

CAUTHE 2023 PhD/ECR Workshop Report

Date: Tuesday, 7th February 2023

Location: Murdoch University Campus

CONTENTS

1. COMMITTEE.....	1
2. OVERVIEW.....	1
2.1 Background and Description.....	1
2.2 Mentoring recruitment and matching process	2
3. PROGRAM.....	3
4. PARTICIPANT PROFILE.....	4
5. FORMAL EVALUATION FEEDBACK.....	5
6. KEY INSIGHTS AND RECOMMENDATIONS	6
7. ACKNOWLEDGEMENTS.....	6
Appendix 1 Survey Feedback	7

1. COMMITTEE

Facilitator: Diane Lee / Michael Hughes

Other CAUTHE Executive representative(s): Eunjung Kim, Richard Aquino, Li Carson.

Conference organising committee representative(s): Diane Lee, Eunjung Kim, Michael Hughes

2. OVERVIEW

2.1 Background and Description

The Bill Faulkner PhD Scholar and Early Career Researcher (ECR) Workshop that coincides with the annual CAUTHE Conference was hosted on 7 February 2023 at Murdoch University, Perth. The half-day workshop, followed by a group mentoring session, aimed to support participants in their PhD journey and those in the early stages of their careers. The workshop was attended by 37 PhD scholars and five ECRs.

The workshop co-convenor Dr Diane Lee, Alton Walley from Aboriginal Productions Promotion, Murdoch University Vice-Chancellor Prof Andrew Deeks, and CAUTHE Chair Prof Erica Wilson welcomed the participants. The welcome remarks were followed by an opening presentation titled “Future-ready research leaders: Hedgehog or Fox?” by Dr Barkathunnisha Abu Bakar. The participants joined a speed networking activity facilitated by Ms Li Xie-Carson to break some ice.

Following these activities was a journal editor session by Prof Sara Dolnicar of the Annals of Tourism Research, and Prof Marianna Sigala of the Journal of Hospitality and Tourism Management. This session focused on ethical issues in publishing and publishing for promotion and career advancement, respectively.

To wrap up the workshop, the participants listened and engaged in a panel session on “Multiple Career Pathways and Directions.” Comprised of voices from academia, industry and government, the panellists were Dr Barkathunnisha Abu Bakar, Prof Erica Wilson, and Dr Steve Crawford.

The half-day workshop was followed by group mentoring sessions held over lunch at Moore and Moore Café in Fremantle. There were 11 mentoring groups comprising the workshop attendees and 22 senior academic colleagues who volunteered to serve as mentors in the session.

This year’s PhD and ECR Workshop and Mentoring Session was co-organized by Dr Diane Lee, Dr Michael Hughes and Mr Yohei Okamoto of Murdoch University, and Dr Eunjung Kim of Edith Cowan University, with the assistance of CAUTHE PhD/ECR Liaison Dr Richard Aquino and PhD Student Representative Ms Li Xie-Carson.

(CAUTHE Newsletter info by Dr Richard Aquino and PhD Candidate Li Carson 31/3/23.)

2.2 Mentoring recruitment and matching process

There were 11 mentoring groups (2 ECR groups and 9 PhD groups). ECR groups comprised 2-3 ECRs and one mentor per group. PhD groups were comprised of 3-4 PhDs and two mentors per group. Mentors were invited based on their availability, seniority and involvement in CAUTHE PhD/ECR activities. Research interests (e.g. environmental sustainability, technology & marketing) and stages (e.g. a first year or final year of PhD) were considered when grouping mentees. Mentors were then matched to mentoring groups based on the research interests of mentors and mentees. Mentors and mentees who were from the same universities were assigned to different groups to enable mentees to broaden their academic networks. Mentees’ CVs were also sent to mentors beforehand to allow mentors better assist mentees during the session.

Due to the half-day approach, the mentoring sessions were arranged over lunch with a mentor and the mentees were seated at tables around the Moore and Moore Café in Fremantle.

