CAUTHE 2024 PhD/ECR and MCA Workshop Report

Date: Tuesday 6th February 2024

Location: Hedberg, University of Tasmania, Hobart

CONTENTS

1. COMMITTEE

Facilitator:

- Associate Professor Anne Hardy, Mr. Wei Wally Zhang, Ms. Line Andersen

Other CAUTHE Executive representative(s):

- Dr. Richard Aquino
- Ms. Michelle Whitmore
- Dr. Anita Manfreda

Conference organising committee representative(s):

- Associate Professor Anne Hardy
- Dr. Oscar Vorobjovas-Pinta
- Professor Can Seng Ooi

2. OVERVIEW

2.1 Background and description

The Bill Faulkner PhD Scholar, Early Career Researcher (ECR) Workshop alongside the Mid-Career Academic (MCA) Workshop that coincides with the annual CAUTHE Conference was hosted on 6 February 2024 at the University of Tasmania, Hobart. The whole-day workshop, followed by a group mentoring session, introduced a 'Welcome to All' strategy. This strategy combined PhD, ECR, and MCA workshops to support participants in various career stages. The workshop was attended by 31 PhD scholars, 11 ECRs, and 7 MCAs. Building on feedback from previous workshops, this session focused on academic topics and offered opportunities for socialising and enhancing overall well-being.

The workshop co-convenors, Associate Professor Anne Hardy and Rob Anders from the University of Tasmania and 2nd Vice Chair of CAUTHE, Associate Professor Tamara Young, warmly welcomed the participants. The welcome session was followed by a social activity - a Treasure Hunt organised by Riddle Me Adventures. Participants were divided into 9 groups, which provided them with the chance to meet individuals from various universities or organisations through an engaging, fun-based activity.

Following this, Katherine Hough from the University of Tasmania conducted a workshop titled 'Understanding Difference: Maximizing Output through Teamwork'. This workshop aimed to provide participants with a brief understanding of different personality preferences to enhance their resilience in academia.

After lunch, two panels and a workshop were held simultaneously to cater to the diverse needs of participants. One workshop, chaired by Associate Professor Anne Hardy from the University of Tasmania, focused on 'How to Collaborate and Build Networks in Academia.' The panel included esteemed guests: Dr. Allison Anderson from Episteme, Dr. Richard Buning from the University of Queensland, and Dr. Ma Yue from the University of Tasmania. This panel aimed to explore networking efforts and collaborations from both academic and industrial perspectives.

Simultaneously, another panel discussed 'Navigating Promotion in the New Impact Era.' Chaired by Dr. Oscar Vorobjovas-Pinta from the University of Tasmania, the panel featured esteemed speakers: Prof. Michael Vlogger from Curtin University, Associate Professor Judith Mair from the University of Queensland, and Dr. Faith Ong from the University of Queensland. This panel sought to highlight promotions from various perspectives, particularly focusing on the feminist viewpoint.

Additionally, Dr. Larissa Bartlett from the University of Tasmania conducted a workshop titled 'Mindfulness and Wellbeing at Work: A Practice-Based Workshop', which was facilitated by Prof. Can Seng Ooi. The workshop aimed to provide participants with mindfulness tools to manage stress effectively.

Following the panel and workshop sessions, group mentoring sessions took place, with 14 mentoring groups consisting of workshop 32 attendees and 28 senior academic colleagues who volunteered as mentors.

Dr. Anita Manfreda introduced the CAUTHE 2024 Mentoring Programme to conclude the full-day event. This was followed by CAUTHE Chair, Prof. Erica Wilson, announcing the awards for the PhD/ECR Bursary. Finally, Ms. Line Andersen led the Pub Crawl as the closing social activity of the day.

This year's PhD, ECR, and MCA Workshop and Mentoring Session was co-organised by Associate Professor Anne Hardy, Mr. Wei Wally Zhang, and Ms. Line Andersen from the University of Tasmania. They were assisted by CAUTHE PhD/ECR Liaison, Dr. Richard Aquino, PhD Student Representative, Ms. Michelle Whitmore, and Dr. Anita Manfreda.

