

ENPOWER PEER RESEARCHERS

Final Project Symposium.
24 March 2023

WHO WERE THE PEER RESEARCHERS?

- (#=n) women leaders and aspiring leaders in Vietnam higher education
- 3 participating universities



WHAT DID THE PEER RESEARCHERS DO?

EnPOWER Peer Researchers were involved in a two-stage process:

- creating an **auto-ethnography**
exploring experiences and practices as leaders or aspiring leaders in higher education
- building a **collaborative ethnography**
focusing on key themes, questions and shared experiences



CREATING AUTO-ETHNOGRAPHIES

Peer Researcher
Workshop.
1 February 2023

POSTING TO PADLET 1


Prior to the workshop on 1 February 2023, led by Dr Kate Carruthers Thomas (BCU), Peer Researchers were invited to post their thoughts and visual contributions on 3 themes to a Padlet:

- the timeline of their careers to date in higher education
- a day in their working life as a leader or aspiring leader in higher education
- their experiences or practices as a leader or aspiring leader

kate_thomas5 + 11 • 5h


EnPOWER Peer Researchers


preparing for Workshop 1

 kate_thomas5 3d



Welcome to the Peer Researchers' padlet. I'm Dr Kate Carruthers Thomas (just Kate is fine!) and I'm a Senior Research Fellow at Birmingham City University, UK. I facilitated the Peer Researcher workshop on 1 February 2023 and look forward to working with you all further on this project!



 1  0

 kate_thomas5 2mo

workshop theme 1:
your career
timeline/pathway



workshop theme 1: your career timeline in higher education


 3  0

 kate_thomas5 2mo


workshop theme 2: a
day in your working
life





 4  0

 kate_thomas5 2mo

workshop theme 3:
your experiences or
practices as a leader
or aspiring leader in
higher education



 2  0

Phượng Phạm 3d

A day in the working life theme 2



Things haven't changed much even when you are overseas, you have to shoulder all domestic and public work

3 1

Quynh Pham Thi Ngoc 3d

A day in my working life as a leader or aspiring leader in higher education



Anonymous 3d

A joyful intellectual journey - Quynh Pham



Live to the fullest to break gender stereotypes that hinder women!

4 0

Anonymous 1mo

Theme 1: My career journey

I started my career in education since 2006 as a teaching assistant and 2010 after graduation as an Education Advisor at one of the famous English centers in HCMC. After 2 year working there, I achieved the post graduate diploma about teaching. However, at that time, I got pregnant so I had to paused my job. Then, I ended the 6 months pregnancy, I came back my position, worked hard and leveled up my skills and leadership. In 2017, I was a Manager, then 2019, Group Center Manager. I had been through many challenges in the career life but I learned and improved much at the manager position. One of my value is caring about students because the success of students mean a lot to us. In 2022, I am the CEO of one of start up bilingual tutoring companies in HCMC.

2 1

Phượng Phạm 3d

Aspiring leader theme 3



Woman leaders are at the helm in higher education. Compare that to a captain of the ship.

2 1

Yen Long 1mo


A day in my working life

In the morning, I usually list down all important things to finish in a day. Then, I have meetings with all departments, read all datas / reports of Sales/MKT/ Academic. In the afternoon, I look over students reports and comments which students need to support and which ones have improved. In the evening, I spend time to observe teachers in class and give them feedback about their teaching, class management.

3 1

Hoaiminh Thai 3d

Theme 1: The timeline of my career to date in higher education - Minh Thai - HCMUE



My career as an educator came naturally, starting with discussions with my mother when choosing a college. My family influenced me a lot. My parents are teachers, and I was introduced to this job from young age. After a deep discussion

PADLET WALL

EMERGING THEMES

- **balancing, carrying or juggling** different responsibilities at work and at home
- **cultural and legal structures** which affect women's leadership opportunities in Vietnam higher education
- long working days and **having to work harder** for the same opportunities as male colleagues
- the **invisibility** of women's work in Vietnam
- the way women's work in Vietnam is **valued differently** from men's



