



Agenda: NECTAR Annual General Meeting 2022

CHAIR	Ian Carter, NECTAR Co-Chair
DATE / TIME	Thursday 18 August 2021, 11am-12pm
VENUE	Zoom

Part 1. Welcome

We acknowledge the First Nations and that the land on which we stand was never ceded.
A brief introduction of NECTAR (Chair, 10 min).

Part 2. ANU 2025

Opportunities at ANU for Early and Mid-Career Academics (Ann Evans, Dean of Higher Degree Research (HDR) and NECTAR Executive champion (10min)

Part 3. NECTAR Annual report 2022

Report taken as read, short summary optional (Sophie Baker, 2min)

Part 4. Representation on university committees

- Academic Board (Matt, 2min)
- Teaching and Learning Development Committee (Shaam, 2min)
- URC (Faith, 2min)
- Others (includes College and School representatives), (Ulrike 2min)

Part 5. NECTAR Working Groups reports

- Policy improvement and Transform Grants in 2021 (Ian, 2min)
- Research Collaboration and Authorship (Samantha, 2min)
- Funding (Mina or Yonatan?, 2min)
- Networking (Sergey, 2min)

Part 6. NECTAR Co-Chair nominees (10 min)

Part 7. Overcoming current challenges (10min)

Next NECTAR meeting: Custodians meet Monthly, next: 1 Sep 11am-12pm. On Zoom.

All welcome. Contact: nectar@anu.edu.au

Minutes

COMMITTEE	Members of the Network for Early Career Teachers, Academics and Researchers
MEETING NO.	NECTAR Annual General Meeting 2021
CHAIR	Bin Lu
DATE / TIME	19 Aug 2021, 11.30am-12.30pm
VENUE	Zoom
ATTENDING	Aditya Chopra Ann Evans Bhavani Kannan Bin Lu Depi Susilawati Harry Rolf (ATSE) Helen Ping Hieu Nguyen Hilary Howes Ian Carter Jo Lane John Noel Viana Kiera Donnelly Madhukar Singh Mari Kondo Mehdi Asadabadi Michael Anenburg Nikolay Shirokikh Ozgecan Ozyildirim Qing Guan Robin Broersen Sergio Rodríguez Méndez Shaam Al Abed Sophie Baker (minutes) Sumonkanti Das Ting Cheng Victor Rivera Xuan Di
APOLOGIES	Justin Poon Kai Zang Mini Sasi Sean Perera Helen Ping (leaving at 12pm)

Part 8. Welcome (Chair)

We acknowledge and celebrate the First Australians on whose traditional lands we meet, and pay our respect to the elders past and present.

Thank you to all those attending and welcome to NECTAR AGM 2021!

No amendments to the agenda were requested. Action items from the last AGM were noted as completed. Minutes from the last AGM were approved by the AGM attendees.

Part 9. NECTAR Annual Report 2020-2021

In the year since the last AGM August 2020, The Network for Early Career Teachers, Academics and Researchers, NECTAR, has been highly prolific. The network aims to enable early- and mid- career academics to be successful and lead a better future.

Our membership is about 3000-4000 people, which we categories in the broadly inclusive term as all ANU Staff, Associates and Students who self-identify as early- and mid-career academics. Currently the NECTAR email list is 3924 emails. This does not necessarily include all our members though, so please encourage your colleagues, especially those on professional contracts and final stage candidates to subscribe via the [NECTAR website](#).

Our board of directors, is called the NECTAR Custodians, are all early- and mid-career academics. This is a group of currently 21 self-nominating volunteers with representation from all ANU Colleges. They meet monthly to share ideas and discuss strategy to achieve NECTAR's objectives. NECTAR members and mentors are welcome to join this group by expression of interest.

The NECTAR Co-Chairs lead this community of practice as the elected representatives of early- and mid-career academics of ANU. This year, Mari Kondo, Bin Lu, Hieu Nguyen and Kai Zang have led this group to a number of key success, see below. They have demonstrated ability to lead a diverse team through challenging times. Their ability to learn new skills in leadership and advocacy has come to the fore. Sophie Baker (NECTAR Coordinator) on behalf of NECTAR and the broader community would like to thank all four for their excellent contributions.

