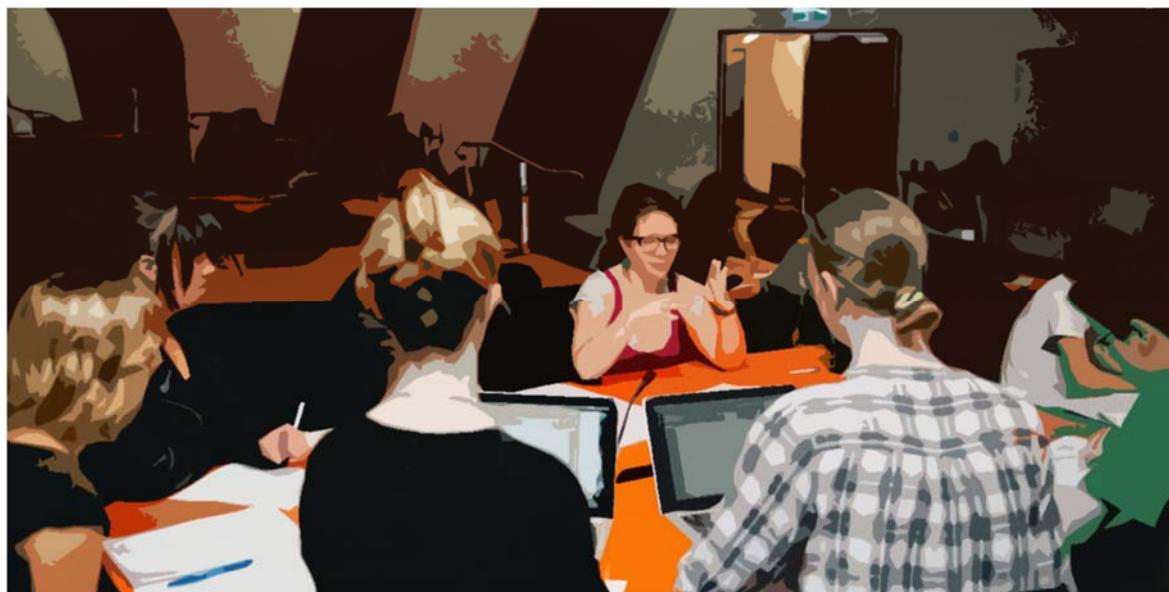




NECTAR

# Annual ANU Early Career Academic Retreat

7–8 June 2016, National Museum of Australia



NECTAR – ANU Network for Early Career Teachers, Academics, and Researchers





# NECTAR ANU Early Career Academic Retreat

7–8 June 2016

Peninsula Room, National Museum of Australia

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## *Welcome to the 2016 NECTAR Retreat!*

The Annual NECTAR ANU Early Career Academic Retreat aims to facilitate cross-campus networking between Early Career Academics (ECA), increase ECA awareness of ANU systems and procedures, and enable direct and collegiate discussion with ANU College and Central Executive Staff, as well as with key stakeholders in the university sector beyond ANU.

Participation in the NECTAR retreat and wider NECTAR initiatives helps connect early career academics with the vibrant and dynamic academic and professional network at ANU and beyond, facilitating career development and progression of ANU early career academics.

## **NECTAR, the ANU Network for Early Career Teachers, Academics and Researchers**

NECTAR is an independent space created by, and for, Early Career Academics at ANU. It encourages early career academics to better identify with, and to feel more integrated, in the ANU community. This increases the probability that high performing early career academic staff can prosper. NECTAR is also a direct channel of communication between ECAs and ANU Executive Staff, effecting changes that ensure ANU continues to be an attractive workplace for early career academics. NECTAR provides space and resources with which to develop ideas, build confidence in leadership, develop cross-college networks and acquire skills and knowledge required to lead each other and ANU towards a successful research and teaching future. We see ANU early career academics as part of the future of Australia's research and innovation initiative.

## **ANU Support for NECTAR**

NECTAR has received ANU funding since March 2011. The program is currently funded until May 2019. This funding enables the NECTAR team to employ a part-time consultant to coordinate the program and provides seed funding for NECTAR activities (annual retreat, workshops and social events) and costs associated with proposals arising from NECTAR participants.



