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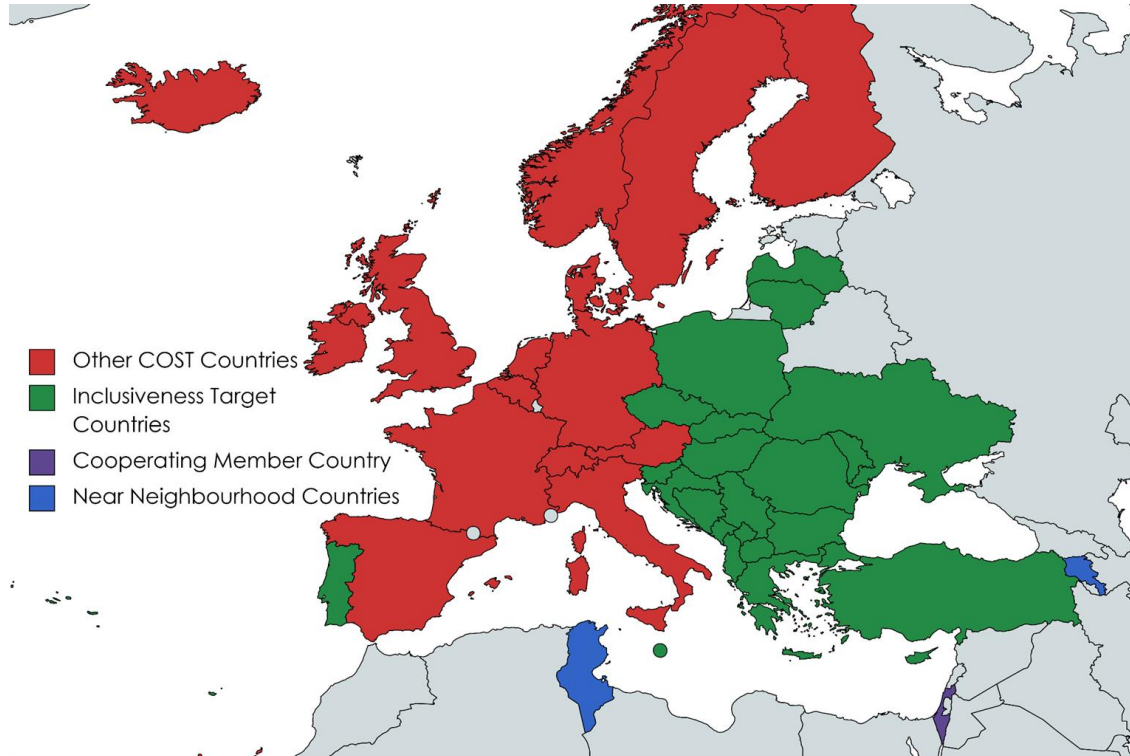
Research Culture and Mental Health

Brian Cahill, Grant Manager ReMO COST Action,
TIB Leibniz Information Centre for Science and Technology,
Hannover, Germany



COST is supported
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Marie Curie Alumni Association Annual Conference 2018 in Leuven



Researcher mental health was a major topic in the plenary sessions of MCAA's Annual Conference in February 2018.



Raising Awareness

Session at EuroScience Open Forum in July 2018 on
“Raising Awareness of Researcher Mental Health”



SCIENTISTS' LIFESTYLE

INCREASING AWARENESS OF RESEARCHER MENTAL HEALTH

14 JUNE, 2018 BRIAN CAHILL 1 COMMENT

This article is part of a [Special Issue](#) highlighting sessions held at [ESOF 2018 Toulouse](#) (9-14 July 2018) and proposed by the [Marie Curie Alumni Association \(MCAA\)](#) members.



Attend this session on 13th July at 17:00.

Raising Awareness

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The screenshot shows a webpage from Science Careers. At the top, there is a navigation bar with 'Science' and dropdown menus for 'Contents', 'News', 'Careers', and 'Journals'. Below this is a 'SHARE' section with icons for Facebook, Twitter, LinkedIn, Email, and Print. The main image is a silhouette of a person's head in profile, with a bright sunburst effect inside, symbolizing mental health. The article title is 'Talking about mental health—and addressing the challenges that many academics face' by Elisabeth Pain, dated Jul. 23, 2018, 3:20 PM. The text discusses a session at the EuroScience Open Forum in Toulouse, France, focusing on mental health in academia. It mentions a growing number of studies on psychological distress among academics and social media testimonies. A quote from session speaker Mark Robinson is included. At the bottom, there is a question: 'Q: What do students most commonly come to you for?'. To the right of the article, there is a partial view of another article titled 'RAISING AWARENESS OF RESEARCHER MENTAL HEALTH' by Cahill, with 1 comment. Below that, there is a blue box with text: 'Issue highlighting sessions held at ESOF 2018 proposed by the Marie Curie Alumni Association'. To the right of this box is a logo for the Marie Curie Alumni Association, featuring a grid of four stylized faces in different colors (pink, blue, green, yellow) and the text '2018 OPEN FORUM USE' and 'MARIE CURIE ALUMNI'.

Science Careers

Contents - News - Careers - Journals -

SHARE

f t in e

Talking about mental health—and addressing the challenges that many academics face

By Elisabeth Pain | Jul. 23, 2018, 3:20 PM

One of the most well-attended sessions at this year's EuroScience Open Forum, held earlier this month in Toulouse, France, addressed a difficult issue: mental health in academia. Just a few years ago, the sensitivity of the topic and widespread stigma around discussing it may have drawn a smaller crowd. But a growing number of studies highlighting the psychological distress among academics, in addition to testimonies on social media and other efforts, are bringing what some have described as a mental health crisis out into the open.

Science Careers spoke with session speaker Mark Robinson, a psychologist in the Student Counselling Service at Trinity College in Dublin, about what academics can do in the face of this crisis. This interview was edited for brevity and clarity.

