

# #ecrmentor

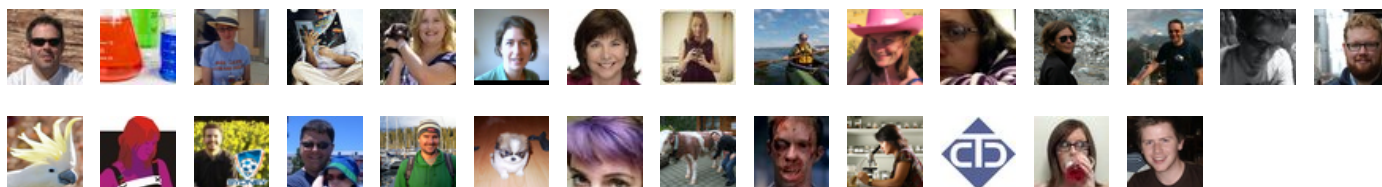
## ECR Mentoring Workshop 3

Helping postdocs grow!

## Trending Words

rt, -, #fb, don't, it's, matthew, brian, always, kate, leadership, good, cv, things, time, great

## Event Participants





Anyone know how to download all #ecrmentor tagged tweets? A fantastic record of the workshop, shame if it disappeared into the twitter-void.

01-Jun-12 15:34 | darrencroton



@LisaFogarty ... Just on maternity leave now. Looking forward to going back next yr. #ecrmentor

01-Jun-12 14:16 | Mamma\_Vees



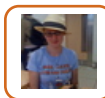
@LisaFogarty lucky u! I have finally found a mentor who I think is great! And bonus is project is fantastic.... #ecrmentor

01-Jun-12 14:16 | Mamma\_Vees



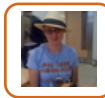
Safely back in Sydney with lots of brilliant ideas and things to share with others.Brilliant workshop!!Many thanks @darrencroton! #ecrmentor

01-Jun-12 11:56 | LisaFogarty



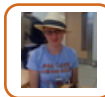
@dr\_krystal @astropixie @signe\_riemer @LisaFogarty @SciBry Still can't believe we were trending, amazing!! #ecrmentor

01-Jun-12 11:54 | LisaFogarty



@Mamma\_Vees Yes, I'm finding it's so valuable just to have someone above you articulating this stuff! #ecrmentor

01-Jun-12 11:54 | LisaFogarty



RT @SciBry: The panel of wise experts at #ECRmentor, incl @BrianBoyleSKA, @karlglazebrook, @kate\_brooks, @SciBry, @MatthewColless <http://t.co/COdrLGrV>

01-Jun-12 11:52 | LisaFogarty



RT @KathyBelov: @SciBry @brianboyleska @karlglazebrook @kate\_brooks @matthewcolless thanks for sharing your expertise #ecrmentor it has been appreciated!

01-Jun-12 10:42 | SciBry



RT @sarahbridle: @AstroCate David Allen's book Getting Things Done was recommended by many at a similar meeting to #ECRmentor. It is great.

01-Jun-12 10:22 | darrencroton



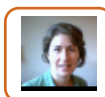
@SciBry @brianboyleska @karlglazebrook @kate\_brooks @matthewcolless thanks for sharing your expertise #ecrmentor it has been appreciated!

01-Jun-12 08:52 | KathyBelov



@LisaFogarty wish i had these ideas and a mentor when i was finishing up 5 years ago! #ecrmentor

01-Jun-12 08:36 | Mamma\_Vees



@AstroCate David Allen's book Getting Things Done was recommended by many at a similar meeting to #ECRmentor. It is great.

01-Jun-12 08:31 | sarahbridle



RT @darrencroton: Thanks to everyone who participated in the #ecrmentor Workshop. A amazing two days. And for all the tweets and retweets!

01-Jun-12 08:15 | SciBry



RT @LisaFogarty: Nugget 7: be daring! Do new things, try things from @darrencroton #ecrmentor

01-Jun-12 08:09 | darrencroton



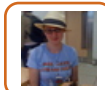
RT @LisaFogarty: Golden rules of telecons is start and finish on time says @darrencroton. And we're finishing on time today!! #ecrmentor

01-Jun-12 08:00 | darrencroton



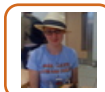
.@kate\_brooks and @darrencroton wrap up an amazing #ECRmentor workshop. Good night!  
<http://t.co/NOvMjiZF>

01-Jun-12 07:28 | SciBry



Wrapping up now with a well deserved presentation to the hard working LOC and thanks to the sponsors.  
#ecrmentor

01-Jun-12 07:27 | LisaFogarty



Golden rules of telecons is start and finish on time says @darrencroton. And we're finishing on time today!!  
#ecrmentor

01-Jun-12 07:27 | LisaFogarty



Thanks for a great workshop and for all the feedback at Twitter #ecrmentor

01-Jun-12 07:27 | signe\_riemer



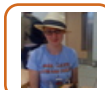
The only difference between tenure and time limited contract, is that you know when the time limited job ends  
#ecrmentor

01-Jun-12 07:26 | signe\_riemer



top tip: when you call a group meeting - end it ON TIME no matter what. #ECRmentor

01-Jun-12 07:26 | astropixie



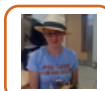
Nugget 7: be daring! Do new things, try things from @darrencroton #ecrmentor

01-Jun-12 07:24 | LisaFogarty



take away messages: get mentors, network, think big, plan, take control of work/life balance, have fun, and use spell check! #ECRmentor

01-Jun-12 07:23 | astropixie



Nugget 6: find the balance, and it will change as you progress from Sarah Maddison. #ecrmentor

01-Jun-12 07:23 | LisaFogarty



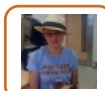
Sarah Madison: Don't let work kill you (find your work-life balance) #ecrmentor

01-Jun-12 07:23 | signe\_riemer



RT @signe\_riemer: Matthew Colless: Take time to be a postdoc. Don't settle down too soon! #ecrmentor

01-Jun-12 07:23 | SciBry



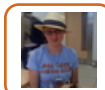
Nugget 5: have fun! From @BrianBoyleSKA #ecrmentor

01-Jun-12 07:22 | LisaFogarty



Brian Boyle: Have fun! If it's not fun it's not worth it #ecrmentor

01-Jun-12 07:22 | signe\_riemer



Nugget 4: after getting your junior faculty position take time off from publishing and think about your direction from @SciBry #ecrmentor

01-Jun-12 07:22 | LisaFogarty



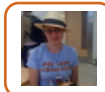
Matthew Colless: Take time to be a postdoc. Don't settle down too soon! #ecrmentor

01-Jun-12 07:22 | signe\_riemer



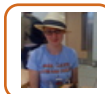
Don't suppose there are shortcuts to a professor's salary? ;) #ECRmentor

01-Jun-12 07:19 | AstroCate



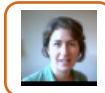
To wrap up some nuggets of advice from the panel coming up! #ecrmentor

01-Jun-12 07:13 | LisaFogarty



If you have an offer you can always negotiate for something. Starting date, salary, healthcare, relocation allowance, travel money. #ecrmentor

01-Jun-12 07:12 | LisaFogarty



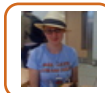
RT @LisaFogarty: Advice from Geraint Lewis: talk to your mentors. #ecrmentor

01-Jun-12 07:08 | sarahbridle



GET A MENTOR AND ASK YOU'RE MENTOR WHEN IN DOUBT #ecrmentor

01-Jun-12 07:07 | signe\_riemer



Advice from Geraint Lewis: talk to your mentors. #ecrmentor

01-Jun-12 07:07 | LisaFogarty



Brian Boyle: Make sure your probation period is appropriate and that you're evaluated/get feedback during the period #ecrmentor

01-Jun-12 07:07 | signe\_riemer



Sarah Brooks: Have in contract that in a year performance will be evaluated and it is expected that ... #ecrmentor

01-Jun-12 07:05 | signe\_riemer



RT @drdrparky: When you're offered a job, don't forget to go back to your old organisation to get a better offer. #ecrmentor

01-Jun-12 07:03 | SciBry



RT @signe\_riemer: Ask for honeymoon from teaching and admin load - Geraint Lewis #ecrmentor

01-Jun-12 07:03 | SciBry



Matthew Colless wants you to ask for what he would have given you anyway so that he looks like a good guy #ecrmentor

01-Jun-12 07:02 | signe\_riemer



RT @LisaFogarty: .@SciBry reiterates, get \*everything\* in writing. An email or phone call means nothing. #ecrmentor

01-Jun-12 07:02 | SciBry



.@MatthewColless: Negotiate what helps your career best. Asking for a postdoc better in long run than asking for higher salary. #ECRmentor

01-Jun-12 07:01 | SciBry



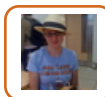
As a grad student, learning a lot from #ecrmentor. Brilliant work of reporting, o tweeters: thank you!

01-Jun-12 07:01 | astrokiwi



Bryan Gaensler managed to get all electrical appliances replaced and help to pay mortgage #ecrmentor

01-Jun-12 07:01 | LisaFogarty



The things you need to be productive are more important than just getting more money. Eg a postdoc, resources. #ecrmentor

01-Jun-12 06:57 | LisaFogarty



Getting a postdoc is better than getting a higher salary now, as it will maximise your time averaged earning potential #ecrmentor

01-Jun-12 06:57 | drdrparky



Always chose the option that will advance your career over money on the table - Matthew Colless #ecrmentor

01-Jun-12 06:57 | signe\_riemer



If you're offered a job, go back to your favorite organisation and ask them for a better offer #ecrmentor

01-Jun-12 06:56 | signe\_riemer



When you're offered a job, don't forget to go back to your old organisation to get a better offer. #ecrmentor

01-Jun-12 06:56 | drdrparky



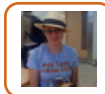
RT @SciBry: #ECRmentor Panel now discussing negotiating your start-up package. My two tips: ask for a parking spot, and get everything in writing!

01-Jun-12 06:53 | LisaFogarty



#ECRmentor Panel now discussing negotiating your start-up package. My two tips: ask for a parking spot, and get everything in writing!

01-Jun-12 06:50 | SciBry



The employer wants you to be a success and you need resources to do this. You have to negotiate for what you want and need. #ecrmentor

01-Jun-12 06:50 | LisaFogarty



Don't just sign the offer and return it - the university will chuckle at all the money they saved - Darren Croton #ecrmentor

01-Jun-12 06:49 | signe\_riemer



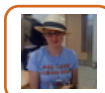
Negotiate start-up packages: You want to achieve when you arrive - Darren Croton #ecrmentor

01-Jun-12 06:48 | signe\_riemer



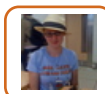
When you get a job offer, they won't take it back. You negotiate for your start-up package. #ecrmentor

01-Jun-12 06:48 | drdrparky



Moving on to negotiating job offers. Lots of people don't know you can even do this. #ecrmentor

01-Jun-12 06:47 | LisaFogarty



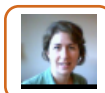
Warrick Couch is a firm believer in the f-word: flexibility! In academia this can work well. #ecrmentor

01-Jun-12 06:46 | LisaFogarty



As manager, Warwick Couch is a firm believer in the f-word: flexibility #ecrmentor

01-Jun-12 06:46 | drdrparky



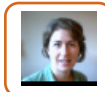
@drdrparky Definitely time management and multi-tasking! (she says tweeting with a 6 week old on lap(!)) #ecrmentor

01-Jun-12 06:46 | drdrparky



If you need to take a year off e.g. to get a baby (or other type of careers leave), state on your CV what you learned #ecrmentor

01-Jun-12 06:39 | signe\_riemer



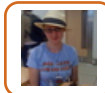
@drdrparky Also consider trying to get a joint appointment between 2 institutions? #ecrmentor

01-Jun-12 06:38 | sarahbridle



If you follow your partner, there may be soft-money to employ you part-time at a new location #ecrmentor

01-Jun-12 06:36 | drdrparky



There's never a wrong decision, you can't know where the other option would have gone. #ecrmentor

01-Jun-12 06:33 | LisaFogarty



There is never a wrong decision, because you never know how the option you didn't chose would have turned out - Kate Brooks #ecrmentor

01-Jun-12 06:33 | signe\_riemer



RT @signe\_riemer: A possible solution to two-body problem is to ask for re-training at the uni for partner #ecrmentor

01-Jun-12 06:32 | SciBry



RT @DrPaulHancock: 2Body problem: remember you can find other jobs but your partner is your partner. @MatthewColless #ecrmentor

01-Jun-12 06:32 | SciBry



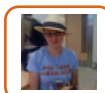
RT @signe\_riemer: Matthew Colless: Your partner is always more important than a job #ecrmentor #fb

01-Jun-12 06:32 | SciBry



A possible solution to two-body problem is to ask for re-training at the uni for partner #ecrmentor

01-Jun-12 06:31 | signe\_riemer



Some things that might help: flexibility of start date, relocation expenses. #ecrmentor

01-Jun-12 06:29 | LisaFogarty



2Body problem: remember you can find other jobs but your partner is your partner. @MatthewColless #ecrmentor

01-Jun-12 06:29 | DrPaulHancock



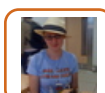
many stories of difficult family decisions that have made when one or two in a relationship has a career that requires big moves! #ECRmentor

01-Jun-12 06:26 | astropixie



RT @SciBry: .@BrianBoyleSKA: Don't reinvent the wheel. If you want to influence policy, use the frameworks already in place. #ECRmentor #protectresearch

01-Jun-12 06:25 | SulphurCocky



Remember your partner is always more important than any job says @MatthewColless #ecrmentor

01-Jun-12 06:25 | LisaFogarty



Matthew Colless: Your partner is always more important than a job #ecrmentor #fb

01-Jun-12 06:24 | signe\_riemer



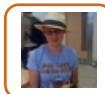
Final session at #ECRmentor: the two-body problem. @karlglazebrook points out that there are weak & strong cases (strong = two astronomers!)

