

# CAUTHE 2022 PhD/ECR Workshop Report

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**Date: 7 February 2022**

**Location: Online**

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## 1. COMMITTEE

Facilitator:

- Dr Ina Reichenberger
- Dr Elaine Yang
- Ms Sanggyeong Je
- Dr Ying Wang
- Dr Rawan Nimri

Other CAUTHE Executive representative(s):

- Associate Professor Naomi Dale

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 PhD/ECR 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 PhD/ECR workshop was held concurrently with the biennial Mid-Career Academic (MCA) workshop.

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 first program of the workshop consisted of two concurrent panel sessions: '*Employability*' (PhD/ECR) and '*How to become an effective mentor*' (ECR/MCA). ECR participants had the option to attend either panel session depending on their interest. The '*Employability*' session comprised a panel of senior academics and industry professionals who shared their professional experience and discussed various career pathways for PhD scholars and ECRs, covering the perspectives of academic positions, postdoc pathways and industry opportunities. The speakers included Professor Brian King (Texas A&M University, USA), Dr Natasha Montesalvo (EarthCheck, Australia), Associate Professor Brent Moyle (Griffith University, Australia), and Dr Jane Godfrey (MartinJenkins, New Zealand). The session was facilitated by Dr Rawan Nimri (Griffith University, Australia).

The purpose of the '*How to become an effective mentor*' session was to guide and support ECR and 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 session was facilitated by Associate Professor Naomi Dale.

The second session for the PhD participants was an activity-based group competition, facilitated by PhD candidates Mona Jihyun Yang and Mark Teoh from Griffith University. The purpose of the activity was to provide PhD participants with a unique opportunity to connect and work collaboratively with other PhD scholars to address a real-world challenge. The participants were assigned to small groups to develop an innovative research proposal, which was then evaluated by a judging panel. The winners of the competition were Do Thien Minh Tran, Ingo Janowski, Lakshi Senevirathna and Nick Noghan.

A panel session, '*Managing sustainable and meaning careers*' was run concurrently for ECR/MCA participants where 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) discussed issues around community/workplace commitment and work-life balance. The panel session was 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 closing, a summary from each panel session was shared by the session facilitator. A reflection for the PhD activity was provided by Mr Tyler Riordan (University of Queensland, Australia). 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: <i>Employability</i>	ECR/MCA Panel Session: <i>How to become an Effective Mentor?</i>
10:30-11:00	Tea Break	
11:00-12:00	PhD Workshop: <i>Activity-based Group Competition</i>	ECR/MCA Panel Session: <i>Managing Sustainable and Meaningful Careers</i>
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.
PhD participants		60 (82%)
ECR participants		13 (18%)
	TOTAL	73 (100%)
Mentors	Professor	10 (31%)
	Assoc Prof	20 (63%)
	Research Fellow	0
	Senior Lecturer	2 (6%)
	Lecturer	0
	TOTAL	32 (100%)
	%Female/Male	19 Female/13 Male (59%/41%)
CAUTHE Fellows involved		6
CAUTHE Fellows absent		11

### 4. FORMAL EVALUATION FEEDBACK

19 participants completed the PhD/ECR workshop evaluation survey, with the majority of respondents indicating they were PhD students (84%, n= 16). Akin to the main conference evaluation, all scale items evaluating the PhD/ECR workshop rated above 3.00. Overall, the workshop program was well received with a rating of 4.47. The lowest rated session was the activity-based competition (3.62) while the highest rated session was the mentoring session (4.95). 84% of respondents indicated they would consider attending next year's workshop and 95% suggested they would be willing to recommend the experience to other PhD students and ECRs.

		N	Mean
Workshop elements	Overall workshop content	19	4.47
	PhD / ECR Panel Session: Employability	13	4.77
	PhD Workshop: Activity-based Group Competition	13	3.62
	ECR / MCA Panel Session: How to become an Effective Mentor	7	4.71
	ECR/MCA Panel Session: Managing Sustainable and Meaningful Careers	5	4.60
	Small Group Mentoring with Senior Academics	19	4.95
	Opportunities for discussion and feedback	17	4.12
	Opportunities for networking	17	3.71
	Overall relevance of the program to you	18	4.39
	Quality of online workshop experience	Ease of access	19
Online video & audio quality		19	4.32
Online interaction quality		19	3.95

## 5. KEY INSIGHTS AND RECOMMENDATIONS

The mentoring session with senior academics has been consistently rated as the 'best' component of the PhD/ECR workshop since it was first introduced. 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 the large number of breakout rooms required. The issue was resolved by Forum's IT support staff, but 10 minutes of the session was lost as a consequence. Further, mentors who did not register as conference delegates had to join the session using a meeting link emailed by Forum instead of joining the session through the EventsAir platform. Several mentors reported on the event day that they did not receive the meeting link. While the issue was resolved for most mentors, one mentor did not manage to log into the session.