Q: What do students most commonly come to you for?

Attend this session on 13th July at 17:00.

RAISING AWARENESS OF RESEARCHER MENTAL HEALTH

CAHILL 1 COMMENT

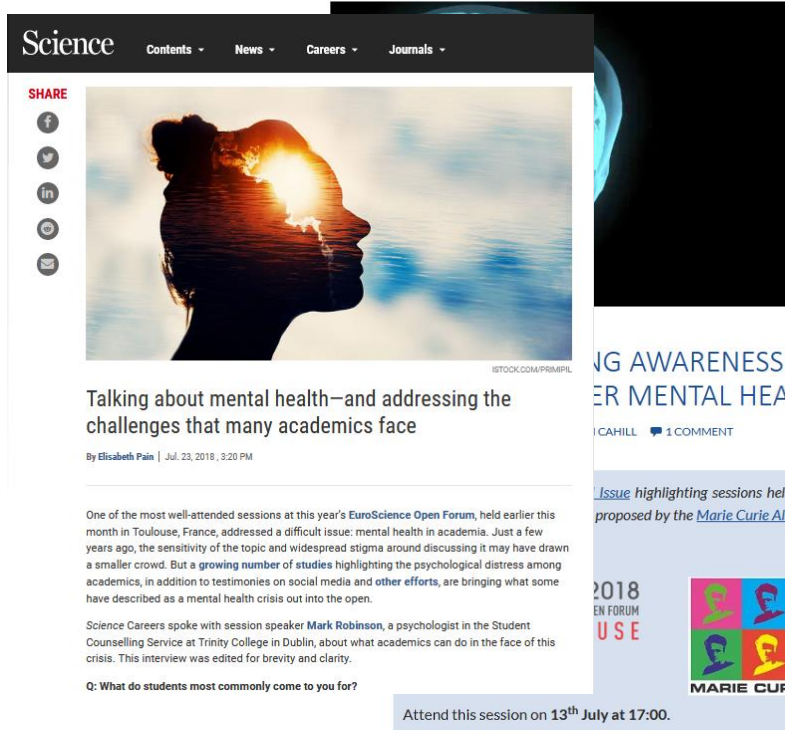
Issue highlighting sessions held at ESOF 2018 proposed by the Marie Curie Alumni Association

2018 OPEN FORUM USE

MARIE CURIE ALUMNI


Raising Awareness

Session at EuroScience Open Forum in July 2018 on “Raising Awareness of Researcher Mental Health”



Science Contents News Careers Journals

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Talking about mental health—and addressing the challenges that many academics face

By Elisabeth Pain | Jul. 23, 2018, 3:20 PM

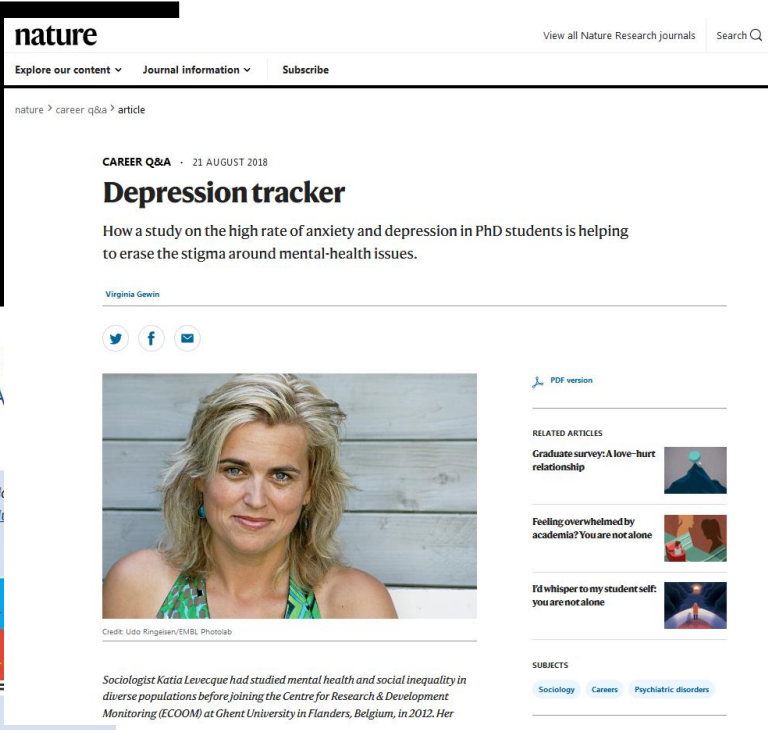
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2018 EUROSCIENCE OPEN FORUM
MARIE CURIE



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CAREER Q&A · 21 AUGUST 2018

Depression tracker

How a study on the high rate of anxiety and depression in PhD students is helping to erase the stigma around mental-health issues.

Virginia Gewin



Credit: Udo Ringelien/EMBL Photolab

Sociologist **Katia Leveque** had studied mental health and social inequality in diverse populations before joining the Centre for Research & Development Monitoring (ECCOM) at Ghent University in Flanders, Belgium, in 2012. Her

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IN DEPTH

SCIENTIFIC COMMUNITY

New case of alleged bullying rocks the Max Planck Society

Colleagues say empathy researcher Tania Singer created an atmosphere of fear at her lab

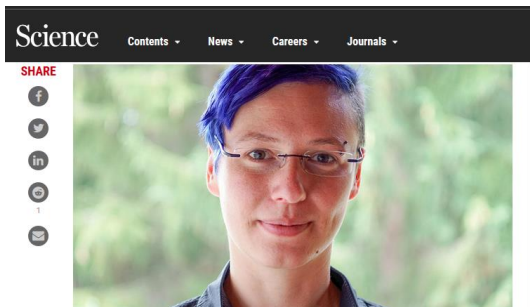
By Kai Kupferschmidt, in Leipzig, Germany | of the Max Planck Institute for Human Cognitive and Brain Sciences here—and one of

Tania Singer wants to show that meditation can make people more kind and caring.

tutes operate. MPG, which has an annual budget of €1.8 billion, invests heavily in recruiting top researchers from around the world, then gives them an unusual amount of freedom to run their labs. Some have suggested that creates the circumstances in which bullying can easily occur.

