

## **100 Black Women Professors NOW Pipeline Programme**

**Details of the 2024 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](#). 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. Participating from each university will be:

- The Vice-Chancellor
- Members of the Vice-Chancellor's senior leadership team
- The People Lead (HR Director, Chief People Officer)
- EDI Lead
- Research Director
- Minimum of six Black women academics (Academic Cohort) from any of the following three tracks:
  1. Advanced Career Academic (Grade 8)
  2. Early / mid Career Academic (Grade 6-7)
  3. PhD student
- Each Academic Cohort Member's line manager

### **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
- 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	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Accelerate the career development of Black women academics	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Successful academic promotions for Black women academics	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Increased retention of talented Black women from the academic pipeline	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Raise the profile of under-represented groups, increasing the number of visible role models	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Increased levels of collaboration, innovation and productivity across institutions and the sector	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Increased leaders' cultural competence and racial awareness	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Increased professional profile and visibility of Black women academics	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Increased retention of talented Black women from the academic pipeline	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Increased the diversity of University boards and committees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Created strong networks for support, guidance and sponsorship through different career transitions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Accessed key insights, trends and solutions related to overcoming barriers for progression		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Provided leaders the opportunity to make a personal contribution to changing the status quo		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Evidenced impact for Race Equality Charter, Athena Swan Charter, and other similar initiatives		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**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 2024. Dates for core programme elements are provided below. Please ensure you are able to attend on these dates before applying so you can fully benefit from the programme. To support participation:

- For staff – we advise participants and line managers that full participation equates to **0.1FTE**. We encourage you to discuss this with your line manager so they can support with arranging workload relief.
- For PhD students – while workload relief isn't possible, you should discuss the time commitment with your supervisor.
- Cost – there is no cost to participants for this programme. When attending in-person events, you will be able to claim expenses for travel (and overnight accommodation if necessary). For two-day events, overnight accommodation between dates is provided as part of the programme. If additional accommodation is required before or after due to travel, the cost of this will be covered by the University.

The programme consists of the following elements for the academic cohort:

Launch event	A full day event taking place on <b>19<sup>th</sup> January 2024 in Exeter</b> . The launch event gives the incoming cohort the opportunity to meet the key stakeholders from the previous programme. Participants can expect to be inspired to achieve change, feeling uplifted by what is possible, challenge limitations and to feel connected, united, and empowered.
Sponsorship	Each member of the academic cohort will be sponsored by a member of the Vice Chancellor's senior team or leader within their area, and have four meetings. 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 five 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.
Career planning and progression	Starting with Personal Insights online workshops, giving participants on each track a space to reflect. Followed by two 2-day modules which take place during the programme covering specialist topics that are evidenced to support career development for Black women. These will include: Personal Branding; Career vision and goal setting; CV master class; Professional relationships and networks; Salary Negotiation; Well-being; Visibility and Social Media.  <b>Dates:</b> <b>Personal Insights (online):</b> <b>20<sup>th</sup> February - PhD candidates</b> <b>21<sup>st</sup> February - early/mid career academics</b> <b>22<sup>nd</sup> February – advanced career academics</b>

	<b>21<sup>st</sup>-22<sup>nd</sup> March – Career Planning (all, in-person)</b> <b>7<sup>th</sup>-8<sup>th</sup> November – Career Progression (all, in-person)</b>
Campaign and profiles	The cohort participants would be publicly announced and celebrated. Their details would be made available as expert and panel speakers.

More information about these programme elements can be found in the Academic Cohort guide – [read the guide](#).

### **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 Advanced Career Academic (Grade 8)	Track Two Early – Mid level Career Academic (Grade 6-7)	Track Three PhD Student
Must identify as a woman of Black African and/or Black African-Caribbean heritage (including mixed/multiple related Black heritage)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Must be motivated and committed to participating in all aspects of the programme	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Must hold no less than an 0.5 FTE contract (fixed term or permanent)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Must be contracted by the University until at least December 2024	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
If on a fixed term contract, must have the potential to achieve a tenured position	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Must have the endorsement and support from your supervisor, line manager or head of department to participate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Have the potential and desire to achieve academic promotion	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Must have the potential and desire to successfully pursue an academic career			<input checked="" type="checkbox"/>
Must be due to complete PhD after December 2024			<input checked="" type="checkbox"/>

### **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 programme via the following links:**

- [Eligible applicants for Track One/Two \(Advanced and Early/Mid Career academics and researchers\)](#)
- [Eligible applicants for Track Three \(PhD students\)](#)

The application form asks applicants to outline how you think the programme will be of benefit to your career advancement. The answer should refer to the criteria below, which will be used by an internal panel when assessing applications:

- 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
- Clear commitment and engagement from your supervisor/line manager as an active participant within the programme (see below).

Final decisions on places 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 in line with the criteria above.

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

Please note: as part of the application, you will be asked to include a short supporting statement from your line manager (for Track One and Two) or PhD supervisor (for Track Three). You should contact them as soon as possible to signpost them to this guidance document, the [100 BWPN 2024 programme leaflet](#), and [the line manager/supervisor's programme guide](#) 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.

In no more than 250 words, the supporting statement should cover the following:

1. Please confirm what you believe are the key focus areas (3 maximum) required for your direct report/PhD student to make the most significant progress in their academic career (max. 100 words)
2. Please outline why you are recommending your direct report/ PhD student to be considered for this programme (max. 100 words)
3. Please confirm that you have read the 100 BWPN 2024 programme leaflet and guide, understand your role and the time commitment (for you and the participant) and are willing to be an active participant on the programme (max. 50 words)

**Application timeline:**

Completed application forms should be submitted via the relevant online form by **5pm on Monday, 16 October 2023**. Applications via email will not be considered.

Applicants will be informed of the outcome by Friday, 3 November 2023.

**Application support and more information:**

We are holding an optional programme information and application drop-in session online on **Wednesday, 4 October, 12-1pm**. This is an opportunity to ask questions about the application

process and the programme itself. If you would like to join, please email the [Directorate of Equality, Diversity and Inclusion](#) and we will send the joining instructions.

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 2024 programme leaflet](#)
- [Academic cohort programme guide](#)
- [Line manager/PI/supervisor programme guide](#)