CREATING A COLLABORATIVE ETHNOGRAPHY

POSTING TO PADLETS 2 AND 3

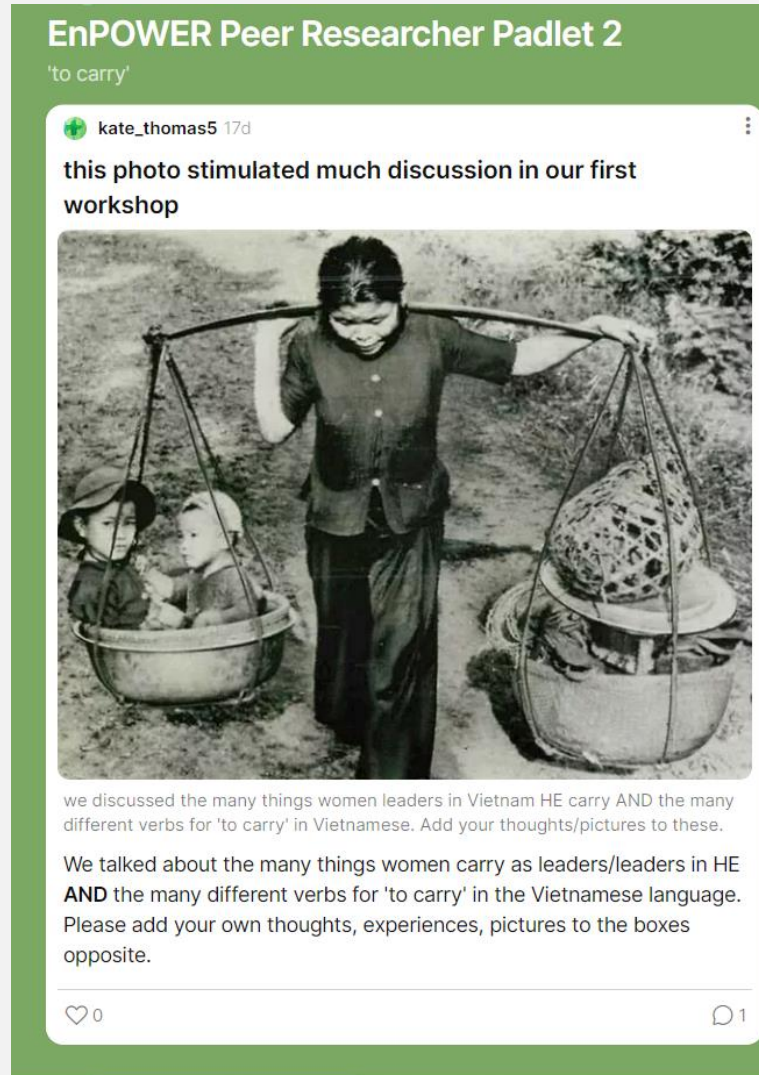
Following the Workshop on 1 February 2023, Peer Researchers built a collaborative ethnography by continuing their discussions on emerging themes

- Peer Researcher Padlet 2 ('to carry')
https://padlet.com/kate_thomas5/enpower-peer-researcher-padlet-2-t3wacaf2pam71q8j
- Peer Researcher Padlet 3 (Questions for the future)
https://padlet.com/kate_thomas5/enpower-peer-researcher-padlet-3-sx4mji0ql4dnved4

PADLET 2 ('TO CARRY')

The Vietnamese language has multiple verbs for 'to carry' depending what is being carried and how, also to 'carry off' 'to carry out' etc.

Peer Researchers were asked to reflect on these variations in relation to their professional and personal identities.



kate_thomas5 7d

Gánh - Sự cân bằng

balance

0

Anonymous 5h

Minh Trang Vu

Carry: gánh vác trách nhiệm

In my opinion, when a woman is ready to be a leader, she herself needs to accept many sacrifices

0

Anonymous 7d

Gánh - Sự cân bằng - balance

Another perspective of "carry" is about balancing the characteristics of gender norms and leadership. Women in leadership roles in Vietnam may encounter difficulties in navigating the gender norms that govern how they should behave and present themselves due to the country's tradition. They may have to strike a balance between being assertive but maintaining their femininity and sensitivity. Additionally, they may have to challenge and break down gender stereotypes that exist in society. (Minh Thai)

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Anonymous 4d

In my opinion, in Vietnam, whether male or female, in life we all have to balance work and family. However, women with a more careful, meticulous, patient and gentle personality, almost everyone thinks that women are better at housework than men and considers it a duty of women in the family. Women will be assigned/assigned to take care of children and do housework more than men. In contrast, men are often tasked with taking care of the finances of the family. This view comes from Vietnamese social traditions and is formed in

kate_thomas5 21d

để mang trên lưng

to carry on one's back

0

Anonymous 7d

As a female leader, I faced some difficulties at work such as: having to spend time taking care of my family, so I don't have much time for work; sometimes emotions also affect work;...

