

Minutes

COMMITTEE	NECTAR – Annual General Meeting
MEETING NO.	1
DATE / TIME	25 July 2018, 2 pm
VENUE	Peninsula Room, National Museum of Australia
ATTENDING	Sophie Baker (NECTAR Coordinator – meeting chair) Hannah Birke (NECTAR Administrator) Glen O’Grady (Director of CHELT and supervisor of NECTAR Coordinator) Custodians: Britta Förster Dmitry Shishmarev Hilary Howes Chris Wallace Georgia Pike Rebecca Gidley Tracey Mylecharane Deborah Cleland AJ Mitchell Mohammad Saadatfar Trang Ta Attendees of NECTAR Forum 2018 (about 30, including the above)
APOLOGIES	Anna Buckley Umme Habiba Hossain Catherine Settle Christie Gardiner France Meyer Tom Worthington

Part 1. Welcome

We celebrate the First Australians as the traditional owners of the land on which we meet.

1. Background

ANU is exceptional in having a facilitated network of early-career academics. The Network was created by early-career academics (ECAs) for ECAs and funding has been granted from 2011-2018 for NECTAR to be supported by a part-time Administration staff (the

NECTAR Coordinator, currently Sophie Baker). In 2018, NECTAR gained an additional staff member for delivery of the ANU NECTAR Mentoring Program, Hannah Birke.

As NECTAR is now an established network of ECAs on the ANU landscape, it is proposed that NECTAR commences regular Annual General Meetings and reconsiders its leadership structure. The aim of the meeting is to create transparency regarding the NECTAR membership and leadership.

Sophie welcomed all attendees to the meeting.

Part 2. Correspondence

2. Recently NECTAR sent a letter to the University Executive – this morning, a response was received

The NECTAR Letter asked for a consistent approach across ANU to inclusive participation in Career development mentoring for ECAs. The issue raised was that in 2018, on a pilot mentoring program funded by all Colleges, different colleges had implemented different models of participation, resulting in some applicants (12) being initially declined placements as mentees.

The response from the University Executive via the Pro Vice-Chancellor (University Experience) confirmed that several (12) ECAs initially were excluded from participating as mentees in the ANU NECTAR Mentoring Program. It also acknowledged that this raised issues of equity of access to professional development.

The letter proposed a solution: that, in consultation with NECTAR, “ANU-wide ECA Guidelines be drafted aiming to provide a consistent approach to eligibility criteria in the future”. A copy of the letter is attached to these minutes.

Action 2.1	NECTAR to support the University Executive in creating ECA Support Guidelines.
-------------------	--

Part 3. NECTAR’s definition of ECA

Reasons for the definition:

- All ANU ECA are members of NECTAR, but no formal definition of ECA.
- There is no ANU policy defining ECA.
- If ANU is to produce ECA Support Guidelines, these will need to include a defined scope of who is nurtured as ECA by ANU.
- NECTAR is about to submit a funding proposal for ongoing funding starting 2019 (current grant ends 31 Dec 2018). In addition, we want to define NECTAR membership in the document.

- This definition needs to be agreed upon in consultation with the University Executive.

Proposed Definition:

A small working group of NECTAR Custodians has drafted the following definition:

NECTAR defines Early- and Mid-Career Academics (EMCAs) with a broad inclusion of all staff and HDR candidates who self-identify as early- or mid-career researchers and teachers.

- This definition of EMCAs includes full- and part-time academic staff, casual/sessional staff, visiting fellows and HDR candidates. It includes people of all academic levels of employment and irrespective of whether they hold a PhD.
- NECTAR’s definition takes into account career interruptions that affect how people self-identify as early- and mid-career academics.
- It is inclusive of people of all genders, ages, ethnicities, backgrounds and identities, in line with the ANU 2018–2021 Strategic Plan and its goal to achieve equity.
- It is deliberately inclusive and as such enriches the community and welcomes its diversity.

Discussion points:

- Whether mid-career academics should be included.
- “Self-identification” is not likely to be accepted by members of the Executive.

Resolution 3.1	The meeting agreed NECTAR membership should include early- and mid-career academics. The acronym EMCA should be used.
Resolution 3.2	Following the discussion, the above definition of EMCA was agreed on.

Part 4. Proposal for change to NECTAR leadership structure

Issues:

ECA lead NECTAR, however, the Coordinator (professional staff of NECTAR) is often mistaken as the leader of NECTAR rather than a facilitator / assistant.

The University Executive has pointed out several times in the past that the NECTAR Coordinator is not to lead NECTAR as the spokesperson of the ECAs. Glen O’Grady, as supervisor of the NECTAR Coordinator role, supported this proposal and suggested NECTAR appoint 2-3 ECA spokespersons or co-chairs.

If the Coordinator reported to an Academic Chair and or Co-chair(s) NECTAR would have a stronger voice in Academic Governance. Furthermore, Chair roles would give individuals

defined leadership roles and a platform for experience in leadership and academic governance.

Current leadership model:

NECTAR has a lateral leadership with no hierarchy of roles. The committee has one defined leadership role, the ‘NECTAR Custodian’, and one communication support role ‘NECTAR College Contact’. Individuals self-appoint to these roles by contacting the NECTAR Coordinator. We currently have 21 confirmed Custodians with representation from all Colleges.

Roles:

- Custodians ensure that the NECTAR space remains an independent, accessible and supportive space for ECAs who want to make a difference. Custodians are active members of NECTAR and meet regularly and/or contribute otherwise to NECTAR initiatives.
- College Contacts are important contact points and enable information flow.

Proposal put to the AGM: Create 2-3 NECTAR Co-Chair roles.

NECTAR staff propose that NECTAR creates NECTAR Co-chair roles (2-3) to interface with the University Executive on behalf of NECTAR so that the ECA are the face of the Organisation rather than the NECTAR Staff.