## NECTAR ANU Early Career Academic Retreat

# DAY 1: Tuesday 7 June 2016

9:00am – 9:30am | Registration & pre-retreat coffee/tea

### Morning Session: 9:30am – 1:00pm

9:30am – 9:45am **Welcome & Acknowledgement of Country**

9:45am – 10:30am **Panel Session: *Early Career Academic Activism and Advocacy in the USA***

*Speakers: Dr Rodoniki Athanasiadou, Dr David T Riglar, Dr Elizabeth Silva*

Session Convenor: Dr Benjamin Schwessinger

As with Australia, the ECA and postdoctoral experience in the US is undergoing major reform. In this session we will learn from our international colleagues about their strategies, successes and recent transformations. These kinds of discussions can help to provide a framework for defining our own goals at ANU and how to best achieve these.

10:30am – 11:00am **Workshop: *Speed collaboration ice-breaker***

11:00am – 11:30am *Morning Tea*

11:30am – 1:00pm **Workshop: *Taking Charge of Your Career Development***

*Session Facilitator: Dr Janet Hope, Principal, Limina Coaching & Consulting*

ECAs recognise that mentoring and career navigation skills are crucial to their professional development. However, support in this space is not consistent across campus and ECAs are not always confident in identifying what skills suit their changing career needs. The purpose of this session is to invite retreat participants to consider mentoring and career navigation skills as a part of their professional development. It will encourage ECAs to become 'career activists' and help ECAs identify and/or create supportive and innovative work microclimates in which they can prosper and maximise their creativity and productivity.

1:00pm – 1:45pm **LUNCH**

## DAY 1 *continued*

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### Afternoon Session: 1:45pm – 5:00pm

1:45 – 3:15pm

**Panel session: *Impact and Engagement***

*Speakers: Prof Matthew Gray, Dr Sarah Pearson, Mr Chris Pugmire, Prof Tim Senden. Includes Q & A*

Session Convenors: Dr Liz Allen, Dr José Zapata

This session will discuss the impact of ANU research outside of academia, particularly the engagement with government and business sectors. Panel speakers feature a mix of university academics, administrators and community leaders currently involved in broadening the impact and engagement of academic research.

3:15pm – 3:45pm

*Afternoon Tea*

3:45pm – 4:15pm

**Debrief: *Impact and Engagement***

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4:15pm – 5:00pm

**Workshop: *Teaching & Learning***

*Session Facilitator: Glen O’Grady, Director, Centre for Higher Education, Learning and Teaching (CHELT), ANU*

The purpose of this workshop session is to engage in activities designed to familiarise yourself with the current state of teaching in Australian higher education and to explore and develop your own thinking and reflections about teaching. This will help inform and support applications for ANU education fellowships, teaching related positions within universities and promotion exercises. To get the most from this session you should complete, **prior** to the NECTAR retreat, the Teaching Perspective Inventory at <http://www.teachingperspectives.com/tpi/> and bring along a copy of your TPI results for discussion.

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### Evening Social Event: 5:00pm – 6:00pm

**Drinks and canapes** – post-conference networking

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*End Day 1*



## NECTAR ANU Early Career Academic Retreat

### DAY 2: Wednesday 8 June 2016

9:00am – 9:30am | *Registration & pre-retreat coffee/tea*

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#### Morning Session: 9:30am - Midday

9:30am – 9:35am      **Welcome to Day 2**

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9:35am – 10:15am    **Workshop: *Preparation for VC Roundtable***

This workshop will provide an opportunity for collective consideration and discussion of key questions of relevance to the current ANU ECA community, in preparation for the VC Roundtable.

10:15am – 10:45am    *Morning Tea*

10:45am – 11:45am    **VC Roundtable with ANU Vice-Chancellor and President, Professor Brian P. Schmidt**

A regular feature of the NECTAR retreat is the valuable opportunity for ANU ECAs to engage in a roundtable with the ANU Vice-Chancellor. This year we look forward to discussions with ANU Vice-Chancellor, Professor Brian Schmidt, whose position commenced at the beginning of 2016. This session will be particularly helpful to understanding the VC's new vision for ANU and how ECAs fit into this, as well as how ECAs can contribute to shaping it.

