

Summary of Activities AWWW2014

- The 2014 ANU Academic Women's Writing Workshop (AWWW2014) was the latest in the series of AWWWs run through CHELT.
- AWWW2014 provided a five day on-campus non-residential retreat that allowed 67 women academics in two cohorts (1-5 December $n_1=33$; 8-15 December $n_2=34$) to focus on writing productivity and written research outputs in a professional and socially supportive context.
- Participants came from all Colleges:

CMBE	13	CPMS	10	CASS	12
CAP	14	CBE	6	CECS	7
COL	4	Other	1		
- Participants were accepted from all academic levels, but with selective emphasis on early career academics (ECAs) and those with heavy teaching loads impacting on their research writing time. PhD students were only accepted from two Colleges with traditionally-gendered disciplines (CECS, which has very few women academics overall, and CPMS, which provided additional funding for this purpose).

Level A	4	Level B	30	Level C	15
Level D	3	Level E	2		
PhD	10	Other	2		
- Participants came to the Workshop ready to write a substantial portion of a journal article, book chapter, book proposal, or grant/fellowship application to be submitted for peer review.

The components of AWWW2014 were:

- a 2-hour pre-Workshop guidance session (external facilitation, Dr Janet Hope)
- 27 hours personal writing time
- three specialist interactive sessions
 - 'Ready to Go' session facilitated by Dr Beth Beckmann
 - 'First impressions and telling stories: Research and the media' facilitated by Cynthia Banham and Kristie Broadhead (highly experienced journalists)
 - 'What Next? Maintaining the momentum' facilitated by Dr Janet Hope
- individual sessions with writing coach Dr Anna Hutchens for 15 selected ECA participants
- two peer review sessions to provide feedback on drafts
- networking opportunities in social, catered settings
- individual introductory professional coaching sessions with Dr Hope for 12 selected participants.

The AWWW2014 evaluation involved quantitative and qualitative feedback collected four months post-workshop.

- Quality of facilitation:
100% participants satisfied (78% excellent, 18% very good).
- Quality of pre-AWWW preparation session (consultant):
98% satisfied (62% excellent, 22% very good)
- Quality of CHELT support:
100% satisfied (74% excellent, 22% very good)
- Overall quality:
100% satisfied (78% excellent, 16% very good)
- Overall value of specialist media workshop:
100% satisfied (38% excellent, 28% very good)
- Overall value of Workshop outcomes:
98% satisfied (58% excellent, 26% very good)

Feedback from Participants

CASS

- *I worked on a paper for a peer-reviewed journal. I was able to write a complete draft, which I could obtain feedback on from peers. I have since developed the article and it is currently under review.*
- *I began a paper from scratch and was able to complete it sufficiently to present at a conference and a departmental seminar, and now require only a little additional research to finalise it as a journal submission.*
- *I worked on what will be a 10,000-word journal article for one of the two most prestigious journals in my field. I managed to write the first half during the week. Due to my current teaching schedule--a new course, requiring two hours of new lectures a week, plus a number of new guest lectures I have been asked to do for my School--I cannot yet see when I will find to complete it.*
- *I worked on a book, which is still in progress.*
- *Getting a PhD chapter into a peer-reviewed journal article. I about 2/3 the way there. I am going to send it to someone in my area to give me feedback on the content soon. ! I should set a deadline on that. I aim to get it published by the end of the year.*
- *Yes, I completed the book proposal and it has been sent out.*
- *Yes, it was useful. I finished a full first draft of my book. It is under production.*
- *I challenged myself to get the first chapter of my next book down on paper, and did manage that. Publication is a long way off!*

CAP

- *Yes, re-wrote introduction to book that will be published in 2015.*
- *I worked on a journal article and while I didn't finish it, I did manage to start it and get a large amount of it done.*
- *I decided that, during the writing week, I would develop some existing rough writing into a a polished essay that I could send to a journal. I was able to meet this goal and I submitted the piece to a journal (it is currently under review).*
- *I wanted to complete a draft paper - to be submitted as a book chapter. [Although] I did not complete the draft during the AWWW, I submitted the draft book chapter to the editors in mid-February, after taking extended annual leave during the summer.*
- *Conference paper. Not published yet - undergoing revision for submission in April*
- *I worked on the conclusions to a book and was able to submit the manuscript in January.*
- *I worked on an article which I intend to submit. This work was put on hold for a while but I have now returned to it. It is progressing. The week was a period when some clarity and momentum was created.*
- *I worked on writing the final stages (conclusion, intro etc) and editing of a paper that I had been working on for a couple of months. This piece has now been submitted to a journal and is under review.*
- *I worked on a draft book proposal. I completed a draft, which I am now reworking.*
- *I worked on my book manuscript and made substantial progress*

