Agenda

NECTAR Annual General Meeting 2021

CHAIR | Bin Lu, NECTAR Co-Chair
DATE / TIME | Thursday 19 August 2021, 11.30-12.25am
VENUE | Zoom

Part 1. Welcome (Chair, 10 min)

Part 2. NECTAR Annual report 2020-2021 (5 min)
   a. NECTAR General (Sophie Baker, 2min)
   b. Mentoring Program (Ozgecan Ozyildirim, 2min)

Part 3. Representation on university committees
   a. Gender Equity and Family Friendly Committees (Mari, 2min)
   b. URC (Bin 2min)
   c. Others: Academic College Research Committees (Sophie 4min)

Part 4. NECTAR Working Groups reports
   a. Inclusion and recognition for Casual Sessional Academics (Kai, 2min)
   b. Policy improvement (Ian, 2min)
   c. Professional development, everything else (Mari or Bin, 2min)
   d. Skills in Supervision and Education (Hieu, 2min)

Part 5. NECTAR Co-Chair nominees (10 min)
   • Co-Chair role description

Part 6. Overcoming current challenges (10min)
   • Open discussion – Q&A

Next NECTAR meeting: 3rd Thursday of every month, 16 Sep 11.30am-12.30pm. Online.
All welcome. Contact us to attend: nectar@anu.edu.au
Minutes

NECTAR Annual General Meeting 2020

AGM 2020
Mari Kondo
Tuesday 4 August 2020 10.30-11.20am
Zoom

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 Kheradpezhouh, 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

Deb Cleland, Frances Meyer, Harry Rolf, Hilary Howes, Trang Ta

APOLOGIES
Part 7. 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 8. 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 NECTAR 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.


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>
<thead>
<tr>
<th>Year</th>
<th>No. events</th>
<th>Attendances</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>55</td>
<td>645</td>
</tr>
<tr>
<td>2020</td>
<td>32 (YTD)</td>
<td>535 (YTD)</td>
</tr>
</tbody>
</table>
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 same 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 10. 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).

| Action AGM 4.1 | Voting member of NECTAR (NECTAR Custodians, other than nominees) to vote by Monday 10 August 2020. |

Part 11. Overcoming current challenges and open discussion

The group shared some issues concerns and solutions.
<table>
<thead>
<tr>
<th>Issue</th>
<th>Solution ideas</th>
<th>Actions:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. SELTS didn’t happen this year.</td>
<td>ECAs to collect other evidence of good teaching experience, such as EFS applications and run your own surveys with questions like SELTS.</td>
<td>Completed: Raised with DVC(A) Professor Grady Venville when she came to a NECTAR Morning tea.</td>
</tr>
<tr>
<td>2. Casuals being laid off, reduced opportunities for work and career.</td>
<td>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!</td>
<td></td>
</tr>
</tbody>
</table>
| 3. ANU tends to prefer to recruit external rather than internal losing loyal, hard working staff with excellent talent who have invested their ideas at ANU. NECTAR staff noted we have received other similar issues. | • Create culture of value of ANU people over ‘Oxford types’.  
• Create a way for staff loyalty to be given weight in selection process.  
• Develop ANU people to be more internationally competitive so that they can compete better for their current jobs at ANU. | • Continue the project: Redefinition of professional development at ANU.  
• Raise with the Deans.  
• Brainstorm further. |

**Action AGM 5.2**

Raise issues 2 and 3 with the Executive at panel discussions with the ANU College Deans.

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**Part 12. Next meeting**

NECTAR Custodians meet first Wednesday and third Thursday of the month on MS Teams. Please contact nectar@anu.edu.au to join. NEXT AGM of NECTAR August 2021, TBC

**Table 2: Action item summary NECTAR AGM, 2020**

<table>
<thead>
<tr>
<th>Action number</th>
<th>Action item</th>
<th>Status</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Action AGM2020 5.2</td>
<td>Raise issues: 2, Casuals being laid off and 3, improve retention, with the Executive</td>
<td>Completed, with ongoing action.</td>
<td>Raised at panel discussions with the ANU College Deans. Raised in Issues report to VC, April 2021</td>
</tr>
<tr>
<td>Action AGM 4.1</td>
<td>Vote on NECTAR Co-chairs 2020</td>
<td>Completed.</td>
<td>Four excellent Co-chairs</td>
</tr>
</tbody>
</table>
Events: 50
Attendees: 1,000
Would recommend: 90%

Building networks across ANU

Professional development – Skill development to thrive in academia and beyond
- 12 workshops and events
- Research impact
- Non-academic careers
- 400 attendees
- Non-traditional funding
- Indigenous cultural competency
- Communication

Networking – Building professional networks and fostering collaboration
- 17 webinars and 15 morning teas
- Interdisciplinary collaboration
- Outside-the-box thinking in teaching, research and life
- Connectivity and wellbeing during the COVID-19 pandemic
- 500 attendees