11:45am - 1:00pm    *LUNCH*

## DAY 2 *continued*

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### Afternoon Session: 1:00pm – 4:45pm

1:00 – 2:30pm

**Panel session: ECAs and the Funding Environment**

*Speakers: Dr Alison Behie, Dr Claire O'Brien, Dr Glenn Roe, Dr Simon Williams. Includes Q & A*

Session Convenor: Dr AJ Mitchell

In order to give ourselves the best possible chance of success, it is essential that we learn from those who have gone before us. The purpose of this session is to discuss the perspectives and experiences of ANU ECAs regarding ECA funding opportunities, including the challenges and successes in applying for available funds.

2:30pm – 3:00pm

*Afternoon Tea*

3:00pm – 4:30pm

**Panel session: Career Pathways Outside University**

*Speakers: Dr Amber Beavis, Dr Anne-Sophie Dielen, Dr Anthea Gunn, Dr Oliver Macgregor. Includes Q & A*

Session Convenors: Dr Katharine Balolia, Dr Vini Gautam

Only a small percentage of postdocs end up getting a permanent job in academia. Although this is an increasing issue of concern amongst many early career academics, academic training is not necessarily always undertaken with a view to an academic career. The purpose of this session is to bring together individuals who have made a transition from academia to another successful profession.

4:30pm – 4:45pm

**Retreat wrap-up and future directions**

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### Evening Social Event: 4:45pm – 5:45pm

**Drinks and canapes** – post-conference networking

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*End Day 2*



NECTAR ANU Early Career Academic Retreat 2016

## Sessions Topics & Speakers *by order of program*

### ***Early Career Academic Activism and Advocacy in the USA***

#### **Dr Rodoniki Athanasiadou**

**Postdoctoral Researcher, Center for Genomics and Systems Biology,  
New York University Co-Founder of Future of Research, NYU**

Niki Athanasiadou earned her PhD in Molecular and Cellular biology from the University of Edinburgh, UK. She is a postdoctoral researcher at the Center for Genomics and Systems Biology at New York University, where she is using a combination of molecular biology and data mining to investigate how DNA sequence information is regulated inside the cell. Niki is the co-founder of FOR NYU Postdocs ([www.nyup.us](http://www.nyup.us)), a professional group of NYU postdoctoral researchers from all NYU schools and departments. In May 2015 FOR NYUP organized the 1st NYU Postdocs Interdisciplinary Symposium (PoIntS) and various other events since then. twitter:@RodonikiA

#### **Dr David T Riglar**

**Harvard Medical School; Future of Research, Massachusetts**

David Riglar is a postdoc at Harvard Medical School, where he uses synthetic biology to create tools to better understand the mammalian gut. He completed his PhD at the Walter and Eliza Hall Institute of Medical Research in Melbourne. David has held a long interest in science advocacy. In Australia, he was an initiator and organiser of the 'Rally for Research' in 2011 to protest proposed NHMRC funding cuts and attended Science Meets Parliament in 2012. He is currently a founding board member of the Future of Research non-profit and an organiser of the upcoming Boston FoRSymp 2016. Follow David on Twitter @driglar.

#### **Dr Elizabeth Silva**

**Associate Dean for Graduate Programs at University of California San Francisco, Founding Director, The MIND Program at University of California, San Francisco**

Liz Silva was the founding director of the Motivating INformed Decisions (MIND) program at the University of California San Francisco (UCSF), and a former Senior Editor at PLOS ONE. She holds a PhD in Developmental Biology from University College London, and was a postdoc at UCSF in the Biochemistry department. Her current research interests focus on issues in science policy, including reproducibility in research, ethical conduct in research and publishing, career exploration and professional development for PhDs, and the roles of PhD trainees in the biomedical workforce and in academia. She is currently Associate Dean for Graduate Programs at UCSF.

## *Mentoring and Career Navigation Skills*

### **Dr Janet Hope**

#### **Principal, Limina Coaching & Consulting**

Dr Janet Hope is a former academic turned professional certified coach and the owner of Limina Coaching & Consulting. During her final year of PhD study at ANU in 2004, Janet won an Australian Postdoctoral Fellowship (a precursor of DECRA) and led a successful ARC Discovery grant application. From 2005 until 2010 she worked at ANU, first in research-only positions and then as a senior lecturer. After winning a major international writing prize and a second ARC Discovery grant, Janet decided to follow her growing passion for helping fellow academics overcome blockages and find success on their own terms. She served briefly as NECTAR coordinator in 2012 before transitioning to full-time coaching in 2013. Since then, she has worked with nearly 100 individual academics across all disciplines and career stages in universities around Australia and New Zealand. Janet is a strong advocate for embracing the creative aspects of academic life and loves working with anyone who wants to use their intellect and other talents to make a real difference.