PhDnet, a network of Ph.D. students within MPG, said it would release a statement after Science went to press this week to propose ways to protect junior MPG scientists. The group will demand mandatory and regular leadership training sessions for anyone responsible for training early career researchers, for instance, and advisory committees to oversee Ph.D. theses. Instead of just one senior scientist, Haakon Engen, a former lab member in Singer's group who now works at the University of Mainz, says he didn't have such a committee: "That's a really difficult situation to be in as it completely isolates you and puts you at the mercy of your supervisor."

An MPG spokesperson said the society could not answer questions about the scandals because both Strassman and Vice President Bill Hansson are on holiday this week. But in a 7 August statement, MPG acknowledged it has been trying to address the Singer case for more than a year. And in a 14 July interview with German newspaper *Frankfurter Allgemeine Zeitung*, Strassman said the Garching affair had shown that the society's procedures for dealing with complaints did not work well. "I have to concede that, and for this reason we will improve it," he said.



Science

Contents

News

Careers

Journals

SHARE



"Max Planck directors have a scientific career behind them, but—to put it bluntly—they haven't necessarily learned how to lead people," Jana Lasser says. TIMOTHÉUS HELL

Q&A: Doctoral students at Germany's Max Planck Society say recent troubles highlight need for change

By Kai Kupferschmidt | Aug. 15, 2018, 2:45 PM

This year, two cases of alleged harassment and bullying have rocked Germany's prestigious Max Planck Society (MPG), headquartered in Munich. In February, the news magazine *Der Spiegel* reported allegations against an unidentified researcher, and in June, BuzzFeed identified her as astrophysicist Guinevere Kauffmann at the Max Planck Institute for Astrophysics in Garching, Germany. In the other case, *Science* last week reported on allegations that Tania Singer, director at the Max Planck Institute for Human Cognitive and Brain Sciences in Leipzig, Germany, created an "atmosphere of fear" at her lab and bullied and denigrated researchers there.

Home > News > Power abuse and conflict resolution

Position Paper on Power Abuse and Conflict Resolution

PhDnet position paper by the [PhDnet Steering Group](#), August 2018

AUGUST 15, 2018

[Power Abuse](#)

As PhDnet we speak for the over 5000 doctoral researchers (DRs) currently associated with the Max Planck Society (MPS). Our primary goal is to advocate for the physical and mental health of DRs as well as the advancement of their careers. Furthermore we see ourselves as integral part of the MPS and want to help maintain its scientific excellence while striving to be an employer that acts in the best interest of all its employees.

Mental health problems in PhD students



Work organization and mental health problems in PhD students, Katia Levecque et al., Research Policy, 46, 868, 2017

Table 4

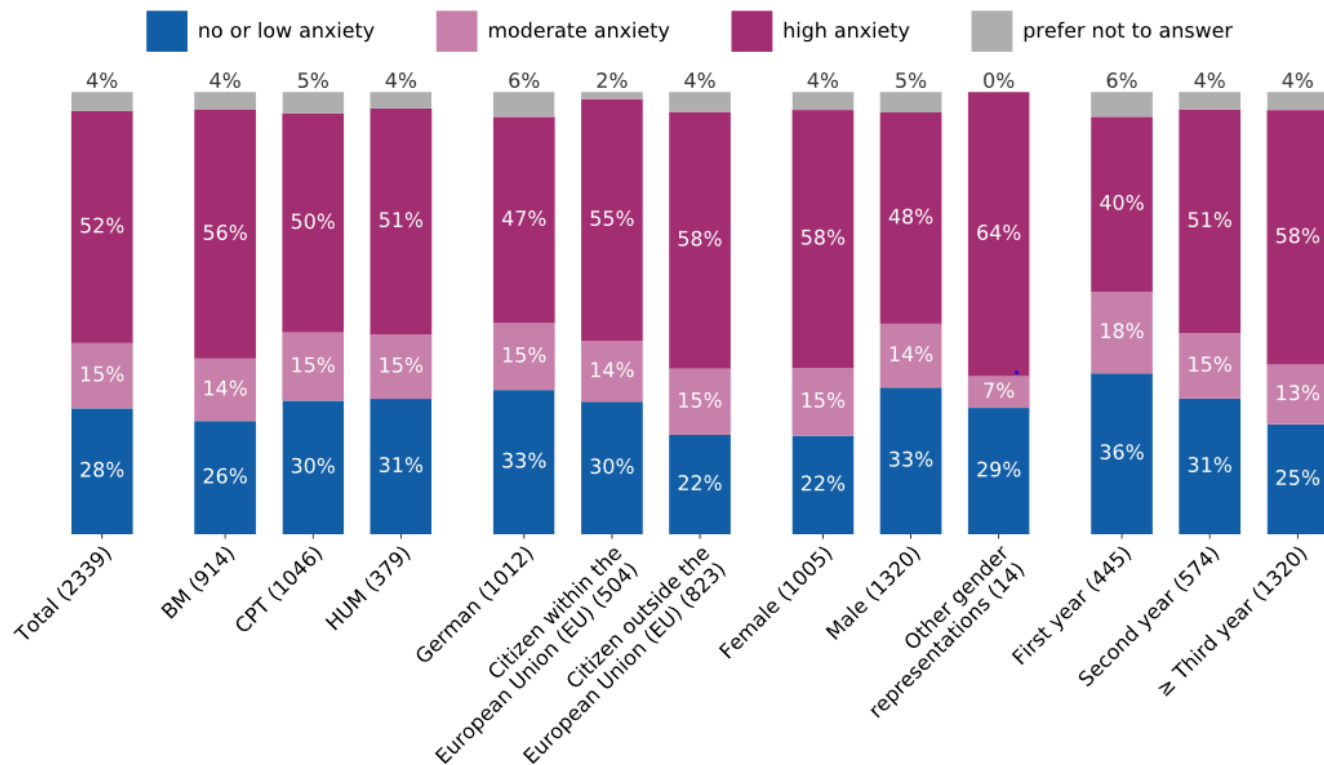
Prevalence of common mental health problems in PhD students compared to three comparison groups: confidence interval (CI).