Staff networks work best with an Executive sponsor or champion and supported by equity practitioners. Professor Ann Evans, ANU Dean of Higher Degree Research, has recently nominated to be the principle NECTAR Executive champion. Thank you Ann. Sophie Baker and Özgecan Özyildirim are the NECTAR Coordinator and NECTAR Mentoring Senior Officer.

NECTAR works to enable earl-career success through three pillars of activity: Advocacy, Professional Development and Mentoring.

Advocacy wins

- ANU College Deans meet with NECTAR in the 2020 NECTAR Forum, chaired in two sessions, one by Mari Kondo and the other by Sean Perera
- 2 issues reports requested from NECTAR by the University executive, 2021
- NECTAR Co-Chair appointed by the Chair of the University Research Committee (URC) as the Representative of early-career researchers on the URC. Now we have two roles on the university Advisory committee.
- NECTAR started negotiation with the executive on voter constituency and eligibility criteria for the proposed elected early-career representative role for the URC 2022.
- Achieved 10 years of funding for support staff.

Professional development report 2020

- 50 events, 1000 attendees, 90% of feedback respondees said they would recommend NECTAR events. For more detail see the Appendix 1 2020 report.
- Attendees were from all colleges and across the levels or life cycle stage we expect in the early-career constituency.
- Events coming up include the NECTAR 10y Anniversary Forum.

Mentoring Program report 2020

- 2020 saw 240 participants and more than 700 people participated in the program since its start in 2018.
- 85% of the matched pairs were interdisciplinary in 2020.
- Mentees reported the following benefits: Increased self-confidence, increased confidence in agency over career decisions, resilience, increased happiness at work, reduced feeling of isolation at work, networking opportunities, improved understanding of ANU, and increased feeling of community.
- Until this year, mentoring program received funding from the colleges where each college has contributed based on the mentee numbers they would like to place in the program, but this year colleges were not able to fund it. Therefore, budget is coming from the DVC SUE portfolio (to be transferred to HDR portfolio).
- There are 177 participants (77 mentees and 100 mentors) in 2021.

Part 10. Representation on university committees

IDEA framework Gender Equity and Family Friendly Committees

Mari Kondo reported that over her two terms as NECTAR Co-Chair she has represented early and mid-career academics on these two committees. Both committees are part of the ANU Inclusion Diversity Equity and Access (IDEA) framework lead by Deputy Vice Chancellor Professor Ian Anderson. There is much work to be done to better support women and parents in our constituency and the progress seems very slow at times.

However there is currently two support staff roles advertised who will work to enable this IDEA framework. The new ANU strategic Plan has a pillar of dedication towards Inclusion Diversity Equity and Access so we are hopeful that this will be followed by decisive action and resourcing. Plus NECTAR has been utilized through these committees for information on how the early-career academic committee are faring so your input and information to the NECTAR team has been highly valuable. Thank you and please keep NECTAR informed.

Questions raised: - what will happen regarding balancing workload and home schooling responsibilities? How will this affect PhD candidates who are also working as staff in teaching roles? What about staff on casual and sessional contracts? Last lockdown there was a blanket 75% workload requirement placed, what will happen this time?

Mari: - keep reading the Vice Chancellor’s blog and we are currently waiting on clarity.

University Research Committee

Bin Lu reported that he has been observing the URC on behalf of NECTAR for the past year. Since the last meeting he has been appointed your representative and will get to sit on the final two meetings of this committee this year: 1 September and 3 November. Agenda deadlines 18 August and 20 October.

Others: Academic College Research Committees

Some Academic College advisory boards have representation from early or mid-career academics but not all these include:

- College of Asia and the Pacific
- College of Health and Medicine

Colleges considering taking on representatives into their advisory committees:

- College of Business and Economics
- College of Science – have invited NECTAR to nominate candidates

Question raised: - do these representatives also need to be part of NECTAR?

Answer: - It would be highly valuable. It is in the opinion of Nikolay Shirokikh, one of the two Early- and mid- career academic representatives on the College of Health and Medicine research Committee who are also NECTAR Custodians.

Action AGM 2021: 3.1	Report issues faced by early-career academics to NECTAR
Action AGM 2021: 3.2	Nominate for early-career academic representation roles on College of Science Research Committee sub-committees, to Sophie, by 2 Sep.