3. PROGRAM

The program included in the delegate's electronic pack is presented below.

Table 1 Workshop program

West, East, South, North: Navigating your Ph.D. career paths.

Time	Activity	Presenter
9.00am	Overview of Workshop	Dr Diane Lee/Dr Michael Hughes
9.05am	Welcome to Country	Aboriginal Productions Promotions
9.15am	Opening of Workshop	Professor Andrew Deeks MU VC
9.20am	Welcome from CAUTHE Chair	Professor Erica Wilson
9.25am	Presentation - Future-ready research leaders: Hedgehog or Fox?	Dr. Barkathunnisha Abu Bakar
9.45am	Speed networking – getting to know others at the conference	Ms Li Xie-Carson
10.05am	Morning tea	
10.20am	Journal Editor session 1. Sara: Ethical issues in publishing articles 2. Marianna: Publishing for promotion and career advancement	Prof Sara Dolnicar : Prof Marianna Sigala; .10min each speaker + 10 min questions and discussion) MODERATOR: Dr Richard Aquino
10.50am	Panel presentation and Discussion session – Multiple career pathways and directions 1. Erica: Academic career opportunities 2. Nisha: On being a PracademicThe industry/ academia interface 3. Steve: PhD in the industry/government	Dr. Barkathunnisha Abu Bakar; Dr Steve Crawford; Prof Erica Wilson (7 min each speaker + 34 mins panel discussion, questions and group discussion) MODERATOR: Dr Michael Hughes
11.45am	Close	Dr Diane Lee/Dr Michael Hughes
11.50am	Move to Transport to Fremantle for Lunch and Mentoring session	Bus approx. 50 minutes

On completion of the program, participants took public transport back to Fremantle to attend their mentoring sessions over lunch before the opening of the CAUTHE 2023 Conference. This felt somewhat rushed as the PhDs and ECRs appeared to wish to continue networking.

4. PARTICIPANT PROFILE

This section provides information on the participants, their role and their research focus. Table 2 details the role and type of participants in the Workshop.

Table 2 Participant Role and Type

Role	Type	No.
PhD participants	From the first year to last year	37
ECR participants	Associate Lecturer and Lecturer	5
	TOTAL	42
Mentors	Professor	16
	Assoc Prof	4
	TOTAL	20
CAUTHE Fellows involved		8
CAUTHE Fellows absent		13

Areas of focus for the PhD/ECR participants are presented below.

- How images on social media influence people's risk-taking and pro-environmental behaviour.
- Cruise tourism and Sustainability
- Digital marketing
- Environmental research
- Events/Tourism
- Future of tourism, XR technologies and tourism, tourists' behaviour, feeling and emotions
- Hospitality
- Hospitality, commensality
- ICT; visitor experience; museum studies; accessible tourism; interpretation
- Immigration, Entrepreneurship
- Marketing and Management - experience in design and management
- Second home tourism; Urban tourism; Tourism geography
- Sustainability
Workers
Hospitality
- Tourism Impacts
- Volunteer tourism staff; role identity

5. FORMAL EVALUATION FEEDBACK

A survey of attendees was sent out by the CAUTHE secretariat and resulted in 11 responses (26.19%). Of the respondents, 91% (10) were PhD Candidates. Three attended the workshop for the first time; three had been once before, three had been twice before, and two had been three and four times. All survey respondents indicated they would be interested in a PhD/ECR CAUTHE Alumni or Network. They would be interested in working together for research collaboration, social events and discussions of how to 'fix' the system. A further value of a CAUTHE Alumni was the potential to keep a database of members and their disciplines for members to access when seeking collaborations.

The activities that were rated most highly were mentoring and networking opportunities. In light of the KNS experience at the CAUTHE conference, it is interesting to note that the workshop participants rated the opening presentation by Dr Barkathannisha Aba Bakar as the least favourite activity, with almost 30% indicating that it was "Very Poor". Table 3 shows the results with mean scores of the activities of the workshop.

