

## Important questions which should be included in the PhD survey's questionnaire (Humanities)

### General

- *Statement that results will be published - at least at the faculty level.*
- *Insert back button so that you could correct the questions again*
- *Ask not only questions that concern employed assistants, but also questions for non-employed doctoral researchers.*
- *Ask questions about overload*
- *Ask questions about the topic "Well-Being / Mental Health"*

### Legend of the colors of the questions in this document

- *Purple = multiple answers possible*
- *Green = single answer*
- *Blue = Likert scale*
- *Brown = free answer*

### Topics

- A) *Demographic information*
- B) *Employment contract / workload*
- C) *Workplace*
- D) *Supervision / support*
- E) *Career*
- F) *Well-being / mental health*

### A) Demographic information

- **Family and children: Which situation applies to you?** (multiple answers possible)
  - a) No children
  - b) Child(ren)
  - c) Relatives in need of care
  - d) Network (friends/family) in Switzerland
- **\*b) If you have child(ren): What applies to you?** (multiple answers possible)
  - a) I receive enough support.
  - b) I lack practical support.
  - c) I lack financial support.
- **\*c) If with relatives in need of care, then** (multiple answers possible)
  - a) I receive enough support.
  - b) I lack practical support.
  - c) I lack financial support.

**B) Employment contract / workload**

- **Which statement applies to you?** (Multiple answers possible)
  - a) Self-financed
  - b) Employment contract with University of Basel
  - c) Funded as part of a bigger project (SNF)
  - d) Chair-funded
  - e) Scholarship-funded
  - f) Doc.CH funded
  
- **Are you employed as as an assistant at the University of Basel?** (single answer)
  - a) Yes
  - b) No

**Questions for employed assistants**

- **The total length of your current employment contract amounts to** (single answer)
  - a) Under one year
  - b) 1 year
  - c) 2 years
  - d) 3 years
  - e) 4 years
  - f) I have a permanent contract.
  
- **What percentage is paid, according to your employment contract?** (distribution)
  - Free input
  - > Determine distribution, to what extent employees have contractual security
  
- **On average, how many additional hours per week do you spend on your research work or for the chair?** (answer between 0 and 40)
  - Free input
  
- **Do you have enough time for your research within your contractual working hours?** (Point of reference: According to the employment conditions of University of Basel, you should be able to spend at least 60% of your time on your personal research: Example: With a workload of 100% this would be: 42 hours, \* 60% = about 25 hours per week as an annual average) (single answer)
  - a) Always
  - b) Often
  - c) Now and then
  - d) Rarely
  - e) Never

- **Actual working time: What time percentage do you spend on average approximately on...? (Sum must add up to 100%)** (Distribution, allow input of whole numbers).
  - a) Own research
  - b) Application for research funds
  - c) Teaching, examinations and supervision of students
  - d) Other university administration and management
  - e) Self-administration/committee work
  - f) Other
  
- **The following would improve your research and/or working conditions:** (multiple answers possible)
  - a) A longer term employment contract
  - b) A higher employment level
  - c) More time for your own research
  - d) Working time is recorded
  - e) More supervision by supervisor in daily life. (maybe this supervisor is the same as the supervising professor)
  - f) More supervision by the supervising professor(s)
  - g) Higher salary
  - h) Better work environment/materials
  - i) None of the above answers apply

#### Questions for NON-employed assistants

- **How do you finance yourself?** (multiple answers possible)
  - a) Employed as scientific staff member at the University of Basel
  - b) Job outside of the higher-education sector
  - c) Employment at another higher-education institution
  - d) Lectureship at the University of Basel
  - e) Lectureship at another higher-education institution
  - f) Scholarships
  - g) Private/Savings/Parents
  - h) Money from a foundation
  - i) Other
  
- **How many days per week do you work on your research / dissertation?** (single answer)
  - a) Up to 1 day per week
  - b) Up to 2 days per week
  - c) Up to 3 days per week
  - d) Up to 4 days per week
  - e) Up to 5 days per week
  - f) Up to 6 days per week
  - g) Up to 7 days per week

- **In what areas would you need assistance to be more productive?** (5-er likert: Disagree completely / Disagree slightly / Neither agree nor disagree / Agree slightly / Agree completely / n/a)
  - a) Work organization / structure
  - b) IT resources
  - c) Access to University library networks / Journals, ...
  - d) Financial support
  - e) Exchange
  - f) Supervision

### **C) Workplace**

- **Where are you primarily conducting your research from?** (single answer)
  - a) At my workplace at University of Basel
  - b) At the workplace of my employment outside University of Basel
  - c) At home
  - d) At the library
  - e) At a rented office space externally
  - f) Somewhere else
  
- **You have a workplace at University of Basel:** (single answer)
  - a) Yes
  - b) No

**\*If "Yes": You are satisfied with the equipment of your workplace/laboratory regarding:** (5-er likert: Disagree completely / Disagree slightly / Neither agree nor disagree / Agree slightly / Agree completely / n/a)

- a) Technical equipment
- b) Desk
- c) Workplace size
- d) Lighting
- e) Room temperature
- f) Air quality
- g) Noise level
- h) Infrastructure of the office building

**\*If "No": Why don't you have a workplace at the University of Basel:** (single answer)

- a) Not desired/not needed
- b) No funds available
- c) Was not offered

**D) Supervision / support**

- **In your daily work you are supervised mainly by:** (single answer)
  - a) A professor
  - b) A postdoctoral researcher
  - c) A project leader who is no professor or postdoctoral researcher
  - d) An external expert
  - e) Other
  - f) Nobody
  
