WHEN | WOMEN'S HIGHER EDUCATION NETWORK

100 Black Women Professors NOW
Pipeline Programme

Details of the 2023 programme and application process – please read in full before applying

What is the Programme?
A unique 12-month accelerator and change programme for UK higher education institutions, developed and delivered by the Women's Higher Education Network (WHEN). The programme aims to propel equity of opportunity for Black women academics, researchers and PhD students and to deliver a step change in progress for the sector.

Who is the programme for?
The programme is for universities who are committed to changing the status quo. The University of Manchester was one of six institutions to participate in the 2022 pilot programme and is firmly committed to this next cohort.

Participating from each University will be:
- The Vice-Chancellor
- Members of the Vice-Chancellor's senior leadership team
- The People Lead (Director of People and Organisational Development)
- The EDI Lead (Director of Equality, Diversity and Inclusion)
- Research Director
- Minimum of six Black women academics (Academic Cohort) from any of the following tracks:
    1. Early / Mid-Career Academic (Grade 6-7)
    2. PhD student
- Each Academic Cohort Member's line manager or PhD supervisor

What are the benefits?
There are multiple layers of benefits to the programme, including at a sector wide, institution wide, departmental and individual levels. Key beneficiaries include:
- The whole higher education sector
- The whole institution
- Participating departments
- Participating heads of department
- Participating Black women academics (Academic Cohort)
- The Vice-Chancellor
- Members of the Vice-Chancellor's senior leadership team
- The people lead (HR Director, Chief People Officer)
- The research lead and function
- The education lead and post-graduate research area
- The EDI function

Clustered by Black women academics, the institution and the sector, proven* benefits include:

Benefit	Black women academics	Institutions	Sector
Career action plans created for Black women academics	☑	☑	☑
Accelerate the career development of Black women academics.	☑	☑	☑
Successful academic promotions for Black women academics	☑	☑	☑
Increased retention of talented Black women from the academic pipeline	☑	☑	☑
Raise the profile of under-represented groups, increasing the number of visible role models	☑	☑	☑
Increased levels of collaboration, innovation and productivity across institutions and the sector	☑	☑	☑
Increased leaders' cultural competence and racial awareness	☑	☑	☑
Increased professional profile and visibility of Black women academics	☑	☑	☑
Increased retention of talented Black women from the academic pipeline	☑	☑	☑
Increased the diversity of University boards and committees	☑	☑	☑
Created strong networks for support, guidance and sponsorship thorough different career transitions	☑	☑	☑
Accessed key insights, trends and solutions related to overcoming barriers for progression		☑	☑
Provided leaders the opportunity to make a personal contribution to changing the status quo		☑	☑
Evidenced impact for Race Equality Charter and Athena SWAN and other similar initiatives		☑	☑

The programme was piloted in 2021 – 2022 with 30 Black women academics and their key stakeholders from The University of Manchester, Leeds University, Loughborough University, The Open University, University of East London and De Montfort University. The pilot evaluation report will be published in January 2023.

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What is the commitment and experience for Black women academics (the academic cohort)?

Taking place over the course of twelve months, the programme will be launched in January 2023. It consists of the following elements for the academic cohort:

Launch event	A full day event taking place on 20th January 2023. The launch event gives the incoming cohort the opportunity to meet key stakeholders from the previous programme. Participants can expect to be inspired to achieve change, feel uplifted by what is possible, challenge limitations and aspirations and to feel connected, united and empowered.
Sponsorship	Each member of the academic cohort will be sponsored by a member of the VC's senior team. The sponsor will act as a career champion. Firstly, they will listen and seek to develop a new perspective. Secondly, they will look for opportunities for career development and profile raising by promoting the participant and their work to others.
Mentorship	Each member of the academic cohort will be encouraged to opt-in to be assigned a mentor. Mentors will serve as a guide, talking participants through issues and giving participants confidence in their own abilities. Individuals will be able to specify the kind of mentor they would prefer including by gender, race, role and institution.
Career coaching	Each member of the academic cohort will be allocated a career coach from the programme team. They will receive career coaching sessions in which they will look in detail at the academic promotion criteria of their institution and complete a gap analysis to identify areas for strengthening. The coach will be able to provide support and guidance for development in key areas as well as facilitate a discussion with their head of department / line manager / Principle Researcher
Getting to know the VC	The academic cohort from each institution will be invited to, together meet with the Vice Chancellor on a few occasions, in order to build relationship and help the Vice Chancellor to learn about lived experiences of Black women academics in their institution.
Networking	Participants will be invited to join networking events together with the sector's most senior women in order to support them to broaden their relationships, reputation and develop new senior level contacts.
Master classes	2 x 2 day modules will take place during the programme covering lived experiences, social and political capital, career confidence and other topics evidenced to support career development for Black women. Specialist topics may also be added including: Research funding opportunities; Research funding bid writing; Maximising publication submissions; Negotiation; Media training.
Campaign and profiles	The cohort participants would be publicly announced and celebrated. Their details would be made available as expert and panel speakers.

How are the Academic Cohort selected?

To be eligible for this programme, you must be willing to participate fully in all programme activities. In addition, academic cohort members must meet the following criteria:

Criteria	Track One Early – Mid level Career Academic (Grade 6-7)	Track Two PhD Student
Must identify as a woman of Black African and/or Black African-Caribbean heritage (including mixed/multiple related Black heritage)	☑	☑
Must be motivated and committed to participating in all aspects of the programme	☑	☑
Must hold no less than an 0.5 FTE contract (fixed term or permanent)	☑	☑
Must be contracted by the university until after December 2023	☑	
If on a fixed term contract, must have the potential to achieve a tenured position	☑	
Must have the endorsement and support from your line manager or PhD supervisor to participate	☑	☑
Have the potential and desire to achieve academic promotion	☑	
Must have the potential and desire to successfully pursue an academic career		☑
Must be due to complete PhD after December 2023		☑

Application and selection process:

Please read this document in full before applying to establish if you are eligible and if the programme and relevant track are right for you and your career aims.

Apply to the BWPN programme via the following links:

- Eligible applicants for Track One (Early/Mid-Career academics and researchers)

- Eligible applicants for Track Two (PhD students).

Please note: as part of the application, you will be asked to include a short supporting statement from your line manager (for Track One) or PhD supervisor (for Track Two). You should contact them as soon as possible to signpost them to this guidance document, the 100 BWPN 2023

programme leaflet which gives an outline of the role of managers and supervisors on the programme and to request the statement which is required in order to submit your application via the online form. The statement should respond to the following:

Please confirm what you (the line manager or PhD Supervisor) believe are the key focus areas (3 maximum) required for your academic or researcher/PhD student to make the most significant progress in their academic career (max. 100 words).

Please note: you can complete the application in multiple sittings.

Applications will be assessed by an internal panel against the following points based on the criteria:

- Clear understanding of benefits to personal career advancement
- Clear understanding of benefits to School, Department and/Division
- Clear view of personal career aims
- Clear motivation and commitment to participating in all aspects of the programme

Final decisions will be based on the information provided. Please do consider this when completing your application and only provide details that align or support this application.

Application timeline:

Completed applications should be submitted via the relevant online form by **5pm on Wednesday 12th October 2022.** Applications via email will not be considered.

Applicants will be informed of the outcome of their application on **Friday 21st October 2022.**

More information:

If you have any questions about the programme, application or selection process, please email the Directorate of Equality, Diversity and Inclusion or Professor Dawn Edge, the organisational lead for the programme and the University's first Black woman professor.

More information about the programme is available below:

- WHEN website for 100 Black Women Professors NOW
- 100 BWPN 2023 programme leaflet