

More detailed compilation and summary of main conclusions here: https://docs.google.com/document/d/1I_eAxHvNI0QKue6i2btzBG0qSaBbaBXwRQ5FPNdGi8/edit?usp=sharing

PUBLICATIONS			
Title/Heading	Quick Summary	Original Link	Key Ideas/Key words
Aging Scientists and Slowed Advances	Older academics will tend to spend their time criticising new work, rather than producing innovative ideas of their own	https://arxiv.org/pdf/2202.04044.pdf	Ageing workforce
From Competition to Collaboration: Challenges for NZ science	The Census of Marine life as a large-scale international collaboration effort and the benefits in creating this	https://ojs.victoria.ac.nz/pq/article/view/4395	Collaboration Networks
The Pakuru Pipeline; Māori and Pasifika Pathways within the Academy	How the academic “linear pipeline” is failing minority groups	https://ojs.victoria.ac.nz/nzaroe/article/view/6338	Workforce retention
Underrepresented and Overlooked: Māori and Pasifika Scientists in Aotearoa New Zealand’s universities and Crown Research Institutes	A look into the lack of statistics surrounding Māori and Pasifika scientists (and their underrepresentation in this field)	https://www.tandfonline.com/doi/full/10.1080/03036758.2020.1796103	Workforce retention
Impact of COVID-19 on health research in New Zealand: a case study of a research intensive campus	Lockdowns prevented non-covid related research, slowing down health research and then the follow on effect with ECR funding	https://www.tandfonline.com/doi/full/10.1080/03036758.2020.1867202	Workforce retention COVID-19
Responding to the call: talanoa, va-vā, early career network and enabling academic pathways at a university in New Zealand	The creation of a Pasifika academic community - MOANA	https://www.tandfonline.com/doi/full/10.1080/07294360.2020.1852187	Workforce retention Collaboration Networks
Early Career Researchers in Aotearoa: Safeguarding and strengthening opportunity after COVID-19	An overview of a research forum on the impacts of COVID and the problems with retention in the ECR/PhD workforce	https://www.royalsociety.org.nz/early-career-researcher-forum/ecr-resources/ecrs-in-aotearoa-safeguarding-and-strengthening-opportunity-after-covid-19/	Workforce retention COVID-19
Bridging the Gap	The effect of the COVID-19 pandemic on researchers in FMHS - a large focus on the irregular working hours, and funding running out	Contact Faculty of Medical and Health Sciences Post-Doctoral Society for full report	Workforce retention
An Early Career Perspective on encouraging collaborative and interdisciplinary research in ecology	The pros and cons of collaborations between ECRs. The costs vs benefits...	https://esajournals.onlinelibrary.wiley.com/doi/full/10.1002/ecs2.2899	Collaboration Networks
Where to from Here? Women remain absent from senior academic positions at Aotearoa New Zealand’s Universities	More women found in lower level academic roles than senior positions	https://www.mdpi.com/2227-7102/10/6/152	Workforce retention
FMHS Posdoctoral Society Survey Report	Lack of job security as a postdoctoral fellow	Contact Faculty of Medical and Health Sciences Post-Doctoral Society for full report	Workforce retention
From early career researcher to research leader: survival of the fittest?	How to replace baby boomers with the upcoming generation of ECRs...what skills are needed and how Universities can support this	https://www.tandfonline.com/doi/full/10.1080/1360080X.2017.1330814	Workforce retention Ageing workforce

