



Dachorganisation des akademischen Mittelbaus in der Schweiz
Organisation faîtière du corps intermédiaire académique en Suisse
Federazione delle organizzazioni del corps intermedio in Svizzera
Umbrella organisation of academic mid-level staff in Switzerland

Swiss-Wide Mental Health Survey (SWiMS) 2024: Institution Report a survey initiated and conducted by actionuni

Institution: Universität Zürich, UZH

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Zoran Kovacevic*, **Timon Elmer*** : Formal analysis; Data Curation; Visualization

* shared first-authorship

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Introduction

The Swiss-Wide Mental Health Survey (SWiMS) 2024 explores the mental health and well-being of academic mid-level staff in Switzerland, including doctoral researchers, postdoctoral researchers, and other academic staff not in professorial positions. The survey aims to identify key challenges in working conditions and research environments, providing a data-driven foundation for improving policies and support systems at Swiss higher education institutions.

This report presents the findings of the institution Universität Zürich, UZH, offering descriptive data into mental health outcomes, stressors, available resources, sources of discrimination, and questionable research practices. The responses of the specific institution are compared to all other part-taking institutions combined (see Chapter: Partaking institutions and response counts).

Background and motivation

Academic mid-level staff are essential to research, teaching, and student supervision, making up approximately 48% of the academic workforce in Switzerland (Federal Statistical Office, 2024). The mid-level faculty thus makes a decisive contribution to the innovative strength and competitiveness of the university system as well as to the quality of teaching and training.

Despite their central role, academic mid-level staff are often exposed to a variety of stresses. The work pressure is high due to the demands of research, teaching and administrative tasks (Barkhuizen, Rothmann, and Van de Vijver 2014; Mattijssen et al. 2020). Added to this is the increasing pressure to publish, reinforced by the “publish or perish” principle, which has a significant influence on academic careers (Miller, Taylor, and Bedeian 2011; Tijdink, Verbeke, and Smulders 2013). Many early career researchers also struggle with the uncertainty of their professional future, as most positions are temporary and the prospect of a long-term academic career is very limited (Petersen et al. 2012; Nagy et al. 2019; Guidetti et al. 2022).

These factors in the academic environment can have a negative impact on the mental health of early career researchers (Bolotnyy, Basilico, and Barreira 2022; Urbina-Garcia 2020). International studies show that 30–40% of researchers suffer from mental health problems (Divaris et al. 2012; Gloria and Steinhardt 2016; Levecque et al. 2017; Evans et al. 2018; Mattijssen et al. 2020; Estupiñá et al. 2024). Other international studies also document high rates of burnout (9%), depression (17–24%) and anxiety (17%) among early career researchers (Bolotnyy, Basilico, and Barreira 2022; Boone et al. 2022; Evans et al. 2018; Satinsky et al. 2021). In the long term, this jeopardizes the quality of research and the innovative strength of universities (Amer et al. 2022; Barry et al. 2018).

Despite growing awareness of these issues internationally, Switzerland lacks comprehensive national data on the mental health of academic mid-level staff. While some institutions have conducted internal surveys (e.g., ETH Zurich's employee survey), a coordinated, nationwide effort has been missing that allows identification of national and local areas of improvement. The last nationwide report on the working conditions of Swiss mid-level staff was conducted – also by actionuni – in 2009 (see SBFI report here).

The Swiss-Wide Mental Health Survey (SWiMS)

To address this gap, actionuni, in collaboration with 13 academic mid-level staff associations, launched SWiMS 2024 as a bottom-up initiative. The survey was developed jointly by the actionuni survey team and representatives of academic mid-level staff associations, and formally approved at the actionuni General Assembly in late 2023. The survey provides a nationwide assessment of mental health among academic mid-level staff in Switzerland, highlighting both stressors and protective factors.

Participation in the survey was entirely anonymous and voluntary, and respondents could withdraw at any time during the process. Ethical approval was obtained from the ethics Committee of the Faculty of Philosophy of the University of Zurich (nr. 23.12.07). Data was collected between May 13th and October 31st 2024. The survey was presented to participants in English.

Sharing of raw data

As resources for preparing the data for open access are currently unavailable, it is possible that a public release of anonymized raw data may not take place. For this reason, the present report provides a detailed overview of the findings – spanning more than 200 pages – to provide broad accessibility of the results.

Anonymity

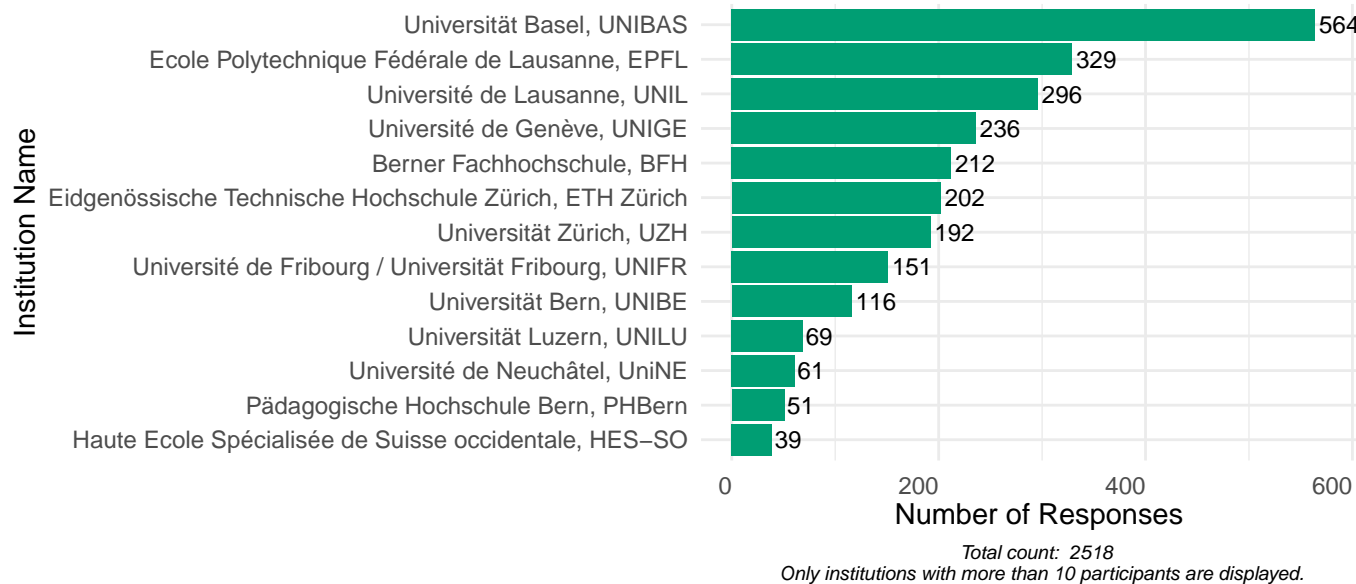
To protect the anonymity of participants, any demographic categories with fewer than 10 data points were excluded from the analysis (e.g., if there were fewer than 10 participants in the age group > 41). This exclusion criterion was only applied when demographic categories are shown in relation to other variables in the dataset. Additionally, rare responses (instances with one observation per response category) were subjected to random noise addition (e.g., a value of 1 was changed to a value of 0, or stayed 1).

Partaking Institutions

Data cleaning

Only institutions with more than 10 responses were considered in this report. 43 participants of 16 institution with a mean of 2.7 (SD = 1.81) participants were removed from the dataset. 62 additional responses were removed because institution "Other" (n = 44), "Prefer not to say" (n = 15), or were missing (n = 3) were indicated. We also excluded participants that took shorter than 4 minutes to respond (n = 4). In total, 2518 responses were part of this report. Responses numbers in the different plots may vary due to missing responses on a particular question or on grouping variables (e.g., age category).

Partaking institutions and response counts



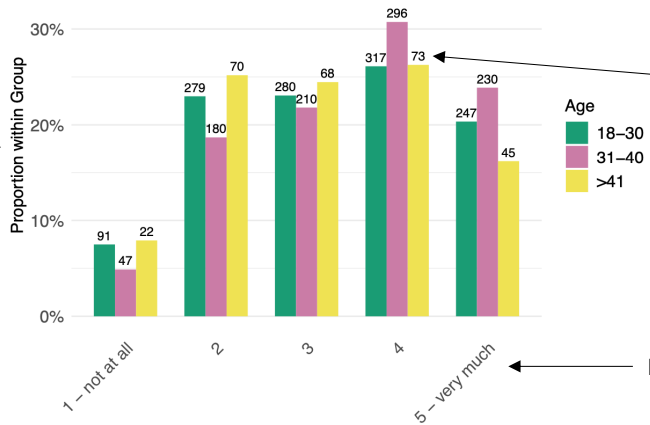
The average duration of responding to the survey was 18.01 minutes (SD = 12.96).

How to read the key plots

Distribution plots

Question name (for question formulation, see first mention of the question name)
 Your Institution
 Stress by Age ← Group variable by which the data is split

Percentage of respondents within a group variable (e.g., age group) who responded with a particular response category

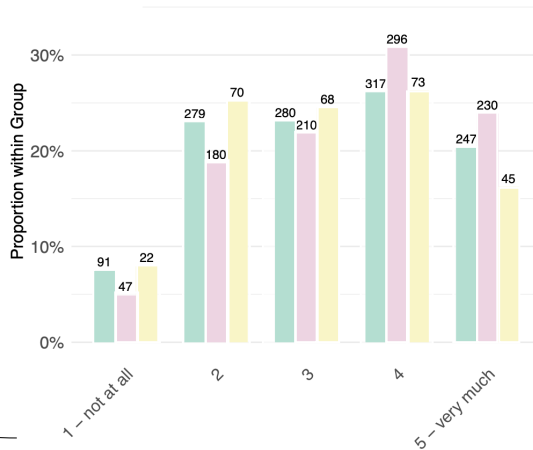


73 individuals of the age group ">41" responded with a "4", corresponding to about 26% of responses within this age group
 → The total of all bars of the same color represents 100% of the responses for this age group.

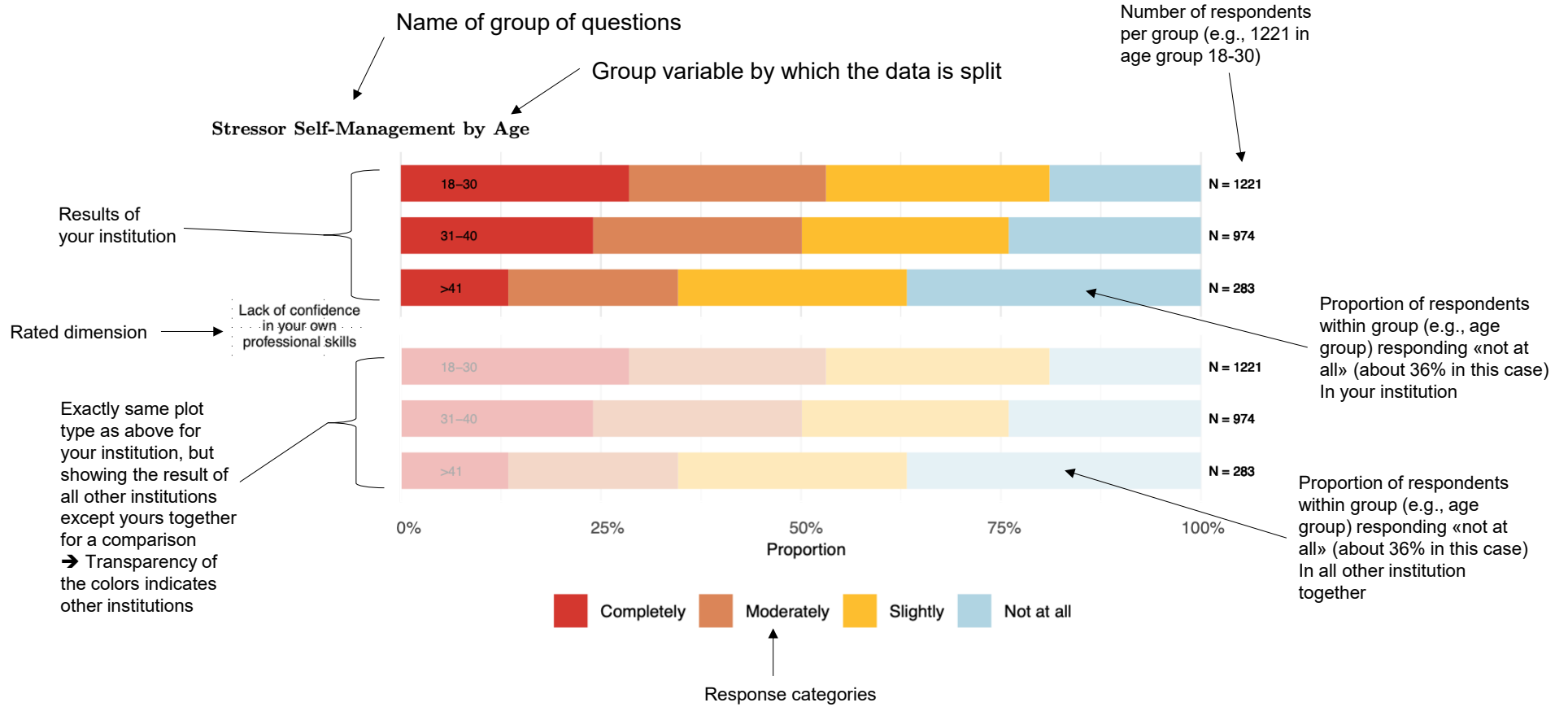
Response categories

All other Institutions ← Source of the data

Exactly same plot type as above for your institution, but showing the result of all other institutions except yours together for a comparison
 → Transparency of the colors indicates other institutions



Grouped questions plots



Sample Description

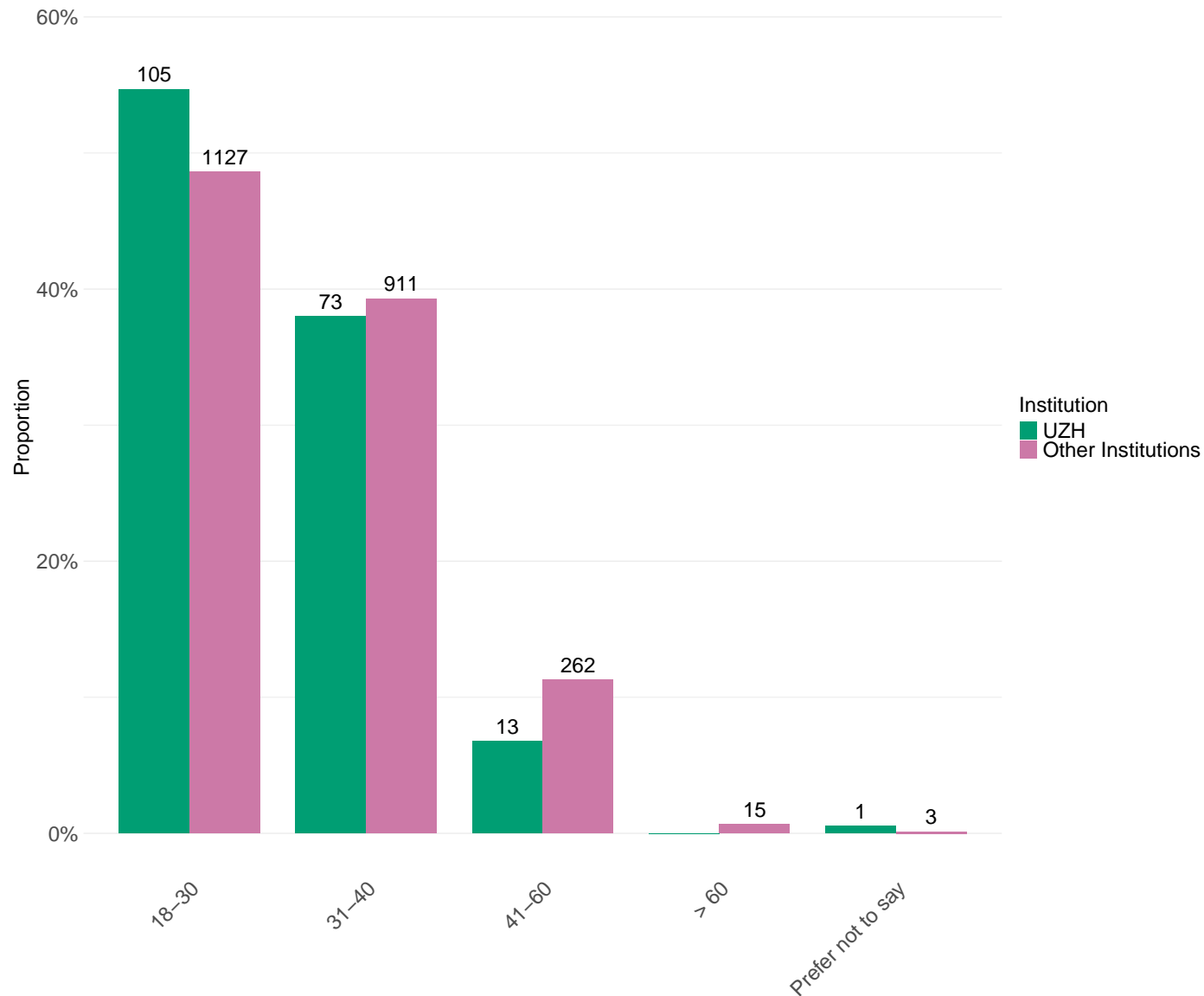
Response Rate

192 responses were collected from Universität Zürich, UZH with a total number of members estimated at 7500 (taken from the actionuni reports on memberships), corresponding to a participation rate of 2.6%. The following plots do not visualize responses that are "Prefer not to say" or otherwise missing.

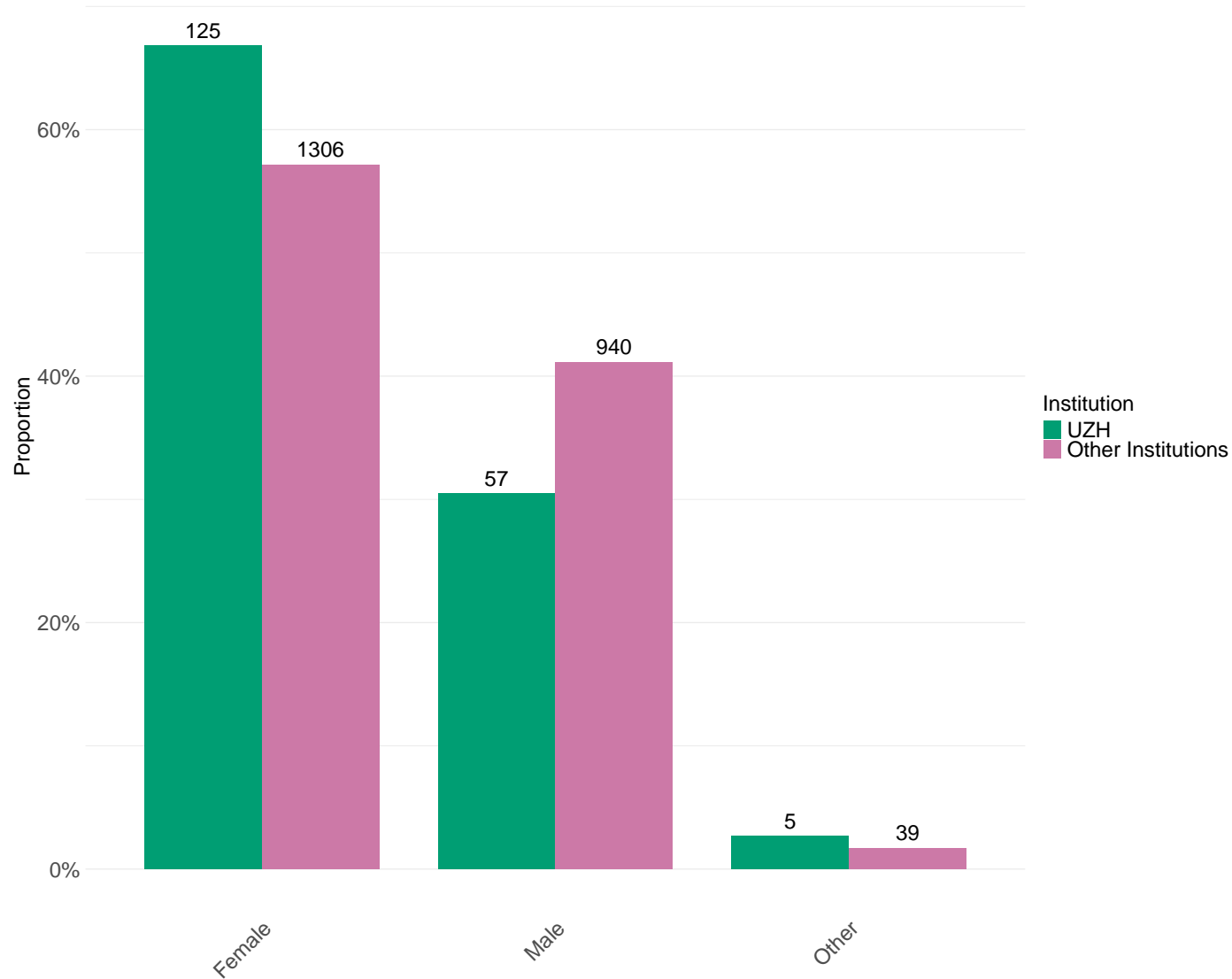
Demographics

The figures below summarize the key demographic characteristics of the specific institution compared to all remaining partaking institutions.

Age

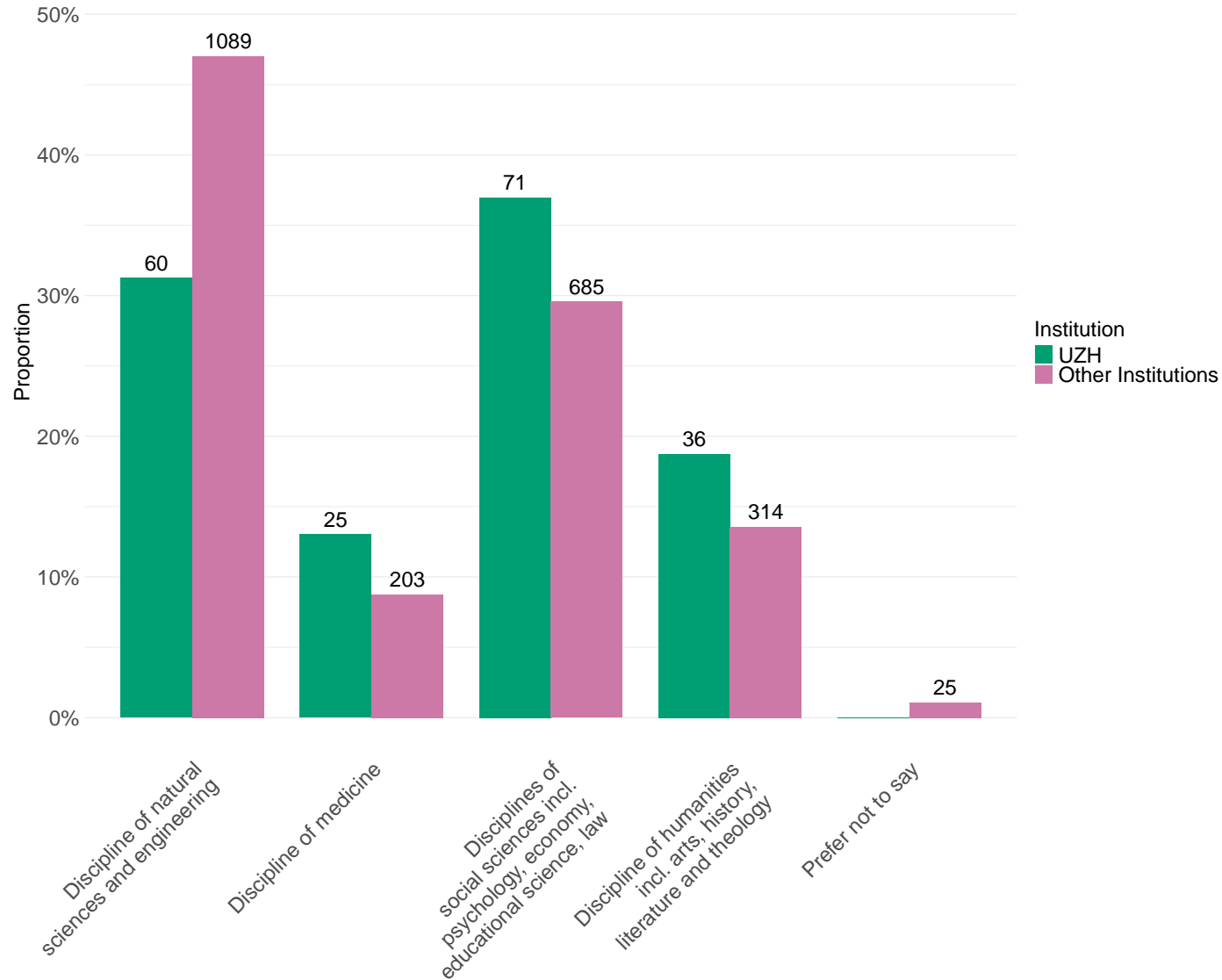


Question: 'What is your age?', with answer options: 18-30 ; 31-40 ; 41-60 ; > 60 ; Prefer not to say. For the subsequent analyses this variable was grouped into three categories: "18-30", "31-40", and ">41". Respondents unwilling to disclose their age were coded as missing.

Gender

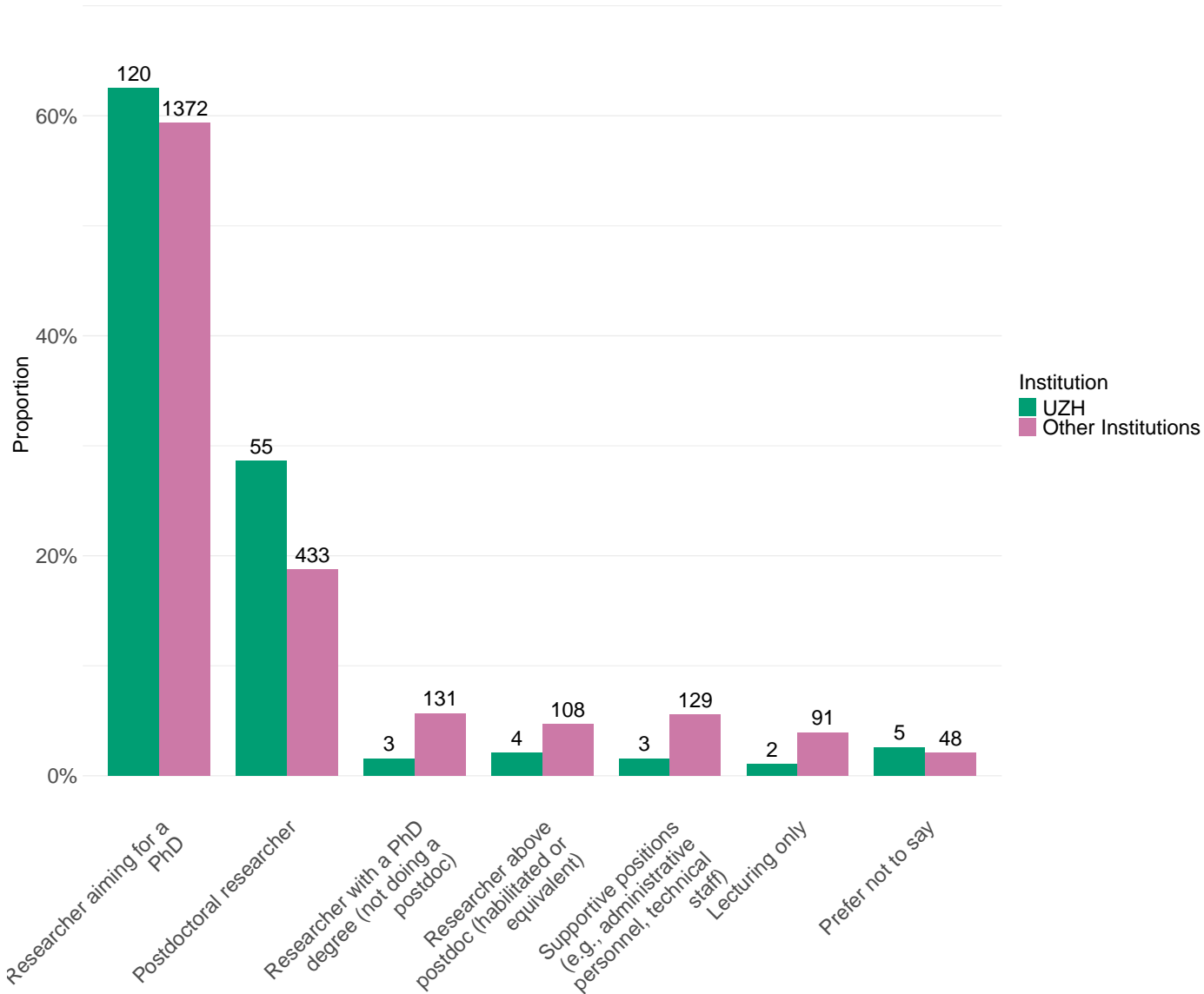
Question: 'What is the gender you identify yourself with? (select all that apply)', with answer options: not quoted ; quoted. Recoded from multiple binary selections into categories: "male," "female," or "other" (including nonbinary or multiple selections). "Prefer not to say" responses were coded as missing (NA).

Research Discipline



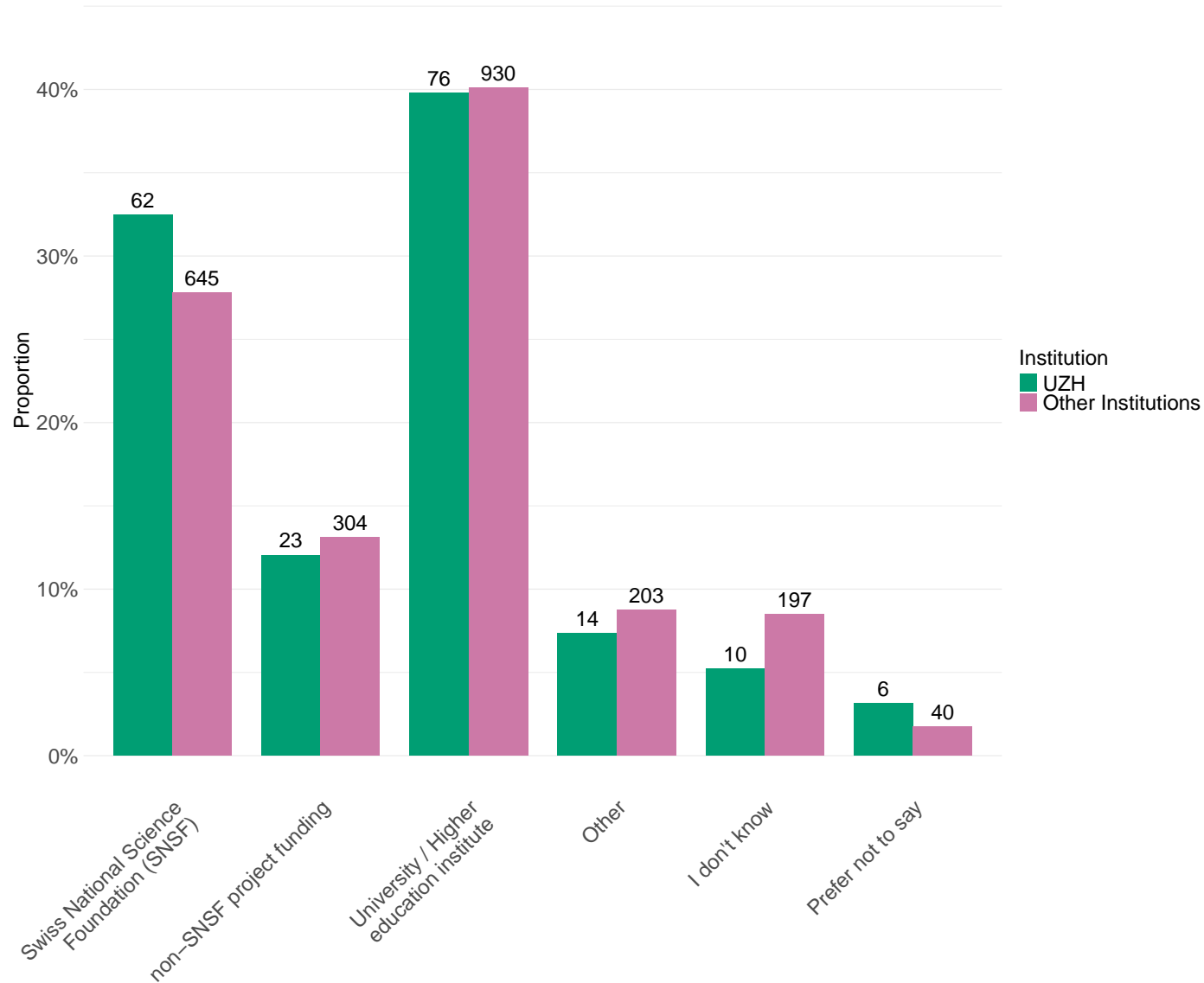
Question: 'What is your research discipline?', with answer options: Discipline of natural sciences and engineering ; Discipline of medicine ; Disciplines of social sciences incl. psychology, economy, educational science, law ; Discipline of humanities incl. arts, history, literature and theology ; Prefer not to say. Subsequently referred to as "Natural Sciences and Engineering", "Medicine", "Social Sciences", and "Humanities". "Prefer not to say" responses coded as NA.

