



Aurora Women in Leadership Development Programme 2022/2023

Dear Colleagues,

Thank you for applying for the 22/23 cohort of the Aurora Women in Leadership Programme.

This programme is a Leadership Development Programme in Higher Education and is for women. This initiative is supported jointly by Human Resources and the Equality, Diversity and Inclusion Office.

Please see the Important Notes at the end of this section.

The programme, which will be delivered in a mix of online and in person events year, is targeted at women in lecturer, senior lecturer, research and professional services roles (administrative & technical) across all academic disciplines and throughout university administration. It is designed to introduce key leadership topics and skills via the workshops and action learning sessions. Further on-going support is ensured through action learning, online resources and institutional level support including mentoring.

For this year we have 20 places available across the whole College. Ten of these places will be fully funded (funded by HR/EDI Unit). 10 of these spaces will be co-funded by your local area (HR/EDI 50%; your local area 50%).

Priority will be given to applicants in Schools that are embarking upon Athena SWAN applications, and to creating a balance across the whole College Community.

The Programme will commence on 16th November 2022, and will complete by June 2023. Details on the events are included below in the application form and the HR Website - <https://www.tcd.ie/hr/learning-and-development/aurora/>

Data will be stored in line with Data Protection Legislation.

PLEASE RETURN THIS FORM NO LATER THAN 12 NOON, ON FRIDAY 28th October 2022.

More information on the programme at: <https://www.advance-he.ac.uk/programmes-events/aurora>

Queries to aurora.leadership@tcd.ie

Louise Power,
Learning and Development Manager
Human Resources
www.tcd.ie/hr

Siobán O'Brien Green,
Equality Officer,
Equality, Diversity and Inclusion Unit
www.tcd.ie/equality

IMPORTANT NOTES AND INSTRUCTIONS:

Please note that the application form requires you to upload a confirmation email of support from your Head of Area/Line Manager/Head of School, so please obtain this in advance of the closing date.

This form cannot be started, saved, and returned to for completion, you must complete in one take. A draft of this form is available at: <https://www.tcd.ie/hr/learning-and-development/aurora/>, if you wish to view the questions in advance of completing the form.

When you submit you should click send email confirmation, and this will give you access to the application form to view later. Application Forms cannot be amended.

Personal Details



1

Your Title (Ms./Dr./Professor etc): *

2

Your First Name: *

3

Your Surname: *

4

Your TCD Email Address: *

5

Your Staff Number: *

6

Your Faculty or Division: *

- Faculty of Arts Humanities and Social Sciences
- Faculty of Science, Technology, Engineering and Mathematics
- Faculty of Health Sciences
- Corporate Services Division/ Provost's Directorate
- Financial Services Division
- Academic Services Division

7

Your School or Area: *

8

Your Job Title: *

9

Your Job Grade (e.g. Administrative Officer 1 /2, Assistant Professor, Associate Professor, Researcher, Technical Officer, Executive Officer etc) *

10

Does your Contract extend to the end date of the programme? *

Yes

No

Expectations for staff participating in this programme



As part of the Programme the following is expected from each participant:

1. To attend at least 4 of the 6 in person TCD events, at the start, middle and end of the programme. The First event is required.
2. To participate fully in the mentoring programme and complete linkedin learning module 'how to be a good mentee'
3. To attend fully the 8 AdvanceHE online workshops and the 1 in person workshop as part of the programme - see dates below.
4. To participate in feedback
5. Following participation to build on connectivity and community within the University by giving back e.g. as a Mentor on a future programme.

This programme in total will take approximately one day per month in terms of time, but it will be over three days. The Aurora day 10-3pm, and TCD 2 hours, and a separate mentoring session lasting approximately one hour.

AdvanceHE Aurora Dates

1. Intro Webinar: 22/11/22(10:00 - 12:00)
2. Identity, Impact and Voice: 29/11/22 (10:00 - 15:00)
3. Core Leadership Skills: 17/1/23 (10:00 - 15:00)
4. Action Learning Set 1: 28/2/23 - all day
5. Politics and Influence: 21/3/23 (10:00 - 15:00)
6. Adaptive Leadership Skills: 18/4/23 (10:00 - 15:00)
7. Action Learning Set 2: 9/5/23 - all day
8. In Person Day 17/5/23 full day

TCD events are IN PERSON and 2 hours each.

1. TCD Kick Start: 16/11/22
2. TCD Identity: 7/12/22
3. TCD Leadership: 7/2/23
4. TCD politics/influence: 29/3/23
5. TCD Adaptive Leadership: 3/5/23
6. TCD Final event of Programme: 7/6/23

11

Please confirm that you can meet all of the expectations list above, including attendance at the online events. *

- Yes I confirm that I can and commit to meeting these expectations
- No, I cannot confirm that I can meet these expectations
- Other

12

As part of the programme it is expected that following completion you may be called on to support future participants. For example, this year we are asking previous participants to help create communities of support and connection by acting as mentors for new participants. Please give at least one example of how you will support future participants and women in leadership.

*

Detail your expression of interest in Aurora



About Aurora

Aurora is a leadership development programme designed specifically for women in higher education. It is aimed for staff in grades up to and including Associate Professor level, or equivalent administrative/professional services grade. AURORA addresses the issue of under-representation in leadership roles in Higher Education institutions.

There is no need for candidates to be in leadership roles already; the programme is for people who would like the opportunity to explore their own interest in and aptitude for the leadership element of their profession, including those who may not previously have thought of their career in this way.

13

Use this space to outline why you believe you should be selected to participate on this programme.

Your answer should address:

a) How you think this programme will benefit you generally.

and

b) Briefly outline your leadership experience and/or aspirations.

300 words max

*

14

What development needs and/or leadership challenges are you experiencing in your current role? *

15

How do you perceive Aurora would support you in addressing these needs/challenges? *

16

Name at least two goals /outcomes that you wish to achieve from this programme? *



17

Have you been involved in any Athena Swan and/or Equality Diversity and Inclusion activities in your School or Area? If so please describe *

18

Is there any other information that you wish to let us know about, or that is important for your application? *

19

I confirm that I have agreed with my Head of School/Area that should I be awarded a co-funded place that my home cost code will be charged with STG£615. *

- Yes, I confirm that this has been agreed locally
- No, this is not an option for my School/Area
- Other

20

Please attach an email from your Head of School / Head of Area, consenting and supporting your application and attendance at this programme should you be selected. The wording should contain the following:

"I support the application of the above staff member for the Aurora Programme. I will facilitate attendance at all modules (both TCD and AdvanceHE Modules), in addition to regular 1 hour mentoring meetings for a 12 month period." This must include the email address, name and title of your Head of Area. *

↑ **Upload file**

File number limit: 1 Single file size limit: 10MB Allowed file types: Word, Excel, PPT, PDF,

Thank you for completing your application. Please hit
Submit below.

Queries to: aurora.leadership@tcd.ie

PLEASE RETURN THIS FORM NO LATER THAN 12 NOON, ON FRIDAY 28th October
2022.

Applicants will be notified by Wednesday 2nd November or as soon as possible there-
after if they have been accepted on to the cohort for 2022/23

This content is neither created nor endorsed by Microsoft. The data you submit will be sent to the form
owner.

 Microsoft Forms