



# Minutes

COMMITTEE	<b>NECTAR Annual General Meeting 2020</b>
MEETING NO.	AGM 2020
CHAIR	Mari Kondo
DATE / TIME	Tuesday 4 August 2020 10.30-11.20am
VENUE	Zoom
ATTENDING	<p>Aditya Chopra, NECTAR Custodian  Aileen Walsh  Alex Antic, ECR representative on URC  Bin Lu, NECTAR Custodian and Co-Chair nominee  Chengxin, Jiang  Dandan Tian, NECTAR Custodian  Douglas Robertson, Director Research Services Division  Ehsan Kheradpezhoh, NECTAR Co-Chair  Grant Aiton  Hannah Birke, NECTAR Senior Mentoring Officer  Hieu Nguyen, NECTAR Custodian and Co-Chair nominee  James Borger  Kai Zhang, NECTAR Custodian and Co-Chair nominee  Larissa Schneider  Mari Kondo, NECTAR Co-Chair  Mary Dahm  Melde Van Ingelgom  Noelia Martinez  Ozgecan Ozyildirim  Penny Kyburz, NECTAR Custodian  Richard Vogt, NECTAR Custodian  Robert Cope  Robin Broersen  Sean Perera, NECTAR Co-Chair  Sergio Rodriguez Mendez  Siobhan Bourke, NECTAR Custodian  Sophie Baker, NECTAR Coordinator (taking minutes)  Tamara Riley  Tiphaine Lagadec  Tom Worthington  Victor Rivera, NECTAR Custodian</p>
APOLOGIES	Deb Cleland, Frances Meyer, Harry Rolf, Hilary Howes, Trang Ta

## **Part 1. Welcome and introductions**

Welcome. Current Co-Chair would like to encourage everyone to join NECTAR as a Custodian so that you can play a part in making a difference. A great way to get leadership experience.

We acknowledge and celebrate the first Australians as traditional Custodians of the land on which we stand and pay respect to elders of all tribes past and present.

## **Part 2. About NECTAR**

As an advocacy group or community of practice NECTAR, The Network for Early Career Teachers Academics and Researchers, works to enable early-career academics (ECAs) to be successful and lead a better future. It was formed by a group of ECAs in 2008.

NECTAR is led as by the NECTAR Custodians and all ECAs of ANU are welcome to join. The Custodians are led by the NECTAR Co-Chairs who chair the bi-monthly business meetings and represent NECTAR on executive committees, including the Family Friendly Committee.

NECTAR gained funding from the ANU Vice-Chancellor from 2012 (now ongoing), to fund activities and support staff (the NECAR Coordinator, currently Sophie Baker). The University aims to foster and harness ECAs as an asset to the University and appreciates our ideas and feedback. In 2018, 2019 and 2020 we gained funding from all ANU Colleges to run the NECTAR Mentoring Program, which adds Hannah Birke to the staff in the NECTAR office. In 2019 we employed a part-time NECTAR Administrator to support a network of partners and spouses of ECAs.

A number of significant achievements over the years, in particular of note: in 2012 NECTAR convinced the Deputy Vice-Chancellor (Research) to add an early-career researcher representative to the University Research Council (URC). This is currently Alex Antic. Alex noted that he is keen to know how things are going for ECAs as their representative on the URC. He is keen to hear what is going on for people and appreciates NECTAR as a means of communicating with the broader community.

NECTAR Co-Chairs, NECTAR staff and Alex Antic are keen to hear from you for feedback on how we are doing and to hear about your challenges and ideas for improving ANU. Get in touch at [nectar@anu.edu.au](mailto:nectar@anu.edu.au).