Table 3 Ranking of Workshop Activities (1=very poor, 5=excellent)

	VERY POOR	POOR	FAIR	GOOD	EXCELLENT	N/A	TOTAL	WEIGHTED AVERAGE
Overall workshop content	0.00% 0	0.00% 0	36.36% 4	36.36% 4	27.27% 3	0.00% 0	11	3.91
Opening presentation: Future ready research leaders: Hedgehog or Fox? Dr Barkathannisha Abu Bakar	27.27% 3	0.00% 0	27.27% 3	36.36% 4	9.09% 1	0.00% 0	11	3.00
Speed networking. Ms Lie Xie-Carson	0.00% 0	0.00% 0	0.00% 0	54.55% 6	45.45% 5	0.00% 0	11	4.45
Journal publication session 1: Ethical issues in publishing articles and ethics of using AIs in research publications. Prof Sara Dolnicar	0.00% 0	0.00% 0	9.09% 1	54.55% 6	36.36% 4	0.00% 0	11	4.27
Journal publication session 2: Publishing for promotion and career advancement. Prof Marianna Sigala	0.00% 0	0.00% 0	9.09% 1	54.55% 6	36.36% 4	0.00% 0	11	4.27
Panel presentation: Multiple career pathways and directions) and Discussion session: How to prepare for future jobs and promotion applications)	0.00% 0	0.00% 0	63.64% 7	18.18% 2	18.18% 2	0.00% 0	11	3.55
Mentoring session with senior academics	0.00% 0	0.00% 0	0.00% 0	27.27% 3	63.64% 7	9.09% 1	11	4.70
Overall relevance of the program to you	0.00% 0	9.09% 1	27.27% 3	54.55% 6	9.09% 1	0.00% 0	11	3.64
Opportunities for discussion and feedback	0.00% 0	9.09% 1	18.18% 2	54.55% 6	18.18% 2	0.00% 0	11	3.82
Opportunities for networking	0.00% 0	9.09% 1	9.09% 1	45.45% 5	36.36% 4	0.00% 0	11	4.09

6. KEY INSIGHTS AND RECOMMENDATIONS

The best aspects of the workshop were overwhelmingly the networking and mentoring opportunities provided by the seminar, whilst Student feedback suggested that there should be more focus on the well-being and mental health aspects of undertaking a PhD and that ECRs and PhDs should be separate groups since they have different needs (see Appendix 1).

A major area that should be improved is the workshop's length. The conference was a half-day program and 70% of respondents to the survey felt that it should have been a full day. As a result of the limited time, the mentoring session was set over lunch at the Moore and Moore café in Fremantle. A pre-ordered lunch was organised for participants to ensure enough time to eat before the start of the conference. An issue that arose was that people did not remember what they had ordered, which caused an inconvenience for the Café. If this approach is taken again, I suggest that participants are reminded to keep a note of their orders.

Survey suggestions for future workshops include the following.

- More networking and fewer 'talking heads'
- Provide a space for participants' voices to be heard
 - Space for honest and raw discussions
 - Sharing stress issues and how to deal with them
 - Mental health during the PhD
 - Discussion about our academic integrity
 - Discussions about practical publishing issues
 - Feelings around reviews
 - Feelings around specific reviewer requests
 - How do we measure the 'impact' of our publications
- #bekind campaign belongs to CAUTHE. Can we start another one to help current PhDs and ECRs work towards changing the academic system where we have to be everything to everybody?
- Provide time at the workshop to work towards collaborative journal articles.

Overwhelming responses indicated that the participants wanted to attend the workshops to listen and be heard about issues they feel are important at the time. Presentations should be shortened and interactive activities should be more dominant.

