

Aurora at the University of Bath

AdvanceHE



1. What is “Aurora”?

Aurora is an initiative by the Advance HE, aimed at enabling more women to develop the leadership side of their careers and so redress the deficit in women at senior level in the sector. It is a programme aimed at women up to Senior Lecturer level, or equivalent in professional services, and is based on workshop events, mentoring and self-directed learning.

The workshops are being repeated in different locations around the country. Participants must commit to attending all five sessions, and will usually go to the nearest venue (Cardiff this year), although there is no requirement to attend all of them in the same place.

2. University of Bath participation

The University has committed to engage in the initiative, and we will support fifteen participants in 2018-19, the sixth year of the programme, by funding their attendance at the five events and providing mentors in the University. We wish to invest in developing the potential of all staff but have a particular shortfall in senior women in the Education and Research job family. We are therefore offering nine places to women in the E&R job family (lecturers, researchers and teaching fellows) and six places across the professional services. We are also committed to providing appropriate role models to take part in the scheduled events.

3. Timetable

Week commencing 12 November 2018: scheme announced and calls for nominations from individuals, Faculties, Departments and networks.

Closing date: Friday 30th November 2018

Notification of results: on or soon after 12th December

January - May: Cardiff workshop series.

4. Eligibility

Applicants in the Education and Research job family (academics, teaching fellows, research staff) should be in job grades 7-9. Applicants in the other job families should be in grades 7-8.

Applicants must be in a position to complete the programme within their current contract of employment.

5. Selection criteria

The programme is aimed at women who would like the opportunity to explore their own interest in and aptitude for, and the realities of, the leadership element in their profession. To

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be considered, applicants must provide evidence of: academic or professional excellence, as an indicator of potential for this career path; involvement in leadership and citizenship in their current work; a coherent case about why candidates are interested and what benefits they see for themselves, including a credible career path into roles with more leadership responsibility; Head of Department (or Principle Investigator in the case of PDRAs) support, including commitment to helping successful candidates put their learning into practice.

The selection process is by a panel of academic and professional service staff with experience of leadership and the Aurora programme, chaired by Prof Jonathan Knight (Aurora Champion and Pro-Vice-Chancellor for Research).

6. Support

Participants will be matched with a mentor in the University, chosen in collaboration with the participant, who will be a more experienced colleague with the time and commitment to provide guidance and advice, and to ask open questions to develop the mentee's self-reflection, self-reliance and problem-solving skills. Mentors may be men or women.

Heads of Department / Principle Investigators will support participants where necessary through time allocation to take part in workshops, work-based projects and self-directed learning. Travel costs are also to be met by the Department.

There is a growing community of colleagues involved in Aurora within the University, including mentors and role models, who meet several times a year and blog to share insights, experience and advice, and generally aim to make sure that the learning from the programme is transferred back into the University.

7. Role Models

We are also seeking role models to attend the Aurora workshops to help facilitate the participants' learning. Role models will be women who:

- Are considered successful in their roles.
- Have an excellent understanding of their organisation and its culture.
- Have the endorsement of their Aurora champion (not exclusively).
- Encourage engagement with the topics discussed on each development day.
- Are genuinely interested in helping others and especially women to develop their careers.

Role models will only be required to attend one development day but may attend more if they are available. They will work with a table group to help them undertake the exercises on the day, so a willingness to act as facilitator will be important, as well as the ability to provide guidance based on their own experience.

8. Further information

If you require further clarification about the programme, see the [Aurora website](#) at the Advance HE, or email staffdev@bath.ac.uk

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