CAUTHE 2022 MCA Workshop Report

Date: 7 February 2022

Location: Online

CONTENTS

1. COMMITTEE

Facilitator:

- Associate Professor Naomi Dale
- Dr Elaine Yang
- Ms Sanggyeong Je
- Dr Ying Wang
- Dr Rawan Nimri

Other CAUTHE Executive representative(s):

- Dr Ina Reichenberger

Conference organising committee representative(s):

- Associate Professor Leonie Lockstone-Binney
- Dr Margarida Abreu Novais
- Dr Xin (Cathy) Jin
- Dr Anna Kralj

2. OVERVIEW

2.1 Background and description

The 2022 MCA workshop (and conference) was set out to be delivered in a hybrid format, but we had to transition online due to COVID19 related restrictions on travel and gatherings at the beginning of 2022. The MCA workshop was held concurrently with the PhD/ECR workshop. ECR participants had the option to attend sessions from either workshop depending on their interest.

The workshop opening was delivered by Dr Ying Wang (Griffith University, Australia), Professor Kirsten Holmes (Curtin University, Australia) and Associate Professor Naomi Dale (University of Canberra, Australia).

The MCA workshop consisted of two panel sessions and the small group mentoring session. The first panel session was '*How to become an effective mentor'*. The purpose of the session was to guide and support MCAs' personal and professional development as mentors. The session provided participants with the opportunity to hear from experienced mentors, Professor Candice Harris (Auckland University of Technology, New Zealand), Professor Karen Smith (Victoria University of Wellington, New Zealand) and Professor Sam Huang (Edith Cowan University, Australia) on the characteristics, strategies, and techniques of effective mentorship.

The second panel session, '*Managing sustainable and meaning careers*' featured Associate Professor Tamara Young (University of Newcastle, Australia), Associate Professor Sebastian Filep (Hong Kong Polytechnic University, Hong Kong), Associate Professor Kevin So (Oklahoma State University, United States), and Dr Najmeh Hassanli (University of Technology Sydney, Australia) where they discussed issues around community/workplace commitment and work-life balance. Both panel sessions were facilitated by Associate Professor Naomi Dale.

The program was followed by the small group mentoring session where the workshop participants discussed their research and career aspirations with senior academics.

At the workshop reflection and closing, Naomi shared a brief summary from each panel session. The winners of PhD & ECR Bursaries Award were also announced at the workshop closing ceremony.

2.2 Program

09:00-09:30	Workshop Opening	
09:30-10:30	PhD/ECR Panel Session: *Employability*	ECR/MCA Panel Session: *How to become an Effective Mentor?*
10:30-11:00	Tea Break	
11:00-12:00	PhD Workshop: *Activity-based Group Competition*	ECR/MCA Panel Session: *Managing Sustainable and Meaningful Careers*
12:00-13:00	Small Group Mentoring with Senior Academics	
13:00-13:30	Workshop Reflection, Closing & Award Ceremony	

3. PARTICIPANT PROFILE

Role	Type	No.
MCA participants	TOTAL	13
	% Female/Male	9/4 (69%/31%)
Mentors	Professor	6 (100%)
	Assoc Prof	0
	Research Fellow	0
	TOTAL	6
	% Female/Male	3/3 (50%/50%)
CAUTHE Fellows involved		2
CAUTHE Fellows absent		11

4. FORMAL EVALUATION FEEDBACK

7 participants completed the MCA workshop evaluation survey. Of this number, 71% indicated they would consider attending the next MCA event in 2024 and 86% suggested they would be willing to recommend the event to other mid-career academics. Whilst the workshop elements were favourably rated (all above 4), relative to the expectations of attendees being met, the workshop appears to have not fully realised these expectations, particularly in relation to academic promotion.

		N	Mean
Workshop elements	Overall workshop content	6	4.50
	ECR / MCA Panel Session: How to become an Effective Mentor	6	4.67
	ECR / MCA Panel Session: Managing Sustainable and Meaningful Careers	7	4.14
	Small Group Mentoring with Senior Academics	6	4.83
	Overall relevance of the program to you	7	4.43
	Opportunities for discussion and feedback	6	4.17
	Opportunities for networking	6	4.00
Expectations met in relation to:	Career Development	7	4.00
	Academic Promotion	7	3.00
	Professional practice	7	3.43
	Academic leadership	7	3.86

5. KEY INSIGHTS AND RECOMMENDATIONS

This year we trialled a mentoring pairing system where mentees had the opportunity prior to the conference to nominate their preferred mentors. The mentoring session was favourably received by participants despite a technical problem at the beginning of the session. To host the small group mentoring meetings, we used the Zoom platform to set up pre-assigned breakout rooms within a single meeting. However, the breakout room function was not working on the event day, possibly caused by a large number of breakout rooms required for both MCA and PhD/ECR workshops. The issue was resolved by Forum's IT support staff, but 10 minutes of the session was lost as a consequence. In hindsight, given the relative smaller number of participants in the MCA workshop, the mentoring breakout rooms could have been organised in a separate meeting from the PhD/ECR workshop.

