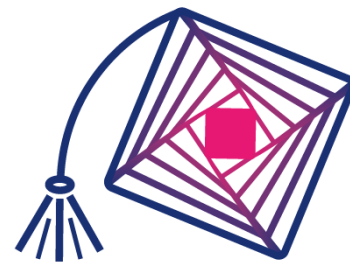


Women's Leadership in Higher Education: Ukraine in a Global Perspective

Olena Iarmosh, Maryna Vasylieva, Roman Nesterenko

Project consortium



A CAREER ROADMAP FOR
WOMEN'S LEADERSHIP
IN HIGHER EDUCATION IN UKRAINE

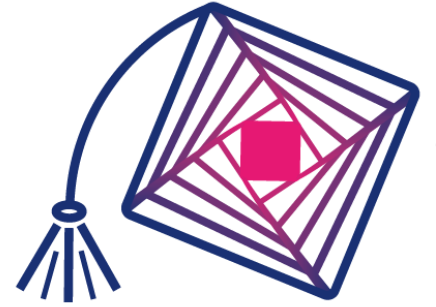
within the Gender Equality
Partnerships Grant of Going
Global Partnerships Programme

- ❑ University of Bedfordshire (Luton, UK);
- ❑ Simon Kuznets Kharkiv National University of Economics;
- ❑ Education and Research Institute "Ukrainian Engineering Pedagogics Academy" V. N. Karazin Kharkiv National University (associate partner);
- ❑ Innovation Generation, NGO (associate partner).

Funded by



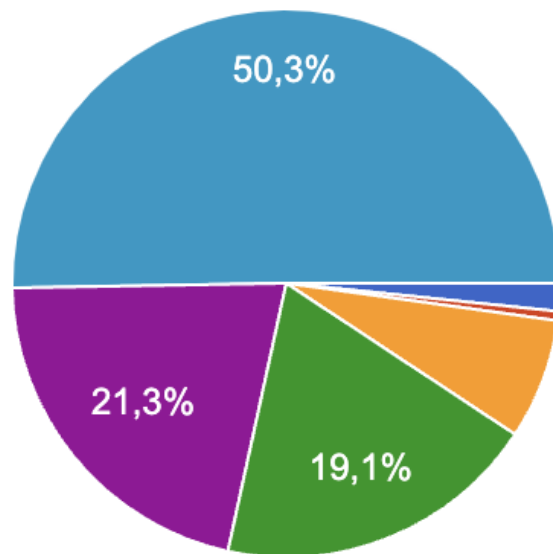
Project aim



The project aim is to identify the barriers and challenges faced by women leaders in higher education institutions in Ukraine and the UK, as well as to contribute to the development of the potential of higher education institutions in Ukraine and to empower women scientists and women leaders in higher education by developing a career roadmap “Women leaders in higher education” taking into account gender aspects, the cultural, social and political context of Ukraine and research subject areas.

Survey's results (I)

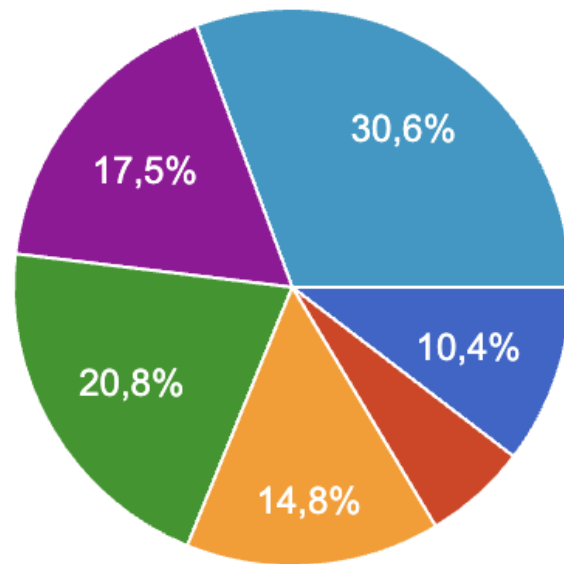
Скільки років Ви працюєте в системі вищої освіти? / How many years have you been working in the higher education system?



- До 3 років / Up to 3 years
- 3-5 років / 3-5 years
- 6-10 років / 6-10 years
- 11-15 років / 11-15 years
- 16-20 років / 16-20 years
- Більше 21 року / More than 21 years
- Я не працюю в системі вищої освіти / I do not work at any HEIs

Survey's results (II)

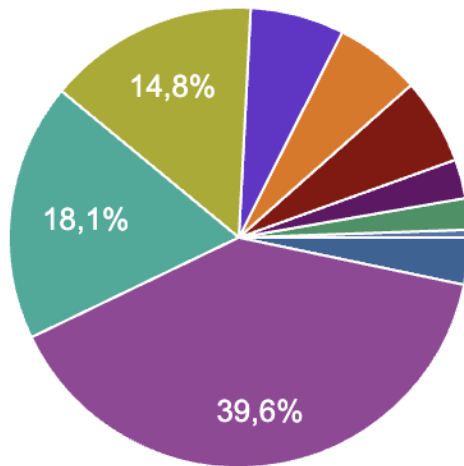
Скільки років Ви працюєте в даному ЗВО? / How many years have you been working at this HEI?