## **Part 3. Annual Report 2019-2020**

### **NECTAR Volunteers**

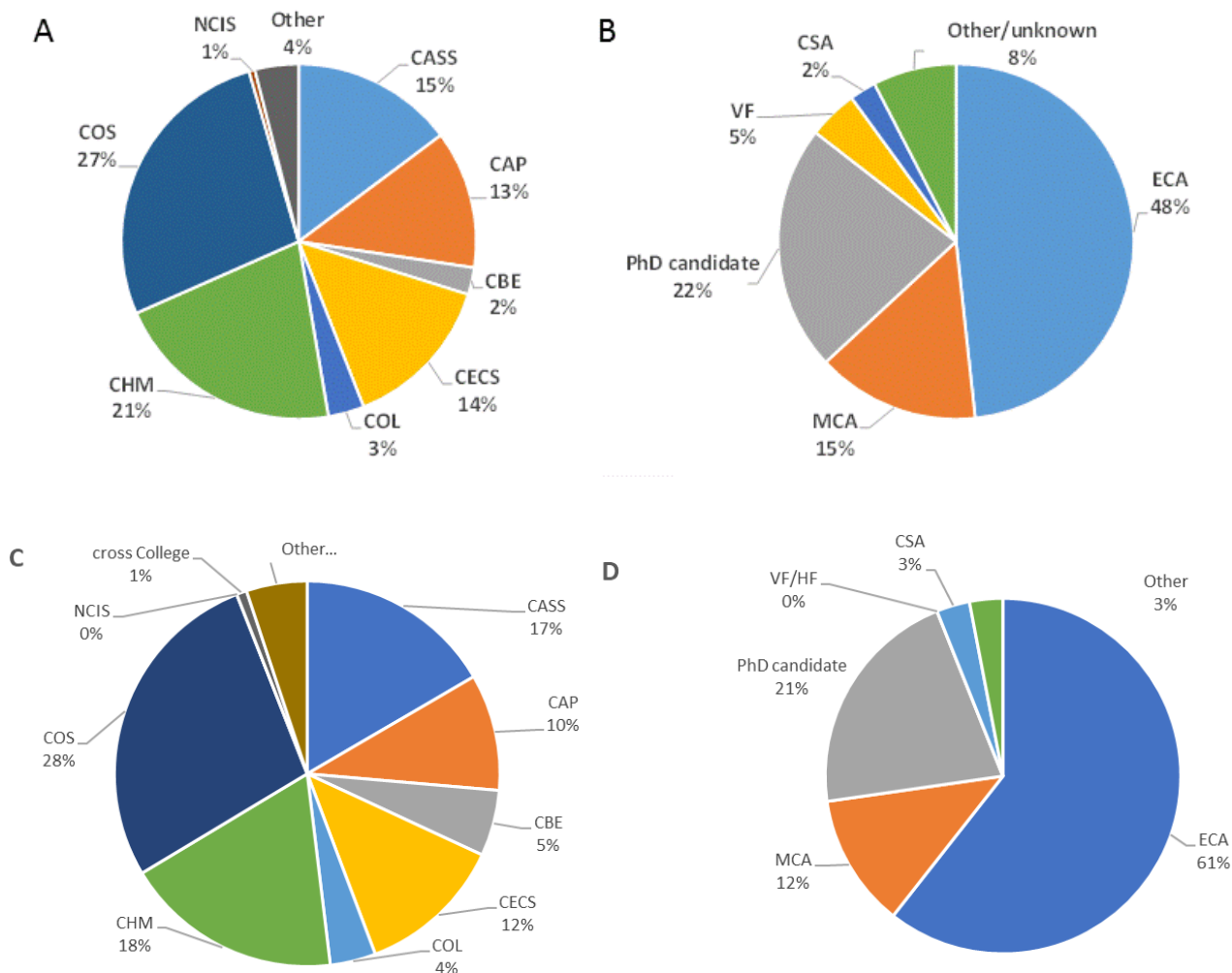
There are now 29 NECTAR Custodians including five recent new additions to the team. Welcome and thank you for joining!

## NECTAR events (other than Mentoring Program)

Attendance at NECTAR events has so far continued with similar numbers as last year despite the shutdown, Table 1. NECTAR has had participation from all ANU Colleges in 2019 (Fig 1A) and 2020 (Fig 1C). Low participation from ANU College of Business and Economics may be for a number of reasons and we have been attempting to improve this with marginal success (2% in 2019, 5% of participants in 2020). We have not improved attendance from casual sessional academic staff (2% in 2019, Fig 1B, to 3% in 2020, Fig 1D).

**Table 1 Attendance at NECTAR events (other than Mentoring Program) in 2019**

Year	No. events	Attendances
2019	55	645
2020	32 (YTD)	535 (YTD)



**Figure 1 2019 Participation by ANU College and employment/affiliation type.** A. 2019 Participants in NECTAR's professional development program represented all ANU Colleges (CASS: ANU College of Arts and Social Sciences; CAP: ANU College of Asia and the Pacific; CBE: ANU College of Business and Economics; CECS: ANU College of Engineering and Computer Science; COL: ANU College of Law; CHM: ANU College of Health and Medicine; COS: ANU College of Science; NCIS: National Centre for Indigenous Studies). B. 2019 Most participants identified as ECAs and MCAs (ECA: early-career academic; MCA, mid-career academic; VF: Visiting or Honorary fellows; CSA: casual sessional academic). C. 2020 Jan - July participants by ANU College, as in A. D. 2020 participation to date by how participants identify, as in B. Generally, a good spread but some participation issue marginal increase participation from CBE and CSA.