## *Impact and Engagement*

### **Professor Matthew Gray**

#### **Director, ANU Centre for Social Research and Methods**

Matthew is Professor of Public Policy at The Australian National University. Previous appointments include Director of the Centre for Aboriginal Economic Policy Research and Deputy Director of the Australian Institute of Family Studies. He has published research on a wide range of social and economic policy issues and has undertaken major evaluations of government policies and programs including the family law system, income management,

service delivery models and place-based interventions. From 2005 to 2010 he was responsible for the Longitudinal Study of Australian Children.

### **Dr Sarah Pearson**

#### **CEO & Founder of the CBR Innovation Network**

Dr Sarah Pearson is currently CEO of the CBR Innovation Network (CBRIN), an entity set up recently to transform the ACT economy through innovation and entrepreneurship. CBRIN is a collaboration between six universities, education and research institutes, growing an innovation ecosystem covering startups, SMEs, MNCs and government. She is also a Board Director on 11 Boards, panels and committees covering manufacturing, industry peak bodies, social innovation, international development, angel investment and STEM support. Sarah's eclectic career has spanned industrial innovation, academia, management consulting, government, and science communication, from the University of Oxford, to McKinsey, Cadbury and ANU. Sarah has published extensively and is an author on eight international patents, for cancer diagnosis and novel confectionary.

### **Mr Chris Pugmire**

#### **ANU Transfer Technology Office**

Mr Chris Pugmire has a BSc (Biological Sciences) from the University of Sheffield and a diploma from the Chartered Institute of Marketing. His current role is Senior Business Development Manager in the Technology Transfer Office at the ANU.

### **Professor Tim Senden**

#### **Director, Research School of Physics & Engineering, ANU College of Physical & Mathematical Sciences**

Tim is a graduate of the ANU, completing his BSc(Hons) in Physical Chemistry in 1989 at the Research School of Chemistry, and subsequently his PhD in

Atomic Force Microscopy in 1993 at Research School of Physics and Engineering (RSPE). He held positions at the College de France (Paris), Institute Charles Sadron (Strasbourg), and UNSW-Canberra before returning to RSPE in 1997, where he is currently the Director. His chief interests are around the investigation of surface phenomena at the nanometre scale, and he has branched into X-ray Tomography, studying porous and granular materials. He was one of the team that spun-out, *Lithicon*, which sold for \$78M in 2014.

## **Teaching & Learning**

### **Mr Glen O'Grady**

#### **Director, ANU Centre for Higher Education, Learning & Teaching (CHELT)**

Glen O'Grady is the Director, Centre for Higher Education, Learning and Teaching (CHELT) at ANU. He has a strong professional interest in the development of new academic staff as educators who can make a difference in the lives of students. Glen's research is around learning, student assessment and approaches to teaching that foster deep learning - in particular Problem-based, Project-based and Inquiry-based Learning. Glen has taught and run professional development programs both in Higher and Vocational Education. He currently teaches the popular Principles of Tutoring and Demonstrating and serves on the executive of a number of national and international education associations including The Pan American PBL Association and The Council of Australian Directors of Academic Development (CADAD).

## **NECTAR ANU ECA Retreat VC Roundtable**

### **Professor Brian P. Schmidt AC FAA FRS**

#### **ANU Vice-Chancellor and President**

The Vice-Chancellor guides strategy and day-to-day leadership for the University and is also a member of the Council.