Position Type



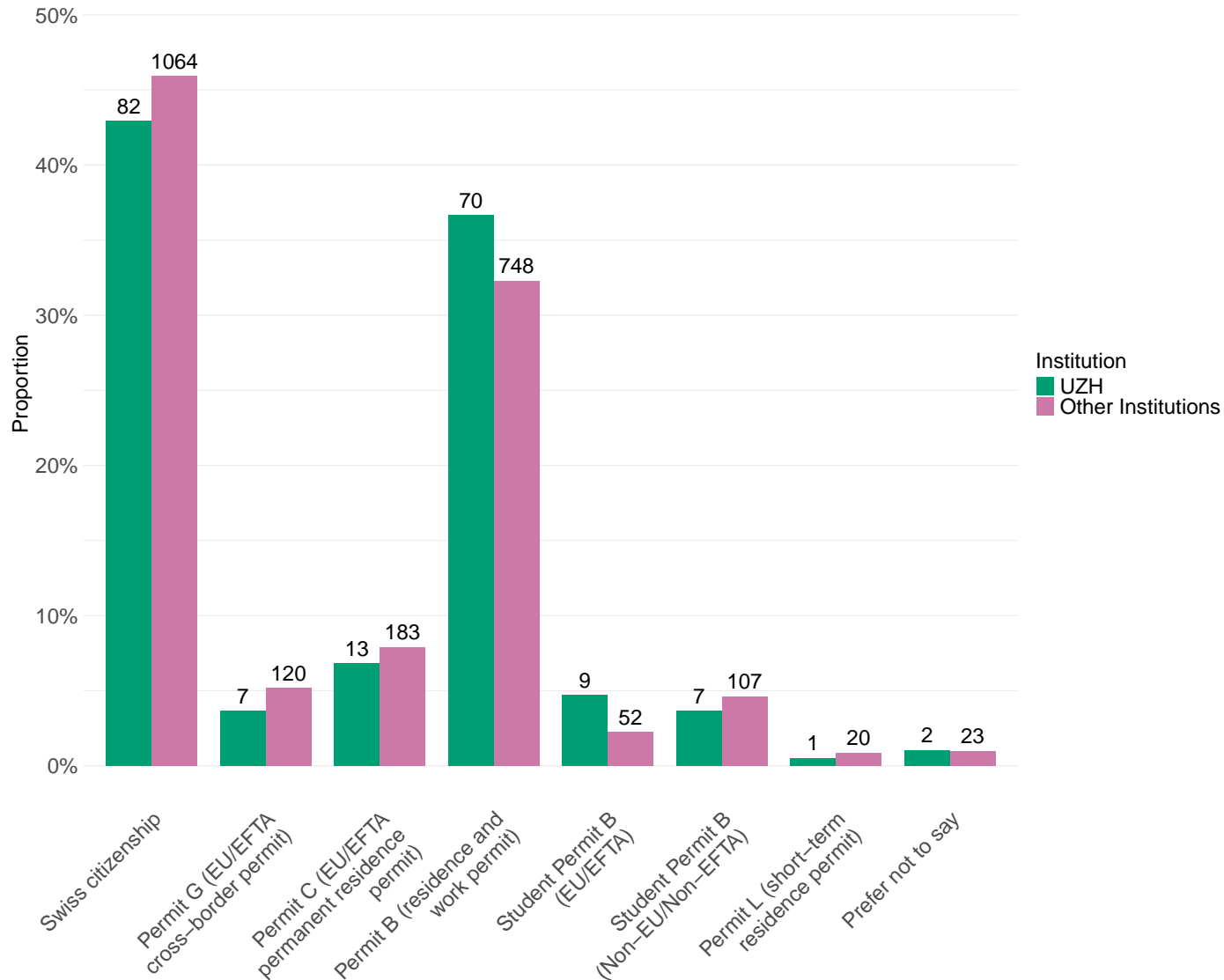
Question: 'What is your current main position?', with answer options: Researcher aiming for a PhD ; Postdoctoral researcher ; Researcher with a PhD degree (not doing a postdoc) ; Researcher above postdoc (habilitated or equivalent) ; Supportive positions (e.g., administrative personnel, technical staff) ; Lecturing only ; Prefer not to say. Recorded positions into four broad groups: "Researcher aiming for a PhD.", "Postdoctoral researcher", "Other researchers with a PhD", and "Other". "Prefer not to say" responses coded as NA. The group "Other researchers with a PhD" consisted of categories "Researcher above postdoc (habilitated or equivalent)", "Other researchers with a PhD". The group "Other" consisted of categories "Supportive positions (e.g., administrative personnel, technical staff)" and "Lecturing only".

Funding source

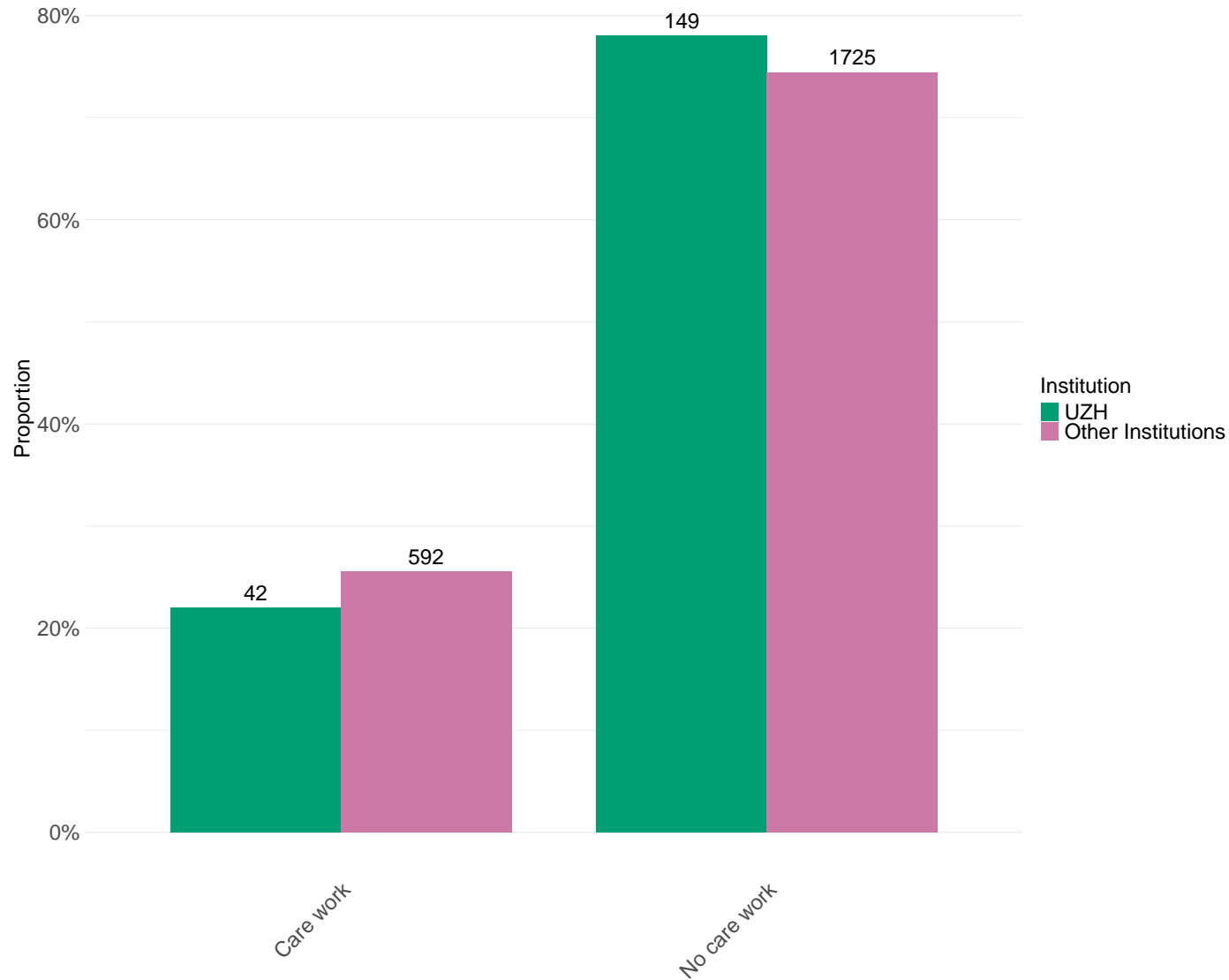


Question: 'How is your main position funded?', with answer options: Swiss National Science Foundation (SNSF) ; non-SNSF project funding ; University / Higher education institute ; Other ; I don't know ; Prefer not to say. Original funding categories simplified into three groups: "SNSF", "Non-SNSF funding", and "University/Higher education institute." Ambiguous or undisclosed funding sources coded as missing (NA).

Residence status



Question: 'What type of residence status do you have?', with answer options: Swiss citizenship ; Permit G (EU/EFTA cross-border permit) ; Permit C (EU/EFTA permanent residence permit) ; Permit B (residence and work permit) ; Student Permit B (EU/EFTA) ; Student Permit B (Non-EU/Non-EFTA) ; Permit L (short-term residence permit) ; Prefer not to say. Subsequently used with residence status reduced to two groups: "Swiss citizenship + Permit C", and "Other Permits." Non-disclosed or unclear responses coded as NA.

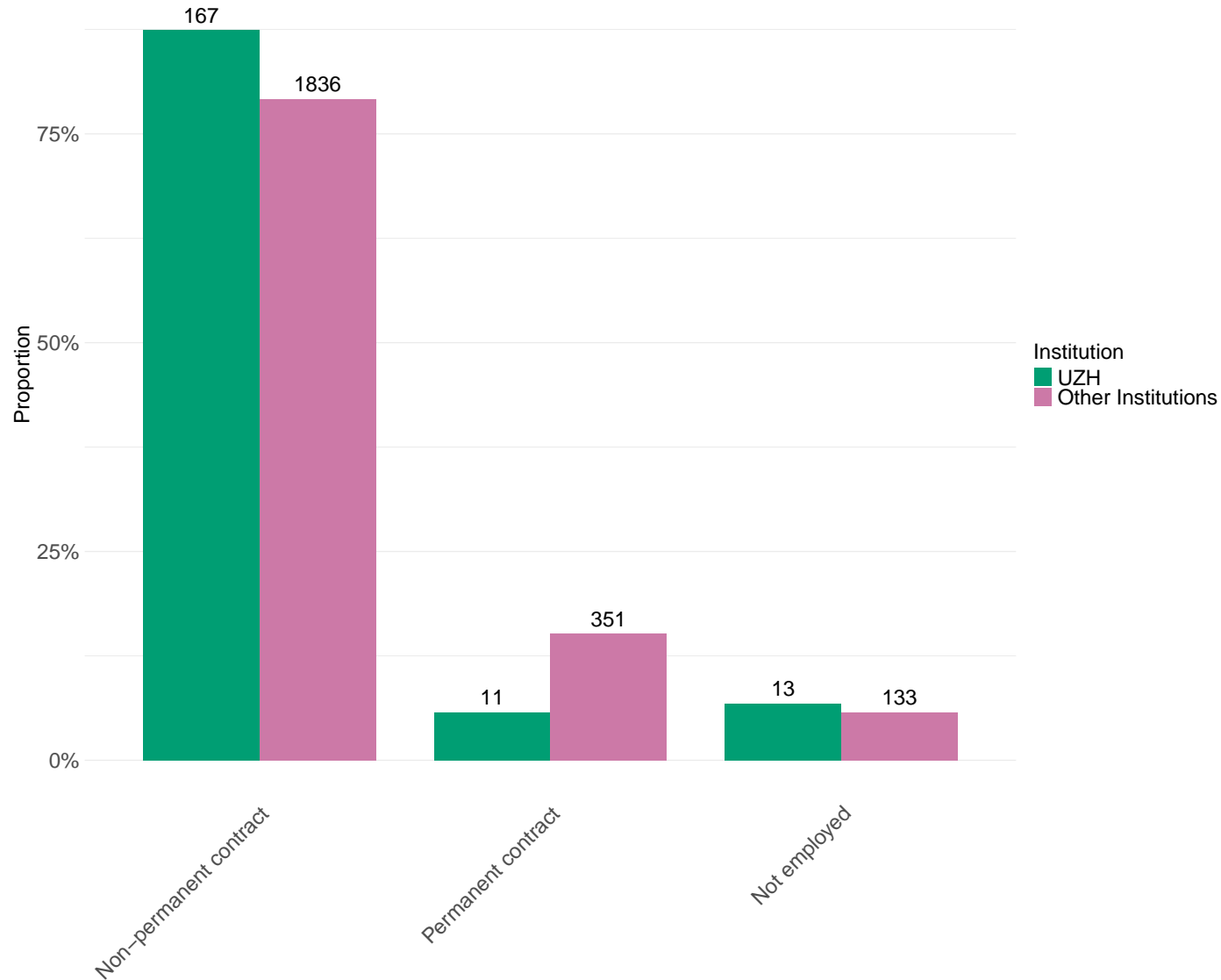
Care work

Question: 'Do you currently care for children, family members, or others besides your academic job?', with answer options: not quoted ; quoted. Question: 'Do you currently care for children, family members, or others besides your academic job?', with answer options: not quoted ; quoted. Simplified into "care work" (if respondents indicated caring for children/family) or "no care work". Missing or unclear responses were coded as missing.

Other demographic variables

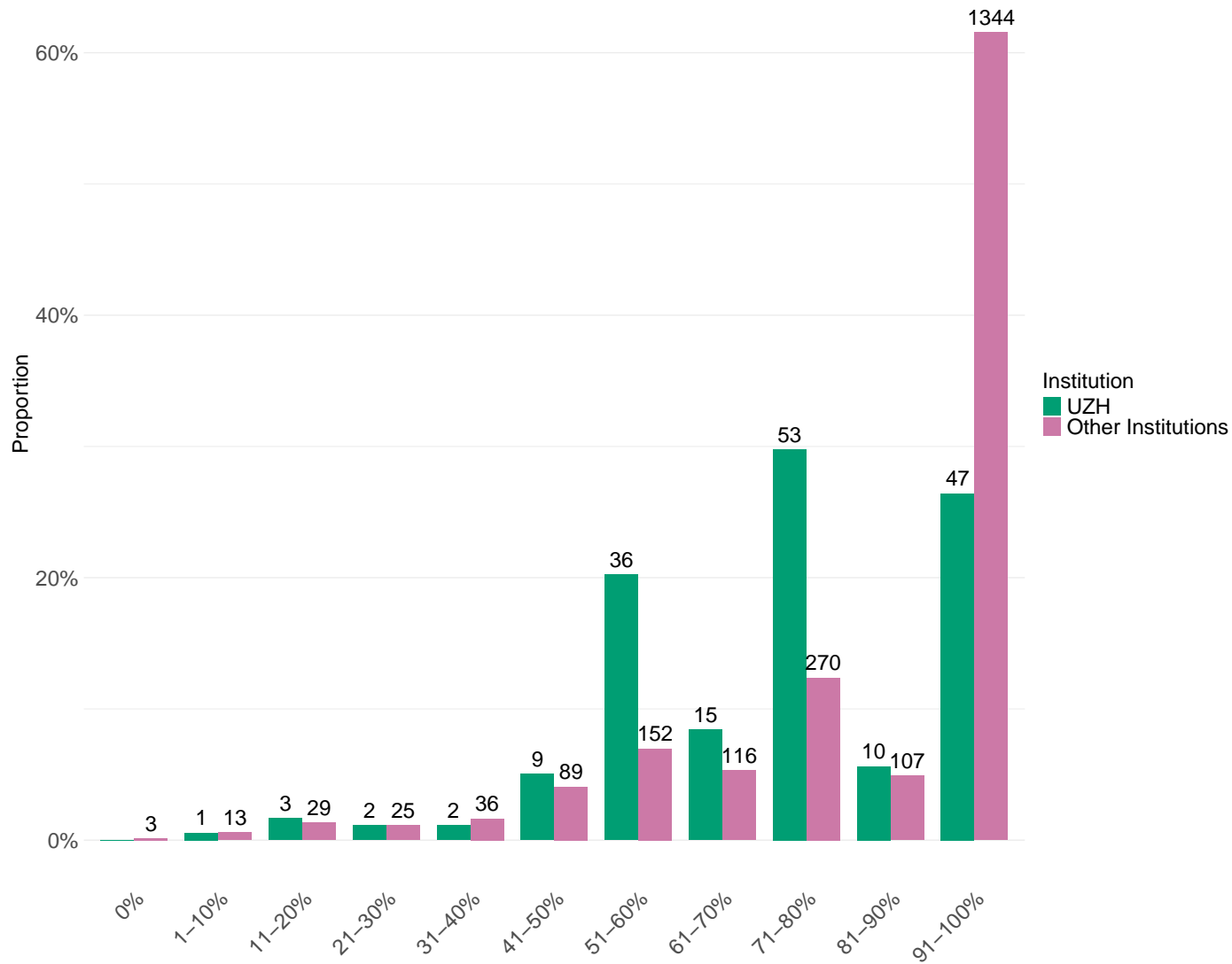
These variables will not be used for group comparisons later, thus the name "other".

Employment Status



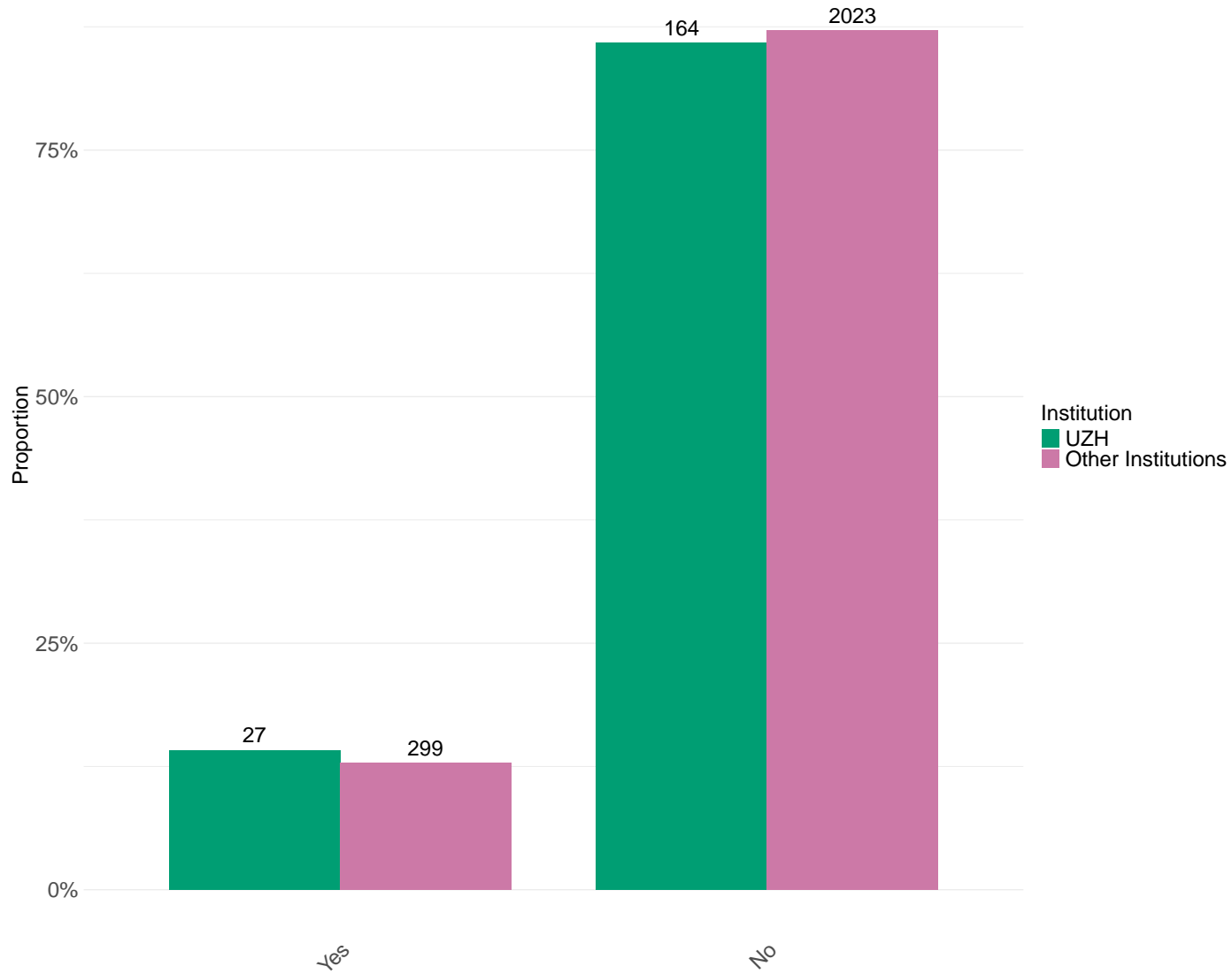
If overall groups with less than 10 responses exists, they are not visible in the plot. Question: 'Are you employed at a higher education institution?'

Employment Percentage



Question: 'Are you employed at a higher education institution?'

Additional Non-Academic Job

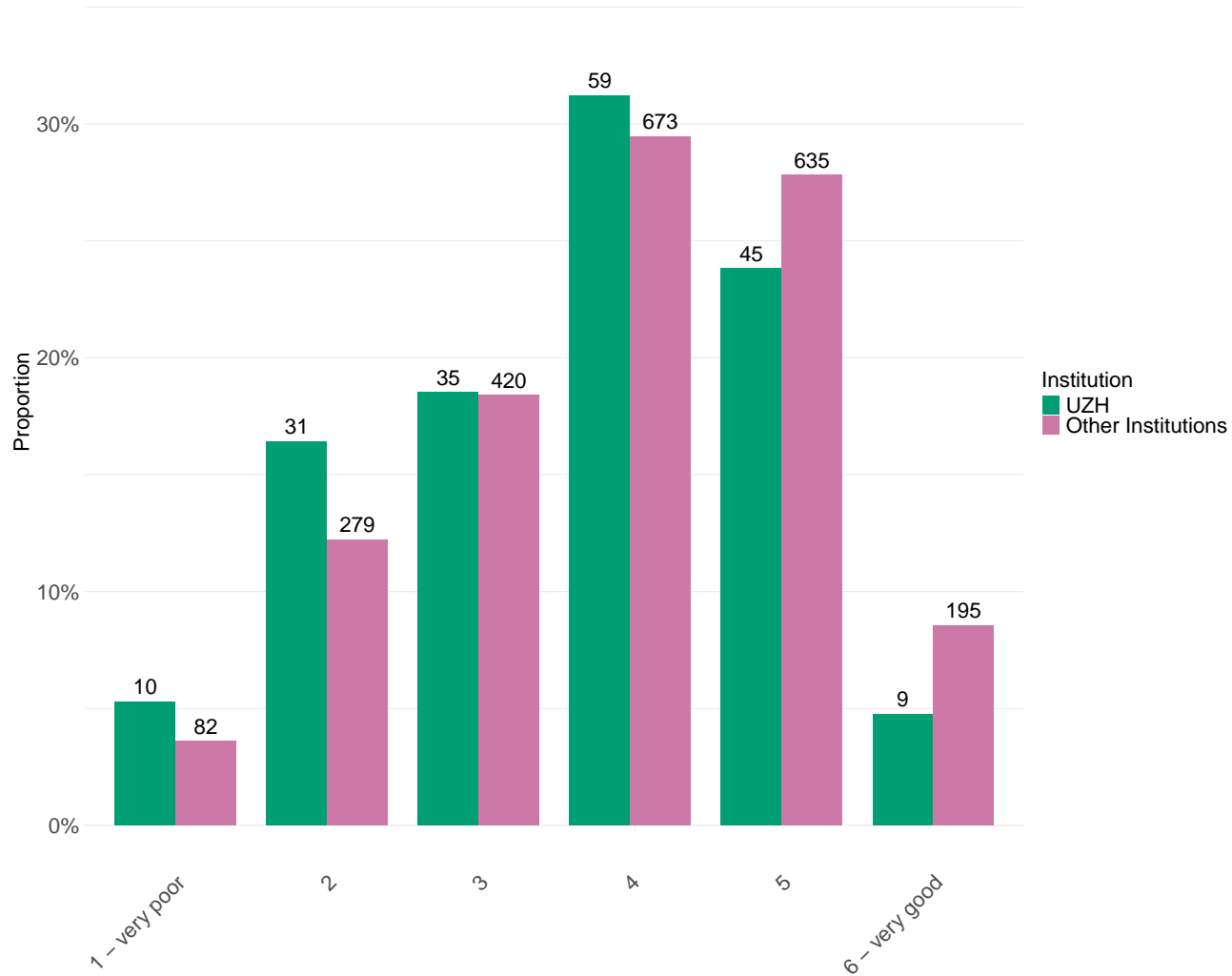


Question: 'Do you have an additional non-academic paid job?'

Mental Health

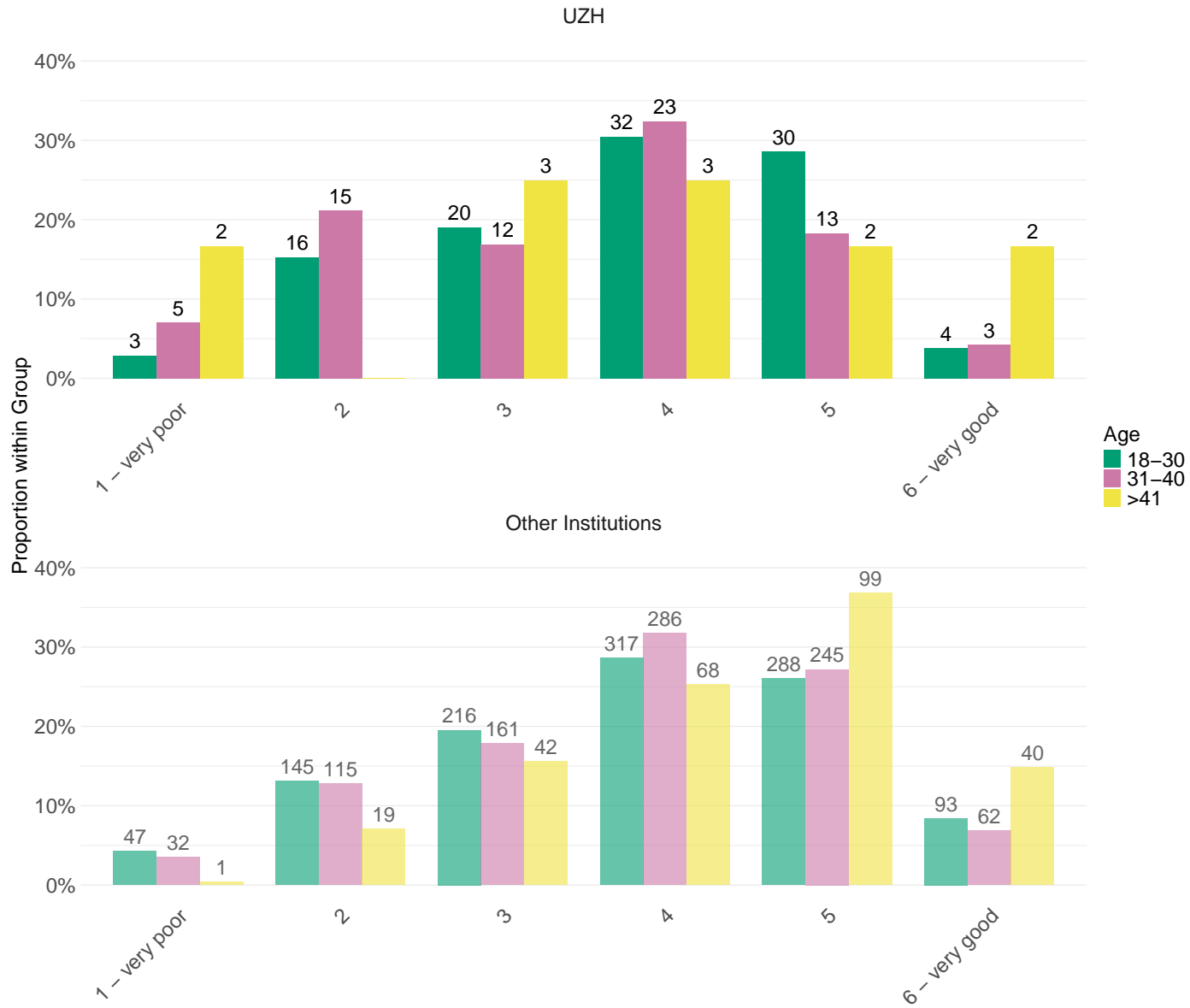
General Mental Health

Question: 'In general, my mental health is ...'



General Mental Health by Age

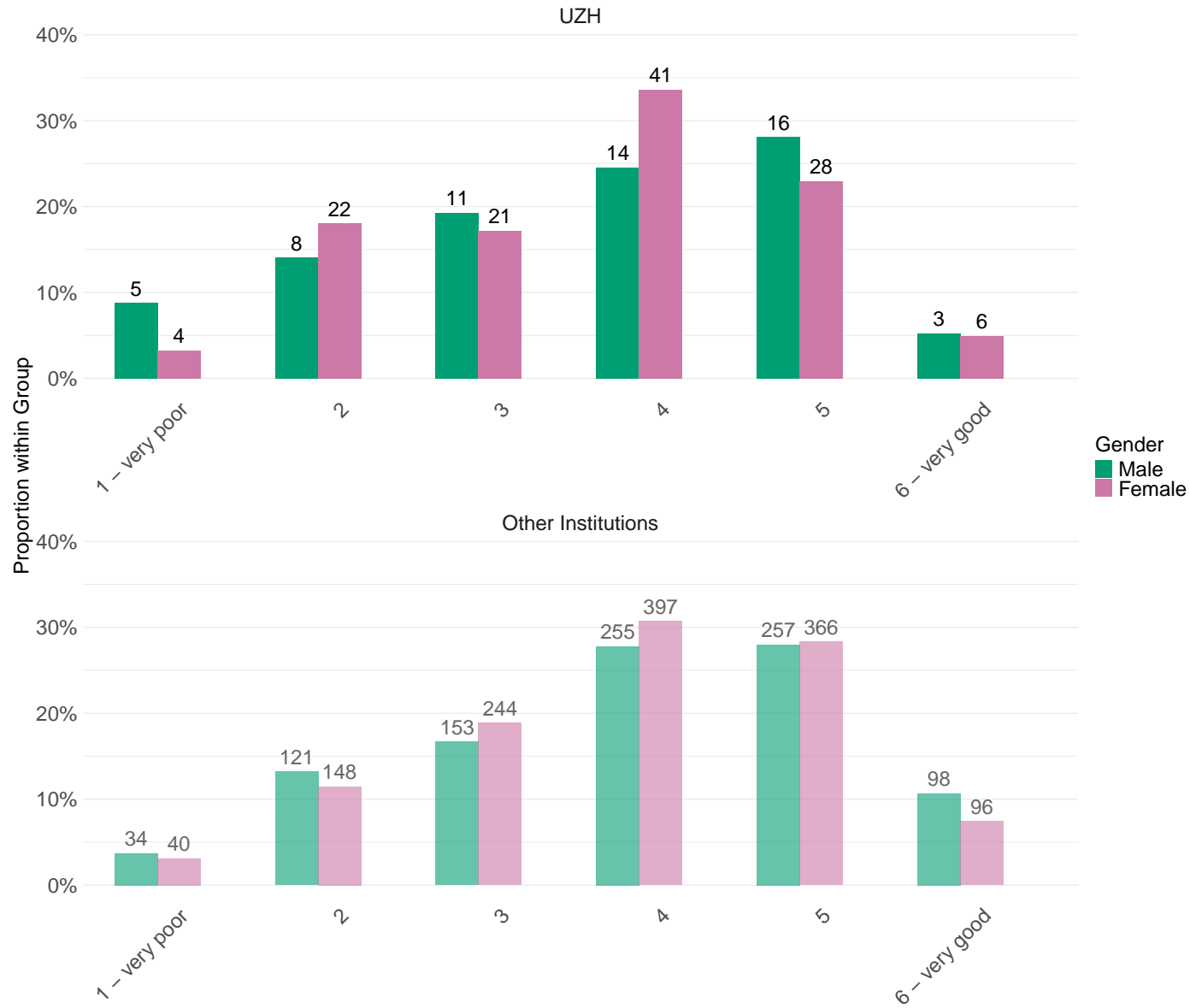
Question: 'In general, my mental health is ...'



If overall groups with less than 10 responses exists, they are not visible in the plot.

General Mental Health by Gender

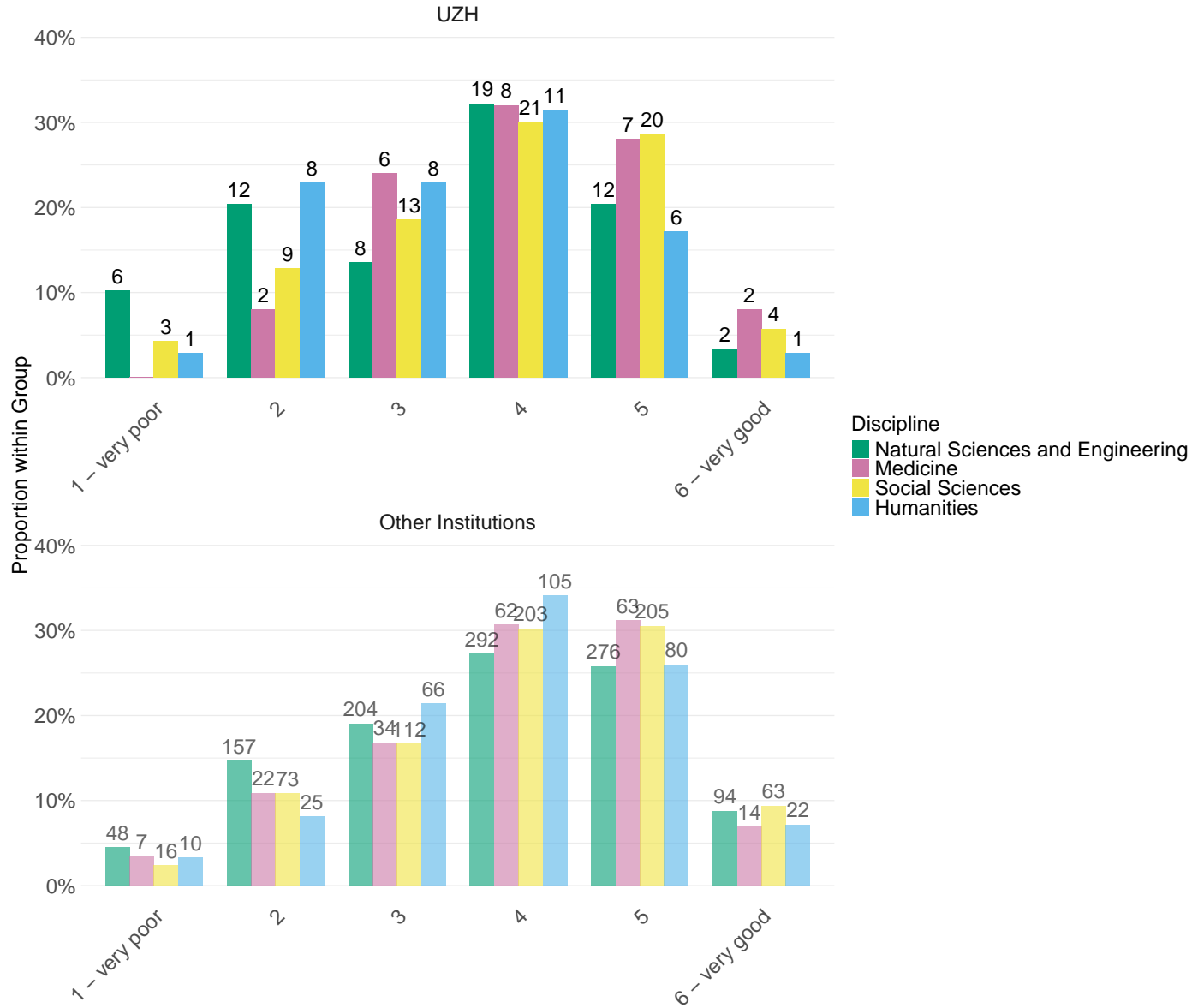
Question: 'In general, my mental health is ...'