Action AGM 2021: 3.3	If you know of other roles representing early- and mid-career academics on advisory committees please introduce them to the NECTAR staff or Co-Chairs.
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Part 11.NECTAR Working Groups reports

NECTAR Working Groups are open to new members and they can be joined by expression of interest to nectar@anu.edu.au, or here.

Inclusion and recognition for staff on Casual Sessional contracts

Formed in 2019. In 2021 this working group has achieved the following:

- Submitted personal accounts and requests the ANU Strategic Plan (2021-2025).
- Been in touch with Dean of the College of Asia and the Pacific
- Supported the early-career researcher sub-committee of College of Asia and the Pacific in advocating for rights, recognition and inclusion of staff on casual contracts.
- CAP Exec have asked who are the staff on Casual contracts. Preliminary exploration of available data about casual staff and found out the current data was not sufficient. This needs to be followed up.

Influencing ANU Policy Working Group

Formed in April 2021. So far they have worked on the following projects:

- Contributed to the ANU Strategic Plan (2021-2025) (April 2021)
- Advocated changes to the VC Awards for 2022 (May/June 2021)
- Currently being asked to draft a Selection Process for allocating fund for EMCR support (August 2021)

Professional Development Working Group

Formed in March 2020. This group has led the Learning Never Stopped webinar series. Most recent event was a face to face networking event. More details on 2021 events can be seen in Table 1.

Skills in Supervision and Education Working Group

This group have worked with NECTAR partners in the Centre for Learning and Teaching and the Supervision Development team to create a series of events. Four event on Supervision and a workshop series on the education fellowship scheme. 58 attendances at these events so far. More details in Table 1.

Table 1 NECTAR events report 2021

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

NECTAR Mentoring Program events report 2021

Date	Event	Attendees	Response rate	Good-excellent
March	Mentee workshop 30 March	28	50%	69%
April	Mentee workshop 14 April	27	0.52	100%
April	Mentee workshop 15 April	22	0.35	100%
April	Mentor workshop 20 April	21	32%	100%
May	Mentoring nominations	72	95%	-
June	Mentee drop-in sessions	2	-	-
June	Commencement Survey	51	66%	-
June	Mentor CoP	7	-	-
August	Mentor CoP	7	-	-

Part 12. Introductions: NECTAR Co-Chair nominees

Up to four NECTAR Co-Chairs are elected annually. The eligibility and selection process are detailed on the NECTAR website here: [Co-Chair role description](#).

Nominations for NECTAR Co-Chair were open for 1 month with the following nominations:

Shaam Al Abed

John Curtin School of Medical Research (College of Health and Medicine), College of Health Medicine

I'm a French postdoctoral fellow at the John Curtin School of Medical Research, and I have worked at the ANU for the past 3 years. My research explores the cognitive defects in Autism, from genes to psychological processes.

To me, being NECTAR Co-Chair is an opportunity to make a difference. I'm prepared to dedicate my time and energy towards fostering and harnessing the diverse talent of early- and mid-career academics at ANU as an asset to provide an alternative vision and contribute to shaping the institution for the greater good. I'm very keen in building bridges across schools and colleges to implement bold and translational research and teaching programs.

I'm passionate about uplifting every student and academics to reach their full potential; as such, I've been engaged in supervision and mentoring, including within the NECTAR program. As I progress in my career, I've been increasing my contribution to committees, and I aim to try and be a provider of constructive ideas. With the very difficult year and half we all just experienced, I believe there is a unique opportunity to transform the university into a more inclusive place, and bring our community closer together to reinvent the way we operate.

Ian Carter

Research School of Physics, College of Science

I'm a NECTAR custodian, and a Research Fellow studying the fundamentals of nuclear reaction dynamics at the ANU.

I joined NECTAR after completing the 2020 NECTAR Mentoring Program, of which, I got a lot of value from engaging with. For one, it taught me the importance of stepping up to initiatives where I can drive to create a lasting impact and public value.

NECTAR is an excellent platform to do just that. By bringing my leadership skill and passions to the table, I want to empower ECRs to enable and lift research performance through improved equity, productivity, value, and recognition.