Brian was appointed Vice-Chancellor of ANU in January 2016. He is the 12<sup>th</sup> Vice-Chancellor of ANU. Winner of the 2011 Nobel Prize in Physics, Professor Schmidt was an astrophysicist at the ANU Mount Stromlo Observatory and Research School of Astronomy and Astrophysics before becoming Vice-Chancellor. Brian received undergraduate degrees in Astronomy and Physics from the University of Arizona in 1989, and completed his Astronomy Master's degree (1992) and PhD (1993) from Harvard University. Under his leadership, in 1998, the High-Z Supernova Search team made the startling discovery that the expansion rate of the Universe is accelerating. Fellow of the Australian Academy of Science, The United States Academy of Science, and the Royal Society, he was made a Companion of the Order of Australia in 2013.

## **ECAs and the Funding Environment**

### **Dr Alison Behie**

**Lecturer and Head of Discipline in Biological Anthropology, School of Archaeology and Anthropology, ANU College of Arts and Social Sciences**

Alison Behie is Lecturer and Head of Discipline in Biological Anthropology in the School of Archaeology and Anthropology at the ANU College of Arts and Social Sciences. She received a PhD from The University of Calgary in Anthropology (with a primatology specialisation) in 2010. Her research focuses in the general area of disaster ecology, specifically focusing on how severe environmental change impacts population health and reproduction in non-human primates and humans. She is also involved in primate conservation research projects in Cambodia and Vietnam and teaches an annual field school in Primate Ecology and Behaviour.

### **Dr Claire O'Brien**

**NHMRC Peter Doherty Biomedical Research Fellow, and, Lecturer, ANU Medical School**

Claire is an early career researcher at the ANU Medical School, based at Canberra Hospital. Her main research interest is the gut microbiome, especially in the context of the inflammatory bowel diseases. Claire has been successful in obtaining funding from various bodies, including the Australian Academy of Science, the Gastroenterological Society of Australia, the CASS Foundation, Enterome, and the National Health and Medical Research Council, as well as local funding from the Canberra hospital and ANU. Claire will talk to you today about the impact that a tight funding environment has had on her, and how it impacts her day-to-day decision making.

### **Dr Glenn Roe**

**Senior Lecturer and ARC DECRA Research Fellow, Centre for Digital Humanities Research, ANU College of Arts and Social Sciences**

Glenn Roe is Senior Lecturer and ARC DECRA Research Fellow at the Centre for Digital Humanities Research in the Research School of Humanities & the Arts. He has published and presented widely on a variety of scholarly subjects, including French literary and intellectual history from the Enlightenment to the interwar period, the design and use of new computational methodologies for literary-historical research, and the constructive critique of 'big data' approaches to cultural collections. His first book, *The Passion of Charles Péguy: Literature, Modernity, and the Crisis of Historicism* was published by Oxford University Press in 2014.

### **Dr Simon Williams**

**ARC DECRA Postdoctoral Research Fellow, Research School of Biology, ANU College of Medicine, Biology & Environment**

My main research interest is plant immunity, with a focus on using structural biology and protein biochemistry to understand the mechanisms that plant pathogens use to cause disease, and those that plants employ to recognise pathogens and activate defence responses. I completed my PhD in protein biochemistry (Flinders University, Australia) in late 2009 and won a postdoc position in the structural biology laboratory of Professor Bostjan Kobe, University of Queensland. After 6 years with Professor Kobe, I moved to ANU (April 2016) joining the laboratory of Associate Professor Peter Solomon, Research School of Biology on an ARC DECRA. My DECRA project "How do effector proteins from necrotrophic fungi cause disease in plants?"

## Career Pathways outside the University

### Dr Amber S. Beavis

#### Senior Research Officer, Office of the Chief Scientist

Dr Amber Beavis is a science communicator, researcher and storyteller. Originally an arachnologist (aka a spider scientist) and taxonomist, her work has taken her on a diverse career path, from a lab in Berkeley to fieldwork in Samoa, and from a career as a museum scientist to a life as a science communicator. Dr Beavis is an alumna of ANU, the Australia Awards, and the Winston Churchill Memorial Trust. In 2015 she was selected as one of the five inaugural ABC Radio National-UNSW 'Top 5 Under 40' Scientists in Residence. In 2016 Dr Beavis joined the Office of Australia's Chief Scientist as a Senior Researcher. She is currently working on a number of collaborations with ABC Radio National and in the museum sector, as well as agitating for gender equity in the sciences. Overall she is passionate about using storytelling to engage diverse audiences in life-long scientific learning.