If overall groups with less than 10 responses exists, they are not visible in the plot.

General Mental Health by Research Discipline

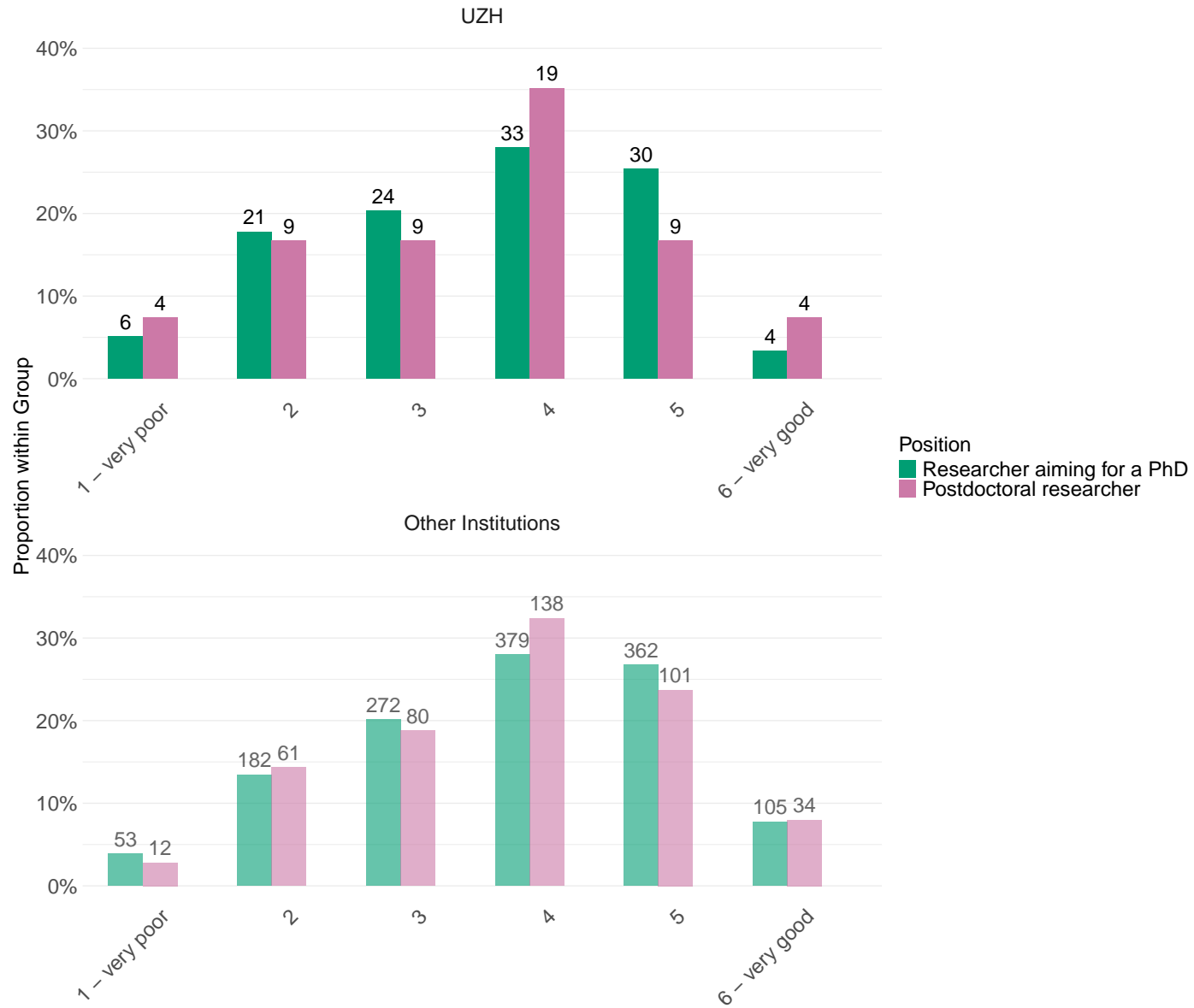
Question: 'In general, my mental health is ...'



If overall groups with less than 10 responses exists, they are not visible in the plot.

General Mental Health by Position Type

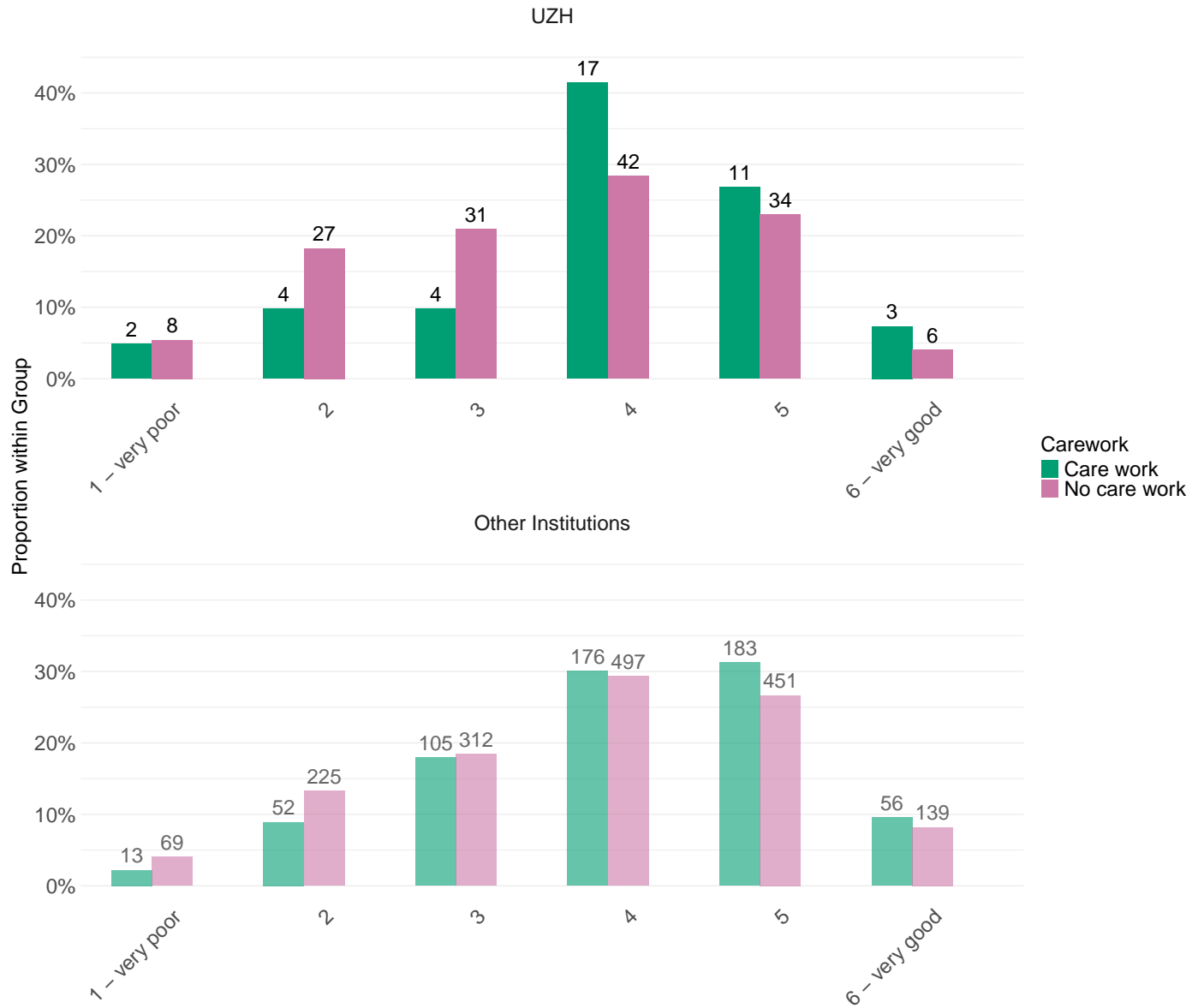
Question: 'In general, my mental health is ...'



If overall groups with less than 10 responses exists, they are not visible in the plot.

General Mental Health by Care Work

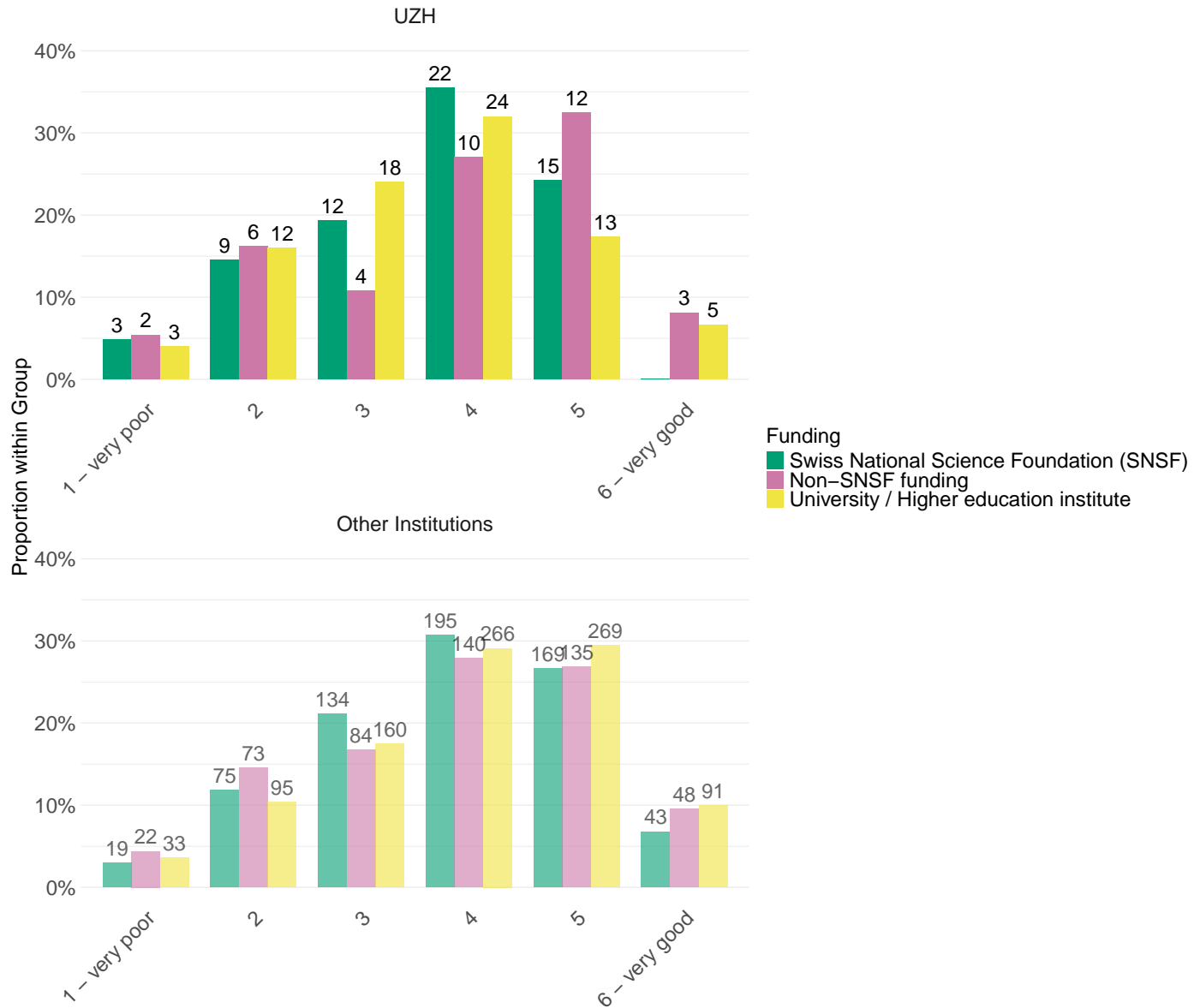
Question: 'In general, my mental health is ...'



If overall groups with less than 10 responses exists, they are not visible in the plot.

General Mental Health by Funding Source

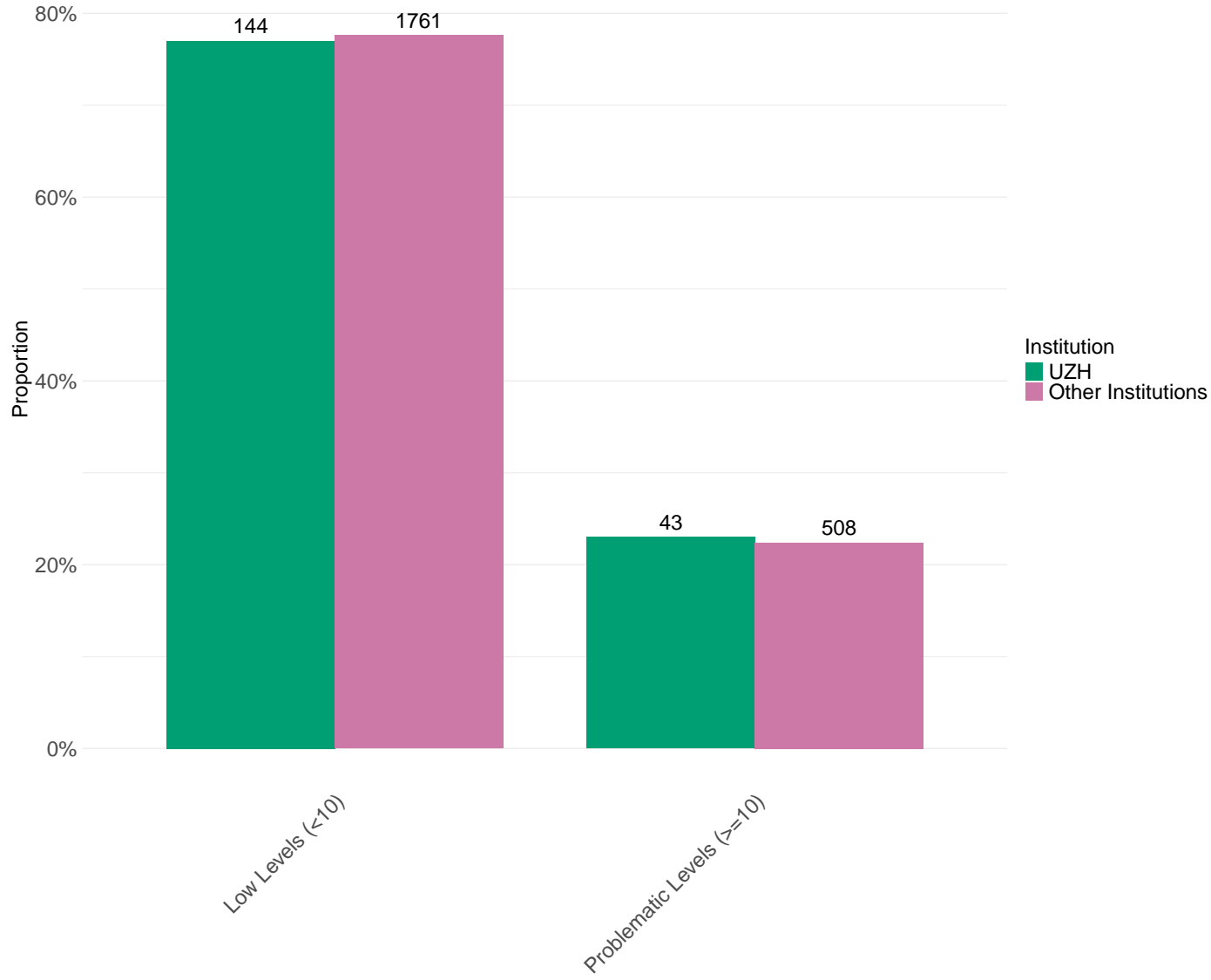
Question: 'In general, my mental health is ...'



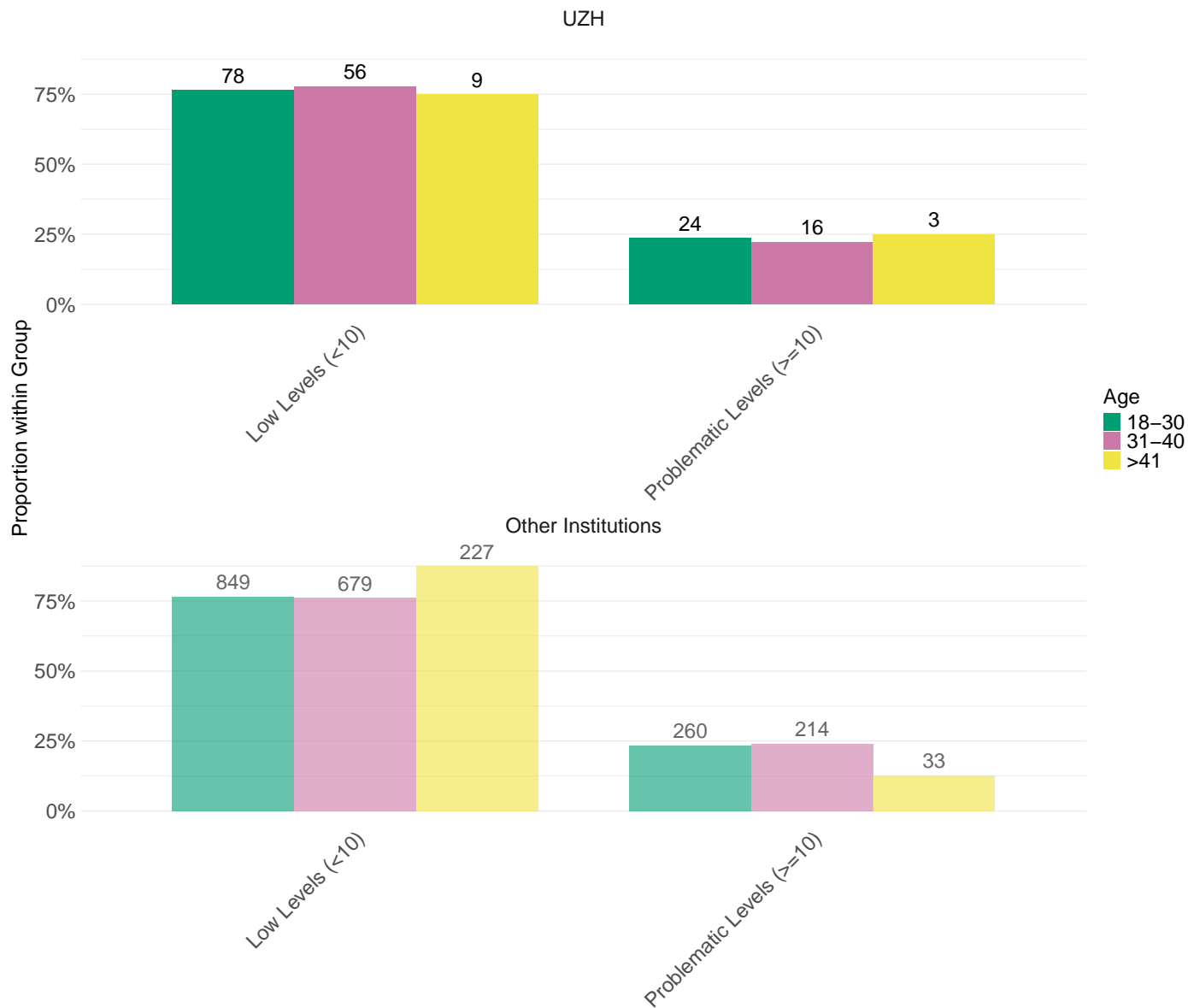
If overall groups with less than 10 responses exists, they are not visible in the plot.

Depression

We computed a depression score by summing the 7 items from the DASS-21 depression subscale. In our sample, this measure showed internal consistency of Cronbach's alpha = 0.91. A total of 5 observations were excluded from this analysis due to missing data on at least one of the depression items. Following the clinical guidelines proposed by Nilges and Essau (2021), a sum score above 10 is considered indicative of elevated depressive symptoms and may be viewed as clinically relevant (for more information about the used scale, see: [here](#)).

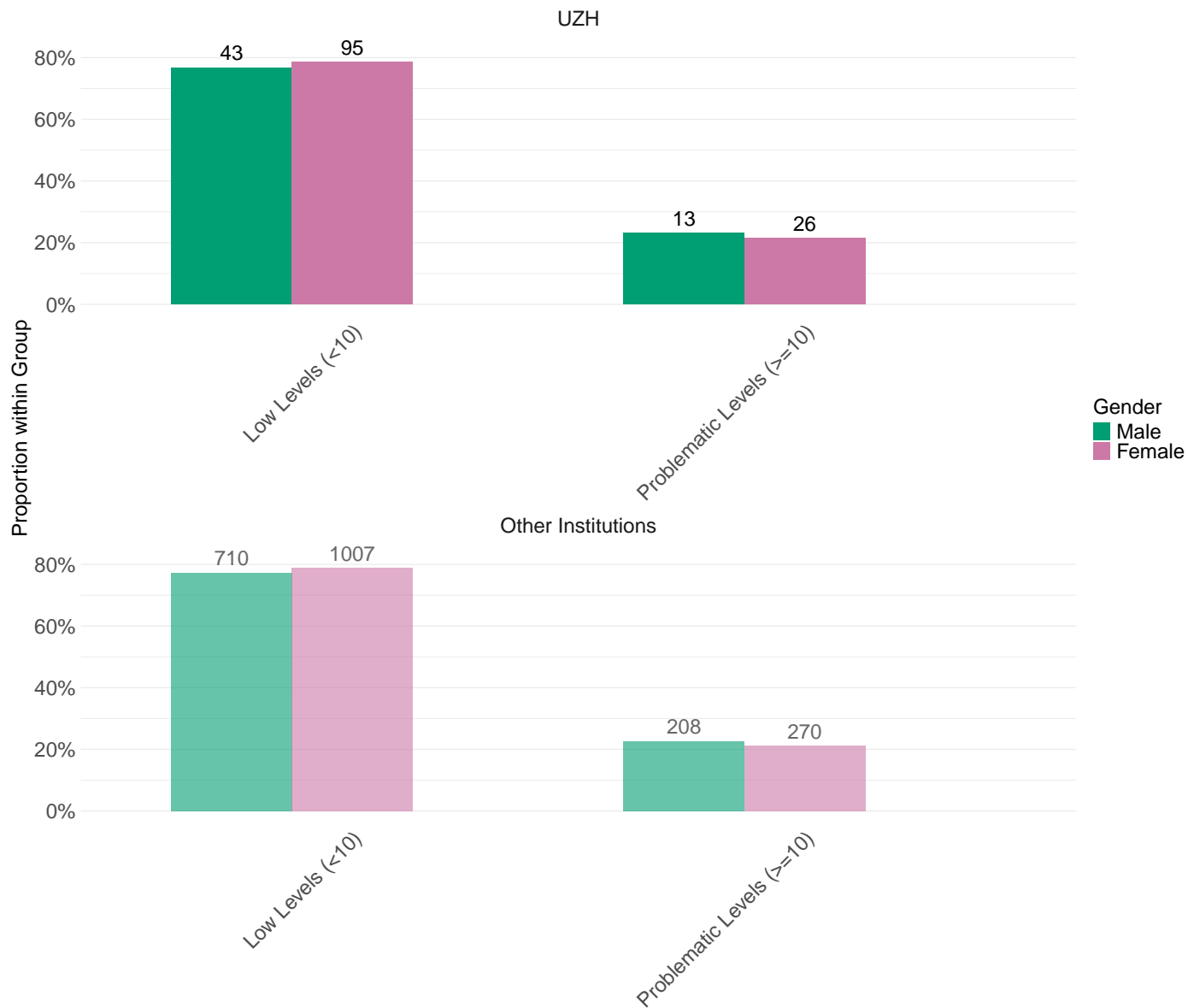


Depression by Age



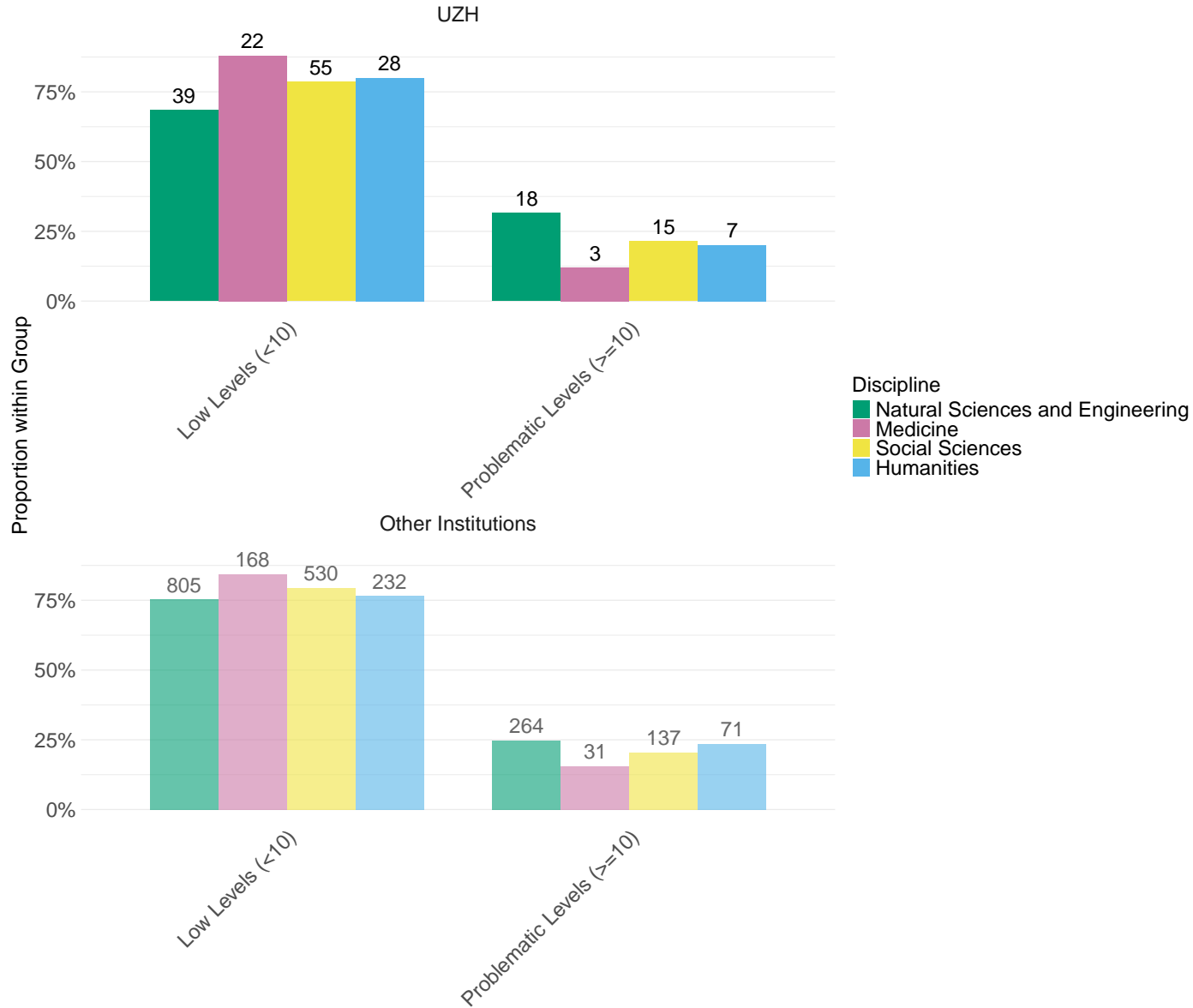
If overall groups with less than 10 responses exists, they are not visible in the plot.

Depression by Gender



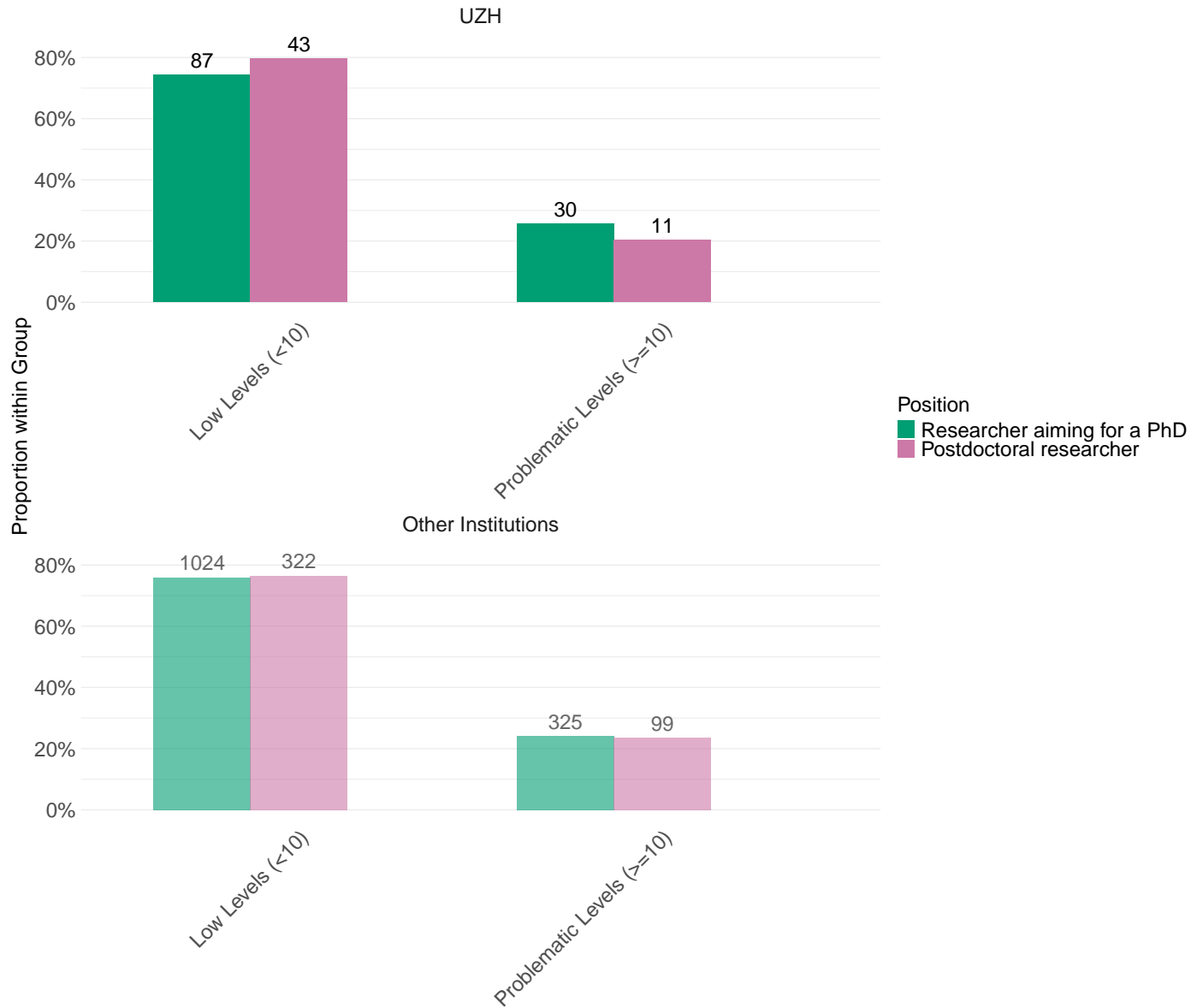
If overall groups with less than 10 responses exists, they are not visible in the plot.

Depression by Research Discipline



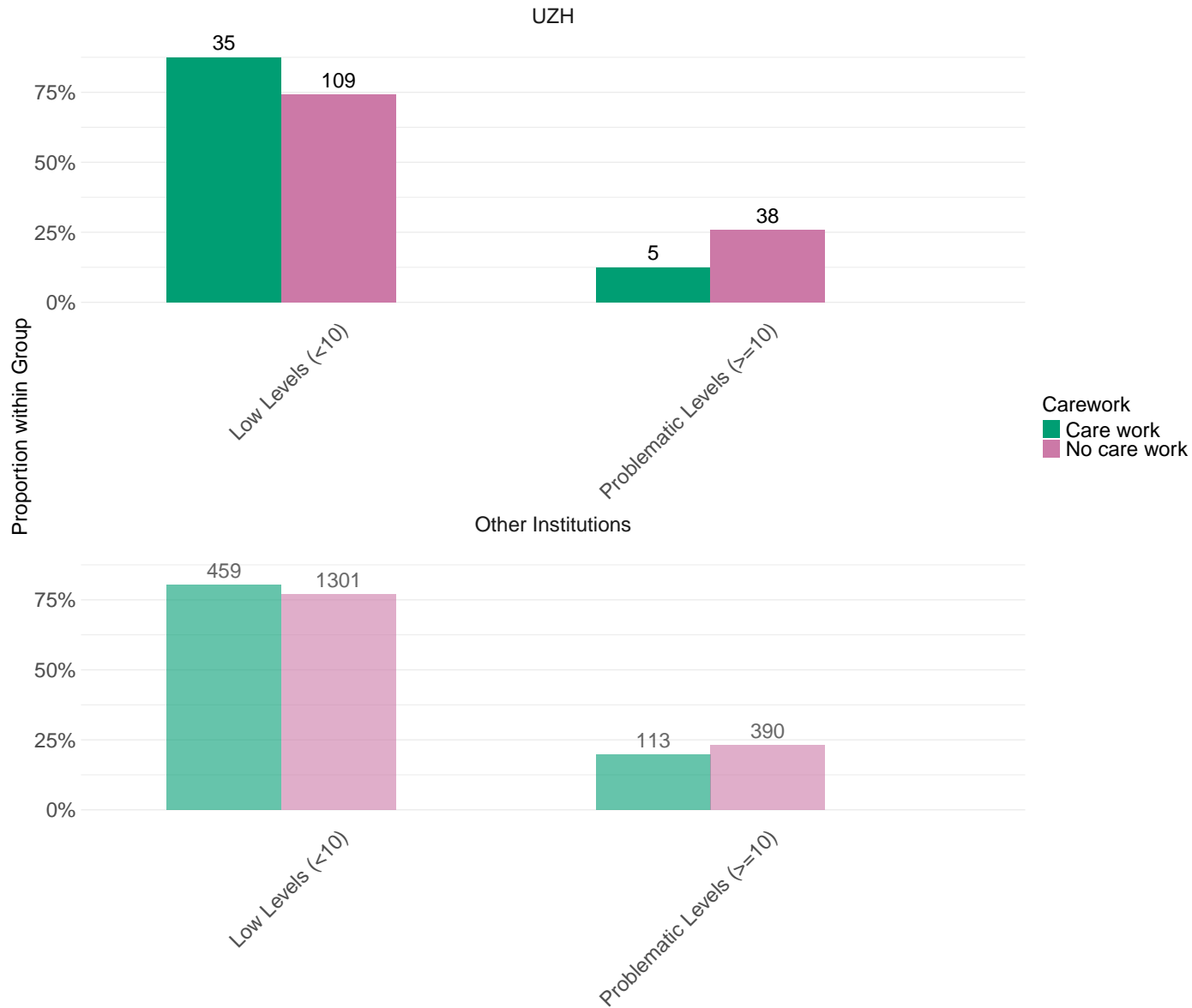
If overall groups with less than 10 responses exists, they are not visible in the plot.