The activity-based group competition for PhD participants was a new activity introduced this year with an aim to facilitate networking among the participants to address the limited opportunities for socializing, as indicated in last year's report. Nonetheless, the online environment posed significant challenges to an interactive activity of this nature, as reflected in the survey rating. The organising committee of future workshops are advised to consider other socializing and networking activities, taking into account the delivery format (in-person, online or hybrid).

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.

### Participant suggestions for future workshop improvements

- Face to face workshops
- More opportunities for networking
- More opportunities to interact with senior academics
- Opportunities to share and discuss burning questions or troubling problems
- More time for group activity
- More programs for PhDs and ECRs

## 6. ACKNOWLEDGEMENTS

The 2022 PhD/ECR 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. Special thanks to the competition judging panel, Associate Professor Mingming Cheng, Dr Faith Ong and Dr Ina Reichenberger and volunteers, Mona Yang and Mark Teoh for designing and facilitating the activity.

### Report prepared by:

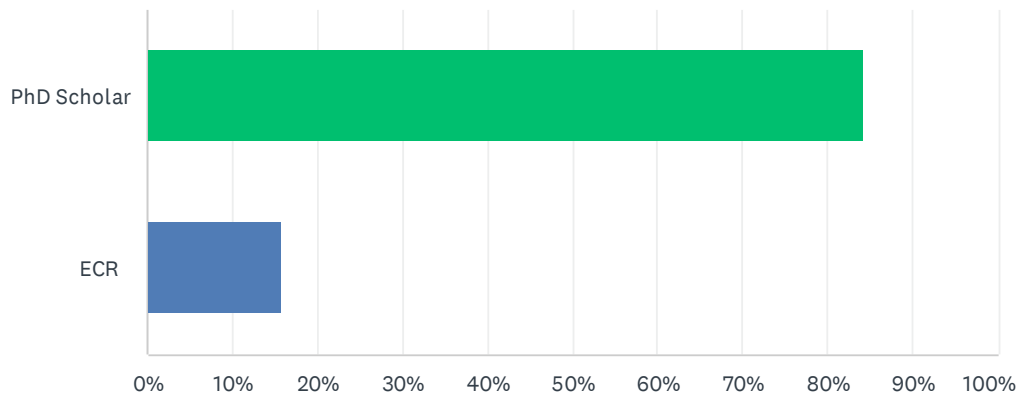
**Name:** Dr Elaine Yang

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

**Date:** 2 June 2022

## Q1 Are you a PhD Scholar or an Early Career Researcher (completed PhD in last 5 yrs)?

Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES
PhD Scholar	84.21% 16
ECR	15.79% 3
TOTAL	19

## Q2 Please indicate the actual or anticipated year of PhD completion

Answered: 19 Skipped: 0

#	RESPONSES	DATE
1	2023	2/23/2022 7:12 PM
2	2025	2/23/2022 2:40 PM
3	2023	2/14/2022 3:22 PM
4	2022	2/11/2022 12:27 PM
5	2026	2/8/2022 5:18 PM
6	3	2/8/2022 7:31 AM
7	2	2/8/2022 6:47 AM
8	2020	2/8/2022 3:39 AM
9	2.5 years	2/7/2022 11:27 PM
10	2022	2/7/2022 10:15 PM
11	2023	2/7/2022 9:28 PM
12	na	2/7/2022 8:07 PM
13	2022	2/7/2022 7:35 PM
14	2022	2/7/2022 6:36 PM
15	5 years	2/7/2022 6:19 PM
16	2023	2/7/2022 6:13 PM

17	2025	2/7/2022 6:08 PM
18	2017	2/7/2022 6:01 PM
19	2024	2/7/2022 5:59 PM

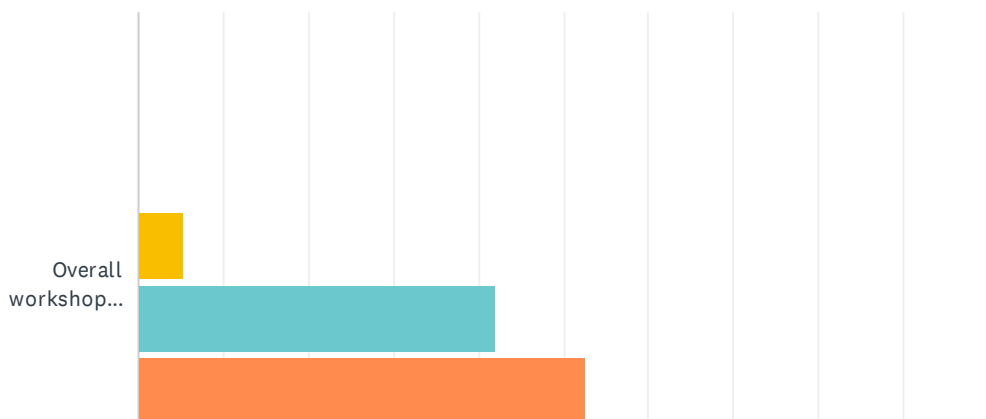
### Q3 Not including the 2022 workshop, how many CAUTHE Bill Faulkner PhD/ECR Workshops have you attended previously?

