

Going Global Partnerships

Gender Equality Partnerships

18 July 2024

**Project: GEP30-22 “Women Underrepresentation
in the Nigerian Higher Education Leadership”**

www.britishcouncil.org

Dr Paul Igwe (University of Lincoln, UK)

GEP30-22 “Women Underrepresentation in Nigerian Higher Education Leadership”

Women in Higher Education Leadership



The Context

Gender disparities and imbalance remain substantial in the Nigerian higher education system. For instance, by 2023, there are 264 registered universities in Nigeria but only 23 (about 8.7%) of the institutions has female as Vice Chancellors.

Hence, this project highlights the underrepresentation of women in the senior leadership of Nigerian Higher Education System. Also, it explores the causes of underrepresentation, promoting awareness of the imbalance as well as evaluating policies connected with equality, diversity and inclusivity (EDI).

Website: <https://wihel.org/>

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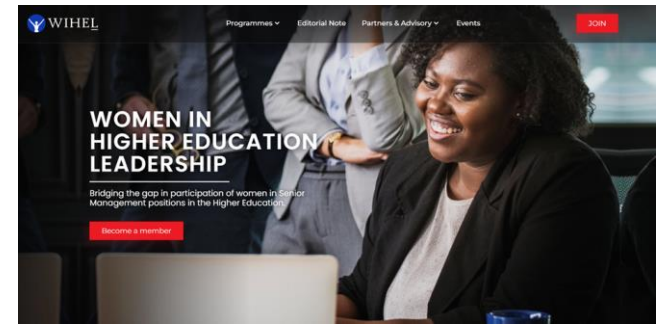
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Aim of the project: **To address the underrepresentation of Women in the Higher Education Leadership**



Objectives

- Increase awareness of the “underrepresentation of women” in senior leadership positions and highlight the value of women in the higher education system.
- Explore opportunities to review EDI policies connected with recruitment, promotion, and appointments at all levels of the Nigerian Higher Education system.
- Develop collaborative learning and resources that will advance leadership competencies, management skills, employability skills and confidence of women to take up leadership positions in future.
- Provide opportunities for scholars and institutions to exchange ideas about policies, practices, and implementation of EDI strategy.



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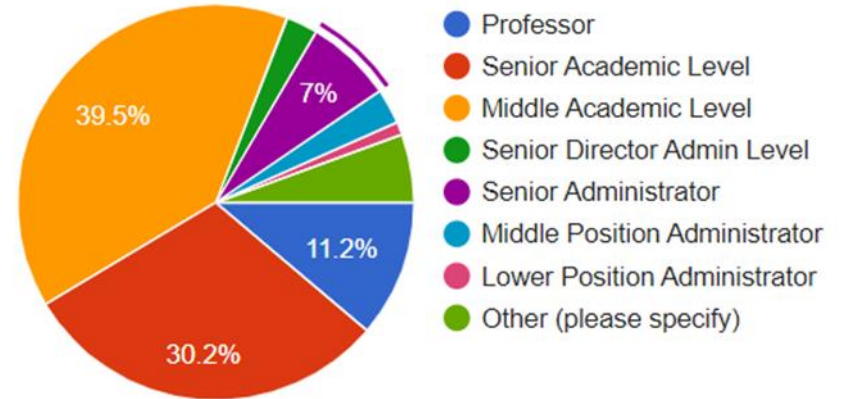


— Key actions/activities

❖ Registered Membership:
2535 Academics and Non-academics
from more than 70 Nigerian institutions

❖ **12** official partnering institutions
where the VCs appointed 3 EDI
Champions to promote the projects
(Total of 36 EDI Champions)

- ❖ Every 2 weekly webinars/workshops to promote EDI and related SDGs
- ❖ Capacity-building / Executive Leadership training programme
- ❖ National Conference (8-12 Oct 2023)
- ❖ Edited Book on EDI



— Impact and Successes

- ❖ Developed and delivered 12 Modules Responsible Leadership training programme undertaken through collaborative Online Leadership Engagement (COLE): <https://wihel.org/collaborative-online-leadership-engagement/>
- ❖ About 400 academics and administrators participated in 12 modules COLE training and received certificates.
- ❖ National Conference on Gender Equality, Diversity and Inclusion and Leadership in partnership with CVCNU. With about 1000 attendees, the 4-days conference hosted more than 60 current Vice Chancellors (VCs), over 50 former VCs, more than 200 senior academics, junior academics and administrators and representatives from key education stakeholders and agencies.
- ❖ Developed and strengthened Nigerian institutions and University of Lincoln partnership (through Committee of Vice Chancellors of Nigerian Universities (CVCNU). Organised by CVCNU, 25 Nigerian VCs visited University of Lincoln between 22-26 April and signed of MoU to explore TNE and research opportunities.
- ❖ Edited Book on EDI for Sustainable Education Leadership.
- ❖ Projects continue to deliver 2 weekly capacity-building workshops despite end of funding period with Nigerian partnering institutions sustaining the programme.

