EarlY CAREer RESEARCHer news
March 2020

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Congratulations to…

Dr Randa Abdel-Fattah, DECRA Research Fellow in the Department of Sociology, for being invited by the Qatar Foundation to participate in Doha Debates next month. She will have a potential audience of 4 million people!
Dr Murray Taylor and Dr Prashan Karunaratne from the Macquarie Business School have received recognition for their innovative approaches to driving student success in the 2019 Australian Awards for University Teaching for Outstanding Contributions to Student Learning.

Thank you, Farewell, and Welcome

We would like to thank and farewell Dr Chris Lustri for his role as ECR Representative for the Faculty of Science and Engineering (2019). Chris is stepping down from the role due to other commitments. We wish you the best in your future endeavours!

Dr Amy Cain from the Department of Molecular Sciences has stepped into the position of FSE Faculty ECR Representative. We would also like to welcome Dr Matthew Fernandez who will be covering for Dr Michael Swain (FSE Faculty ECR representative) who is currently on OSP. Welcome Amy and Matt!

ECR Workshops and Other Training Opportunities

Making the Most of Mentoring
Date to be confirmed

The Making the Most of Mentoring workshop scheduled in February has been postponed and we will circulate a new date and time as soon as possible.

This interactive and practical workshop, led by Associate Professor Clare Monagle, will provide you with information to help you find a mentor and maintain a mentoring relationship. Faculty Mentoring schemes will be introduced and there will be a Q&A session with a panel of ECRs mentees and senior academic mentors.

Other ECR Network Events Coming Up

- April 29: Managing Your Time, Projects, and Expectations
- May (date TBD): Perfecting Your 3-minute Research Presentation
- July/August (date TBD): Preparing for Academic Promotions Interviews (Level B & C) panel session and workshop
- August/September (date TBD): ECR Showcase

More details will be available soon.

Roadmap to Commercialisation
March 19, 1-2pm

Anna Grocholsky, Director, Commercialisation and Innovation, will run an information session on Commercialisation for researchers, research staff, MRES and HDR students.
Anna will explain what the Office of Commercialisation and Innovation do and how they can help you.

The session will cover:
- Intellectual Property; what is it and why does it matter?; Macquarie University’s IP Policy; protecting your work; ownership and returns; publishing and patenting
- The process of commercialisation at Macquarie University
- Impact canvas
- Start ups and spin outs
- What to do if you have an idea

The session will run for approximately one hour with time for questions and discussion. Please register on MyRDC.

**ECR Showcase: EoI for Organising Committee**

This year the ECR Network will host an ECR Showcase to highlight and promote your superb research at MQ. We are also using the Showcase as an opportunity for ECRs to gain experience in event organisation.

We are looking for two representatives from each faculty to participate on the organising committee. Participation will involve 6 meetings over the course of approximately 5 months starting early April.

Some of the tasks include organising the program, inviting guest judges, selecting ECR presenters, organising catering, promoting the event, and overseeing the running of the event on the day.

Please email your expression of interest to Megan Brewer (ECR Network Coordinator) by COB Monday 16th March, 2020. Please provide your name, department and faculty, your availability, and a short paragraph about why you are interested in participating and what you would bring to the organising committee.

**Other Upcoming MQ Events**

- **NHMRC Clinical Trials and Cohorts Studies (CTCS) Grant Funding Scheme** March 5
- **Strengthening Personal Resilience** March 11
- **NHMRC Ideas Grant Funding Scheme** March 12
- **Pure drop-in clinic** March 24
- **Building your Budget for the NHMRC Clinical Trials and Cohorts Studies (CTCS) Grant and Ideas Grant Schemes** March 26
- **Library Endnote and Mendeley Drop-In Clinics** March 10 – April 30

For details of these and other events, visit [https://myrdc.mq.edu.au/](https://myrdc.mq.edu.au/)
Gender Equity Week 2020
March 7 - 12

Macquarie University's third Gender Equity Week will take place from 7 - 12 March 2020. This week of events gives us an opportunity to come together and be inspired by new ideas from leading thinkers, researchers and doers who will spark deep discussion and connections across our university community.