CMBE

- *Progress was definitely made, but more is needed.*
- *I was working on an educational paper. Made good progress, though the paper has not been submitted yet. Instead, another (also educational paper) was submitted since, and presently under revision.*
- *I worked on a draft journal paper. I came into the workshop with a very rough draft which I worked on during the workshop. It still required polishing afterwards but it was ready to submit by the end of the year. The paper has been sent out to review so a real success from my perspective!!*
- *Was able to get a manuscript over half completed. Hoping to have completed for submission in the next month.*

- *I mostly worked on a book proposal, which I submitted at the end of the week. The editor at CUP has since decided to recommend the project to her editorial board! I also worked a bit on another paper. I knew I would not be able to finish it that week, but I made significant progress on it that week and submitted it two months later.*
- *I completed a strong first draft of a paper, that was submitted shortly after the workshop.*
- *I wrote a funding proposal - currently in review and I'm waiting for feedback. I completed a paper, submitted before Christmas and also still in review!*

CPMS

- *I was writing the first complete draft of a journal article aimed at the Nature group. At the end of the workshop I was able to send this around to all of the co-authors on the study - who were amazed at what had been achieved in such a short time. At a conference a few weeks later I was able to then pitch the work to the editor of this journal who is keen for the work to be submitted there. I don't think that I would have been in a position to confidently make this pitch without the AWWW. Submission of the work is anticipated in May.*
- *I worked on a paper on a cluster of galaxies that is still forming (12 billion years ago). I managed to get most of the paper written during the workshop. I finished it in January and the paper will be accepted to the Astrophysical Journal after minor revision according to the (positive) referee comments!*
- *I went into AWWW2014 with data that I'd number crunched and plotted in Feb 2014 but since then had not had a chance to do the writing. At the end of AWWW2014 I had a solid draft, and subsequently I have presented the results at an international workshop on the topic. Over Jan and Feb 2015 I had to complete revisions that came in from another submitted manuscript but now that I'm through with that I'm back on my AWWW2014 manuscript (all the small details to fill in). AWWW2014 got me over the hump with this manuscript and I anticipate submission in the next 4-8 weeks now that I'm back to it.*
- *I handled referee reports and resubmitted TWO journal articles. One has already been published and the second has now been accepted for publication, and is being typeset by the publishers. I also started writing a third paper, which is text that will be very useful in hopefully less than a few months.*
- *I was working on a scientific paper for publication. Although I did not complete this paper, I wasn't planning on completing it, as I am still working on the analysis.*
- *I worked on a review paper that has just appeared in print. I also worked on my ARC application, which was submitted a week ago.*
- *I decided to work on a paper, which was in preparation, not yet submitted but the paper is written up now.*
- *I was able to finish the paper draft and submit it before Christmas ! I just resubmit the first revision after a referee report and hopefully get it published in the first half of the year !*
- *I started writing a paper during the workshop but unfortunately I still need to do a bit of research before I can finish it and get it ready for submission to a journal. After the workshop I started applying for jobs and that has sucked up most of 2015 so far.*

CoL

- *My goal was to finish a part of an article that was intimidating me. I achieved that goal during that week and made a start on another part. The whole article is not yet finished, but it is getting closer and the part I wrote during the AWWW was a big block to forward progress.*
- *A PhD chapter revised and finished / submitted to supervisor.*

CBE

- *Last year I worked on three projects all of which have now been published or are in the final stages. This year I focussed on preparatory reading for some other projects, as I didn't have a specific writing project at the time. I know the time 'in retreat' is a great way to get things done and it worked for me, again!*
- *I worked on the first draft of my thesis. I completed what I had aimed to do in the workshop.*

- *I did not achieve my goal of writing a draft of the paper [I planned], but I did make valuable progress on working out what my paper should be about, I hadn't had time to do this all year. I now have a draft which is a big step forward.*
- *The workshop got me started on a submission to an A* journal which I was able to complete over January. It got past the editor and not desk rejected so I count it as a win so far.*
- *I was working on a paper that I wanted to submit to an A or A* journal. I'm about to submit that article to an A journal by end-March 2015.*