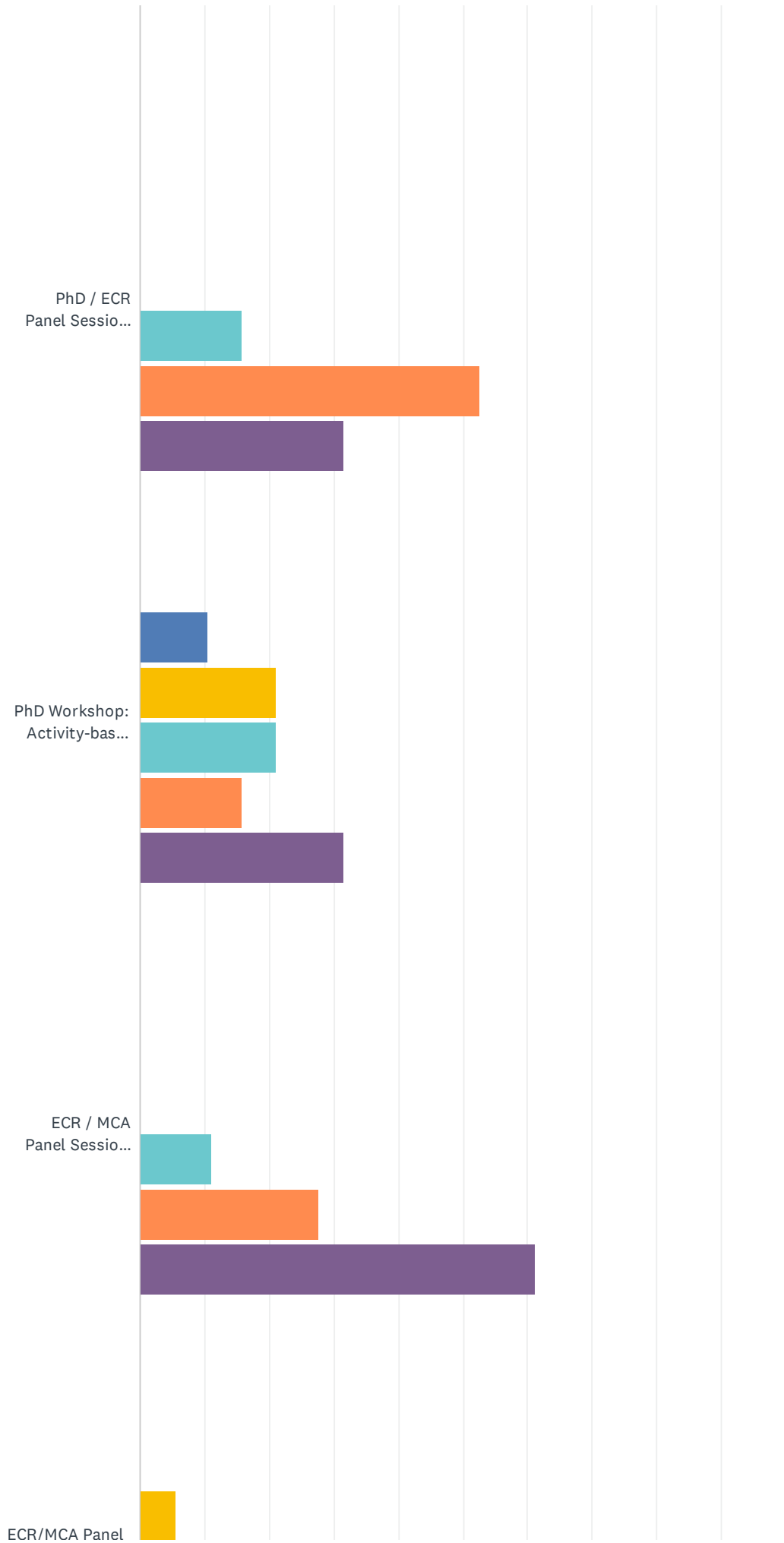
Answered: 19 Skipped: 0

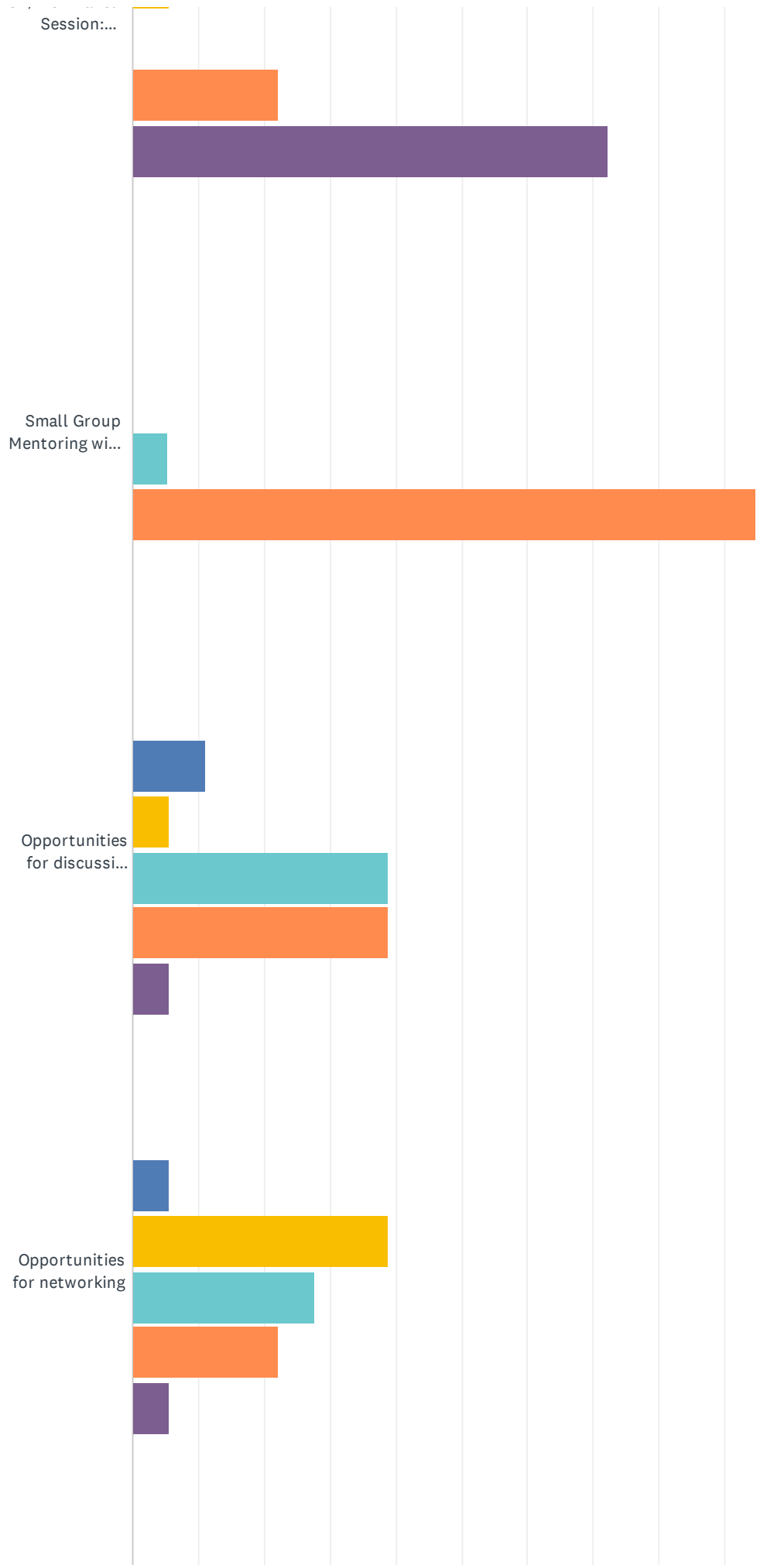
#	RESPONSES	DATE
1	None	2/23/2022 7:12 PM
2	0	2/23/2022 2:40 PM
3	0	2/14/2022 3:22 PM
4	2	2/11/2022 12:27 PM
5	none	2/8/2022 5:18 PM
6	0	2/8/2022 7:31 AM
7	1	2/8/2022 6:47 AM
8	0	2/8/2022 3:39 AM
9	2	2/7/2022 11:27 PM
10	0	2/7/2022 10:15 PM
11	2	2/7/2022 9:28 PM
12	None	2/7/2022 8:07 PM
13	0	2/7/2022 7:35 PM
14	1	2/7/2022 6:36 PM
15	1	2/7/2022 6:19 PM
16	0	2/7/2022 6:13 PM
17	0	2/7/2022 6:08 PM
18	3	2/7/2022 6:01 PM
19	None	2/7/2022 5:59 PM

