

2023/24

ANNUAL REPORT



**EDUCATE
INSPIRE
EMPOWER**

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Letter From Our CEO

Dear Supporters, Volunteers, and Partners,

2023 has been a turning point for our organisation!

Professors Without Borders continues to carry out its mission of improving access to quality higher education for students and local faculty around the world. This is achieved thanks to all the volunteers who have joined our teams and shared their talent and passion for teaching with hundreds of students. This year, we expanded our programmes to include universities such as Ekiti State in Nigeria, Mae Jo University in Thailand, and students in Zimbabwe and Eswatini. In total, we deployed 27 professors to 7 countries, engaging over 800 students through an impressive 12,456 contact hours—all while maintaining a lean budget of under £70,000.

We have built innovative programmes, such as the Entrepreneurship Bootcamp, generously sponsored by Ford Credit Europe, and launched the Women in Higher Education Fellowship to empower academic women worldwide.

We also invested in our people and infrastructure to keep pace with the growing demand for our programmes. The board of trustees welcomed our new Chairman Andrew Denton, Deputy Chairman Gabriel Ng, and Treasurer Kinna Pattani. Dr Ana Oliveira and Dr Victor Cebotari joined the senior management team as COO and Director for Development and Cooperation respectively. Their combined vision and expertise have strengthened our foundation, preparing us for the next chapter of growth.



OUR PEOPLE MEET IN LONDON, JANUARY 2024. L TO R GABRIEL NG, KINNA PATTANI, CHRISTINE KUO, ANDREW DENTON, PETER THOMAS, CAROLINE VARIN AND RICHARD ADAMS.

...continued

Our plans for the upcoming year include establishing a new office in Luxembourg. This strategic move will enable us to extend our reach to new countries, engage with more students, and recruit volunteer educators with a particular focus on francophone programmes. We are excited about the opportunities this will bring for the communities we serve and have already expanded our teaching to new partners in Guinea, Senegal and Rwanda for 2024.

Corporate support has been instrumental to our success, including White & Case offices in London and Brussels, who have generously helped with our expansion and programmes pro bono. Julius & Julius Accounting has ensured seamless management of our accounting and employment logistics, while Post Assurance Brokers graciously covered all our travel insurance costs for the year. Asset Finance Connect have generously made us their partner charity for their 2024 Summer Awards - we look forward to a lively event! And Carrier Luxury Travel has been our loyal supporter for years, ensuring our professors fly safely to all their destinations. These contributions have enabled us to operate effectively and efficiently and I am deeply grateful for your continued trust and enthusiasm.

As we reflect on another remarkable year for Professors Without Borders, I want to express my gratitude to everyone who has been part of our journey, to the volunteers and professors who inspire me, and to the many friends I have made along the way. Thanks to your dedication, your generosity and your support, we have achieved significant milestones in our mission to make high-quality education accessible to students around the globe. I look forward to an exciting year ahead!

Dr Caroline Varin

CEO & Co-founder - Professors Without Borders



Letter From Our Chair

Dear Friends and Supporters,

As Chair of the Board of Trustees for Professors Without Borders, I am proud to reflect on a remarkable year of growth and progress for our organisation. Our mission is simple yet profound: to educate and empower people through a model that is both inspiring and scalable. With an incredible network of talented educators ready to teach wherever students are, we stand at the forefront of addressing the enormous global demand for quality education. The only limitation to our impact is our capability, which we are actively building with your support.

In my first year as Chair, we have focused on laying a solid foundation for the Board of Trustees to enable us to lead effectively and responsibly. We have expanded our board, recruiting new talent and diversifying our trusteeship beyond our immediate network. These efforts ensure we bring a wide array of perspectives and skills to the table.

To reinforce our governance, we have revised all our policies and implemented stringent systems that uphold the highest standards of oversight and compliance with the Charity Commission. These steps are vital as we strive to maintain the trust of our supporters and the communities we serve.

Fundraising has also seen significant advancements this year. Thanks to the support of my colleagues at Alfa, Edward Peck at Asset Finance Connect, and the team at Ford Credit Europe, including Carlos Treadway, who will be joining our Board of Trustees in 2025, we have strengthened our ability to secure the resources needed to grow. We extend our heartfelt gratitude to The Eleanor Rathbone Charitable Trust and The Rainford Trust for their generous grants, which play a pivotal role in helping us meet the growing demand for our programmes.

We are also delighted to welcome new partners such as White & Case, Post Insurance Brokers, and Julius & Julius, whose collaboration strengthens our ability to reach more students. Our enduring partnership with Carrier Luxury Travel continues to be a cornerstone of our success, enabling us to expand our reach and inspire even more learners each year.

...continued

Our impact is already significant, but the future holds even greater promise. Our model of education is uniquely suited for scalability, and with the right investments, we can extend our reach to more communities and change even more lives. The dedication of our educators, the commitment of our staff, and the generosity of our supporters create a synergy that makes this growth possible.

As we look to the year ahead, I am filled with optimism and pride. Being part of the leadership of an organisation with an important mission and a bright future is an honor, and I am deeply grateful to everyone who shares in our vision and contributes to our success.

Thank you for your continued support.

Sincerely,

Andrew Denton

Chair - Professors Without Borders



Our Profile



**PROFESSORS
WITHOUT
BORDERS**

We help fix the global education crisis in communities across the globe.