| Source | PhD students | Comparison group 1: Highly educated general population | | |
|--|--------------|--|------|-------------|
| | SJR | HIS | | |
| Year of survey | 2013 | 2013 | | |
| | N = 3659 | N = 769 ^a | | |
| | % | % | RR | CI |
| Felt under constant strain | 40.81 | 27.47 | 1.38 | (1.18–1.62) |
| Unhappy and depressed | 30.30 | 13.60 | 2.09 | (1.65–2.65) |
| Lost sleep over worry | 28.33 | 18.13 | 1.62 | (1.32–2.01) |
| Could not overcome difficulties | 26.11 | 12.00 | 2.36 | (1.82–3.06) |
| Not enjoying day-to-day activities | 25.41 | 13.07 | 2.21 | (1.74–2.82) |
| Lost confidence in self | 24.35 | 7.95 | 3.48 | (2.52–4.79) |
| Not playing a useful role | 22.46 | 9.20 | 2.33 | (1.73–3.15) |
| Could not concentrate | 21.74 | 10.67 | 1.94 | (1.48–2.54) |
| Not feeling happy, all things considered | 21.15 | 11.11 | 2.15 | (1.64–2.81) |
| Felt worthless | 16.17 | 5.30 | 3.40 | (2.29–5.07) |
| Could not make decisions | 14.95 | 6.00 | 2.74 | (1.87–4.02) |
| Could not face problems | 13.36 | 4.27 | 3.69 | (2.39–5.68) |

Mental health problems in PhD students

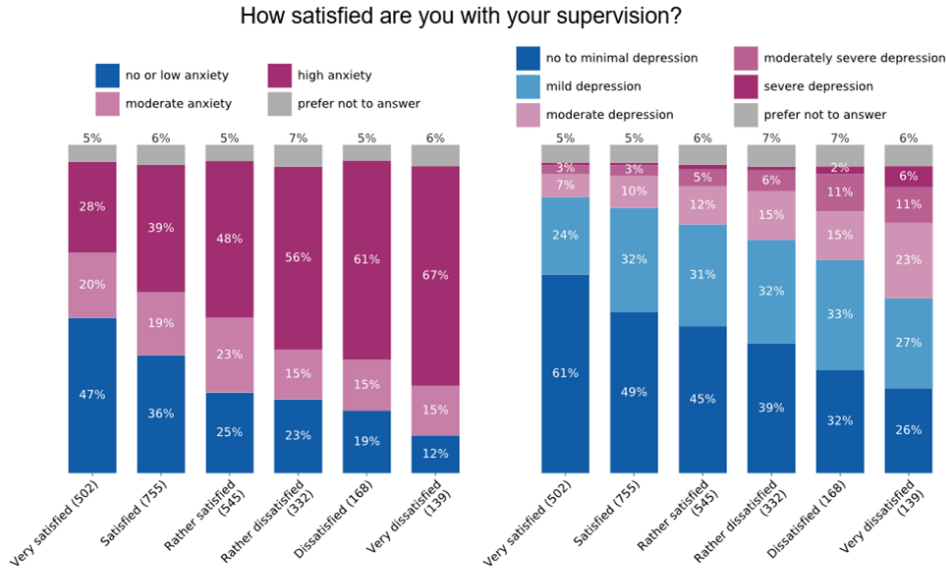
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Demographic factors of anxiety