### Q4 Please rate the following elements of the workshop

Answered: 19 Skipped: 0

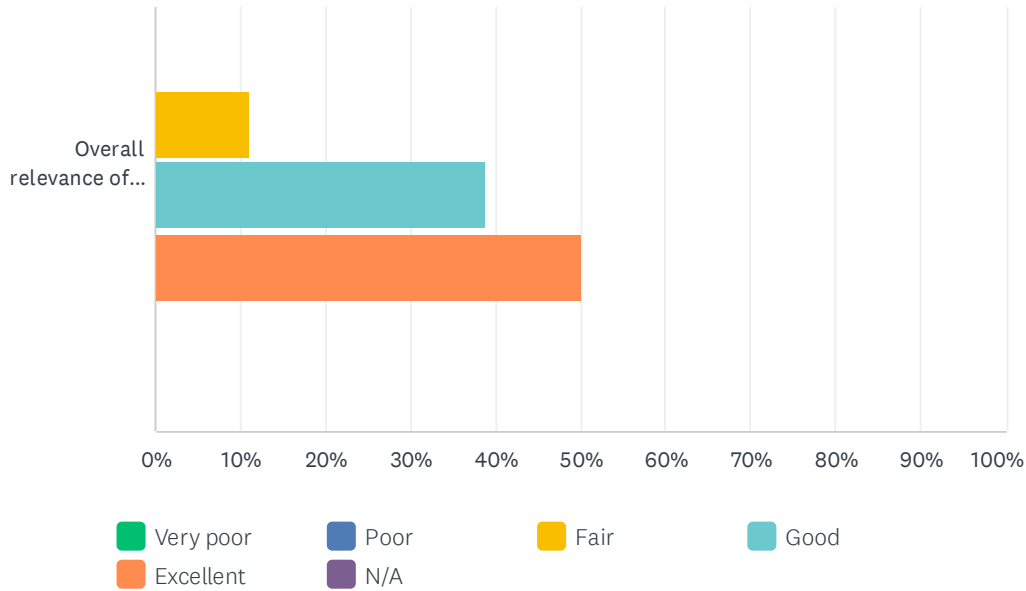








CAUTHE 2022 Bill Faulkner PhD & ECR Online Workshop



	VERY POOR	POOR	FAIR	GOOD	EXCELLENT	N/A	TOTAL	WEIGHTED AVERAGE
Overall workshop content	0.00% 0	0.00% 0	5.26% 1	42.11% 8	52.63% 10	0.00% 0	19	4.47
PhD / ECR Panel Session: Employability	0.00% 0	0.00% 0	0.00% 0	15.79% 3	52.63% 10	31.58% 6	19	4.77
PhD Workshop: Activity-based Group Competition	0.00% 0	10.53% 2	21.05% 4	21.05% 4	15.79% 3	31.58% 6	19	3.62
ECR / MCA Panel Session: How to become an Effective Mentor	0.00% 0	0.00% 0	0.00% 0	11.11% 2	27.78% 5	61.11% 11	18	4.71
ECR/MCA Panel Session: Managing Sustainable and Meaningful Careers	0.00% 0	0.00% 0	5.56% 1	0.00% 0	22.22% 4	72.22% 13	18	4.60
Small Group Mentoring with Senior Academics	0.00% 0	0.00% 0	0.00% 0	5.26% 1	94.74% 18	0.00% 0	19	4.95
Opportunities for discussion and feedback	0.00% 0	11.11% 2	5.56% 1	38.89% 7	38.89% 7	5.56% 1	18	4.12
Opportunities for networking	0.00% 0	5.56% 1	38.89% 7	27.78% 5	22.22% 4	5.56% 1	18	3.71
Overall relevance of the program to you	0.00% 0	0.00% 0	11.11% 2	38.89% 7	50.00% 9	0.00% 0	18	4.39

### Q5 Which aspect/s of the 2022 CAUTHE Bill Faulkner PhD/ECR Workshop did you find the most useful?

Answered: 19 Skipped: 0

#	RESPONSES	DATE
1	Small Group Mentoring gave the opportunity to obtain insights from an experienced researcher	2/23/2022 7:15 PM
2	Suggestions from my mentor in the Small Group Mentoring session	2/23/2022 2:41 PM
3	PhD workshop: competition activity	2/14/2022 3:23 PM
4	employability panel	2/11/2022 12:28 PM

5	employability session and mentoring	2/8/2022 5:21 PM
6	private session with a mentor- activity-based group	2/8/2022 7:33 AM
7	the small group mentoring with senior academics was very useful	2/8/2022 6:50 AM
8	ECR / MCA Panel Session: How to become an Effective Mentor	2/8/2022 3:40 AM
9	Small group mentoring	2/7/2022 11:28 PM
10	Mentoring program	2/7/2022 10:16 PM
11	Mentoring	2/7/2022 9:29 PM
12	The mentoring scheme	2/7/2022 8:09 PM
13	The small group mentoring session	2/7/2022 7:36 PM
14	The employability workshop and small group mentoring with senior academics.	2/7/2022 6:42 PM
15	the employability session and mentoring session, it is great to get some advice from seniors and know more about what other paths PhD graduate can consider.	2/7/2022 6:25 PM
16	interactions with senior researchers	2/7/2022 6:21 PM
17	The mentor program	2/7/2022 6:09 PM
18	The mentoring session with Sara Garinder	2/7/2022 6:04 PM
19	The mentoring session	2/7/2022 6:02 PM