- До 3 років / Up to 3 years
- 3-5 років / 3-5 years
- 6-10 років / 6-10 years
- 11-15 років / 11-15 years
- 16-20 років / 16-20 years
- Більше 21 року / More than 21 years
- Я не працюю в системі вищої освіти / I do not work at any HEIs

Survey's results (III)

Ваша поточна посада в ЗВО / Your current position at HEI



- Викладач(ка) кафедри / Department Lecturer
- Доцент(ка) кафедри / Department Associate Professor
- Професор(ка) кафедри / Department Professor
- Завідувач(ка) кафедри / Head of the Department
- Декан(ка) факультету / Dean of the Faculty
- Заступник(ця) декана(ки) факультету / Vice dean of the Faculty
- Проректор(ка) / Vice Rector
- Керівник(ця) структурного підрозділу / Head of the Structural Unit

▲ 1/3 ▼

- Тимчасово виконуючий(ча) обов'язки керівника різного рівня / Temporary Acting Manager of Various Levels
- Інше / Other
- Доцент кафедри / Department Associate Professor
- Завідувач кафедри / Head of the Department
- Професор кафедри / Department Professor
- Викладач кафедри / Department Lecturer
- Керівник структурного підрозділу / Head of the Structural Unit
- Декан факультету / Dean of the Faculty

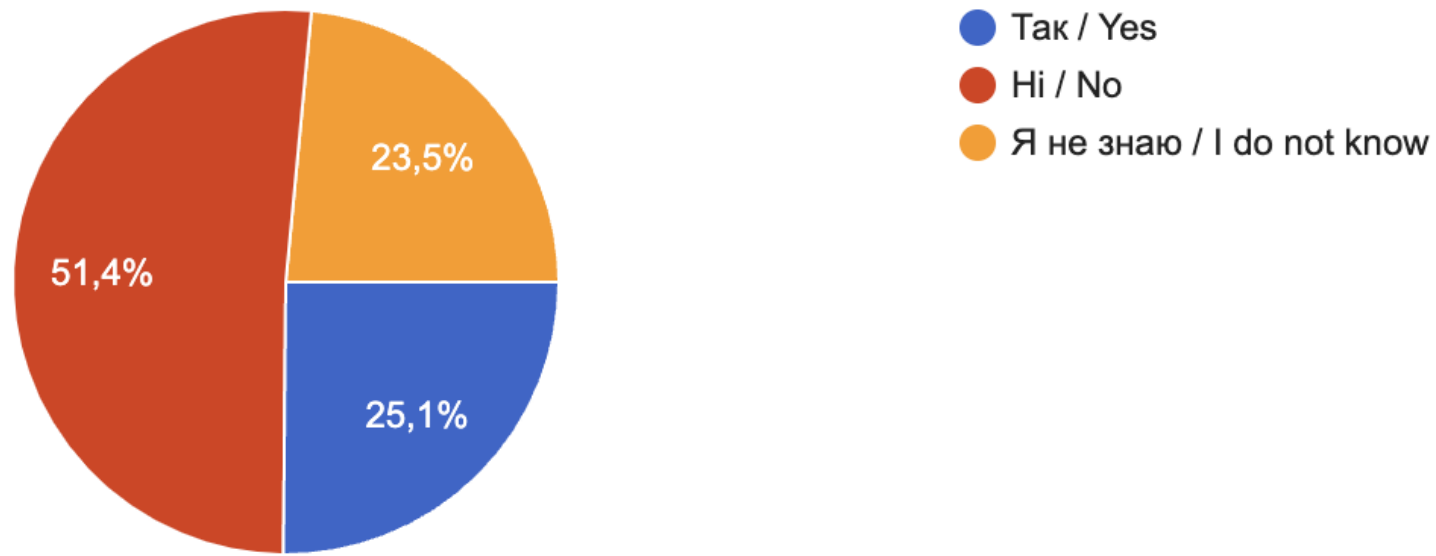
▲ 2/3 ▼

- Заступник декана факультету / Vice dean of the Faculty
- Проректор / Vice Rector
- Тимчасово виконуючий обов'язки керівника різного рівня / Temporary Acting Manager of Various Levels

▲ 3/3 ▼

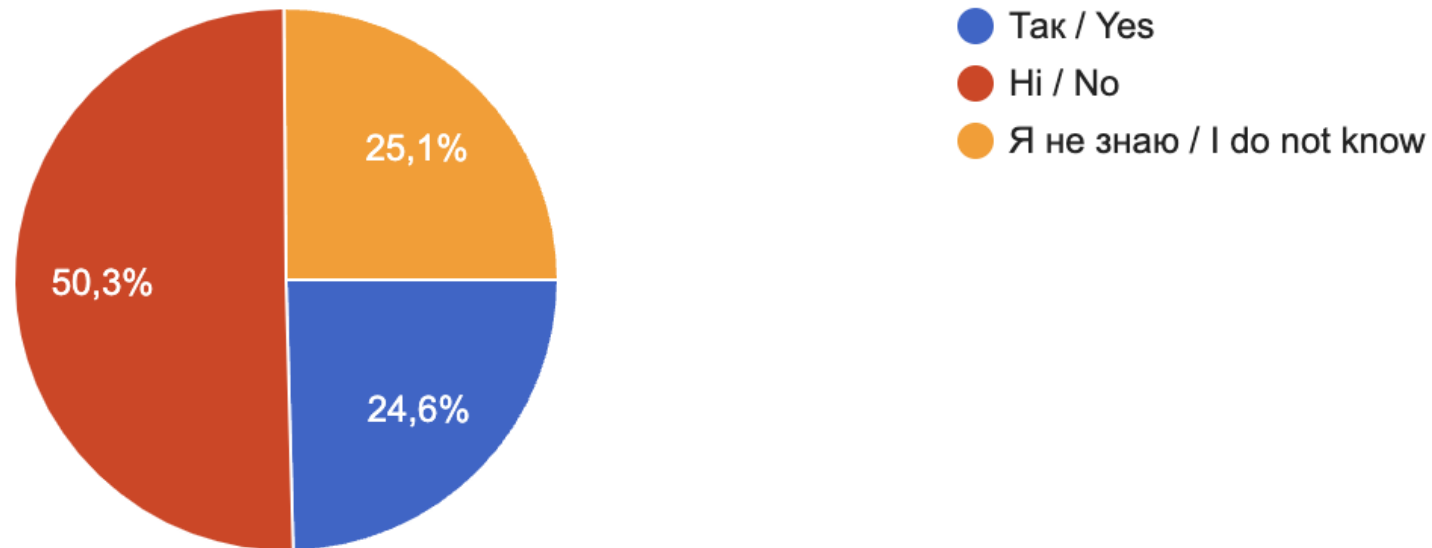
Survey's results (IV)

