

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

COMMITTEE	NECTAR Annual General Meeting 2020
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</p> <p>Aileen Walsh</p> <p>Alex Antic, ECR representative on URC</p> <p>Bin Lu, NECTAR Custodian and Co-Chair nominee</p> <p>Chengxin, Jiang</p> <p>Dandan Tian, NECTAR Custodian</p> <p>Douglas Robertson, Director Research Services Division</p> <p>Ehsan Kheradpezhoh, NECTAR Co-Chair</p> <p>Grant Aiton</p> <p>Hannah Birke, NECTAR Senior Mentoring Officer</p> <p>Hieu Nguyen, NECTAR Custodian and Co-Chair nominee</p> <p>James Borger</p> <p>Kai Zhang, NECTAR Custodian and Co-Chair nominee</p> <p>Larissa Schneider</p> <p>Mari Kondo, NECTAR Co-Chair</p> <p>Mary Dahm</p> <p>Melde Van Ingelgom</p> <p>Noelia Martinez</p> <p>Ozgecan Ozyildirim</p> <p>Penny Kyburz, NECTAR Custodian</p> <p>Richard Vogt, NECTAR Custodian</p> <p>Robert Cope</p> <p>Robin Broersen</p> <p>Sean Perera, NECTAR Co-Chair</p> <p>Sergio Rodriguez Mendez</p> <p>Siobhan Bourke, NECTAR Custodian</p> <p>Sophie Baker, NECTAR Coordinator (taking minutes)</p> <p>Tamara Riley</p> <p>Tiphaine Lagadec</p> <p>Tom Worthington</p> <p>Victor Rivera, NECTAR Custodian</p>
APOLOGIES	Deb Cleland, Frances Meyer, Harry Rolf, Hilary Howes, Trang Ta

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.

Part 9. 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)

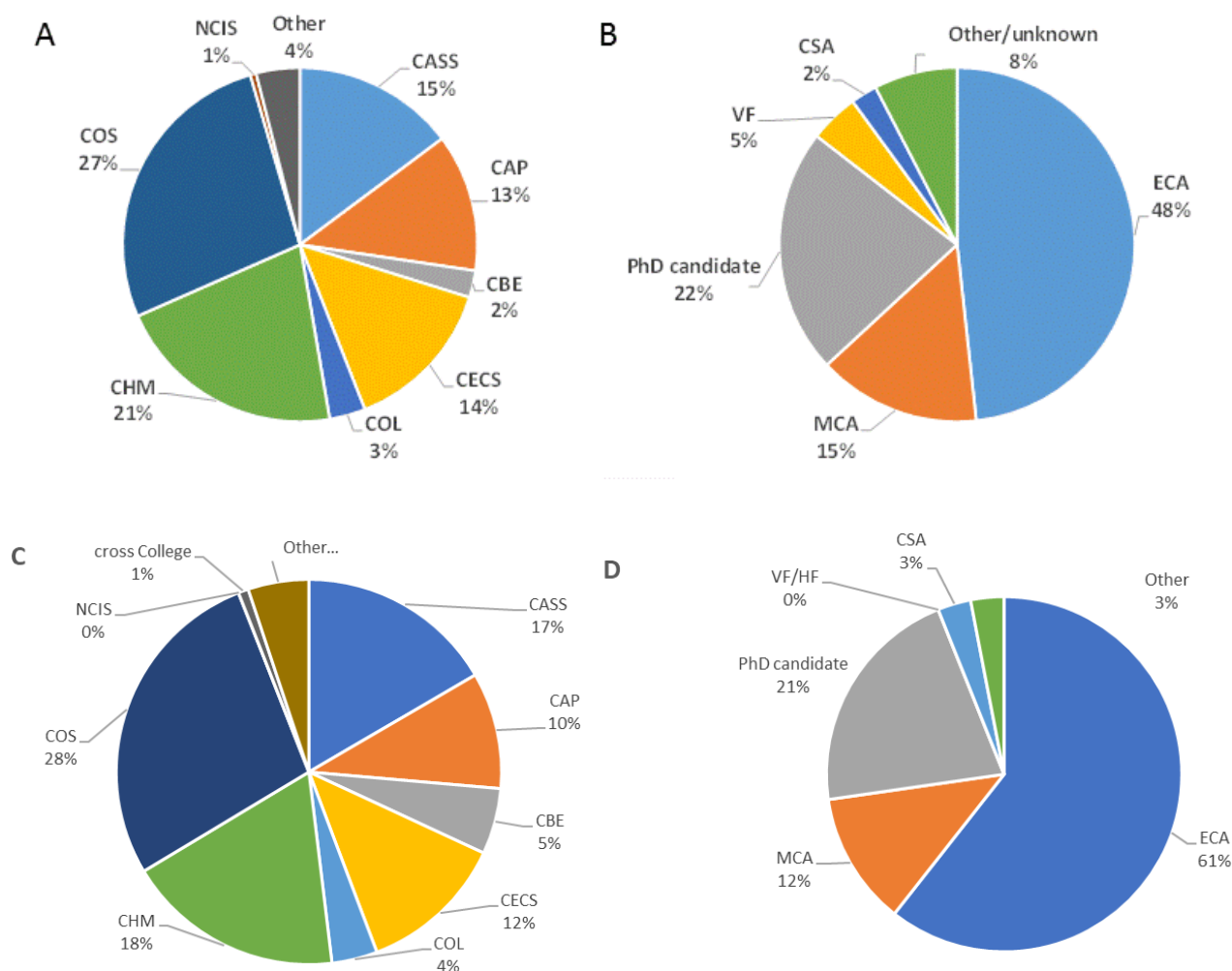


Figure 1 2019 Participation by ANU College and employment/affiliation type. A. 2019 Participants in NECTAR's professional development program represented all ANU Colleges (CASS: ANU College of Arts and Social Sciences; CAP: ANU College of Asia and the Pacific; CBE: ANU College of Business and Economics; 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 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.
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Part 11.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 excellent talent who have invested their ideas at ANU. NECTAR staff noted we have received other similar issues.	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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