Depression by Position Type



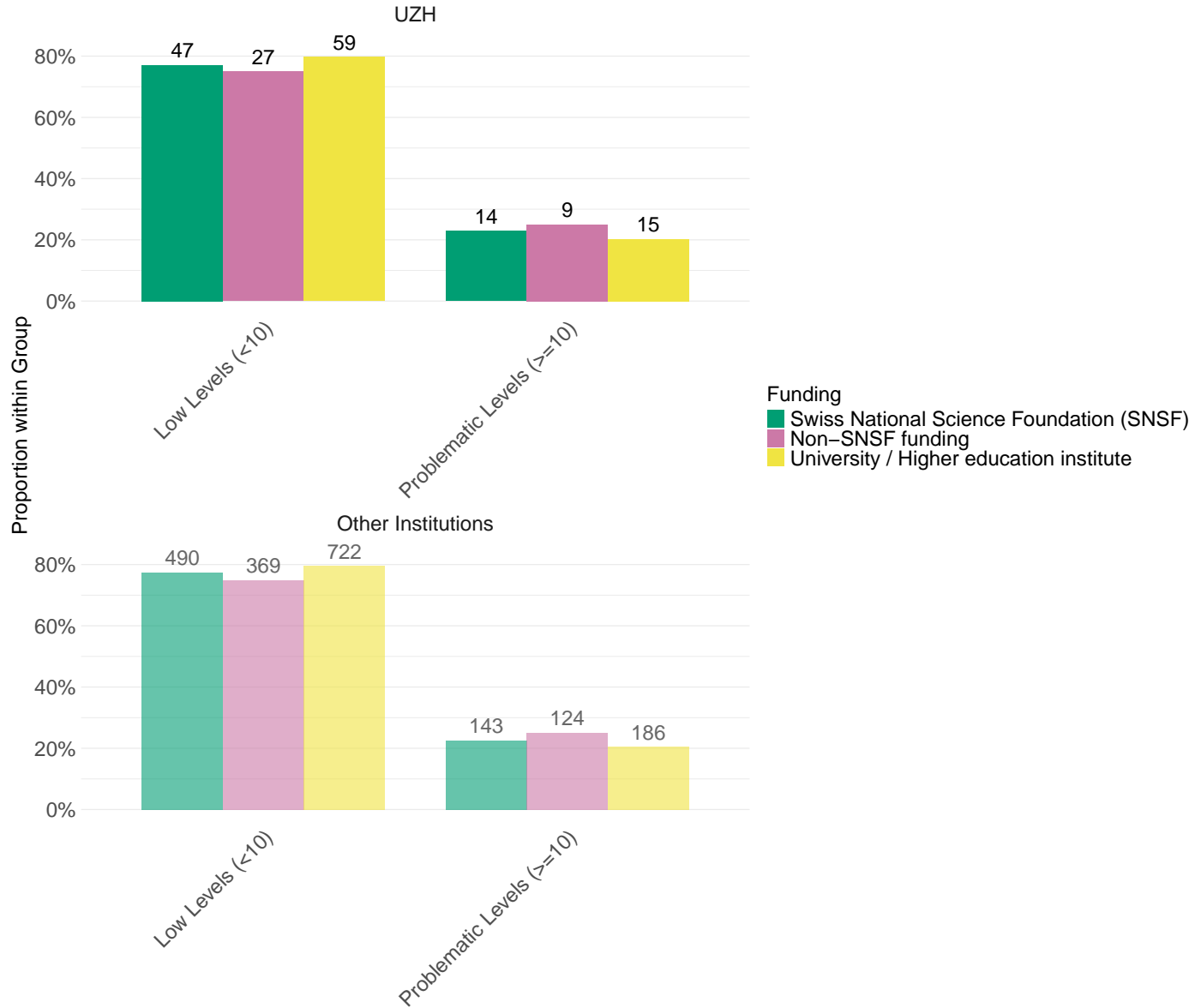
If overall groups with less than 10 responses exists, they are not visible in the plot.

Depression by Care Work



If overall groups with less than 10 responses exists, they are not visible in the plot.

Depression by Funding Source

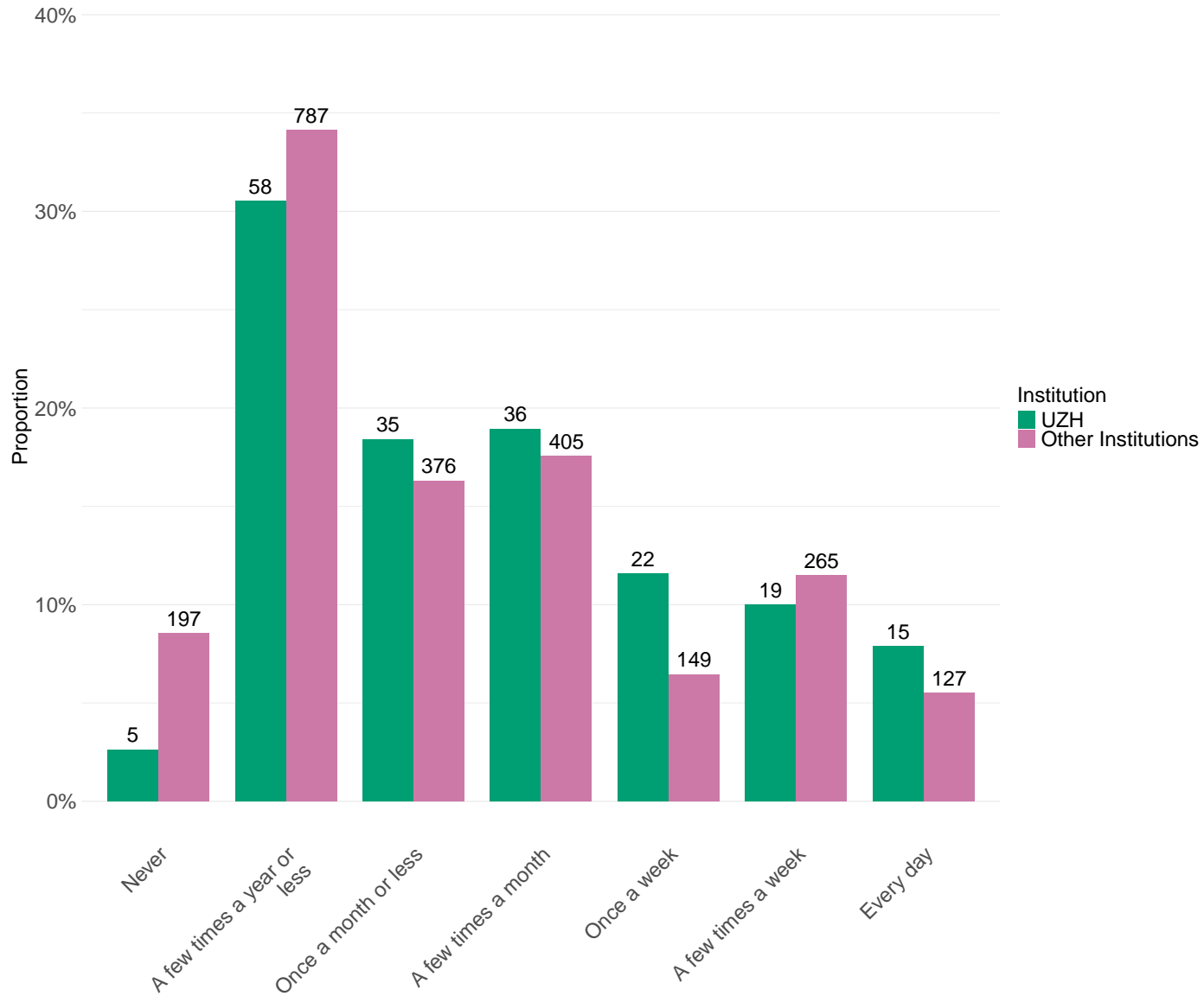


If overall groups with less than 10 responses exists, they are not visible in the plot.

Burnout

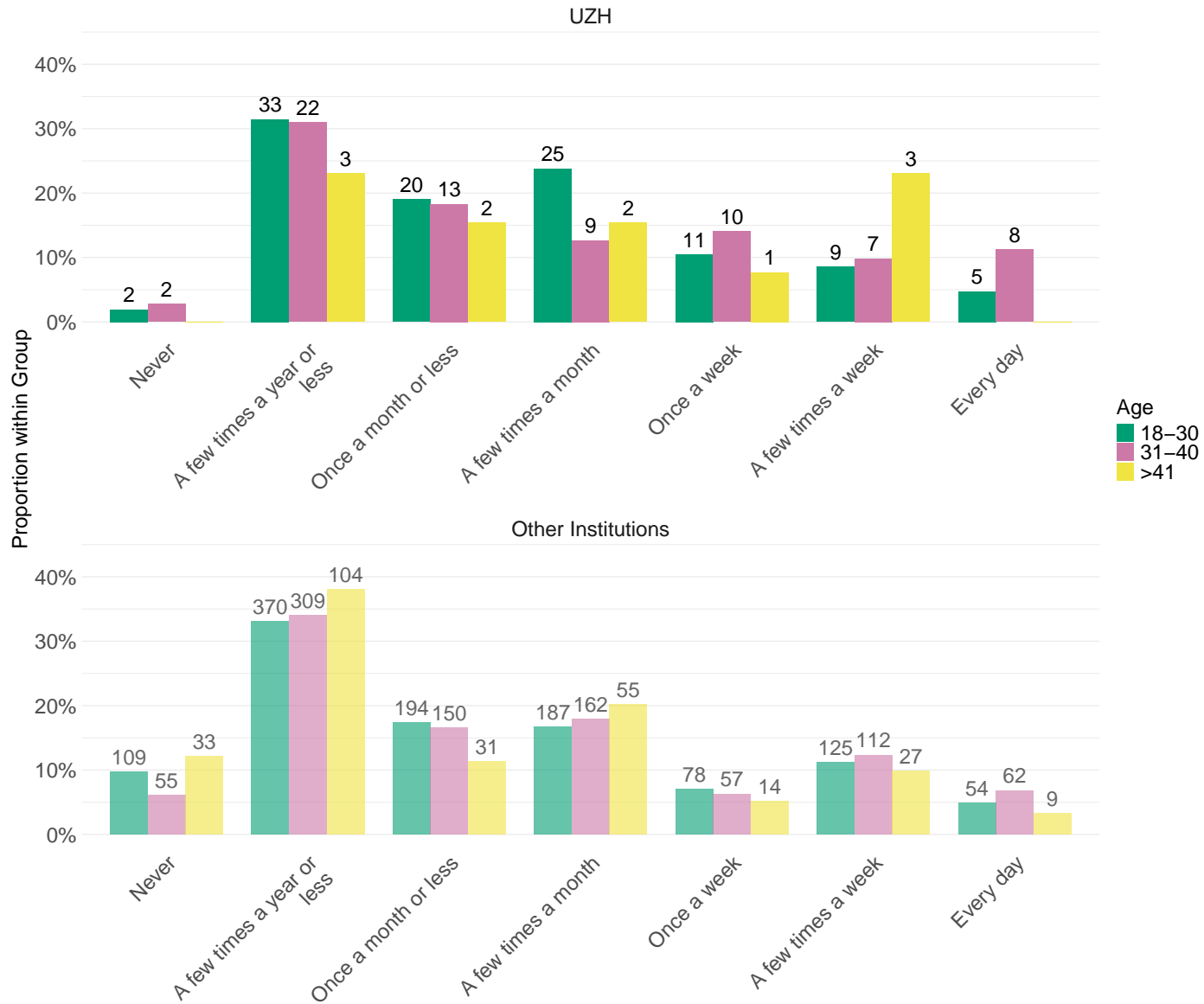
Question: 'I feel burned out from my work.'

Item developed by West and colleagues (2009).



Burnout by Age

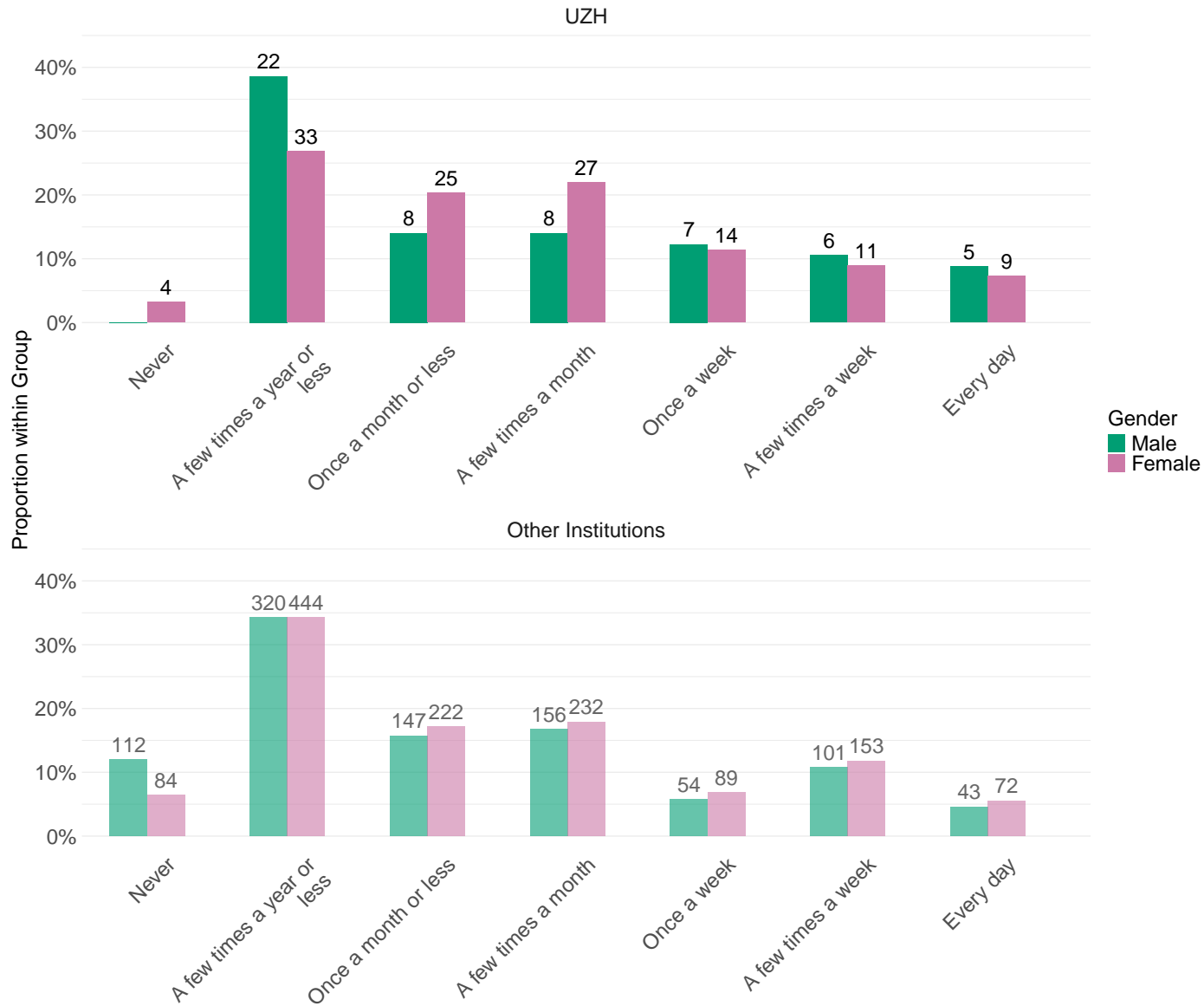
Question: 'I feel burned out from my work.'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Burnout by Gender

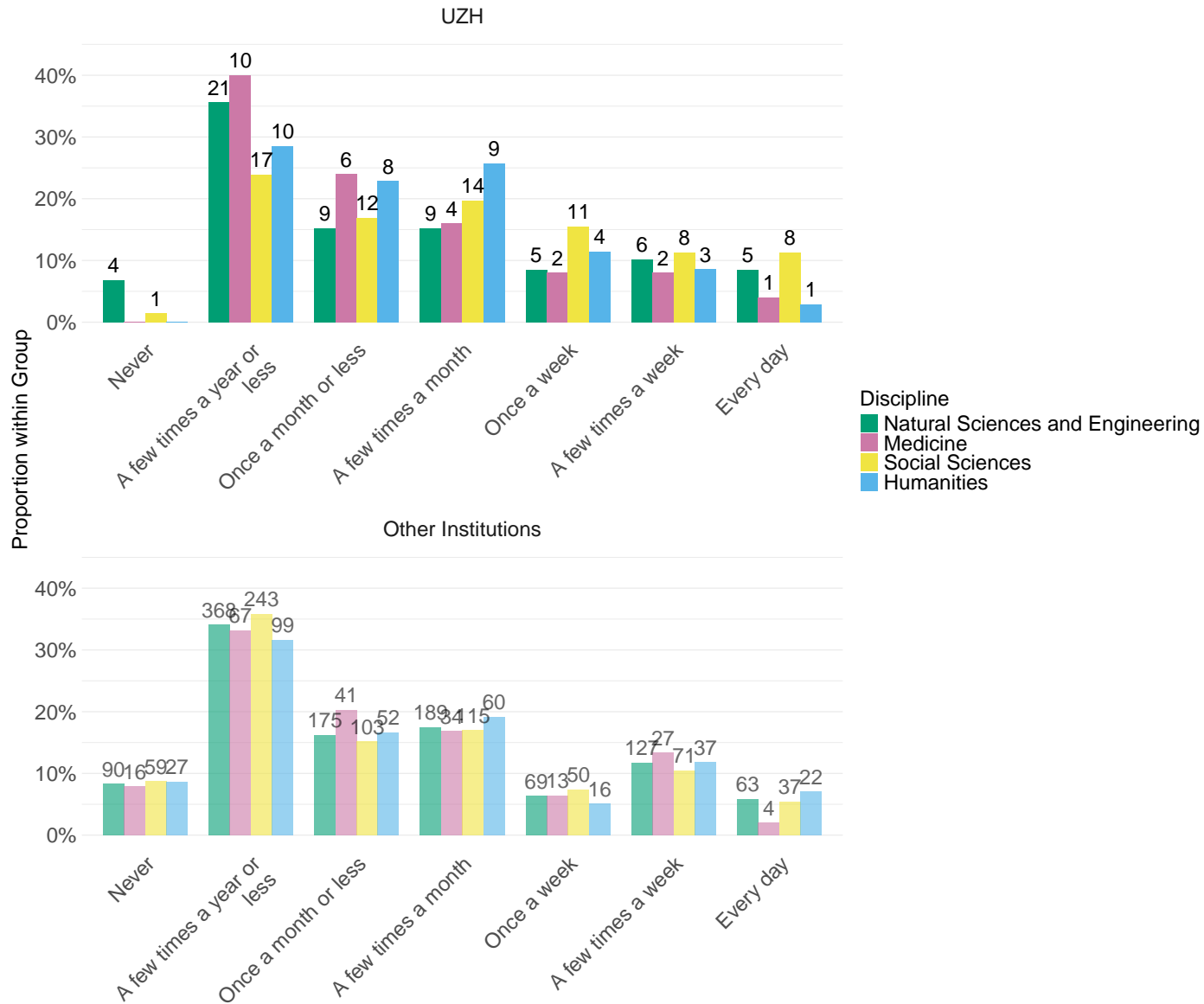
Question: 'I feel burned out from my work.'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Burnout by Research Discipline

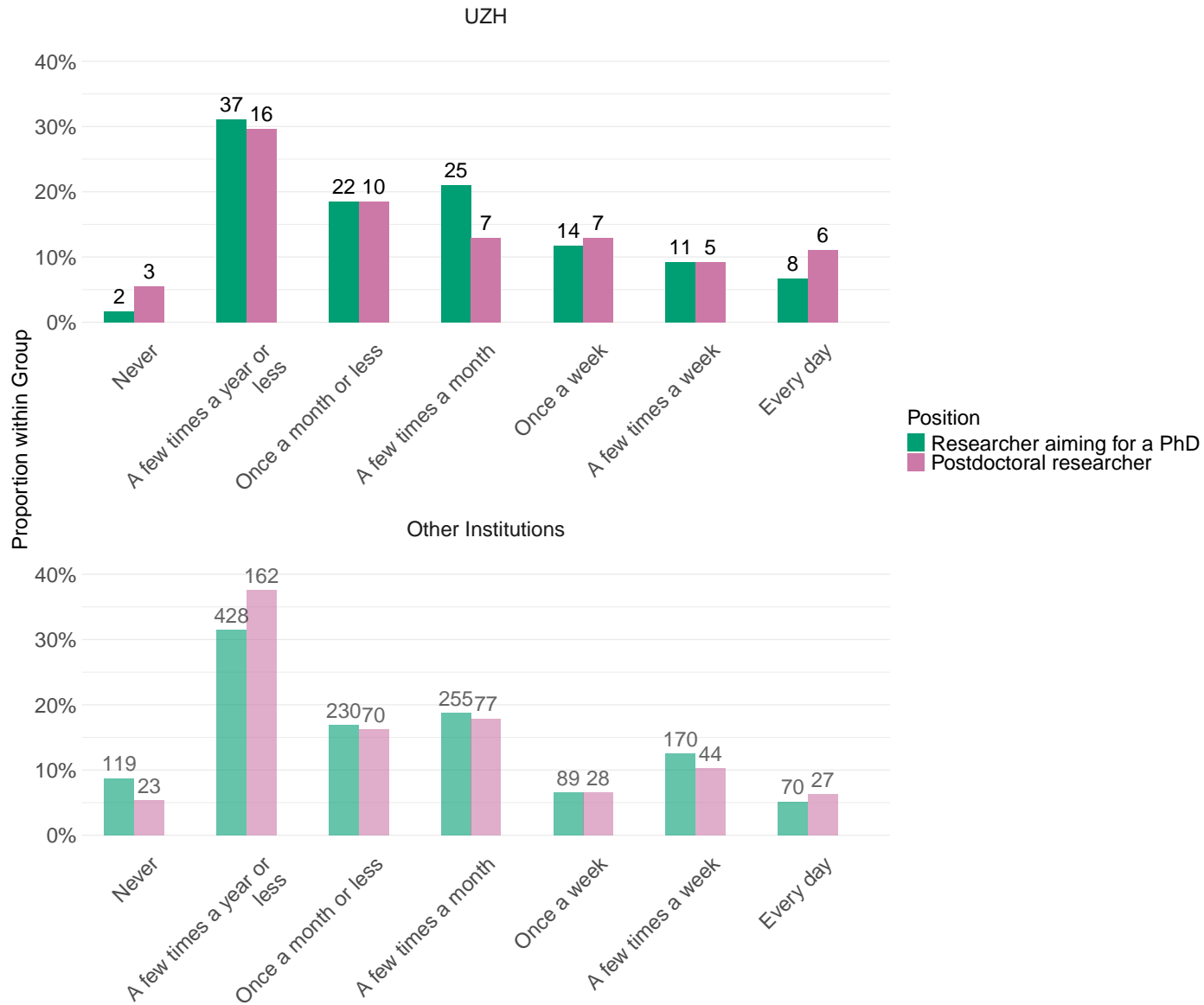
Question: 'I feel burned out from my work.'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Burnout by Position Type

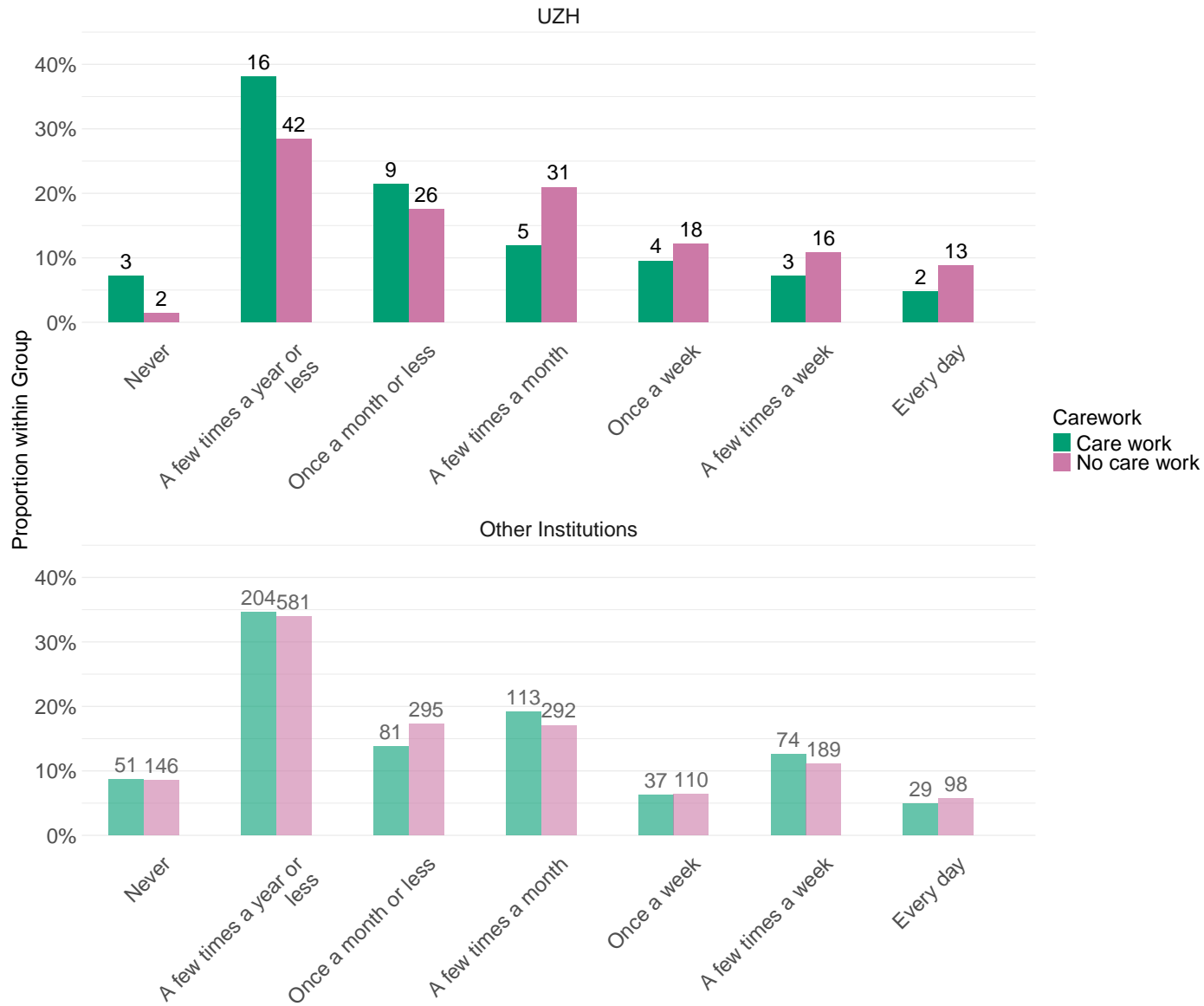
Question: 'I feel burned out from my work.'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Burnout by Care Work

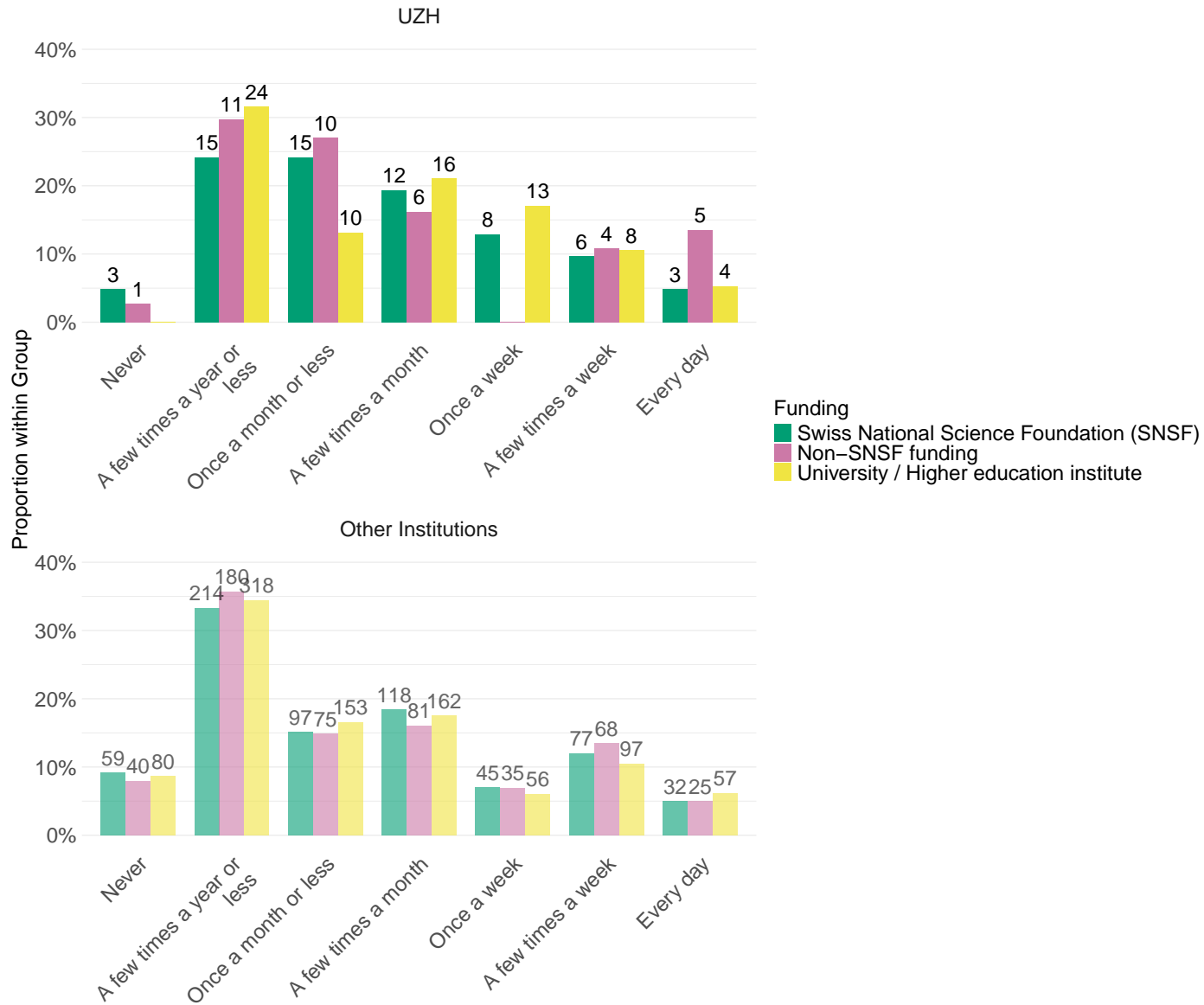
Question: 'I feel burned out from my work.'



If overall groups with less than 10 responses exists, they are not visible in the plot.

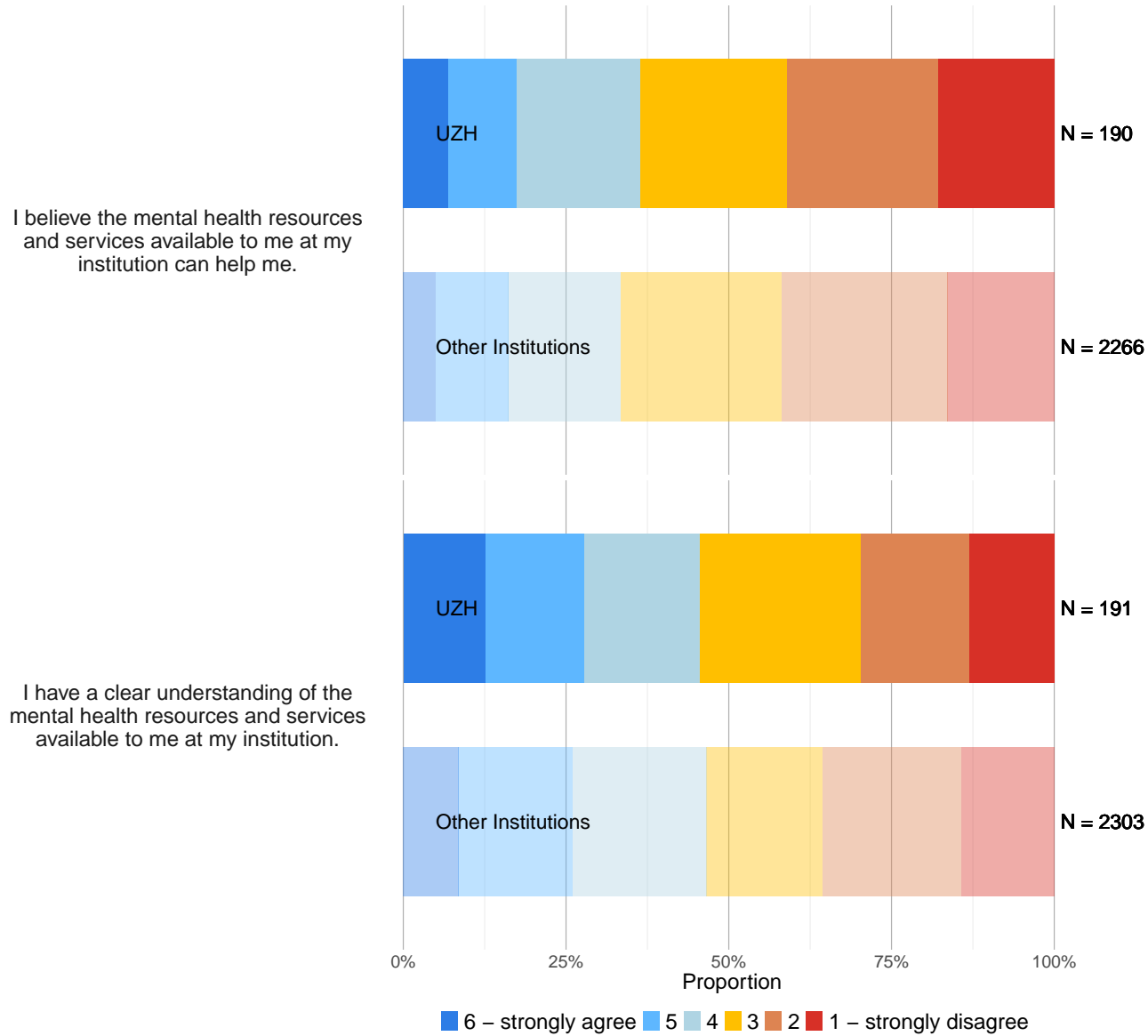
Burnout by Funding Source

Question: 'I feel burned out from my work.'