## **NECTAR Mentoring Program**

The program was first delivered by NECTAR in 2018 and mentor enrolments and mentee participation has since increased. More than 120 mentees participate in the NECTAR Mentoring Program 2020 and more than 150 mentors have enrolled. The program had to be adjusted to remote delivery as a result of the COVID-19 pandemic and preliminary evaluation shows that that has been going well. New additions to the program are peer-mentoring groups for mentees and a mentor community of practice with good reports coming in. Funding in 2021 is not yet secured, and given the current budget situation at ANU we are not confident that we will get funding but we are working with the executive to find a solution.

## **NECTAR advocacy wins and progress report**

Participating in NECTAR creates real change and makes a difference. This year NECTAR:

- Started a log of issues that have been raised with NECTAR - keeping track of issues and forwarding concerns to the executive and relevant parties.
- Informed the executive of issues affecting ECAs particularly around the University closure and COVID-19 pandemic, raising awareness and getting answers for the community.
- Influenced decisions around the pandemic planning to better support ECAs, utilising our representative role on the Family Friendly Committee, a sub-committee of the IDEA (Inclusion Diversity Equity and Access) University Executive Committee.
- Contributed the funding proposal of the Family Friendly Committee which has contributed to the overall development of the ANU IDEA support framework.
- Started the Redefinition of ANU Professional development project which brings the community together to talk about a quantum leap improvement in how ANU develops people as leaders of a better future. Note the Chancellor, Hon Bronwyn Bishop's and the Vice Chancellor's speeches at the Foundation Day yesterday focused on this topic 'investing in people development as our greatest natural resource', so we are getting our timing right.

These achievements of the year are gained through the participation of the ECA community, the NECTAR volunteers (Custodians and Co-Chairs) as well as our Executive Sponsors and broader community of sponsors and mentors and NECTAR staff.

Thank you all!

## Part 4. 2020-2021 Co-Chairs

A big thank you to the NECTAR Co-Chairs of 2019-2020, Ehsan, Sean, Siva, Mari and Youssef. Your ideas and hard work have brought a fantastic program and helped pull us through the early stages of the COVID-19 pandemic.

Nominations for Co-Chair have been open for two weeks. The written nominations were shared via the NECTAR mailing list ahead of the AGM and the nominees introduced themselves at the meeting in the following order:

- Kai Zhang, ANU College of Asia and the Pacific
- Hieu Nguyen, ANU College of Engineering and Computer Science
- Bin Lu, ANU College of Engineering and Computer Science
- Mari Kondo, ANU College of Health and Medicine (re-nomination)

Voting members are the NECTAR Custodians (other than the nominees). All ECAs are invited to join the Custodians and/or raise any issues they might have with any of the candidates for consideration by the voting members. More information on the selection process can be found in the NECTAR Co-Chair role description ([here](#)).

<b>Action AGM 4.1</b>	Voting member of NECTAR (NECTAR Custodians, other than nominees) to vote by Monday 10 August 2020.
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## Part 5. Overcoming current challenges and open discussion

The group shared some issues concerns and solutions.

Issue	Solution ideas	Actions:
1. SELTS didn't happen this year.	ECAs to collect other evidence of good teaching experience, such as EFS applications and run your own surveys with questions like SELTS.	Completed: Raised with DVC(A) Professor Grady Venville when she came to a NECTAR Morning tea.
2. Casuals being laid off, reduced opportunities for work and career.		To be raised with the Executive at panel discussions with the all ANU College Deans. A NECTAR first. Dates to be announced soon. Stay tuned!
3. ANU tends to prefer to recruit external rather than internal losing loyal, hard working staff with	<ul style="list-style-type: none"> <li>• Create culture of value of ANU people over 'Oxford types'.</li> <li>• Create a way for staff loyalty to be given</li> </ul>	<ul style="list-style-type: none"> <li>• Continue the project: Redefinition of professional development at ANU.</li> <li>• Raise with the Deans.</li> </ul>

<p>excellent talent who have invested their ideas at ANU. NECTAR staff noted we have received other similar issues.</p>	<p>weight in selection process.</p> <ul style="list-style-type: none"> <li>• Develop ANU people to be more internationally competitive so that they can compete better for their current jobs at ANU.</li> </ul>	<ul style="list-style-type: none"> <li>• Brainstorm further.</li> </ul>
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<p><b>Action AGM 5.2</b></p>	<p>Raise issues 2 and 3 with the Executive at panel discussions with the ANU College Deans.</p>
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## Part 6. Next meeting

NECTAR Custodians meet first Wednesday and third Thursday of the month on MS Teams. Please contact [nectar@anu.edu.au](mailto:nectar@anu.edu.au) to join.

NEXT AGM of NECTAR August 2021, TBC