



# CAUTHE 2016 MCA Workshop Report

---

**Date:** Monday 8 February 2016, 3-5pm

**Location:** Blue Mountains International Hotel Management School, Sydney NSW

## CONTENTS

1. COMMITTEE.....	1
2. OVERVIEW.....	1
2.1 Background and description.....	1
2.2 Program.....	2
3. PARTICIPANT PROFILE.....	3
4. FORMAL EVALUATION FEEDBACK.....	3
5. KEY INSIGHTS AND RECOMMENDATIONS.....	3
6. ACKNOWLEDGEMENTS.....	3
Appendix 1 – Website.....	4
Appendix 2 – Participants and Mentors.....	5
Appendix 3 – Survey Data.....	6

## 1. COMMITTEE

Facilitator: Dr Naomi F Dale

Conference organising committee representative(s): Dr Rajka Presbury

## 2. OVERVIEW

### 2.1 Background and description

The MCA workshop was designed to provide strategic and practical advice on academic career development through mentoring sessions with CAUTHE fellows and senior professors. The MCA workshop began with a presentation from Professor Leo Jago on “research impact - measures & strategies”.

## 2.2 Program



Monday, 8th February

Blue Mountains International Hotel Management School

### ***Mid-Career Academic (MCA) Workshop***

***Chair: Assistant Professor Naomi Dale.***

2.30pm onwards ***Registration/Coffee and Tea***

For all delegates afternoon Tea to be available in the L4 Lounge.

3.00-3.15pm ***Welcome and Introductions***

Welcome to Workshop: Campus and housekeeping

3.15-3.45pm ***Presentation***

***Professor Leo Jago*** speaking on 'Research Impact Measures and Strategies'

3.45-4.45pm ***Small Group Mentoring***

Small group Mentoring discussion with Fellows looking at personal experiences and concentrating on solutions to barriers.

6.30-8.00pm ***Registration Drinks and Networking at the Cruise Bar***

#### **MCA small group discussion session guidelines**

**Context:** Session participants will be grouped together with a CAUTHE fellow and/or senior professor to discuss their career development and aspirations.

**Format:** Participants are encouraged to engage in discussion according to the general guidelines:

1. Introductions - Participants to introduce themselves:
  - a. current employment and research focus
  - b. research impact issues (from presentation)
2. MCA group discussion- Thinking about your research at this point in time:
  - a. What personal barriers have you encountered and what specific tools and strategies have you used to overcome those barriers?
  - b. Aspirational goals or career changes

### 3. PARTICIPANT PROFILE

Role	Type	No.
MCA participants	TOTAL	11
	Female/Male	9/2
Mentors	Professor	4
	Assoc Prof	
	Research Fellow	
	TOTAL	4
	Female/Male	1/3

### 4. FORMAL EVALUATION FEEDBACK

*I thoroughly enjoyed the presentation by Prof Leo Jago. It was inspiring and motivational. I also found the group mentoring session most valuable. My mentor did a great job of facilitating the session and provided some very sound and most useful advice.*

Survey respondents indicated key areas of the workshop were either good or excellent, with one participant indicating there were only “fair” opportunities for discussion and feedback. The workshop met expectations with regard to career development and academic promotion, however, did not meet expectations as well in the areas of teaching and research nexus, and professional practice.

The majority of respondents (75%) indicated a preference for having a group mentoring session with other participants who are at the same stage of their career (at a ratio of 2-3 participants +1 mentor).

100% of participants in the survey indicated they would recommend the workshop to other Mid-Career Academics based on their workshop experience this year. 100% also indicated they would be interested in participating in a CAUTHE MCA network.

### 5. KEY INSIGHTS AND RECOMMENDATIONS

Overall feedback was good from the workshop participants and mentors. It would be good to keep a track of who went to which mentor in the last iteration of the workshop, and perhaps ask participants if they would prefer someone different or would like to return to the same mentor.