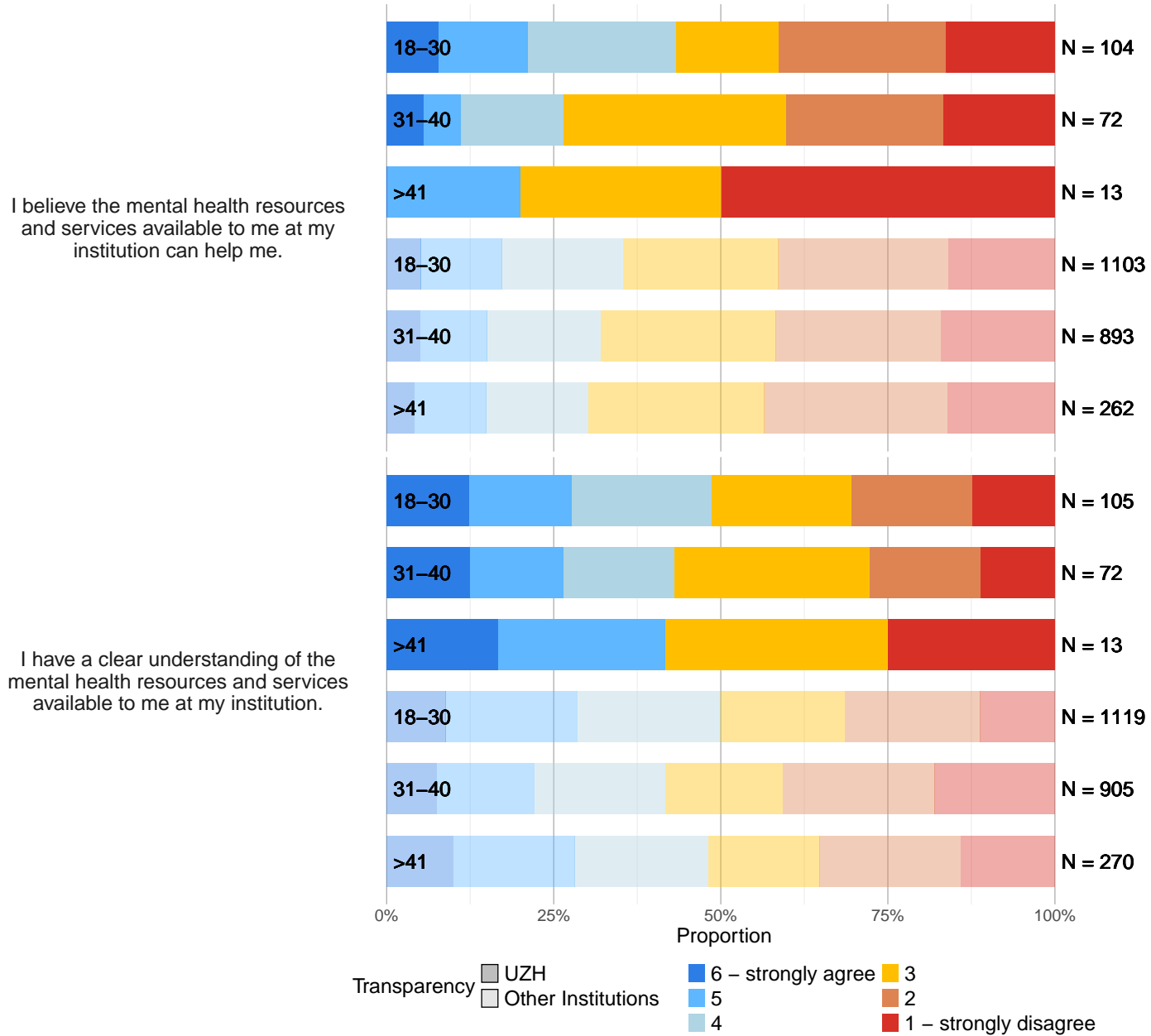


If overall groups with less than 10 responses exists, they are not visible in the plot.

Awareness Resources

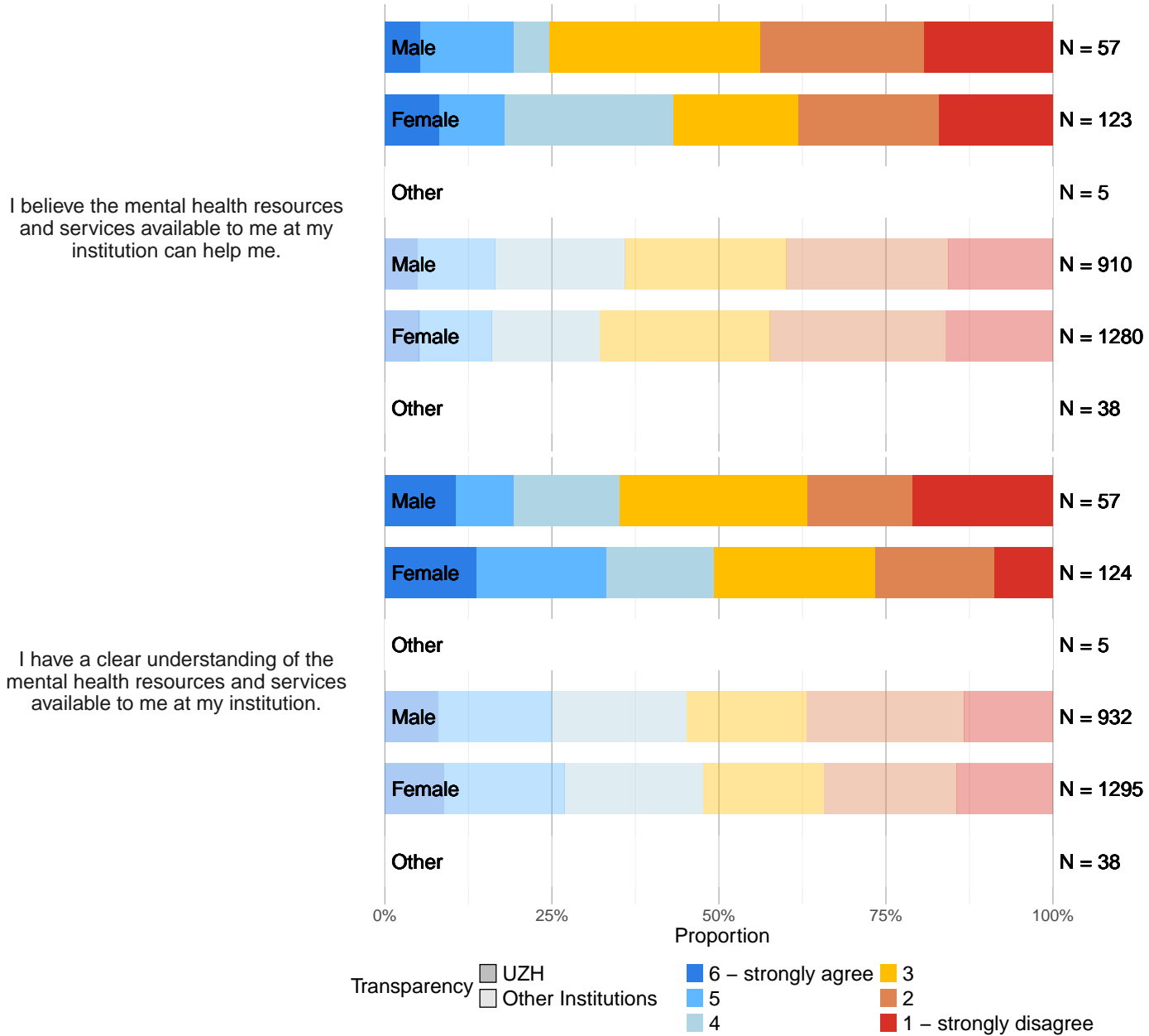


Awareness Resources by Age



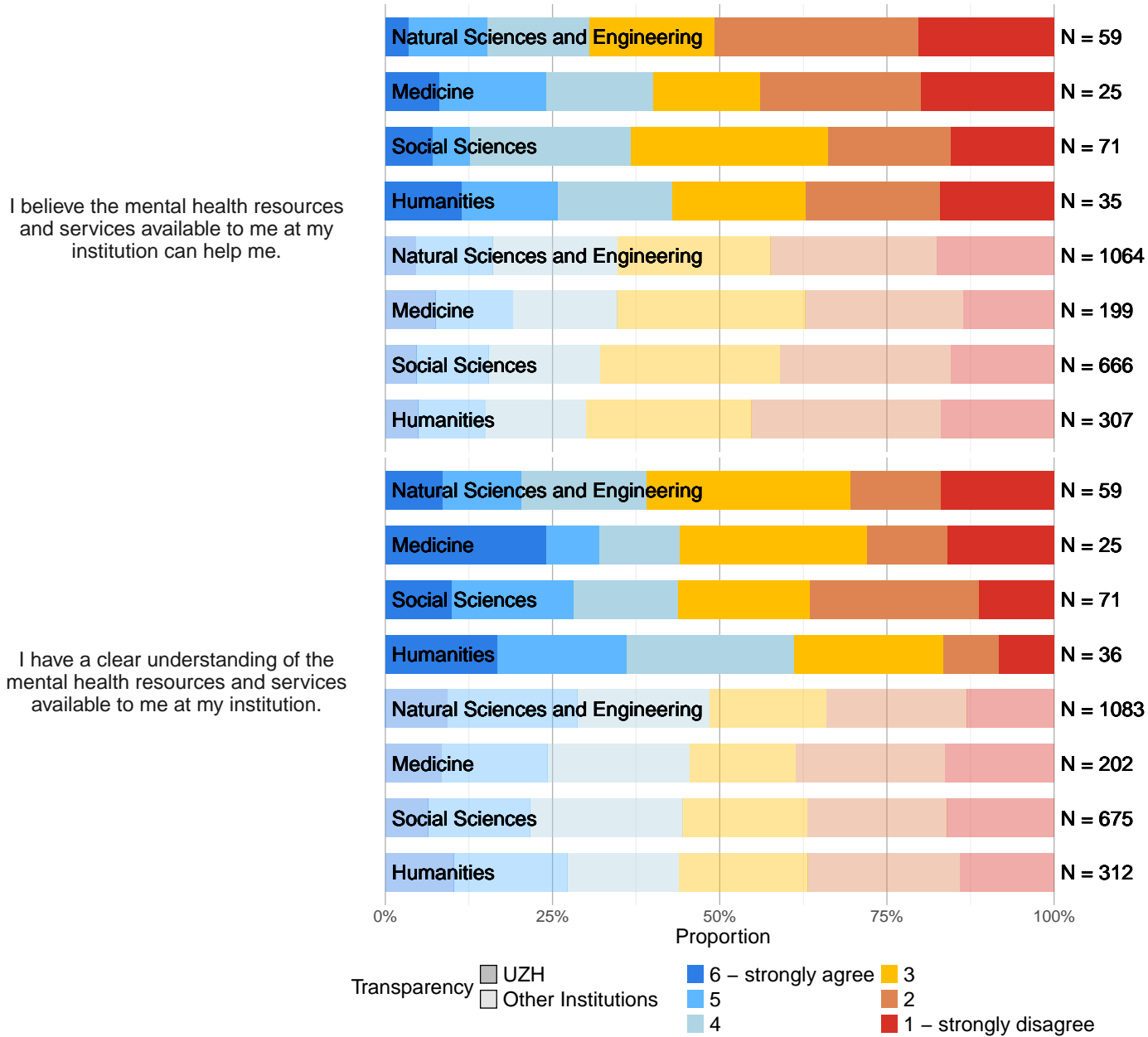
Groups with less than 10 responses are not visible in the plot (marked in white).

Awareness Resources by Gender



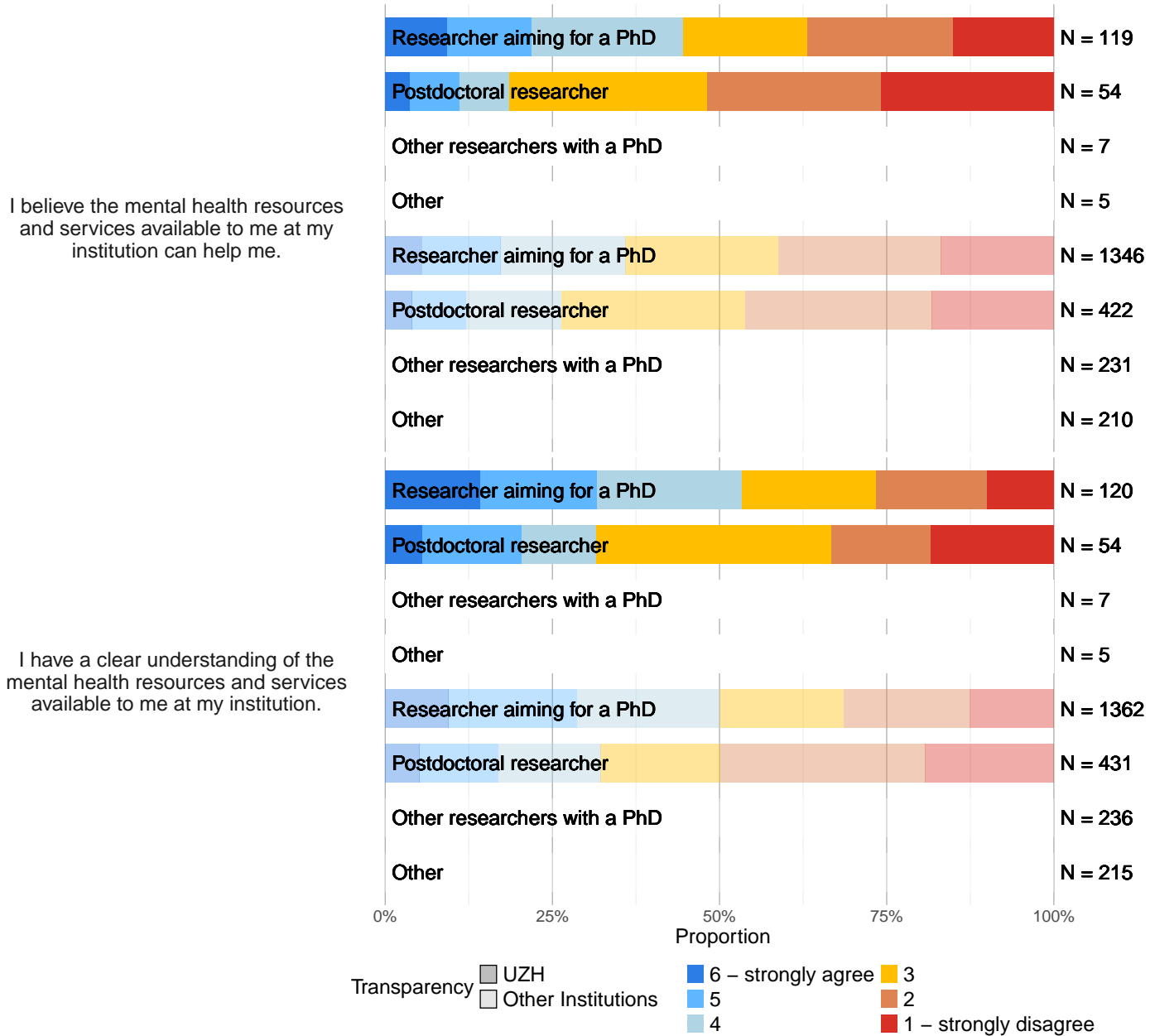
Groups with less than 10 responses are not visible in the plot (marked in white).

Awareness Resources by Research Discipline



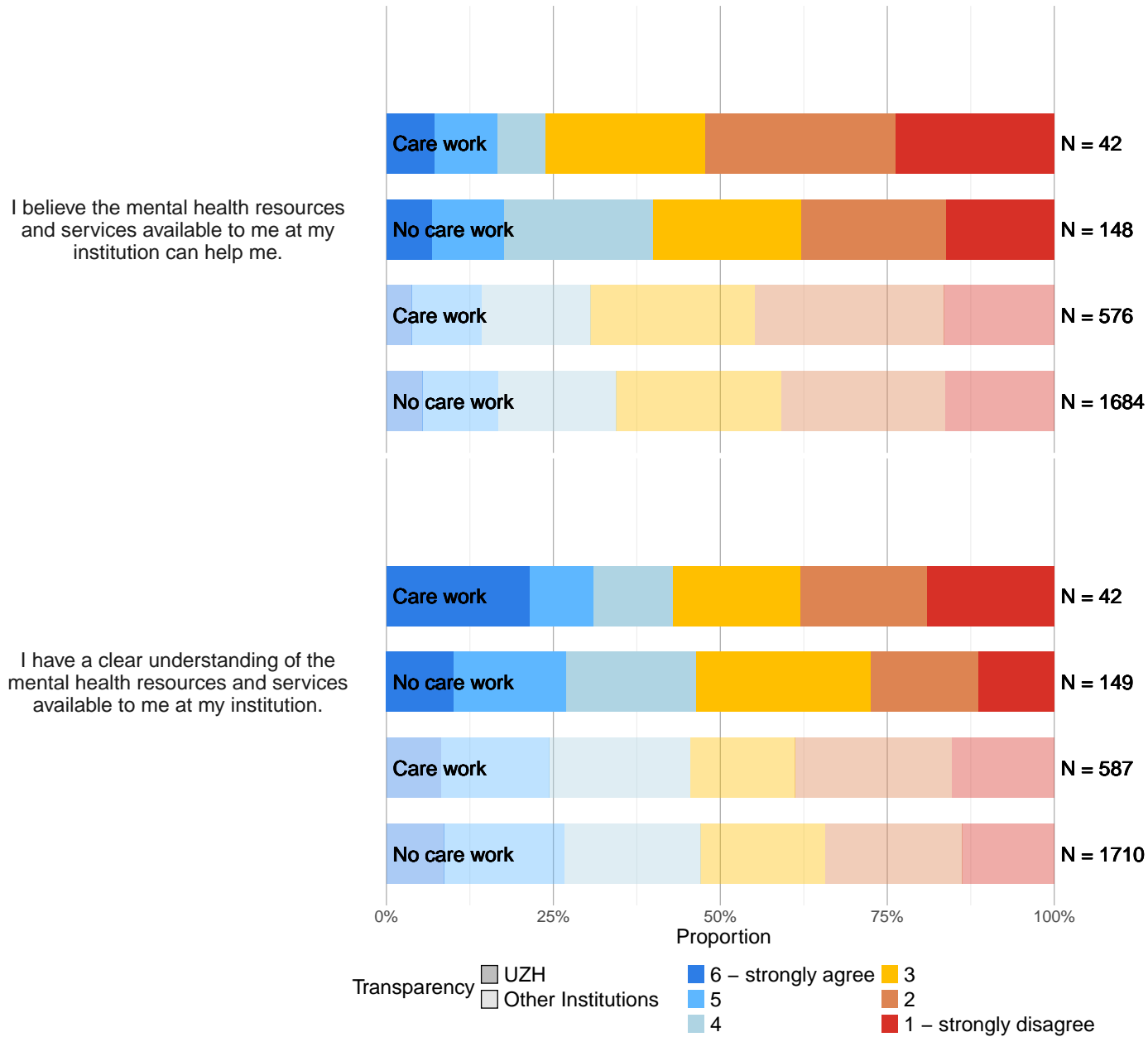
Groups with less than 10 responses are not visible in the plot (marked in white).

Awareness Resources by Position Type



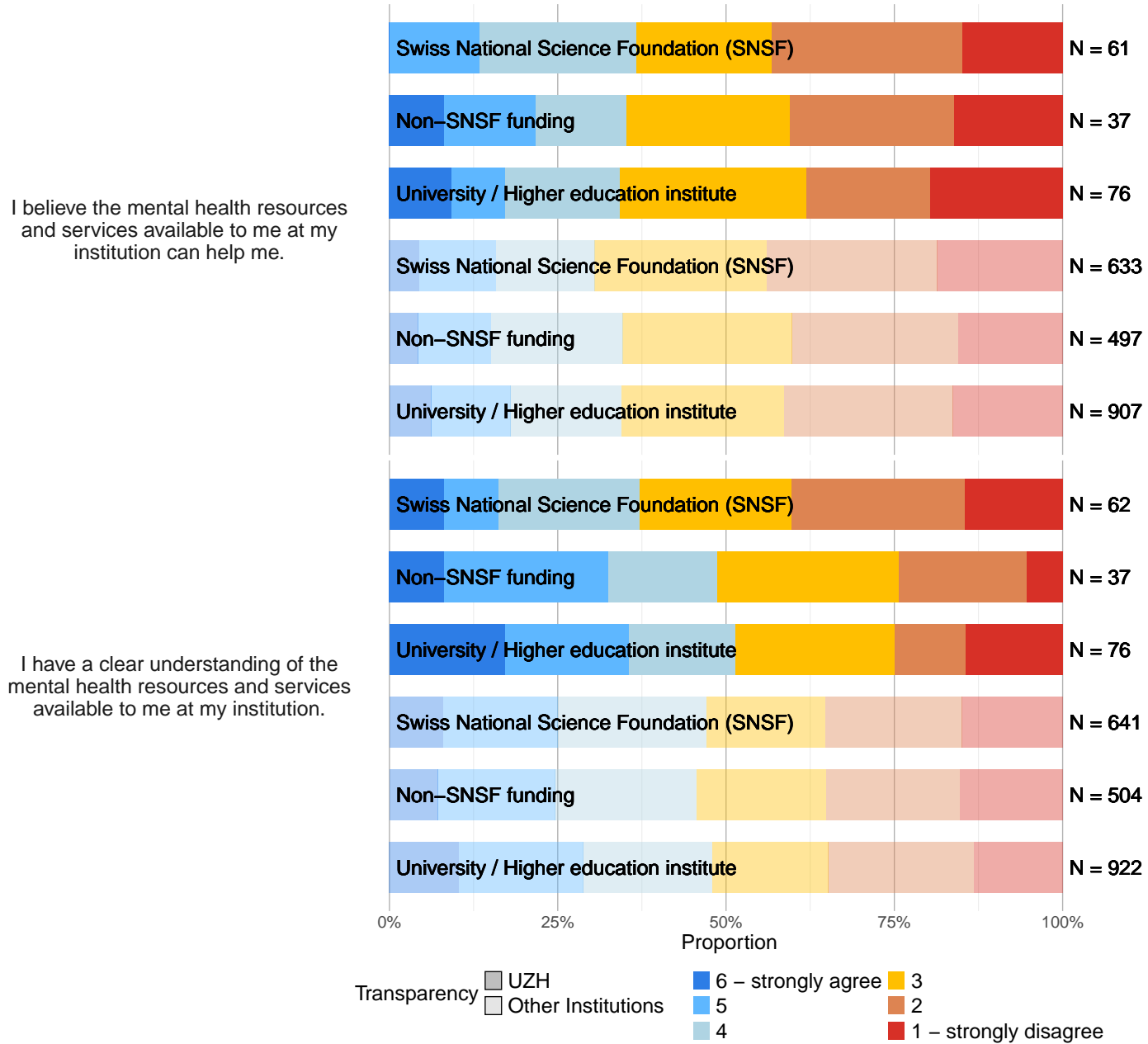
Groups with less than 10 responses are not visible in the plot (marked in white).

Awareness Resources by Care Work



Groups with less than 10 responses are not visible in the plot (marked in white).

Awareness Resources by Funding Source

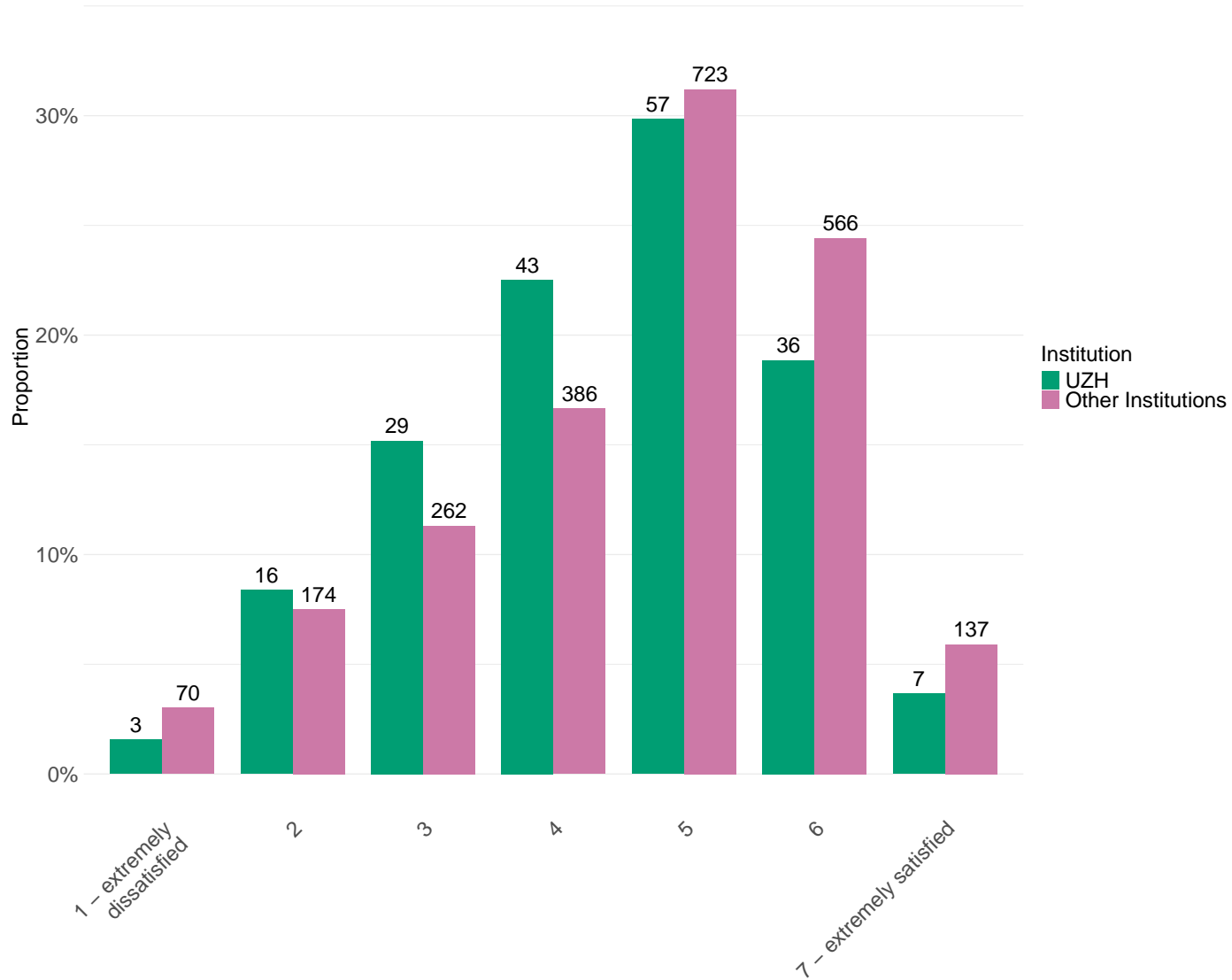


Groups with less than 10 responses are not visible in the plot (marked in white).

Job Satisfaction

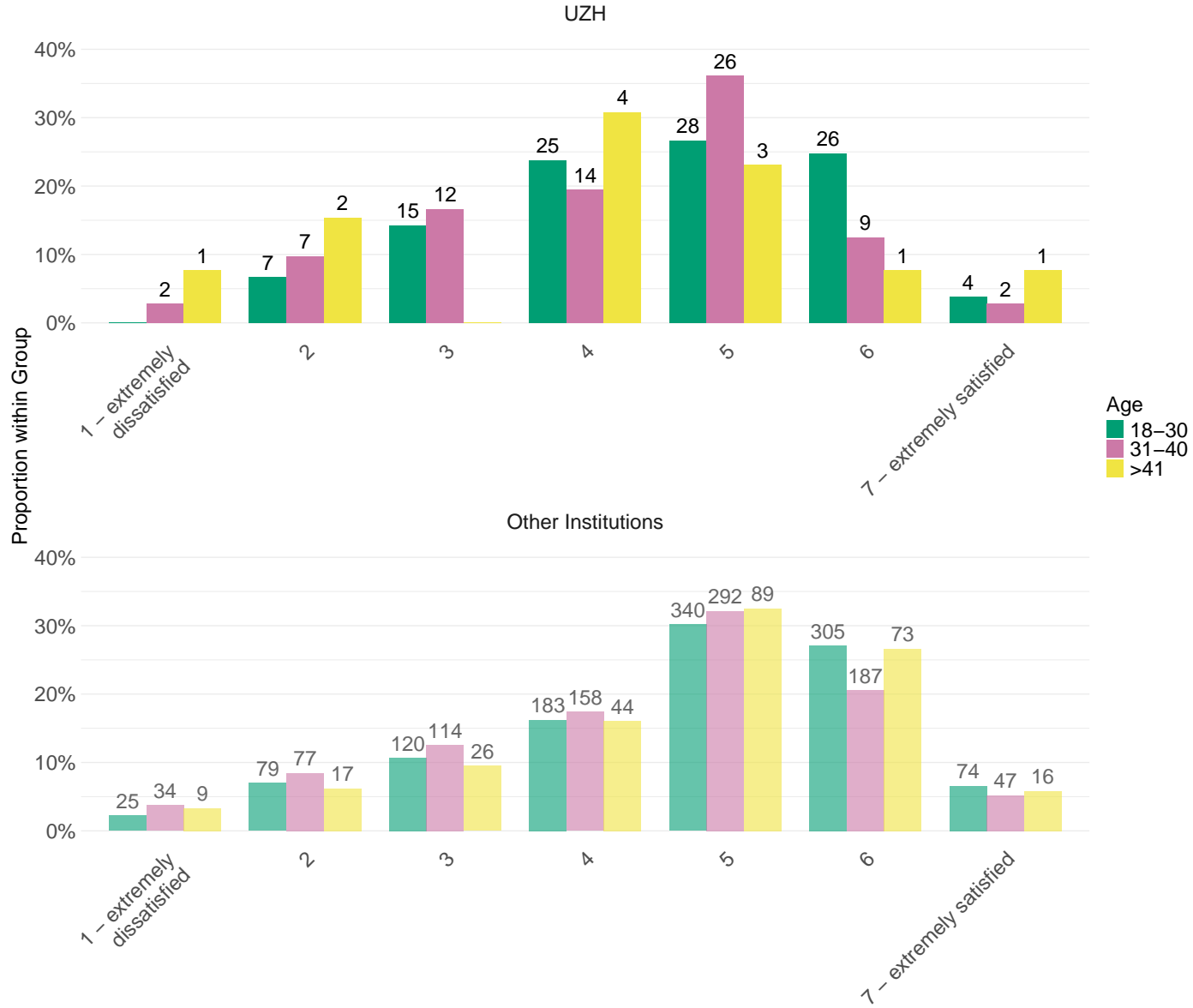
Question: 'Taking everything into consideration, how satisfied do you feel about your job as a whole?'

Item developed by Dolbier and colleagues (2005).