1

Phượng Phạm 6d

"Đường xa, gánh nặng" (Long journey, heavy burden) is the current metaphor for intellectual women in Vietnam. It discourages women from the onset.



lanhdaonu.vn

Trần kinh đối với sự nghiệp của nữ giới

<http://lanhdaonu.vn/chi-tiet-tin/tran-kinh-doi-voi-su-nghiep-cua-nu-gioi.html>

1

Anonymous 7d

Adapting to the imbalance and then readjust it to a new balance

I once tried the experiment of carrying two buckets of water on my shoulders from the well to the house with a pole like this image. It was difficult to keep my balance because I was not allowed to stand in one place but had to walk. When I walk, the pole on my shoulder will bounce, if I don't keep my balance well and don't walk in the right rhythm, the pole will spin and the water will splash. In other words, carrying means keeping our balance while walking rhythmically.

kate_thomas5 21d

để mang theo

to carry about

0

Anonymous 7d

Linh Nguyet Doan

Carry: mang đi, gánh vác. When you are a leader, you "carry" a lot of responsibility to your community, how to make your community operate in the most effective way. The work of a female leader requires not only high expertise but also voice and prestige. This is not a difficult job, I think, but it takes a lot of time and effort.

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PADLET POSTS

PADLET 3 (QUESTIONS FOR THE FUTURE)

how could legal
structures better
support women's
leadership?

+

how can women's
work in HE be made
more visible, more
valued?

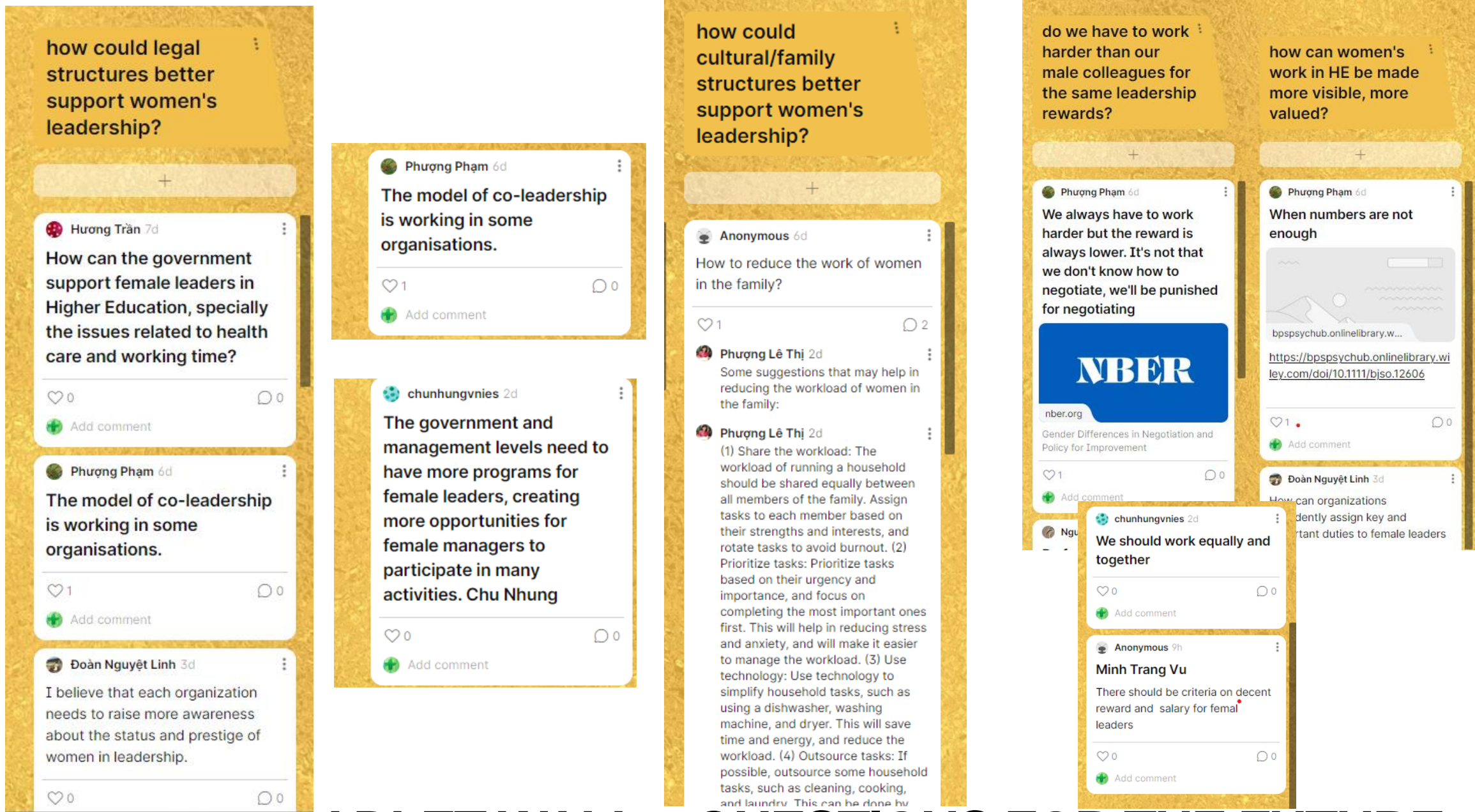
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how could
cultural/family
structures better
support women's
leadership?