Professors Without Borders

was founded in 2016 with the mission to transform education into an equitable and exciting lifelong experience. In 2020, we became a UK-registered charity, and in 2024, we expanded further by registering as an 'A.S.B.L.' (non-profit association) in Luxembourg under the name Professeurs Sans Frontières. We operate through a global network of academic volunteers, providing high-quality education to institutions in underserved and often challenging regions. Our work focuses on enhancing practical skills such as entrepreneurship, communication, financial literacy, teamwork, and confidence-building. Since our inception, we have delivered inspiring courses to over 3,100 students in 37 countries, partnering with local institutions to close the global education gap. Our programmes are designed to educate, inspire, and empower communities worldwide.

Vision & Mission



Vision

To transform education into an equitable and exciting experience.

Mission

Educate

We connect educators and students worldwide to increase equal access to inspiring learning experiences.

Inspire

We strive to inspire our students to become entrepreneurs and leaders within their local communities.

Empower

We seek to empower people to be change makers and to join a global network to share knowledge, skills and a passion for education.

Our Principles

Education Transforms

We believe in the transformative power of education to unlock human potential and create lasting economic and social opportunities. Our programmes empower students with critical analysis, creative and communication skills to pursue meaningful careers, contribute to their communities, and shape their own futures.

Without Global Borders

Every country faces educational inequalities and is deserving of fairer, more inclusive, and effective systems. Countries affected by conflict, natural disaster, and under-investment in education present particularly urgent needs. We affirm that knowledge knows no boundaries and neither do we.

Within Local Context

We respect the cultural, social, and religious contexts of the communities and students we serve. We celebrate any differences and build our programmes in collaboration to fit the local context. We recognise that education is a two-way journey of learning and value the opportunity to listen and learn.

Inclusion for All

Access to quality education is a fundamental right, regardless of background or personal circumstance. We are committed to addressing educational disparities and empowering marginalised groups, with a particular focus on expanding opportunities for women and girls.

Education as Sustainability

We recognise the interconnected nature of global challenges such as gender equality, economic growth, and climate change. Sustainable development demands a long-term, holistic approach, and education is at the heart of this process. Our skills-based workshops strengthen and build resilience impacting the next generation of decision-makers and thought-leaders.

How We Work

Our approach is inspired by the success of the ‘Summer School’ short intensive-course structure, also utilised in Executive MBA programmes. These courses match practical, future-ready skills with a diverse suite of teaching methods to create a lasting impact for learners.

We cap classes at 25 students, to nurture intimate learning spaces that foster robust dialogue, collaboration, and creative thought. Students are seen, heard, and personally guided through a curricula that often includes skills such as critical thinking, communication, and entrepreneurship.

The problem with the existing approach is that Summer Schools and E-MBAs are aimed at affluent students who pay a premium and travel to different countries and access top teachers. Consequently, relatively few students can afford to attend and benefit from this skills-based education.

We reverse this model by sending professors to students in universities in different countries, particularly developing countries. There is no fee for the university or the students; professors work on a voluntary basis, and Professors Without Borders funds travel, insurance, and accommodation (when this is not provided by the host institution). The result? Our experienced educators are catalysts to develop potential, ignite curiosity and enable lifelong learning in students wherever they are.