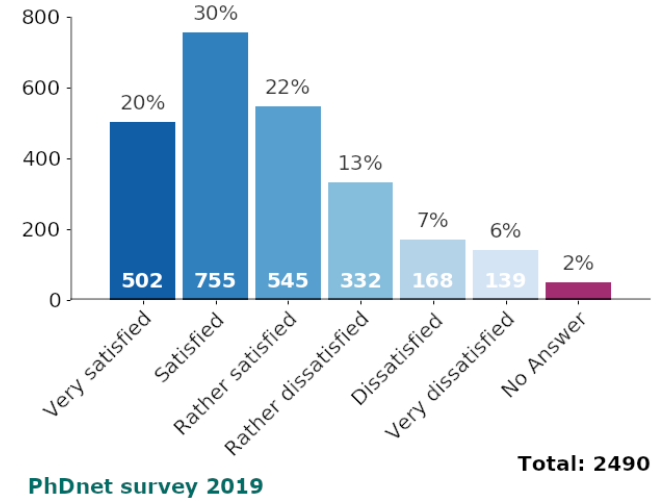


Conflict with Supervisor

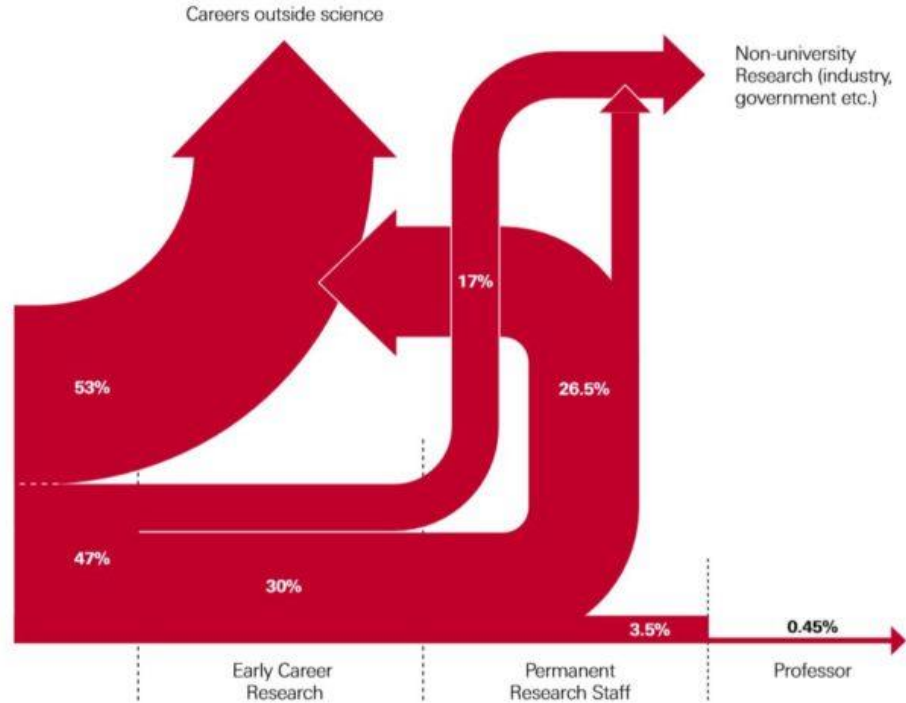
Relation of anxiety and depression to supervision satisfaction



How satisfied are you with your PhD supervision in general?



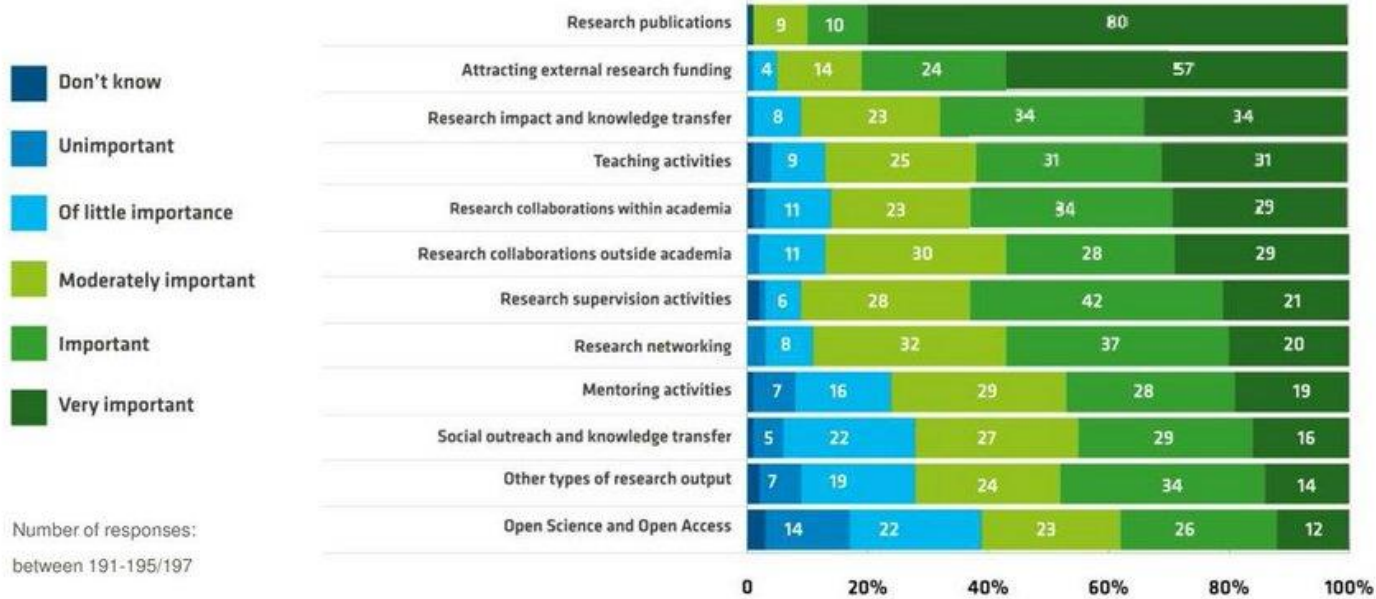
Research Precarity



Graphic from the Royal Society Report, 2010, “The Scientific Century: securing our future prosperity”

Publish or Perish

Importance of academic activities for research careers (2019)



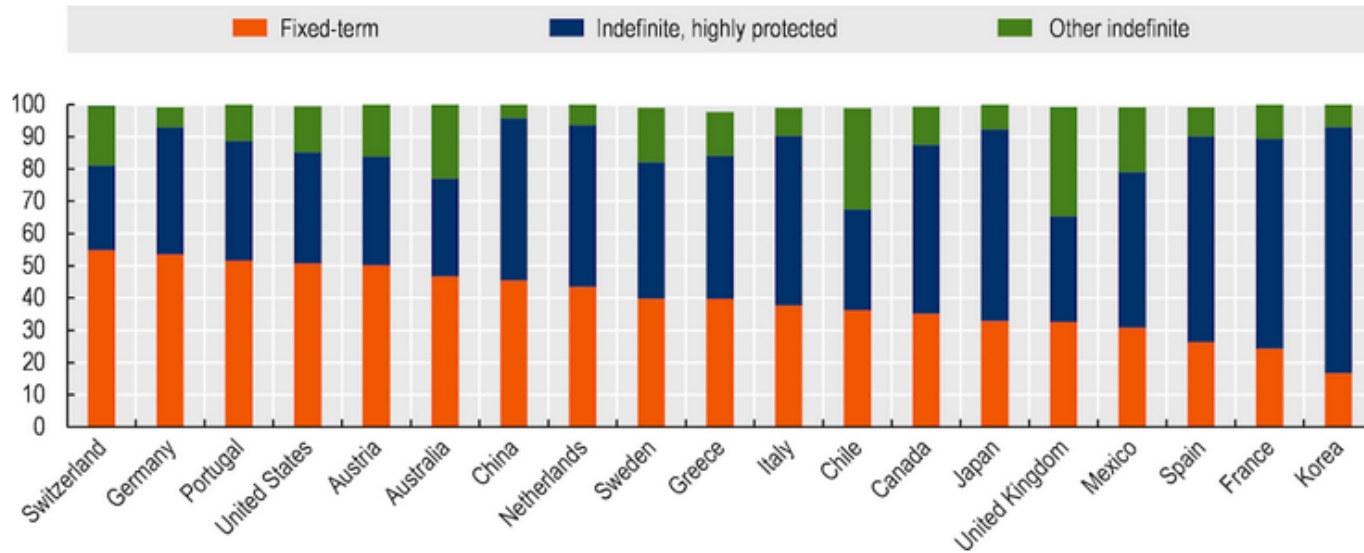
Research Assessment in the Transition to Open Science

