

Case study: Support for Early Career Researchers

Dr Paola Vizcaino is a lecturer in Events Management within the Faculty of Management with a particular interest in gender and tourism.

During her 10 months at BU, she has benefitted from the support on offer for an Early Career Researcher (ECR). This has included attending the ECR workshops to learn about internal and external funding opportunities to develop research.

Since 2016, Paola has been a Postgraduate Fellow of the Royal Geographical Society (RGS) and an active member of two of the RGS's research groups: the Geographies of Leisure and Tourism Research Group (GLTRG) and the Gender and Feminist Geographies Research Group (GFGRG). She has also presented papers at the last two annual RGS-Institute of British Geographers (IBG) international conferences.

This year, Paola received quality-related (QR) research funding to attend the RGS-IBG conference from the Higher Education Research Funding Council for England (HEFCE, which has now been replaced by the Office for Students). The QR funding targets areas of research of the highest quality.

Paola is attended the RGS-IBG conference at the end of August 2018 in the position of co-convenor of the session 'Traversing Landscapes of Gender Based Violence', sponsored by the GLTRG and the GFGRG. This new role of co-convenor marked her move from Postgraduate Fellow to Fellow (a position which is awarded to ECRs and beyond who have a proven track record of publications in their research areas), while contributing to enhance her research practice and expand her international academic network.

Paola is passionate about supporting gender equality personally and as part of our corporate strategy, BU2025. She explained: "I support the work around our Athena SWAN application to contribute to the creation of a working environment where both women and men can develop their potential to the fullest, while ensuring that everybody can balance their personal/family commitments with their work at BU."

She continued: "Gender equality is one of the most important political objectives for the international community, incorporated in the UN Sustainable Development Goals (SDG No. 5). BU2025 is committed to equality and diversity and has facilitated an open discussion of university-wide plans and policies to look for ways to continually improve in this area and I very much support this."

At BU, Paola has also received mentoring from senior colleagues in her department and from the Women's Academic Network (WAN). This group aims to raise the profile of women academics within and beyond BU, by supporting female academic staff, lobbying on gender issues and helping to create equality across BU.

Paola has also welcomed the flexibility to work from home when needed.

Janet Dickinson, Professor in Tourism in the Faculty of Management, commented: "It is vital to support the ECR research of female academics like Paola. For many women the demands of education delivery can take precedent in their early years as an academic as women tend to prioritise others, in this case students, over themselves. This can mean that female academics fail to develop work emerging from their PhDs. Our female students, in particular, benefit from the exposure to this research."

You can find out more about [career support in this fact sheet](#).