

100 Black Women Professors NOW Pipeline Programme

2025 Academic Cohort Guidance form

Details of programme and application process:

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 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
 2. Early / mid Career Academic
 3. PhD student
- Each Academic Cohort Member's line manager

How are the Academic Cohort selected?

Applications are welcomed by submitting this application form.

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 thorough 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 2025. It consists of the following elements for the academic cohort:

Launch event	A full day event taking place on 31 st January 2025. 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 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.
Career planning and progression	2 x 2 day modules will 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.
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 Advanced Career Academic	Track Two Early – Mid level Career Academic	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 perm)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Must be contracted by the university until after December 2025	<input checked="" type="checkbox"/>	<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"/>	<input checked="" type="checkbox"/>
Must have the endorsement and support from your 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"/>	
Must have the potential and desire to successfully pursue an academic career			<input checked="" type="checkbox"/>
Must be due to complete PhD after December 2025			<input checked="" type="checkbox"/>

Application and selection process:

Eligible applications will be assessed, and 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.

IMPORTANT: To support the selection process, applications will be assessed on the following criteria:

- Alignment to the programme selection 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
- Clear commitment and engagement from your line manager/head of department as an active participant within the programme

Please note: as part of the application, you will be asked to include a short supporting statement from your line manager (for Track One & Two) or PhD supervisor (Track Three). You should contact them as soon as possible to signpost them to the 100BWPN 2025 programme leaflet and programme guide which gives an outline of the role of managers and supervisors on the programme and request their supporting statement which is required in order to submit your application.

Application timeline:

To apply please complete and [submit this application form](#) (opens 09:00 Monday 21st October 2024) by 5pm on Monday 25th November 2024.

Applicants will be informed of the outcome on Monday 9th December 2024

More information can be found on our [webpages](#)