Чи є в структурі ЗВО, в якому Ви працюєте, гендерний центр? / Does the HEI where you work have a gender center?



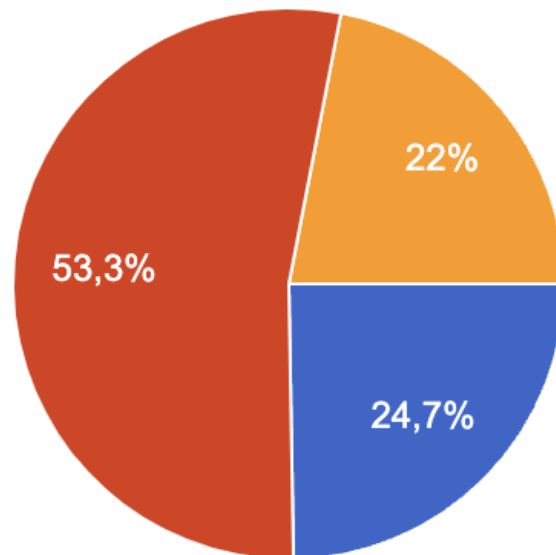
Survey's results (V)

Чи пропонує ЗВО, в якому Ви працюєте, програми розвитку кар'єри жінок? / Does the HEI where you work propose career development programs for women?



Survey's results (VI)

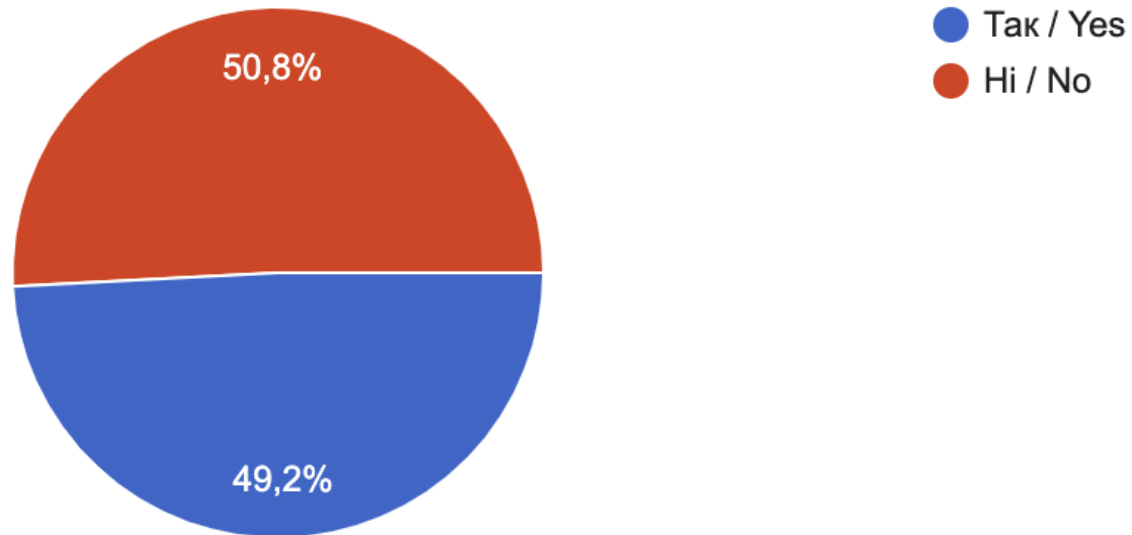
Чи брали Ви участь у будь-яких програмах підтримки та кар'єрного розвитку для жінок, які працюють в сфері освіти? / Have you participated in any support and career development programs for women working in education?