During Gender Equity Week, we shift the gender balance of our speakers to give a voice to women, challenging and raising awareness about gender stereotypes and biases. Come along and listen as ten Macquarie academics, in just six minutes each, tell how they are shaping the future through their research; participate in a discussion that moves beyond the female and male gender dynamics in sports; or sit back and relax watching our selection of Gender Equity Week movies at Ubar outdoor cinema.

Full program details and registration are available on the event website.

Our University, Our Future - Your invitation
March 20

Vice-Chancellor Professor S Bruce Dowton is hosting a series of workshops for Macquarie’s staff and students to engage in the development of a University Operating Plan for 2020-2024. The VC has scheduled a workshop specifically for ECRs for Friday 20th March at 9:30-11:30am.

The purpose of these workshops is to gather feedback around strategic priorities relevant to you, and collectively decide our next steps to achieve our shared vision for 2020-2024 and beyond. We encourage you to engage in this process – either via the workshop or the online engagement portal.

Places are limited, so please register early. Light refreshments will be provided.

Transition of the Faculty of Human Sciences to New Faculty Homes

On Monday 17th February, the Departments of the Faculty of Human Science began their transition to new Faculty homes. The Departments of Psychology, Linguistics, and Cognitive Sciences have moved to the renamed Faculty of Medicine, Health, and Human Sciences, and the Department of Educational Studies has been renamed the School of Education and moved to the Faculty of Arts.

Although the disestablishment is a significant undertaking, great care has been taken to manage the transition of research, HDR/MRes, and learning and teaching work from the FHS to new Faculties. Many former FHS professional staff have also been redeployed in Medicine, Health and Human Sciences or in Arts, ensuring the transfer of knowledge alongside academic staff. However,
a number of back end systems will be changing over the next 6 to 12 months to accommodate this organisational change. This process is being overseen by a Steering Committee led by the Vice-Chancellor and a Transition Team who are working closely with all affected staff.

During the course of this change (and any future changes) we want to ensure that ECRs remain well supported and represented. At our last meeting we had the opportunity to discuss the transition plans with Professor Amanda Barnier, who is leading the Academic Stream of the Steering Committee (alongside Professor Jen Cornish and Dr Agnes Bosanquet). The ECR Network is here to assist you as are your department and faculty ECR representatives.

We are pleased to announce that Dr Jean Cho, who was the ECR Representative for Human Sciences, will join Drs Elizabeth Austin and Marina Junquiera Santiago as Faculty ECR Representatives for Medicine, Health, and Human Science. Dr Sarah Powell (representative for the School of Education) is working with the Faculty of Arts representatives Drs Tom Baudinette and Katrina Hutchinson. Dr Milena Gandy (former FHS ECR) also joins the ECR Network Advisory Group as an ECR Representative on the Research and Research Training Committee.

We hope that you make the best of these changes and the new opportunities for collaboration that they bring. However, please make sure you reach out for support if you need it.

In First Person…Experiencing Change

This year we are introducing a new section for the ECR newsletter – “In First Person…” In this section, we invite you to share YOUR experiences as an ECR. As an individual, your experiences are unique to you, yet as an ECR they are often highly relatable to others. Collectively we can gain valuable insight and knowledge from these shared experiences.

To start off the series, I talk about my own experience of moving away from active research to my current academic support roles and how adapting to change made this possible.

Change – whether positive or negative, desired or imposed upon, planned for or unexpected – can often leave us unsettled (see John Fisher’s Process of Transition model for evidence of this!) . As creatures of habit, we generally prefer our routines to the uncertainty that change often brings.

However, “change is the only constant in life,” (Heraclitus) and since it has the ability to affect all facets of that life, the ability to live and adapt to change is a necessary skill to develop. It is also a key skill to have as a researcher. Often, we have to adopt new ways of thinking or readjust our current theories as new evidence or research arises. Being fixed and rigid in our ways of thinking limits our capacity to grow as a researcher.