Job Satisfaction by Age

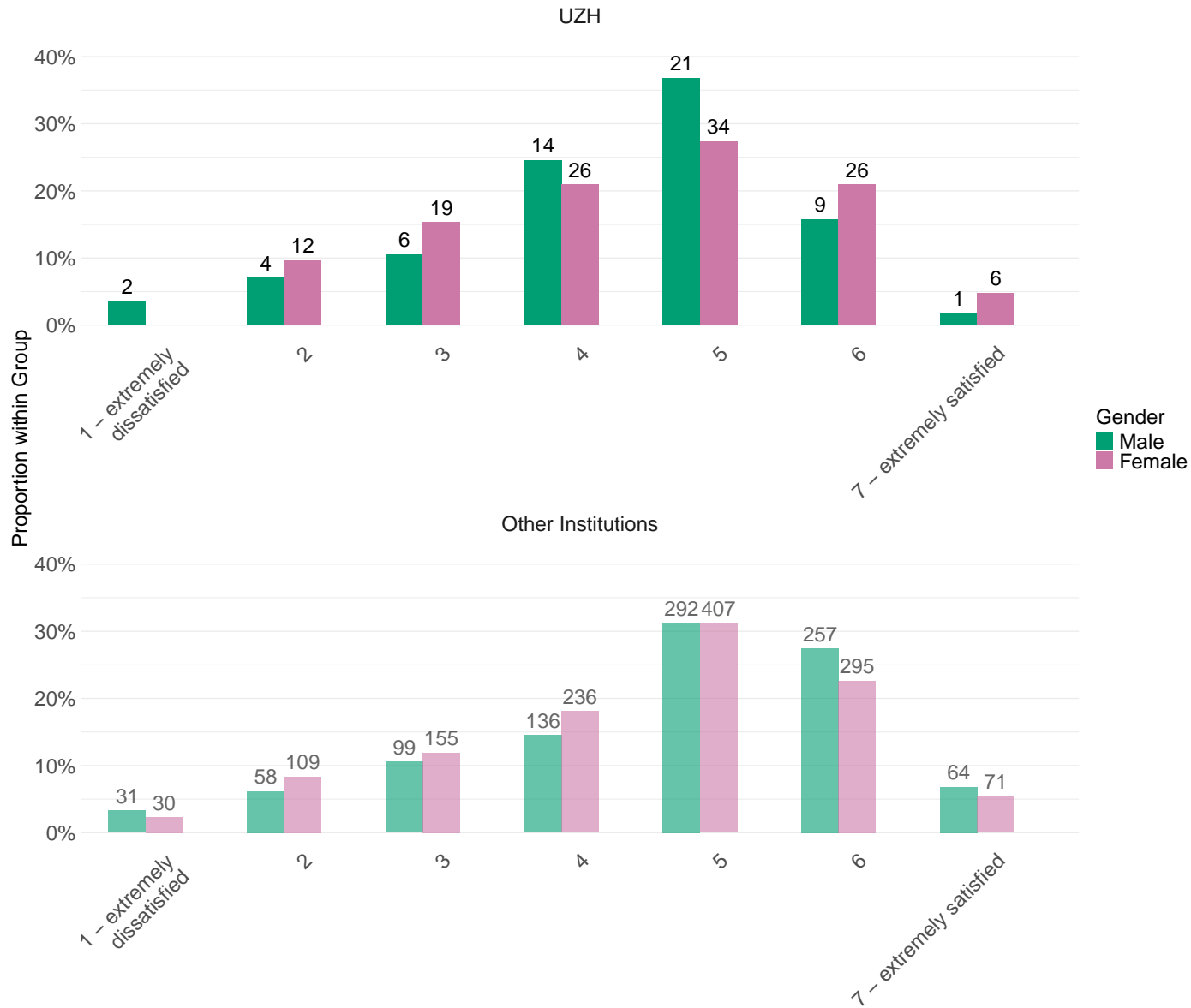
Question: 'Taking everything into consideration, how satisfied do you feel about your job as a whole?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Job Satisfaction by Gender

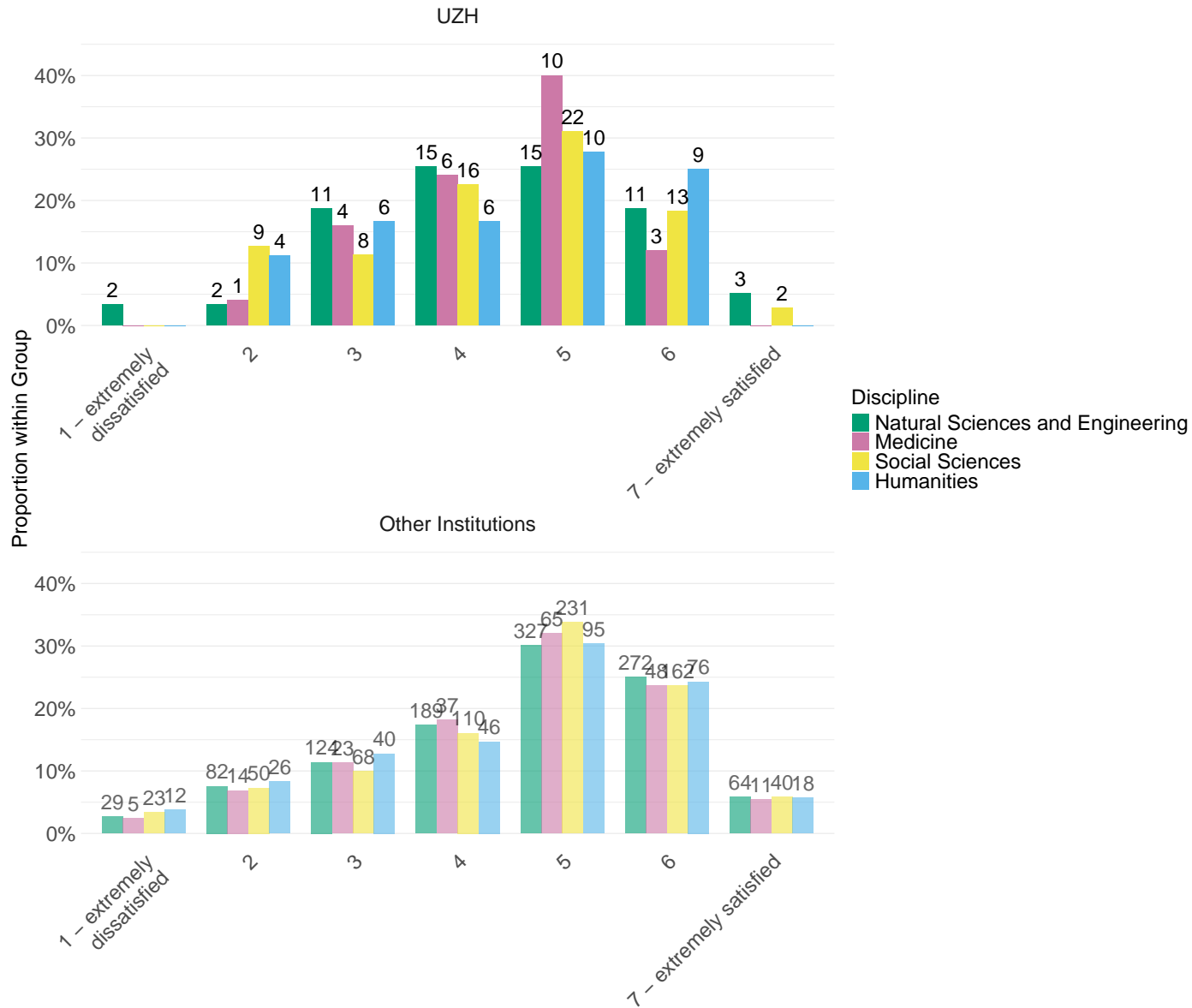
Question: 'Taking everything into consideration, how satisfied do you feel about your job as a whole?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Job Satisfaction by Research Discipline

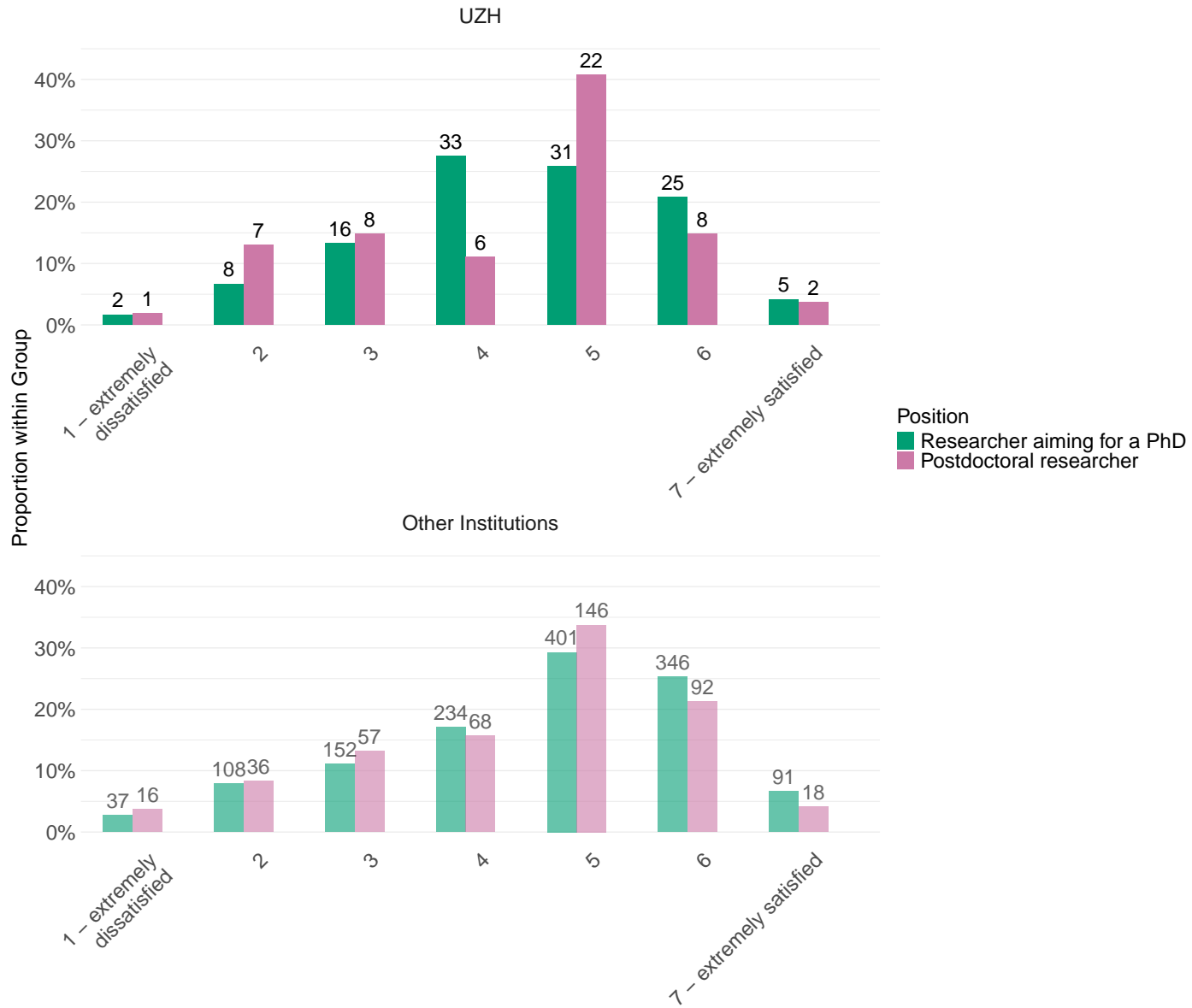
Question: 'Taking everything into consideration, how satisfied do you feel about your job as a whole?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Job Satisfaction by Position Type

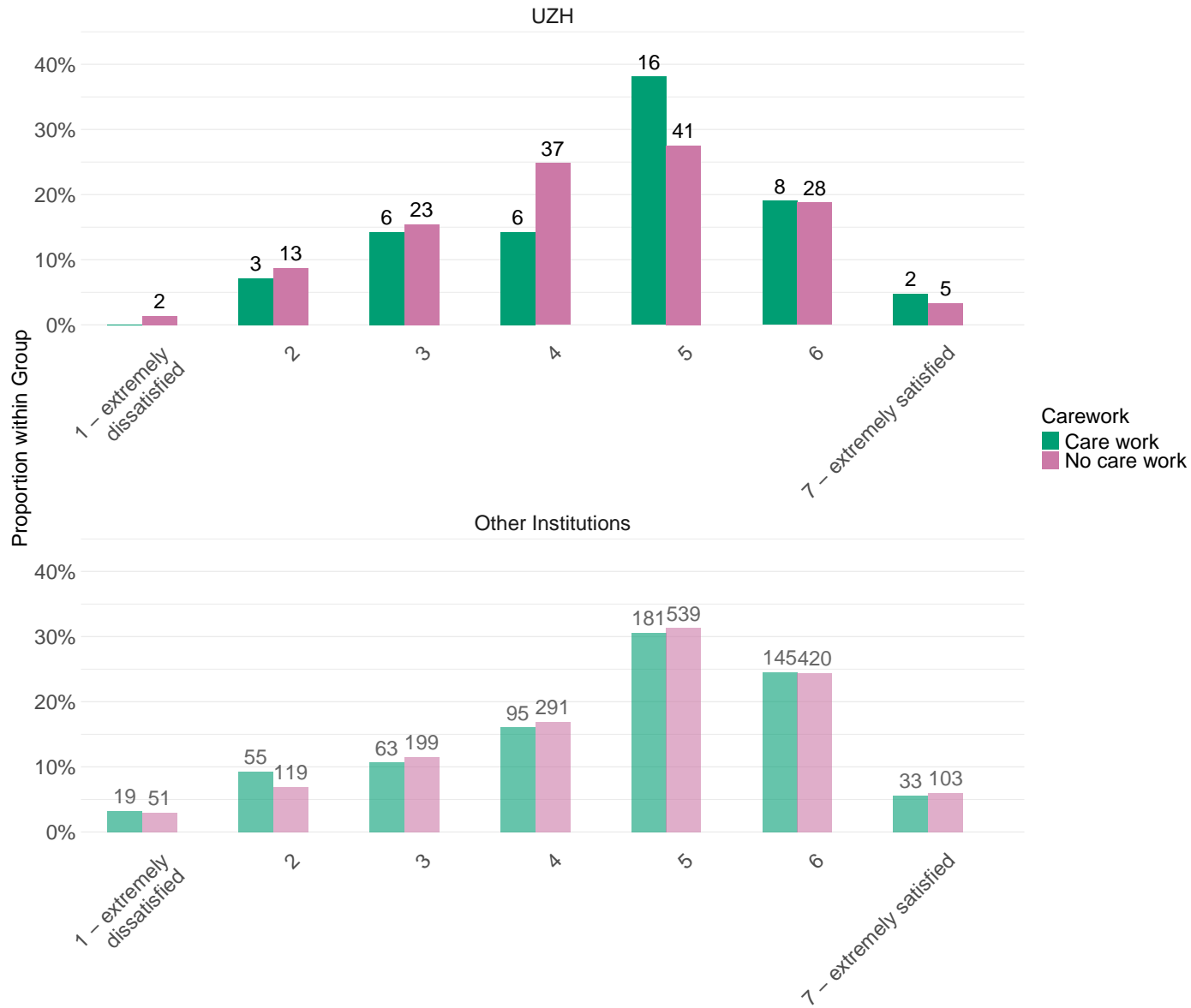
Question: 'Taking everything into consideration, how satisfied do you feel about your job as a whole?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Job Satisfaction by Care Work

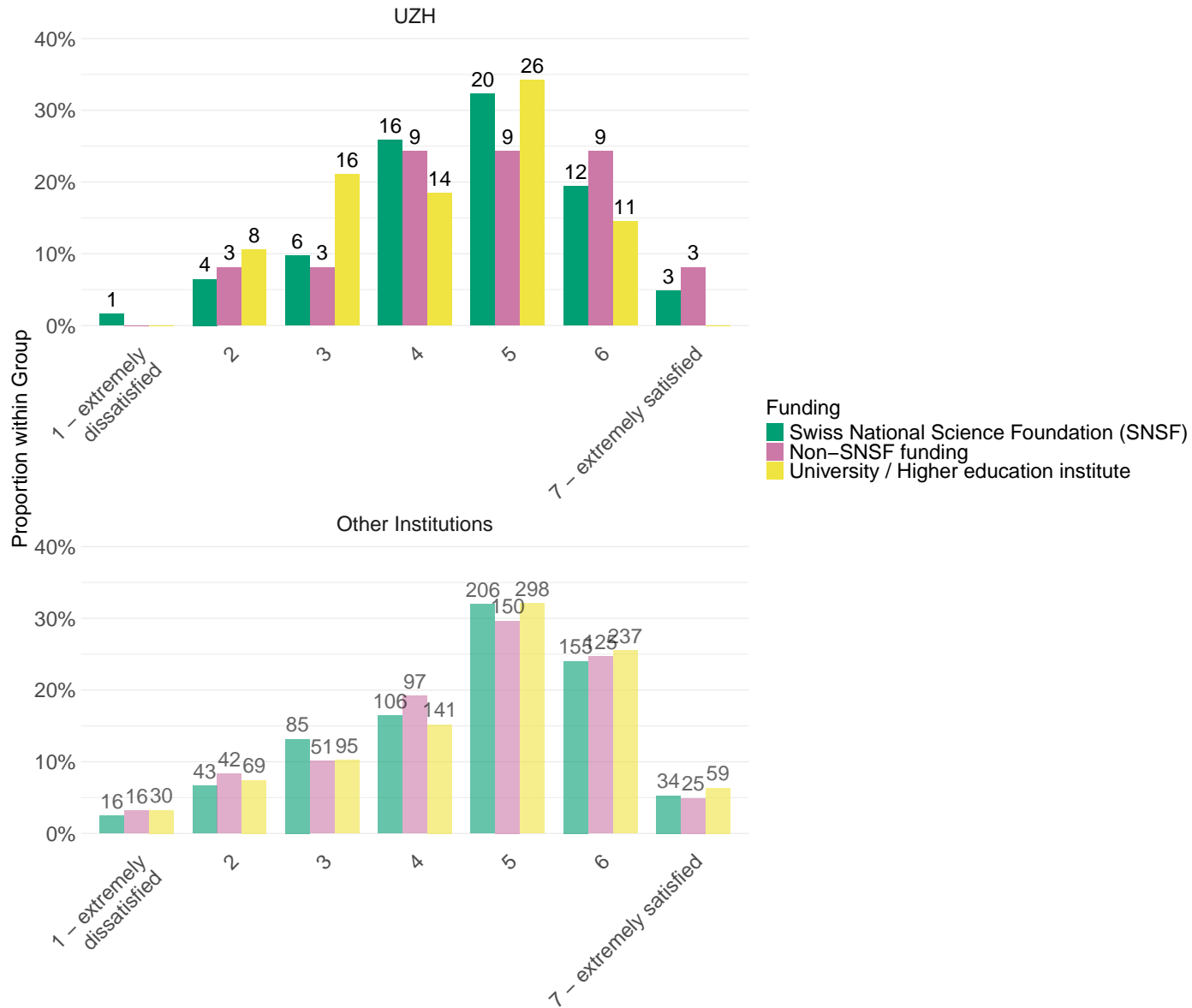
Question: 'Taking everything into consideration, how satisfied do you feel about your job as a whole?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Job Satisfaction by Funding Source

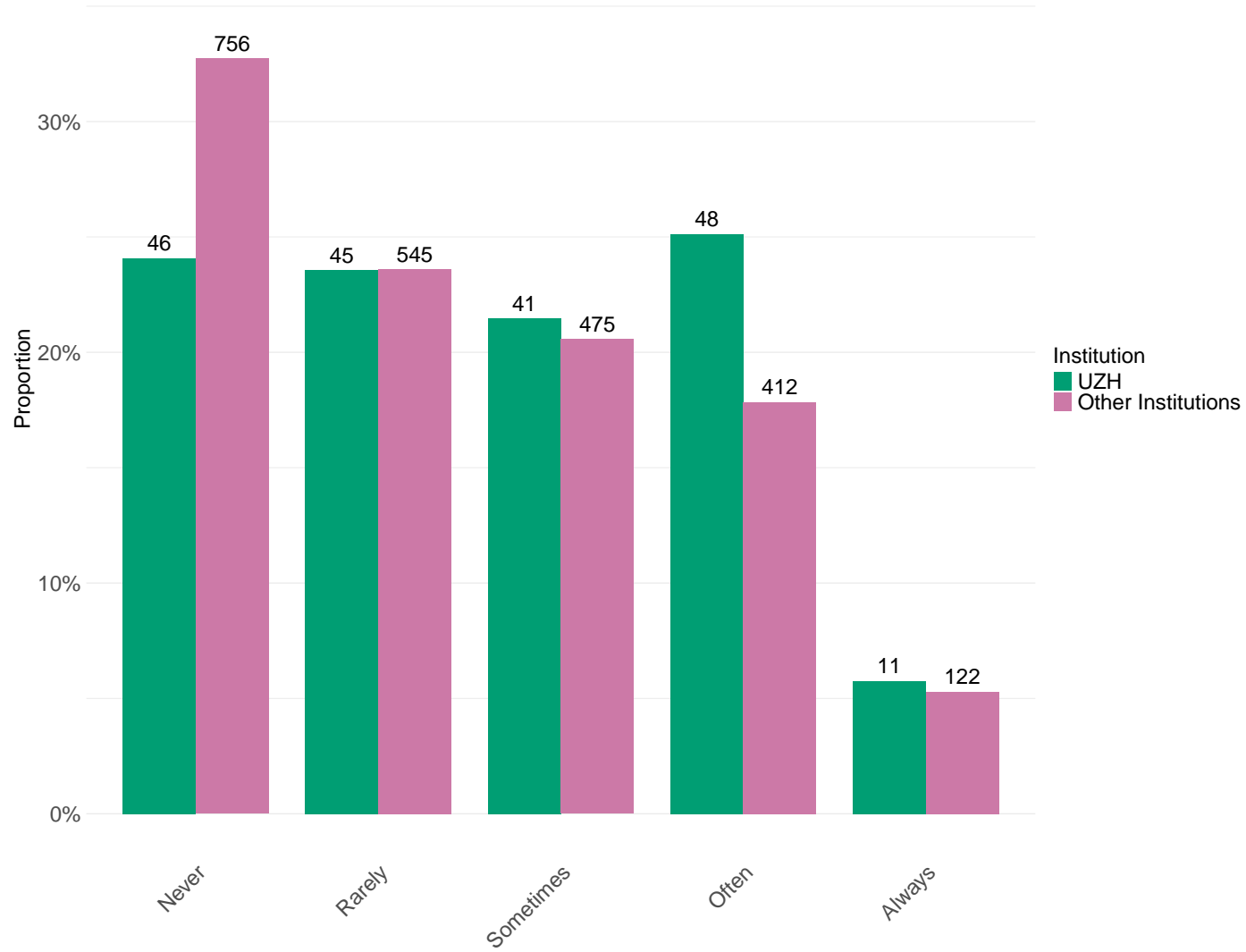
Question: 'Taking everything into consideration, how satisfied do you feel about your job as a whole?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

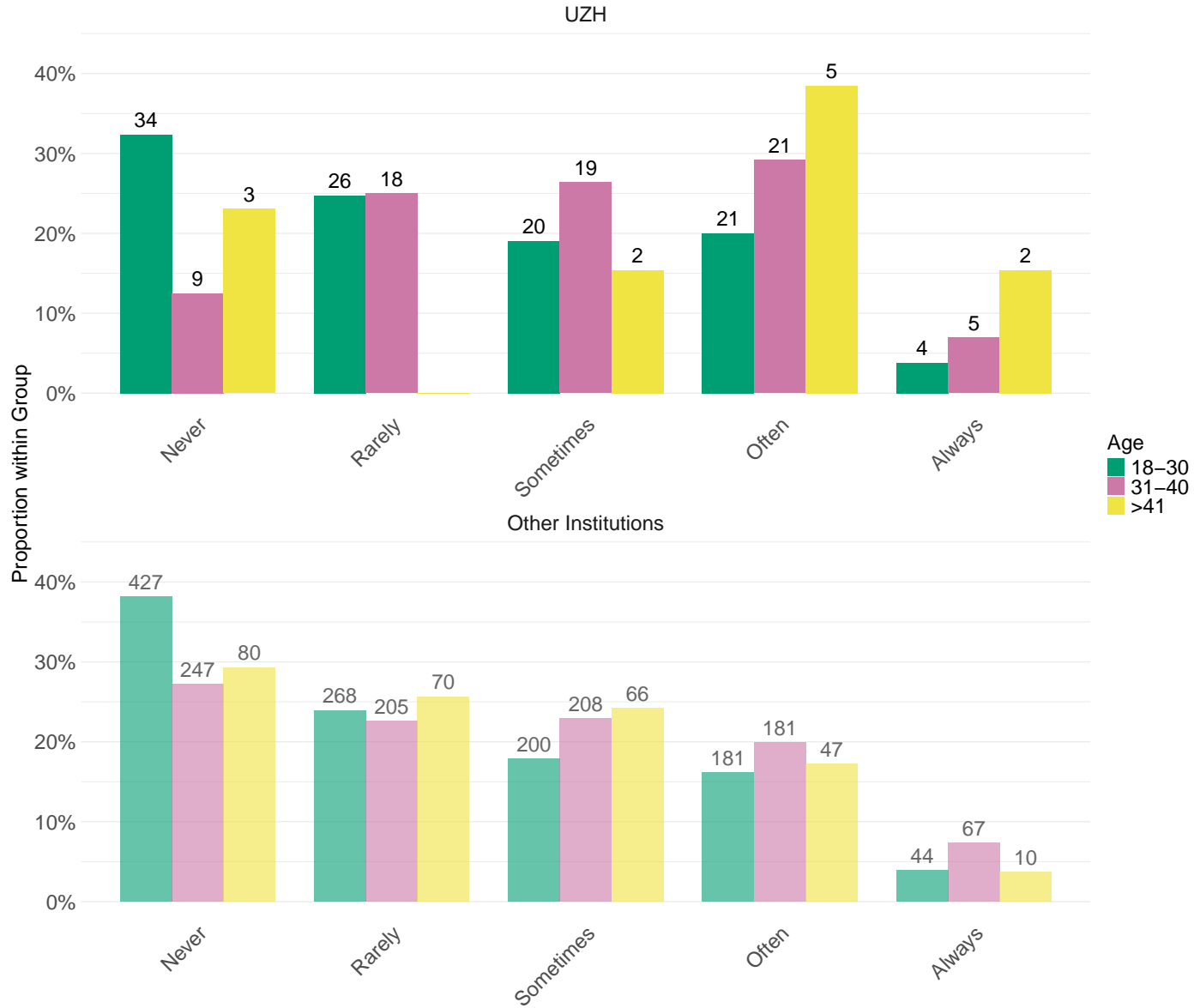
Quitting Intentions

Question: 'How often have you experienced thoughts of quitting your current position due to the working environment in the past year?'



Quitting Intentions by Age

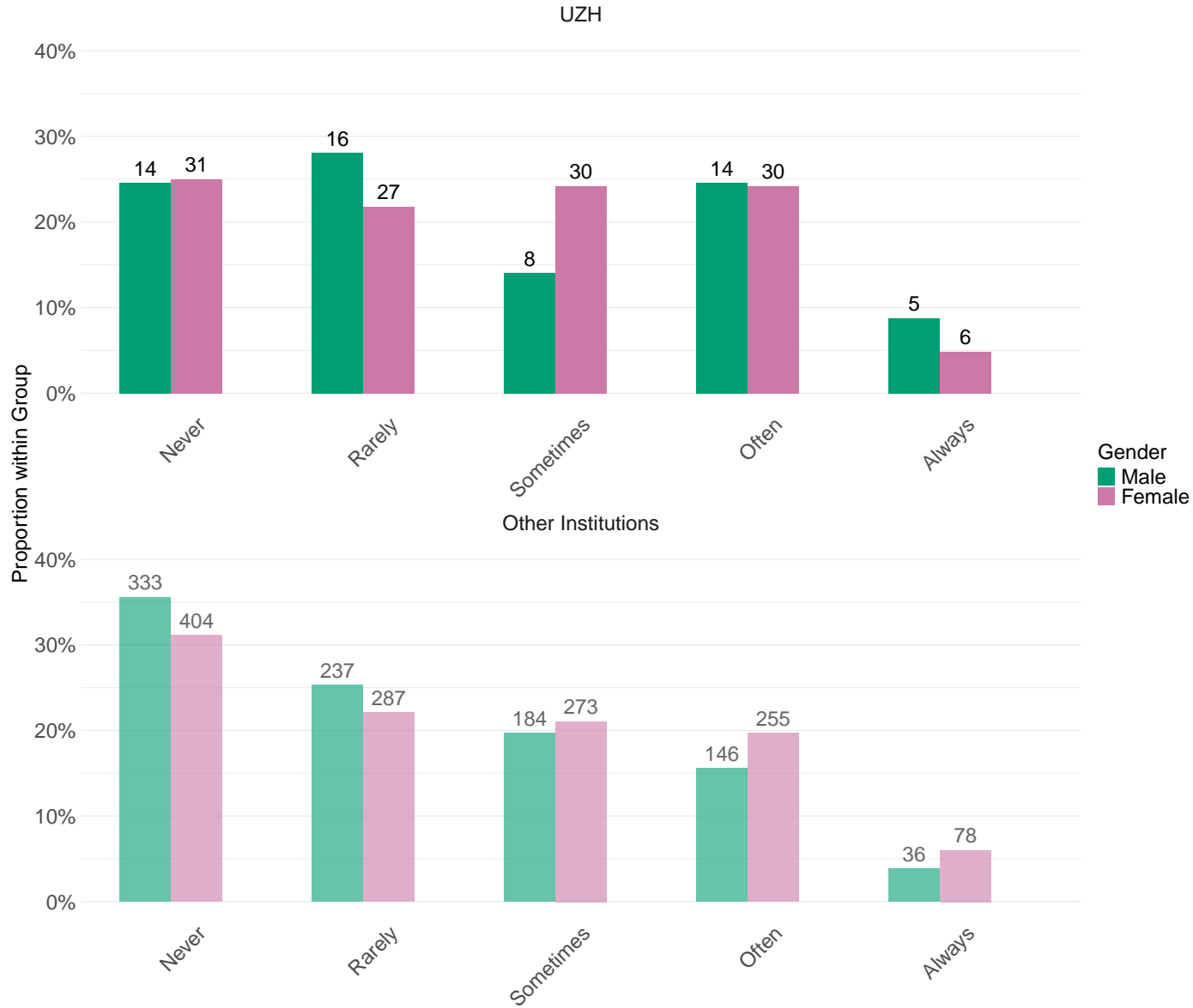
Question: 'How often have you experienced thoughts of quitting your current position due to the working environment in the past year?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Quitting Intentions by Gender

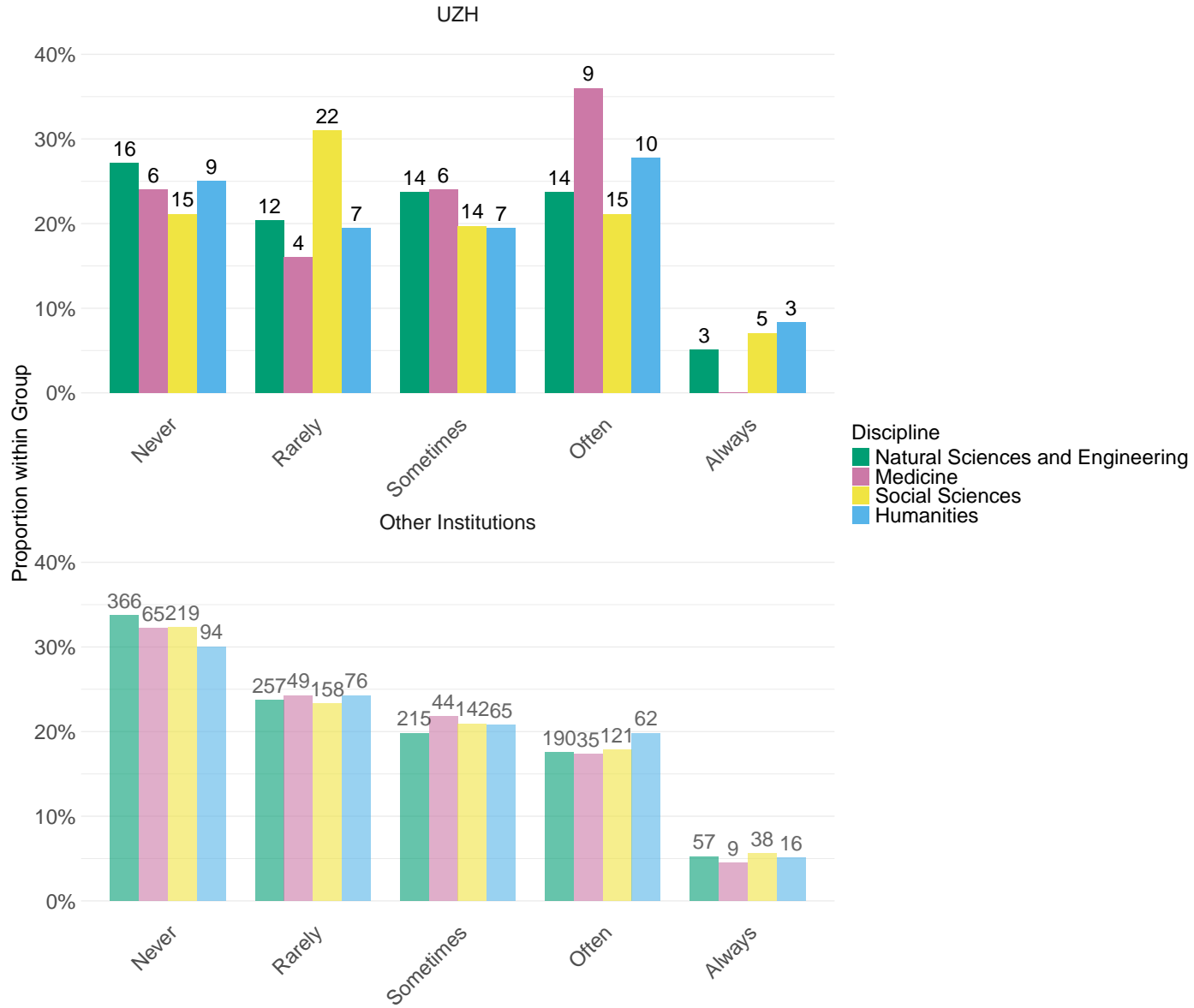
Question: 'How often have you experienced thoughts of quitting your current position due to the working environment in the past year?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Quitting Intentions by Research Discipline

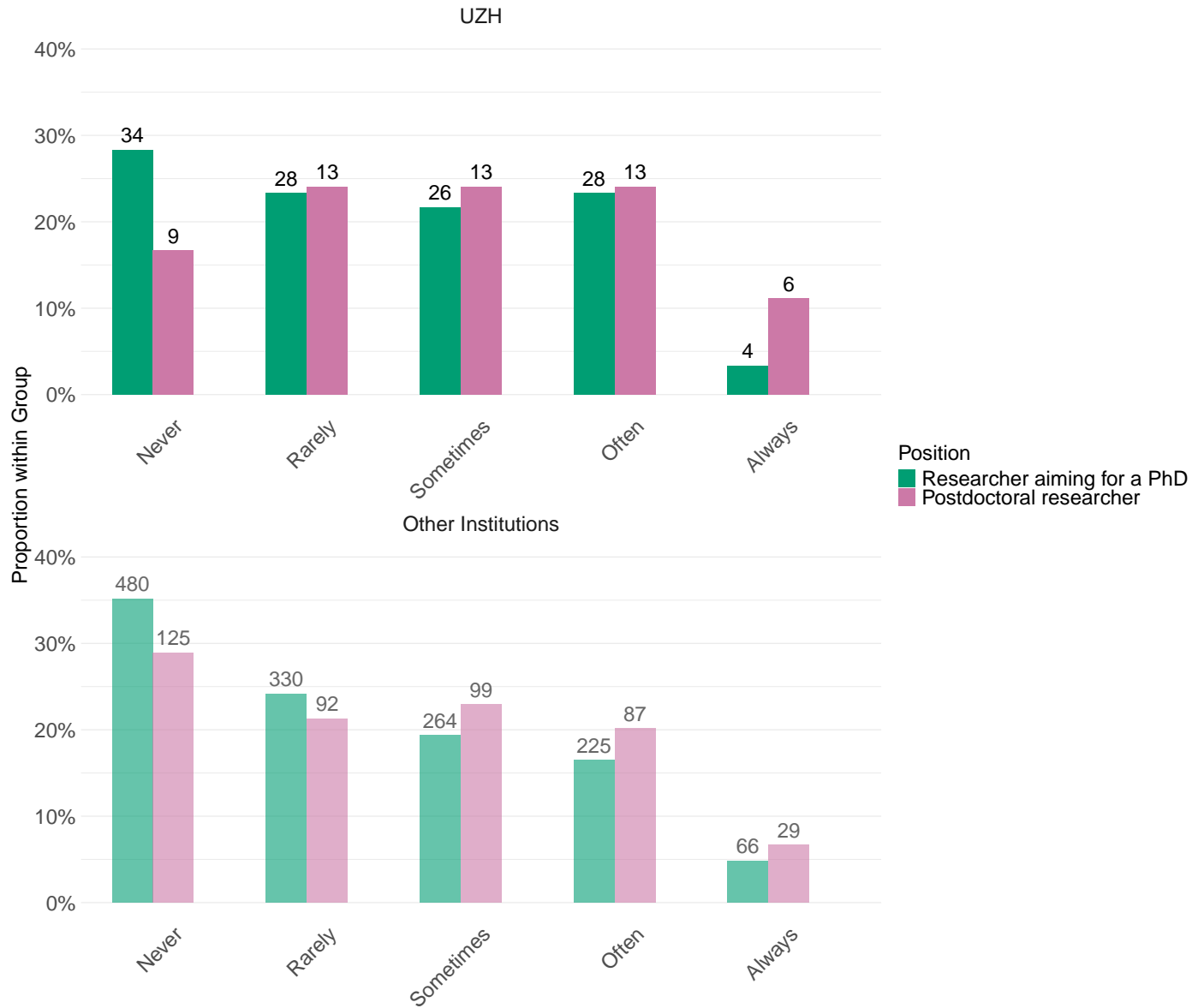
Question: 'How often have you experienced thoughts of quitting your current position due to the working environment in the past year?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Quitting Intentions by Position Type