7. ACKNOWLEDGEMENTS

Yohei Okamoto Murdoch University for arranging travel logistics for participants

Martin Hill Murdoch University for technical support

Alton Walley For Welcome to Country

Report prepared by:

Name: Diane Lee, Eunjung Kim, Richard Aquino, Li XieCarson, (Michael Hughes on leave during write-up)

Position: CAUTHE 2023 PhD / ECR Workshop Team

Date: 20th June, 2023

Appendix 1 Survey Feedback

Q5 What do you feel was the BEST part of the CAUTHE PhD & ECR Workshop?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	Opportunities for networking	3/2/2023 9:28 AM
2	Networking	2/27/2023 3:01 PM
3	Networking with other PhD candidates and senior academics	2/27/2023 11:18 AM
4	the mentoring session and opportunities to network with other PhD students	2/27/2023 9:11 AM
5	Networking with PhDs from other universities Receiving useful advice from mentors	2/17/2023 1:28 PM
6	The mentoring session	2/17/2023 11:23 AM
7	The mentoring session. My mentor was a perfect fit and was generous with her advice and guidance.	2/13/2023 9:19 AM
8	The mentoring session, and meeting other PhD students	2/8/2023 6:16 PM
9	The Icebreaker	2/8/2023 12:00 PM
10	In person discussions with professors	2/7/2023 9:05 PM
11	Mentoring session was good. As was the networking	2/7/2023 5:17 PM

Q6 How could future CAUTHE PhD & ECR Workshops be improved?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	Problems with paying registration fees	3/2/2023 9:28 AM
2	Opportunity to share a business card on a noticeboard, or contact detail if a person was unable to meet or get a chance to view the contacts of participants in their research pool. Participants would only provide their details if they were willing to share it with the group.	2/27/2023 3:01 PM
3	More networking, engaging and less sitting down listening to workshop sessions	2/27/2023 11:18 AM
4	I have been attending a few of these workshops in the past 5 years... and to be honest, I find the content very repetitive. There are always the same elements to it: How we cannot get jobs because there are not any, how we should publish ethically but it is harder to publish now than when senior academics were just cruising through their PhD studies without the need for publications. How we need to be everything (teachers, connect with industry, service, publication machines to be taken seriously). I am not here to provide negative feedback but some honest solutions that come from the heart: 1. maybe use the session to have some real talks, and most of all, let the voice of the students be heard... I feel there is always very little space for questions, honest and raw discussions in these sessions. Can we talk about the amount of demands and pressure we face? can we talk about mental health during the PhD? Maybe doing it in smaller groups would be more beneficial... 2. We (PhD students) struggle to figure out our academic identity: how about doing an hands on workshop to explore our academic identity? (I did one in the past using Lego serious play and it was amazing and mind opening) 3. Let's have the REAL talks when it comes to publishing... how to reply to shitty reviewers who make no effort to read the actual manuscript or provide constructive feedback? How do we handle an editor of a journal who won't make a decision after 5 rounds of reviews? how can you even begin responding to feedback provided by 6 reviewers in one round? how do you deal with an editor that at last minute before accepting your paper asks you to add more references in the manuscript from their journal? How can we really promote our publications so they get traction and impact? What do you do with these publications afterwards? are you keeping them to collect dust and the occasional citation? or can you turn them into something that can provide real impact? how do you do that? and how do we even demonstrate impact? 4. we have it harder than any other academic in the past... we know that, people keep repeating that, but what is actually done? nothing... so how about we truly use this time to come up with some real solutions/first steps on how to change the system for good? can we have brainstorming sessions on how to start fixing this situation? can we come up with some real and simple, easy to implement practices we can all start taking to make this system better? we have the #bekind campaign, can we think of some other things that could make a simple but real change to our situation? The best solutions come from those who are the most affected. So get PhD students to actually design think, to come up with their solutions.. at least we would leave with something that is more than just words. 5. we keep talking about being papers machines, how about using some of this time to get PhD students to become more collaborative (more publications with less efforts). For instance, run a paper hackathon, or something similar that allows students to work in teams, share expertise, and be mentored by senior academics on how to truly publish... not just high level talks! This might be more for late PhD and ECRs but it would really help to learn how to put together a manuscript collaboratively and with the guidance of those who have done it for a long time.	2/27/2023 9:11 AM
5	I wish the workshop could be a full day rather than half a day. Some sessions were a bit rushed and on a tight schedule	2/17/2023 1:28 PM
6	Put more emphasis on PhD students' current wellbeing during the presentation and panel discussion. Future career is important but not the only thing faced by many.	2/17/2023 11:23 AM
7	Need to split ECR's and PhD students. More concrete career advice and less general guidance in main sessions.	2/13/2023 9:19 AM
8	Maybe some high level content around managing aspects of PhD studies, e.g. isolation, strategies for getting through, how to build networks etc	2/8/2023 6:16 PM
9	I think presentations should be shorten and interactive activities more predominant.	2/8/2023 12:00 PM
10	Not sure	2/7/2023 9:05 PM
11	More involvement for us. The presentations (not workshop) were unidirectional with limited time for questions and little engagement for the majority. The venue for mentoring was not conducive to discussions - need a place with balanced acoustics	2/7/2023 5:17 PM