Advocacy – Making a difference to the ECA experience at ANU
- 3 events
- Collegial conversation between ECAs and the University Executive
- Authentic exchange of experiences and ideas
- 140 attendees

“Thank you very much for helping us to grow.”
“A great way to learn from and connect with other areas at ANU.”
“Invaluable.”
More than 90% of mentees had a positive experience in the program

85% interdisciplinary mentoring relationships

Research funding | Promotion applications | Publishing | Teaching and supervision skills | Leadership skills | Networking strategies | Managing workplace issues | Non-academic careers | Work-life balance

Benefits experienced by mentees

100% Felt supported as a mentor in the program
95% Had a positive relationship with their mentee
80% Benefitted from the program themselves

Increased self-confidence
- Reduced feeling of isolation at work
- Increased happiness at work
- Increased confidence in taking agency over career decisions
- Improved access to information
- Networking opportunities
- Improved understanding of ANU

“This program has given me the resilience and the tools to achieve the things I want out of my career.”

“The mentoring program has had very tangible benefits for my career, my mental health and enjoyment of my research. I certainly recommend this program to everyone.”

“...A wonderful opportunity to shape the hearts, minds and careers of those who will shape our nation.”

nectar.anu.edu.au/mentoring | mentoring.nectar@anu.edu.au | +61 2 6125 7957
## 2021 NECTAR Program Report (last updated 16 August 2021)

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Attendance</th>
<th>Response rate</th>
<th>Good-excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-Mar</td>
<td>Business engagement with CBRIN</td>
<td>21</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>4-May</td>
<td>Resilience w Jo Lane</td>
<td>34</td>
<td>24%</td>
<td>100%</td>
</tr>
<tr>
<td>8 Jun</td>
<td>Meet CCE and ANU Extension</td>
<td>9</td>
<td>67%</td>
<td>100%</td>
</tr>
<tr>
<td>26-May</td>
<td>Academic Writing workshop part 1</td>
<td>21</td>
<td>38%</td>
<td>100%</td>
</tr>
<tr>
<td>24 Jun</td>
<td>Academic Writing workshop part 2</td>
<td>18</td>
<td>28%</td>
<td>100%</td>
</tr>
<tr>
<td>13 Jul, 8 Jun</td>
<td>2x Writing Pomodoros</td>
<td>8</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>10 Aug</td>
<td>Networking lunch</td>
<td>13</td>
<td>15%</td>
<td>50%</td>
</tr>
</tbody>
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### Professional development general

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Attendance</th>
<th>Response rate</th>
<th>Good-excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td>6-May</td>
<td>Foundations of Supervision</td>
<td>25</td>
<td>36%</td>
<td>78%</td>
</tr>
<tr>
<td>20-May</td>
<td>Supervision Troubleshooting Forum</td>
<td>16</td>
<td>50%</td>
<td>100%</td>
</tr>
<tr>
<td>13-May</td>
<td>Education Fellowship 1/3</td>
<td>5</td>
<td>40%</td>
<td>100%</td>
</tr>
<tr>
<td>27-May</td>
<td>Education Fellowship 2/3</td>
<td>7</td>
<td>14%</td>
<td>100%</td>
</tr>
<tr>
<td>10 Jun</td>
<td>Education Fellowship 3/3</td>
<td>5</td>
<td>-</td>
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### Supervision and teaching

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Attendance</th>
<th>Response rate</th>
<th>Good-excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td>23-Mar</td>
<td>Meet NECTAR</td>
<td>15</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Apr</td>
<td>Drop-in sessions for Immediate Issues report</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>19 Aug</td>
<td>AGM</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td><strong>Total Events (YTD)</strong></td>
<td><strong>19</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Total Attendances (YTD)</strong></td>
<td><strong>309</strong></td>
<td></td>
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</tr>
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### NECTAR Advocacy Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<th>Response rate</th>
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<tbody>
<tr>
<td>19 Aug</td>
<td>AGM</td>
<td>-</td>
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### NEXT events, more info [nectar.anu.edu.au](http://nectar.anu.edu.au)

- **24-Aug**  Research Collaborations webinar - collaborations across boundaries 2021
- **26-Aug**  Foundations of HDR Supervision Workshop
- **2-Sep**   HDR Supervision Troubleshooting Forum
- **14-Sep**  Auslan workshop
- **15-Sep**  Speed-make a research collaboration
- **TBD**     Non-traditional research revenue
- **14 Oct**  PostAc - job seek for PostDocs - Inger

### October

- **10-year Anniversary NECTAR FORUM**

### October

- Social Networking event (date TBD)

#### 19 -20 Oct

- Policy impact plan for early-career researchers - (Note: face to face)

### TBD

- Ngunawal language workshop – Acknowledgement of Country

### TBD

- Influencing people (TBD) Leadership workshop for early-career academics

### Feb 2022

- Enrolments open in NECTAR Mentoring Program 2022