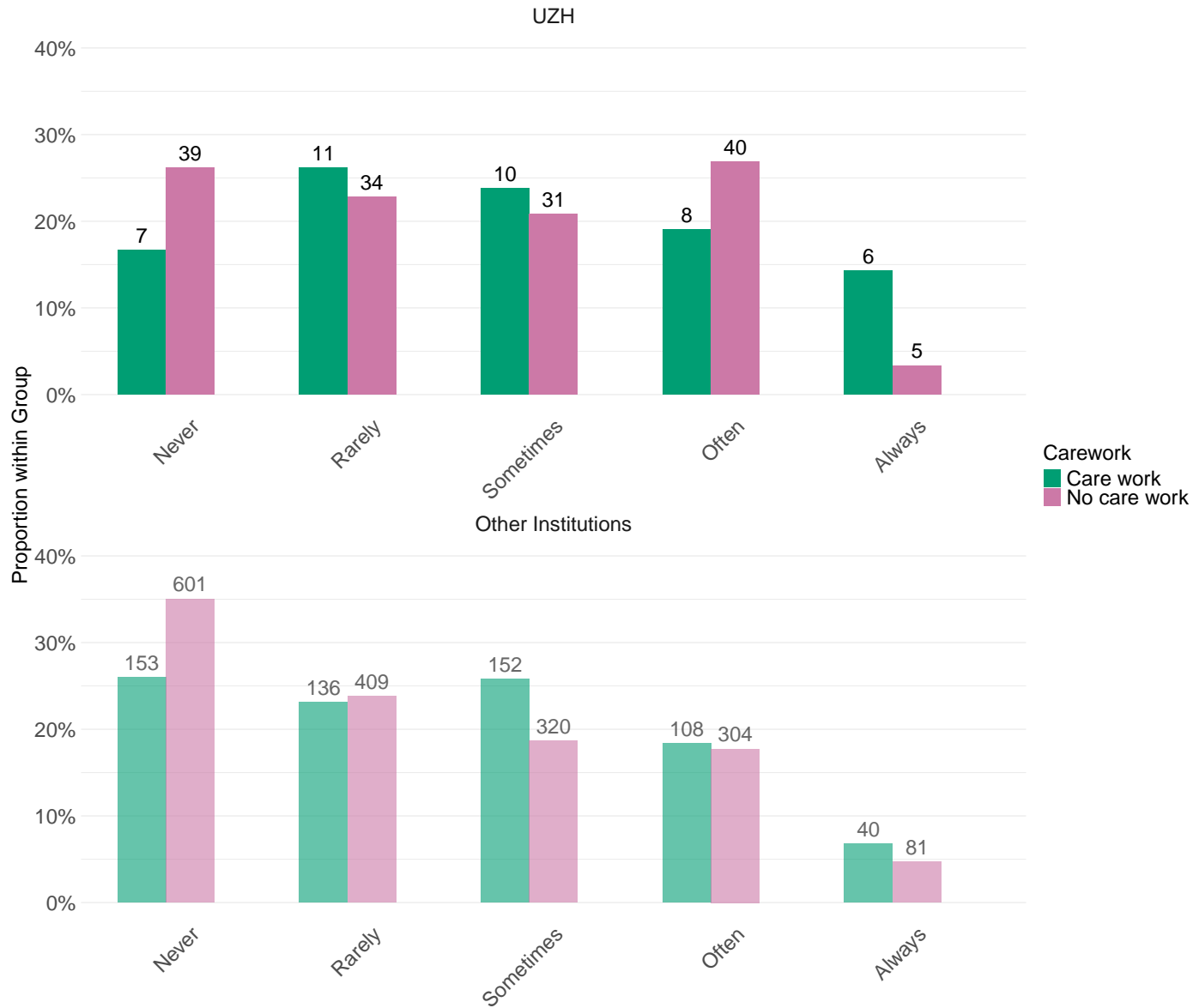
Question: 'How often have you experienced thoughts of quitting your current position due to the working environment in the past year?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Quitting Intentions by Care Work

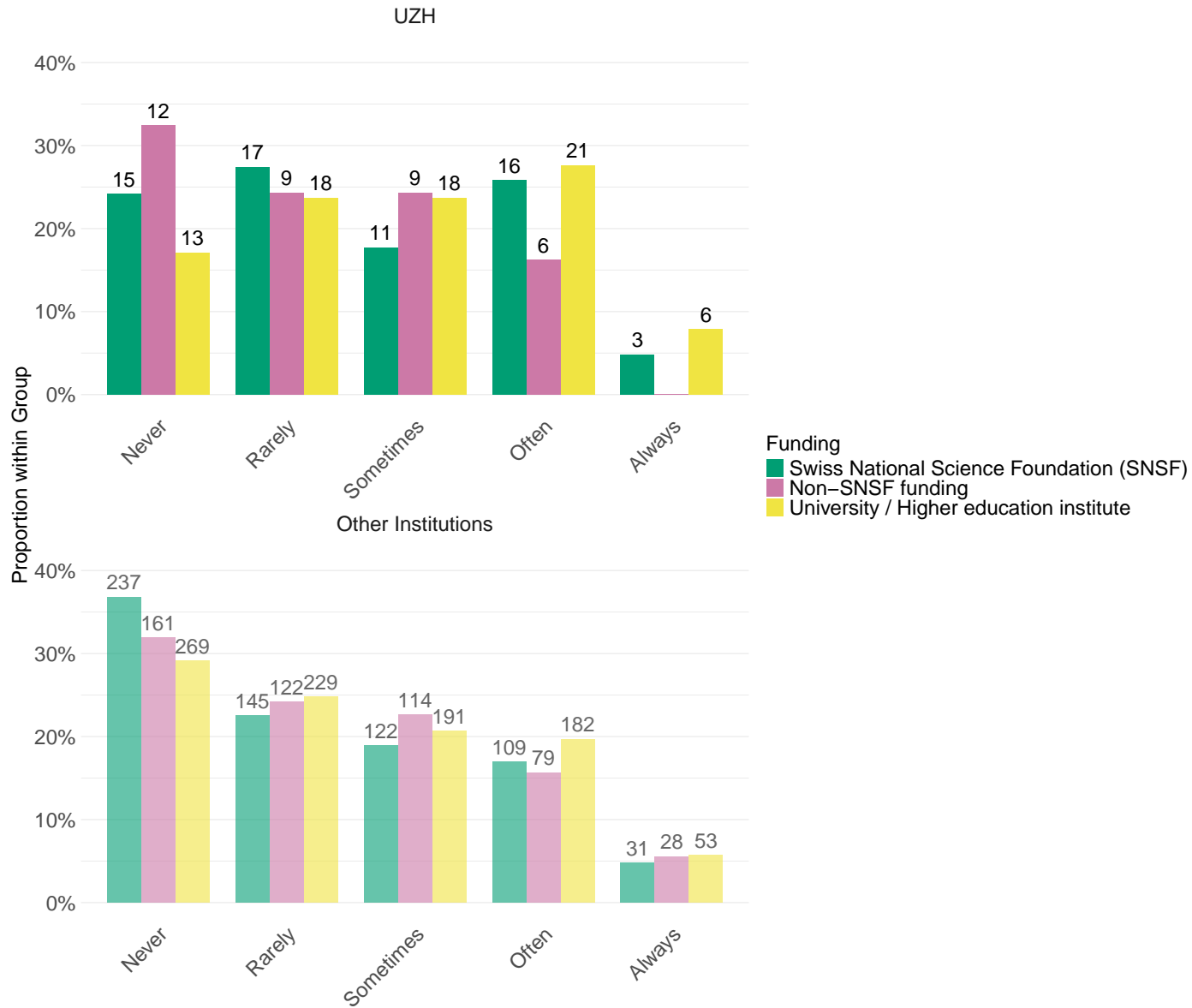
Question: 'How often have you experienced thoughts of quitting your current position due to the working environment in the past year?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Quitting Intentions by Funding Source

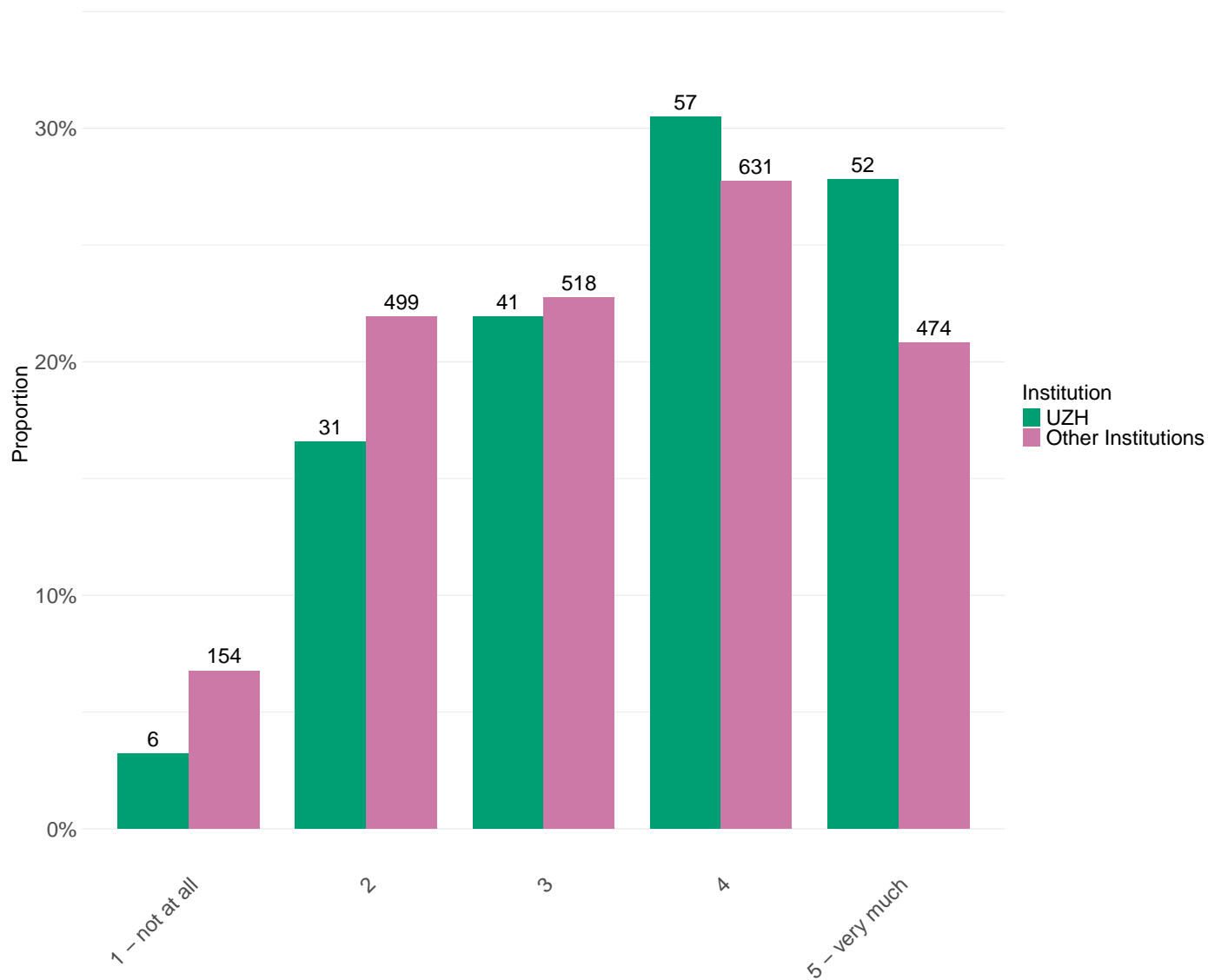
Question: 'How often have you experienced thoughts of quitting your current position due to the working environment in the past year?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

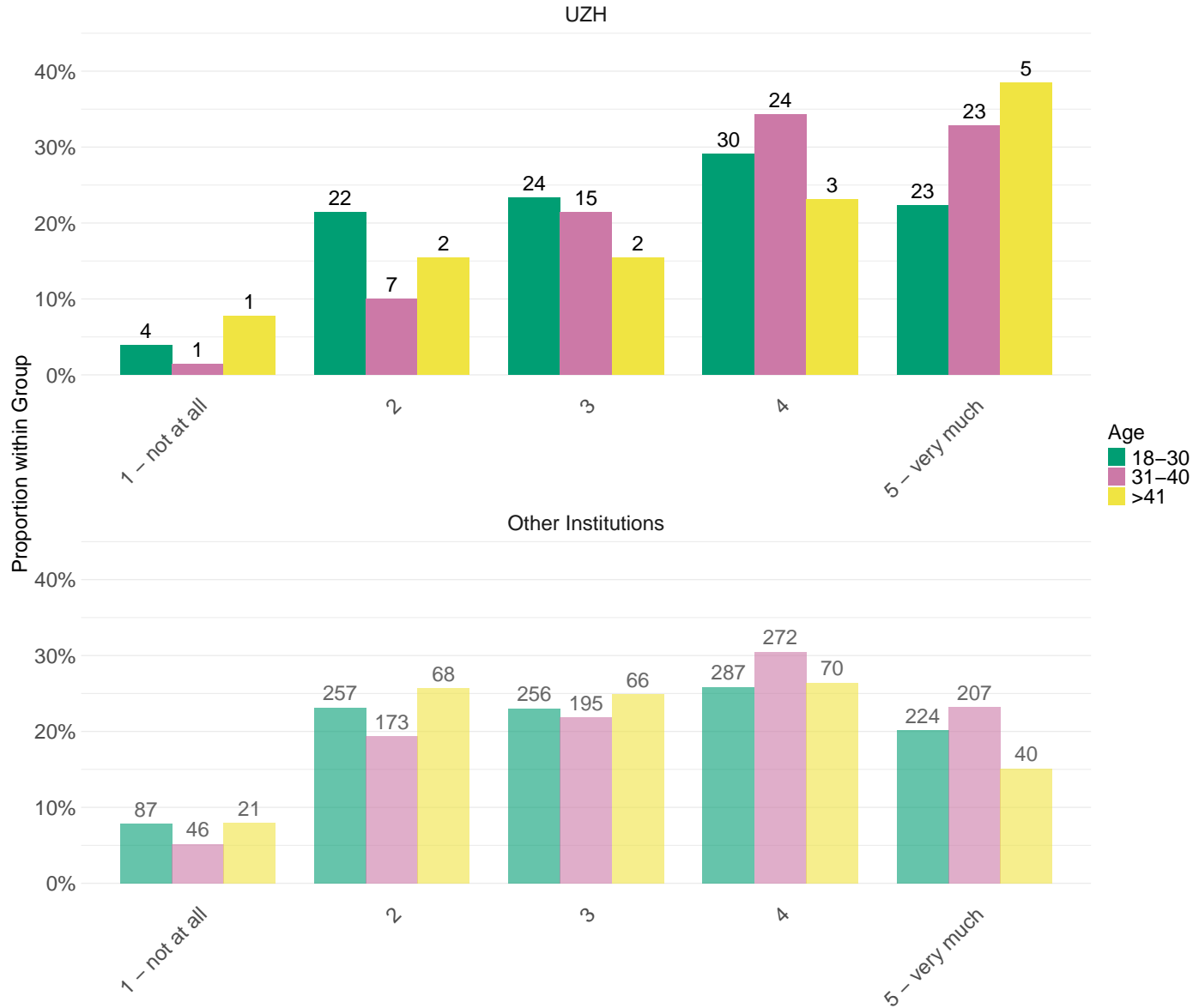
Stress

Question: 'Stress means a situation in which a person feels tense, restless, nervous or anxious or is unable to sleep at night because their mind is troubled all the time. Do you feel this kind of stress these days?'



Stress by Age

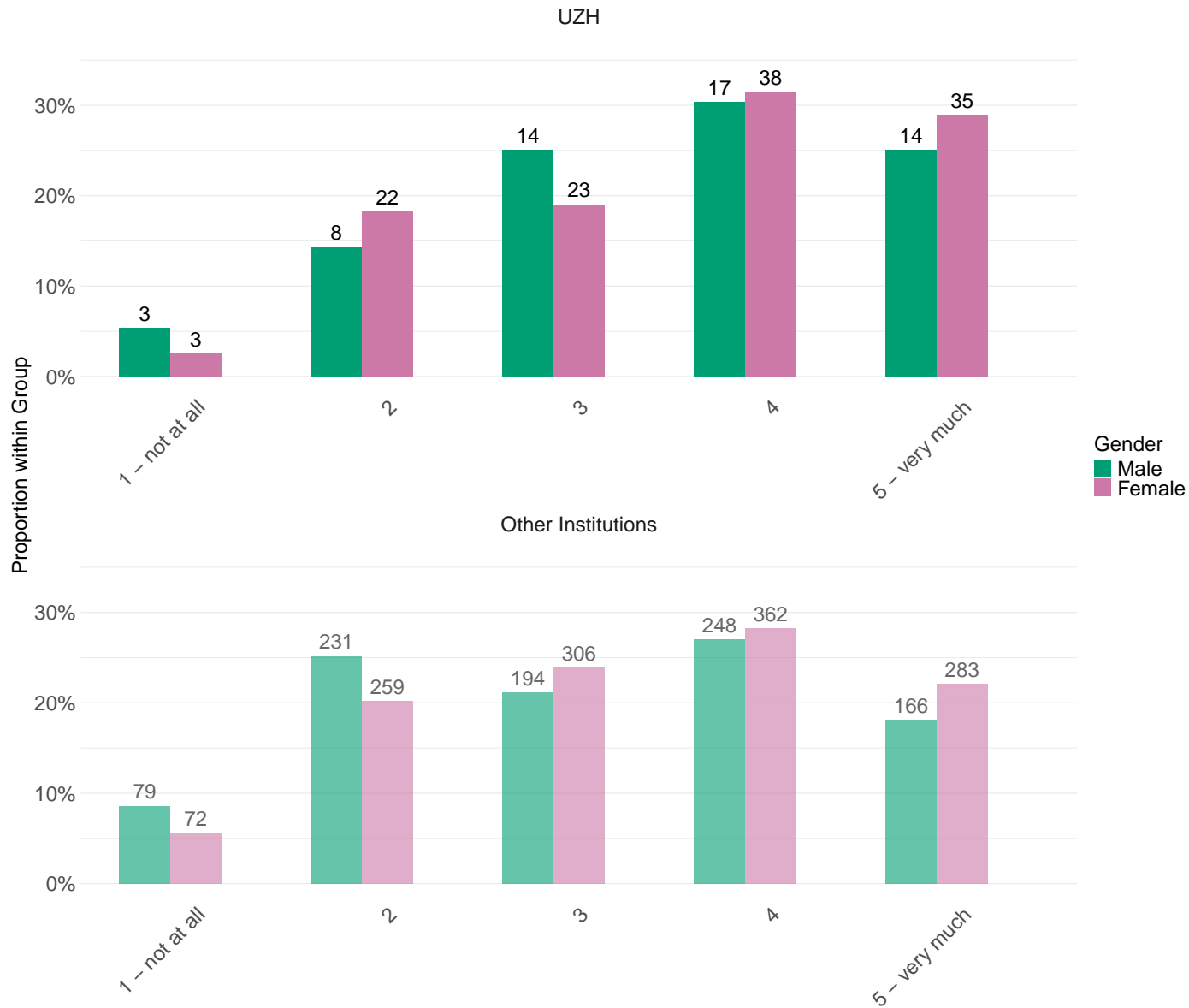
Question: 'Stress means a situation in which a person feels tense, restless, nervous or anxious or is unable to sleep at night because their mind is troubled all the time. Do you feel this kind of stress these days?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Stress by Gender

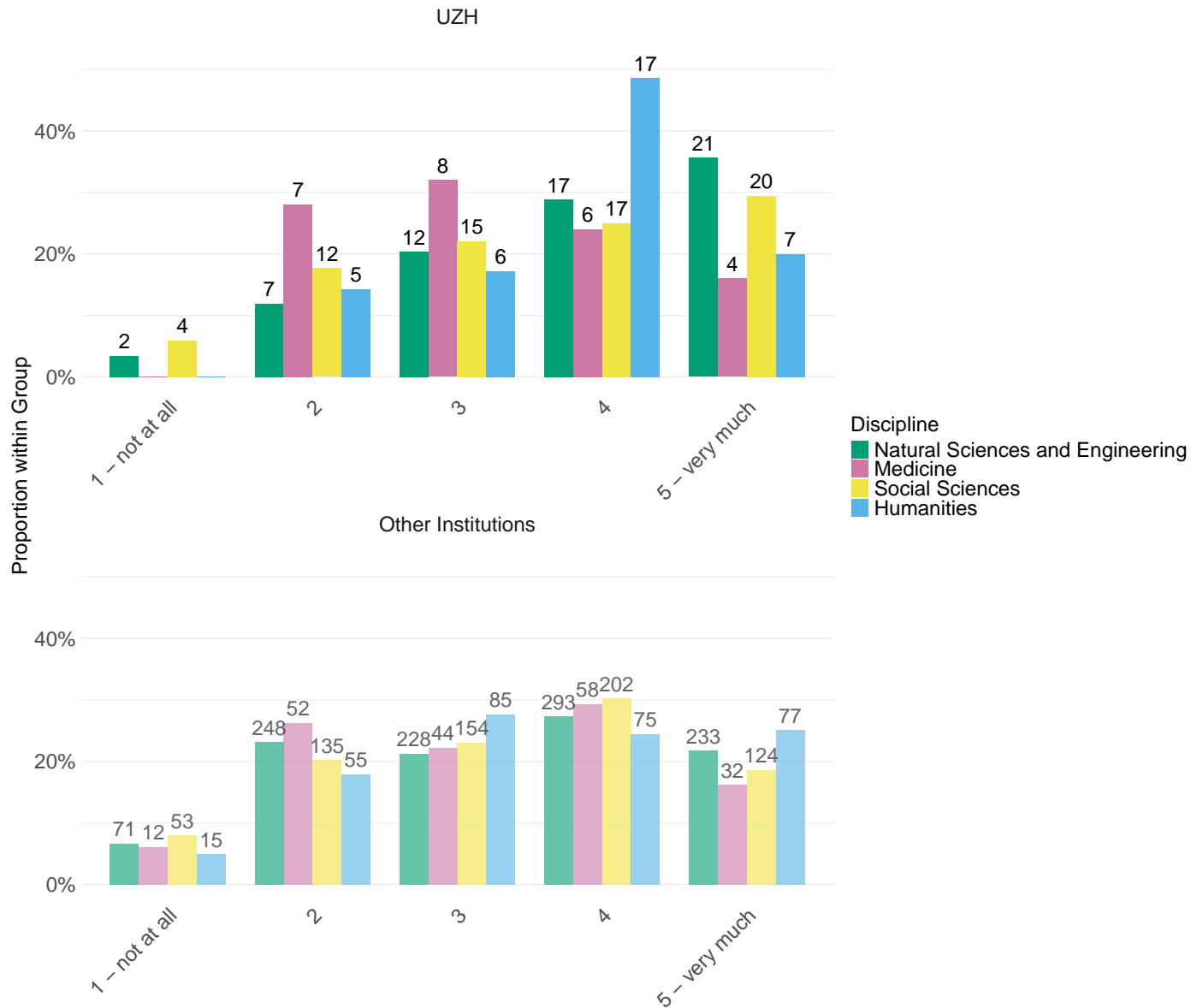
Question: 'Stress means a situation in which a person feels tense, restless, nervous or anxious or is unable to sleep at night because their mind is troubled all the time. Do you feel this kind of stress these days?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Stress by Research Discipline

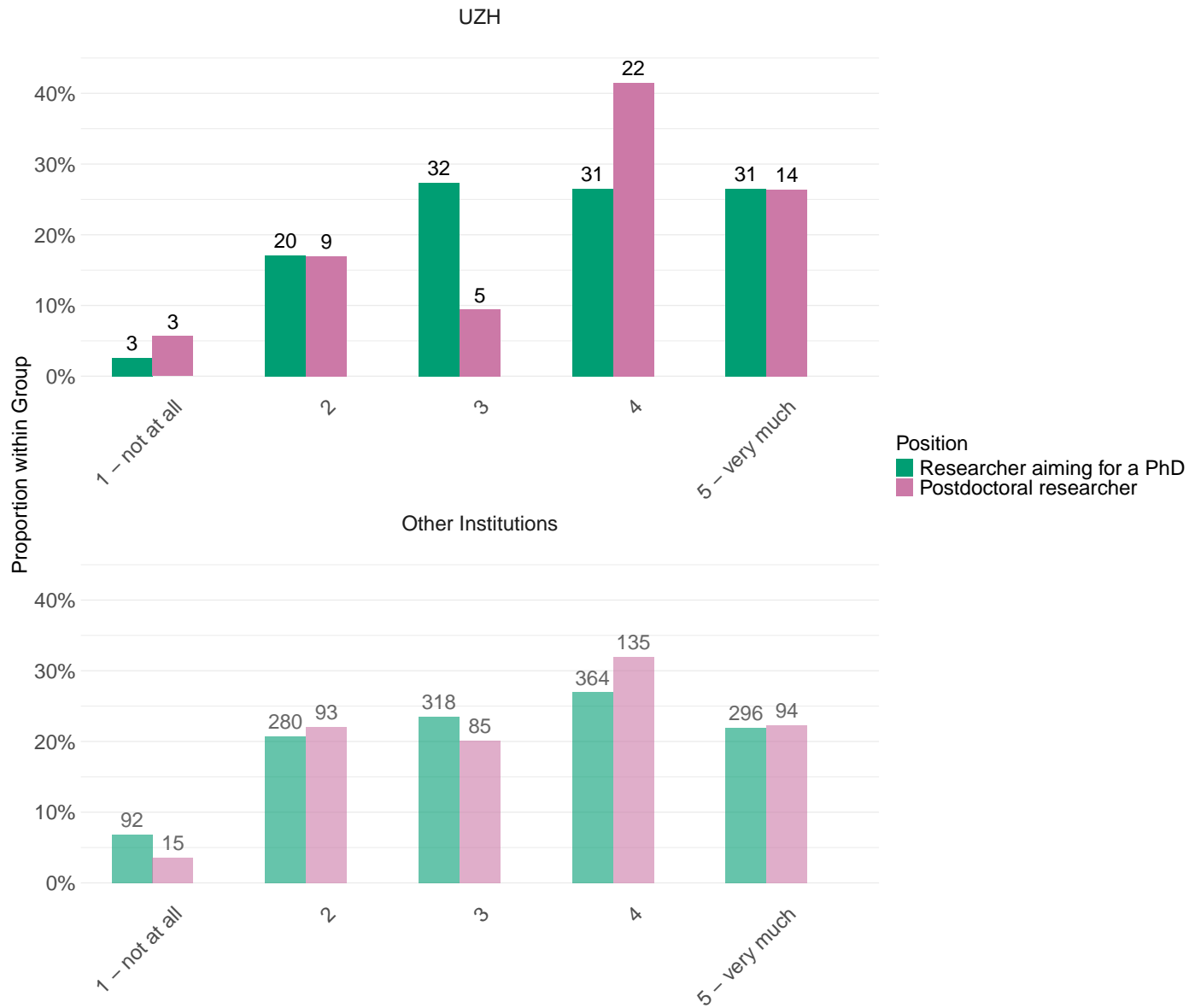
Question: 'Stress means a situation in which a person feels tense, restless, nervous or anxious or is unable to sleep at night because their mind is troubled all the time. Do you feel this kind of stress these days?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Stress by Position Type

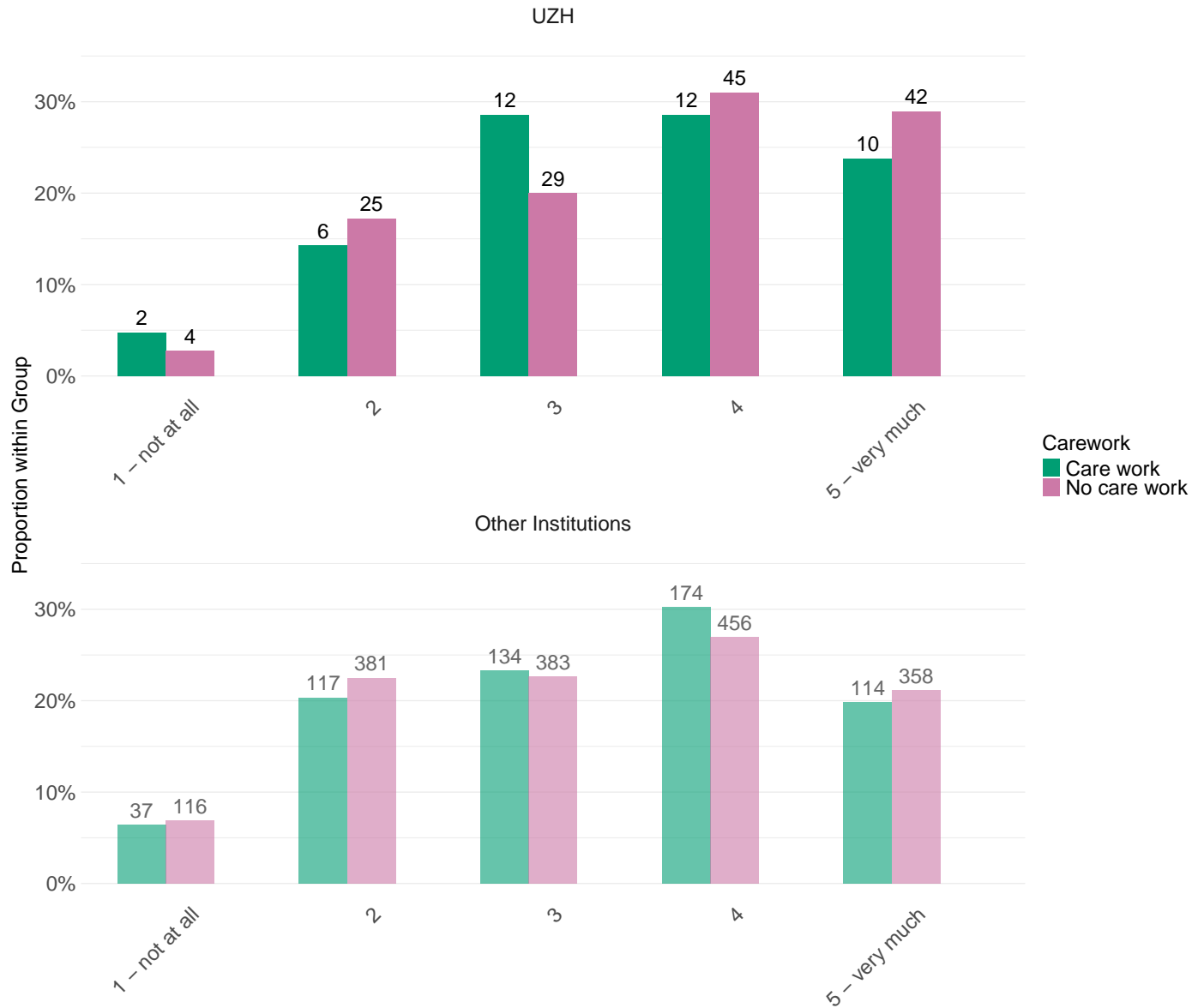
Question: 'Stress means a situation in which a person feels tense, restless, nervous or anxious or is unable to sleep at night because their mind is troubled all the time. Do you feel this kind of stress these days?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Stress by Care Work

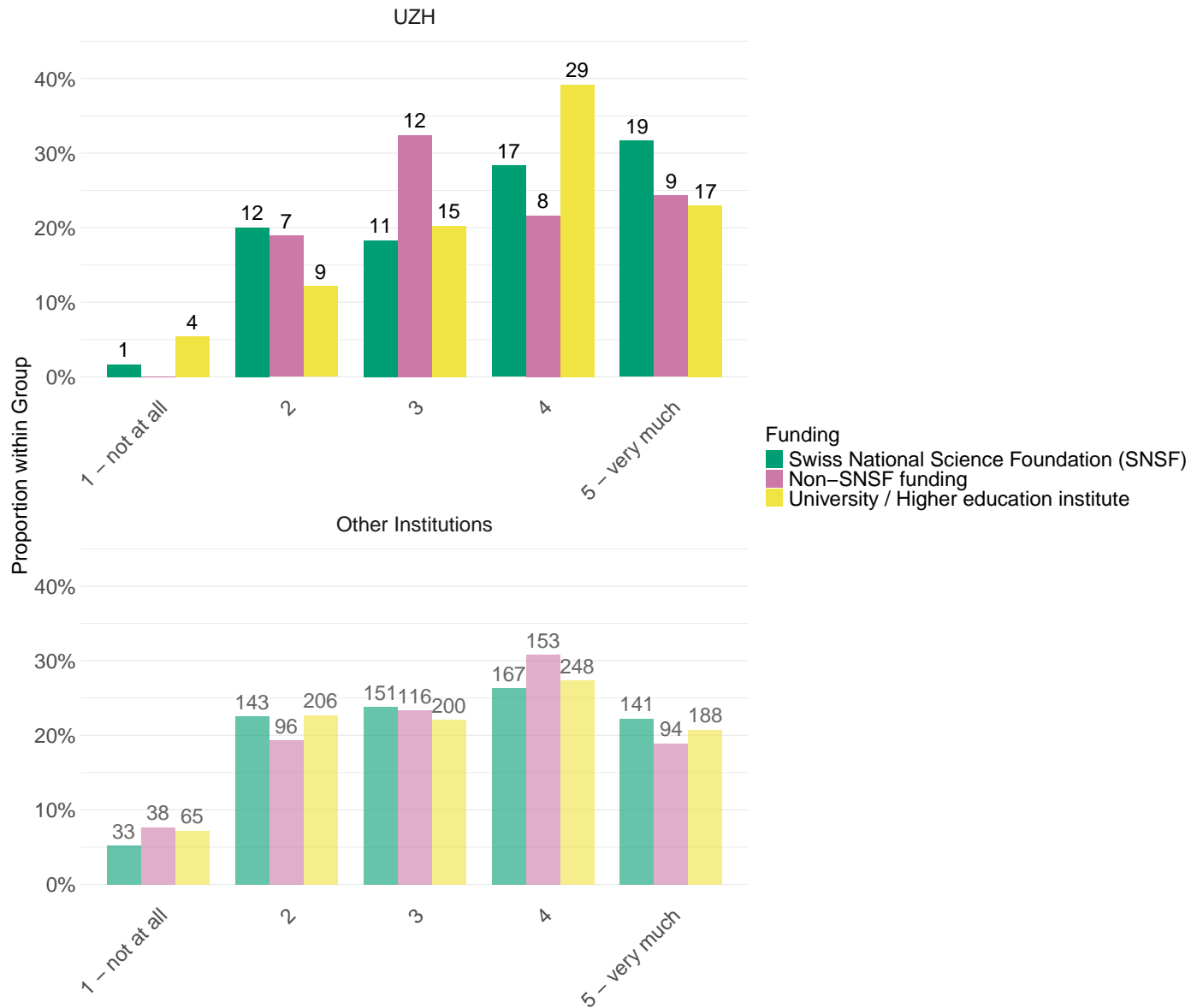
Question: 'Stress means a situation in which a person feels tense, restless, nervous or anxious or is unable to sleep at night because their mind is troubled all the time. Do you feel this kind of stress these days?'