Discussion points

- Concern raised that the level of work might be too much work for a small group of volunteers.
- Sophie reported that during previous discussions it was agreed that there would be a rostered approach and that she would coordinate this.
- The proposal for Co-Chair roles was put to a vote: six votes in favour, two uncertain, no hands raised against the proposal.
- NECTAR Custodians to define the role more clearly at near future meeting.

Resolution 4.1	To change the NECTAR leadership structure from lateral leadership by introducing the roles of NECTAR Co-Chairs.
Resolution 4.2	It was agreed that everyone who is a member, as per the definition of membership above, would be able to nominate for the roles and participate in the vote.
Action 4.1	Sophie to draft a role definition with number of positions to be approved by the NECTAR Custodians. Following that the roles will be: <ul style="list-style-type: none"> • opened for nominations in September and a • vote system to elect the roles, if more nominations than positions, carried out in October.

Note:

Invitations to nominate and vote will be sent to the NECTAR mailing list, which is updated monthly with all Academic staff Level A-C and fellowships (currently 1119 staff). (All registrants of the NECTAR Forum 2018 will be added to the mailing list.)

Part 5. Next meeting and action items

The next AGM will be held at the NECTAR Forum 2019. New, ongoing and completed action items are identified in the tables below for review and comment at the next meeting.

1. New and ongoing action items

Action ID	Description	Responsibility	Status	Notes
Action 2.1	NECTAR to support the University Executive in creating ECA support Guidelines.	NECTAR	new	
Action 4.1	<p>Sophie to draft a role definition with number of positions to be approved by the NECTAR Custodians. Following that the roles will be:</p> <ul style="list-style-type: none">• opened for nominations in September and a• vote system to elect the roles, if more nominations than positions, carried out in October.	Sophie Baker	new	

To: Vice-Chancellor, Provost, Pro Vice-Chancellor (University Experience), Deputy Vice-Chancellor (Academic), Deputy Vice-Chancellor (Research and Innovation) and College Deans

From: NECTAR volunteers

Date: 22 June 2018

Dear Vice-Chancellor and colleagues

We urge the ANU to sanction a broad model of mentee participation in future mentoring programs for ECAs, which includes Sessional Academics and is consistent across all colleges (and CSIRO).

Recently, certain Colleges excluded Sessional Academics and other mentee applicants, most of them women, from participating in an ANU Mentoring Program, on the grounds that they were not suitable to be mentees. NECTAR has negotiated to re-include these individuals for 2018. However, we are under the impression that at least one college may be reluctant to enable such broad participation in the future.

This program is a campus-wide mentoring program for Early Career Academics (ECAs) in cooperation with NECTAR and the ANU colleges. Unfortunately, and to the great disappointment of a number of ECAs who applied to participate as mentees, conflicting eligibility criteria were enforced.

NECTAR website envisaged mentee enrolment to be inclusive across all ANU ECAs:

“The program ... will be most relevant to new academic staff in their first few years working as academics, teachers and researchers although those in the final stages of a PhD and up to mid-career Academics may also find this relevant.”¹

Certain colleges applied narrower selection criteria, resulting in the exclusion of twelve potential mentees. NECTAR staff inform us these individuals were: seven from CAP (mostly Sessional Academic Staff, plus two who have more than eight years post PhD without moderating for parental leave); four from CASS (all PhD candidates) and one from CBE (a Masters candidate). Aside from CAP, all other colleges recognised Sessional Academics as suitable mentees.

The ANU Strategic Plan 2017-2021 (p15) states: we will “lead the nation” in the professional development and mentoring of staff. We believe to do so, it is necessary to include all staff members in such quality, cross-disciplinary mentoring programs. Those who were excluded from this mentoring program include lecturers and course convenors, tutors on the front line of undergraduate student experience, researchers contributing to ANU HERDC points, PhD students who are also academic staff at universities in their home countries, and more. It is also important to note that the vast majority of those excluded are women, 9 out of 12, a matter of particular concern given that the ANU Strategic Plan acknowledges that “the progression rates of academic staff ... remain biased against women” (p10). As valued members of staff, these people must all be allowed access to this mentoring program.

We urge the ANU to adopt the inclusive eligibility criteria for mentees formulated by NECTAR, above, for all mentoring programs for ECAs, in keeping with the inclusive ANU approach to staff development.

Regards

NECTAR representatives

¹ Mentoring, NECTAR, ANU, 2018. <https://nectar.anu.edu.au/nectar-mentoring-program/>



Australian
National
University

24 July 2018

NECTAR Representatives
c/o Sophie Baker
E: nectar@anu.edu.au

Professor Richard Baker
Pro Vice-Chancellor University Experience

Office of the Vice-Chancellor

T +61 2 6125 8485
E pvc.ue@anu.edu.au

Acton ACT 2601 Australia
www.anu.edu.au

REF: RMB/im/L.003.DOC

Dear NECTAR representatives,

Thank you for your letter of the 22nd June 2018 relating to the NECTAR Early Career Academic (ECA) Mentoring program.

We have investigated to confirm that several colleges initially excluded mentees (12) from participating in the NECTAR mentoring program following the application of various eligibility criteria across campus, raising issues relating to inclusion, equity and access.

In consultation with NECTAR we have identified the need for ANU-wide ECA Guidelines aiming to provide a consistent approach to eligibility criteria in the future.

We look forward to working with NECTAR in providing an inclusive, equitable and accessible ECA Mentoring environment.

Yours sincerely

A handwritten signature in black ink, appearing to be 'R. Baker', written over the 'Yours sincerely' text.

Professor Richard Baker
Pro Vice-Chancellor (University Experience)