01-Jun-12 06:19 | SciBry



@SciBry Suspect I've got a lot of Field Marshall in me! #leadership #ecrmentor

01-Jun-12 06:17 | dr\_krystal



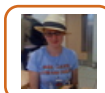
It's never simple, there will always be what-ifs or maybe regrets. There will always be tough decisions. #ecrmentor

01-Jun-12 06:17 | LisaFogarty



This -> RT @karlglazebrook: @MatthewColless: An important join of leaders is to breed the next generation of leaders. #ECRmentor

01-Jun-12 06:16 | dr\_krystal



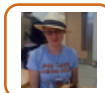
Starting off with the two-body problem. Always a big one. @darrencroton says when it bites you it bites hard. #ecrmentor

01-Jun-12 06:14 | LisaFogarty



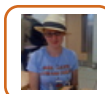
RT @SciBry: .@MatthewColless: Want to be a leader? Start big. Take on something you don't know how to do. #ECRmentor

01-Jun-12 06:13 | signe\_riemer



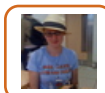
Final session! Panel discussion. Going to address some topics coming up during the workshop and advice for new faculty. #ecrmentor

01-Jun-12 06:13 | LisaFogarty



RT @SciBry: .@MatthewColless: Want to be a leader? Start big. Take on something you don't know how to do. #ECRmentor

01-Jun-12 06:10 | LisaFogarty



Great leadership and vision session from @MatthewColless before tea. Frantically taking notes for the duration! #ecrmentor

01-Jun-12 06:10 | LisaFogarty



RT @SciBry: .@MatthewColless: Want to be a leader? Start big. Take on something you don't know how to do. #ECRmentor

01-Jun-12 05:37 | darrencroton



find an opportunity, engage your strengths and vision, and try! #ECRmentor

01-Jun-12 05:37 | astropixie



RT @SciBry: Apart from the aqueducts, what has the Australian government ever done for astronomy? via @BrianBoyleSKA #ECRmentor <http://t.co/a2pxspPa>

01-Jun-12 05:37 | drsimmo



.@MatthewColless: Want to be a leader? Start big. Take on something you don't know how to do. #ECRmentor

01-Jun-12 05:36 | SciBry



@MatthewColless: An important join of leaders is to breed the next generation of leaders.#ECRmentor

01-Jun-12 05:36 | karlglazebrook



Find an opportunity to lead, enengage your strengths and your vision and try leading... #ecrmentor

01-Jun-12 05:35 | drsimmo



Imaging you can change the future - Matthew Colles #ecrmentor

01-Jun-12 05:31 | signe\_riemer



"Leadership is the capacity to influence and organise meaning for the members of the organisation." #ecrmentor

01-Jun-12 05:30 | drdrparky



RT @SciBry: .@MatthewColless: Credit is homeopathic. You can spread it far and wide and still claim your share. #ECRmentor

01-Jun-12 05:30 | whereisdaz



The difference between leadership and management is ethics - Abraham Lincon #ecrmentor

01-Jun-12 05:29 | darrencroton



.@MatthewColless: Leaders have goals. Number one goal should always be to create next generation of leaders. #ECRmentor

01-Jun-12 05:29 | SciBry



Leaders are inspirers: They can always se a way forward #ecrmentor

01-Jun-12 05:29 | signe\_riemer



.@MatthewColless: Leaders build teams & create communities. Leaders know themselves. Leaders are dreamers and inspirers. #ECRmentor

01-Jun-12 05:28 | SciBry



Leadership qualities, its a long list. Its unlikely ur missing out on all of them! So which do have? Know, play to your strengths #ecrmentor

01-Jun-12 05:28 | darrencroton



The difference between leadership and management is ethics - Lincoln #fb #ecrmentor

01-Jun-12 05:27 | signe\_riemer



.@MatthewColless: Leaders speak truth. Leaders care about people. Leaders have strength of character. Leaders are courageous. #ECRmentor

01-Jun-12 05:27 | SciBry



Meyer's law: the hard thing to do is the right thing to do #ecrmentor

01-Jun-12 05:27 | drdrparky



Meyers Law: The hard thing is to the is the right thing to do #ecrmentor

01-Jun-12 05:27 | signe\_riemer



Matthew Colles: Leaders care about people #ecrmentor

01-Jun-12 05:26 | signe\_riemer



Group-think at #ECRmentor on most important leadership traits: long list, no consensus. My faves: integrity, people skills, vision

01-Jun-12 05:26 | SciBry



But you don't have all of them, so there's room for practice #ecrmentor

01-Jun-12 05:26 | signe\_riemer



.@MatthewColless: Different theories of leadership - Trait Theory (born), Great Events Theory (forged), Process Theory (made) #ECRmentor

01-Jun-12 05:17 | SciBry



Are leaders born, forged or made? It's a mixture of all three #ecrmentor

01-Jun-12 05:17 | drdrparky



RT @darrencroton: Credit is homeopathic, you can spread credit infinitely thin and it's still your credit #ecrmentor

01-Jun-12 05:17 | signe\_riemer



RT @drdrparky: Leadership is relationship Ju-jitsu #ecrmentor

01-Jun-12 05:16 | darrencroton



Innovation distinguishes between a leader and a follower - Steve Jobs #fb #ecrmentor

01-Jun-12 05:16 | signe\_riemer



the best leaders delegate responsibility to others and trust them to carry out their tasks. @MatthewColless #ECRmentor

01-Jun-12 05:16 | astropixie



To those at #ecrmentor workshop, please take a look at the Australian Early to Mid Career Researcher Forum <http://t.co/ly0awiTR>

01-Jun-12 05:15 | dr\_krystal



Don't micromanage and trust other people to solve their tasks #fb #ecrmentor

01-Jun-12 05:14 | signe\_riemer



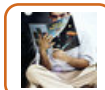
RT @drdrparky: Leadership is relationship Ju-jitsu #ecrmentor

01-Jun-12 05:14 | SciBry



Credit is homeopathic, you can spread credit infinitely thin and it's still your credit #ecrmentor

01-Jun-12 05:14 | darrencroton



RT @karlglazebrook: Matthew Colless: "parenthood is an antidote to hubris." #ECRmentor @MatthewColless

01-Jun-12 05:14 | SciBry



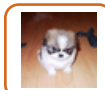
.@MatthewColless: Credit is homeopathic. You can spread it far and wide and still claim your share. #ECRmentor

01-Jun-12 05:14 | SciBry



A leader is a dealer in hope - Napoleon #fb #ecrmentor

01-Jun-12 05:13 | signe\_riemer



RT @astropixie: leadership is a skill and something you can get better at with practice. - matthew colless #ECRmentor

01-Jun-12 05:13 | roboticwrestler



RT @darrencroton: Warrick Couch: Understand your calendar for the next month and pace yourself accordingly. Stay sane! #ecrmentor

01-Jun-12 05:13 | SciBry



leadership is a skill and something you can get better at with practice. - matthew colless #ECRmentor

01-Jun-12 05:12 | astropixie



Matthew Colles: Leadership is a skill - you improve with practice #fb #ecrmentor

01-Jun-12 05:12 | signe\_riemer



Matthew Colless: "Anyone can be a better leader", "Leadership is a skill" #ecrmentor

01-Jun-12 05:11 | drdrparky



Final talk of the workshop, AAO Director Matthew Colless on Leadership and Vision #ecrmentor

01-Jun-12 05:11 | darrencroton



Matthew Colles: Anyone can learn to be a better leader #fb #ecrmentor

01-Jun-12 05:11 | signe\_riemer



.@MatthewColless: Everyone in science at some point needs to be a leader in some context. #ECRmentor

01-Jun-12 05:11 | SciBry



Matthew Colless: "parenthood is an antidote to hubris." #ECRmentor @MatthewColless

01-Jun-12 05:11 | karlglazebrook



Matthew Colles: Everyone needs to be a leader in some context #fb #ecrmentor

01-Jun-12 05:11 | signe\_riemer



Matthew Colless on leadership: "Everyone needs to be a leader in some context" #ecrmentor

01-Jun-12 05:11 | drdrparky



Next at #ECRmentor: @MatthewColless on leadership and vision.

01-Jun-12 05:09 | SciBry



RT @drdrparky: Warwick Couch: "Some deadlines you can ignore." #ecrmentor

01-Jun-12 05:09 | darrencroton



Warrick Couch: Some deadlines you can ignore - but chose carefully #ecrmentor

01-Jun-12 05:08 | signe\_riemer



Warwick Couch: "Some deadlines you can ignore." #ecrmentor

01-Jun-12 05:08 | drdrparky



Warrick Couch: Understand your calendar for the next month and pace yourself accordingly. Stay sane! #ecrmentor

01-Jun-12 05:07 | darrencroton



Tips or tricks for work life balance from Warwick Couch: pace yourself by planning in your head, avoiding a stress situation #ecrmentor

01-Jun-12 05:07 | darrencroton



Warrick Couch blasting: the three L's - leadership, linkages and luck. Aspire to them all! #ecrmentor

01-Jun-12 04:54 | darrencroton



I'm a bit of an accidental astronomer - Warrick Couch #ecrmentor #fb. Me too...

01-Jun-12 04:54 | signe\_riemer



A blast from Warwick Couch: leadership, linkages and luck #ecrmentor

01-Jun-12 04:54 | drdrparky



Can an MBA be useful in astronomy? #ecrmentor

01-Jun-12 04:49 | signe\_riemer



"Remain proud but humble - there is no divine right of astronomers" Brian Boyle #ecrmentor

01-Jun-12 04:42 | darrencroton



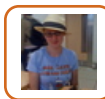
.@BrianBoyleSKA: Advocacy and advice are not the same thing; understand the difference. And when you've won the argument, stop. #ECRmentor

01-Jun-12 04:41 | SciBry



@BrianBoyleSKA "Understand the different between advocacy and advice." #ecrmentor

01-Jun-12 04:41 | drdrparky



Provide advice not commentary on policy. "this would be good to do" over "you're doing this wrong". #ecrmentor

01-Jun-12 04:41 | LisaFogarty



.@BrianBoyleSKA: Astronomers might think u work hard, but government staffers work even harder. They r highly dedicated & capable #ECRmentor

01-Jun-12 04:40 | SciBry



Sing from the hymn sheet (decadal plan etc): it's incredible powerful if you sing in chorus - Brian Boyle #ecrmentor #fb

01-Jun-12 04:40 | signe\_riemer



CSIRO has to reapply for funding every four years!?! Woah. #ECRmentor #BrianBoyleDude

01-Jun-12 04:40 | AstroCate



@BrianBoyleSKA "CSIRO is a lapsing program in government, so has to reapply for funding every four years." #ecrmentor

01-Jun-12 04:39 | drdrparky



Remain proud but humble (there's no divine right of astronomers) - Brian Boyle #ecrmentor #fb

01-Jun-12 04:39 | signe\_riemer



.@BrianBoyleSKA: Working w govt: behave w respect; sing from hymn sheet; provide advice, not commentary; never go beyond yr brief #ECRmentor

01-Jun-12 04:39 | SciBry



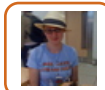
@BrianBoyleSKA "Public servants are highly skilled, highly dedicated and capable" #ecrmentor

01-Jun-12 04:39 | darrencroton



.@BrianBoyleSKA: Astronomy is known around Australia for having an unusually clear view of what it wants compared to other fields #ECRmentor

01-Jun-12 04:34 | SciBry



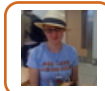
RT @SciBry: .@BrianBoyleSKA: Every astronomer in Australia needs to read the Decadal Plan. If you haven't, do it now! #ECRmentor <http://t.co/a1H6pQNz>

01-Jun-12 04:34 | LisaFogarty



.@BrianBoyleSKA: Every astronomer in Australia needs to read the Decadal Plan. If you haven't, do it now! #ECRmentor <http://t.co/a1H6pQNz>

