck is a member and chairman of “the Forum Mentoring”, a federal association for mentoring in science in Germany. The last six years she managed a mentoring-program at the Otto-Friedrich-University of Bamberg, for advanced doctoral, post- doctoral and habilitation students who were seeking an academic career. She also worked at the technical University of Munich in a research study about the success of mentoring in Medicine. Her research focuses on women in mentoring and their networking.

Workshop Summary:

The Forum Mentoring is represented by more than 100 programs in higher education and science institutions nationwide. The network provides a platform for knowledge transfer, communication and cooperation on the subject of mentoring in science. The workshop will focus on mentoring in the higher education setting.

Workshop 12 - International Exchanges/Experiences and their Career Advancement Benefits

Dr. Jemima Asabea Anderson is a Senior Lecturer in the Department of English, University of Ghana. She is currently the Head of the English Department, University of Ghana Legon. In 1998, she won a Korean Foundation fellowship which took her to Korea University, Seoul, South Korea. From 2014 to 2015, she was a Rice Fellow at Yale University, New Haven, Connecticut, USA, where she taught and conducted research for an academic year. She also serves as the Assistant to the Associate Director of the African Humanities Program responsible for Ghana, Nigeria, Uganda and Tanzania. She is also a mentor for the African Humanities Program.

Workshop Summary:

This workshop discusses international academic exchanges and experiences and highlights how they impact positively on career development and progression. Specifically, the session will draw the attention of participants to how international exchanges impact the career of academics in terms of their teaching, research and services. The session also seeks to highlight the challenges female academics in particular face when it comes to participating in international academic exchanges. We shall also discuss some strategies

29th March, 2017				
	Parallel Workshop Session 2			
	Women in Academia & Research: Reaffirming Identities in the 21st Century			
2:00pm-5:00pm	Workshop 4 Gender gap in higher education management in Ghana: reality or myth? Led by Prof. Smile Dzisi	Workshop 5 Women in Academia and Research – Leadership in Science and Technology Led by Dr. Genevieve Etornam Adukpoo	Workshop 6 Women as agents of change in higher education: The Way Forward Led by Dr. Gifty Adom-Asamoah	Workshop 7 Must I conform? Moving Forward Led by Prof. Frances Owusu-Daaku
	End of 2nd Day			

30th March, 2017			
8:00– 9:00am	Opening of Third Workshop Day Funding Opportunities of Alexander von Humboldt Foundation by Prof. Daniel Obeng-Ofori, (Ambassador for the Alexander von Humboldt Foundation)		
Parallel Workshop Session 4 Success Journeys through the Academia & Research Maize			
9:00– 12:00pm	Workshop 12 International Exchanges/Experiences and their Career Advancement Benefits Led by Dr. Jemima Asabea Anderson	Workshop 13 Learning from lived experiences for academic excellence and progression Led by Dr. Lydia Aziato	Workshop 14 Crafting a career: the key to attaining success in the academia Led by Dr. Doris Akyere Boateng
12:00– 1:00 pm	Wrap Up and Evaluation		
1:00pm– 3:00 pm	Lunch and Coffee Networking Break		
3:00 pm	End of Workshop		

also been an active facilitator for the Lady Julia Foundation for the Promotion of Girl Child Education.

Workshop Summary:

The subject of women and leadership in academia has been engaging her for sometime now. The purpose of the workshop is to brainstorm on the key challenges and solutions to bridge the gap. Another area of great concern and value to this workshop is to find out if women exhibit the same leadership style as men or theirs is perceived to be different.

Workshop 10- Effective Organizational Leadership

Dr. Regina Bekoe-Biney holds a Doctor of Philosophy (PhD) in Business Administration. Master of Arts (MA) and Post Graduate Diploma Degrees in Organization Development (OD). She also holds a Bachelor of Education {Secretarial and Management Option} and a Diploma in Business Education.

Currently she is a Senior Lecturer at Koforidua Technical University and lectures in Business Communication, Entrepreneurship and Office Management. She is the Head of Department for Secretaryship and Management Studies and the Vice Dean for the Faculty of Business and Management Studies. Further, she is a Part-time Lecturer at KNUST Institute of Distance Learning.