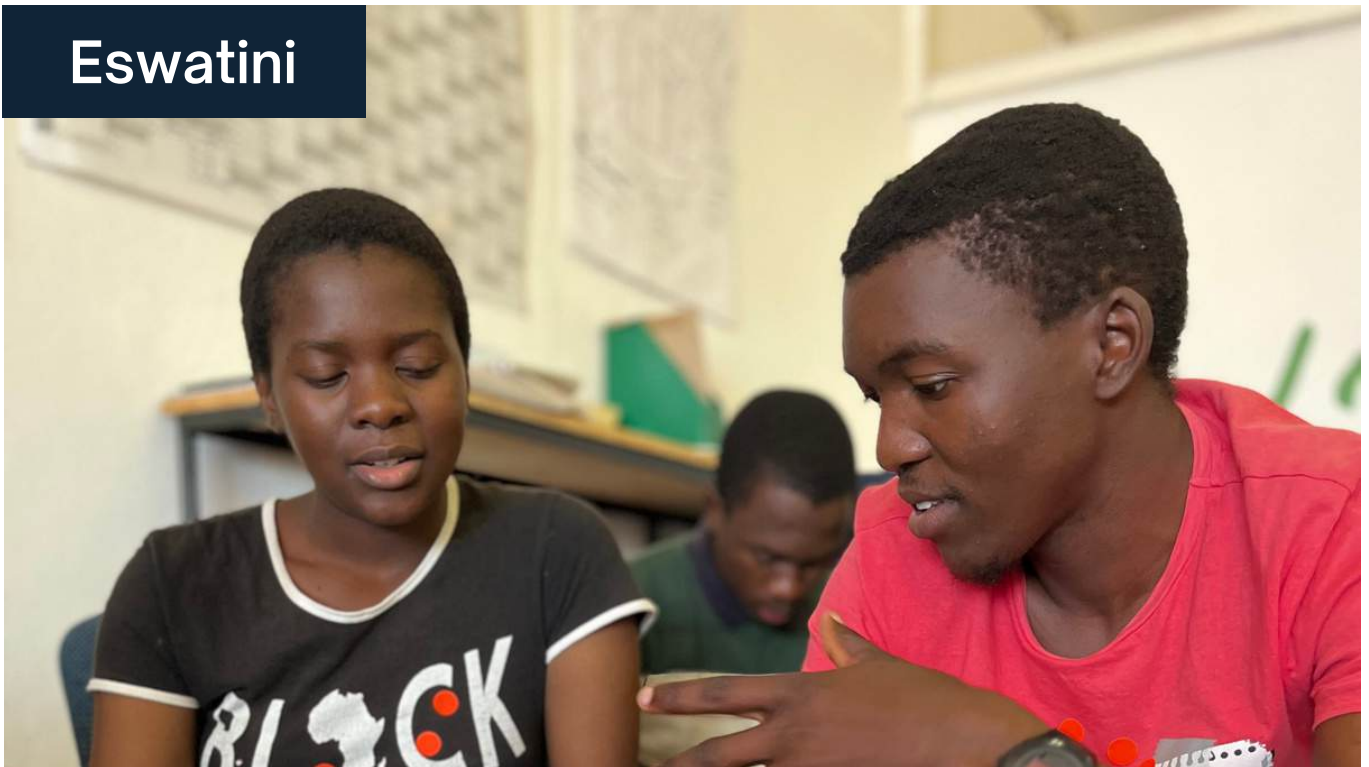
Programmes Review



Programmes

April '23-March '24

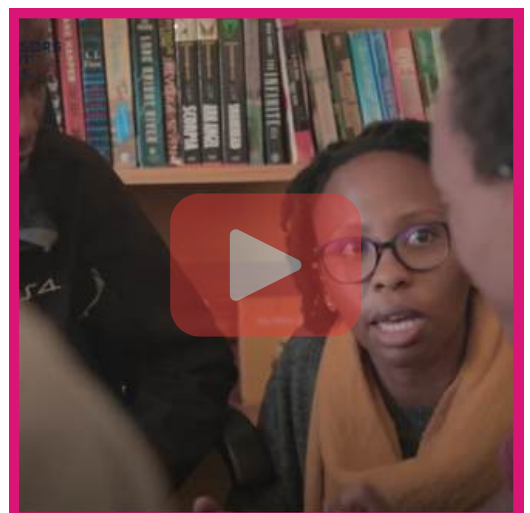
Eswatini



Partnering With a Non-Profit in Eswatini

We launched our inaugural programme in Eswatini, collaborating with the local non-profit Likusasa Letfu to support young entrepreneurs. Targeted at individuals aged 18–30, the programme focused on soft skills such as communication, critical thinking, entrepreneurial thinking, financial literacy, and futures thinking. By equipping participants with these essential skills, the programme aimed to reduce their vulnerability, promote equity, and empower them to make a positive impact within their communities.

More can be seen from our programme with Likusasa Letfu in our video on the right.



India



Upskilling Faculty in Kerala

We delivered a faculty upskilling programme for our new partner in Kerala, the Social Advancement Foundation of India (SAFI). This programme combined three weeks of online classes with a one-week in-person workshop series. The "Being an Inspiring Leader" course enabled participants to develop the interpersonal and teaching skills necessary to motivate and inspire their students, covering recent research in motivation, goal-setting, and pedagogical practices.

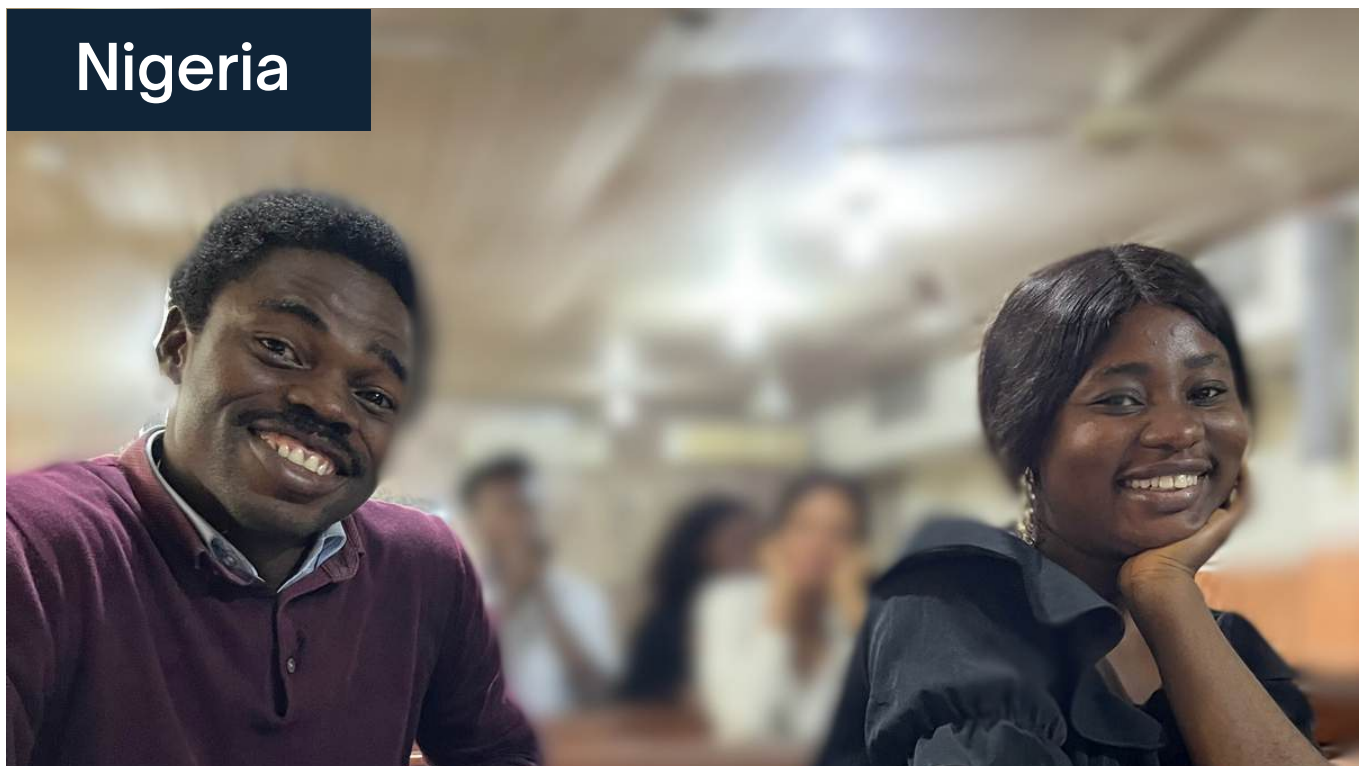
Meanwhile, the "Online Curriculum Design" course provided theoretical and practical knowledge to equip participants with the skills to design and deliver online courses effectively, using instructional design principles for remote teaching and learning.



