

Faculty of Education and Arts

2017 Mid-Career Women's Research Development Program Invitation

As part of its Gender Equity Action Plan, FEDUA have invited Dr Maria Gardiner from ThinkWell to run a research development program for mid-career women in the Faculty commencing late March 2017.

The main aim of this year long program is to assist mid-career women researchers to develop skills, knowledge and plans to help them move to the next stage in their careers. The program consists of 3 group workshops, a one-on-one coaching session and access to the ThinkWell Online Publication Productivity Coaching Program. The program is outcome focused with the intention that participants develop goals and plans for their ongoing career progress and development.

Proposed dates

Session 1: Thursday March 30th 12pm-4pm

Session 2: Thursday June 29th 9am-12pm

Session 3: Thursday November 2nd 9am-12pm

Individual sessions: To be negotiated to occur during visit in June and November (some may be available during week of March visit by negotiation)

Online Publication Productivity Program: Will begin in March and continue throughout the year (don't worry, it isn't time intensive!)

Eligibility and application

To be eligible for this program, you must be between 5 and 15 years post-PhD and employed in a permanent position at Level B, C or D. If you are more than 15 years post PhD but have had career interruptions including periods of part-time work then you are also eligible to apply.

You must also be able to attend ***all three sessions listed above in March, June and November***. Dr Gardiner is only available on these dates as we are piggybacking off other work she is doing at Newcastle. The Faculty appreciates that this will exclude some women who would otherwise be eligible and we hope to repeat the program next year.

The program is limited to twelve places and application is by the attached Expression of Interest (EOI) form to be returned ***by Monday 13 March***. If there are more than 12 applicants for the program, then the Assistant Dean Research will consult with the Heads of School to make the final decision.

Example outline of the program

The sessions described may change once the needs of the group are established, but are provided as an example of what the program could look like.

Session 1: Planning your Research Career

Content: As an academic and researcher you know you should plan your career and you no doubt have ideas of what you would like to achieve in the future. But you probably haven't taken some dedicated time to work out what you should either 1) be achieving or 2) would like to be achieving in order to move to the next level in your career. This workshop will give the thinking time and tools to put together a realistic and achievable plan for your career in general, but particularly the research part of your career. We will also work backwards to where you are currently and help you to set goals for shorter term achievements.

In this workshop we will discuss:

- what are reasonable research goals for your discipline and stage of career
- the keys to successful goal setting and goal achievement
- how to plan in the long term and work backwards to the here and now
- how to ensure you get some increased research outputs soon.

Session 2: The Strategic Researcher

Content: This workshop is designed to get participants to think strategically about their research areas. Many MCRs find that through disjointed funding or just taking opportunities as they arise, that they end up being spread too thin and without a cohesive story. Furthermore, often researchers are working hard on publications but are not necessarily clear about which ones would be most beneficial for their next grant application, or to improve their CV or to create a cohesive and fundable “independent” research story.

This workshop/discussion will help the individual and the group clarify and prioritise their research areas, over the next 1-3 years. Ideally there will also be time to discuss creative and innovative funding for research. We will also re-visit how the goals set in session 1 are progressing.

Session 3: Collaborations, the team, goals and the future

Content: The focus will be on looking at collaborations, working in a teams and how to maximise productivity (and therefore reduce workload) through working with others. This does not preclude still working on your own, but adding in some form of collaboration can be very helpful. If you are already collaborating, how can you maximise the benefits?

We will also re-visit strategically important publications identified in the previous sessions to ensure they are being progressed. Finally, what about the future – how are you going to proceed from here?

Individual coaching

All participants will be able to access a one-on-one coaching session with Maria Gardiner to help refine plans and goals as well as troubleshoot how the plans are progressing. It is anticipated these will commence in the time period of the second and third sessions but there may be some scope for a limited number of sessions at the time of the first session if specifically requested.

Online Publication Productivity Program

All participants will be offered the option to take part in the new ThinkWell online publication productivity program. It enables researchers to keep track of their publications they are working on and receive online coaching support from Maria to keep up productive habits.

About ThinkWell

ThinkWell is run by Dr Maria Gardiner and Mr Hugh Kearns. Maria is a coach, psychologist and researcher. She has worked with many of Australia's medical and academic leaders over the last fifteen years. She particularly specialises in the psychology of high performance and works with leading research groups at universities around Australia. Maria's passion is understanding what characteristics and attitudes create the highest possible performance and then translating this into practical, useable strategies. She is also a widely respected researcher, holding a research associate position in the School of Psychology at Flinders University, which provides a rigorous evidence base for her specialisation in high performing individuals and teams. As a co-author with Hugh Kearns, they has published five books that are in high demand and their work has featured in the journal *Nature* in a series of invited commentaries.