- Так / Yes
- Ні / No
- Я не знаю про такі програми / I do not know about such programs
- Я не жінка і до мене це не має відношення / I am not a women and it is not relevant to me

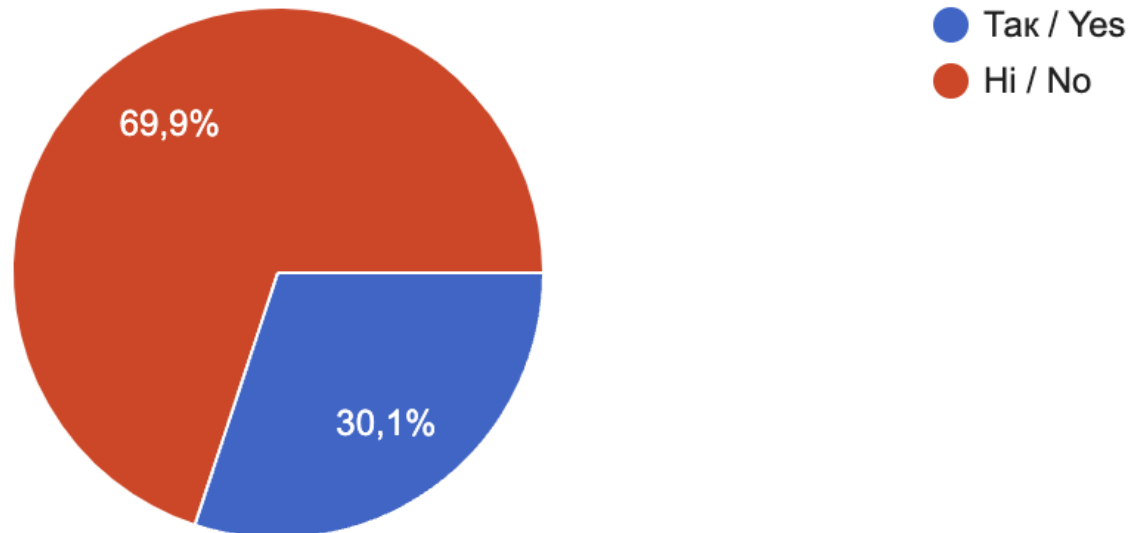
Survey's results (VII)

Чи заохочує ЗВО, в якому Ви працюєте, подавати клопотання про просування кар'єрними сходами? / Does the university where you work encourage you to apply for promotion?



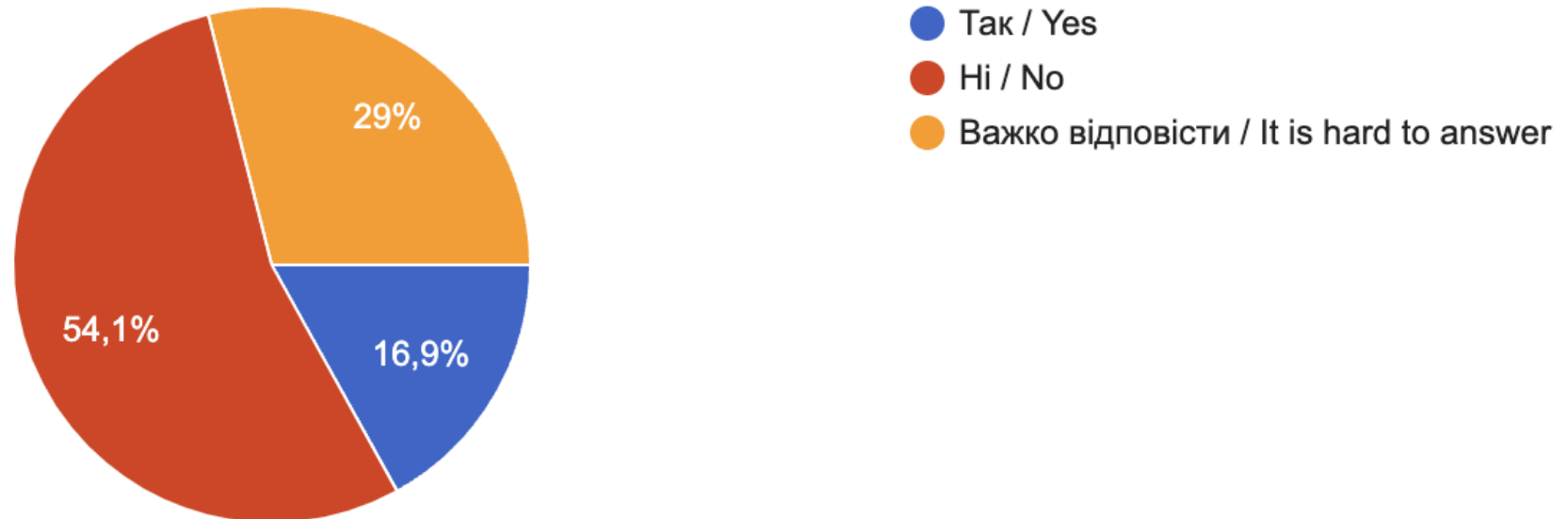
Survey's results (VIII)

Чи подавали ви клопотання про просування кар'єрними
сходами протягом останніх трьох років? / Have you applied for
promotion within the last three years?