It is also important to note that this year's workshop was a half-day event due to a shorter and more condensed conference program. Future workshops, especially if delivered online, should consider adding breaks between sessions to allow time to resolve any technical issues. Future workshop programs should also include components that address the expectations of MCAs around academic promotion, professional practice and academic leadership and provide more opportunities for networking.

Participant suggestions for future workshop improvements

- Allow more time for Q&A with the panels
- Opportunities for participants to suggest topics for the next workshop
- Selection of speakers
- Opportunities for follow-up discussions from the mentor-mentee relationship initiated in the mentoring session

6. ACKNOWLEDGEMENTS

The 2022 MCA Workshop Committee thanks all CAUTHE Fellows and Executive members for sharing their expertise with participants. Thank you to Penny Jose and the Forum Group team for their support throughout.

Report prepared by:

Name: Dr Elaine Yang

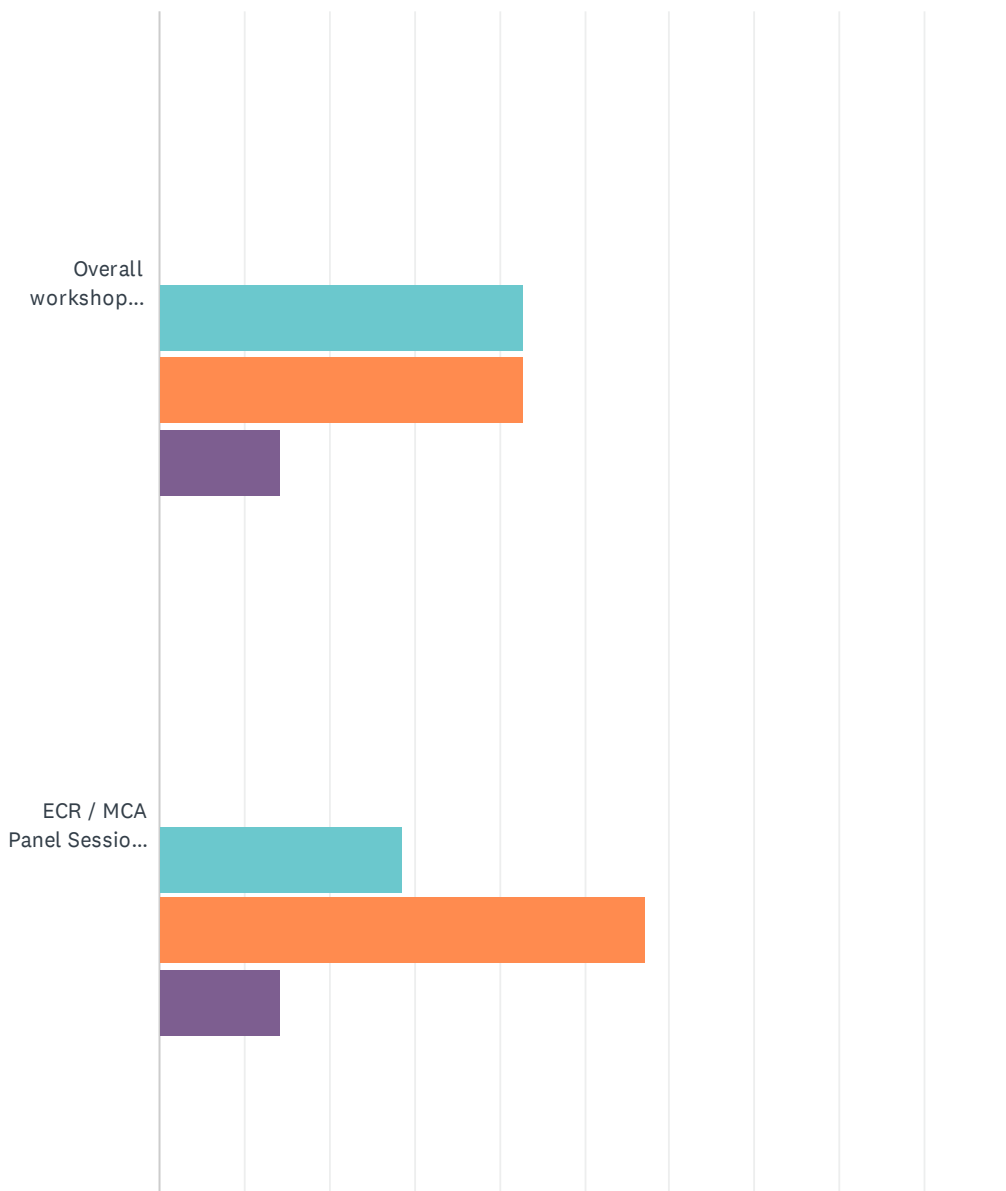**Position:** 2022 CAUTHE Conference Programming Chair and Workshop Committee

Date: 2 June 2022

CAUTHE 2022 Mid-Career Academic Online Workshop

Q1 What is your current role (title)?