“My visit to SAFI college was a truly incredible experience. The workshop offered an exchange of ideas with motivated and energetic faculty. Beyond the classroom, the cultural exchange is one I’ll forever remember.”

Dr Tom Bussen, Volunteer Professor for India & Nigeria

Nigeria



Sustainability in Lagos & Ado-Ekiti

In July, we returned to the University of Lagos (UNILAG) with a programme designed to serve both undergraduate students and faculty members. Undergraduate participants engaged in courses on Sustainable Development, Financial Literacy, and Entrepreneurship, while faculty members participated in a workshop on inspirational leadership.

Under Titus Ayodele's leadership and with the support of Lekan Ajisafe, we extended our programme to Ekiti State University (EKSU) in Ado-Ekiti. Faculty were joined by our long-standing volunteer Charlie Dove-Edwin teaching his popular "Finance for Africa" course.



“The faculty's warm welcome made me feel right at home, and the students' genuine enthusiasm for entrepreneurship was truly energising. The creativity and innovation they brought was nothing short of inspiring, reminding me why I love teaching in the first place”

Neljan Dimashi, Volunteer Professor for Nigeria

India



Empowering Young Women in Lucknow

We were honoured to return to Karamat College in Lucknow, an all-women institution. The week-long programme focused on woman empowerment, equipping participants with tools for mental resilience, financial literacy, and a deeper understanding of gender (in)equality. The programme also introduced students to the role of civil society in advancing gender equality, fostering a sense of agency and awareness among participants.

This year, we proudly sent two professors from Africa to India: Nicole Zulu and Sanelisiwe Manana (who taught with us in Eswatini). We are proud to uphold our commitment to true global mobility and ensuring that expertise flows beyond traditional Western sources. By bridging continents, we aim to inspire and empower students with diverse perspectives and experiences.



I remember one of the girls said to me “When you were sharing your story and we were sharing our stories, I was blown away by the fact that someone in Zimbabwe, Africa goes through the same struggles...”

Nicole Zulu, Volunteer Professor for India & Zimbabwe

[READ MORE](#)

Uganda



New Methods and Approaches in Kagadi

In Uganda, participants from African Rural University (ARU) were introduced to "Foundations of Participatory Action Research (PAR)" and "From Farm to Table". PAR is place and case-specific, placing a premium on local ways of knowing. It empowers communities by working with researchers to coproduce practical tools to address their specific needs. In "From Farm to Table", a train-the-trainer approach was adopted to prepare the attendees with essential knowledge and practical skills to educate villagers on nutrition and health topics.

At the nearby URDT Girls' School, we engaged local faculty in workshops designed to help them integrate technology into their workflows and the classroom. "Integrating Technology in the Classroom" and "Teaching with Technology for Today and Tomorrow" prepared teachers to make greater use of multimedia resources and manage the classroom in a manner that can support the planning and presentation of curricula.



“This week I've taken a lot onboard. For example, I've learned how to manage my class through the icebreakers that you have been teaching us.”

Kwirebera Agnes, Geography Teacher at URDT

Kenya



Supporting Mental Resilience in Nairobi

In Kenya, we partnered with the Africa Healing Foundation (AHF) to address mental health challenges and support well-being. Our workshops facilitated discussions around stress, anxiety, and depression, while teaching participants techniques for stress management and building self-confidence.

Our volunteer professors worked with a wide variety of learners: unemployed youth, children, and senior citizens from rural areas. At the conclusion we gave a “Stress Management and Mental Health Strategies” workshop for faculty at the University of Nairobi.



“The day was awesome! I have learnt more about anxiety, self love, and confidence”

“It helped me on how to do away with my anxiety ”

100%

SATISFACTION¹

¹100% of respondents reported that the programme enhanced the overall impact of AHF's work.

Thailand



Exploring the SDGs in Bangkok and Chiang Mai

Our intensive three-day programme at Srinakharinwirot University (SWU) in Bangkok focused on the Sustainable Development Goals (SDGs). Participants gained a thorough understanding of the SDGs and developed skills in analysis, presentation, group work, and personal reflection. The programme included a guest session from the United Nations Development Programme (UNDP) and field trips within Bangkok.