— Impact and Successes



Certificate in Responsible Leadership

Project: Women in Higher Education Leadership

Funder: British Council – Gender Equality Partnership Programme



Sybille Schiffmann
Consultant



Dr Hilary Duckett
Project Co-Lead



Dr Paul Igwe
Project Lead

Courses	Dates
Responsible Leadership Practices and United Nation SDG5 Creating a Diverse and Inclusive Working Environment Personal Growth & Leadership Development EDI Higher Education Policies and Practices linked to SDGs Developing an Entrepreneurial Mindset and Leadership Skills Self-Leadership Practices Making Decisions/ Taking Risks Communicating – Influencing and Persuading Managing Others – Coaching and Mentoring Managing Change Teams and Team Leadership Transformational Leadership and Mentoring International Conference on Leadership and Gender	Thurs 04 May 2023 - 3-5.00pm Thurs 11 May 2023 - 3-5.00pm Thurs 18 May 2023 - 3-5.00pm Wed 24 May 2023 - 2-3.30pm Thurs 8 June 2023 - 3-5.00pm Thurs 15 June 2023 - 3-5.00pm Thurs 22 June 2023 - 3-5.00pm Thurs 29 June 2023 - 3-5.00pm Thurs 06 July 2023 - 3-5.00pm Thurs 13 July 2023 - 3-5.00pm Thurs 20 July 2023 - 3-5.00pm Thurs 27 July 2023 - 3-5.00pm <div style="background-color: #800080; color: white; text-align: center; padding: 2px;">09-12 October 2023</div>

To Register for the Certificate programme: (Cost- Free)
<https://lnkd.in/g/YR2pqsF>

To register to for the conference:
<https://lnkd.in/g/psDQyA>

For further inquiries:
 Email: ulnulp@cvcnigeria.org
 Or contact the Project Lead
Dr Paul Igwe
 Lincoln International Business School,
 University of Lincoln, UK

WOMEN IN HIGHER EDUCATION LEADERSHIP (WIHEL)

Bridging the gap in participation of women in Senior Management positions in the Higher Education.
 Partnering Institutions: University of Lincoln, UK, ADIRM, Nigeria and CVCNU, Abuja, Nigeria

WIHEL Collaborative Online Learning Certificate

Responsible Leadership

Course completed by Mrs Pukat Linda Shehu

Duration: 04 May 2023 - 03 August 2023




Prof Yakubu Ocheju, Secretary General
 Committee of Vice Chancellors of Nigerian Universities (CVCNU)

Funded by







Top Leadership courses covered:

- Responsible Leadership linked to SDGs
- Creating a Diverse and Inclusive Working Environment
- Personal Growth & Leadership Development
- EDI Policies and Practices linked to SDGs
- Developing an Entrepreneurial Mindset and Leadership Skills
- Self-Leadership Practices
- Making Decisions/ Taking Risks
- Communicating – Influencing and Persuading
- Managing Others – Coaching and Mentoring
- Managing Change
- Teams and Team Leadership
- Transformational Leadership and Mentoring

<https://lnkd.in/g/WIHEL> | <https://www.linkedin.com/groups/928888/> | <https://www.facebook.com/groups/17215423404600>

WIHEL/COLE/23021

— Impact and Successes



www.britishcouncil.org

WIHEL
Responsible Leadership for
Sustainable Development Goals Series

Gender Equity, Diversity, and Inclusion for Sustainable Education Leadership in Africa

Editors:
Paul Agu Igwe
Yakubu Aboki Ochefu
Hilary Duckett
Sylverina Olaghère
Inyene Nkanta

WOMEN IN HIGHER EDUCATION LEADERSHIP (WIHEL)

STRATEGIC LEADERSHIP CERTIFICATE

(FREE TO ATTEND)

- Leadership Awareness, Approaches and Motivation
- Coaching and Mentoring Approaches
- Leading Change and Managing teams

		Mon. 15th July Mon. 22th July Tue. 20th Aug, 2024 3:00pm - 5:00pm Online Zoom
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Dr Sybille Schiffmann
Director of Practice Learning
UK Leadership Consultancy

Prof Paul Igwe
Chair, Lead Panel
University of Lincoln, UK

Register at: <https://wihel.org/collaborative-online-leadership-engagement/>

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Lessons and challenges

- Principles of EDI being questioned in the Nigeria patriarchal society, especially equality, with principle of equity more acceptable.
- Lack of participation of male academics and administrators (over 90% of project participants are female).
- Funding and sustainability of the project.
- Decolonised Learning via Collaborative Online Learning that enabled knowledge sharing between international, national and local stakeholders.

GEP30-22 “Women Underrepresentation in Nigerian Higher Education Leadership”



Thank you