2.2 Program

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

Table 1: Workshop program

8.30	Registration, Level 4 Foyer			
	PhD and ECR Workshop / MCA Workshop *Recital Hall*			**TH&E Standards Workshop** *R500*
9.00	Welcome to Country - Rob Anders, UTAS			Welcome
	Welcome from CAUTHE - Tamara Young, 2nd Vice Chair CAUTHE			
9.15	Treasure Hunt			College of Peers: Designing and demonstrating advanced student learning
	Introduction: Wei Wally Zhang, UTAS			
	Hunt briefing: Riddle Me Adventures			
10.45	Morning refreshments, Level 4 Foyer			
11.15	Understanding difference: Maximising output through teamwork Speaker: Katherine Hough, UTAS Facilitator: Michelle Whitmore, Western Sydney University			Workshop cont'd
12.30-12.45	Treasure Hunt wrap up			
12.45-13.30	Lunch, Level 4 Foyer			
13.30	Break out with Panel Activities – running concurrently			
Theme	How to collaborate and build networks in Academia *Recital Hall*	Mindfulness and Wellbeing at work: a practice-based workshop *R519*	Navigating promotion in the New Impact Era *Salon*	Workshop cont'd
Chair	A/Prof Anne Hardy University of Tasmania	Prof Can Seng Ooi University of Tasmania	Dr Oscar Vorobjovas-Pinta, University of Tasmania	
Panellist	Dr Allison Anderson, Episteme	Dr Larissa Bartlett, UTAS	Prof Michael Volgger, Curtin University	
	Dr Richard Buning, University of Queensland		A/Prof Judith Mair, University of Queensland	
	Dr Ma Yue, UTAS		Dr Faith Ong, University of Queensland	Close
15.00	Afternoon refreshments, Level 4 Foyer			
15.30	Mentoring session			
17.00	Wrap up, Closing and Awards			
17.30	A totally decent, ever so well-mannered, Pub Crawl!			
17.30	Walks - Antarctic Tourism/ Coming down for air. Please meet at the Hedberg entrance 19 Collins s			

3. 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 profiles

Role	Type	No.
MCA participants	5-10 years post PhD	7
ECR participants	First 5 years post PhD	11
PhD participants	From first to last year	31
	TOTAL	49
Mentors	Professor	15
	Assoc. Professor	12
	TOTAL	27
CAUTHE Fellows involved		7
CAUTHE Fellows absent		15

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

- Tourism Work and Employment (20%)
- Sustainable Tourism Development (15%)
- Sustainable Human Resource Management (10%)
- Organizational Behaviour (10%)
- Service Management (8%)
- Customer Experience (8%)
- Environmental Sustainability in Tourism (7%)
- Technology and Innovation in Tourism (6%)
- Tourism Marketing and Social Media (5%)
- Tourism Planning and Community Involvement (5%)
- Tourism Behaviour and Well-being (3%)
- Cultural and Indigenous Tourism (3%)
- Hospitality and Commensality (2%)
- Luxury Hospitality (1%)
- Qualitative Research in Tourism and Hospitality (1%)

4. FORMAL EVALUATION FEEDBACK

A survey of attendees was sent out by the CAUTHE secretariat and resulted in 17 responses (1 MCA, 12 PhD, 4 ECR) (34.69%). Of the respondents, 71% (12) were PhD Candidates, 23% (4) were ECRs, and 6% (1) was an MCA. Eight attended the workshop for the first time; three had been once before, three had been twice before, and the remaining (6) had been three or more times.

The activities that were rated most highly were activities that allowed for networking and connection, including the Opening Treasure Hunt, opportunities for networking. Workshops and other activities were well received, receiving all above 4.0 average scores. Surprisingly, the mentoring activity, often one of the most popular was rated lower than others.

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	0.00% 0	56.25% 9	43.75% 7	0.00% 0	16	4.44
Opening activity: Treasure Hunt Riddle Me Adventures	0.00% 0	0.00% 0	0.00% 0	18.75% 3	75.00% 12	6.25% 1	16	4.80
Presentation: Understanding difference: Maximising output through teamwork and self-awareness. Katherine Hough	0.00% 0	0.00% 0	25.00% 4	37.50% 6	25.00% 4	12.50% 2	16	4.00
Concurrent panel session 1: How to collaborate and build networks in Academia. Chaired by A/Prof Anne Hardy	0.00% 0	0.00% 0	12.50% 2	18.75% 3	18.75% 3	50.00% 8	16	4.13
Concurrent panel session 2: Mindfulness and Wellbeing at work: a practice-based workshop. Chaired by Prof Can Seng Ooi	0.00% 0	0.00% 0	14.29% 2	21.43% 3	14.29% 2	50.00% 7	14	4.00
Concurrent panel session 3: Navigating promotion in the New Impact Era. Chaired by Dr Oscar Vorobjovas-Pinta	0.00% 0	0.00% 0	0.00% 0	0.00% 0	21.43% 3	78.57% 11	14	5.00
Mentoring session with senior academics	0.00% 0	0.00% 0	37.50% 6	18.75% 3	37.50% 6	6.25% 1	16	4.00
Overall relevance of the program to you	0.00% 0	0.00% 0	0.00% 0	56.25% 9	43.75% 7	0.00% 0	16	4.44
Opportunities for discussion and feedback	0.00% 0	0.00% 0	18.75% 3	37.50% 6	43.75% 7	0.00% 0	16	4.25
Opportunities for networking	0.00% 0	0.00% 0	6.67% 1	40.00% 6	53.33% 8	0.00% 0	15	4.47