Following our time in Bangkok, we travelled to Chiang Mai to deliver a second SDG programme to Mae Jo University, marking our first visit to this partner. This programme emphasised SDGs as part of a broader international approach to sustainable development, with a specific focus on environmental issues and equality.



Zimbabwe



Building Career Confidence in Harare

Our first programme of the year 2024 launched in Zimbabwe, another partnership with Africa Healing Foundation. A team of four volunteers delivered a week-long programme in Harare, teaching financial literacy, mental resilience, and career readiness to undergraduate students at the Women's University in Africa and the Catholic University of Zimbabwe, as well as to AHF volunteers.

This programme was designed to build learners' confidence and prepare them for future career opportunities, equipping them with the essential skills for success in their personal and professional lives.




“Thank you for empowering us. It’s empowerment, the enlightenment, and it feels so good to have a different voice come in teaching us.”

Tawanda Lioga, Lead Counselor with AHF

100%
INCREASED
CONFIDENCE¹

¹Increased Confidence in Professional Communication, Financial Literacy, CV Preparation, Public Speaking, LinkedIn for Career Advancement.

Our Programmes in Numbers

 **12,456**
Contact Hours

 **7**
Countries

 **27**
Professors






 **853**
Students

 **65%**
Female Students






 **50**
Days Teaching








Eswatini

 **6**
 **3**
 **103**
 **610**
 **73%**






India

 **10**
 **5**
 **102**
 **2560**
 **78%**






Nigeria

 **10**
 **8**
 **200**
 **2750**
 **50%**






Uganda

 **10**
 **4**
 **100**
 **4000**
 **73%**






Kenya

 **4**
 **1**
 **183**
 **800**
 **60%**

Thailand

 **5**
 **2**
 **41**
 **650**
 **50%**

Zimbabwe

 **5**
 **4**
 **124**
 **1086**
 **80%**

Hear From Our Volunteer Nicole Zulu

A Reflection on Teaching at Karamat College

“

I found this experience life-changing. I've always loved India from its vibrant culture to its cuisine and so getting the opportunity to go to my dream destination was a gift in and of itself.

Once I arrived and I engaged with the young ladies of Karamat College as well as the staff of Karamat College, I was blown away by their strength, by their capability as well as their commitment to excellence. As an all-female staff, rearing all-female students, there was a sense of pride and heritage as well as strength that emanated through every sphere of the college and that made me feel proud.

I think the greatest experience I had would have been engaging with the young ladies themselves. It was humbling to find shared commonality in our struggles. There were so many shared struggles and shared experiences in the battle for women empowerment, but what I found was that these young ladies were eager to learn.

They were very curious and they wanted to build and improve themselves and I felt so blessed to be a part of Professors Without Borders and to be able to volunteer and to assist these young ladies. I remember one of the girls spoke to me and she said to me, “Ma'am when you were sharing your story and we were sharing our stories, I was blown away by the fact that someone in Zimbabwe, Africa goes through the same struggles and the same problems that someone like me in Lucknow, India faces. It made it feel better because if I struggle and you struggle, we'll struggle together but we'll get through it.” That brought tears to my eyes.

We really need to empower young women across the globe because when you empower a woman, you empower a nation as she will build, not only in her present context and familial setup but in the community and society at large.



The Entrepreneurship Bootcamp

Professors Without Borders launched its first Bootcamp programme, generously sponsored by Ford Credit Europe in September 2023. This comprehensive online programme equipped participants with essential business skills while promoting creative problem-solving aligned with the Sustainable Development Goals.

Over 80 participants from diverse regions attended to participate in interactive sessions on Design Thinking, Leadership, Financial Planning, Futures Thinking, and Communications. Throughout the Bootcamp, students were coached by academic experts and industry practitioners to develop and articulate a mock business idea.

At the finale of the programme, students took part in a Dragons' Den pitch competition, presenting their proposals to a panel of senior executives from Ford. The practical exercise offered the students a memorable opportunity to not only pitch under pressure but also to build confidence in their newly refined skills.

We sincerely thank our distinguished judges - Carlos Treadway (CEO), Francesco Gaspari (Managing Director), Paul Kiernan (CFO), Suzanne Lewsley (Managing Director), Will Davies (CDO), and Howard Cohen (Legal Director) for their valuable time and insights. We were delighted to note their positive feedback describing the experience as both energising and thought-provoking.

A huge thanks to our exceptional guest educators - Dr Bob Eckhart, Ena Vukovic, Caz Meech, Axel Scholz, Dr Carola Hieker, and Dr Lucía Morales for their dedication and expertise.

We also extend our heartfelt gratitude to Ford Credit Europe for their support and collaboration in this project.



97%

SATISFACTION¹

95%

ENGAGEMENT²

98%

RELEVANCE³

¹Reported satisfaction with programme quality, ²Reported finding the material engaging and motivating, ³Reported plans to incorporate the workshop concepts.

Spotlight on the Winners

Jeremy Sandy, a recent African Leadership University (ALU) graduate with a degree in Global Challenges, is focused on **clean cooking energy solutions** for West African communities. Jeremy was one of several Bootcamp participants who are actively committed to creating a real-world business.