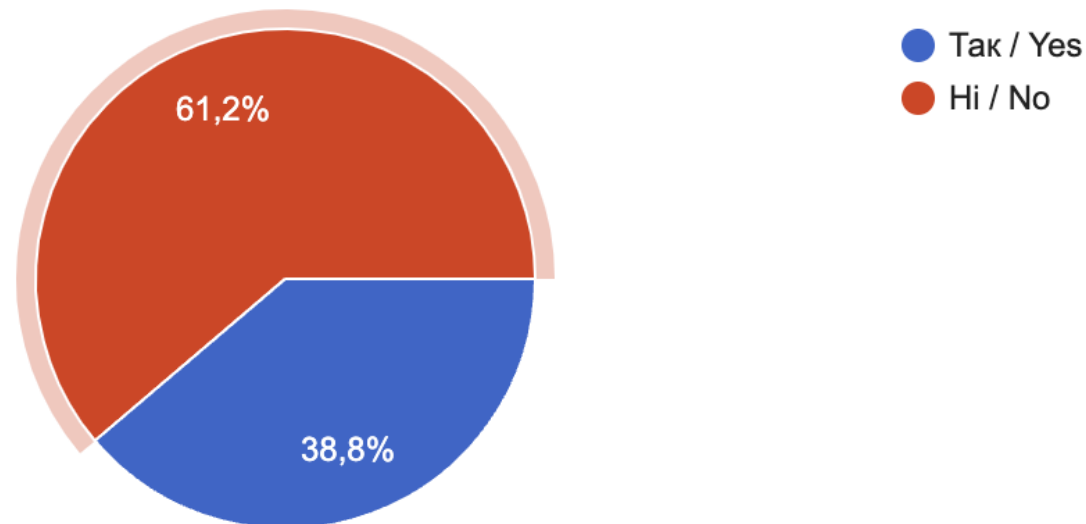
Survey's results (IX)

Чи відчуваєте Ви, що ваш внесок був би оцінений вище, якби Ви не були жінкою? / Do you feel that your contribution would be valued more highly if you were not a woman?



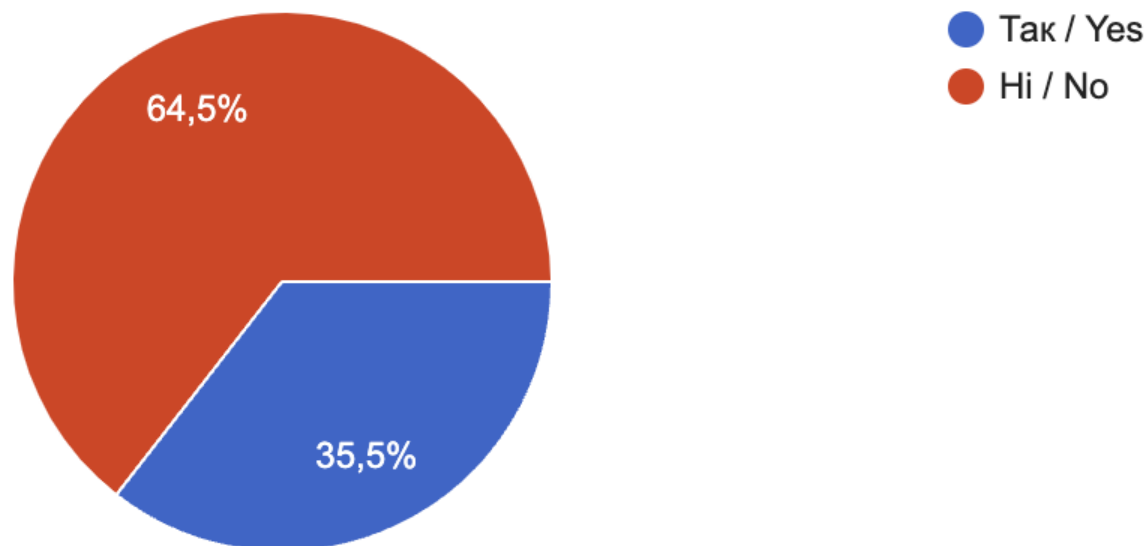
Survey's results (X)

Чи відчуваєте Ви, що на ваш підхід до досліджень/ лідерства/ викладання впливає те, що Ви - жінка? / Do you feel that your approach to research/ leadership/ teaching is influenced by being a woman?



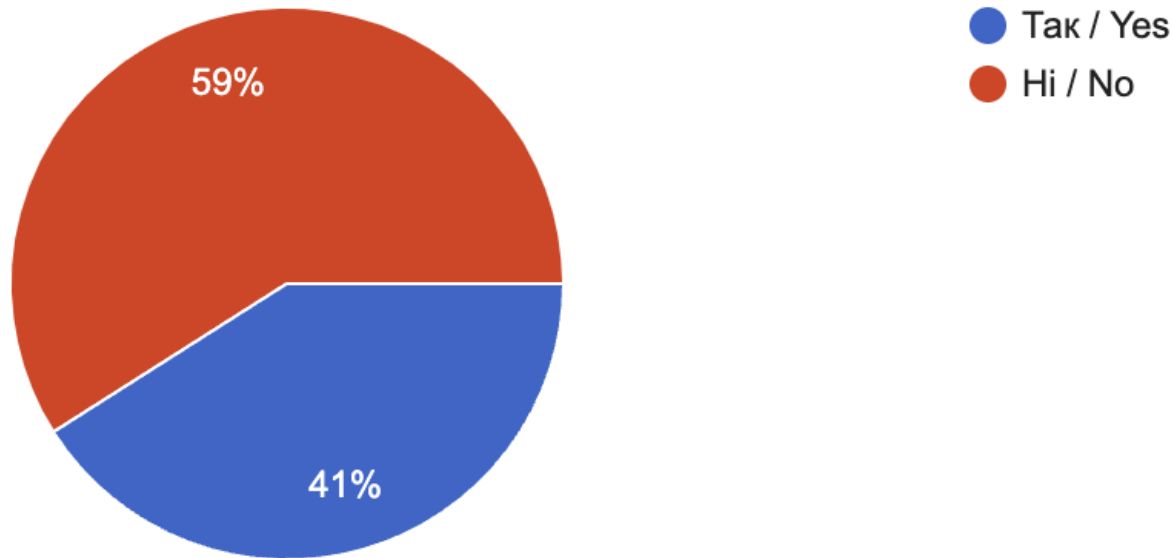
Survey's results (XI)

Чи вважаєте Ви, що Ваша робота в ЗВО залишає Вам достатньо часу на родину та домашні справи? / Do you think that your work at HEI leaves you enough time for family and everyday household chores?