01-Jun-12 04:32 | SciBry



Recommended reading: astronomy decadal plan and mid-term review. Help you know where the puck is! #ecrmentor

01-Jun-12 04:32 | LisaFogarty



.@BrianBoyleSKA: Lots of ways for postdocs to get involved in national policy. Get on nat'l committees, help write Decadal Plan #ECRmentor

01-Jun-12 04:31 | SciBry



We really need early career astronomers to be involved in long term planning of Australian astronomy - Brian Boyle #ecrmentor

01-Jun-12 04:31 | signe\_riemer



How do I get involved with government? You have to follow the rules set by your university or organization #ecrmentor

01-Jun-12 04:30 | drdrparky



RT @SciBry: Apart from the aqueducts, what has the Australian government ever done for astronomy? via @BrianBoyleSKA #ECRmentor <http://t.co/a2pxspPa>

01-Jun-12 04:30 | darrencroton



.@BrianBoyleSKA explains the federal budget process. Stay sharp, there'll be a quiz on this later ... #ECRmentor <http://t.co/GgiudfD8>

01-Jun-12 04:29 | SciBry



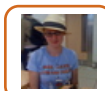
Apart from the aqueducts, what has the Australian government ever done for astronomy? via @BrianBoyleSKA #ECRmentor <http://t.co/a2pxspPa>

01-Jun-12 04:28 | SciBry



RT @signe\_riemer: Diplomacy is the art of letting other people have your own way - Brian Boyle #ecrmentor #fb

01-Jun-12 04:27 | darrencroton



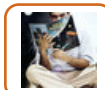
Government department shapes the way you work: it's relevant to \*everyone\* #ecrmentor

01-Jun-12 04:27 | LisaFogarty



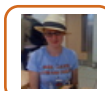
BrianBoyle talking about the role of Government in science: 4 ministers, 1 secretary, 4 dep secretary, 18 divisions, ~60 branches #ecrmentor

01-Jun-12 04:26 | darrencroton



Explanation in a nutshell of how Australian government funds science. @BrianBoyleSKA makes it simple! #ECRmentor <http://t.co/udc7qUn8>

01-Jun-12 04:26 | SciBry



Very scary looking government department organization chart up now...#ecrmentor

01-Jun-12 04:26 | LisaFogarty



Diplomacy is the art of letting other people have your own way - Brian Boyle #ecrmentor #fb

01-Jun-12 04:20 | signe\_riemer



Find the right level where rules can be changed - Matthew Colless #ecrmentor

01-Jun-12 04:20 | darrencroton



Vision without implementation is hallucination...#ecrmentor

01-Jun-12 04:20 | LisaFogarty



Tips from Brian Boyle: "Vision without implementation is hallucination" #ecrmentor

01-Jun-12 04:20 | drdrparky



Vision without implementation is hallucination #fb #ecrmentor

01-Jun-12 04:20 | signe\_riemer



RT @SciBry: .@BrianBoyleSKA unleashes his inner Lebowski at #ECRmentor. The Dude abides!  
<http://t.co/jcbLGTed>

01-Jun-12 04:19 | LisaFogarty



The most convincing argument is one that comprises equal measures of logos, ethos and pathos - Socrates #ecrmentor

01-Jun-12 04:19 | signe\_riemer



Tips from Brian Boyle "The most convincing argument comprises equal measures of logos, ethos and pathos." #ecrmentor

01-Jun-12 04:19 | drdrparky



Quotes from the dude and Socrates on the same slide! #ecrmentor

01-Jun-12 04:19 | LisaFogarty



RT @drdrparky: Tips from Brian Boyle: "Grit your teeth and remain pleasant" #ecrmentor

01-Jun-12 04:18 | SciBry



RT @darrencroton: Didn't realize that ASA President @brooks\_kate is also the Executive Officer for ASKAP! Impressive career! #ecrmentor

01-Jun-12 04:18 | SciBry



RT @ctmmrb: The #ecrmentor hashtag has been the best "conference" thread I have \*ever\* followed on Twitter. THANKS!

01-Jun-12 04:18 | SciBry



There's always a level in an organization where the rules can be changed. Too low, they have no power; too high, don't bother me #ecrmentor

01-Jun-12 04:18 | darrencroton



Know the rules to change them and influence them, but first of all respect them - Brian Boyle #ecrmentor

01-Jun-12 04:18 | signe\_riemer



.@BrianBoyleSKA unleashes his inner Lebowski at #ECRmentor. The Dude abides! <http://t.co/jcbLGTed>

01-Jun-12 04:18 | SciBry



@brooks\_kate Don't think I've said this before (I've often thought it), but thanks for being such a great role model. #ECRmentor

01-Jun-12 04:15 | AstroCate



Some rules are there because they always have been. You \*can\* challenge them but find the right level to do so. #ecrmentor

01-Jun-12 04:14 | LisaFogarty



You have to go to the right level of an organisation to change the rules - Matthew Colles #ecrmentor

01-Jun-12 04:13 | signe\_riemer



you never know what can come from just asking. rules can be changed. challenge them! #ecrmentor

01-Jun-12 04:12 | astropixie



Didn't realize that ASA President @brooks\_kate is also the Executive Officer for ASKAP! Impressive career! #ecrmentor

01-Jun-12 04:12 | darrencroton



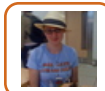
Dealing with the system: rules that are archaic, push back! Challenge them! -Kate Brooks #ecrmentor

01-Jun-12 04:06 | darrencroton



Often rules are there because no-one has asked to get them changed - Kate Brooks #ecrmentor #fb

01-Jun-12 04:05 | signe\_riemer



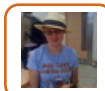
Back with a blast from @brooks\_kate, wonderful collage of important people, places and things from her life! Very inspirational. #ecrmentor

01-Jun-12 04:02 | LisaFogarty



We're back from lunch! Kate Brooks is now telling her story. Great to find out how people navigated to their current positions. #ecrmentor

01-Jun-12 04:02 | darrencroton



Wow!!RT"@ctmmrb:The #ecrmentor hashtag has been the best "conference" thread I have \*ever\* followed on Twitter.THANKS!"

01-Jun-12 04:01 | LisaFogarty



RT @drdrparky: Tips from Karl Glazebrook - look at all the emails you sent yesterday, make sure you haven't sent anything stupid #ecrmentor

01-Jun-12 03:28 | SciBry



The #ecrmentor hashtag has been the best "conference" thread I have \*ever\* followed on Twitter. THANKS!

01-Jun-12 02:44 | ctmmrb



Tips from Karl Glazebrook - look at all the emails you sent yesterday, make sure you haven't sent anything stupid #ecrmentor

01-Jun-12 02:33 | drdrparky



Kate Brooks: Seek help when the going gets tough #ecrmentor

01-Jun-12 02:29 | signe\_riemer



Having a good network helps with work/life balance. When you need family time they're the ones who step it to keep things moving #ecrmentor

01-Jun-12 02:28 | darrencroton



Kate Brooks: Don't sweat the small stuff #ecrmentor

01-Jun-12 02:28 | signe\_riemer



surviving a career break: have mentors, students, support network, solid collaborations, be on committees #ECRmentor

01-Jun-12 02:27 | astropixie



Seek help when things get messy - it doesn't take much for a series of bad events to turn into a depressive episode or worse. #ECRmentor

01-Jun-12 02:27 | AstroCate



Seeking help - don't suffer in silence when the going gets tough #ecrmentor

01-Jun-12 02:25 | drdrparky



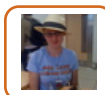
Kate Brooks on family planning: "How do you keep your research afloat when your waters break?" #ecrmentor

01-Jun-12 02:22 | darrencroton



When to have a baby - you can pause your career, but you can't pause your biological clock #ecrmentor

01-Jun-12 02:20 | drdrparky



Two-body problem: it's real and very very difficult. Both you and your partner need to work very hard to work it out. #ecrmentor

01-Jun-12 02:19 | LisaFogarty



The two-body problem - Vera Rubin's advice to young woman embarking on a career in astronomy "Marry well." #ecrmentor

01-Jun-12 02:16 | drdrparky



Brian Boyle - remember to support the people around you, look out for your colleagues #ecrmentor

01-Jun-12 02:15 | drdrparky



Annual performance and development goals should include work/life components #ecrmentor

01-Jun-12 02:14 | darrencroton



What are the characteristics of a good job: reasonable hours, satisfaction and fulfillment, control over situations, flexibility #ecrmentor

01-Jun-12 02:11 | drdrparky



Set aside some time in the day to do the things you enjoy #ecrmentor

01-Jun-12 02:09 | drdrparky



Reduce stress in the workplace - learn to stay no more often #ecrmentor

01-Jun-12 02:08 | drdrparky



Work/life power tip: "In the event of a change in cabin pressure, secure your own oxygen mask before assisting others" #ecrmentor

01-Jun-12 02:07 | darrencroton



RT @drdrparky: "In the event of a change in cabin pressure, remember to secure your own oxygen mask before assisting others." #ecrmentor

01-Jun-12 02:07 | signe\_riemer



Pick the big achievements and hit those, and manage other things around them #ecrmentor

01-Jun-12 02:02 | drdrparky



Pressure in seeing colleagues in work before you are, and are still there after you leave #ecrmentor

01-Jun-12 02:02 | drdrparky



Early career researcher? Follow #ecrmentor for great tips coming from ASA Mentoring workshop. Not just for astronomers! <http://t.co/43owSk90>

01-Jun-12 02:00 | SydUni\_Research



What does work/life balance mean to us? Having a support mechanism friends/partner is 'useful' #ecrmentor

01-Jun-12 01:59 | drdrparky



Don't plan your career, plan your life. Don't separate, integrate. #ecrmentor

01-Jun-12 01:57 | darrencroton



RT @dr\_krystal: Advice we can all relate to RT @AstroCate "punch someone" is the wrong way to handle conflict in the workplace. #ECRmentor

01-Jun-12 01:56 | SciBry



RT @LisaFogarty: For the no-go questions it's ok to just say "that's not appropriate" and not answer it. #ecrmentor

01-Jun-12 01:55 | SciBry



work/life balance: we have to be responsible for setting the boundaries we want in our lives (or someone else will do it) #ECRmentor

01-Jun-12 01:54 | astropixie



Don't separate, integrate - don't plan your career, plan your life #ecrmentor

01-Jun-12 01:54 | drdrparky



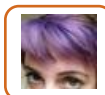
Most useful job tip of the workshop so far "@signe\_riemer: Don't lead the committee to believe that you killed your husband #fb #ecrmentor"

01-Jun-12 01:54 | SciBry



RT @chiara\_tonini: #ecrmentor Choose a job you love, and you will never have to work a day in your life ... Confucius

01-Jun-12 01:53 | drdrparky



#ecrmentor Choose a job you love, and you will never have to work a day in your life ... Confucius

01-Jun-12 01:53 | chiara\_tonini



What do you not want to regret at the end of your life? #ECRmentor

01-Jun-12 01:53 | AstroCate



RT @LisaFogarty: Make a good impression: wear shoes. #ecrmentor

01-Jun-12 01:52 | SciBry



RT @drdrparky: Instead of skype for a remote interview, maybe pay money and do a proper video conference #ecrmentor

01-Jun-12 01:51 | SciBry



If you don't decide on your acceptable work/life balance someone else will decide it for you #ecrmentor

01-Jun-12 01:49 | darrencroton



What timeframe do you use to judge if everything is balanced - Kate uses a week #ecrmentor

01-Jun-12 01:49 | drdrparky



RT @signe\_riemer: People will look up your citations anyway, so might just as well include them - Geraint Lewis #fb #ecrmentor

01-Jun-12 01:49 | SciBry



RT @drdrparky: In your publication list, put your name in bold, and also emphasize if another author is a student #ecrmentor

01-Jun-12 01:49 | SciBry



RT @drdrparky: Do not put your birthday, marital status, number of children on your CV #ecrmentor

01-Jun-12 01:48 | SciBry



RT @darrencroton: Don't confuse invited talks vs. contributed talks. Invited means your name is on the conference poster. #ECRmentor

01-Jun-12 01:48 | SciBry



Take control - if you don't design the work-life balance you want, someone else will do it for you #ecrmentor

01-Jun-12 01:48 | drdrparky



"You can have perfect work life balance... without work. #ecrmentor

01-Jun-12 01:46 | drdrparky



RT @signe\_riemer: ALWAYS include a cover letter - Bryan Gaensler #fb #ecrmentor

01-Jun-12 01:46 | SciBry



Nigel Marsh at TEDx Sydney <http://t.co/281fSxMT> #ecrmentor

01-Jun-12 01:46 | drdrparky



RT @darrencroton: ASA President Kate Brooks on work/life balance. Hard to be happy if you don't have it right! #ecrmentor