Alongside teammate Levi Hamilton, Jeremy was one of the Dragons' Den winners at the Entrepreneurship Bootcamp. His concept addresses SDGs like Affordable and Clean Energy (7), Good Health and Well-being (3), and Climate Action (13) by proposing a biochar product made from agricultural waste, replacing traditional tree-based charcoal. Partnering with coconut and palm farmers, **he aims to convert landfill-bound waste into cleaner-burning biochar, offering both environmental and economic benefits.**

Raised in Guinea, Jeremy knows the challenges of woodfuel dependency firsthand. In his Dragons' Den Pitch, he shared an image of his mother coughing from smoke inhalation, highlighting the health risks. **"People are cutting trees to make charcoal because they don't have access to electricity or modern cooking equipment,"** he explained, citing the World Health Organization's finding that household air pollution causes over 3 million premature deaths annually.

Jeremy's business idea took shape during the Bootcamp, supported by research he began in 2023 on renewable energy solutions in urban Guinea. He teamed up with Levi, whom he met for the first time at the Bootcamp. Levi, from Liberia, was a fellow ALU student, studying entrepreneurship. **"Levi really helped with the financial planning - it was a little tricky for me,"** Jeremy admitted. Their collaboration, rooted in a shared West African understanding of community challenges, strengthened their project.

The Bootcamp proved highly insightful for Jeremy, particularly the Design Thinking workshop, which taught him to prioritize the customer perspective. "Even if you have a great idea, you need others to share it with," he said, inspired to return to Guinea for further research. **The Dragons' Den boosted his confidence, and he strongly recommends the experience to others.** Jeremy and Levi are now seeking pre-seed funding to develop prototypes. They reached the initial stages of the MIT Climate and Clean Energy Prize in early 2024 and advanced in the 1000 Gretas Grant competition.

Professors Without Borders hopes future Bootcamps will inspire more community-driven solutions to sustainability challenges. We wish both Jeremy and Levi great success!



GEREMY SANDY



LEVI HAMILTON



Luxembourg Q&A

On April 17th, 2024, Professors Without Borders (Prowibo) solidified its European presence by registering as a non-profit association (A.S.B.L.) in Luxembourg. This was made possible thanks to support from **White & Case Luxembourg**.

We asked **Dr Victor Cebotari**, our new Director of Cooperation & Development, to share his vision for Luxembourg.

Q. Why Luxembourg?

A. Luxembourg is a practical choice for Prowibo's base in Europe. For one, it's a founding member of the EU and a global financial center, which means it's full of potential funding sources and partnerships that we simply wouldn't find elsewhere. It's also heavily invested in international development, putting 1% of its GDP toward it, so there's genuine support for development and educational projects like ours. Plus, Luxembourg's multilingual, with both French and English widely spoken, aligns well with our initiatives in Francophone Africa and gives us access to French-speaking volunteers.

Q. What makes the educational ecosystem unique?

A. Luxembourg has a special mix in its education system. The University of Luxembourg is a hub for innovative research and multilingual education. Established in 2003, the university fosters interdisciplinary research and cutting-edge advancements in science, technology, and the humanities. In addition, Luxembourg is investing seriously in its public education system, one example being the opening of international public schools based on the International/European Baccalaureate curriculum in a variety of languages. In doing that, Luxembourg is able to attract top teaching talent from all over, bringing in expertise from English, German, and French-speaking backgrounds. This diversity is crucial in a country where over half the population is foreign-born, and it gives Prowibo a valuable pool of educators who are not only committed to academic excellence but also to cross-cultural and inclusive education.

Q. What kind of opportunities are available to Prowibo?

A. Luxembourg offers us some promising opportunities. Education is a high priority here, and many corporations and businesses have their own foundations that support educational projects. Then, there's the Luxembourg Development Agency (LuxDev), which operates in several countries where we are already active, like Benin, Rwanda, and Senegal. There's plenty of room for collaboration on the ground. Government funding does require a two-year local presence, but we're working toward that to unlock even more resources.

Q. What do we hope to achieve in Luxembourg?

A. Our goals here are threefold: first, to establish a stronger presence in Luxembourg and start running local programmes. The education system, despite its strengths, faces challenges, especially for students from lower socio-economic backgrounds or non-native speakers. We'd like to offer training and skill-development programmes to help bridge those gaps and promote social cohesion. Secondly, we want to build partnerships with local foundations and companies, expanding our network and impact. And finally, we want to give Luxembourg's educators the chance to work with us, teach in our programmes, and make a difference on a global scale. It's about creating mutual benefits and sharing our expertise as a young non-profit with other organisations here.

**REACH OUT TO US
IN LUXEMBOURG**

On the Global Stage



Rachel Warnick, our Chief Programmes Officer, and our CEO Caroline Varin, were invited to participate in a number of international conferences and events to share their work on shaping 21st century education.

In November 2023, Rachel attended the International Association of Universities (IAU) conference and the WISE Summit in Doha, Qatar. The IAU conference explored how higher education institutions promote intercultural learning and dialogue, and addressed the role of global citizenship in this development. The WISE 2023 Summit, themed "Creative Fluency: Human Flourishing in the Age of AI," explored the transformative role of artificial intelligence in education, areas addressed also included: conflict and climate challenges, future skills, and workforce readiness.

In Bonn, Germany, Caroline attended the 1st international conference of the United Nations Institute for Training and Research (UNITAR). At the conference, she gave a keynote speech and brokered a partnership with the institute. This was formalised in February 2024 with a Memorandum of Understanding signed by Caroline Varin and Mr. Evariste Karambizi, Director of the Division for Peace at UNITAR. This strategic partnership aims to leverage the expertise and resources of both organisations to enhance academic opportunities and research capabilities in higher education.