So how does one manage change in our lives?

Well I’m not a psychologist and I acknowledge there are others who can provide answers based on the evidence of their research. However, as a former ECR who recently underwent a big career change moving away from research I am sharing what I know from experience and what I can find on the “interwebs” with regards to dealing with change. If you’d like more resources and support for managing change in your life, Macquarie’s HR team have some great workshops and the Employee Assistance Program can help with one-on-one coaching.
So according to the internet, the first step in dealing with change is to **acknowledge that the change is happening**. This makes sense as head-in-the-sand denial of any situation generally doesn’t make it go away. Reflecting on my situation, I’ve identified two changes that I had to acknowledge before I could embrace and deal with the situation. These were that I and, to a lesser degree, research had both changed. Neither change was desired; they just happened. The consequence though was that research and I were no longer a good “fit”. Having recognised those changes, I was then able to consciously and voluntarily make the decision to leave research. If I hadn’t acknowledged those initial changes, I may have reached the point of burnout.

The next thing the internet suggests is **recognising what you can control and what you can’t control in the situation**, particularly if you are anxious about the change. This was an important step for me because although the decision to leave academia was my own choice and I was embracing the change, it still felt scary – the unknown of what I was going to do with myself and how long I would remain unemployed was particularly overwhelming. However, by recognising and acknowledging what I could not control meant that I didn’t waste my energy uselessly fretting over those aspects. For example, I could not make relevant jobs appear but I could at least spend energy looking around for potential jobs to apply for. I could not control who else was applying for those jobs and whether I would be the best fit according to the employers, but I could (and did) spend energy on sprucing up my CV and practicing interview skills.

Another popular tip for dealing with anxiety around change is to **work through and/or visualise worst-case scenarios**. In this situation, my worst-case scenario was still being unemployed by the time my savings had run out. Thinking through this scenario I realised that there were a few things I could do should the situation eventuate such as move back in with my parents (not ideal but also not the end of the world) and apply for unrelated jobs that would provide a paycheque until I found my ideal “alternative career”. Thinking this through was a good reminder for me to not go into panic mode which would result in nothing being done. I also found it helpful to kindly remind myself to stay present and that I could worry about those worst-case scenarios if and when they happened.

The final common piece of advice according to the internet is to **seek support** – talking to a trusted and supportive family member, friend, or colleague about the change you are going through to help shed light on your fears and concerns or to bounce around ideas. In many situations, there may also be the option for professional support. For example, I could have worked with a career counsellor or a job recruiter to identify potential jobs and gain practical career advice.

Having a supportive network or discussing your situation with people who have gone through a similar process, and who can understand and empathise with your situation, makes the process feel less isolating and less daunting. The key here is to make sure that they are truly supportive of you – thankfully for me, my family, friends, and colleagues were all supportive of my decision and although they hadn’t experienced a major career change themselves, were happy to lend an ear if I needed to talk things through and in the case of my mum, actually searched job sites for me.

So obviously I survived the change – I found a job and then a second one here at Macquarie University (which has led me to writing this article). Having gone through this process, I hope that I am now better equipped to work through the inevitable changes that will present themselves in the future.
I hope you have gained something from me sharing my experience. How do you manage yourself in the face of change? We’d love to hear your ECR voices. If you have any thoughts and advice you would like to share with the network (on this topic or other topics) – send us an email and we will include it in the next newsletter.

Academic Promotions for 2020

Thinking about applying for an academic promotion in 2020? To help with your planning we have listed all the important dates you need to know. Please make sure you read the policy, procedure and criteria before applying.

The Academic Promotions team will be running two information sessions in mid-late March. We will circulate the details when the dates are confirmed. You can also view sample promotion applications on request. These applications are to be used as a guide only. To request a sample application, contact Catherine L.R. McDonald, Academic Promotions Coordinator on academicpromotions@mq.edu.au.