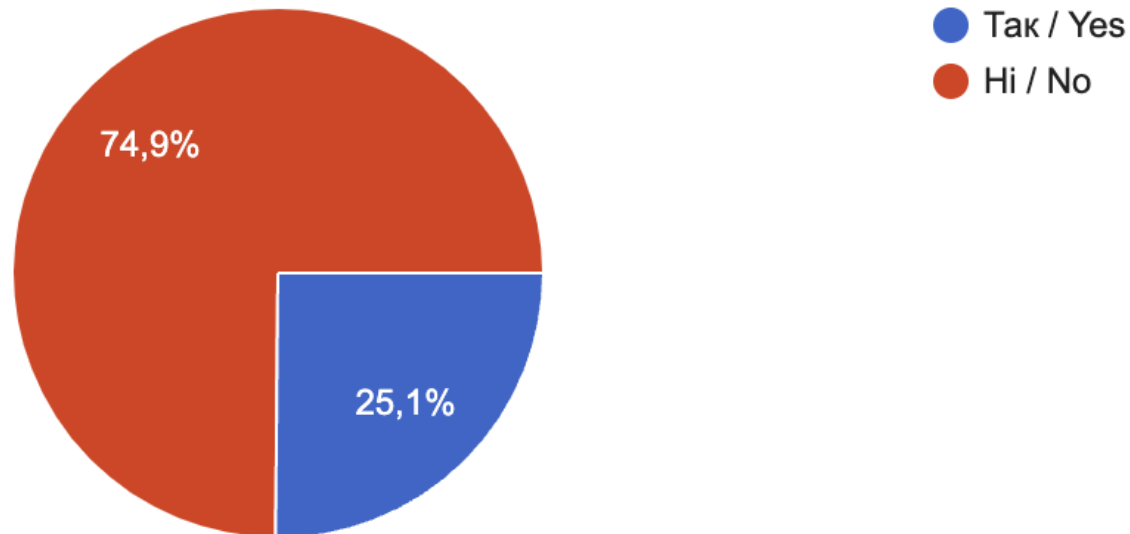
Survey's results (XII)

Чи вважаєте Ви, що Ваша робота в ЗВО залишає Вам достатньо часу на особистий розвиток? / Do you think that your work at HEI leaves you enough time for personal development?



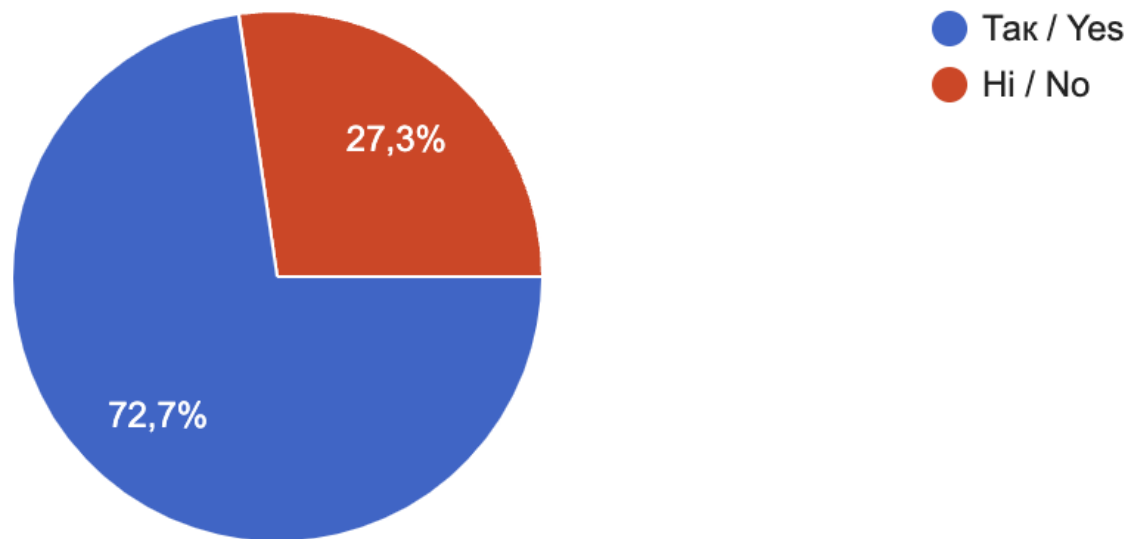
Survey's results (XIII)

Чи визнає та підтримує Ваш університет життєвий досвід та проблеми жіночого здоров'я, такі як викидень та менопауза? / Does your university recognise, and support, life experiences and women's health issues such as miscarriage and the menopause?



Survey's results (XIV)

Чи є у вашому ЗВО хороші моделі наслідування жінок на вищих керівних посадах? / Are there good role models of senior women in leadership positions in your HEI?