#	ARE THERE OTHER TOPICS YOU WOULD LIKE INCLUDED IN THE PROGRAM?	DATE
1	HR in tourism and hospitality	3/2/2023 9:28 AM
2	Networking with Phd students from other universities.	2/27/2023 3:01 PM
3	I provided some pointers in the above. Overall please make the session more interactive, real and raw. It is not enough to acknowledge that we have it tougher than 20 years ago... it is time to push for change. Let this be a platform where this change can start taking shape.	2/27/2023 9:11 AM
4	I noted that the topic of wellbeing was completely absent. This is concerning given the literature which highlights the mental health challenges that PhD students face. Moreover, the financial precarity that many PhD and ECR's must navigate should be acknowledged as part of their context.	2/13/2023 9:19 AM

Q9 Do you have any suggestions about other ways CAUTHE can support PhD Scholars and Early Career Researchers?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	-	3/2/2023 9:28 AM
2	Have a few lead memeber of CAUTHE run a journal	2/27/2023 3:01 PM
3	More practical hands-on workshop, e.g. writing session on grants, posters, thesis, paper.	2/27/2023 11:18 AM
4	Extend bursaries for ECRs as well. With the cuts in funding across institutions ECRs are the most affected as they do not have the supports of PhDs, they have the highest workloads, and are in a sandwiched position (institutions would more likely send senior academics than ECRs to conferences).	2/27/2023 9:11 AM
5	Perhaps offer more opportunities for PhDs/ECRs to apply for funding to attend future conferences	2/17/2023 1:28 PM
6	Pay more attention on the wellbeing, and try to be more inclusive as considering not all are able or willing to networking to get the opportunity for future career, especially for people with disabilities and extreme introverts.	2/17/2023 11:23 AM
7	In terms of connecting them with industry, link them with real employers who are looking for this skill set.	2/13/2023 9:19 AM
8	See below and question 6	2/8/2023 6:16 PM
9	None	2/8/2023 12:00 PM
10	Not sure	2/7/2023 9:05 PM
11	Get us involved in the conversation	2/7/2023 5:17 PM

#	WHAT SORT OF ALUMNI ACTIVITIES AND NETWORK SUPPORT WOULD YOU FIND USEFUL?	DATE
1	-	3/2/2023 9:28 AM
2	Opportunities for research collabrations.	2/27/2023 3:01 PM
3	hands on actual and practical workshops to navigate this broken system... and solutions on how to fix it! Also nice social events to connect with others are welcome!	2/27/2023 9:11 AM
4	A database for connecting PhD students in your area or discipline	2/8/2023 6:16 PM
5	Not sure	2/7/2023 9:05 PM