+

do we have to work
harder than our
male colleagues for
the same
leadership
rewards?

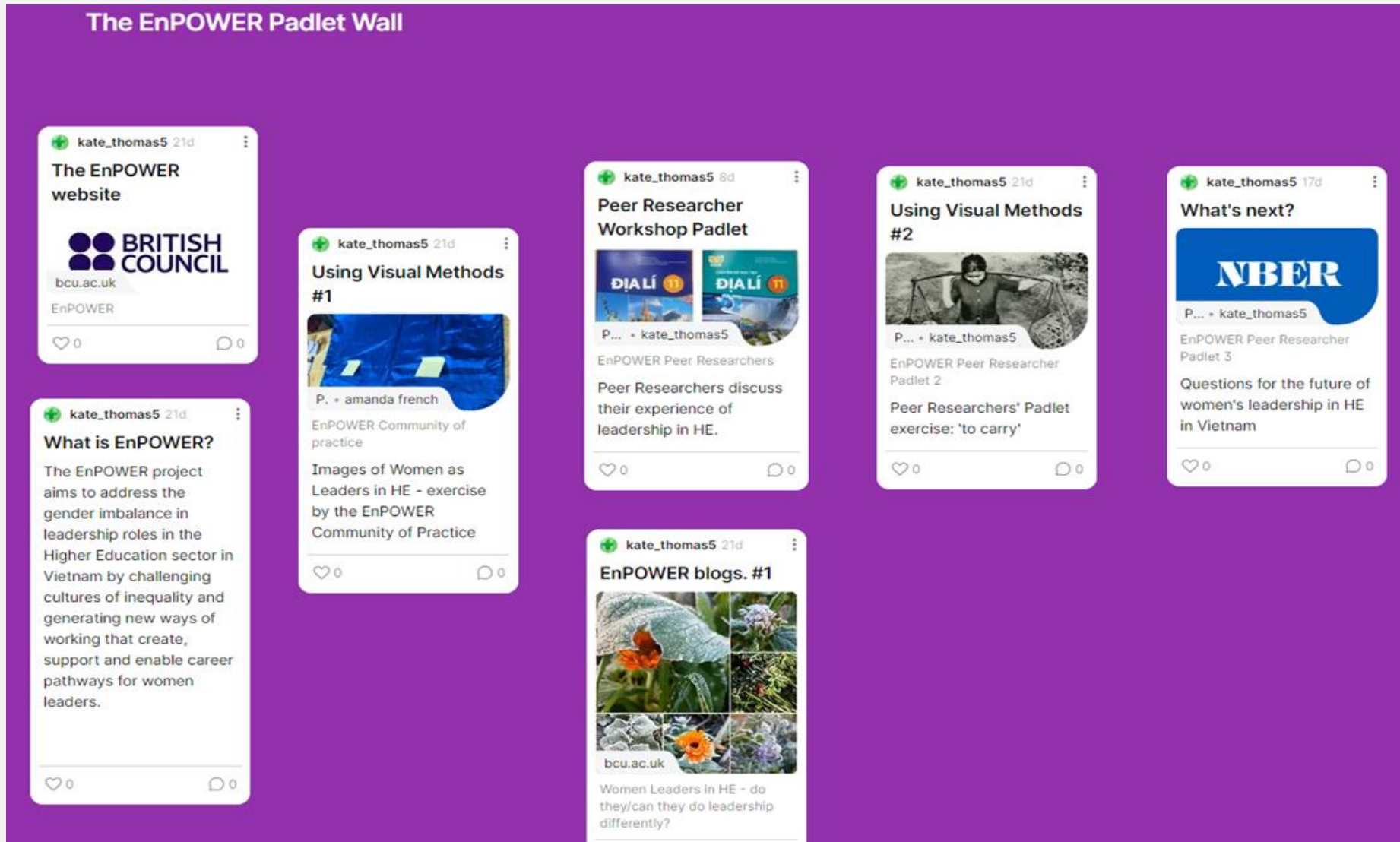
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PADLET WALL – QUESTIONS FOR THE FUTURE

THE ENPOWER PADLET WALL

https://padlet.com/kate_thomas5/enpower-gsk5s9cwlvagcdtb



THANK YOU!

to all the Peer Researchers for their
valued contributions to the EnPOWER
project!