Unfortunately, Covid-19 has widened the equity gap globally, and for lots of us, we may feel that things are out of control, with even less job security than we had before. I want to

try my best to make sure this is not the case for our ECRs community at the ANU. Therefore, I want to represent NECTAR, and ensure the executives of the University, Colleges and Schools can hear our voices.

Bin Lu

Research School of Electrical, Energy and Materials Engineering, ANU College of Engineering and Computer Science

Bin Lu Represents Early Career Academics on the [University Research Committee](#).

This is a particular time – things changed quickly and lots of things are out of control due to COVID-19. Our early-career academics are more vulnerable to this situation, as many of our jobs are short-term contracts relying on external or internal funding. Therefore, it is important that the executives of the University, Colleges and Schools can hear our voices, and take them into account when making decisions.

As a current NECTAR Co-Chair, I lead the NECTAR Professional Development Program and serve on the University Research Committee as an Early Career Academic representative. I understand NECTAR is a “platform” where early-career teachers, academics and researchers across the campus can share information, thoughts, and work and life experiences. I think NECTAR is building a bridge between the Level D and E executives and the Level A, B and C staff. This can be an effective channel of communicating with the senior management group to express our ideas, thoughts and concerns.

The ANU Strategic Plan 2021-2025 highlights building a distinctively inclusive, supportive and collegial environment. As an active member of NECTAR, I’m keen to contribute time and energy to lead future NECTAR initiatives and work with you during this particular period of time.

Hieu Nguyen

Research School of Electrical, Energy and Materials Engineering, ANU College of Engineering and Computer Science

I worked at Intel Corp for two years as an engineer before joining academia. At ANU, I conduct research in energy materials and solar cells, convene a double-badged Photovoltaic Technologies course for undergraduate and Master students and lead a group of researchers (PhDs, Masters, research assistants). I have received two back-to-back research fellowships, won several small, medium and big-size grants, participated in many media interviews, established a few optical labs and published many journal papers. On the other extreme, I have also had many research grant proposals failed and a countless number of journal submissions rejected. All these experiences, both good and bad, have happened to me only within the last several years. Therefore, I can integrate my

real experiences to develop initiatives and programs to help ECAs navigate through their careers during this challenging time at ANU.

I received several awards in teaching (2 College Dean awards) and supervision (1 College Dean and 1 university awards). As a Co-Chair, I would be particularly interested in enabling ECAs to be excellent supervisors and to further support a push for a more collegial culture at ANU. In my last term as NECTAR Co-Chair, since August 2020, I have worked with partners across ANU to introduce a few initiatives to the ECA community. These include workshops on HDR Supervision Professional Development and the EFS Scheme. This coming term, I am looking forward to more exciting initiatives to support ECAs.

Action AGM 2021: 5.1	Vote on NECTAR Co-Chairs 2021. Any issues with current nominations to be voiced by 2 September 2021, here .
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Part 13. Overcoming current challenges

Aside from the issues raised at previous parts of the meeting no further issues were raised. Attendees were invited to give feedback on the AGM and NECTAR [here](#).

Meeting closed at 12.29pm. Next annual general meeting: August 2022

New and ongoing action items

Action ID	Description	Responsibility	Status	Notes
AGM2021 – Action 3.1	Report issues faced by early-career academics to NECTAR	NECTAR members	New/In progress	
AGM2021 3.2	Nominate for early-career academic representation roles on College of Science Research Committee sub-committees, to Sophie, by 2 Sep.	NECTAR members	New/In progress	
AGM2021 3.3	If you know of other roles representing early- and mid-career academics on advisory committees please introduce them to the NECTAR staff or Co-Chairs.	NECTAR members	New/In progress	
AGM2021 5.1	Vote on NECTAR Co-chairs 2021, by 2 Sep 2021	NECTAR members		Voting form on NECTAR website, here .

Completed action items

Action ID	Description	Responsibility	Status	Notes
Action AGM2020 5.2	Raise issues: 2, Casuals being laid off and 3, improve retention, with the Executive	NECTAR Custodians	Completed.	Raised at panel discussions with the ANU College Deans. Raised in Issues report to VC, April 2021
Action AGM2020 4.1	Vote on NECTAR Co-Chairs 2020	Completed.	Four excellent Co-Chairs	Thank you!