			Hypercompetition
Early Career Researchers: The role of project management, mentors and the pathway to success	How ECRs are expected to take on PI roles without being trained in the relevant skill sets	https://www.proquest.com/docview/2568758072?pq-origsite=gscholar&fromopenview=true	Workforce retention
Inequities in Māori and Pacific Promotions and Earnings	Lack of māori and pasifika in the academic workforce and how they are negatively affected by PBRF type funding rounds	http://www.journal.mai.ac.nz/content/glass-ceilings-new-zealand-universities-inequities-m%C4%81ori-and-pacific-promotions-and-earnings	Workforce retention
“My entire career has been fixed-term”: Gender and precarious academic employment at a New Zealand University	Data and opinions of female staff on fixed term contracts at an NZ university and whether there is a motivation to continue to a permanent position	https://search.informit.org/doi/10.3316/INFORMIT.952640679087793	Workforce retention
Ending and Exodus: how NHMRC gendered funding outcomes are contributing to the lack of retention of women in STEM	Women receive less funding than men which pushes them out of the field	https://franklinwomen.com.au/wp-content/uploads/2022/02/POSITION-PAPER_NHMRC_EQUITY-IN-AUSTRALIAN-STEMM-3.pdf	Workforce retention
Success in Academia? The experiences of early career academics in NZ universities		https://ako.ac.nz/assets/Knowledge-centre/NPF-10-023-Success-in-Academia/RESEARCH-REPORT-Success-in-Academia-The-Experiences-of-Early-Career-Academics-in-New-Zealand-Universities.pdf	Workforce retention
The Research Workforce of Aotearoa New Zealand	How the research workforce is (isn't?) changing in NZ, and suggestions to improve it. Large focus on post-PhD	https://www.royalsociety.org.nz/assets/Research-Workforce-of-Aotearoa-NZ-briefing-paper-and-outcomes-Feb-2021.pdf	Workforce retention
The effect of fixed term contracts on employees in a polytechnic institution in NZ	The negatives outweigh the positives of FTCs in polytechnics in NZ	https://www.proquest.com/docview/2568760128?pq-origsite=gscholar&fromopenview=true	Workforce retention
Perceptions of success of women early career researchers	Highlights the different measures of success between men and women, and how women do not follow the traditional measures	https://www.emerald.com/insight/content/doi/10.1108/SGPE-D-17-00019/full/html	Workforce retention
Unsustainable Growth, Hyper-Competition, and Worth in Life Science Research: Narrowing Evaluative Repertoires in Doctoral and Postdoctoral Scientists' Work and Lives	A look into the way in which hypercompetition pushes science (in a negative direction)	https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4877438/	Hypercompetition Workforce retention
Impact of COVID-19 pandemic on research students in Aotearoa New Zealand	The negative effects of the pandemic on PhD students and their future career prospects	https://www.tepunahamatatini.ac.nz/2020/10/31/impact-of-covid-19-pandemic-on-new-zealand-research-students/	Workforce retention
Precarious Employment at the University of Sydney	How the use of casual employment is exploited by Universities (and how this is exacerbated in a pandemic)	https://www.aph.gov.au/DocumentStore.ashx?id=14aa58de-c120-4fd1-8aa8-8e28440894f1&subId=706043	Workforce retention
Science from the periphery: Collaboration, networks	How domestic collaborations between research institutes	https://link.springer.com/article/10.1023/A:102504851	Collaboration

and 'Periphery Effects' in the citation of New Zealand Crown Research Institutes articles, 1995-2000	reflects in citation data...the key finding was that international collaborations do more for researchers than domestic collaboration	6769	Networks
A Longitudinal Study of Mental Wellbeing in Students in Aotearoa New Zealand Who Transitioned Into PhD Study	Only a minor decrease (negligible) in mental wellbeing is seen for students who enter PhD study versus enter the workforce after their undergraduate degrees in NZ	https://www.frontiersin.org/articles/10.3389/fpsyg.2021.659163/full	Wellbeing
Research performance and age explain less than half of the gender pay gap in New Zealand universities	Unexplained gender pay gap in NZ	https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0226392	
How Bullying Becomes a Career Tool	Minority groups will often get pushed out of academia by average achieving cis white men (which creates a consequent toxic environment)	https://www.nature.com/articles/s41562-022-01311-z	Hypercompetition Workforce retention
Elephant In The Room: Precarious Work In New Zealand Universities	A survey on the state of precarious employment in New Zealand universities in 2021. It dives deep into the extent of academic precarity and the health/wellbeing of this workforce.	https://figshare.com/articles/report/Elephant_In_The_Room_Precarious_Work_In_New_Zealand_Universities/19243626	Workforce retention
The continuing and future impact of COVID-19 on tertiary education staff	The COVID-19 pandemic exacerbated issues that existed in employment in the tertiary sector. Looking forward, what can the government do to prevent such issues in future crises? - This is a three part series	https://teu.ac.nz/news/state-of-the-sector	COVID-19
Government funding for research-led teaching and research performance: an analysis of PBRF and research top-ups funding allocations		https://www.educationcounts.govt.nz/publications/tertiary_education/education-research/government-funding-for-research-led-teaching-and-research-performance-an-analysis-of-pbrf-and-research-top-ups-funding-allocation	
Mandatory Retirement and Age, Race, and Gender Diversity of University Faculties		https://academic.oup.com/aler/article/23/1/100/6270702	
Did the Elimination of Mandatory Retirement Affect Faculty Retirement?		https://www.aeaweb.org/articles?id=10.1257/00028280260344542	
CoREs and Effect	This report hopefully highlights the benefits of research communities and collaboration within NZ	https://www.educationcounts.govt.nz/publications/80898/cores-and-effect	Collaboration
Strategic Science Investment Fund	This website and its documents highlight where the funding in NZ is going, especially regarding CRIs	https://www.mbie.govt.nz/science-and-technology/science-and-innovation/funding-information-and-opportunities/investment-funds/strategic-science-investment-fund/	Funding