## Q6 How could future CAUTHE Bill Faulkner PhD/ECR Workshops be improved?

Answered: 19 Skipped: 0

#	RESPONSES	DATE
1	Few more programmes which contributes for PhDs and ECRs	2/23/2022 7:15 PM
2	Only hope it will be based on f2f	2/23/2022 2:41 PM
3	NA	2/14/2022 3:23 PM
4	more opportunities for networking	2/11/2022 12:28 PM
5	group competition exercise not great. Tech issues meant we were stop/start as members joined the group. Just not enough time to really get to grips with the task	2/8/2022 5:21 PM
6	More time for the group activity. having a strong technician team	2/8/2022 7:33 AM
7	i would like to be able to engage more during the paper presentations. Considering there are many streams and not many people attending, it would be good if we could use the microphone and participate more directly. The facilitator in my session was not technologically savy and I felt like I couldn't participate as much as I wanted. So, an idea could be to allow microphone and camera to attendees too, not only presenters	2/8/2022 6:50 AM
8	More time	2/8/2022 3:40 AM
9	Asking ECR to vote some most "troubling" problems, and invite senior academics to adress or discuss them with general public	2/7/2022 11:28 PM
10	More opportunities to interact with the senior acedemic	2/7/2022 10:16 PM
11	Having everything face to face finally :-)	2/7/2022 9:29 PM
12	The breakout room issue!! But then, tech is bound to stumble in our new reality!	2/7/2022 8:09 PM
13	More experience sharing and access to talk to more experienced CAUTHE members.	2/7/2022 7:36 PM
14	I think the activity-base group competition is a great idea, but not working quite well for online conferences.	2/7/2022 6:42 PM
15	-	2/7/2022 6:25 PM

16	Technical issues should be addressed for future sessions. Waited much time to be assigned with a breakout room.	2/7/2022 6:21 PM
17	Hope CAUTHE will be back to f2f next year.	2/7/2022 6:09 PM
18	The activity-based group competition felt a bit stressful and I wasn't quite clear what the point of it was. The main benefit of it for me was connecting with fellow students but this was limited due to the time pressure. I would have preferred more of a networking-style activity and/or an opportunity to get feedback from our peers on our PhD. Another idea is that we could have each shared one burning question relating to our PhD or the PhD journey with our peers to get their ideas.	2/7/2022 6:04 PM
19	Nil	2/7/2022 6:02 PM

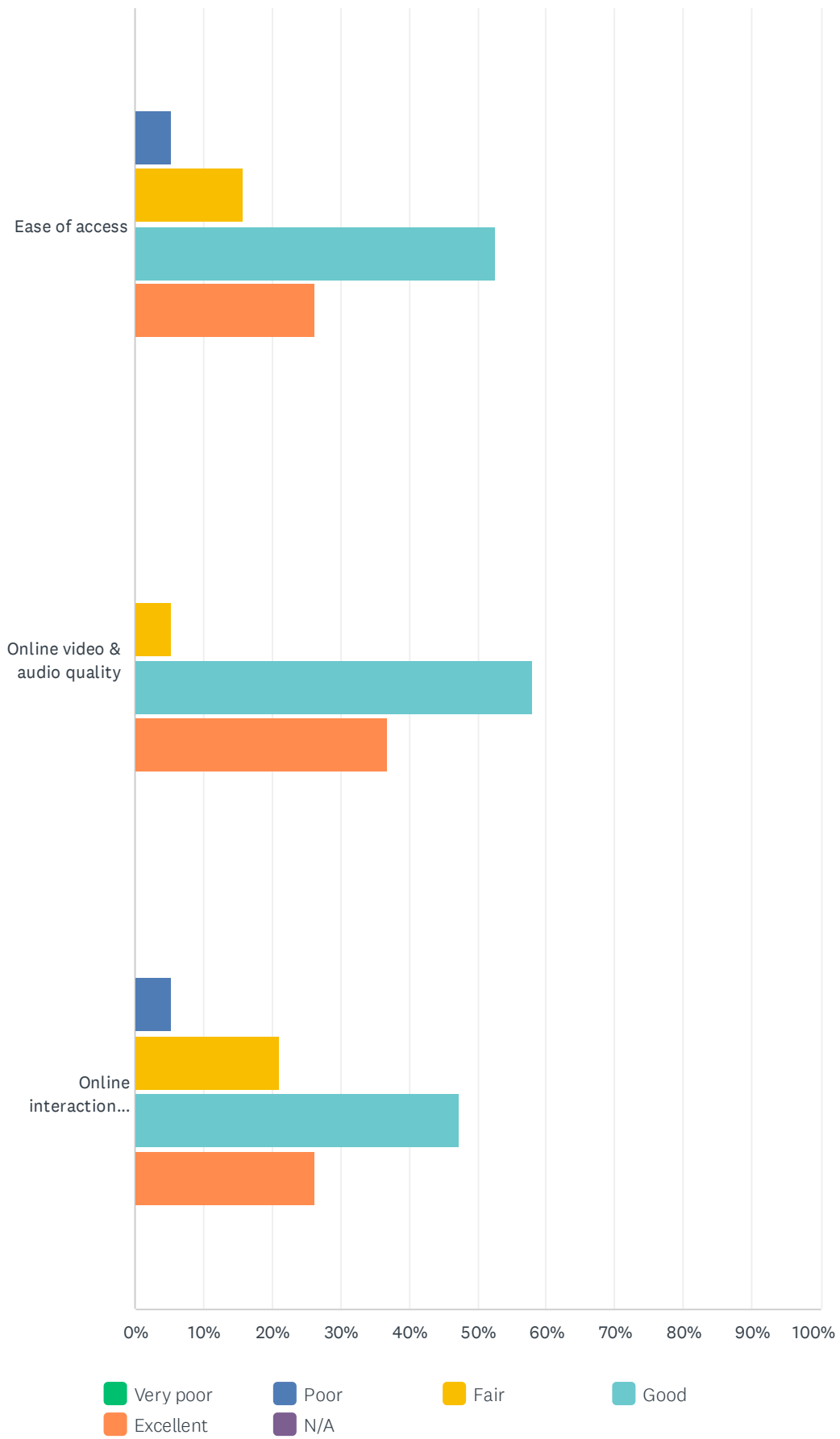
## Q7 In which country were you located when you attended the conference?