Answered: 7   Skipped: 0

#	RESPONSES	DATE
1	Associate Professor	2/8/2022 2:30 PM
2	rather not say	2/8/2022 7:43 AM
3	Ms	2/7/2022 11:27 PM
4	Associate Professor	2/7/2022 9:54 PM
5	Senior Lecturer	2/7/2022 8:57 PM
6	Senior Lecturer	2/7/2022 6:49 PM
7	PhD Candidate	2/7/2022 6:04 PM

Q2 Please rate the following elements of the workshop

Answered: 7   Skipped: 0

ECR / MCA Panel Sessio...

Small Group Mentoring wi...

Overall relevance of...

Opportunities for discussi...
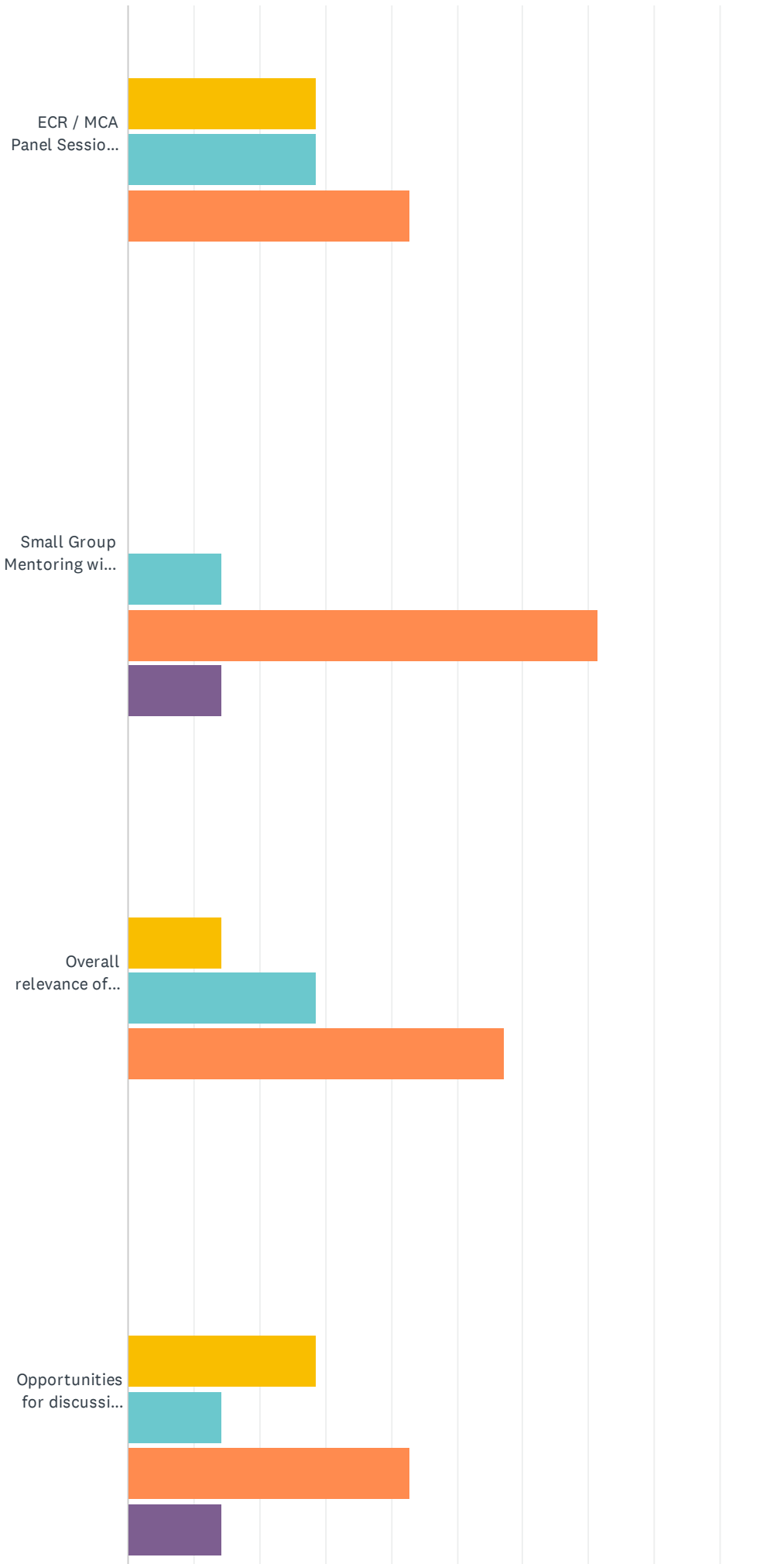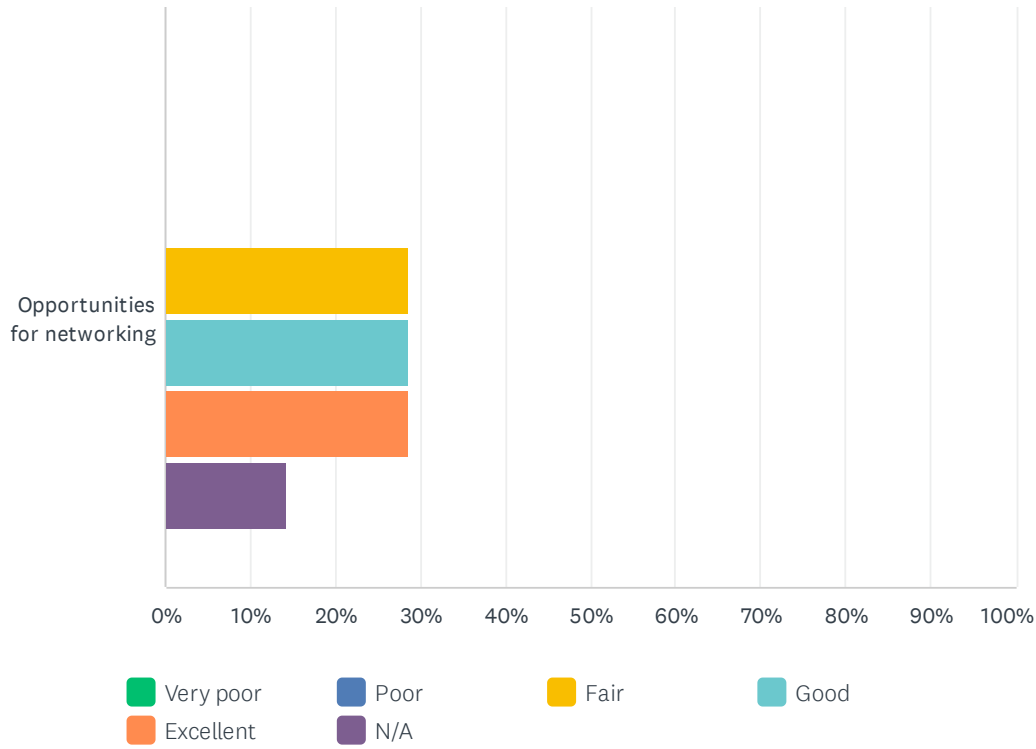
	VERY POOR	POOR	FAIR	GOOD	EXCELLENT	N/A	TOTAL	WEIGHTED AVERAGE
Overall workshop content	0.00% 0	0.00% 0	0.00% 0	42.86% 3	42.86% 3	14.29% 1	7	4.50
ECR / MCA Panel Session: How to become an Effective Mentor	0.00% 0	0.00% 0	0.00% 0	28.57% 2	57.14% 4	14.29% 1	7	4.67
ECR / MCA Panel Session: Managing Sustainable and Meaningful Careers	0.00% 0	0.00% 0	28.57% 2	28.57% 2	42.86% 3	0.00% 0	7	4.14
Small Group Mentoring with Senior Academics	0.00% 0	0.00% 0	0.00% 0	14.29% 1	71.43% 5	14.29% 1	7	4.83
Overall relevance of the program to you	0.00% 0	0.00% 0	14.29% 1	28.57% 2	57.14% 4	0.00% 0	7	4.43
Opportunities for discussion and feedback	0.00% 0	0.00% 0	28.57% 2	14.29% 1	42.86% 3	14.29% 1	7	4.17
Opportunities for networking	0.00% 0	0.00% 0	28.57% 2	28.57% 2	28.57% 2	14.29% 1	7	4.00

Q3 How well did this MCA workshop meet your expectations in relation to each of the following items?