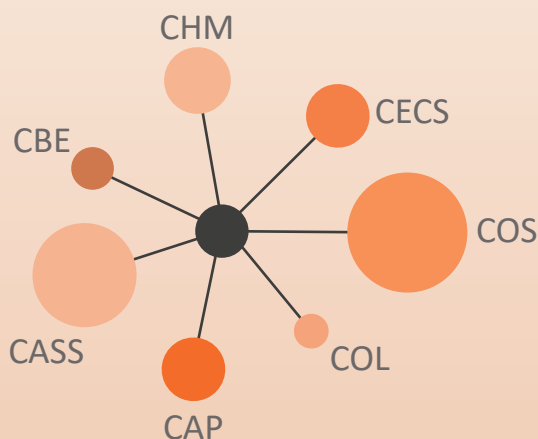
Table 2: Action item summary NECTAR AGM, 2020

Action number	Action item	Status	Results
Action AGM2020 5.2	Raise issues: 2, Casuals being laid off and 3, improve retention, with the Executive	Completed, with ongoing action.	Raised at panel discussions with the ANU College Deans. Raised in Issues report to VC, April 2021
Action AGM 4.1	Vote on NECTAR Co-chairs 2020	Completed.	Four excellent Co-chairs

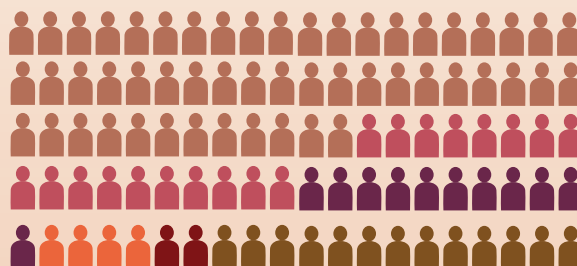
50
Events

1,000
Attendees

90%
Would recommend



Building networks across ANU



ECAs 52%

PhD candidates 18%

MCAs 11%

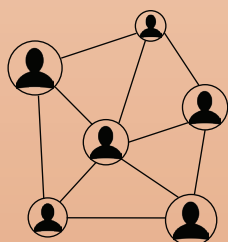
VaHAs 4%

CSAs 2%

Other 13%

Professional development – Skill development to thrive in academia and beyond

- 12 workshops and events
- 400 attendees
- Research impact
- Non-traditional funding
- Communication
- Non-academic careers
- Indigenous cultural competency



Networking – Building professional networks and fostering collaboration

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

Advocacy – Making a difference to the ECA experience at ANU

- 3 events
- 140 attendees
- Collegial conversation between ECAs and the University Executive
- Authentic exchange of experiences and ideas



“Thank you very much for helping us to grow.”

“A great way to learn from and connect with other areas at ANU.”

“Invaluable.”

Mentoring Program 2020



More than 240
participants from
all disciplines



85% interdisciplinary
mentoring
relationships

More than 90%
of mentees had a
positive experience
in the program



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

Increased self-confidence

Reduced feeling of isolation at work

Increased happiness at work

Increased confidence in taking agency over career decisions

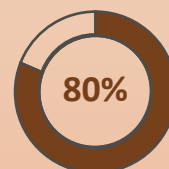
Improved access to information

Networking opportunities

Improved understanding of ANU

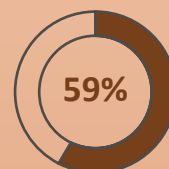
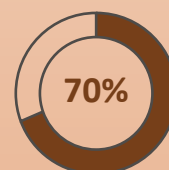
"The mentoring program has had very tangible benefits for my career, my mental health and enjoyment of my research. I certainly recommend this program to everyone."

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



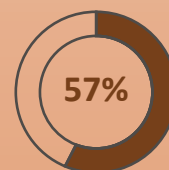
Engaged in
professional
development

Developed
a career strategy

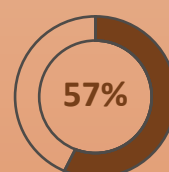


Submitted
a grant application

Took on
a leadership role



Made a change to
professional
practices



100%

Felt supported as a mentor in the program

95%

Had a positive relationship with their mentee

80%

Benefitted from the program themselves

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

2021 NECTAR Program Report (last updated 16 August 2021)

Date	Event	Attendance	Response rate	Good-excellent
Professional development general				
11-Mar	Business engagement with CBRIN	21	-	-
4-May	Resilience w Jo Lane	34	24%	100%
8 Jun	Meet CCE and ANU Extension	9	67%	100%
26-May	Academic Writing workshop part 1	21	38%	100%
24 Jun	Academic Writing workshop part 2	18	28%	100%
13 Jul, 8 Jun	2x Writing Pomodoros	8	-	-
10 Aug	Networking lunch	13	15%	50%
Supervision and teaching				
6-May	Foundations of Supervision	25	36%	78%
20-May	Supervision Troubleshooting Forum	16	50%	100%
13-May	Education Fellowship 1/3	5	40%	100%
27-May	Education Fellowship 2/3	7	14%	100%
10 Jun	Education Fellowship 3/3	5	-	-
NECTAR Advocacy Events				
23-Mar	Meet NECTAR	15	-	-
Apr	Drop-in sessions for Immediate Issues report	1	-	-
19 Aug	AGM			
	Total Events (YTD)	19		
	Total Attendances (YTD)	309		

NEXT events, more info 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	<u>10-year Anniversary NECTAR FORUM</u>
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