Workshop Summary:

The following are the specific objectives of the workshop:

- Compare the emotional intelligence level of leaders
- Assess how leaders communicate
- Determine the level of integrity of leaders
- Assessing the self-awareness of leaders

Workshop 8 - Gender Equality in leadership Skills Development; International Best Practices of Higher Education Policies for Women Advancement

Dr. Mrs. Theresa Yaaba Baah-Enumh has over 13 years of teaching and research experience at the Department of Planning, KNUST. She is a resource person for the Department of Women of the Ministry of Gender, Children and Social Protection in Ashanti Region and has been a guest speaker/resource person at various International Women's day celebration in the Ashanti region. She has vast experience in decentralisation and local governance and has been a Team Leader and a Planning Consultant for a Performance Assessment of Metropolitan, Municipal and District Assemblies using Functional Organisational Assessment Tools in the Ashanti Region of Ghana. She has also worked as Consultant for the End of Project Evaluation for the STAR Ghana Democratic Governance Project in the Wenchi Municipality for the Gender Studies and Human Rights Documentation Centre. She is also a member team of 4 consultants that prepared a Logical framework and Monitoring and Evaluation Framework and a manual for the District Development Facility.

Workshop Summary:

Gender equality in skills development is key to sustainable development and the creation of a free and fair society. Having more women in leadership and decision-making roles leads to performance, innovation, and enhanced organisational reputation and growth. The development of leadership skills of both men and women help to build an inclusive society. There is clear evidence that having more women in leadership and decision-making roles leads to improved operational and financial performance, increased innovation, and enhanced organisational reputation.

Workshop 9 - Women and Leadership in Academia

Ing. Araba Amo-Aidoo has rich experience in renewable energy technologies worldwide. She is a lecturer at the Kumasi Technical University-Mechanical Engineering Department and currently the solar energy coordinator for the Center for renewable energy and energy efficiency. Ing. Amo-Aidoo is the Regional Chairperson for Women in Engineering for the Ghana Institute of Engineers – Ashanti region and has been an active advocate for girl child science education especially in Junior High and Senior High Schools. She has

Experts:

Rosemarie Fleck is a member and chairman of “the Forum Mentoring”, a federal association for mentoring in science in Germany. The last six years she managed a mentoring-program at the Otto-Friedrich-University of Bamberg, for advanced doctoral, post- doctoral and habilitation students who were seeking an academic career.

Akosua Adomako Ampofo is a **Professor** of African and Gender Studies at the University of Ghana (UG), and was until 2015 the Director of the Institute of African Studies. She was also the founding Director of UG's Centre for Gender Studies and Advocacy. Adomako Ampofo's teaching, research and advocacy address African Knowledge systems; Higher education; Identity Politics; Gender-based Violence; Women's work; Masculinities; and Gender Representations in Popular Culture. In 2016 she became a Fellow of the Ghana Academy of Arts and Sciences. Adomako Ampofo's recent publications include “Expressions of Masculinity and Femininity in Husbands' Care of Wives with Cancer in Accra” *African Studies Review* (59)1: 175-197 (2016, with Deborah Atobrah).

Key note speakers:

Prof. Daniel K. B. Inkoom is Head of Department of Planning, Kwame Nkrumah University of Science and Technology (KNUST) and President of the DAAD Alumni e.V., Ghana. He is a Fellow of the Ghana Institute of Planners and the in-coming Chair of the Steering Committee of the 52-Member Association of African Planning Schools (AAPS), based at the University of Cape Town, South Africa. He has researched and published on urban governance, climate change, and environmental sustainability, and decentralization and is a reviewer for several international journals. He has consulted in his field of expertise for several organizations in Africa, Asia, and America.

Dr. Rudith S. King is a senior research fellow at the Centre for Settlements Studies at KNUST. She is a development planner and with expertise in gender planning and policy. She has conducted several research studies in the areas of gender, energy, governance and urban development for both local and international organisations. She is also an M&E expert and has worked for United Nations and Environment Programme (UNEP) in Kenya as an Eval-

uation Manager. She has served as a reviewer for a number of journals, both local and international and consulted for several international organisations. Dr. King also provides training in organisational management and board governance.

Workshop Descriptions:

Workshop 1 - Situation analysis on Gender Resources Control; Analytical framework for data collection and analysis

Mrs. Marian Amu-Mensah is a researcher in environmental sociology at Council for Scientific and Industrial Research Water Research Institute (CSIR WRI). She is a multidisciplinary researcher having an interest in gender issues related to water, such as gender in fishing; gender and freshwater governance; indigenous knowledge in freshwater governance and sustainable use of freshwater bodies. Mrs. Amu-Mensah has served as the Head of WRI's Scientific Secretariat for close to three years before starting her doctoral course in Geography and Regional Planning.