Both organisations will collaborate to improve access to quality education.

New Women in Higher Education Fellowship

Announcing a new initiative - The Women in Higher Education Fellowship, hosted by the Think Tank of Professors Without Borders, aims to address the challenges shared by many women in academia.

The fellowship is designed for women working in higher education from PhD level, research, teaching or administration. Thirty women from diverse global backgrounds will form the inaugural cohort. The Fellowship spans ten months and includes monthly meetings, guest speakers, and roundtable discussions. It is led by Dr Caroline Varin, (CEO of Professors Without Borders), Dr Brienne Beaujolais, a Fulbright Scholar and expert on gender and social justice, Dr Ana Oliveira (COO of Professors Without Borders) and Dr Chiedza Mutsaka Skyum, Director at beVisioneers.

We believe that women should not be held back from participating in our fellowship because of funding or structural constraints. Therefore there will be no costs for fellows. We simply request interested fellows to mentor future participants, fostering an enduring community of support that uplifts women across the higher education sector.

The Fellowship will provide women with an opportunity for networking, mentoring, as well as new toolkit, including skills in communications, conflict management, leadership, negotiations and financial planning, helpful for navigating challenges in academia.

Our ultimate goal is to create a community of women with shared experiences that can support each other with opportunities for research, collaborations and career development.



“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. I look forward to the opportunity to create a real and lasting impact for our fellows and the communities they serve.”

Dr Brienne Beaujolais, Co-host of the Fellowship

Finance Review

Origins of Income

Our funding is entirely based on donations, and Prowibo is immensely grateful for the generosity of our supporters. For the year ending March 31, 2024, almost all donations came from the Corporate and Foundations sector, totalling £27,706 over the course of 12 months. Additionally, Carrier continued to support most of our travel expenses representing an additional £25,000¹ of recorded income.

Their contribution significantly enhances our cost-effectiveness, enabling us to expand our outreach and engagement efforts. We sincerely appreciate this support and are committed to broadening our donor base to finance an expanded array of activities in the future.

Income



Where the Money is Spent

In the 2023/24 financial year, our expenditures primarily consisted of programmes costs amounting to £41,694.28, primarily spent on travel-related costs such as flights and visas.

Throughout the year, our programmes continued to thrive. We are grateful to our donors for their support, which allowed us to cover our expenses effectively.

Moreover, the commitment of our professors is truly remarkable, as they volunteer their time to support our initiatives. This reflects our shared dedication to directing as many resources as possible toward educational activities while keeping overhead costs to a minimum.

We Funded



27
Professors



853
Students



7
Countries

¹ The actual support received exceeded the £25,000 amount by £343.46, resulting in a minor variance of the overall expenditure.

² Compared to the 2022/23 financial year.

Finance Review

Overview of Expenditure

Compared to the previous financial year, our expenditures rose by approximately 23% to £66,856 and was financed through income and existing cash reserves. The rise in management and general costs reflects our strategic investment in retaining skilled staff, enhancing our profile, and effectively communicating our impact.

Similarly, the increase in fundraising costs represents an investment in diversifying and expanding our funding streams.

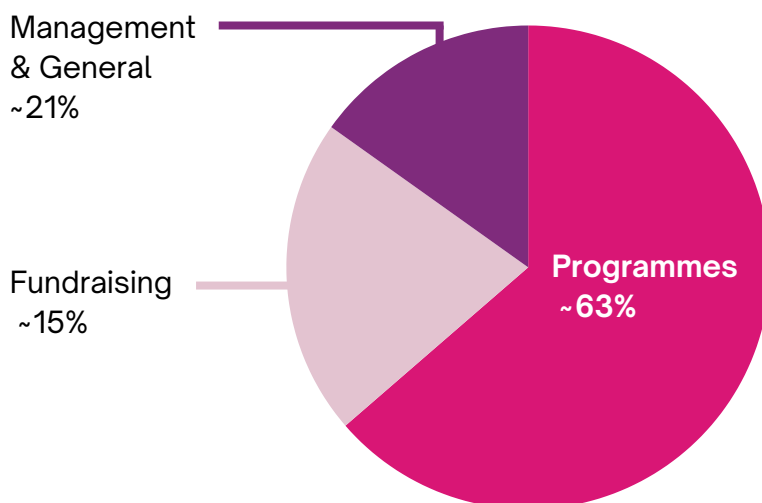
Examples of costs above include initiatives such as redesigning our website and implementing a structured grants bidding process. These efforts are essential to enabling us to reach more beneficiaries and scale our programmes sustainably.

Despite these additional costs, we believe the impact of these investments is already evident in a more than twofold increase in the number of learners reached, while reducing our delivery cost to £45.91 per student. Looking ahead, we anticipate further efficiencies in programme delivery as general responsibilities are increasingly delegated to dedicated management personnel.

Expenditure

£66,856
+23%¹

Expenditure by Type



Cost per Student²

£45.91

¹ Compared to the 2022/23 financial year.

² This is calculated as an average of all relevant expenses per learner.

Reserves Policy

The purpose of the Operating Reserve Policy for Professors Without Borders is to ensure the stability of the mission, programmes, employment and ongoing operations of the organisation. The operating reserve is intended to provide an internal source of funds for situations such as a sudden increase in expenses, one-time unbudgeted expenses, an unanticipated loss in funding, or uninsured losses. The reserve may also be used for one-time, nonrecurring expenses that will build long-term capacity, such as staff development, research and development, or investment in infrastructure.