Further information can be found at https://staff.mq.edu.au/work/development/academic-promotion

Important Dates for Academic Promotions

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<th>Information sessions for:</th>
<th>Mid-March (TBC)</th>
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<td>• Levels B and C</td>
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<tr>
<td>• Levels D and E</td>
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<td>Applications submitted to HOD for the HOD Report</td>
<td>April 1</td>
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<td>HOD submits HOD Report and application to the Executive Dean for sign-off</td>
<td>May 1</td>
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<tr>
<td>Executive Dean returns HOD report to applicant for submission of application of promotion</td>
<td>May 25</td>
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<tr>
<td>Applications due date</td>
<td>June 1</td>
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<tr>
<td>Preparing for Academic Promotions Interviews (Level B &amp; C) panel session and workshop</td>
<td>July/August (TBC)</td>
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<td>Applicant interviews</td>
<td>September – November</td>
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<td>Promotion effective date</td>
<td>Jan 1, 2021</td>
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Funding Opportunities

A reminder that all funding applications should be submitted through PURE, well ahead of funding body deadline, to leave time for approvals by HoD, ADR, and Research Services. Check with your Faculty Research Office to find out about timelines for submission.

Internal and External funding opportunities are listed on the Fellowships and Grant Opportunities page. Current internal opportunities include:
• ARC Linkage Projects (MQ submission date March 11)
• ARC Special Research Initiative for Australian Society, History and Culture (MQ submission date March 25)
• NHMRC Synergy Grants (MQ submission date March 25)
• NHMRC Ideas Grants (Open March 11; MQ submission date April 8)
• MQ Fellowship for Indigenous Researchers
• MQ Co-funding Scheme
• MQ Enterprise Partnerships Scheme
• MQ DVCR Discretionary Fund
• MQ Carer Conference Support Scheme (2 months prior to conference)

The Research Professional Database is available for Macquarie researchers to search for fellowships, grants and prizes by discipline area.

**Changes to Eligibility for DVCR Co-Funding**

Eligibility for the DVCR Co-Funding Scheme is now contingent upon on-time submission of grant applications by the Macquarie University submission date. Many applications for external funding require cash and in-kind contributions from the host institution in order to be considered for funding. In most cases, researchers request cash contributions, such as project support funds, funding for research associates, scholarships and major equipment, from the DVCR via the DVCR Co-Funding Scheme to support their external funding applications. To be eligible to request this DVCR Co-Funding, grant applications must be submitted internally, via Pure, by the Macquarie University submission date. View further information and FAQs.

**Jill Roe ECR Australian Historical Association Conference Scholarship Scheme**

Due March 11

The Jill Roe ECR AHA Conference Scholarship Scheme supports Early Career Research historians to attend and present at the AHA annual conference. The scholarship, valued at $1000 per applicant, provides financial assistance to facilitate participation in the AHA annual conference. The money is to be used towards assisting with registration costs, travel and accommodation.

**American Australian Association Scholarships**

Due March 15

American Australian Association (AAA) scholarships and grants provide support to the next generation of American, Native American, Australian and Indigenous Australian individuals to undertake transformational educational study, research and artistic development in each other’s country. The AAA Education Fund will provide support of up to US $40,000 to Australians undertaking or planning to undertake full-time Graduate level study (Masters, Ph.D. or Postdoctoral Research) at an accredited educational institution in the US for a minimum of one-year.

- Graduate Education Scholarships: Will support study or research in the fields of Science, Technology, Engineering, Mathematics, Health, Medicine and Sustainability.
• **Bushfire Research and Policy Scholarship**: Will support study or research into the physics, economics, social or other aspects of wildfires.

• **AAA - Sustainable Health Care Funding (SHCF) Scholarship**: Will support study or comparative research in the development of sustainable health care funding policies. Please note: consideration may be given for shorter duration research projects.

• **AAA - David Nason Journalism Scholarship**: Will support one Australian journalism student to pursue at least 1-year of study in the US, or an Australian journalist with 5-7 years of experience to pursue an investigative project in the US with a media outlet.

• **AAA - Aurora Indigenous Scholarships**: Will support two Indigenous Australian or Torres Strait Islander individuals in any disciplinary field.