Academic Identity for Ukrainian Women in HEIs

1. Continuous Development and Lifelong Learning
2. Balancing Professional and Personal Life
3. Career Achievements as Markers of Identity
4. International Collaboration and Integration
5. Team and Collegial Support
6. Gender-related Barriers and Complex Pathways

Focus Groups using LEGO® Serious Play® Method

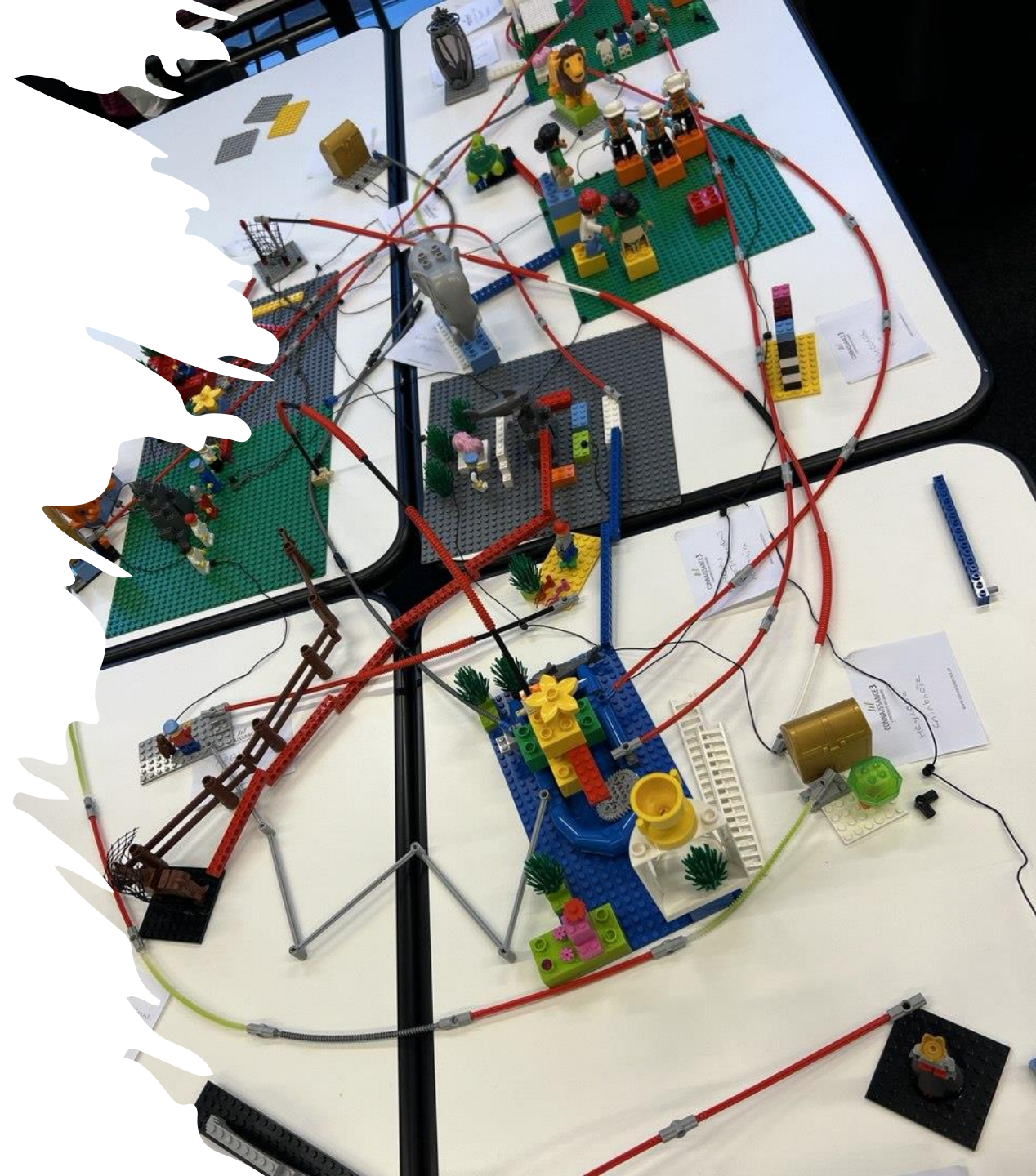
In 3 big cities in Ukraine:

Kyiv (3)

Lviv (2)

Kharkiv (1)

+ 1 with faculty female leaders who
are abroad



LEGO® SERIOUS PLAY®

- LEGO® SERIOUS PLAY® enables real-time decision-making by transforming ordinary sessions, meetings and focus groups into a vibrant, creative process where every voice is heard and every opinion counts.
- During the LEGO® SERIOUS PLAY® sessions, all participants will build models with LEGO bricks, answering relevant questions.
- LEGO® SERIOUS PLAY® sessions are a real reboot, where unexpected ideas for powerful personal development are born