5. KEY INSIGHTS AND RECOMMENDATIONS

The feedback from participants at the 2024 CAUTHE PhD/ECR/MCA workshop highlighted several key recommendations. Firstly, PhD students and ECRs expressed a preference for participatory formats rather than unilateral ones. They desire opportunities to voice their concerns and establish deeper individual connections, which could be facilitated by introducing a "Buddy system" pairing newcomers with veteran CAUTHE conference attendees. Additionally, when forming mentoring groups, it's crucial to maintain gender balance, though it is acknowledged that this may not always be feasible. To enhance the mentoring sessions, providing mentors with a structured set of "golden questions" could be beneficial. There was also a notable suggestion to introduce a working paper award, recognising that PhD students and ECRs often lack the time or data to produce full papers. Furthermore, there is a strong interest among PhD students and ECRs to hear from other ECRs and mid-career academics (MCAs), alongside more senior academics.

Regarding themes for future workshops, panels, and events, several topics emerged as particularly relevant. Job search strategies, employment opportunities, and alternative career paths were highlighted as critical areas of interest. Wellbeing was another major theme, underscoring its importance to the participants. In terms of publication and presentation skills, there was enthusiasm for interactive writing labs and workshops aimed at improving peer review skills for PhD and ECRs. Sessions on creating effective posters and a series of paper development workshops in partnership with the Journal of Hospitality and Tourism Management (JHTM) were also suggested. These themes and recommendations reflect the participants' desire for more interactive, supportive, and practical resources to aid their professional and academic development.

6. ACKNOWLEDGEMENTS

Michelle Whitmore   University of Western Sydney

Richard Aquino   University of Canterbury

Report prepared by:

Name: Anita Manfreda and Wei Wally Zhang

Position: CAUTHE 2024 PhD/ECR Liaison and PhD representative

Date: 16th July 2024

Appendix 1 – Survey feedback

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

Answered: 16   Skipped: 0

#	RESPONSES	DATE
1	treasure hunt	2/22/2024 1:29 PM
2	Opening Activity	2/22/2024 12:54 AM
3	The treasure hunt as an opportunity to meet other ECRs	2/19/2024 8:53 AM
4	Understanding difference: Maximising output through teamwork and self-awareness. Katherine Hough	2/16/2024 11:04 AM
5	Meeting other graduates! (Networking)	2/14/2024 7:33 PM
6	mentoring session and treasure hunt. opportunities to connect with other students.	2/14/2024 1:25 PM
7	Networking with other PhD students, especially the Treasure Hunt. It is fun and creative which we could know more about the city and know more about the others in the team. I prefer this kind of activity rather than just sit and listen to the speakers only.	2/14/2024 10:43 AM
8	The treasure hunt and mentoring sessions	2/14/2024 10:07 AM
9	Nurturing nature of the conference Being able to tap into PhD students and their supervisors within my field of interest	2/14/2024 8:36 AM
10	I really liked 3 things: a chance to talk in small groups during the scavenger hunt, understanding my work style and others, and learning more about mindfulness.	2/13/2024 6:52 PM
11	Being able to network and make connections. Being able to discuss my research with others.	2/13/2024 6:02 PM
12	Understanding difference: Maximising output through teamwork and self-awareness. Katherine Hough. The absolute highlight for me in terms of insights and practical applicability.	2/13/2024 4:39 PM
13	The treasure hunt was a great way to meet people	2/13/2024 4:04 PM
14	The treasure hunt was a great way to start the day	2/13/2024 3:09 PM
15	Not being told that I have to publish otherwise I will perish. Being allowed to talk and not being talked at. Interaction, relevance of the content, being able to choose sessions to attend.	2/13/2024 3:07 PM
16	Networking with other candidates and researchers.	2/13/2024 2:26 PM

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

Answered: 16   Skipped: 0

#	RESPONSES	DATE
1	Try and get more PhDs to engage throughout.	2/22/2024 1:29 PM
2	Put us in groups for activities	2/22/2024 12:54 AM
3	even more interactive elements	2/19/2024 8:53 AM
4	-	2/16/2024 11:04 AM
5	Practical skills for research	2/14/2024 7:33 PM
6	Maybe less structured things in lecture-style but more instances like the hunt or the mentoring where you gather in groups, interact more closely with peers/mentors	2/14/2024 1:25 PM