Operating reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. It is the intention of Professors Without Borders that operating reserves are to be used and replenished within a reasonably short period of time.

The Operating Reserve Policy will be implemented in concert with the other governance and financial policies of Professors Without Borders and is intended to support the goals and strategies contained in these related policies and in strategic and operational plans.

Professors Without Borders aims to retain adequate reserves to maintain ongoing core operations for two months, should this be needed in an emergency situation. The operating reserve fund will be funded with surplus unrestricted operating funds. The Board of Trustees may, from time to time, direct that a specific source of revenue be set aside for operating reserves.

Professors Without Borders intends to spend £50,000 on programmes for the year ending March 31, 2025.

Changes to the Core Team

We were pleased to welcome Dr Ana Oliveira (former Provost and Deputy Vice-Chancellor of Richmond University) as our new Chief Operating Officer. We were equally delighted to bring Dr Victor Cebotari on board as our Director of Cooperation & Development, a role vital to expanding our partnerships and fostering collaboration, particularly within Luxembourg.

Ian Harriman joined us as our Social Media Manager, his dedication over the past year has played a role crucial developing our online presence.

Senior Management Biographies



**VICTOR
CEBOTARI**
DIRECTOR OF
COOPERATION &
DEVELOPMENT

Victor currently serves as the Strategic Advisor for Academic Affairs at the University of Luxembourg. Previously, he was at the forefront of child education and development policy at the UNICEF Office of Research and Foresight. Additionally, Victor was a lecturer and researcher at Maastricht University and the United Nations University (UNU-MERIT) in the Netherlands.

Victor holds a PhD in Social Protection from Maastricht University and an MSc in Social Policy Analysis from KU Leuven. As a certified instructor in Problem-Based Learning (PBL), Victor is a longstanding advocate for transformative, inclusive, and innovative education.



ANA OLIVEIRA
COO

Ana's academic leadership is highlighted by a series of prominent roles, including Associate Dean of Liberal Arts, Faculty Trustee, and Deputy Provost. Most recently, she served as Provost and Deputy Vice-Chancellor of Richmond University, a position she held for four years until July 2023.

Ana holds a PhD in Computing and Applied Mathematics from Imperial College, with an MSc in Computation from the University of Oxford and a BSc in Applied Mathematics from the University of Oporto, Portugal. Ana has previously worked in banking and strategy, starting her career at McKinsey & Co.

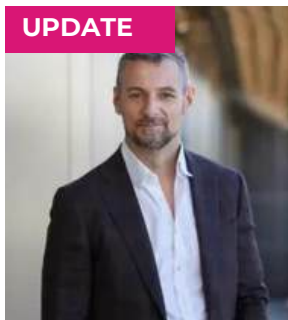
Changes to the Board

The Board of Trustees has recently welcomed a new member, Kinna Pattani, who will serve as Treasurer. The Treasurer position has been established to ensure robust financial oversight and long-term sustainability for the organisation.

Andrew Denton has taken over as Chair, with Gabriel Ng stepping into the role of Deputy Chair on an interim basis.

Trustee Biographies

UPDATE



**ANDREW
DENTON**
CHAIR

Andrew joined Alfa in 1995 and became a member of the Board of Directors in 2003 as Sales and Marketing Director. He was made Chief Operating Officer in 2010 and became CEO in September 2016. Andrew is involved with a number of not-for-profit organisations. He is Director and joint founder of the Leasing Foundation, an organisation that supports the leasing and auto and equipment finance industry through charitable activities, research and development.

UPDATE



GABRIEL NG
DEPUTY CHAIR
(INTERIM)

Gabriel is passionate about understanding and increasing the social impact of organisations. He is currently an Investment Director at Better Society Capital, the UK's impact investing wholesaler. At BSC, he is responsible for impact measurement and management, as well as both investment analysis and ongoing portfolio management. Gabriel moved from Hong Kong to the UK to study law at the University of Cambridge (Trinity Hall). After graduating, he practised as a solicitor, working in London and New York for Shearman & Sterling for five years.

Trustee Biographies

UPDATE



KINNA PATTANI
TREASURER

Kinna is Global Head of Finance & Regulatory Compliance at Alfa, where she has worked since 2015. Prior to this, Kinna gained her CIMA qualification working at Siemens Financial Services, going on to perform several senior Finance, Accounting, and IT roles across EMEA. Her experience working with a wide array of organisations within the asset finance industry has given Kinna a breadth of experience, across financial jurisdictions, collaborating with a diverse range of stakeholders. Kinna is a part of Alfa's Social Impact Team, and currently serves as a Committee Member on the Equipment Leasing and Finance Association (ELFA) Equity Committee.

Statement of Board of Trustees

The trustees (who are also directors of Professors Without Borders for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year.

Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the Charities SORP (Statement of Recommended Practice) Make judgments and estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any departures disclosed and explained in the financial statements
- Prepare the accounts on a going-concern basis unless it is inappropriate to presume that the charity will continue in business

The trustees are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Annual report was approved by the Board of Trustees.

A Thank You to Our Sponsors & Supporters

Sponsors and supporters of Professors Without Borders share our commitment to quality higher education. It is through their financial support and in-kind contributions that we have been able to expand our mission across the globe.

We deeply appreciate and thank all of our sponsors and supporters for their generosity and steadfast support.



CARRIER

Eleanor Rathbone
Charitable Trust



WHITE & CASE



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