Answered: 7   Skipped: 0
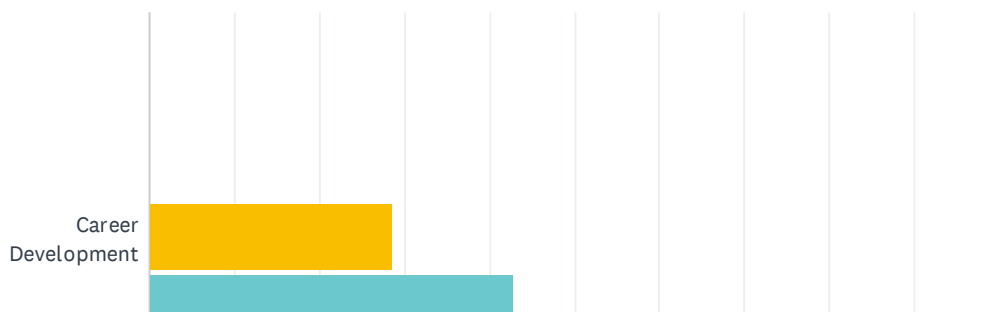
CAUTHE 2022 Mid-Career Academic Online Workshop

Legend:
- not at all
- a little
- neutral
- highly
- very much
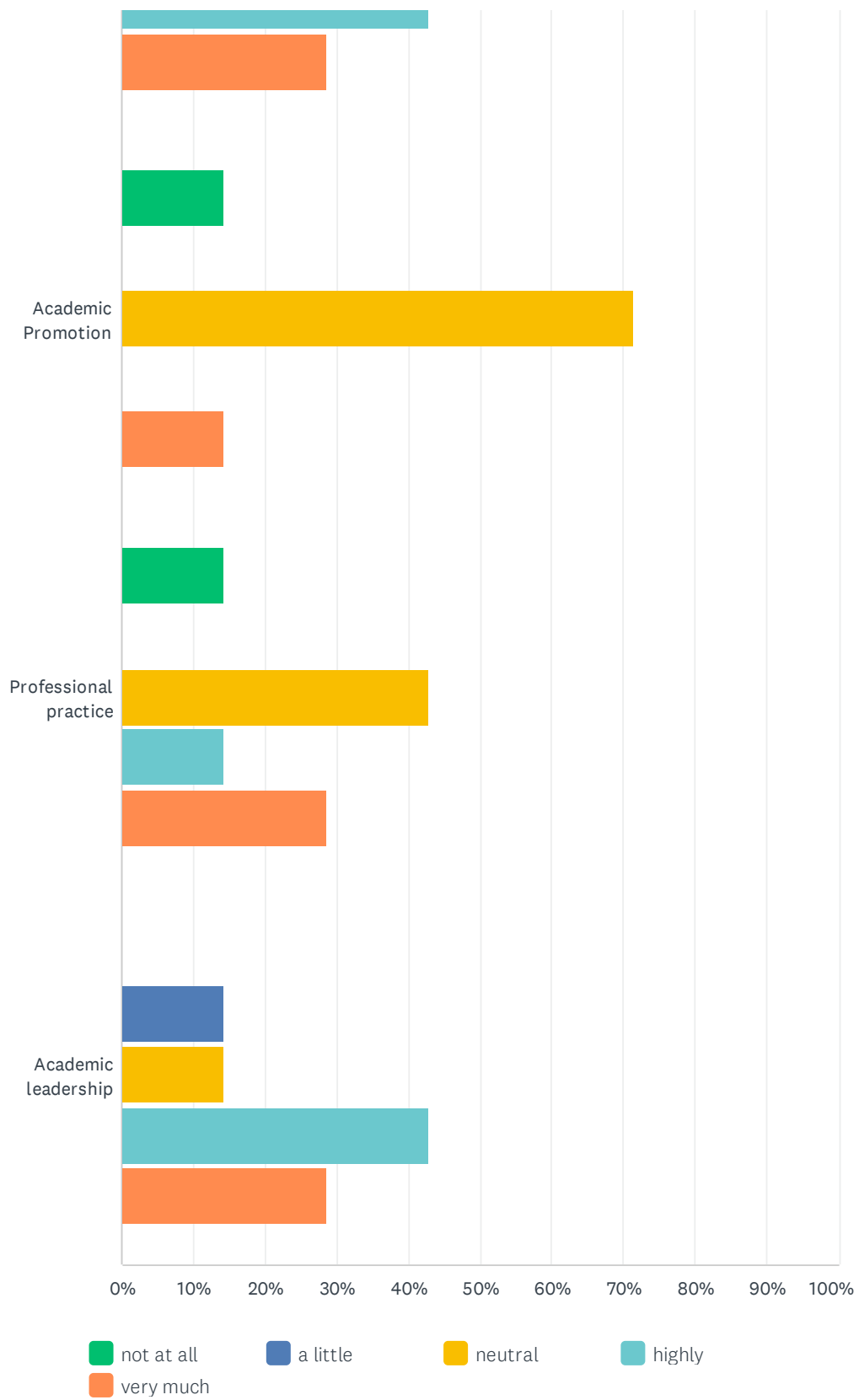
Categories: Academic Promotion, Professional practice, Academic leadership

