

EnPOWER

Enabling Progression of Women Researchers
2022-2023



Introducing the team (a group of women leaders)

- **Dr Pham Thi Thanh Hai/Dr Doan Nguyet Linh** – VNU Hanoi, VN
- **Dr Thi Thu Trang Nguyen** – HCMCUE, VN
- **Dr Amanda French** – Birmingham City University, UK
- **Dr Kate Curruthers Thomas** – Birmingham City University, UK
- **Dr Julia Everitt** - Birmingham City University, UK
- **Prof. Alex Kendall** - Birmingham City University/London South Bank University, UK

Overview of today

Scene-setting: What are the issues? What did we hope to achieve? Alex

Sharing project outcomes:

- Working as a community of practice and creating an ethnography – Amanda
- Learning from the literature: the EnPOWER literature review – Julia
- Peer Researchers – Amanda
- Sustaining the work of EnPOWER – Trang, Linh, Amanda

Aims

The EnPOWER project aimed to:

- directly address women's unequal access to leadership opportunities in Higher Education in Vietnam and
- transforming perceptions and practices around leadership and establishing a more even playing field for women leaders and aspiring women leaders.

Dự án EnPOWER nhằm mục đích:

- Giải quyết trực tiếp vấn đề tiếp cận bất bình đẳng của phụ nữ đối với các cơ hội lãnh đạo trong Giáo dục Đại học ở Việt Nam
- Thay đổi nhận thức và thực hành xung quanh vai trò lãnh đạo và thiết lập một sân chơi bình đẳng hơn cho các nữ lãnh đạo và các nữ lãnh đạo có tham vọng.

Objectives

- creating new evidence
- generating visibility and legitimacy for women's' leadership capabilities
- supporting peer to peer mentoring contribute to
- tạo bằng chứng mới
- tạo ra tầm nhìn và tính hợp pháp cho khả năng lãnh đạo của phụ nữ
- hỗ trợ cố vấn ngang hàng góp phần vào

Drivers?

Under-representation

“there are few women in leadership roles in several sectors including HE” (**Maheshewari and Nayak** (2020))

Limited career progression

Soryaly and Khon’s 2017 study of An Giang University noted for example that whilst 52% of academic staff were women only 32% had achieved a key leadership position.

Accidental Leaders

Dang’s 2012 case study of women leaders in universities and colleges in the Meekong Delta found that women who did progress to leadership roles tended to do so contingently and “unintentionally” (**Dang**, 2012:3).

‘Feeling the way’

Nguyen et al (2017) further note that women who have successfully progressed into leadership roles have often not had formal leadership training and most commonly learn ‘on the job’ by experience.

Cultural Framing

Tran and Nguyen (2020) unconscious preference towards male leaders which results in a struggle for women leaders to gain legitimacy.

Lived
experience...



Building the evidence base

- production of a **ground-clearing** literature review that maps the field and summarises the evidence base to date and provides a 'go to' reference point
- **cross-institutional survey** of women leaders that joins up the findings of the small-scale work undertaken in this area to date;
- cross-institutional **ethnography** of the experience of women leaders
- a **Community of Practice, the EnPOWER CoP**, that will create a new research and practice community for: exchanging existing knowledge and 'know-how'; producing new knowledge; building leadership capacity through peer mentoring and coaching; and celebrating women's achievements to provide visible role models and case studies of success.

Sharing the evidence base....

- Access the website

<https://www.bcu.ac.uk/education-and-social-work/research/practitioner-education-research-group/enpower>

- Read the blog

<https://www.bcu.ac.uk/education-and-social-work/research/practitioner-education-research-group/enpower/blog>

Building networks

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