



PROFESSORS  
WITHOUT  
BORDERS



## Empowering Women in Higher Education Fellowship

20%

In countries including Afghanistan, Cambodia and 10 Sub-Saharan African countries, the share of female higher education teachers is at or below 20%\*

25%

Only 25% of the world's 200 top universities are led by women\*\*

90%

of UK universities pay men more\*\*\*

The Empowering Women in Higher Education Fellowship aims to address some of the recurring challenges faced by women working in higher education and provide them with the tools, resources, mentoring and networking opportunities to help them successfully and confidently navigate their academic careers.

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"I wish early in my career I had been able to participate in a women-focused programme that would help me to navigate unspoken gender norms, develop confidence in my own voice, and join a community where women are supported by other women.

Dr Brie Beaujolais, Fulbright Scholar  
& Fellowship Co-host

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## Objectives

### Empowerment

Through Knowledge: Provide women in higher education with the confidence, knowledge, skills, and strategies necessary to navigate prevalent challenges.

### Network Building

And Mentorship: Facilitate a strong network for professionals within the higher education sector, fostering mentorship and collaboration opportunities.

### Development

Through interdisciplinary exchanges with participants and guests from around the world, this Fellowship will support women towards reaching their potential and help them navigate structural obstacles.

## Why us?

Professors Without Borders is an educational charity that works to improve access to quality education for all. We have delivered learning programmes for all-women institutions in Asia and Africa, hosted conferences to promote gender parity in higher education and upskill female faculty around the world.

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I hope this Fellowship can connect women of diverse backgrounds who work in higher education so that together we can explore new possibilities of engagement."

Jacqueline Akello, Senior Grants Officer,  
Kabale University

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\*Times Higher Education (2024)

\*\*UIS Data (2023)

\*\*\* BBC (2019)

# FAQs

**Who is this fellowship for?** This fellowship is for women working in higher education from PhD level, research, teaching or administration

**How do you select applicants?** We encourage women working in academia to apply. A selection committee at Prowibo will shortlist thirty participants for this first cohort based on how applicants describe how they could benefit from the fellowship, and the extent to which they can contribute to the community. Applicants should have experience in either research, teaching, or academic administration and hold at least a Masters degree. We are looking for a diverse cohort with representation across sectors. Participants interested in mentoring future cohorts will be prioritised.

**How long does the fellowship last?** The fellowship will take place over ten months with monthly meetings, guest speakers and roundtables. Fellows will be encouraged to set the agenda for and participate in mentoring cohorts in the second year to deepen mentoring and networking opportunities.

**How much does it cost?** Professors Without Borders believes that women should not be held back from participating in our fellowship because of funding constraints. Therefore there will be no costs for fellows. All contributions, sponsorship and donations towards our programmes, however, are greatly appreciated.

**When do the meetings take place?** Meetings are held monthly online on Fridays at 12.00 London time

**What happens at the meetings?** Each meeting will be moderated by a guest specialist in the chosen theme. There will be a short presentation, followed by questions and an opportunity for a roundtable of experience sharing and skills development.

**Who designed and is leading this fellowship?** The fellowship is hosted by the Think Tank of Professors Without Borders (Prowibo) and is led by Dr Caroline Varin, CEO of Prowibo and Dr Brienne Beaujolais, Fullbright Scholar and researcher on gender and social justice.

**Who will be joining the meetings?** Meetings will be moderated by sector specialists with experience in industry and academia, and who will share updated research, strategies and best practices pertinent to the meeting's theme.

**What will I get from this fellowship?** Access to a network of academics from across sectors and around the world. Opportunities for mentorship and mentoring. Joining a supportive community of women with shared experiences. Develop a new toolkit, including skills in communications, conflict management, leadership, negotiations and financial planning, helpful for navigating challenges in academia. Participate in an ideas bank that could lead to new research, collaborations and career development.

## Meeting Topics

Date	Topic
July 2024	Meet the Team and Participants Set goals for individuals and the group
August 2024	Marketing and Promoting Yourself Online Safely
September 2024	Leadership: Managing Conflict Around You
October 2024	Public Speaking and the Unspoken
November 2024	Mentoring: Building Meaningful Relationships in Academia
December 2024	Roundtable: Setting the Tone for 2025
January 2025	Where is the money? Finances, planning and alternative revenue streams for academics
February 2025	Your Wellbeing: Dealing with the Grind of Academia
March 2025	Education and Upskilling for Promotions in Academia and Management
April 2025	Promotions: Negotiating your Salary