Academic air travel has a limited influence on professional success	Overseas networking does little to improve professional success...so we should focus on internal collaboration and upskilling our workforce	https://www.sciencedirect.com/science/article/abs/pii/S0959652619311862	Collaboration Workforce Retention
Does flying less harm academic work? Arguments and assumptions about reducing air travel in academia		https://www.sciencedirect.com/science/article/pii/S2214367X21000582	
Science agency on trial following deadly White Island volcano eruption	The role of CRIs in society - the roles and responsibilities of GNS. This article addresses whether GNS provided enough information about the possibility of an eruption, but also brings into question how much information a CRI may be willing to share as a balance against liability	https://www.nature.com/articles/d41586-021-02658-5	Institutions
Diversity data (MBIE Endeavour fund)	Diversity statistics for the 2021 Endeavour fund award winners	https://www.mbie.govt.nz/science-and-technology/science-and-innovation/funding-information-and-opportunities/investment-funds/endeavour-fund/2021-investment-round-diversity-data/	Diversity
Pathways to the Future	This report summarises the role of CRIs in Aotearoa NZ, but also suggests changes that ought to be made going forward.	https://sciencenewzealand.org/publications/pathways-to-the-future/	Institutions
Value of Crown Research Institutes in Aotearoa New Zealand's science system today	An overview of CRIs in New Zealand. Goes over their mission and role in society and how they are achieving this. CRIs have "key focus" areas they see and address as research priorities.	https://sciencenewzealand.org/publications/the-value-of-crown-research-institutes-in-aotearoa-new-zealand-s-science-system-today/	Institutions Matauranga
Scientists Need to Be Kinder to One Another	Finding the right balance between criticism and kindness. How scientists need to learn to be kind in a competitive environment	https://www.scientificamerican.com/article/scientists-need-to-be-kinder-to-one-another/	Hypercompetition
KINDNESS UNDER CORONAVIRUS	The covid-19 pandemic created a crisis that caused an immediate need for change. Why shouldn't the positive changes be permanent?	https://media.nature.com/original/magazine-assets/d41586-020-01144-8/d41586-020-01144-8.pdf	
A kinder kind of science	Kindness in science to make a better work environment	https://media.nature.com/original/magazine-assets/d41586-018-00482-y/d41586-018-00482-y.pdf	Wellbeing Diversity Hypercompetition
Break or burn out	Allowing time for breaks produces greater science.	https://www.nature.com/articles/nj7654-375a	Workforce retention Wellbeing

A Kinder Approach to Science	Society lacks trust in science communities when there is a focus on bullying etc in the workplace. A focus on kindness regenerates trust in the system and increases wellbeing in the research community.	https://www.sciencedirect.com/science/article/abs/pii/S0962892421002294#:~:text=To%20be%20kind%20is%20to.%2C%20fairer%2C%20and%20more%20inclusive	Wellbeing Science and society Workforce retention
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Anecdotal and shared stories, websites etc (i.e. not peer reviewed or data)		
Title/Subject	Summary	Link
A thread on being an immigrant ECR in NZ and a (new) parent	Precarious contracts mean no paternal support, you cannot support a family on unpaid leave	https://twitter.com/ritodhi_c/status/1465898861197598728
A thread on precarious employment in the UK	Precariously employed ECRs are used to advance the careers of permanent senior academic staff	https://twitter.com/ClaireBynner/status/1498217029760864256?s=20&t=KPfBnX5VKD0_5antY69KZA
Unsteady and underpaid reality of life as an NZ scientist		https://thespinoff.co.nz/science/11-10-2021/the-unsteady-underpaid-reality-of-life-as-a-new-zealand-scientist
How to become a permanent staff at UoA		https://twitter.com/dr_benomycin/status/1497089286394761219?s=20&t=xJV17I7aR5rPa4cQDjKLow
What is Kindness in Science		https://sciblogs.co.nz/kindness-in-science/2019/07/19/what-is-kindness-in-science/
Kindness in Science		https://bioheritage.nz/kindness-in-science/