01-Jun-12 01:45 | SciBry



UDHR - "...limitation of working hours with reasonable holidays and pay." #ecrmentor

01-Jun-12 01:45 | drdrparky



ASA President Kate Brooks on work/life balance. Hard to be happy if you don't have it right! #ecrmentor

01-Jun-12 01:44 | darrencroton



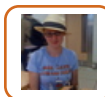
I see this all the time. Really annoys me. "@reneewebs: who puts a list of jobs they rejected on their CV?! Arrogant much?" #ECRmentor

01-Jun-12 01:44 | SciBry



RT @LisaFogarty: Crowd reaction to @SciBry dropping in a no-go question! Navigated well by the candidate...#ecrmentor

01-Jun-12 01:43 | SciBry



RT @astropixie: surprising number of #ECRmentor astronomers ready for a run this morning in the rain!  
<http://t.co/a7GMOgeY>

01-Jun-12 01:27 | LisaFogarty



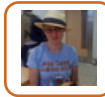
RT @dr\_krystal: Advice we can all relate to RT @AstroCate "punch someone" is the wrong way to handle conflict in the workplace. #ECRmentor

01-Jun-12 01:23 | CTrialsC



Advice we can all relate to RT @AstroCate "punch someone" is the wrong way to handle conflict in the workplace. #ECRmentor

01-Jun-12 01:18 | dr\_krystal



Great session and now time for morning tea! #ecrmentor

01-Jun-12 01:13 | LisaFogarty



"punch someone" is the wrong way to handle conflict in the workplace. #ECRmentor

01-Jun-12 01:08 | AstroCate



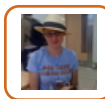
If your asked about conflict, give an example of what you would do if you did encounter it in the workplace. #ecrmentor

01-Jun-12 01:08 | ddrparky



Answering inappropriate interview questions: Deflect - "I'd love to discuss that if I'm fortunate enough to be offered the job" #ecrmentor

01-Jun-12 01:05 | darrencroton



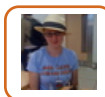
Top tip!! RT "@signe\_riemer: Don't lead the committee to believe that you killed your husband #fb #ecrmentor"

01-Jun-12 01:04 | LisaFogarty



@signe\_riemer especially not after saying you'd like to have a committee members' job in ten years. #ECRmentor

01-Jun-12 01:03 | AstroCate



For the no-go questions it's ok to just say "that's not appropriate" and not answer it. #ecrmentor

01-Jun-12 01:03 | LisaFogarty



interviews: highlight skills you bring. know about the organization. prepare questions to ask them! deflect personal questions #ECRmentor

01-Jun-12 01:03 | astropixie



RT @signe\_riemer: Don't lead the committee to believe that you killed your husband #fb #ecrmentor

01-Jun-12 01:01 | ddrparky



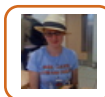
Don't lead the committee to believe that you killed your husband #fb #ecrmentor

01-Jun-12 01:01 | signe\_riemer



interviews: achievement you are proud of? a weakness? how do you deal with stressful situations? give specific examples! #ECRmentor

01-Jun-12 00:59 | astropixie



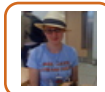
Crowd reaction to @SciBry dropping in a no-go question! Navigated well by the candidate...#ecrmentor

01-Jun-12 00:57 | LisaFogarty



RT @LisaFogarty: Really good to have specific examples of things you've done, situations you've handled. #ecrmentor

01-Jun-12 00:50 | AstroCate



Really good to have specific examples of things you've done, situations you've handled. #ecrmentor

01-Jun-12 00:49 | LisaFogarty



I am always a bit symphetically embarrassed by mock interview roleplay sessions. I just want to give the applicants hugs. #ECRmentor

01-Jun-12 00:48 | AstroCate



Mock interview on now, w/ @SciBry, @brooks\_kate and Geraint Lewis on the panel interviewing Sarah Maddison for tenure track posn #ecrmentor

01-Jun-12 00:47 | LisaFogarty



Mock interview between Sarah Maddison and @SciBry, Geraint Lewis, Kate Brooks. Funny role play! #ecrmentor

01-Jun-12 00:47 | darrencroton



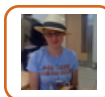
@SciBry @courtneyhall\_ nice! #ecrmentor

01-Jun-12 00:45 | Mamma\_Vees



Job interviews for University of Shoal Bay #fb #ecrmentor

01-Jun-12 00:45 | signe\_riemer



It's ok to bring notes, and a blank pad for collecting your thoughts. #ecrmentor

01-Jun-12 00:44 | LisaFogarty



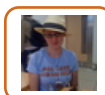
It's ok to bring notes. And bring a sheet of blank paper and a pen and ask for a thinking break if necessary #fb #ecrmentor

01-Jun-12 00:43 | signe\_riemer



Sarah Maddison: Presentation is important, make sure you wear shoes! #ecrmentor

01-Jun-12 00:42 | darrencroton



Make a good impression: wear shoes. #ecrmentor

01-Jun-12 00:42 | LisaFogarty



Instead of skype for a remote interview, maybe pay money and do a proper video conference #ecrmentor

01-Jun-12 00:42 | drdrparky



If it's a phone interview. Make sure you're clearly lit and look presentative. Maybe even a professional video conference #fb #ecrmentor

01-Jun-12 00:42 | signe\_riemer



@SciBry who puts a list of jobs they rejected on their CV?! Arrogant much? #ECRmentor

01-Jun-12 00:42 | reneewebs



when scheduling a job interview, ask who will be on the panel. rehearse answers for typical questions. #ecrmentor

01-Jun-12 00:42 | LisaFogarty



RT @LisaFogarty: Top tips from @SciBry: list your languages (honestly!) but don't list jobs you rejected. Always submit a PDF #ecrmentor

01-Jun-12 00:34 | SciBry



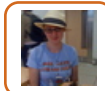
#ECRmentor session on do's and don't's of CVs & cover letters. Here's what we liked and didn't like.  
<http://t.co/acjnRg9X>

01-Jun-12 00:34 | SciBry



RT @dr\_krystal: Thanks for all the awesome tweets coming from #ecrmentor - Currently trending in Australia!  
@astropixie @signe\_riemer @LisaFogarty @SciBry

01-Jun-12 00:33 | SciBry



Top tips from @SciBry: list your languages (honestly!) but don't list jobs you rejected. Always submit a PDF #ecrmentor

01-Jun-12 00:33 | LisaFogarty



Don't mention jobs that you turned down #fb #ecrmentor

01-Jun-12 00:32 | signe\_riemer



ALWAYS submit your CV as pdf NOT Word etc. #fb #ecrmentor

01-Jun-12 00:31 | signe\_riemer



Always submit your CV as a pdf #ecrmentor

01-Jun-12 00:31 | drdrparky



RT @andy\_casey: I'm very surprised to see #ecrmentor is trending on Twitter.

01-Jun-12 00:31 | darrencroton



Add languages you speak, but don't overdo it. Always mention English (fluent) - at least if it's true #fb #ecrmentor

01-Jun-12 00:30 | signe\_riemer



The things that you do when first out of your PhD shouldn't be included in your later career CV #ecrmentor

01-Jun-12 00:29 | drdrparky



Good idea to keep track of CV worthy achievements: keep a running text file divided by year and update as things happen #ecrmentor

01-Jun-12 00:29 | darrencroton



Good question: How long should your CV be? Depends, but make sure all your key selling points are on page 1. #ecrmentor

01-Jun-12 00:26 | darrencroton



I'm very surprised to see #ecrmentor is trending on Twitter.

01-Jun-12 00:22 | andy\_casey



Add grants to your CV, but make it clear what your role was #fb #ecrmentor

01-Jun-12 00:19 | signe\_riemer



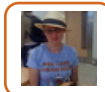
LOTS of questions about job applications! Great questions and great answers. #ecrmentor

01-Jun-12 00:18 | darrencroton



Add a three-line snapshot of you at the top of your CV - Kate Brooks #fb #ecrmentor

01-Jun-12 00:11 | signe\_riemer



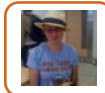
A short "research interests" section could be a good addition. Keep it concise though...#ecrmentor

01-Jun-12 00:11 | LisaFogarty



Yes! Never relevant for the job! RT @LisaFogarty: Don't put your birthday, marital status, number of children etc. on the CV. #ecrmentor

01-Jun-12 00:11 | darrencroton



Put your name in bold on the author lists in the publication section. Number them and have them in reverse chronological order. #ecrmentor

01-Jun-12 00:10 | LisaFogarty



Some great advice for early career scientists on CV preparation coming from Australian Astro #ecrmentor workshop <http://t.co/cYw2qf6j>

01-Jun-12 00:10 | dr\_krystal



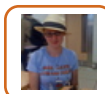
In your publication list, put your name in bold, and also emphasize if another author is a student #ecrmentor

01-Jun-12 00:10 | drdrparky



Thanks for all the awesome tweets coming from #ecrmentor - Currently trending in Australia! @astropixie @signe\_riemer @LisaFogarty @SciBry

01-Jun-12 00:08 | dr\_krystal



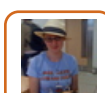
Don't put your birthday, marital status, number of children etc. on the CV. #ecrmentor

01-Jun-12 00:08 | LisaFogarty



Do not put your birthday, marital status, number of children on your CV #ecrmentor

01-Jun-12 00:07 | drdrparky



It's great to list your community roles. #ecrmentor

01-Jun-12 00:06 | LisaFogarty



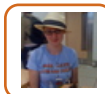
Group all of your service together on your CV #ecrmentor

01-Jun-12 00:06 | drdrparky



Don't confuse invited talks vs. contributed talks. Invited means your name is on the conference poster. #ECRmentor

01-Jun-12 00:06 | darrencroton



Doing the CV exchange assessment. Lots of good tips coming up! #ecrmentor

01-Jun-12 00:05 | LisaFogarty



What is the right order for the parts of your CV info, publication list, talks, etc? #ECRmentor

01-Jun-12 00:04 | darrencroton



Our first #ECRmentor spam! So proud ... "@CourtneyHall\_: #ecrmentor LIKE MY MUSIC PAGE PLEASE <http://t.co/MggdkXT5>"

01-Jun-12 00:04 | LisaFogarty

# #ecrmentor

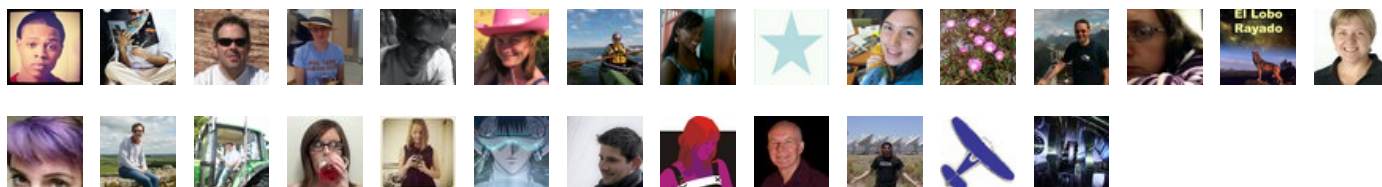
## ECR Mentoring Workshop 2

Helping postdocs grow!