I left asking for CV's a little too late perhaps. One participant was told by a mentor the CV never arrived (although all were sent out in advance).

We had limited responses to the survey (4 out of 11) so I would suggest having a survey ready for completion on the day of the workshop. Further suggestions are in the survey data (Appendix 3).

### 6. ACKNOWLEDGEMENTS

**The MCA workshop could not have run as smoothly without the tireless efforts of Rajka Presbury and Penny Jose – Thank you for all of your hard work and organisation! Thank you also to Aise Kim for all of the advice, passed down corporate knowledge and forms.**

#### Report prepared by:

**Name:** Dr Naomi F Dale

**Position:** Assistant Professor of Management, University of Canberra

**Date:** 29 July 2016

## Appendix 1 – Website



Mid-career academics (MCA's) (at least five years a post-PhD completion and have a non-entry-level teaching and/or research position) are invited to attend a workshop to be held immediately prior to the CAUTHE 2016 conference on Monday 8 February 2016 from 3 - 5pm. The MCA workshop will provide strategic and practical advice on academic career development through mentoring sessions with CAUTHE fellows and senior professors.

### Workshop Program

The workshop will be held at the BMIHMS Sydney campus (CBD), 540 George Street, and will finish with the networking drinks and a light dinner where attendees will join conference delegates that arrive on Monday.

### The program will include:

- A presentation by Professor Leo Jago on 'Research Impact – Measures and Strategies'
- Small group mentoring with CAUTHE Fellows

### Workshop Cost:

\$25 if attending the conference

\$75 if not attending the conference

### Registration Closes: 15 January 2016

For further information about the MCA workshop please contact the MCA workshop coordinator, Dr Naomi Dale [naomi.dale@canberra.edu.au](mailto:naomi.dale@canberra.edu.au)

## Appendix 2 – Participants and Mentors

### **Mentor: Professor Leo Jago**

Coghlan (Dr) Alexandra Senior Lecturer Sustainable tourism, Griffith University

Frew (Dr) Elspeth Discipline Head Cultural Tourism, La Trobe University

Phelan (Dr) Kelly Virginia Senior Lecturer sustainable tourism development, UQ

### **Mentor: Professor Betty Weiler**

Hardy (Dr) Anne Senior Lecturer Tourist Behaviour/Social Sustainability, Uni of Tasmania

Hillman (Dr) Wendy Senior Lecturer Independent Tourism; Central Queensland Uni

Robinson (Dr) Richard Senior Lecturer Critical hospitality perspectives; UQ Business School

### **Mentor: Professor Larry Dwyer**

Mair (Dr) Judith Senior Lecturer Event Management UQ Business School

Michael (Dr) Noela Assistant Professor Tourism, Zayed University

### **Mentor: Professor Brent Richie**

Pryce (Dr) Josephine Senior Lecturer, James Cook Uni

Pawson Simon Head of Academic Studies, Community Tourism BMIHMS at Torrens University

Young Tamara Lecturer in Tourism Head of the Tourism Discipline, Newcastle Business School

## Appendix 3 – Survey Data

Please rate the following elements of the workshop:

	Very poor	Poor	Fair	Good	Excellent	N/A	Total	Weighted Average
Overall workshop content	0.00% 0	0.00% 0	0.00% 0	75.00% 3	25.00% 1	0.00% 0	4	4.25
Group mentoring session	0.00% 0	0.00% 0	0.00% 0	50.00% 2	50.00% 2	0.00% 0	4	4.50
Prof Leo Jago's "impact" presentation	0.00% 0	0.00% 0	0.00% 0	50.00% 2	50.00% 2	0.00% 0	4	4.50
Overall relevance of the program to you	0.00% 0	0.00% 0	25.00% 1	25.00% 1	50.00% 2	0.00% 0	4	4.25
Opportunities for discussion and feedback	0.00% 0	0.00% 0	25.00% 1	0.00% 0	75.00% 3	0.00% 0	4	4.50
Opportunities for networking	0.00% 0	0.00% 0	25.00% 1	25.00% 1	50.00% 2	0.00% 0	4	4.25