### Dr Anne-Sophie Dielen

#### Evaluator, Office of the Gene Technology Regulator

Dr Anne-Sophie Dielen grew up listening to her grandparents' stories about their life as small holder farmers in the North East of France. She strongly believes this is why she developed a passion for plants, agriculture... and stories. She moved to Australia in 2010 to work as a postdoc at CSIRO and ANU. In 2015, she decided it was time to explore what the world outside academia had to offer. She is currently an evaluator for the Office of the Gene Technology Regulator (OGTR). She is also the chair of National Science Week committee for the ACT. She lives in Canberra with her husband Alex, their cat Homer and a pet huntsman named George. (Twitter handle: @DrDielen)

### Dr Anthea Gunn

#### Curator of Art, Australian War Memorial

Dr Anthea Gunn completed a Bachelor of Arts (Art History and Curatorship) with honours in 2004 and a PhD in art history for her thesis *Imitation Realism and Australian Art* in 2010, both at the ANU. Her thesis considered the artists known as the 'Imitation Realists' in the 1960s and examined their work in the context of local, national and international art. She has worked as a social history curator at the National Museum of Art (2008-13) and as an art curator at the Australian War Memorial (2014-present) and has published in the *Journal of Australian Studies*, the *Australian and New Zealand Journal of Art*, *Museum and Eyeline* magazines, the *Canberra Times* and *The Conversation*, amongst others. She has worked on exhibitions including the *Landmarks* gallery and *Glorious Days: Australia 1913* at the NMA and *A century of Australian war art* at the AWM. Her research currently focuses on the official war art scheme during the First World War.

### Dr Oliver Macgregor

#### Stone Artefact Specialist and Senior Archaeologist, Navin Officer Heritage Consultants Pty Ltd

Oliver Macgregor is a Stone Artefact Specialist and Senior Archaeologist at Navin Officer Heritage Consultants Pty Ltd. He specialises in reconstructing prehistoric human behaviour through the analysis of stone artefacts. Oliver has extensive experience working on stone artefacts from Australian sites and has worked on archaeological material from the Middle East, South East Asia, the Pacific Islands and Midwest USA. He has recently worked as the field manager and stone artefact analysis specialist for the Olympic Dam Archaeology Project – the largest single contract archaeology project ever carried out in Australia. Oliver's PhD at ANU (2011) focused on laboratory experiments on fracture properties of brittle materials, and how an understanding of this could be used by archaeologists to identify strategies used by prehistoric artisans as they processed stone into flaked artefacts.





## Acknowledgements

NECTAR would like to acknowledge the kind support of all participating guest speakers, the ANU for funding the retreat, the National Museum of Australia as host venue, and the vital contributions of the NECTAR 2016 Retreat Organising Committee.

## Regular NECTAR Events

NECTAR supports early career academics (ECAs) involved in teaching and/or research at ANU. We provide resources and support to help YOU develop ideas, build confidence in leadership, and network with ECAs across campus so you can be part of shaping the future of ANU. If you'd like to get involved, please come along to our regular meet-ups or contact the NECTAR Coordinator via email to let know your interest via [nectar@anu.edu.au](mailto:nectar@anu.edu.au)

### Weekly NECTAR business meetings

*Held on alternating Wednesdays/Thursdays 12:00-1:00pm, Fellows Café, University House.*

This business meeting is open to all ANU ECAs to propose, discuss and progress ANU ECA business and initiatives.

### 'First Thursday' Monthly Social Drinks

*Held on the first Thursday of every month, 4:30-6:00pm, Fellows Bar, University House.*

This is a social event open to all ANU ECAs and provides an opportunity to meet up with fellow ECA peers across the ANU. Your first drink is on NECTAR!

## Keep up to date with NECTAR ECA news

NECTAR sends out a monthly newsletter to its list members publicising NECTAR activities and initiatives, and ECA news and opportunities at ANU and beyond. If you'd like to be included on the NECTAR mailing list, please send your request to the NECTAR Coordinator at [nectar@anu.edu.au](mailto:nectar@anu.edu.au)



### Contact NECTAR and get involved!

*Follow us on Twitter:* @NECTARatANU

*Email us:* [nectar@anu.edu.au](mailto:nectar@anu.edu.au)

*Web:* <http://nectar.anu.edu.au>



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