## Trending Words

#fb, -, rt, don't, @scibry, people, rachel, time, it's, work, know, good, job, astronomy, webster:

## Event Participants





#ecrmentor LIKE MY MUSIC PAGE PLEASE <http://t.co/MJ1bFeQt>

31-May-12 23:59 | CourtneyHall\_



RT @darrencroton: Reference letters: Don't forget to thank your letter writers afterwards regardless of the outcome #ECRmentor

31-May-12 23:58 | SciBry



RT @ProfMike\_M: @darrencroton @astropixie also, don't do PhD+ and PhD++ after your PhD; show you have ideas of your own. #ecrmentor

31-May-12 23:58 | darrencroton



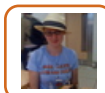
RT @signe\_riemer: Never list your "in prep" papers on your paper list and seriously consider if "submitted" are necessary #fb #ecrmentor

31-May-12 23:57 | SciBry



Job applications: spell check! spell check! spell check! spell check! And oh... spell check!! #ECRmentor

31-May-12 23:56 | darrencroton



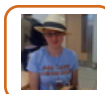
Spell check, spell check, spell check, spell check...#ecrmentor

31-May-12 23:55 | LisaFogarty



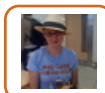
Tailor your research & teaching statements to your audience - take time to write it #ecrmentor

31-May-12 23:54 | drdrparky



Tailor your application!! Very important. #ecrmentor

31-May-12 23:54 | LisaFogarty



Don't make it too hard for the reader of your application - they have a lot to read! #ecrmentor

31-May-12 23:53 | LisaFogarty



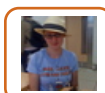
Don't pad your publication list - leave out your conference proceedings #ecrmentor

31-May-12 23:52 | drdrparky



always write a cover letter when applying for a job, even if not requested. avoid personal info, but show personality. #ecrmentor

31-May-12 23:50 | astropixie



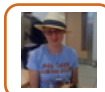
Don't pad your publication list with "in prep." or conf papers. To add conf papers put them in a separate list. #ecrmentor

31-May-12 23:49 | LisaFogarty



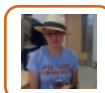
Never list your "in prep" papers on your paper list and seriously consider if "submitted" are necessary #fb #ecrmentor

31-May-12 23:48 | signe\_riemer



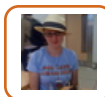
If an ad says "opportunity for teaching" don't say you have no interest in teaching. Application goes in the bin! #ecrmentor

31-May-12 23:47 | LisaFogarty



Answer all the selection criteria explicitly and separately. #ecrmentor

31-May-12 23:46 | LisaFogarty



Talk to your letter writers about content, esp. if there are extenuating circumstances it would be difficult for you to mention #ecrmentor

31-May-12 23:42 | LisaFogarty



ALWAYS include a cover letter - Bryan Gaensler #fb #ecrmentor

31-May-12 23:42 | signe\_riemer



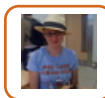
science phd skills for any job: modelling, problem-solving, large datasets, presenting, advanced computing, writing, teaching #ecrmentor

31-May-12 23:40 | astropixie



Tell your letter writer if it's for a job in a country they're not used to - letters in the US are uniformly positive #ecrmentor

31-May-12 23:40 | drdrparky



Always thank your letter writers. #ecrmentor

31-May-12 23:37 | LisaFogarty



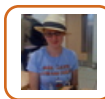
Reference letters: Don't forget to thank your letter writers afterwards regardless of the outcome #ECRmentor

31-May-12 23:36 | darrencroton



Remember to thank your letter writers and let them know the outcome of the application #fb #ecrmentor

31-May-12 23:36 | signe\_riemer



Organize your job application deadlines so it's easier for your referees to write letters by when their needed. Remind them! #ecrmentor

31-May-12 23:36 | LisaFogarty



And make sure you thank your referees, and give some feedback #ecrmentor

31-May-12 23:36 | drdrparky



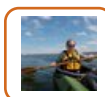
Make it easy for your referees to write letters - maybe a google doc with all the information #ecrmentor

31-May-12 23:35 | drdrparky



Make sure the references are positive, and give them and out if it's not going to be #ecrmentor

31-May-12 23:33 | drdrparky



Add a tag next to your referees in your CV: One sentence on what you've worked on with them #fb #ecrmentor

31-May-12 23:32 | signe\_riemer



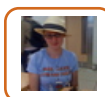
7 People You Should Never Lend Money <http://t.co/2PJrppQY> #ecrmentor

31-May-12 23:32 | QuinessaK



If the role is Teaching and Research, it is a good idea to have someone who can comment on your teaching #ecrmentor

31-May-12 23:32 | drdrparky



Choose your referees carefully and give them enough notice. If you're not sure they will be positive ask them. #ecrmentor

31-May-12 23:32 | LisaFogarty



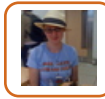
A wide variety of post-astro careers for astronomy PhDs. More choice than most people realize #ECRmentor

31-May-12 23:24 | darrencroton



#ecrmentor <http://t.co/JIz4wl6T>

31-May-12 23:24 | Develaismo



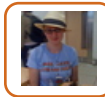
Some examples of post-astro careers: bioinformatics, medical imaging, geothermal energy, meteorology, finance...#ecrmentor

31-May-12 23:24 | LisaFogarty



Rachel Webster on possible post-astro careers - brain imaging is a big one at the moment #ecrmentor

31-May-12 23:23 | drdrparky



Rachel Webster about to talk about the other side: post-astro careers. #ecrmentor

31-May-12 23:21 | LisaFogarty



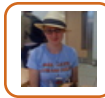
Most online application forms doesn't contact your referees for letters until you actually push the submit button #ecrmentor #fb

31-May-12 23:19 | signe\_riemer



Job ad: "Applicants are encouraged to contact Prof X for more info" is code for "You must contact Prof X if you're serious" #ECRmentor

31-May-12 23:19 | darrencroton



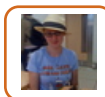
.@astropixie @SciBry Me too! Oops! #ecrmentor

31-May-12 23:19 | LisaFogarty



Job application takes time - don't leave everything to last minute #ecrmentor #fb

31-May-12 23:17 | signe\_riemer



Application tips: if a job ad says "contact for further information" then you should do this. Puts you on their radar! #ecrmentor

31-May-12 23:17 | LisaFogarty



"Applicants are encouraged to contact prof X for more information" is code for you contact prof X if you're serious #ecrmentor #fb

31-May-12 23:17 | signe\_riemer



(or even if you don't know anyone, contact Professor X anyway) #ecrmentor

31-May-12 23:16 | drdrparky



If you know someone on the committee, contact them BEFORE the deadline for more details #ecrmentor

31-May-12 23:16 | drdrparky



Ask the committee for more information BEFORE deadline #ecrmentor #fb

31-May-12 23:15 | signe\_riemer



.@SciBry recommends visiting a country before accepting a job and moving there. i've moved blindly across the world twice. oops. #ECRmentor

31-May-12 23:14 | LisaFogarty



Day 2 of the ECR workshop has begun. The first session is about jobs! jobs! jobs! Postdocs are interested in that, right? :) #ECRmentor

31-May-12 23:12 | darrencroton



Very few positions are the perfect job #ecrmentor

31-May-12 23:11 | drdrparky



surprising number of #ECRmentor astronomers ready for a run this morning in the rain! <http://t.co/a7GMOgeY>

31-May-12 23:11 | astropixie



Don't apply for a job you know you don't want #ecrmentor #fb

31-May-12 23:10 | signe\_riemer



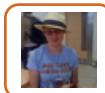
Show initiative #ecrmentor #fb

31-May-12 23:10 | signe\_riemer



Make contacts at conference - feel free to tell people that you're looking for a job #ecrmentor #fb

31-May-12 23:09 | signe\_riemer



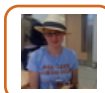
Survived the 6km run so have already achieved something today :) #ecrmentor

31-May-12 23:06 | LisaFogarty



Not really any 100% research jobs in Australia #ecrmentor

31-May-12 23:06 | drdrparky



Starting off again today with a bumper session on getting a faculty job with Sarah Maddison and @SciBry . #ecrmentor

31-May-12 23:06 | LisaFogarty



@SciBry and Sarah Maddison on getting a faculty job #ecrmentor

31-May-12 23:04 | drdrparky



started morning with 20 astronomers on a 6km run! it promptly started raining. #ECRmentor

31-May-12 23:03 | astropixie



Swapping CV's #ecrmentor #fb

31-May-12 23:01 | signe\_riemer



RT @MVEG001: Lack of women in science leadership - an issue in all disciplines. #emcrforum #ecrmentor <http://t.co/BRbc0wEz>

31-May-12 10:34 | jasmineleong



RT @drdrparky: "Find people who know what they're doing,, and let them do it." #ecrmentor

31-May-12 09:53 | twinsterv



@darrencroton @astropixie also, don't do PhD+ and PhD++ after your PhD; show you have ideas of your own. #ecrmentor

31-May-12 09:04 | darrencroton



Time for @BrianBoyleSKA to change his handle to @BrianBoyleDude? #ECRmentor

31-May-12 07:25 | SciBry



RT @drdrparky: @BrianBoyleSKA is the Big Lebowski at weekends #ecrmentor

31-May-12 07:23 | SciBry



.@BrianBoyleSKA: Told by my staff that it means a lot to see me walking out the door at 5pm. Sends positive message to the team. #ECRmentor

31-May-12 07:22 | SciBry



@BrianBoyleSKA is the Big Lebowski at weekends #ecrmentor

31-May-12 07:22 | drdrparky



Don't think you necessarily have to work 60-70 hours at week - Brian Boyle #ecrmentor #fb

31-May-12 07:21 | signe\_riemer



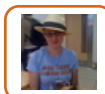
.@BrianBoyleSKA I make all meetings 60 min, whether needed or not. I never schedule meetings back to back, to leave thinking time #ECRmentor

31-May-12 07:21 | SciBry



Time is the most valuable thing we have and the most valuable thing we can share with other people - Brian Boyle #ecrmentor #fb

31-May-12 07:20 | signe\_riemer



Great time management tip from @BrianBoyleSKA: leave laptop battery in the office when you go home! #ecrmentor

31-May-12 07:19 | LisaFogarty



.@BrianBoyleSKA: I leave my laptop battery at work at the end of the day. Limits me to working <2 hours per night. #ECRmentor

31-May-12 07:19 | SciBry



Always do the important things before the urgent things - Darren Croton #fb #ecrmentor

31-May-12 07:17 | signe\_riemer



The answer seems to be to work smarter. #ECRmentor

31-May-12 07:16 | AstroCate



How does one make it as a professor / career astronomer if you have a family and can't do 60 hour weeks as a postdoc? #ECRmentor

31-May-12 07:14 | AstroCate



Simon White is freaky - Warrick Couch #ecrmentor #fb

31-May-12 07:14 | signe\_riemer



@signe\_riemer because the team you fund & supervise can do far more amazing things than you could do on your own #ECRmentor

31-May-12 07:09 | SciBry



Why should you aspire to become a professor, when all you get is less time for science? - Matt Owers #fb #ecrmentor

31-May-12 07:08 | signe\_riemer



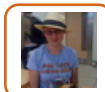
@signe\_riemer Noone successful in anything works 9 to 5. Full stop. But work-life balance is healthy & must be encouraged. #ecrmentor

31-May-12 06:57 | MVEG001



.@brooks\_kate: Deadlines are both a curse & a blessing. Good thing about them is you're forced to manage time available for them #ECRmentor

31-May-12 06:57 | SciBry



Work expands to fill the time allotted to it @darrencroton paraphrasing Geraint Lewis. #ecrmentor

31-May-12 06:55 | LisaFogarty



Parkinson's law "Grants expand to fill the time available to work on them" #ecrmentor

31-May-12 06:55 | drdrparky



. @astromatto #dirtyspacenews is all that some people know about me. obviously important networking tool for my career! ;) #ECRmentor

31-May-12 06:51 | astropixie



RT @signe\_riemer: 20 minutes between meetings is a great time to delete emails - Bryan Gaensler #fb #ecrmentor

31-May-12 06:50 | SciBry



RT @signe\_riemer: No-one successful in astronomy works 9-5 #fb #ecrmentor

31-May-12 06:50 | drdrparky



Well, except Darren #fb #ecrmentor

31-May-12 06:50 | signe\_riemer



@drdrparky Funds are so tight, not all see investment in admin staff as good use of funds. Like making reagents versus buy in... #ecrmentor

31-May-12 06:49 | MVEG001



No-one successful in astronomy works 9-5 #fb #ecrmentor

31-May-12 06:48 | signe\_riemer



organization tool suggestion: OmniFocus (for mac) <http://t.co/GOWV6u6C> #ECRmentor

31-May-12 06:47 | astropixie



.@sky\_pointer and @darrencroton recommend Omnifocus to organise your work and track your to-do list #ECRmentor <http://t.co/nzUdRVVY>

31-May-12 06:47 | SciBry



OmniFocus <http://t.co/D48QOPuf> a hierarchical organisational tool #ecrmentor

31-May-12 06:47 | drdrparky



learn when to say no. recognize what is important. prioritize. stop making excuses - just shut up, sit down, and do it! #ECRmentor

31-May-12 06:45 | astropixie



@MVEG001 Exactly! He was suggesting that you band together with 9 other people, and share 1/10th of a secretary #ecrmentor

31-May-12 06:45 | drdrparky



Excellent advice! MT "@LisaFogarty Rachel Webster: get papers good & GET THEM OUT. No point for absolute perfection. #ecrmentor #emcrforum

31-May-12 06:41 | MVEG001



Walk away from the to-do list, decide what really needs to be done, shut up, sit down at do it - Sarah Maddison #ecrmentor

31-May-12 06:40 | drdrparky



Another time saving device is a secretary - Bryan Gaensler #ecrmentor

31-May-12 06:38 | drdrparky



There is this other invention called the telephone - Sarah Maddison #fb #ecrmentor

31-May-12 06:36 | signe\_riemer



. @SciBry suggests <http://t.co/cVef9Slv> - electronic to do list to help with organization and time management #ECRmentor

31-May-12 06:36 | astropixie



20 minutes between meetings is a great time to delete emails - Bryan Gaensler #fb #ecrmentor

31-May-12 06:35 | signe\_riemer



15 minutes between meetings is dead time, a great time to delete emails #ecrmentor

31-May-12 06:35 | drdrparky



do not agonize too heavily over the last 5% of a paper - get it out and published and move on/forward! (rachel webster) #ECRmentor

31-May-12 06:33 | astropixie



Emailable to-do list <http://t.co/Of45bH3C> recommended by @SciBry #ecrmentor

31-May-12 06:32 | drdrparky



Recommended by Brian Gaensler <http://t.co/a4PZYtut> #fb #ecrmentor

31-May-12 06:31 | signe\_riemer



Colour categorization of emails: priorities #ecrmentor

31-May-12 06:30 | drdrparky



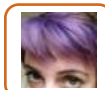
I've just given up keeping up with emails - Brian Gaensler #fb #ecrmentor

31-May-12 06:29 | signe\_riemer



Time management panel: what do you need to do to stay effective? #ecrmentor

31-May-12 06:28 | drdrparky



#ecrmentor Rachel Webster: ' you guys are what, thirty-ish? Well, you are... you know... adults!'