Research Precarity



Figure 3.3. **Job security of corresponding authors, by country of residence**

Percentage of corresponding authors, 2018, selected economies



Note: Indefinite highly protected contracts mean the respondent can only be dismissed by the employer for gross misconduct. This level of protection is typically afforded by civil servant status or tenure. Other indefinite contracts are open-ended, as opposed to fixed-term positions, which have a set duration.

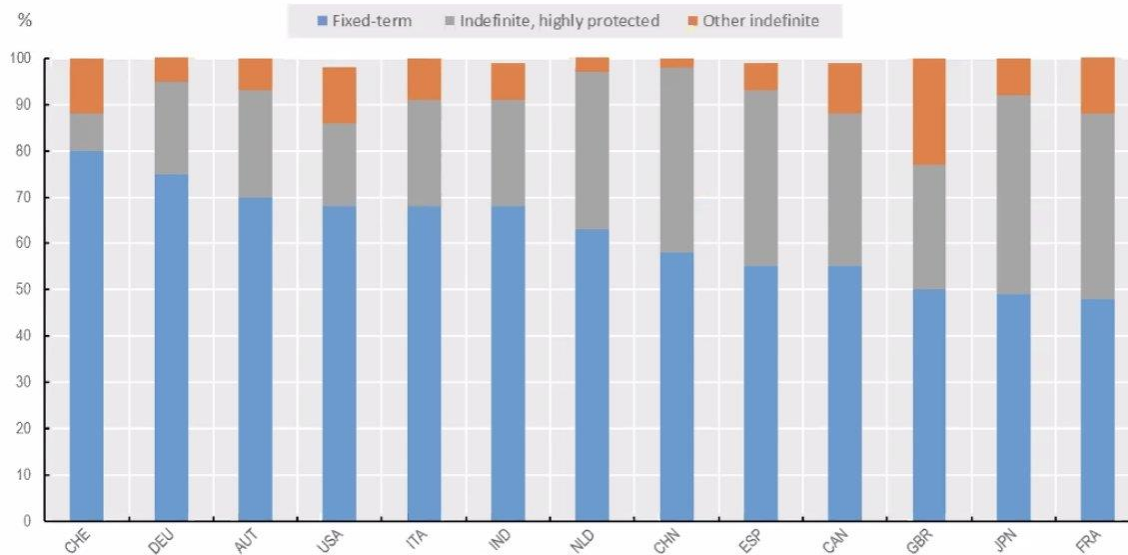
Source: OECD calculations based on OECD (2018[18]) International Survey of Scientific Authors, 2018. <http://oe.cd/issa>.



Research Precarity

Job security of corresponding authors, by country of residence

Percentage of corresponding authors under 45, 2018, selected economies



<http://oe.cd/issa>

#IchBinHanna

Prekäre Wissenschaft
in Deutschland

Von Amrei Bahr, Kristin
Eichhorn und Sebastian Kubon
edition suhrkamp

SV



Mid-career malcontentment

CAREER FEATURE | 31 May 2022

Has the 'great resignation' hit academia?

A wave of departures, many of them by mid-career scientists, calls attention to widespread discontent in universities.

Virginia Gewin



Find a new job



Many mid-career scientists are leaving academia for greener pastures in industry. Credit: Adapted from Getty

Nature's 2021 survey

Dissatisfaction with **current position**:

32% of early-career researchers

37% of mid-career researchers

32% of early-career researchers

Dissatisfaction with **opportunities for career advancement**:

17% of early-career researchers

24% of mid-career researchers

19% of early-career researchers

Dissatisfaction with **amount of time available for research**.