A Career Roadmap for Women's Leadership in Higher Education in Ukraine





**Build your career confidently,
use ladders and be aware of snakes
on your way**

GOVERNMENT AND EU INITIATIVES IN THE FIELD OF PERSONAL AND PROFESSIONAL DEVELOPMENT

SUPPORT OF REPUTABLE COLLEAGUES

INTERNATIONAL COOPERATION

RECOGNISED ACADEMIC ACHIEVEMENTS

BALANCE BETWEEN PERSONAL AND PROFESSIONAL LIFE

HEAVY BUREAUCRATIC WORKLOAD

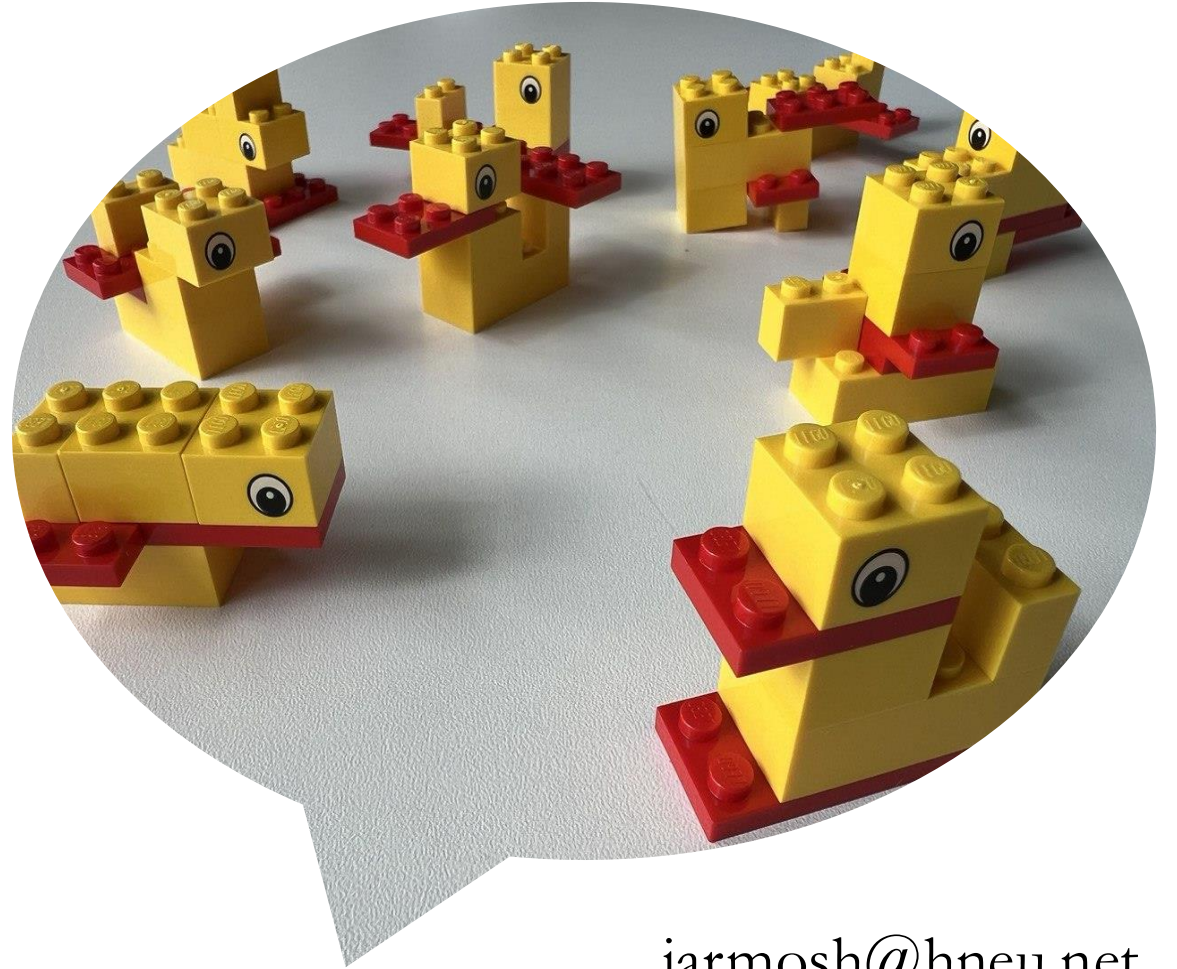
WORK-LIFE CONFLICT

LACK OF INSTITUTIONAL SUPPORT

"GLASS CEILING"

	Your own achievements		Publication activity in high ranking scientific journals (recognition of scientific authority)
	Gaining publication experience: publication of first scientific papers in national journals		Appointment to a middle management position (head of a department, head of a department, centre)
	Gaining experience in teaching (working as an assistant, lecturer)		Achievement of confidence in own career mobility (ability to change (increase) professional status (position) at will or if necessary)
	Feeling of satisfaction from gaining authority in the student environment (while performing the duties of a student group supervisor, supervising students' work)		Feeling of own ability to coordinate international projects
	Gaining experience of public speaking with presentation of own achievements (at conferences, forums, seminars, etc.)		Defending a doctoral thesis and obtaining doctor of science degree
	Gaining leadership experience (acting as a deputy dean, head of a student or scientific association on a voluntary basis)		Obtaining the academic rank of Professor
	Expanding publication experience: publication of scientific papers in international journals		Professional recognition and gaining authority in the profession
	Defending a thesis and obtaining a PhD degree (candidate of science)		Appointment to a senior management position (vice-rector, dean)
	Gaining experience of participation in international projects		Establishment and management of a scientific school
	Gaining experience in administrative positions		A sense of freedom and the opportunity to engage in professional self-development
	Achieving harmony between career and family life		Receiving official recognition of one's own career achievements (honours, awards)
	Obtaining the rank of Associate Professor		Election to the position of rector or head of an academic association
	Gaining experience in supervising PhD students		Professional recognition and academic reputation
	Expanding the horizon		Obtaining a position that opens up the possibility of becoming an influencer or policy maker
	Achieving a sense of team and collegial support – creating a team of like-minded people		Achieving academic autonomy and intellectual freedom

Questions and discussions



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