

What predicts confidence and satisfaction among early career academics in New Zealand universities?

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Early career academics (ECAs) in New Zealand universities are a diverse group in terms of age, nationality and prior experience. Their professional development needs are very similar, however, and vary only in terms of the importance they (and their institutions) place on the teaching, research and service aspects of their academic roles. This showcase presentation will report on the findings of an Ako Aotearoa-funded national research project on the experiences of ECAs in New Zealand universities. The project gathered survey data from 538 ECAs (a response rate of nearly 50%) and over 100 managers at all eight New Zealand universities. It also included interviews with successful ECAs at all eight universities and focus groups at four universities. Findings reveal that the prior experiences that ECAs bring with them to their first academic appointment (including publication, teaching and tutoring experience, and service commitments), as well as the institutional support and resources they receive when they start their careers, have a significant bearing on subsequent confidence in all aspects of their academic roles and overall satisfaction with the academic career. As well as sharing data from the national project that shows what predicts confidence and satisfaction among ECAs, the presenter will share resources that have been developed from the project to help those working with ECAs, and will ask participants to share their own thoughts and resources for placing importance on *all* aspects of the academic career.