	NOT AT ALL	A LITTLE	NEUTRAL	HIGHLY	VERY MUCH	TOTAL	WEIGHTED AVERAGE
Career Development	0.00% 0	0.00% 0	28.57% 2	42.86% 3	28.57% 2	7	4.00
Academic Promotion	14.29% 1	0.00% 0	71.43% 5	0.00% 0	14.29% 1	7	3.00
Professional practice	14.29% 1	0.00% 0	42.86% 3	14.29% 1	28.57% 2	7	3.43
Academic leadership	0.00% 0	14.29% 1	14.29% 1	42.86% 3	28.57% 2	7	3.86

Q4 Which aspects of the 2022 MCA workshop did you find most useful?

Answered: 7   Skipped: 0

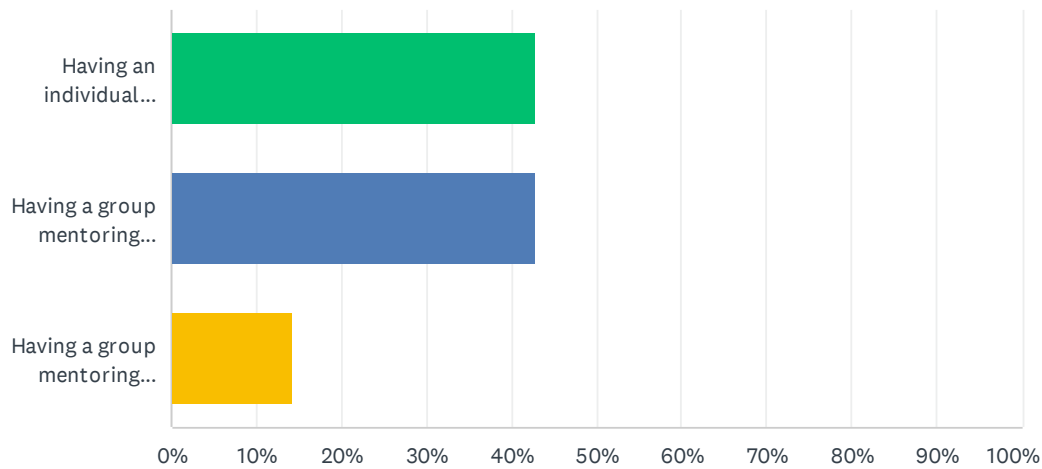| #	RESPONSES	DATE
1	Great to have some great speakers and the topics are relevant.	2/8/2022 2:30 PM
2	Tamara's presentation was excellent	2/8/2022 7:43 AM
3	Small Group Mentoring	2/7/2022 11:27 PM
4	Q&A and small group mentoring	2/7/2022 9:54 PM
5	Small group mentoring session	2/7/2022 8:57 PM
6	small group mentoring session	2/7/2022 6:49 PM
7	Managing Sustainable and Meaningful Careers	2/7/2022 6:04 PM

Q5 How could future CAUTHE MCA Workshops be improved?

Answered: 7   Skipped: 0

#	RESPONSES	DATE
1	Speakers should be selective..some of the content is not that relevant	2/8/2022 2:30 PM
2	One of the presentations left me with a stale feeling. The presenter wanted to be positive and encouraging but, essentially, his suggestions reaffirmed a status quo where academics didn't seek to meaningfully contribute but instead "build brands". Where academics who weren't passionate and enthusiastic shouldn't even be in their roles. (Sometimes, life takes over, and it's ok for academia to be just a job.) That was not good advice. It was elitist and sad.	2/8/2022 7:43 AM
3	Asking ECR to vote some most "troubling" problems, and invite senior academics to adress or discuss them with general public	2/7/2022 11:27 PM
4	allow more time for Q&A with the panels. Not drag out to lunch at 2.30pm! :-)	2/7/2022 9:54 PM
5	Perhaps you could also take into account multicultural/foreign work environments (because some participants are do not work/study in OR are not from Australia/NZ/UK, etc). Working and studying in foreign environments also affect one's self-image and morale, which also impact the ways in which they respond to challenges and opportunities.	2/7/2022 8:57 PM
6	Really enjoy it. Please keep "small group mentoring session". it's a great opportunity to network and receive actionable and constructive suggestions.	2/7/2022 6:49 PM
7	In survey can request the audience for suggesting topics for the next year's CAUTHE	2/7/2022 6:04 PM

Q6 When forming future MCA groups for the mentoring session, which of the following is your preference? (select one)

Answered: 7   Skipped: 0

ANSWER CHOICES	RESPONSES	
Having an individual mentoring session with a mentor (1 participant + 1 mentor)	42.86%	3
Having a group mentoring session with other participants who are at the same stage of your career (2-3 participants + 1 mentor)	42.86%	3
Having a group mentoring session with other participants who are sharing a similar research area (2-3 participants + 1 mentor)	14.29%	1
TOTAL		7

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q7 In your opinion, what would be the ideal match for the mentoring session?