21% of early-career researchers

34% of mid-career researchers

28% of early-career researchers

Dissatisfaction with **organizational politics and bureaucracy**

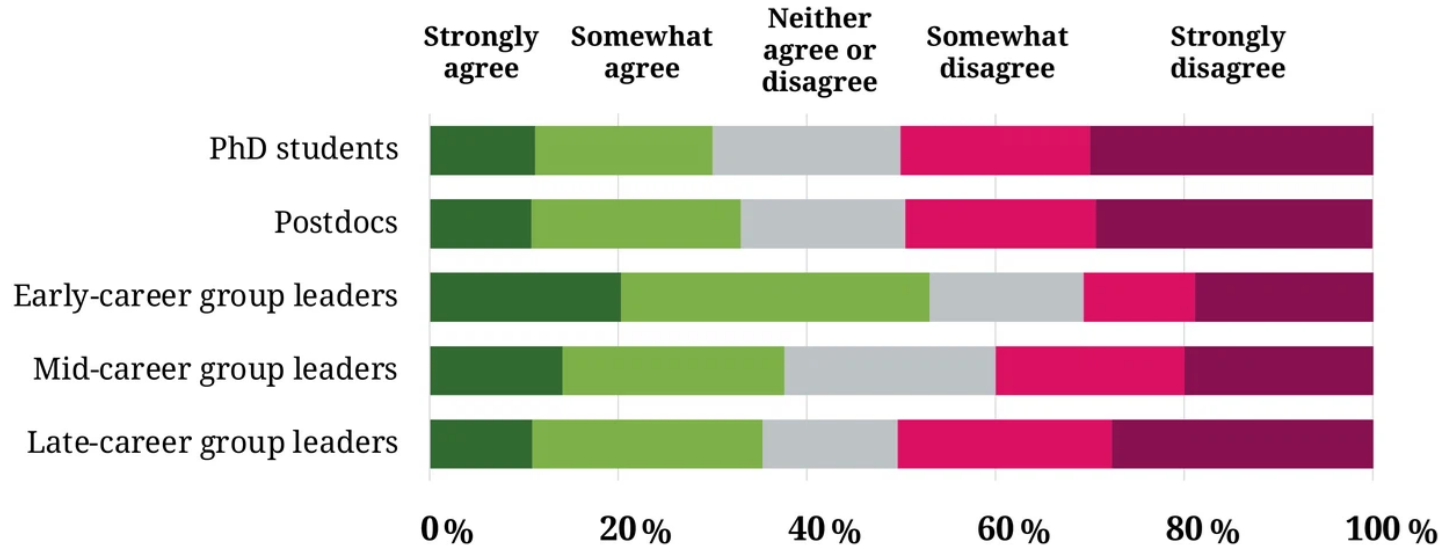
32% of early-career researchers

41% of mid-career researchers

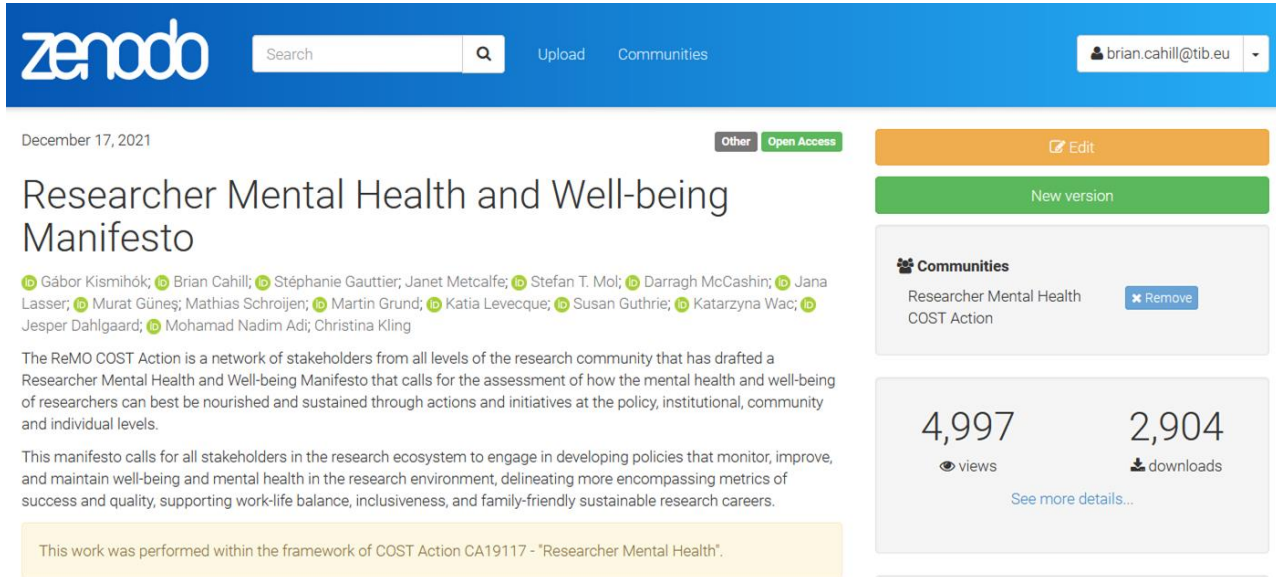
Research by Chris Woolston

Mid-career malcontentment

The experience [of providing support]
negatively impacted my academic work:



Researcher Mental Health and Well-being Manifesto



zenodo Search Upload Communities brian.cahill@tib.eu

December 17, 2021 Other Open Access Edit New version

Researcher Mental Health and Well-being Manifesto

✉ Gábor Kismihók; ✉ Brian Cahill; ✉ Stéphanie Gauttier; ✉ Janet Metcalfe; ✉ Stefan T. Mol; ✉ Darragh McCashin; ✉ Jana Lasser; ✉ Murat Güneş; ✉ Mathias Schroijen; ✉ Martin Grund; ✉ Katia Levecque; ✉ Susan Guthrie; ✉ Katarzyna Wac; ✉ Jesper Dahlgard; ✉ Mohamad Nadim Adi; ✉ Christina Kling

The ReMO COST Action is a network of stakeholders from all levels of the research community that has drafted a Researcher Mental Health and Well-being Manifesto that calls for the assessment of how the mental health and well-being of researchers can best be nourished and sustained through actions and initiatives at the policy, institutional, community and individual levels.

This manifesto calls for all stakeholders in the research ecosystem to engage in developing policies that monitor, improve, and maintain well-being and mental health in the research environment, delineating more encompassing metrics of success and quality, supporting work-life balance, inclusiveness, and family-friendly sustainable research careers.

This work was performed within the framework of COST Action CA19117 - "Researcher Mental Health".