Answered: 19 Skipped: 0

#	RESPONSES	DATE
1	Australia	2/23/2022 7:15 PM
2	Australia	2/23/2022 2:42 PM
3	Sri Lanka	2/14/2022 3:24 PM
4	Australia	2/11/2022 12:28 PM
5	Australia	2/8/2022 5:21 PM
6	New Zealand	2/8/2022 7:34 AM
7	NZ	2/8/2022 6:50 AM
8	Sri Lanka	2/8/2022 3:40 AM
9	australia	2/7/2022 11:28 PM
10	Australia	2/7/2022 10:16 PM
11	Australia	2/7/2022 9:29 PM
12	Nigeria	2/7/2022 8:10 PM
13	Australia	2/7/2022 7:37 PM
14	China	2/7/2022 6:42 PM
15	Macau	2/7/2022 6:26 PM
16	China	2/7/2022 6:22 PM
17	Australia	2/7/2022 6:10 PM
18	New Zealand	2/7/2022 6:04 PM
19	Australia	2/7/2022 6:02 PM

## Q8 Please rate your opinion of the quality of your online workshop experience.

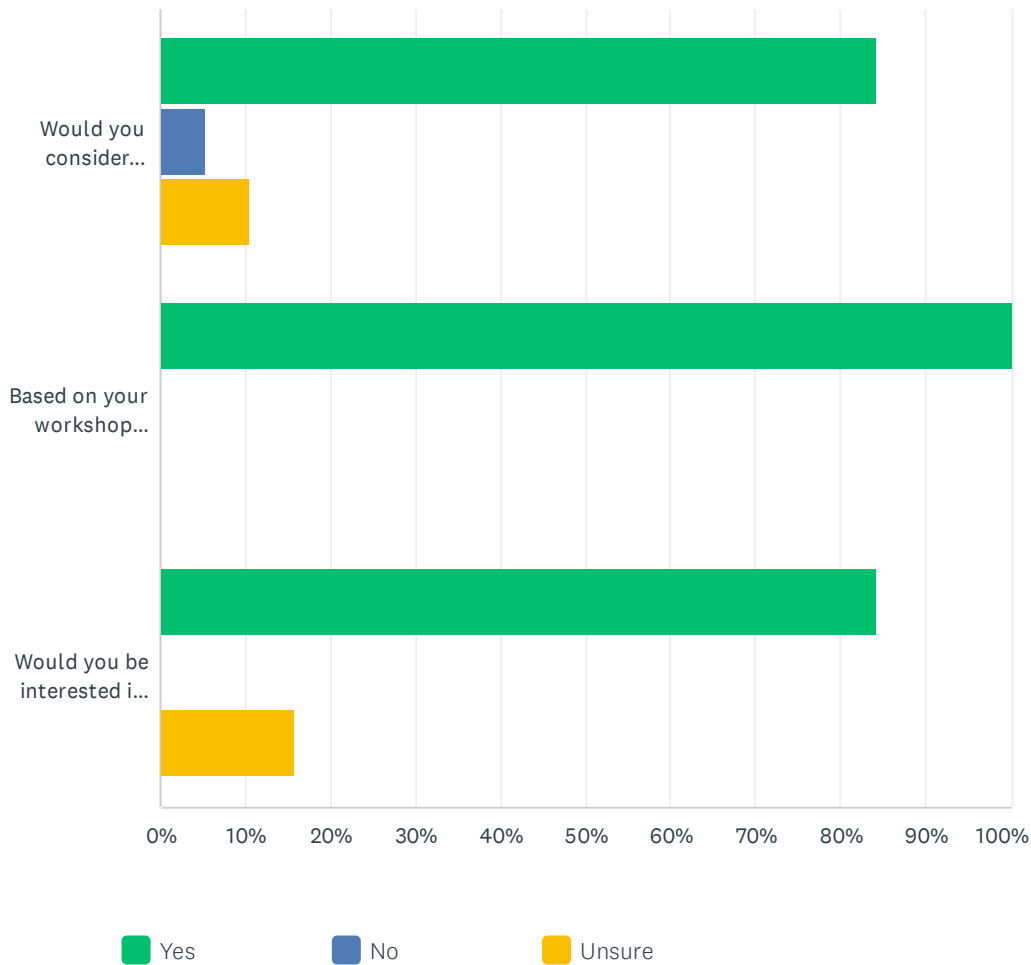
Answered: 19 Skipped: 0



	VERY POOR	POOR	FAIR	GOOD	EXCELLENT	N/A	TOTAL	WEIGHTED AVERAGE
Ease of access	0.00% 0	5.26% 1	15.79% 3	52.63% 10	26.32% 5	0.00% 0	19	4.00
Online video & audio quality	0.00% 0	0.00% 0	5.26% 1	57.89% 11	36.84% 7	0.00% 0	19	4.32
Online interaction quality	0.00% 0	5.26% 1	21.05% 4	47.37% 9	26.32% 5	0.00% 0	19	3.95