#		DATE
7	I understand the limitation of the time. However, is there any possibility that the concurrent session could run in the different time as the other topics were interested as well?	2/14/2024 10:43 AM
8	have MCAs and ECRs to talk about the next stages of their career rather than more established professors, for instance in a panel session.	2/14/2024 10:07 AM
9	No suggestions really well done Cauthe team!	2/14/2024 8:36 AM
10	I thought it was a great format	2/13/2024 6:52 PM
11	I think the CLAN (Chinese Leisure Academic Network) was not that inclusive. There was some people (myself included) who weren't Chinese and not invited to events. I would have liked to have been involved in these social activities and I also think separating into groups for race is a bit concerning. Or if they are going to do a Chinese group in the future maybe have an Indigenous group, and so forth... so others can be included and not excluded. I just would have liked to be involved and felt like group members gained valuable networking opportunities that others who aren't in the group missed out on.	2/13/2024 6:02 PM
12	If possible, have one female and one male mentor per mentoring group, depending on the mentees. It could help to relate a little more and also in terms of having a role model, which can be important to mentees. Also, sometimes in academia it happens that women are selected for specific "social" roles that are high on admin and/or teaching tasks, even if they really want to do research. I felt a little assessed on my research output by some of the comments, while I have done so many other activities that have been valuable to students and society. I believe diversity and inclusion in academia is also about this and it could be addressed in future editions.	2/13/2024 4:39 PM
13	Providing a session that is specifically for PhDs/ECRs to raise issues of concern with a panel	2/13/2024 4:04 PM
14	The speaker based her content on multiple models yet in an academic context, it felt a bit obscure, fitted for industry coaching rather than academic discussion. The panel was a bit passive, not bringing forth new topics.	2/13/2024 3:09 PM
15	Continue to have more interactive, engaging sessions that allow us to find out who we are and not who we should be	2/13/2024 3:07 PM
16	Structured Mentoring sessions. Perhaps a sequence of events that could be followed to ensure certain topics are discussed.	2/13/2024 2:26 PM

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

Answered: 16   Skipped: 0

#	RESPONSES	DATE
1	-	2/22/2024 1:29 PM
2	Groups such as Workforce and Employment Special Interest are excellent initiatives.	2/22/2024 12:54 AM
3	NA	2/19/2024 8:53 AM
4	Job search strategies and interview tips	2/16/2024 11:04 AM
5	Help to initiate a writing group (similar to shut up and write)	2/14/2024 7:33 PM

6	more frequent but short workshops	2/14/2024 1:25 PM
7	If possible, it could be half year event/symposium which could be online as someone might not be able to attend in person.	2/14/2024 10:43 AM
8	I wish that awards were not only awarded to full papers. Many PhD and ECRs cannot write full papers as some of them do not have enough data to write them. Many conferences are now awarding the best working papers or abstracts and I think this would make the awards more inclusive.	2/14/2024 10:07 AM
9	Help us wade through the scholarship options but mentoring session was excellent	2/14/2024 8:36 AM
10	No	2/13/2024 6:52 PM
11	I think it would be great if CAUTHE had a space for PhD students to have employment opportunities after their studies. Many PhD students I spoke to are concerned with getting a job when they finish their studies. there is a need for something to address this area of concern.	2/13/2024 6:02 PM
12	You have done an absolutely wonderful job, thank you so much! Keep up the great work! In terms of diversity, perhaps include some testimonials of PhD students and/or ECRs who have taken on a different path that is impactful to society rather than the classical path to become professor based on many and/or high quality publications. Given the pyramid structure of academia, not all can become professor but PhDs/ECRs are trained for it and many will have to leave academia at some point. Also, some people in academia still try to make you believe that this is the only worthy path. In the end, this is the Council for Australasian Tourism and Hospitality Education (surprisingly, research is not part of the official name).	2/13/2024 4:39 PM
13	More opportunities for online engagement	2/13/2024 4:04 PM
14	A whatsapp chat?	2/13/2024 3:09 PM
15	Continue with mental health and well-being and support PhDs to become autonomous human beings	2/13/2024 3:07 PM
16	Editing services.	2/13/2024 2:26 PM

Q4 Which aspects of the 2024 MCA workshop did you find most useful?

Answered: 1   Skipped: 0

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CAUTHE 2024 Mid-Career Academic Workshop

#	RESPONSES	DATE
1	Different ways to build network	2/14/2024 12:07 PM

Q5 How could future CAUTHE MCA Workshops be improved?

Answered: 1   Skipped: 0

#	RESPONSES	DATE
1	Similar topics as this year will be welcomed.	2/14/2024 12:07 PM

Q8 Do you have any suggestions about other ways CAUTHE can support Mid-Career Academics?

Answered: 1   Skipped: 0

#	RESPONSES	DATE
1	Provide leadership opportunities. For example, offer MCA a role in the CAUTHE conference as an organizer for a series of themed sessions (such as hospitality labour or sustainability). The person needs to plan the sessions and provide a brief introduction to the papers that are presented.	2/14/2024 12:07 PM