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Communities Researcher Mental Health COST Action Remove



<https://doi.org/10.5281/zenodo.5559805>

Researcher Mental Health and Well-being Manifesto



Call for Transforming the Research Ecosystem to Benefit Mental Health and Well-being

- Creating an inclusive platform that fosters ongoing dialogue between stakeholders
- Challenging, monitoring, and informing national situations and priorities, through systematic and structured data collection
- Maintaining an open-access Evidence Hub
- Revising not only the academic reward system, but also the criteria by which institutions themselves are accredited
- Developing strategies for how EU and national project-based research funding can be spent more sustainably

Researcher Mental Health and Well-being Manifesto



Fostering and Sustaining Mental Health and Well-being by Design: A Call for Institutional Change

- Institutions have to take ownership of their impact on their employees' wellbeing
- Creating and sharing a battery of evidence-based institutional practices that support researcher well-being and address the impact of working conditions on mental health and well-being.
- Developing fair and personalized research assessment
- Extending the professionalisation of doctoral and academic staff training

Researcher Mental Health and Well-being Manifesto



Call for Researcher Empowerment

- Raise awareness of well-being at the individual level
- Promote bottom-up initiatives such as peer-to-peer mentorship
- Person-centred and evidence-based approach to training and career management
- Professionalisation of supervision: developing skills and models for supervision and recognition of 'academic services'

The well-being and mental health of doctoral candidates

Gábor Kismihók¹ | Darragh McCashin² | Stefan T. Mol³ | Brian Cahill¹

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²Faculty of Science and Health, Dublin City University, Dublin, Ireland

³Amsterdam Business School, University of Amsterdam, Amsterdam, The Netherlands

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Email: s.t.mol@uva.nl

Abstract

After a long period of relative neglect, the mental well-being and the mental health of researchers and employees in academia are increasingly entering the limelight. The growing body of evidence suggests that a high number of doctoral researchers work under elevated levels of stress and frustration, and that this has a significant impact not only on their personal health and research output, but also on their future career development. In this paper, therefore, we first discuss what a dystopian and a utopian learning journey of early career researchers may look like from a well-being perspective. Subsequently, and based on extensive dialogues with more than 250 researchers and professionals active in the researcher mental health domain, we highlight a number of key focal points that both early career researchers, their supervisors, and institutions alike should consider when it comes to planning and delivering

ReMO Ambassador Programme



ReMO Ambassador Programme: Becoming an ambassador for wellbeing in academia

Training School in Grenoble
27th - 30th June, 2022



ReMO 2022 Conference



**1st Conference of the
Researcher Mental Health Observatory
(ReMO 2022)**

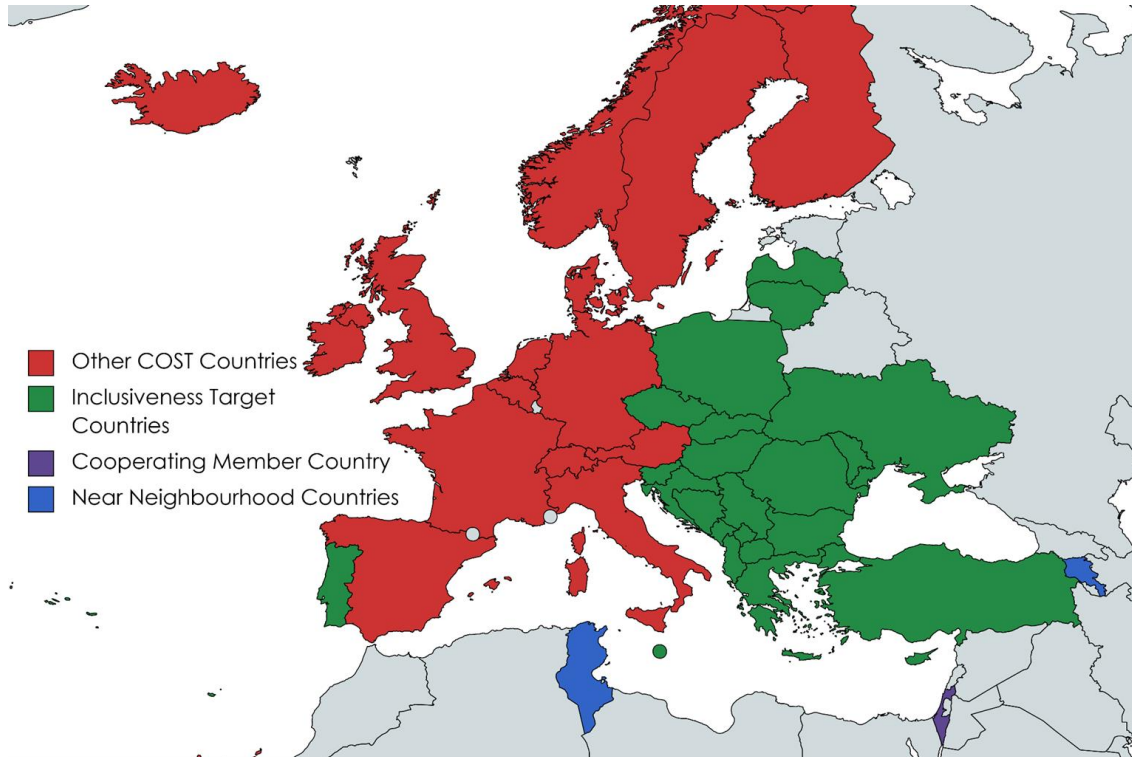
**Bridging Research
and Practice in
Fostering Healthy
Academic
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BUDAPEST



COST is supported by the
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ReMO Next Steps



- **Survey Special Interest Group** has ca. 50 people working towards carrying out the largest ever survey on the well-being of researchers in Europe
- **Policy Briefs** on policies regarding mental health in each country and identify best practices
- Setting up **Communities of Practice** to assess the effectiveness of mental health interventions
- **Horizon Europe proposal** at 2nd stage

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Thanks for listening!