31-May-12 06:26 | chiara\_tonini



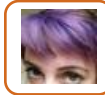
Academy of Science EMCR Forum: national voice of Australia's future scientific leaders. Sign-up: <http://t.co/K8K0WsfU> #emcrforum #ecrmentor

31-May-12 06:26 | MVEG001



Clearly I need to hurry up and get my drivers' / cabby's license. Astronomy careers are weird and nonlinear. #ECRmentor

31-May-12 06:21 | AstroCate



#ecrmentor 'There is more than one way to skin a cat'

31-May-12 06:19 | chiara\_tonini



Astronomy superstars Rachel Webster and @darrencroton both used to drive cabs for a living, before finding astronomy. #ECRmentor

31-May-12 06:19 | SciBry



Being a cab driver is obviously part of a (a)typical astronomy career #fb #ecrmentor

31-May-12 06:19 | signe\_riemer



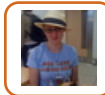
Professor Rachel Webster: Astrophysicist doing geothermal energy. Astronomy skills reach wide. #ECRmentor

31-May-12 06:19 | darrencroton



Rachel Webster: One of the joys of being a professor is that provided u do the tasks assigned to u, u can work on whatever u want #ECRmentor

31-May-12 06:18 | SciBry



Rachael Webster blast up now, talking about doing the ABC book show! #ecrmentor

31-May-12 06:15 | LisaFogarty



Ice cream for coffee break! That rocks #fb #ecrmentor

31-May-12 06:10 | signe\_riemer



.@sky\_pointer How to do good outreach: Watch others do it. Take media training. Do practice interviews. Explain to lay-friends. #ECRmentor

31-May-12 05:43 | SciBry



How to learn to interact with the media: Practice in front of a mirror #ecrmentor

31-May-12 05:42 | ddrparksy



What is the key point/appeal of your story? #fb #ecrmentor

31-May-12 05:38 | signe\_riemer



Media communication: Large complex bodies of work, pull out the interesting nugget and hang the rest off it #ECRmentor

31-May-12 05:38 | darrencroton



.@sky\_pointer: "Good science story needs to be captured in a 6-word headline." Here's a perfect example! #ECRmentor <http://t.co/6B30cGkW>

31-May-12 05:36 | SciBry



Helen Sim: Describe a piece of work in 8 words or less. Media release challenges! #ECRmentor

31-May-12 05:30 | darrencroton



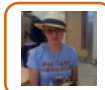
RT @signe\_riemer: Describe your work in 8 words #fb #ecrmentor

31-May-12 05:28 | signe\_riemer



@SciBry @karlglazebrook I've heard some students say similar of their PIs too! ;) #ECRmentor

31-May-12 05:11 | MVEG001



Outreach and media session now. Most people don't have our knowledge base. 30% of Aussies think 1 day 4 Earth to go round Sun: (#ecrmentor

31-May-12 05:10 | LisaFogarty



The community wants the same from astronomy as they want from art - Andy Green #fb #ecrmentor

31-May-12 05:10 | signe\_riemer



What do the general public want from outreach? To be entertained #ecrmentor

31-May-12 05:10 | drdrparky



.@sky\_pointer Your outreach audience has v different science background to u! Exhibit A from @SpaceKangaroo: <http://t.co/EPYhV64c> #ECRmentor

31-May-12 05:09 | SciBry



Maybe astronomers should do more interpretive dances #fb #ecrmentor

31-May-12 05:08 | signe\_riemer



Not everyone has our knowledge base <http://t.co/SyYqNIGE> #ecrmentor

31-May-12 05:07 | drdrparky



@drdrparky Positive critical analysis good. Negativity is No. 1 motivation killer. #ECRmentor

31-May-12 05:07 | MVEG001



30% of Australians believe it takes the Earth a day to move around the Sun #fb #ecrmentor

31-May-12 05:07 | signe\_riemer



@sky\_pointer on doing outreach: clarify in your mind why you're doing it. #ecrmentor

31-May-12 05:04 | drdrparky



Public outreach session: Why do it? Astronomy is the public's gateway drug to the broader sciences #ECRmentor

31-May-12 05:02 | darrencroton



Next up at #ECRmentor: @sky\_pointer talking about media and outreach.

31-May-12 04:57 | SciBry



#ecrmentor ...and now everybody stand up and wave your arms around

31-May-12 04:53 | chiara\_tonini



We're being paid with tax money to do our hobby, so it's our duty to do outreach even if it takes time from research #fb #ecrmentor

31-May-12 04:51 | signe\_riemer



Sarah Maddison: It's \*always\* part of a scientist's job to be involved in outreach in some way, even if not valued by employer #ECRmentor

31-May-12 04:50 | SciBry



Brian Boyle - "As a manager it's amazing what you can achieve, if you're prepared not to take the credit" #ecrmentor

31-May-12 04:39 | drdrparky



It's amazing how much you can achieve as a manager when you're prepared not to take the credit - Brian Boyle #fb #ecrmentor

31-May-12 04:38 | signe\_riemer



#ecrmentor "... it's just astronomy... relax!!!"

31-May-12 04:38 | chiara\_tonini



RT @signe\_riemer: No one is going to die, that's my benchmark for getting through the day - Kate Brooks #fb #ecrmentor

31-May-12 04:38 | LisaFogarty



RT @signe\_riemer: No one is going to die, that's my benchmark for getting through the day - Kate Brooks #fb #ecrmentor

31-May-12 04:37 | darrencroton



Question from @theastrojim - dealing with different working styles. Compromise must be reached. #ecrmentor

31-May-12 04:37 | LisaFogarty



RT @signe\_riemer: Astronomy isn't life and death - Karl Glazebrook #fb #ecrmentor

31-May-12 04:36 | LisaFogarty



.@karlglazebrook: "Don't sweat your PhD project. Nobody is going to die." -- tell that to planets around supernova u r studying! #ECRmentor

31-May-12 04:35 | SciBry



Remember the Kobayashi Maru says @karlglazebrook - sometimes a no win situation will arise. #ecrmentor

31-May-12 04:35 | LisaFogarty



No one is going to die, that's my benchmark for getting through the day - Kate Brooks #fb #ecrmentor

31-May-12 04:35 | signe\_riemer



Astronomy isn't life and death - Karl Glazebrook #fb #ecrmentor

31-May-12 04:34 | signe\_riemer



Talk through difficult situations in person. Not over email or twitter. #ECRmentor

31-May-12 04:34 | AstroCate



.@karlglazebrook Final piece of advice on supervising students: "Remember the Kobiyashi Maru." #ECRmentor

31-May-12 04:34 | SciBry



A lot of difficult situations can be prevented by choosing the right student/postdoc #fb #ecrmentor

31-May-12 04:33 | signe\_riemer



Good supervisors teach you how to do research - they aren't a parent there to help you do your homework. #ECRmentor

31-May-12 04:33 | AstroCate



.@karlglazebrook The dreaded annual performance review: be positive, make all criticism constructive. #ECRmentor

31-May-12 04:29 | SciBry



.@karlglazebrook It's very demotivating to your team if you assign them the drudge work & do the interesting things yourself. #ECRmentor

31-May-12 04:28 | SciBry



RT @darrencroton: Managing people: recognition is important. Everyone wants to be appreciated. #ECRmentor

31-May-12 04:28 | AstroCate



Take on some of the dull tasks yourself #fb #ecrmentor

31-May-12 04:27 | signe\_riemer



Managing people: recognition is important. Everyone wants to be appreciated. #ECRmentor

31-May-12 04:27 | darrencroton



Analyze your own behavior in management: what happens if you are always negative when someone shows you something? #ecrmentor

31-May-12 04:27 | drdrparky



.@karlglazebrook PhD students should always have >1 supervisor, plus also a more senior student as a mentor. #ECRmentor

31-May-12 04:25 | SciBry



.@karlglazebrook Always schedule regular meetings with staff & students. Is your door really "always open"? #ECRmentor

31-May-12 04:25 | SciBry



.@karlglazebrook: Taking on a new PhD student is like getting a puppy. Big time commitment, and you'll have to clean up the mess. #ECRmentor

31-May-12 04:24 | SciBry



.@BrianBoyleSKA: If you get a hard hypothetical question in a job interview, it's OK to answer: "I'd consult and seek advice." #ECRmentor

31-May-12 04:23 | SciBry



Sometimes saying I don't know is the right answer #ecrmentor

31-May-12 04:22 | drdrparky



It is ok to answer "I don't know" at a job interview - Brian Boyle #fb #ecrmentor

31-May-12 04:22 | signe\_riemer



.@karlglazebrook When hiring a postdoc, figure out whether you're looking to hire a superstar. For some projects yes, others no. #ECRmentor

31-May-12 04:22 | SciBry



Geraint Lewis: Don't forget in assessing grades of PhD applicants that in Australia, D = distinction. In USA, means the opposite! #ECRmentor

31-May-12 04:20 | SciBry



.@karlglazebrook: Grades do not indicate research ability when recruiting PhD students. But don't ignore poor grades! #ECRmentor

31-May-12 04:19 | SciBry



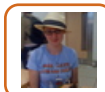
yes, common here, not so much in US, for example. RT @reneewebs: Is that common in Australia? To be interviewed for a PhD? #ECRmentor

31-May-12 04:13 | astropixie



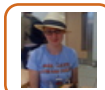
Good interview questions for modern science: "What's your experience in working as part of team?" #ecrmentor

31-May-12 04:13 | drdrparky



RT @signe\_riemer: The audience picks Bryan #fb #ecrmentor

31-May-12 04:11 | LisaFogarty



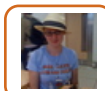
Decision is in and it's @SciBry !!! Displayed better technical skills needed for an observational project. #ecrmentor

31-May-12 04:10 | LisaFogarty



The audience picks Bryan #fb #ecrmentor

31-May-12 04:08 | signe\_riemer



RT @SciBry: Who will get the coveted PhD spot with Prof Bayliss - @SciBry or @karlglazebrook?? Panel now conferring ... #ECRmentor

31-May-12 04:06 | LisaFogarty



Fantastic role play with Glazebrook and Gaensler! Really nailed the funny responses you receive from many candidates #ECRmentor

31-May-12 04:04 | darrencroton



Who will get the coveted PhD spot with Prof Bayliss - @SciBry or @karlglazebrook?? Panel now conferring ... #ECRmentor

31-May-12 04:03 | SciBry



Is that common in Australia? To be interviewed for a PhD? #ECRmentor

31-May-12 04:03 | reneewebs



@SciBry Does that mean you the investigator still pays for it, or your inst/uni? Sorry, new to me. #ECRmentor

31-May-12 04:02 | MVEG001



Professor X is being a bit intimidating, but his question about what the candidate can bring to the project is justifiable #ecrmentor

31-May-12 04:01 | drdrparky



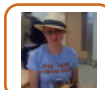
Daniel Bayliss impersonating senior pompous astronomer, looking to hire @karlglazebrook as a new PhD student. Hilarious! #ECRmentor

31-May-12 04:01 | SciBry



RT @LisaFogarty: Another interestingly formatted session - mock PhD interview of @SciBry. He looks scared!! #ecrmentor

31-May-12 03:59 | SciBry



. @SciBry being asked about specific problem solving incident #ecrmentor

31-May-12 03:57 | LisaFogarty



Asking candidate for a specific example to demonstrate some skills #ecrmentor

31-May-12 03:56 | LisaFogarty



@MVEG001 session starting now; mock interviews to canvass applicants for a PhD project ... #ECRmentor

31-May-12 03:52 | SciBry



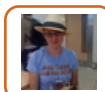
@SciBry Can see the point for sure, but not everyone who gets a scholarship is necessarily suited to PhD... #ECRmentor

31-May-12 03:50 | MVEG001



Karl Glazebrook on hiring people: Once you got a student or postdoc you're stuck with them for three years #ecrmentor

31-May-12 03:50 | drdrparky



Lunch chat re. asking qs at conferences: it's a great realization when you discover there's no stupid questions. #ecrmentor

31-May-12 03:07 | LisaFogarty



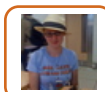
RT @SciBry: Rachel Webster: If you don't have many of your grants rejected, you are not applying often enough. #ECRmentor