How well did this MCA workshop meet your expectations in relation to each of the following items?

	not at all	a little	neutral	highly	very much	Total	Weighted Average
Career Development	0.00% 0	0.00% 0	25.00% 1	75.00% 3	0.00% 0	4	3.75
Academic Promotion	0.00% 0	0.00% 0	0.00% 0	75.00% 3	25.00% 1	4	4.25
Strategic advice on publication	0.00% 0	0.00% 0	50.00% 2	50.00% 2	0.00% 0	4	3.50
Teaching and research nexus	0.00% 0	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4	2.50
Professional practice	0.00% 0	50.00% 2	25.00% 1	25.00% 1	0.00% 0	4	2.75
Academic leadership	0.00% 0	0.00% 0	25.00% 1	75.00% 3	0.00% 0	4	3.75

When forming future MCA groups for the mentoring session, which of the following is your preference? (Select one)

Answer Choices–	Responses–
– Having an individual mentoring session with a mentor ( 1 participant +1 mentor)	25.00% 1
– Having a group mentoring session with other participants who are at the same stage of your career (2-3 participants +1 mentor)	75.00% 3
– Having a group mentoring session with other participants who are sharing a similar research area (2-3 participants + 1 mentor)	0.00% 0
Total	4

In your opinion, what would be the ideal match for the mentoring session?

Answer Choices–	Responses–
– Being grouped with mentors who are from an international university	0.00% 0
– Being grouped with mentors who are from Australian or New Zealand universities	100.00% 3
– Being grouped with mentors who are experts in your research topic	0.00% 0
– Being paired with one mentor	0.00% 0
Total	

1 comment - Both a and b from the above.

### How could future CAUTHE MCA Workshops be improved?

-Perhaps extend the session and have opportunity to meet with two mentors; maybe one based on 'same stage of career' and another on 'similar research area'. The latter could be worked so that the team (mentor and mentees) are asked to work on a paper or book chapter, respectively, for CAUTHE of the following year or a book that the mentor is working on. Another idea, is for the mentor to flag the mentees as future co-supervisors for PhD students or examiners for PhDs. In essence, using the workshops as opportunities to build, and nurture the MCAs.

-It was the first I'd attended and I think it was very useful at this stage of my career

-I don't know. This didn't really tell me anything beyond what I already knew.

-No suggestions

Please indicate your response to the following questions:

	YES	NO	UNSURE	Total
If offered, would you consider attending an MCA workshop in 2017?	75.00% 3	0.00% 0	25.00% 1	4
Based on your workshop experience this year, would you recommend the workshop to other Mid-Career Academics?	100.00% 4	0.00% 0	0.00% 0	4
Would you be interested in participating in a CAUTHE MCA network?	100.00% 4	0.00% 0	0.00% 0	4

**Are there particular topics you would like included in the next workshop program?**

- What is a mentor, mentee, and mentoring; building and sustaining mentor-mentee relationships; and, mentee networks.
- Continuing discussions about impact is important and relevant to MCA's across Australia. Opportunities for collaboration on grants would be wonderful
- NA
- Can't think of anything beyond what's already there

**Do you have any suggestions about other ways CAUTHE can support Mid-Career Academic Researchers?**

- Having the workshop is a great idea and perhaps CAUTHE could create an online space for mentors and mentees to 'meet' so as to sustain and nurture the relationships. Also, maybe create a SIG?
- The network proposal sounds good, particularly if this can lead to collaborations nationally and internationally.
- Follow up would be nice from mentors. Also, I provided my resume to the organisers as soon as they emailed requesting it, but my mentor was never forwarded my resume. As a result, our conversation was very general. I was just coming back from two months overseas, so I didn't have the opportunity to print an extra copy on the day. But that wouldn't really have helped since there was only a short time to chat with the mentors.
- No