Workshop Summary:

The Harvard Analytical tool for Gender Resources Analysis, ensures that gender-based differences in data collection are captured taking everybody's view into consideration. This is because different groups see issues differently and are affected differently. It helps to establish the gender categories, relations and issues of a given community and of resource use. It also helps access participation in community events while identifying problems and opportunities for a specific gender issue.

This tool is expected to ensure gender equity, participation and equality in access, control and ownership rights to resources. Participants are able to share real life experiences with other people while ensuring equity in the participation and distribution of resources.

Workshop 2 - Conducting gendered research in a developing country

Dr. Rudith S. King is a senior research fellow at the Centre for Settlements Studies at KNUST. She is a development planner and with expertise in gender planning and policy. She has conducted several research studies in the areas of gender, energy, governance and urban development for both local

Workshop 7- Must I conform? Moving Forward

Prof. Frances Owusu-Daaku obtained her PhD in pharmaceutical analysis but branched into social pharmacy to become the first associate professor in social pharmacy; and first female professor in pharmacy in Ghana. She is presently the Head, Department of Pharmacy Practice, KNUST.

Workshop Summary:

What are the societal expectations of a female academic- and what are her own expectations?

Too often, the female academic ends up dissatisfied in many aspects of her life because she is trying hard to conform to the norms of society, whilst rubbing shoulders with her male counterparts, whose societal roles and expectations are sometimes very different from hers.

This workshop will explore the varied lives of a working female academic or researcher: single without children; single with children; married without children and married with children.

What might be the reasons for any female academic to find herself in any of these situations? How can she live a satisfied life, despite the dichotomy in some expectations?

The workshop will involve group work and group presentations: the various groups will discuss answers to the different situations and their implications on career advancement. What sacrifices ought to be made to achieve the female academic's goals? Does she have to be a 'man' to survive- or she can be feminine and still make it? What should be her relationship with the 'significant others' in her life: Her supervisor, colleagues and family members?

At the end of the workshop, It is expected that each participants will come to first appreciate their uniqueness and how to portray it with dignity and finesse; and also handle the expectations of those they come into contact with on a daily basis.

demia, there is the need to promote them by their institutions to further education and empower them with the necessary resources and equipment to enhance their teaching and research activities. Mentorship by successful role models in academia and among the peers must be encouraged. Advancing these women in teaching and research can also be achieved by networking and collaborative research.

Workshop 6 - Women as agents of change in higher education: The Way Forward

Dr. (Mrs.) Gifty ADOM- ASAMOAH is a Lecturer in the Department of Planning at the Kwame Nkrumah University of Science and Technology (KNUST) in Kumasi. She is a professional Planner and member of the Ghana Institute of Planners and the Commonwealth Institute of Planners. She has over ten years of experience in teaching, research and the facilitation of development plan preparation for various District, Municipal and Metropolitan Assemblies in Ghana. Her research interests are Transportation Planning, Infrastructural Planning, Strategic Planning, Informal Economy, Urbanisation, Social Services Planning, Local Economic Development and Gender studies.

Workshop Summary:

Women as agents of change in higher education presently requires a lot of effort. This is because there are several barriers which make the intended change difficult to achieve in higher educational environments of developing economies. The purpose of the workshop is therefore to brainstorm on the possible ways that can be utilized by females in higher education to realize change in their immediate and the wider environments to bring about development with women at the centre. The sessions will therefore be very interactive and participatory to harness the rich experiences of participants, as well as any challenges they encountered as agents of change in their respective institutions. Closing expectation of the workshop is for the participants to have been exposed to diverse approaches to enhance their capabilities of being effective agents of change in their respective institutions.

and international organisations. She is also an M&E expert and has worked for United Nations and Environment Programme (UNEP) in Kenya as an Evaluation Manager. She has served as a reviewer for a number of journals, both local and international and consulted for several international organisations. Dr. King also provides training in organisational management and board governance.

Workshop Summary:

Functions of universities are mainly research and knowledge production. However, creation of knowledge in this 21 Century requires technology. The use of technology however appeared to have created a problem where the men are more at an advantage in terms of access to technology than the women, thus creating inequality in the research and knowledge production. The workshop will examine the extent to which technology hinders gendered research and knowledge production in tertiary institutions in Ghana and how these issues can be addressed by women researchers in this workshop. The outcome of the workshop which will be information regarding the extent of the problem will be presented to the various universities/research institutions to address. Participants interested in working in this theme will work in small groups to discuss the issues in relation to their own experiences and the findings and solutions will be presented in plenary sessions. The workshop is intended to create awareness among women researchers about how technology is widening gender gap in research and knowledge production in Ghana.