Answered: 7   Skipped: 0
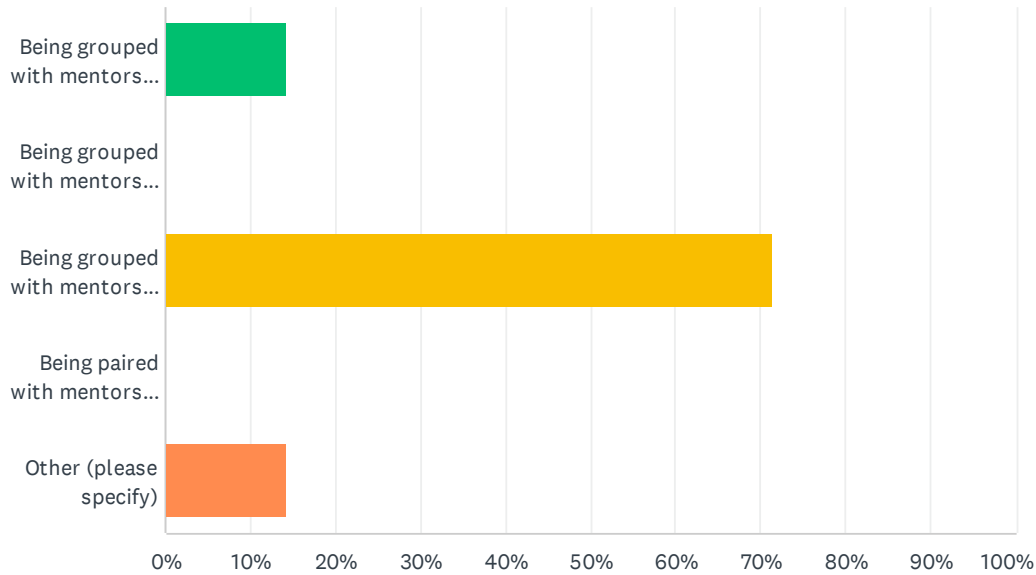
ANSWER CHOICES	RESPONSES	
Being grouped with mentors who are from an international university	14.29%	1
Being grouped with mentors who are from Australian or New Zealand universities	0.00%	0
Being grouped with mentors who are experts in your research topic	71.43%	5
Being paired with mentors who are experts in your study's methodology	0.00%	0
Other (please specify)	14.29%	1
TOTAL		7

| #	OTHER (PLEASE SPECIFY)	DATE
1	Being paired with a mentor who is an expert in 1-2 aspects of my career (eg teaching and learning, research, leadership). Some of us may be strong in research but may need mentoring in T&L or leadership.	2/7/2022 8:57 PM

Q8 How could future CAUTHE MCA Workshops be improved?

Answered: 7   Skipped: 0

#	RESPONSES	DATE
1	Speakers should demonstrate excellence in their chosen topic rather than the choice of convenience.	2/8/2022 2:30 PM
2	see above	2/8/2022 7:43 AM
3	Asking ECR to vote some most "troubling" problems, and invite senior academics to adress or discuss them with general public	2/7/2022 11:27 PM
4	same question as 5 ?	2/7/2022 9:54 PM
5	Organise follow-up workshops on the mentor-mentee relationship that you initiated. You can also check in with mentors and mentees.	2/7/2022 8:57 PM
6	none	2/7/2022 6:49 PM
7	In survey can request the audience for suggesting topics for the next year's CAUTHE	2/7/2022 6:04 PM

Q9 Please indicate your response to the following questions:

Answered: 7   Skipped: 0
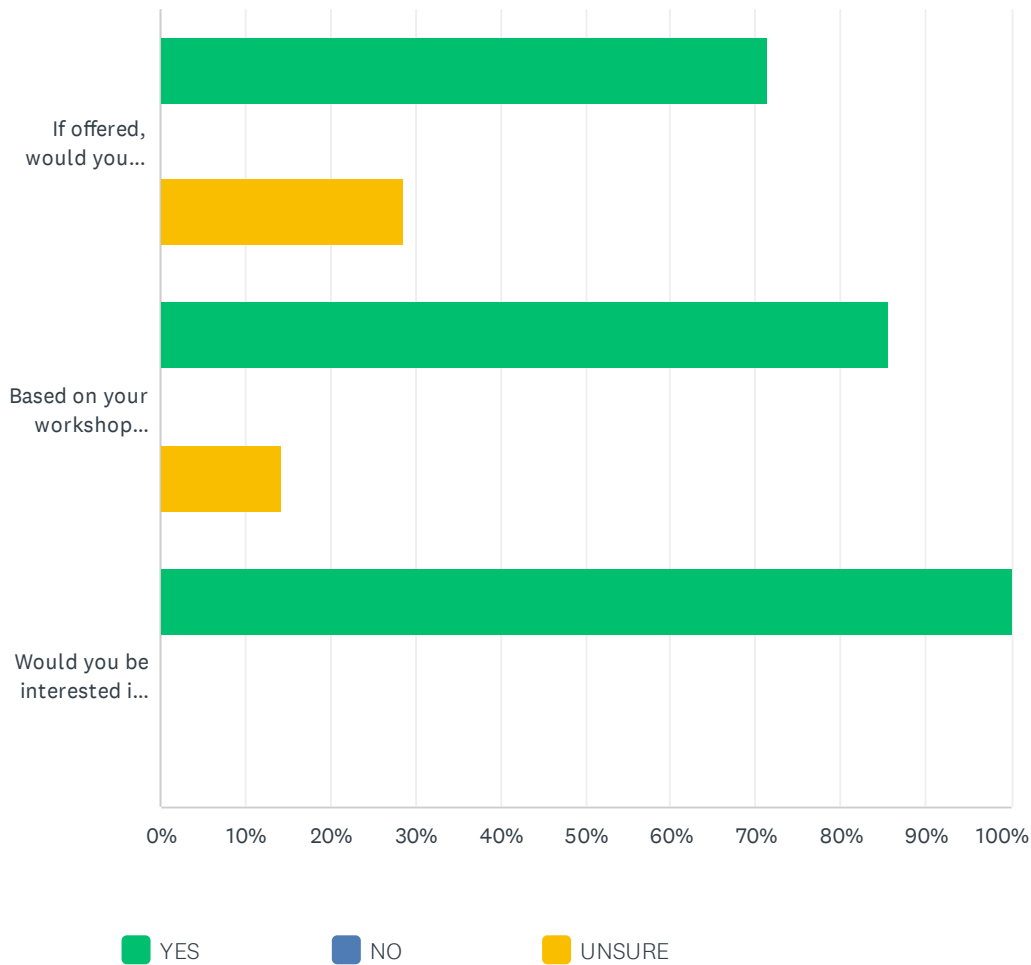
🟩 YES   🟦 NO   🟨 UNSURE

	YES	NO	UNSURE	TOTAL
If offered, would you consider attending an MCA workshop in 2024?	71.43% 5	0.00% 0	28.57% 2	7
Based on your workshop experience this year, would you recommend the workshop to other Mid-Career Academics?	85.71% 6	0.00% 0	14.29% 1	7
Would you be interested in participating in a CAUTHE MCA network?	100.00% 7	0.00% 0	0.00% 0	7

Q10 Are there particular topics you would like included in the next workshop program?

Answered: 7   Skipped: 0

#	RESPONSES	DATE
1	Hands-on workshop rather than talks : -) For example, how to write a promotion application for Associate Professor or Professor	2/8/2022 2:30 PM
2	n/a	2/8/2022 7:43 AM
3	What will you do differently if you have chance to pursue another PhD?	2/7/2022 11:27 PM

4	publication pipelines / converting industry research to publications	2/7/2022 9:54 PM
5	Sebastian Filep talked about work-life balance today. It would be great if you could unpack that a bit more as a separate topic.	2/7/2022 8:57 PM
6	promotion	2/7/2022 6:49 PM
7	Qualitative analysis workshops and reporting results	2/7/2022 6:04 PM

Q11 Do you have any suggestions about other ways CAUTHE can support Mid-Career Academic Researchers?

Answered: 7   Skipped: 0

#	RESPONSES	DATE
1	Establish a mid-career academic researcher award to recognize academics who are at the associate professor level to recognize their outstanding performance. CAUTHE Fellows Award is great but more towards early career researchers.	2/8/2022 2:30 PM
2	n/a	2/8/2022 7:43 AM
3	Peer support workshop	2/7/2022 11:27 PM
4	networking and CV / promotion application reviews	2/7/2022 9:54 PM
5	Organise workshops not only at the conference. Mid-year events, maybe?	2/7/2022 8:57 PM
6	none	2/7/2022 6:49 PM
7	Including more workshops for PhD candidates	2/7/2022 6:04 PM