31-May-12 03:03 | aimeelou



Geraint Lewis: from astrophysics to medial physics, it can happen! #ecrmentor

31-May-12 02:35 | darrencroton



My take away point from Geraint's blast - it's ok not to be 100% sure that you want to stay in astronomy forever. #ecrmentor

31-May-12 02:35 | LisaFogarty



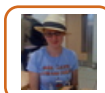
RT @MVEG001: Lack of women in science leadership - an issue in all disciplines. #emcrforum #ecrmentor <http://t.co/BRbc0wEz>

31-May-12 02:33 | Fr4nc3



Unnamed astronomer reflecting on living on Long Island: NYC at one end, Hamptons at the other, and Crapsville in the middle. #ECRmentor

31-May-12 02:31 | SciBry



Geraint Lewis blast! Originally wanted to be bus driver, train driver, vet, paleontologist! #ecrmentor

31-May-12 02:29 | LisaFogarty



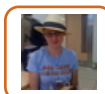
@MVEG001 But point being made is the converse. If I can get s/one good who has their own scholarship, why should ARC pay for it? #ECRmentor

31-May-12 02:29 | SciBry



@SciBry Then you are lucky astro-scientists! E.g. Confocal microscope time is >\$60 an hour! #ECRmentor

31-May-12 02:29 | MVEG001



Intense interactive session, ending in ranking of others proposals. Tough ask on only a few mins to read. #ecrmentor

31-May-12 02:27 | LisaFogarty



I usually look for the weakest link in a proposal and use that to judge it - Brian Boyle #fb #ecrmentor

31-May-12 02:27 | signe\_riemer



@SciBry @arc\_gov\_au A bit unfair - there are many excellent PhDs who don't get scholarships! #emcrforum #ECRmentor

31-May-12 02:24 | MVEG001



How is your proposal different from everyone else's? #fb #ecrmentor

31-May-12 02:14 | signe\_riemer



Ask the question first, then explain how! - Brian Boyle #fb #ecrmentor

31-May-12 02:14 | signe\_riemer



Rachel Webster: don't ask for PhD scholarships in your @arc\_gov\_au grant. Anyone worth supervising will get their own scholarship #ECRmentor

31-May-12 02:01 | SciBry



Warrick Couch: Core focus of your @arc\_gov\_au budget should be salaries. ARC DPs are about funding researchers, not stuff. #ECRmentor

31-May-12 01:59 | SciBry



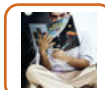
At the end of the day, the ARC is providing money for people #ecrmentor

31-May-12 01:59 | drdrparky



What the ARC is really into is funding people - Warrick Couch #fb #ecrmentor

31-May-12 01:58 | signe\_riemer



Rachel Webster: You'll look silly if u claim value of telescope time as in-kind contribution. Readers know telescope time is free #ECRmentor

31-May-12 01:58 | SciBry



Webster & Couch: Don't pad your proposal budget unnecessarily. It lessens its impact, reviews will see through it. #ecrmentor

31-May-12 01:58 | darrencroton



Standard items on a budget: Minions, travel and small equipment #fb #ecrmentor

31-May-12 01:57 | signe\_riemer



Rachel Webster on grant budgets: Explain why u need the \$\$\$. Modest budget better than going 4 broke. Avoid specious in-kind items #ECRmentor

31-May-12 01:56 | SciBry



Research proposals: establish why you need the money #ecrmentor

31-May-12 01:54 | drdrparky



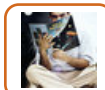
Rachel Webster: There r significant advantages in @arc\_gov\_au system 4 ECR-only proposals. So may be best to propose on your own #ECRmentor

31-May-12 01:51 | SciBry



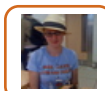
Proposals, who to put on? 1. Must add value 2. Ethical putting them on? 3. Advantage to be single author? 4. What is YOUR role? #ecrmentor

31-May-12 01:50 | darrencroton



Rachel Webster: Who should be on your grant proposal? Add ppl who will add value & do work, not people there only 4 track record. #ECRmentor

31-May-12 01:50 | SciBry



RT @signe\_riemer: You must always have projects in your back pocket - Rachel Webster #fb #ecrmentor

31-May-12 01:46 | signe\_riemer



Hiring people... RT: "Find people who know what they're doing.. and let them do it." #ecrmentor

31-May-12 01:33 | darrencroton



Rachel Webster: Grant funding is an imperfect process. Your proposal will often be unfunded, even if it should have been. #ECRmentor

31-May-12 01:33 | SciBry



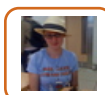
And we're back! Ready to learn how to write a successful proposal. #ecrmentor

31-May-12 01:31 | LisaFogarty



Lack of women in science leadership - an issue in all disciplines. #emcrforum #ecrmentor <http://t.co/BRbc0wEz>

31-May-12 01:17 | MVEG001



Tea time! #ecrmentor

31-May-12 01:04 | LisaFogarty



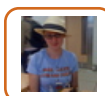
RT @LisaFogarty: .@darrencroton blasting now. Self-confessed anti-Gaensler! Started out as a musician #ecrmentor

31-May-12 01:02 | SciBry



@SciBry @lisafogarty Yes, there is a large dash of luck in science - why good mentoring is so critical. Great w'shop! #ecrmentor

31-May-12 01:02 | MVEG001



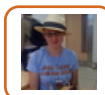
. @darrencroton The road less travelled: arrived to astronomy later, less linear career path. Fascinating story. #ecrmentor

31-May-12 01:02 | LisaFogarty



@MVEG001 @lisafogarty I was (very) lucky! Key thing is to be working on something interesting, surrounded by interesting people. #ECRmentor

31-May-12 01:00 | SciBry



RT @dougdel: @LisaFogarty Not exactly. "It's not \*only\* what you know it's \*also\* WHO KNOWS YOU" #ecrmentor

31-May-12 00:59 | LisaFogarty



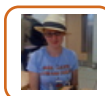
RT @LisaFogarty: Imposter syndrome: even @SciBry has it!! There's hope for us all....#ecrmentor

31-May-12 00:58 | SciBry



to help keep up with literature: <http://t.co/wxA7Wu4F>. #ECRmentor

31-May-12 00:58 | astropixie



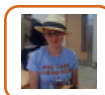
RT @drdrparky: arxivsorter <http://t.co/mHgrpahy> #ecrmentor

31-May-12 00:58 | LisaFogarty



How to keep up with the daily avalanche of astro papers: <http://t.co/pBon0YeV> reorders arXiv into results most interesting to you #ECRmentor

31-May-12 00:58 | SciBry



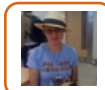
.@darrencroton blasting now. Self-confessed anti-Gaensler! Started out as a musician #ecrmentor

31-May-12 00:58 | LisaFogarty



"Find people who know what they're doing,, and let them do it." #ecrmentor

31-May-12 00:54 | drdrparky



Collaborate rather than compete. This is what astronomy is all about and it brings joy. #ecrmentor

31-May-12 00:53 | LisaFogarty



RT @LisaFogarty: Imposter syndrome: even @SciBry has it!! There's hope for us all....#ecrmentor

31-May-12 00:51 | MVEG001



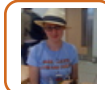
RT @drdrparky: "Write beautiful prose; every word & sentence should have a purpose." #ecrmentor

31-May-12 00:50 | MVEG001



Collaborate rather than compete - Bryan Gaensler #fb #ecrmentor

31-May-12 00:50 | signe\_riemer



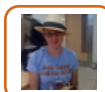
Imposter syndrome: even @SciBry has it!! There's hope for us all....#ecrmentor

31-May-12 00:50 | LisaFogarty



@LisaFogarty @SciBry Fantastic the dream was accomplished! Many ECRs feel same but 'the system' is making it harder - advice? #ecrmentor

31-May-12 00:50 | MVEG001



Try to be a walking @adsabs in your field! #ecrmentor

31-May-12 00:49 | LisaFogarty



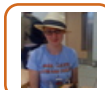
Focus on techniques, the physics will follow - Bryan Gaensler #fb #ecrmentor

31-May-12 00:49 | signe\_riemer



people remember a good talk and insightful plots. they also remember awful talks. practice talks and spend time on slides. #ECRmentor

31-May-12 00:48 | astropixie



Make yourself a world leader in your technique - the physics will follow #ecrmentor

31-May-12 00:48 | LisaFogarty



RT @LisaFogarty: Everyone around you is smart too. So work hard! #ecrmentor

31-May-12 00:47 | MVEG001



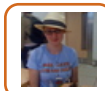
RT @signe\_riemer: Communication skills are CRUCIAL #fb #ecrmentor

31-May-12 00:47 | MVEG001



Gaensler on talks: It's not about who's good or bad at giving talks, it's about how much work you put in preparing #ecrmentor

31-May-12 00:47 | darrencroton



Write beautiful prose. (I love this piece of advice, nothing is nicer than a paper that is a pleasure to read!) #ecrmentor

31-May-12 00:46 | LisaFogarty



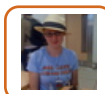
"No one is ever going to read your papers." So give good talks! #ecrmentor

31-May-12 00:44 | drdrparky



Everyone remembers a good talk - Brian Gaensler #fb #ecrmentor

31-May-12 00:44 | signe\_riemer



Everyone around you is smart too. So work hard! #ecrmentor

31-May-12 00:44 | LisaFogarty



"Everyone around you is clever as well, so work hard" #ecrmentor

31-May-12 00:43 | drdrparky



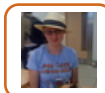
RT @astropixie: need to make your mark - become a known expert in one or two specific areas, publish and talk about them! #ecrmentor

31-May-12 00:41 | matisidro



@SciBry Feels sense of accomplishment for having achieved childhood goal of becoming an astronomer #ecrmentor

31-May-12 00:41 | drdrparky



On to @SciBry 's blast! For him there was never anything else, always wanted to be an astronomer. #ecrmentor

31-May-12 00:38 | LisaFogarty



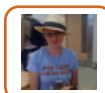
beware the anti-network: disrespectful comments, drunken behaviour at conferences, childish online presence, google results (?) #ECRmentor

31-May-12 00:37 | astropixie



Have an academic webpage and keep it up to date #fb #ecrmentor

31-May-12 00:36 | signe\_riemer



Google yourself in advance so you know what comes up when your potential employer does it. #ecrmentor

31-May-12 00:36 | LisaFogarty



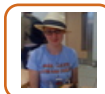
Remember, for permanent jobs, people are getting you for life, so they will want people that aren't free-loaders, a pain #ecrmentor

31-May-12 00:36 | drdrparky



Job committees often Google your name - know what they find #fb #ecrmentor

31-May-12 00:36 | signe\_riemer



.@BrianBoyleSKA We are a professional community and should treat each other with respect and trust. #ecrmentor

31-May-12 00:34 | LisaFogarty



The anti-network: be professional, respectful and polite. Bad comments will come back to haunt you. #ecrmentor

31-May-12 00:33 | drdrparky



The anti-network isn't just your behaviour at conferences, but also your web-presence (email, website, facebook etc) #ecrmentor

31-May-12 00:31 | drdrparky



Geraint Lewis: don't just foster your network, but avoid cultivating your anti-network! You're on show @ conferences; stay sober! #ECRmentor

31-May-12 00:25 | SciBry



RT @LisaFogarty: Keep people informed, but your network once established can work for you behind the scenes. #ecrmentor

31-May-12 00:24 | astropixie



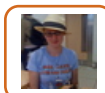
Real-life reference letter written by Albert Einstein. Is this the ideal recommendation? Unclear ... #ECRmentor <http://t.co/5Jalm1Ym>

31-May-12 00:23 | SciBry



RT @dougdel: @LisaFogarty Not exactly. "It's not \*only\* what you know it's \*also\* WHO KNOWS YOU" #ecrmentor

31-May-12 00:23 | darrencroton



Keep people informed, but your network once established can work for you behind the scenes. #ecrmentor

31-May-12 00:23 | LisaFogarty



@bronwynah @astropixie I've been to conferences with terrible lanyards that flip round, making it impossible to know who's who! #ecrmentor

31-May-12 00:22 | dr\_krystal



@LisaFogarty Not exactly. "It's not \*only\* what you know it's \*also\* WHO KNOWS YOU" #ecrmentor

31-May-12 00:22 | dougdela



If a senior person suggests you apply for a particular job, apply! There may be more going on behind the scenes than you know. #ecrmentor

31-May-12 00:21 | darrencroton



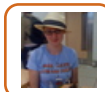
if a (senior) person suggests you should apply for a job, it's probably not just a friendly gesture. there's a reason. apply! #ECRmentor

31-May-12 00:21 | astropixie



Geraint Lewis: If someone senior tells you that you should consider applying for a position, it's not just a suggestion. Apply! #ECRmentor

31-May-12 00:20 | SciBry



If a Prof tells you to "consider applying for that position" they are saying it for a reason ;- ) #ecrmentor