### Q9 Please indicate your response to the following questions:

Answered: 19 Skipped: 0



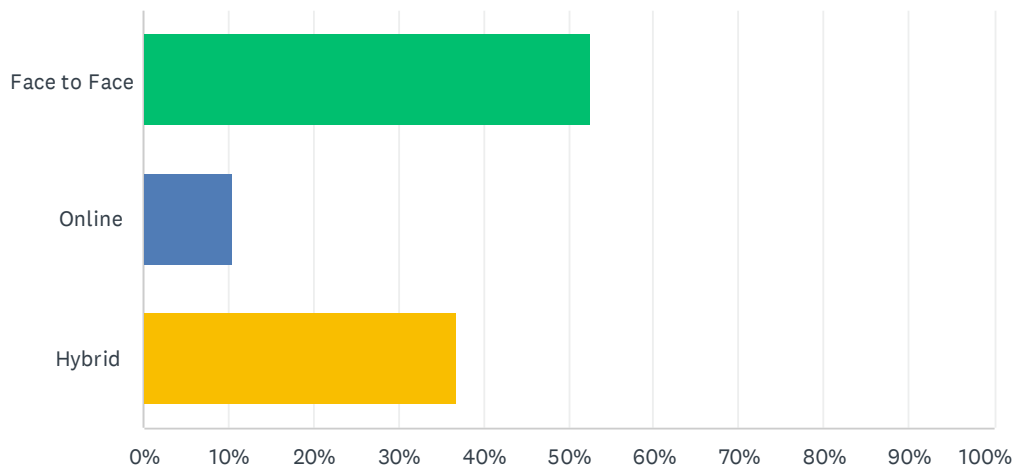
	YES	NO	UNSURE	TOTAL
Would you consider attending the workshop next year?	84.21% 16	5.26% 1	10.53% 2	19
Based on your workshop experience this year, would you recommend the workshop to other PhD Students and ECRs?	100.00% 18	0.00% 0	0.00% 0	18
Would you be interested in participating in a CAUTHE PhD or ECR Alumni or network?	84.21% 16	0.00% 0	15.79% 3	19

#	ARE THERE OTHER TOPICS YOU WOULD LIKE INCLUDED IN THE PROGRAM?	DATE
1	A networking group based on research interests will be really helpful for knowledge exchange and finding opportunities for future research.	2/23/2022 2:44 PM
2	How to apply for postdoc and grants How to build a successful career Cope with stress and	2/8/2022 6:54 AM

	anxiety	
3	How to prepare for Academic Job application documents and interviews?	2/7/2022 10:17 PM
4	Action planning Prioritising faculty pillars How to collaborate with colleagues Grant application	2/7/2022 8:12 PM

## Q10 What would be your preferred format option for the CAUTHE 2023 PhD/ECR Workshop?

Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES
Face to Face	52.63% 10
Online	10.53% 2
Hybrid	36.84% 7
<b>TOTAL</b>	<b>19</b>

## Q11 Do you have any suggestions about other ways CAUTHE can support PhD Scholars and Early Career Researchers?

Answered: 19 Skipped: 0

#	RESPONSES	DATE
1	Networking with senior researchers.	2/23/2022 7:16 PM
2	None	2/23/2022 2:44 PM
3	NA	2/14/2022 3:24 PM
4	no	2/11/2022 12:29 PM
5	facilitated sessions which are subject area focused. I am in events, and seem to be in a minority and don't seem to get to network with other event guys	2/8/2022 5:23 PM
6	Opportunities to publish Paper bursary	2/8/2022 8:00 AM
7	Organise workshops on employability skills, such as creating a media platform for ECR. Also, facilitate access to job market, for example, posting job positions	2/8/2022 6:54 AM
8	Open up more opportunities	2/8/2022 3:40 AM

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9	Peer support workshop;	2/7/2022 11:29 PM
10	Regular social events for ECR and PHD	2/7/2022 10:17 PM
11	NA	2/7/2022 9:30 PM
12	Keep doing what you are doing!	2/7/2022 8:12 PM
13	There are researchers participating outside CAUTHE membership countries and institutions including international students. Give opportunity to learn about CAUTHE to them.	2/7/2022 7:39 PM
14	I think under the current pandemic situation, CAUTHE has been doing well enough.	2/7/2022 6:43 PM
15	-	2/7/2022 6:27 PM
16	It will be great if mentoring sessions could be organized regularly.	2/7/2022 6:24 PM
17	None	2/7/2022 6:11 PM
18	Maybe a monthly newsletter or an online group (e.g. LinkedIn group) to share opportunities, resources etc.	2/7/2022 6:06 PM
19	Nil	2/7/2022 6:03 PM