• **AAA - Lisa Fox Indigenous Scholarship**: Will support one Indigenous Australian or Torres Strait Islander individual in any disciplinary field.

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**Franklin Women’s Carers Travel Scholarship Round 1**

Due March 27

This scholarship aims to assist health and medical researchers who have primary caring responsibilities (childcare or for family members who have a disability or chronic health condition) by funding costs (up to $1500) of any additional care required while they present their research at an academic conference. This round covers conference travel before 30th June 2020.

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**Australian Academy of the Humanities Funding Opportunities**

Due April 20

- The **John Mulvaney Fellowship** is an award for Aboriginal and Torres Strait Islander early career researchers working in any area of the humanities. The recipient of the John Mulvaney Fellowship will receive $4000 towards undertaking research or fieldwork in Australia or overseas, including accessing archives and other research materials and connecting with researchers and networks.

- The **Max Crawford Medal** is Australia’s most prestigious award for achievement and promise in the humanities. It is presented to an early career scholar for outstanding achievement in the humanities, whose research and publications make an exceptional contribution to the understanding of their discipline by the general public.

- The **Publication Subsidy Scheme** supports quality scholarly publication in the humanities. Subsidies of up to $3000 are awarded to early career researchers to support costs associated with publication, such as illustrations, maps, editorial work and copyright fees.

- The **Humanities Travelling Fellowships** offer grants of up to $4000 to support Australian early career researchers in the humanities to undertake research overseas.

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**Fulbright Postdoctoral Scholarships**

Due July 6

The Australian-American Fulbright Commission offers scholarships to individuals seeking to undertake postdoctoral research in the U.S. for 3-10 months, who have either completed their PhD in the past 5 years or are in the last year of completion.
Prizes, Awards, and Competitions

- **Frank Fenner Award - Australasian Society for Infectious Diseases**, March 8
- **The Prime Minister’s Prizes for Science - Science Prizes**, March 12
- **NSW Premier’s History Awards**, April 8
- **NSW Young Tall Poppy Science Awards**, open late February; close mid-April
- **Jian Zhou Medal**, April 30
- **Australian Museum Eureka Prizes**, open March 4; close May 1

For a full list of external prizes please visit: [https://staff.mq.edu.au/research/resources-and-support/prizes,-awards-and-fellowships](https://staff.mq.edu.au/research/resources-and-support/prizes,-awards-and-fellowships)

ECR Notice Board

Keen to reach out to other ECRs across campus? Want to find someone to collaborate with? Explain R to you? Explore Sydney’s best walking tracks? Or just looking to connect with others? The ECR Notice Board is the place to go. Just send us a brief message (no more than 50 words) with your MQ email and, if appropriate, we’ll include it here in the newsletter.

Your ECR Representatives

Do you know your ECR representatives in your Faculty and Department? The following ECRs meet every two months as part of the ECR Network Advisory Group, led by Pro Vice-Chancellor Research Integrity and Development, Professor Lesley Hughes, to discuss issues and identify solutions to the challenges specific to ECRs:

- Faculty of Arts
  - Dr Tom Baudinette
  - Dr Katrina Hutchinson
- Macquarie Business School
  - Dr Laramie Tolentino
- Faculty of Medicine, Health, and Human Sciences
  - Dr Elizabeth Austin
  - Dr Jean (Jinhyun) Cho
  - Dr Marina Junquiera Santiago
- Faculty of Science and Engineering
  - Dr Amy Cain
  - Dr Matthew Fernandez (Covering for Dr Michael Swain)
- Research and Research Training Committee Representatives:
  - Dr Milena Gandy (Faculty of Medicine, Health, and Human Sciences)
  - Dr Mauricio Marrone (Faculty of Business & Economics)

If you would like something raised with the ECR Network Advisory Group, please contact your Faculty representative.
Let us know what else you’d like to see in this newsletter. Email ecrsupport@mq.edu.au with your suggestions and feedback.

Don’t want to receive these emails? Please unsubscribe here

https://staff.mq.edu.au/research/resources-and-support/early-career-research-network