- **Do you have the impression that your supervisor has enough time for you?** (single answer)
  - a) Always
  - b) Often
  - c) Now and then
  - d) Rarely
  - e) Never
  
- **\*If now and then, rarely or never: What could be the reasons?** (5-er likert: Disagree completely / Disagree slightly / Neither agree nor disagree / Agree slightly / Agree completely / n/a)
  - a) Supervises too many other students and other staff/researchers.
  - b) Is too busy with administration.
  - c) Spends time doing his/her own research.
  - d) Is rarely present.
  - e) It seems like he/she doesn't want to take care of them.
  - f) Seems overwhelmed.
  - g) Other
  
- **How would you rate the following statements about your supervisor?** (5-er likert: Disagree completely / Disagree slightly / Neither agree nor disagree / Agree slightly / Agree completely / n/a)
  - a) He/she is available for my concerns and to talk.
  - b) The conversations help me in terms of content and/or method.
  - c) He/she asks about the status of my research on his/her own.
  - d) I am informed in a timely manner and in sufficient detail about the expectations of my performance, including any contribution you may need to make to financing of my studies.
  - e) I can talk openly about my career plans (whether in or out of academia) and get his/her input.
  - f) My work will be sufficiently rewarded (incl. indication as co-author according to subject-specific standards).

- **You feel sufficiently supported by your supervisors regarding:** (5-er likert: Disagree completely / Disagree slightly / Neither agree nor disagree / Agree slightly / Agree completely / n/a)
  - a) Writing publications / papers
  - b) Funding applications
  - c) Career planning / career counseling
  - d) Participation in workshops, conferences and congresses
  - e) Continuing education
  - f) Work-life balance
  - g) I can fully take my vacation time until the end of the year

## **E) Career**

- **How many years do you expect it will take in total (since initial matriculation) to submit your dissertation?** (single answer)
  - a) Less than 4 years
  - b) 4-5 years
  - c) 5-6 years
  - d) More than 6 years
  - e) Not specified
- **How many years do you expect to need between the submission of your dissertation and the publication of your dissertation?** (single answer)
  - a) Less than half a year
  - b) Up to 1 year
  - c) More than 1 year
  - d) Not specified
- **Where do you see yourself - if everything goes optimally - in 5 years?** (5-er likert: Disagree completely / Disagree slightly / Neither agree nor disagree / Agree slightly / Agree completely / n/a)
  - a) As a postdoc at a university or college
  - b) As a permanent academic staff member in teaching and research at a university or higher education institution
  - c) In university administration
  - d) In the public sector (excluding university administration)
  - e) In an NGO (non-profit organization)
  - f) In the private sector
  - g) In your own start-up, or in self-employment
  - h) Other

- **What skills are you still lacking to achieve the main career goal chosen above?** (5-er likert: Disagree completely / Disagree slightly / Neither agree nor disagree / Agree slightly / Agree completely / n/a)
  - a) Teaching Experience
  - b) Project management experience
  - c) Personnel management experience
  - d) Presentation technique/media training
  - e) International network
  - f) Mobility Experience
  - g) Knowledge of how an appeal process works
  - h) Non-academic work experience
  - i) Application Skills
  - j) Other (please specify): [insert open response field]

## **F) Well-Being / Mental Health**

<https://www.epfl.ch/campus/security-safety/en/health/task-force-mental-health-wellbeing/#survey>. *Results will be published in summer 2023*

- **How do you rate the following statements in relation to your work situation:** (5-er likert: Disagree completely / Disagree slightly / Neither agree nor disagree / Agree slightly / Agree completely / n/a)
  - a) I feel that I am being treated fairly.
  - b) I experience appreciation.
  - c) I feel sufficiently supported.
  - d) I can handle the work well in terms of content and time.
  - e) I get enough instructions.
  - f) I can research independently.
  - g) I feel safe in my work environment.
  
- **How often do you feel...? :** (5 likert: never / rarely / occasionally / often / constantly)
  - a) Overwhelmed
  - b) Overloaded
  - c) Unsafe
  - d) Exhausted
  - e) Sick
  - f) Prospectless
  - g) Exposed to abuse of power
  
- **You feel just as healthy and productive now as you did a few years ago:** (single answer)
  - a) Yes
  - b) No, I feel better.
  - c) No, I feel worse.

**\*If "No, I feel worse": the following areas are the cause of my health or productivity becoming less** (5-er likert:

Disagree completely / Disagree slightly / Neither agree nor disagree / Agree slightly / Agree completely / n/a)

- a) Corona / Lockdowns
- b) Work overload for months or years
- c) Personal reasons
- d) Financial reasons
- e) Other

- **Which statements are true?** (5-er likert: Disagree completely / Disagree slightly / Neither agree nor disagree / Agree slightly / Agree completely / n/a)

- a) I would like my work environment to be more respectful of free time (such as weekends or vacations).
- b) I would like to get tips and tricks on how to reduce stress in my daily life.
- c) I would like to have psychological support.
- d) I would like a coach to help me set realistic goals.
- e) I need relief in my daily work routine so that I can mentally relax in my free time.

- **Compared to other doctoral researchers in my environment (department, doctoral program, etc.), I feel:** (5-er likert: Disagree completely / Disagree slightly / Neither agree nor disagree / Agree slightly / Agree completely / n/a)

- a) Less overwhelmed
- b) More secure
- c) Better supervised
- d) Better integrated
- e) More respected
- f) More appreciated