CECS

- *I focused on a draft chapter of my PhD thesis in computer science. It was the first draft chapter that I completed. I completed the draft through the AWWW week, and also wrote most of it then! The chapter will be part of a journal paper when I get the rest of another chapter completed.*
- *A section of Thesis finished.*
- *I did not manage to reconcile what I was doing and where I was at with writing deadlines with achieving anything terribly meaningful from the session. I attempted to write the conclusion of my thesis but I was in the final stages of word-smithing my findings and discussion chapters. My head was still there trying to meet supervisor deadlines so I found it hard to focus seriously on new writing. I would have been better to have continued with my smithing. That way I would have achieved something. instead I didn't finish either.*
- *I started a lit review from scratch and got about 30% done (it was a big task). Currently still in the works.*
- *During the session I was writing the introduction and related work sections of a paper. In the peer review sessions, I brought the introduction section for review, and these sessions helped me to improve it a lot. I couldn't write the whole paper during the AWWW week, however, I continued to work in it afterwards, sent it to a workshop in an A class conference, and it was accepted.*

Positive outcomes other than writing (sample)

- *One terrific outcome of the AWWW was that four of us decided to keep providing peer review for each other, which has allowed me to receive more help towards completing this particular article. Also I understand better the importance of being "prepared" to write, as opposed to having a time slot in which to write.*
- *I have a new-found joy in writing. I prepared 2 booklets for my students over the summer and am working on a research article at the moment, apart from the educational paper I started in the AWWW2014. I would love to be part of a writing network with colleagues, and hope to be able to do so in the future.*
- *... this has helped me feel positive about writing and my work in general. So from that perspective, it was great! Also, I have maintained contact with two of the participants and been invited to guest lecture by one of these which I really enjoyed. Perhaps a writing project might come out of this in the future- you never know!*
- *Quicker at starting writing - not as much procrastination, thinking this is too hard etc. More confident in my writing. Quicker at getting words to paper - with cycles of revision. Improved at setting small goals/tasks to complete each day so that continually making progress. ... Quality of writing feels like it has improved.*
- *... The main thing I have learnt from AWWW is that I am more productive when I section off a specific, significant amount of time for writing and give myself permission to concentrate.*
- *More focus on preparation and planning has made me much more efficient.*
- *Developed new skills about writing.*
- *I've changed the way I plan my writing/write I've also changed the way I plan lab/fieldwork activities etc. It all seems less stressful now!*
- *Lovely to spend time with other women academics during the week and to have a change in scenery (distraction free) by working at a different part of campus. Within our department groups of academics and students have [since] set up regular weekly writing sessions to help support regular writing and I have found this very useful/enjoyable for continuing momentum and making writing a regularly scheduled task.*
- *I make a schedule every week and schedule all mornings, where possible, for writing and research. I*

am much more productive and much more relaxed than I was before. I also ran writing retreats for my research group last year in the same format as AWWW, and my research group is now extremely productive (much more productive than anyone else's in my school). I am now going to run writing workshops for my large collaborations that I am in so that they can become more productive also. ...

- *Overall, I am much more positive about my writing process (the individual coaching session with [the writing coach] was particularly useful here), and I understand much better the importance of the planning/structuring I do first, and how that makes it easier write the paragraphs and sentences. During AWWW2014 I trialled using different writing software (Scrivener) and this has helped my writing process no end too. It was great that in my AWWW2014 group there was someone who was already using this software and they were able to give me some tips and tricks. A few of us from our week have a regular writing afternoon, which is great. Also, a colleague and I have decided we will have our own writing week in early April - I'm looking forward to it. AWWW is a marvellous initiative and should be embraced by the ANU.*
- *Since AWWW2013, and again since AWWW2014, I have really taken to heart how important it is to sit down and schedule writing blocks. In the past year, this practice has really improved my productivity in writing. We at Mt Stromlo meet every Friday morning (inviting other women from these programs!) to focus on writing: grants, proposals, and articles. This year we are also planning to regularly implement peer review times.*
- *It has made me feel more confident as a writer. It has helped me realise that much of my hesitation when it comes to writing was just my being intimidated, and that when I just sit down and focus, I can achieve a lot.*
- *I find that writing in general is not as daunting as it used to be. For me this is indeed a big achievement, since I have never liked writing.*
- *I liked the networking and discussions, I feel I developed a new outlook on how to write my papers.*
- *I gained enormous momentum from AWWW2014. It helps me to work productively all the way to the end of the year. I love AWWW!*
- *I've thought a lot more about how to present writing tasks to students and how students would benefit from group writing sessions. I'm not sure the workshop has changed my own approach to writing - I'm still time poor!*

Individual Session with Writing Coach (sample)