31-May-12 00:20 | LisaFogarty



When someone senior says "I think you should consider putting an application in for this position" you should do it #fb #ecrmentor

31-May-12 00:19 | signe\_riemer



So true! RT @SciBry Geraint Lewis: It doesn't matter how smart a scientist you are if nobody knows what you're working on. #ECRmentor

31-May-12 00:19 | dr\_krystal



RT @LisaFogarty We are no longer in the days of the gentleman scientist. You have to network and develop your career. #ecrmentor

31-May-12 00:19 | dr\_krystal



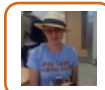
Have more names than the 3 referees on your CV - unofficial letters of reference #ecrmentor

31-May-12 00:19 | dr\_krystal



Need a broader collaboration base - look out for the 'A's in the field, and identify what I can bring to them #ecrmentor

31-May-12 00:14 | drdrparky



Collaborators are often friends. But should also have a broader base. #ecrmentor

31-May-12 00:14 | LisaFogarty



Be aware of what you can bring to a project #fb #ecrmentor

31-May-12 00:13 | signe\_riemer



wear name tag high on the right so people can easily read it while you shake hands. huh. never thought about that. #ECRmentor

31-May-12 00:13 | astropixie



RT @drdrparky: Don't be passive at conferences - don't just talk to your mates #ecrmentor

31-May-12 00:13 | Airminded



Stupid questions very rarely come from the young people in the room - Geraint Lewis #fb #ecrmentor

31-May-12 00:12 | signe\_riemer



I work from the basis: Everyone is at least as smart as I am - Bryan Boyle #fb #ecrmentor

31-May-12 00:12 | signe\_riemer



Follow @astropixie @darrencroton @drdrparky @signe\_riemer @LisaFogarty @SciBry for GREAT career advice coming from Astro #ecrmentor workshop

31-May-12 00:12 | dr\_krystal



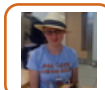
RT @drdrparky: Don't be passive at conferences - don't just talk to your mates #ecrmentor

31-May-12 00:11 | SciBry



RT @dr\_krystal: Lots of great advice coming from Astro #ecrmentor workshop - Relevant to young scientists from all disciplines! <http://t.co/cYw2qf6j>

31-May-12 00:11 | SciBry



At conferences work the reception, ask questions in the talks, establish collaborations. #ecrmentor

31-May-12 00:11 | LisaFogarty



Geraint Lewis: At conferences, always wear your name badge high & on the right, so that people see it as they shake your hand! #ECRmentor

31-May-12 00:10 | SciBry



Don't be passive at conferences - don't just talk to your mates #ecrmentor

31-May-12 00:10 | drdrparky



Lots of great advice coming from Astro #ecrmentor workshop - Relevant to young scientists from all disciplines! <http://t.co/cYw2qf6j>

31-May-12 00:09 | dr\_krystal



RT @SciBry It doesn't matter how smart a scientist you are if nobody knows what you're working on. #ECRmentor

31-May-12 00:09 | SciBry



Collaborating is dynamic, it will grow, things will change, grow and expand. #ecrmentor

31-May-12 00:04 | LisaFogarty



Cross-disciplinary networking can be very important - Bryan Boyle #fb #ecrmentor

31-May-12 00:03 | signe\_riemer



The Kevin Bacon principle - always try to be expansive as possible, going outside astronomy to make connections #ecrmentor

31-May-12 00:03 | drdrparky



Whenever an interesting paper is published in your field, email a question to the senior authors - Darren Croton #fb #ecrmentor

31-May-12 00:02 | signe\_riemer



Decide who's going to be writing your reference letters a few years down the line #ecrmentor

31-May-12 00:00 | drdrparky



Start thinking about references for job applications years out in the future - Darren Croton #fb #ecrmentor

31-May-12 00:00 | signe\_riemer

# #ecrmentor

## ECR Mentoring Workshop 1

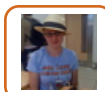
Helping postdocs grow!

## Trending Words

career, #fb, warrick, couch:, -, first, strategies:, more, astro, rt, geraint, networking, 2, go, people

## Event Participants





We are no longer in the days of the gentleman scientist. You have to network and develop your career. #ecrmentor

30-May-12 23:59 | LisaFogarty



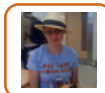
Networking: It's not (only) what you know, it's (also) who you know #ecrmentor

30-May-12 23:55 | darrencroton



Geraint Lewis: It doesn't matter how smart a scientist you are if nobody knows what you're working on. #ECRmentor

30-May-12 23:55 | SciBry



"It's not \*only\* what you know it's \*also\* who you know" #ecrmentor

30-May-12 23:55 | LisaFogarty



"It's not what you know, it's who you know" - scientists hate that #ecrmentor

30-May-12 23:54 | drdrparky



Geraint Lewis: No one stumbles into a high level professorship! Cultivate your career #ecrmentor

30-May-12 23:54 | darrencroton



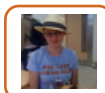
Scientists can't network and other myths <http://t.co/TSk8G5CN> #ecrmentor

30-May-12 23:53 | drdrparky



Geraint Lewis: Networking is not a side activity! It's a key part of your career path. #ECRmentor

30-May-12 23:53 | SciBry



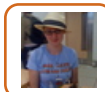
NB -Careers don't just happen! You have to network! #ecrmentor

30-May-12 23:52 | LisaFogarty



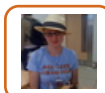
Networking is an important aspect of career cultivation - Geraint Lewis #fb #ecrmentor

30-May-12 23:52 | signe\_riemer



Next up is networking by Geraint Lewis. #ecrmentor

30-May-12 23:51 | LisaFogarty



Mid path options include having a fellowship e.g. ARC DECRA's. #ecrmentor

30-May-12 23:46 | LisaFogarty



Warrick Couch: 10 yrs ago, Australian astro PhDs had 2 go overseas 2 build career. Still valuable, but career paths now in Oz too #ECRmentor

30-May-12 23:46 | SciBry



Is it important to go abroad during the first years of your career? #fb #ecrmentor

30-May-12 23:44 | signe\_riemer



.@BrianBoyleSKA: A's hire A's, and B's hire C's. So consider the quality of the people you work with, & how this reflects on you. #ECRmentor

30-May-12 23:43 | SciBry



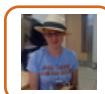
Have a annual plan to check your progress, but set in context of a longer term plan #ecrmentor

30-May-12 23:39 | drdrparky



RT @SciBry: Warrick Couch: always seek another mentor in addition to your line manager #ECRmentor

30-May-12 23:38 | feverpitch96



Career strategies: Set goals and targets. Very important and often overlooked. Can be highly motivating #ecrmentor

30-May-12 23:37 | LisaFogarty



Set yourself goals and targets and evaluate yourself against them #fb #ecrmentor

30-May-12 23:37 | signe\_riemer



Performance is best motivated and measured by the individual setting themselves goals and targets #ecrmentor

30-May-12 23:37 | drdrparky



Warrick Couch: always seek another mentor in addition to your line manager #ECRmentor

30-May-12 23:36 | SciBry



Warrick Couch: a good mentor isn't just more experienced than you. They can see more talent & ability in you than u see yourself #ECRmentor

30-May-12 23:35 | SciBry



A mentor is someone who sees more talent and ability within you, than you see in yourself, and helps bring it out of you #fb #ecrmentor

30-May-12 23:35 | signe\_riemer



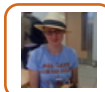
Career strategies: get a mentor. "A mentor is someone who sees more talent and ability in you than you see in yourself" #ecrmentor

30-May-12 23:34 | LisaFogarty



networking and collaborations: important for research, learning, creating new opportunities, supporting career break s! #ecrmentor

30-May-12 23:34 | astropixie



Career strategies: while being part of collaborations it is crucial to continue to \*lead\* research #ecrmentor

30-May-12 23:33 | LisaFogarty



Get teaching experience #fb #ecrmentor

30-May-12 23:32 | signe\_riemer



Aoid becoming a second string 'bit-player' in collaboration and nothing more #ecrmentor

30-May-12 23:31 | drdrparky



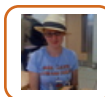
Warrick Couch: Networking and collaborations are extremely important. Personally I think this is key. #ecrmentor

30-May-12 23:31 | darrencroton



RT @astropixie: need to make your mark - become a known expert in one or two specific areas, publish and talk about them! #ecrmentor

30-May-12 23:31 | SciBry



Career strategies: publish, publish, publish. Also: publish! #ecrmentor

30-May-12 23:27 | LisaFogarty



need to make your mark - become a known expert in one or two specific areas, publish and talk about them! #ecrmentor

30-May-12 23:26 | astropixie



Career strategies: make your mark. People need to know you for what you do #ecrmentor

30-May-12 23:26 | LisaFogarty



Young researchers, make your mark! Be known for something in particular. #ecrmentor

30-May-12 23:26 | darrencroton



Identify yourself as an expert in a particular area or field #ecrmentor

30-May-12 23:25 | drdrparky



Do all you can fo become well known for the research you do and your specific area of expertise - Warrick Couch #fb #ecrmentor

30-May-12 23:25 | signe\_riemer



Options for destination: University sector, observatory or government research organization, career outside astronomy #ecrmentor

30-May-12 23:24 | drdrparky



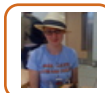
Some people do chose a career outside astronomy #fb #ecrmentor

30-May-12 23:24 | signe\_riemer



The journey from A to B. What are the options for B? Examples: Uni environment, govt/observatory institute, outside astronomy...#ecrmentor

30-May-12 23:24 | LisaFogarty



Where do we want to be in 5-10 yrs time? Need to set strategies NOW. #ecrmentor

30-May-12 23:22 | LisaFogarty



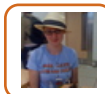
managing a successful career requires self awareness, opportunity awareness, decision making, implementation of those decisions! #ecrmentor

30-May-12 23:22 | astropixie



You need a plan to get from point A to point B. But first you have decide where point B is... #fb #ecrmentor

30-May-12 23:21 | signe\_riemer



Career motivators, audience says: loving the job, learning new tricks, the thrill of discovery, working with smart people...#ecrmentor

30-May-12 23:21 | LisaFogarty



Managing your career requires: self-awareness, opportunity awareness, decision making, implementation #ecrmentor

30-May-12 23:20 | drdrparky



#ecrmentor developing a "career" is a process of managing life, learning, leisure activities, and work

30-May-12 23:19 | astropixie



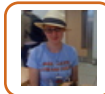
About to start the Astro ECR Workshop! #ecrmentor #astronomy <http://t.co/WfWVjqrl>

30-May-12 23:14 | darrencroton



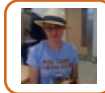
"Maybe we can all just relax now and go to the beach" - Warwick Couch on zero-unemployment rate in astrophysics #ecrmentor

30-May-12 23:13 | drdrparky



The Big Picture by Warrick Couch first up #ecrmentor

30-May-12 23:13 | LisaFogarty



Intro done, first talk starting and everyone encouraged to tweet! #ecrmentor

30-May-12 23:11 | LisaFogarty



Coming up today @ #ECRmentor: @karlglazebrook & I pretend 2 apply 4 PhD spot. Postdocs interview us. KG plays straight-A student. Me: Bs/Cs.

30-May-12 18:33 | SciBry



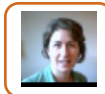
RT @SciBry: Very early start: headed 2 Shoal Bay for early-career mentoring workshop. @caastro\_arc proud to be a sponsor #ECRmentor <http://t.co/zB7pS3st>

30-May-12 18:25 | caastro\_arc



Very early start: headed 2 Shoal Bay for early-career mentoring workshop. @caastro\_arc proud to be a sponsor #ECRmentor <http://t.co/zB7pS3st>

30-May-12 18:24 | SciBry



sounds great! RT: @darrencroton: Astro Postdocs: leadership,vision,jobs,money,time... follow Workshop Thu/Fri #ecrmentor <http://t.co/nkrL6B2H>

30-May-12 10:21 | sarahbridle



i'll be attending the early career researcher mentoring workshop th/fri this week: <http://t.co/OdZHOpyM> #ecrmentor expect tweets!

30-May-12 01:01 | astropixie



RT @darrencroton: Astro Postdocs: leadership,vision,jobs,money,time... follow the discussion from the ECR Workshop Thu/Fri at #ecrmentor <http://t.co/WfWVjqrl>

30-May-12 00:59 | swindellium



RT @darrencroton: Astro Postdocs: leadership,vision,jobs,money,time... follow the discussion from the ECR Workshop Thu/Fri at #ecrmentor <http://t.co/WfWVjqrl>

30-May-12 00:58 | astropixie



Astro Postdocs: leadership,vision,jobs,money,time... follow the discussion from the ECR Workshop Thu/Fri at #ecrmentor <http://t.co/WfWVjqrl>

30-May-12 00:46 | darrencroton