Workshop 3-Enhancing Research Capabilities of Female Academics with Remote Sensing and GIS Technologies

Ir. Beatrice Asenso Barnieh is a DAAD Alumna, a Consultant, Technical Advisor and a Research Scientist at R.A.I.N, Remote Sensing and Geo-Information System Engineer and a Public Health Advocate.

Workshop Summary:

Modern technologies promote research and career advancement. However, women in academia and research are often technologically handicapped as compared to their male counterparts. This is due to the fact that, many of these technologies are newly emergent, making it difficult for career women to find time out of their busy schedules to catch up with them. But these technologies offer the opportunity for timely data acquisition, processes and analysis as well as quality research output. Therefore, when career women partic-

ularly, women in research and academia are encouraged to find time out of their busy schedules to get to know some of these newly emergent technologies, will free some time out of their workload for other activities. One of such technologies is Remote Sensing and Geoinformation System (GIS) applied in variety of research fields and disciplines such as health, natural resources management, disaster management, land administration, urban planning, water resources management, climate change research, agriculture, food security research, waste management, transport management, education, defense and intelligence, governance, public safety and many more fields to solve real world and complex research problems. Women in research and academia can use these applications to navigate to study areas on the field, collect, process and analyze data timely. This workshop seeks to introduce the participants to Remote Sensing and GIS applications in different research fields, application of GIS in our daily life as well as Maps and GIS software programs.

Workshop 4 - Gender gap in higher education management in Ghana: reality or myth?

Smile Dzisi (Mrs.) is a professor of entrepreneurship and innovation, an internationally-acclaimed academic and educationist, innovation and female entrepreneurship consultant, a distinguished public servant and an inspiration to young women in Ghana. Prof. (Mrs.) Smile Dzisi is currently the Vice Chancellor of Koforidua Technical University.

Workshop Summary:

Over the last two decades there has been a large influx of women working in higher educational institutions. However, it is perceived that women encounter a glass ceiling or barrier to advancement into executive ranks in the workplace. Little empirical evidence exists on the reality of a gender gap and possible obstacles or challenges to rise of women to higher education management in Ghana. The expected outcome of this research is to provide empirical evidence on the gender gap in higher education management in Ghana; and trigger a debate on possible glass ceiling to women in leadership position in academia. A mixed method approach was used to collect data from all the eight Technical Universities in Ghana. Preliminary evidence reveals that the gender gap in higher educational management is very wide in Ghana. A large percentage (84%) of managers in higher educational institution are males and no conscious effort is being made to close up the

gap. It was very interesting to note from the results that discrimination against females was not one of the obstacles to women rising to higher leadership position in Ghana. Gender stereotyping and traditional roles of women within the Ghanaian cultural setting seem to account for the gender gap in higher educational management in Ghana. It is therefore important that conscious efforts or strategies should be taken to increase the number of women in leadership position in higher educational institutions in Ghana. Some of the suggested strategies include grooming the girl child for leadership position and development and adoption of affirmative actions and gender policies to bridge the gap.

Workshop 5 - Women in Academia and Research –Leadership in Science and Technology

Dr. Genevieve Etornam Adukpo is a Senior Lecturer at the Department of Chemistry and a Co-ordinator for Advocacy and Outreach at the Centre for Gender research, Advocacy and Documentation (CEGRAD), University of Cape Coast, Ghana.

Workshop Summary:

Even though women are slowly closing the gender gap in business and management, women in academia and research continue to be severely underrepresented in the higher-ranking faculty positions, especially in area of Science Technology Engineering and Mathematic (STEM). This growing concern is attributed to lots of demands that make advancement up the academic ladder more difficult. These demands arise from factors like cultural differences relating to the role of women as primary caretakers, excessive institutional responsibilities and inherent bias. This brings a challenged in maintaining a balance in their career. Active involvement in activities of teaching and research to advance in career has become a challenge. Women who participate STEM are most effected as the image of science and scientists seems to be pre-dominantly male. They have barriers to overcome, trying to maintain a balance between career and family and facing additional demands that make advancement more difficult. Women in academia and STEM must be supported by providing alternative work arrangements such as flexible hours, flexible locations, and job-sharing opportunities, and commitment to on-site child-care facilities. Focusing on the young women in aca-