- *This session was incredibly insightful and I learned more about my writing and writing process than I ever have. I always thought I was a very slow writer and that I wasn't particularly good at it. What I learned was that actually my pre-writing planning makes me more efficient; that I was mixing getting the words on the page with the editing at the first draft stage, and separating these two will make speed up the first draft (it has); that it's ok that I feel like writing a first draft is a slow process - it is. This session profoundly changed how I see my writing, and if there is even the slightest chance that sessions with [the writing coach] are included then I would highly recommend it.*
- *It was very very helpful. I would definitely include it again this year.*
- *It was excellent and I think AWWW should also include this opportunity next time.*
- *Absolutely you should have this opportunity again, Anna was really helpful with my draft funding proposal, and helped me make some very useful re drafts. She was great and I submitted my grant on time!*
- *I did -- I found it pretty useful. It turns out [the coach] said mostly good things about my writing sample, which actually helped my confidence a lot. We also discussed strategies for my next paper, which helped me in planning the second half of the week.*

Individual Professional Practice / Career Coaching Session (sample)

- *It was an excellent idea to provide this option. Yes - to include next time.*
- *I would have liked one but didn't get one. Hopefully next time!*
- *I did find the career coaching useful and I am considering undertaking more sessions. Yes, include that opportunity.*
- *I did attend this, it was very useful! I am trying to get funding for continuing coaching.*
- *Opportunities for individual writing coaching. Tips on how to get published The pre-workshop session and sessions with Janet were really great - would be excellent to continue these Appreciated the time*

devoted to writing - the number of workshops was just right to maximise writing time

- It would be great if younger academics could be paired with a more senior academic in a field related to yours, who could act as a mentor of sorts, providing career advice etc.*
- I thought it was excellent.*
- A session on time management, and a session on women in academia and over-commitment. I have trouble saying no to committees, and am always incredibly overcommitted. Is there someone with experience in this who could offer an advice session?*
- I think I made a few suggestions before, but in addition it would be great if there were funds for more women to have sessions with [the writing coach], and career coaching sessions.*
- I would keep it the same way! Although, it might be good bonding to have a group dinner one night (perhaps optional? or with babysitting available?).*
- My suggestion would be to trust CHELT and Beth in particular in running these workshops. I wouldn't structure them any more than they are. Women need time to devote to writing. Junior academics might need some additional guidance, but again, this was already provided. So I couldn't think of anything more that could have been done to improve this workshop.*
- It would be useful to discuss techniques on scientific writing, more in depth.*

Feedback related to funding sources (sample)

- The AWWW has allowed me to become part of a network of academic women across CMBE, Law, CBE & CAP. We continue to review each other's work and generally each other's writing endeavours.*
- Thank you for all who supported this event. IT shows they believe that it is a valuable resource to women academics. Would be great to receive at least similar level of funding.*
- Keep funding it! Having a structured and positive environment for writing brings a real enjoyment to the experience, which helps with staying motivated and positive about one's work.*
- Thank you to the various parts of the university that funded the AWWW. It was so useful and refreshing for me, and I was able to achieve an amazing amount in this week. I also see the way that this and other initiatives are helping to support academic writing which is a great thing for ANU.*
- Thank you for organising AWWW2014.*
- Maybe College Deans and School Directors could better advertise it?*
- Providing funding for this purpose is well worth the investment.*

Feedback on supporting academic women's writing at ANU (sample)

- Keep up the great work!*
- Hope to be able to join the workshop again, it is very valuable and helpful*
- Perhaps we could run this every 6 months (another one in mid semester break) ...*
- Amazing to have 2 weeks offered for 65 staff - well done - keep up the fantastic work. Thank you for providing this wonderful opportunity.*
- I think it's a great idea. Many of us have families which means we don't have the luxury of working evenings or weekends e.g. to wrap things up. It's great to have a week where we are supported and able to just focus on our writing. I think I did more writing in a week than I've managed this year so far!*
- Please keep running it!!! Thank you Beth, Cynthia, Janet and everyone who put in tons of effort to make this happen!*
- Great program!*
- Thanks for a fantastic 2014 workshop.*
- The week-long format was perfect; it is logistically possible to block out the time in a diary and an amazing amount can be achieved with this really focused time. I don't think that it could be any longer because a full week was exhausting. Venue was great.*

General Comments (sample)

- I thought the week was brilliant, the support was great, and I was phenomenally productive. I have met some great colleagues in other departments. I can't wait for the next one, it's a shame we can't*

have 2 a year!

- *It was the perfect length. I liked the venue, and the structure was very good. It was intense and incredibly productive.*
- *Overall, the workshop was fabulous. ...*
- *Actually, I think it was fabulous.*
- *I cannot suggest any improvements. I had a fantastic and very fruitful time. I nearly completed a paper and got my ARC grant application started - much more than I thought I could achieve!*
- *... loved the workshop and the venue.*
- *I thought it worked really well and was a phenomenally supportive environment. I'm hard pushed to think of improvements.*
- *It was brilliant! Thank you.*

E. Beckmann July 2015