If overall groups with less than 10 responses exists, they are not visible in the plot.

Stress by Funding Source

Question: 'Stress means a situation in which a person feels tense, restless, nervous or anxious or is unable to sleep at night because their mind is troubled all the time. Do you feel this kind of stress these days?'

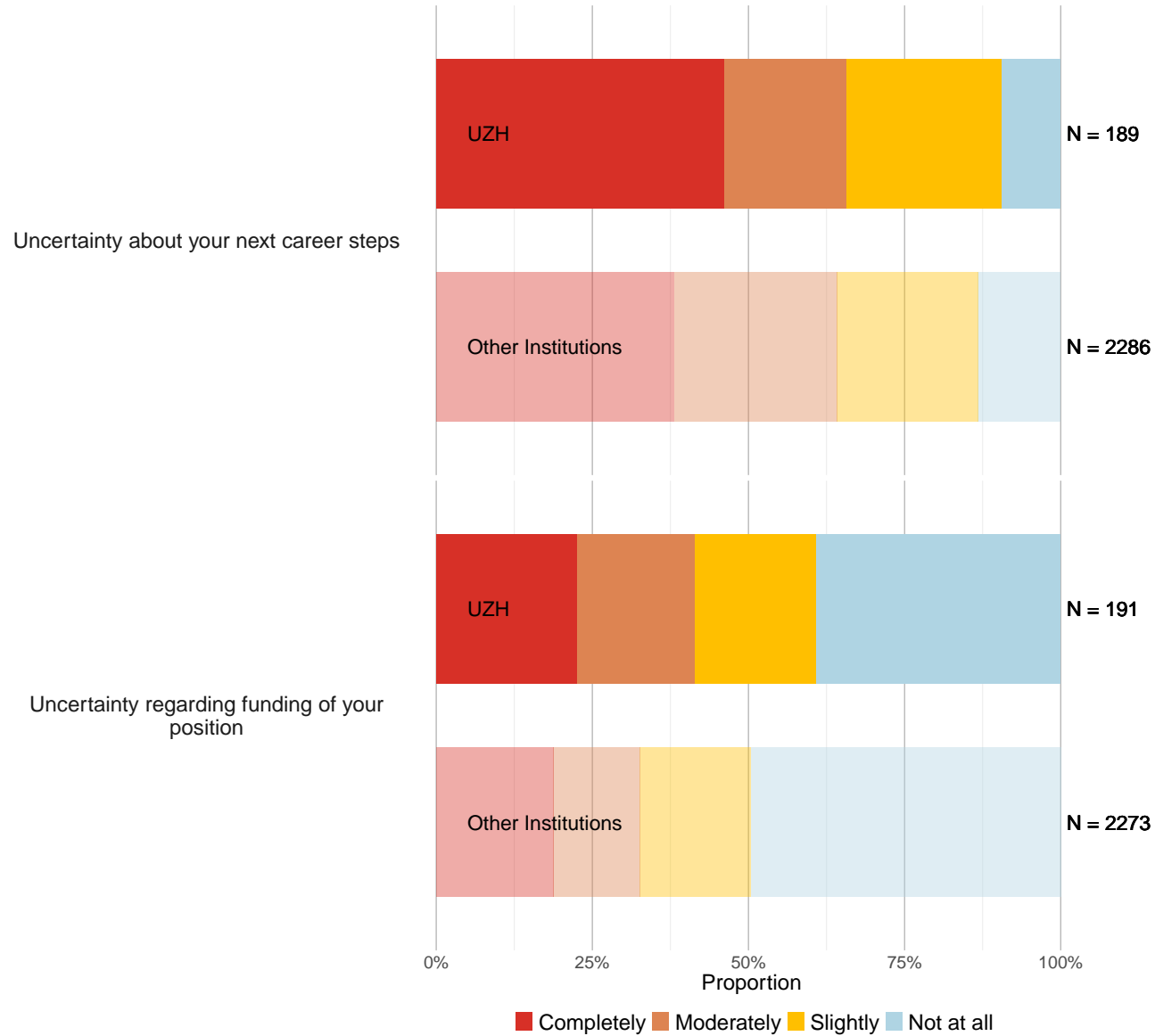


If overall groups with less than 10 responses exists, they are not visible in the plot.

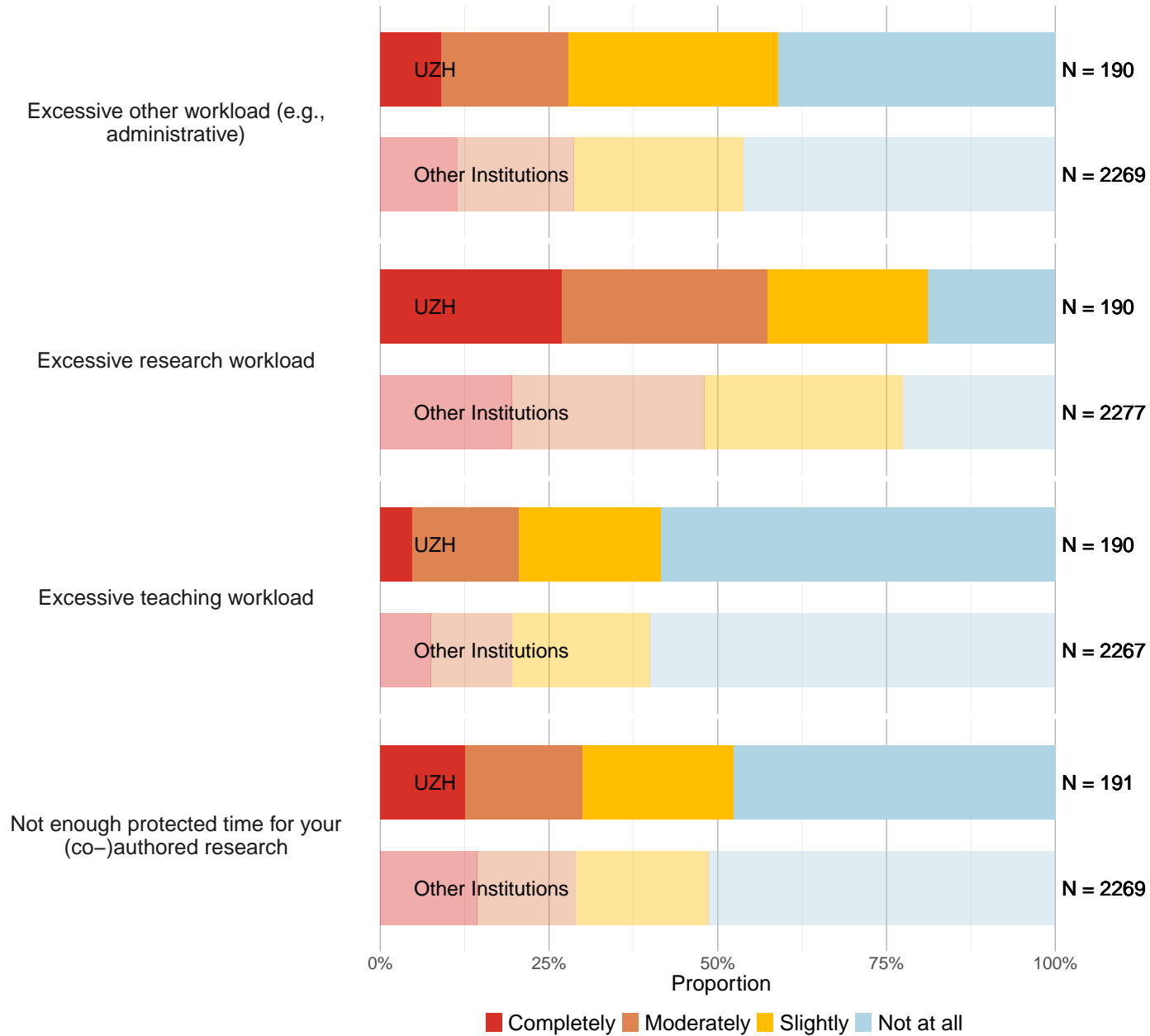
Stressors

System Stressors

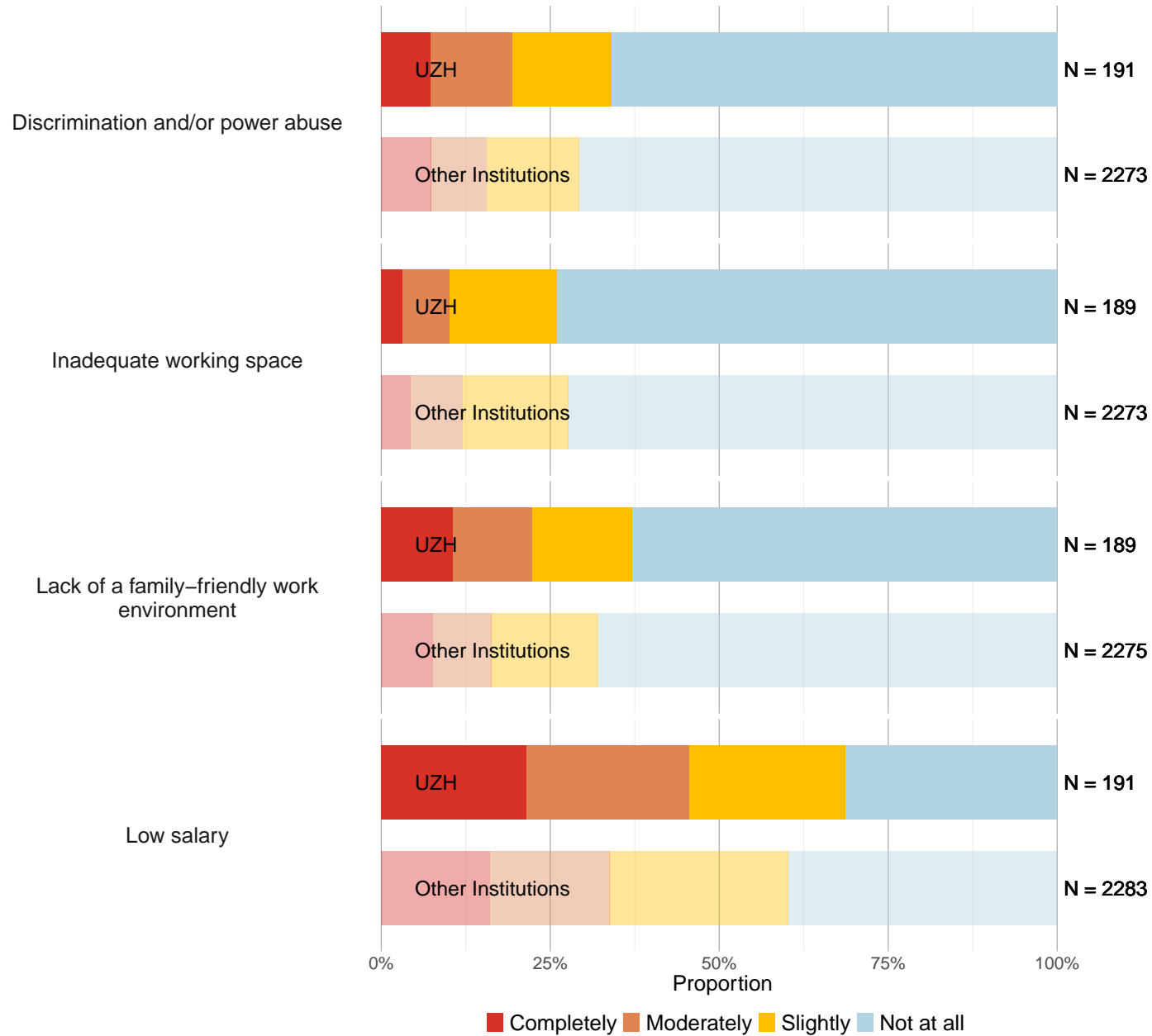
Question: 'To what degree is the following causing you stress currently?'



Question: 'To what degree is the following causing you stress currently?'

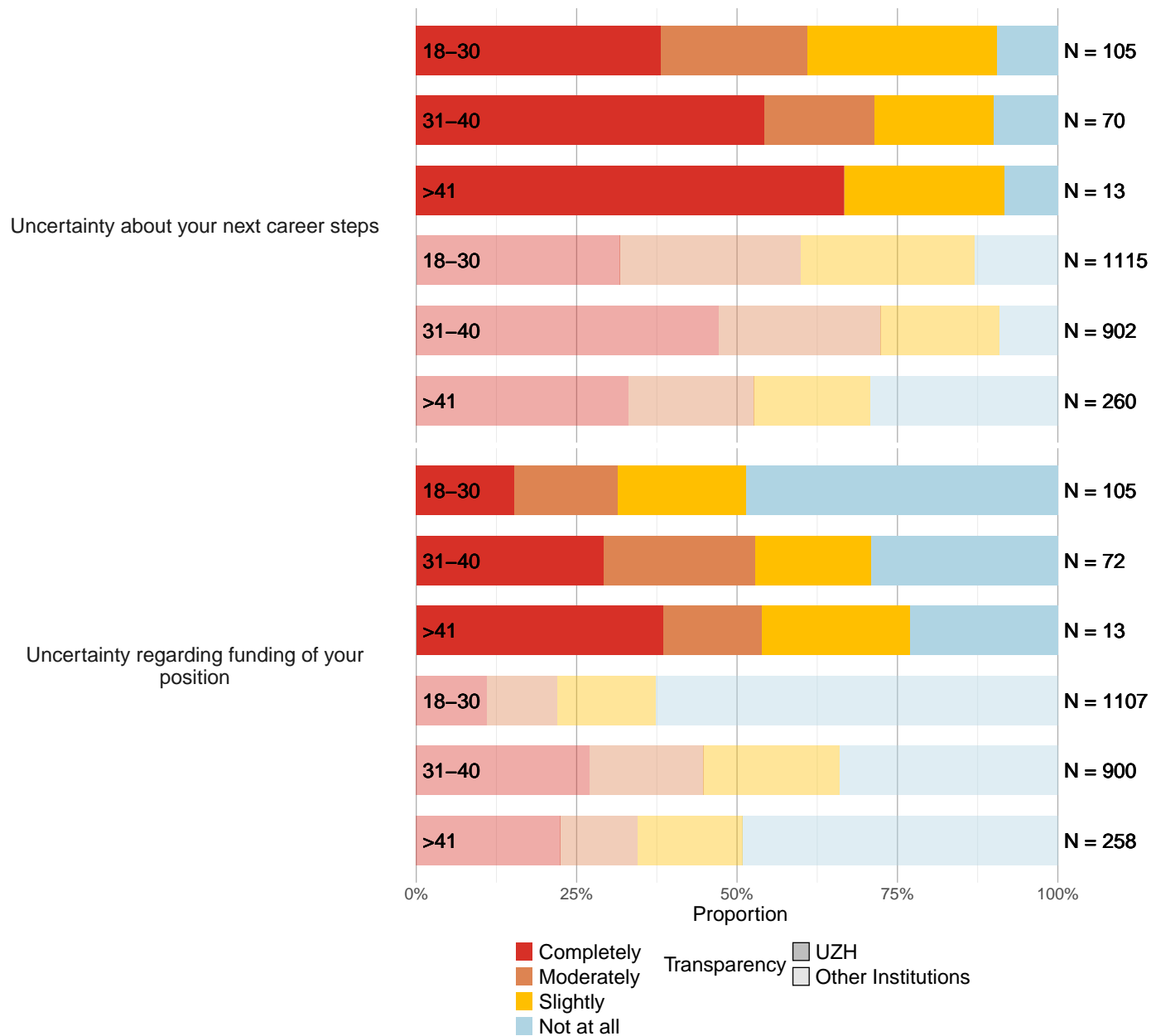


Question: 'To what degree is the following causing you stress currently?'



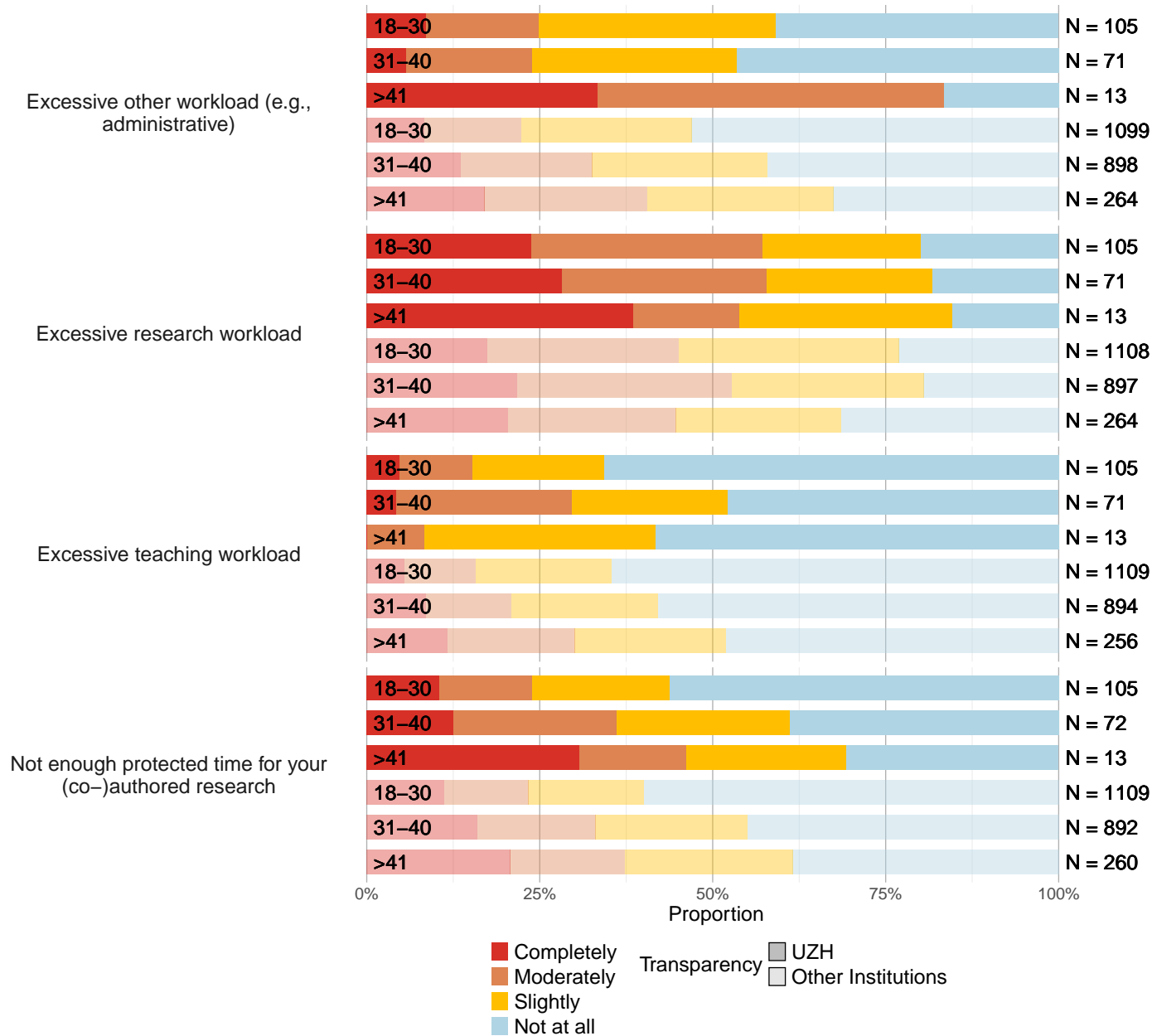
System Stressors by Age

Question: 'To what degree is the following causing you stress currently?'



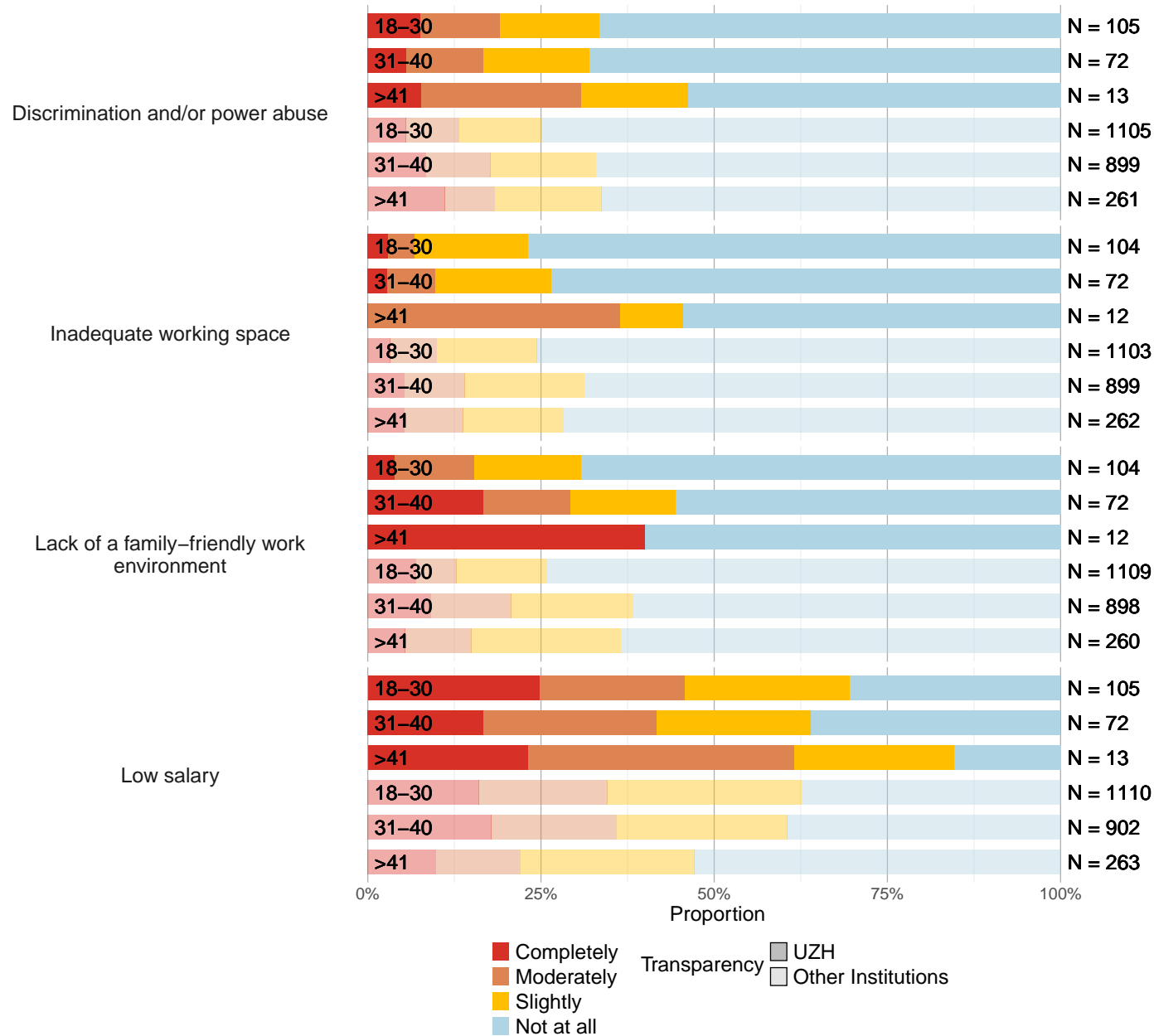
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

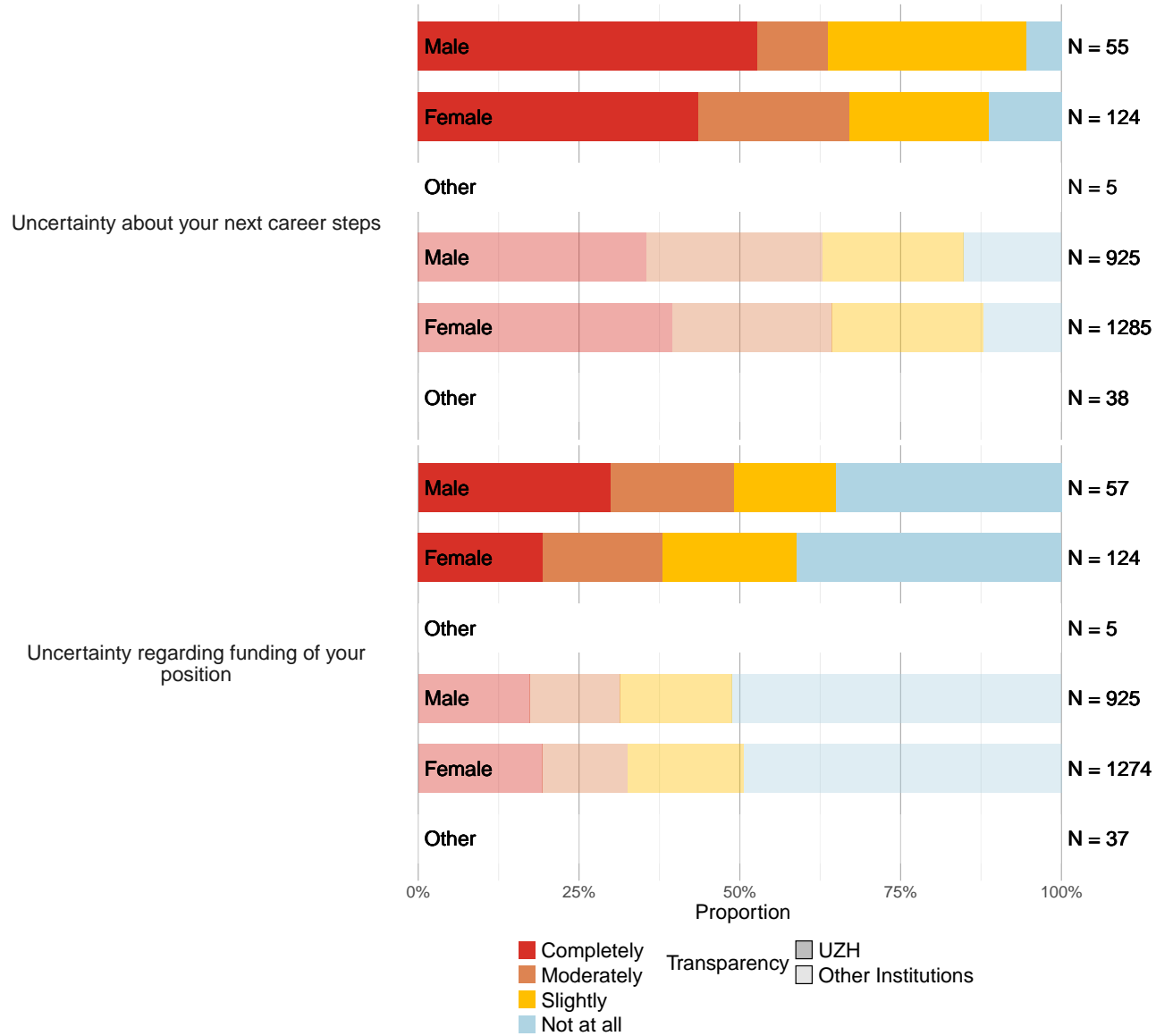
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

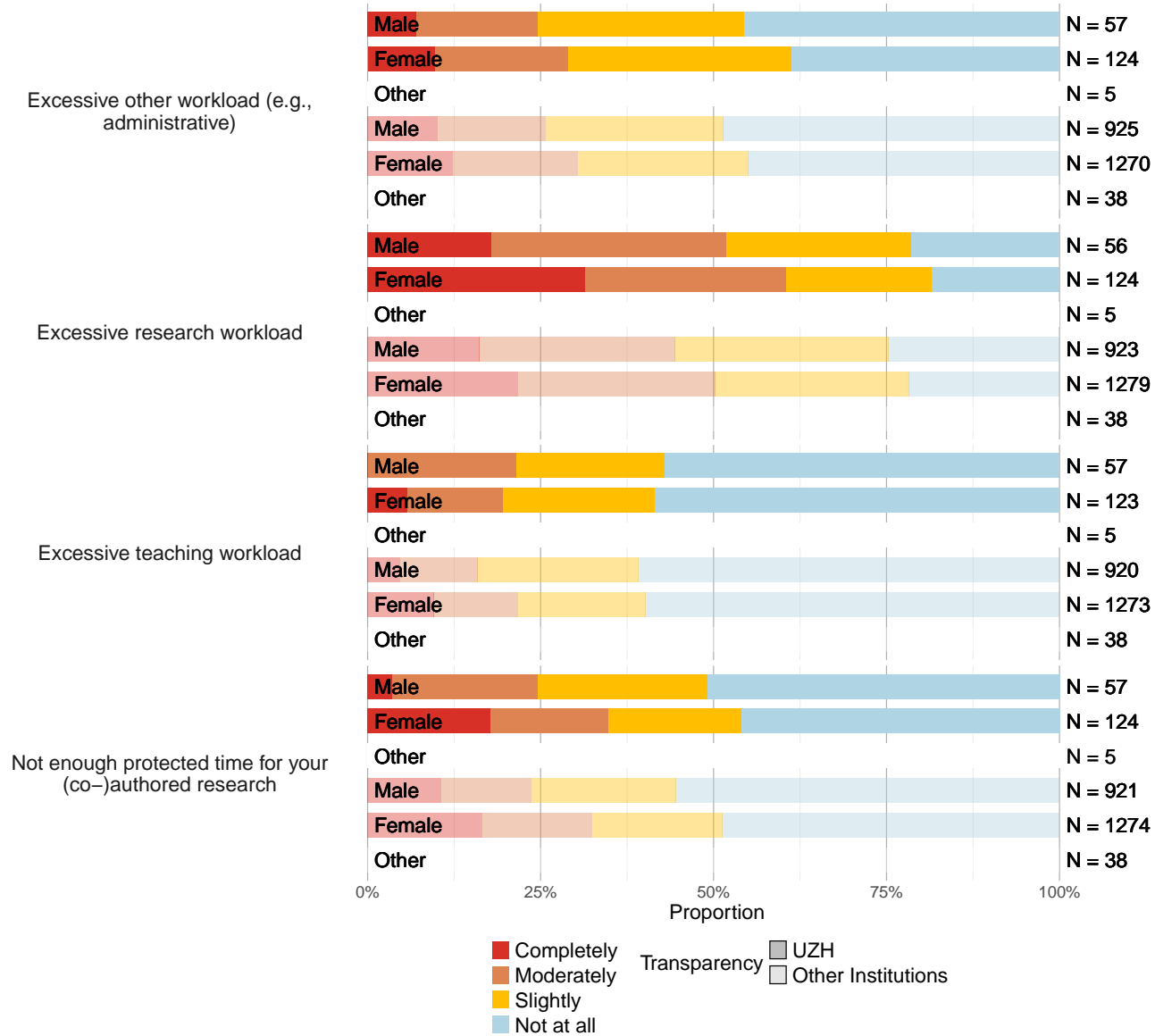
System Stressors by Gender

Question: 'To what degree is the following causing you stress currently?'

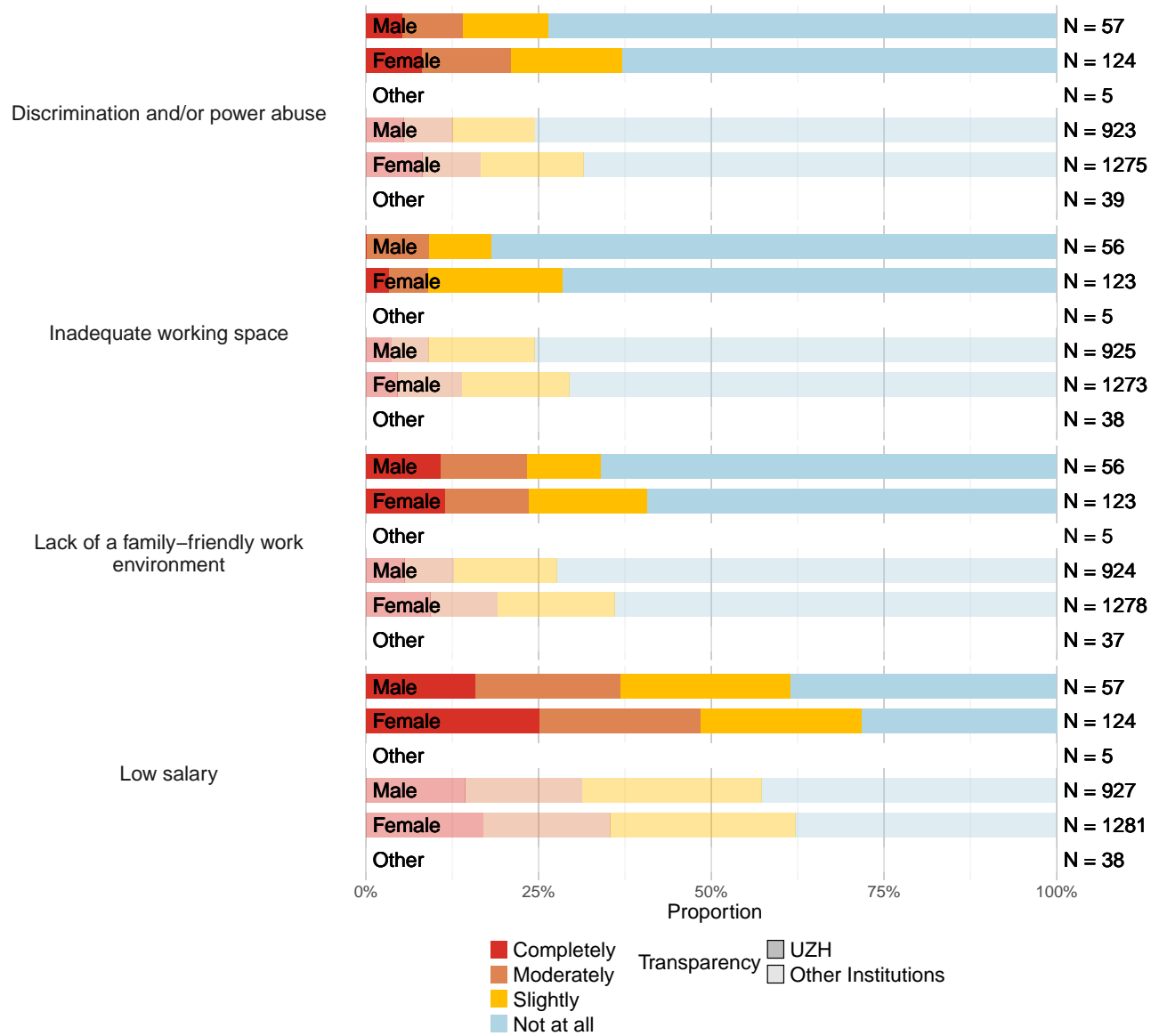


Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what degree is the following causing you stress currently?'



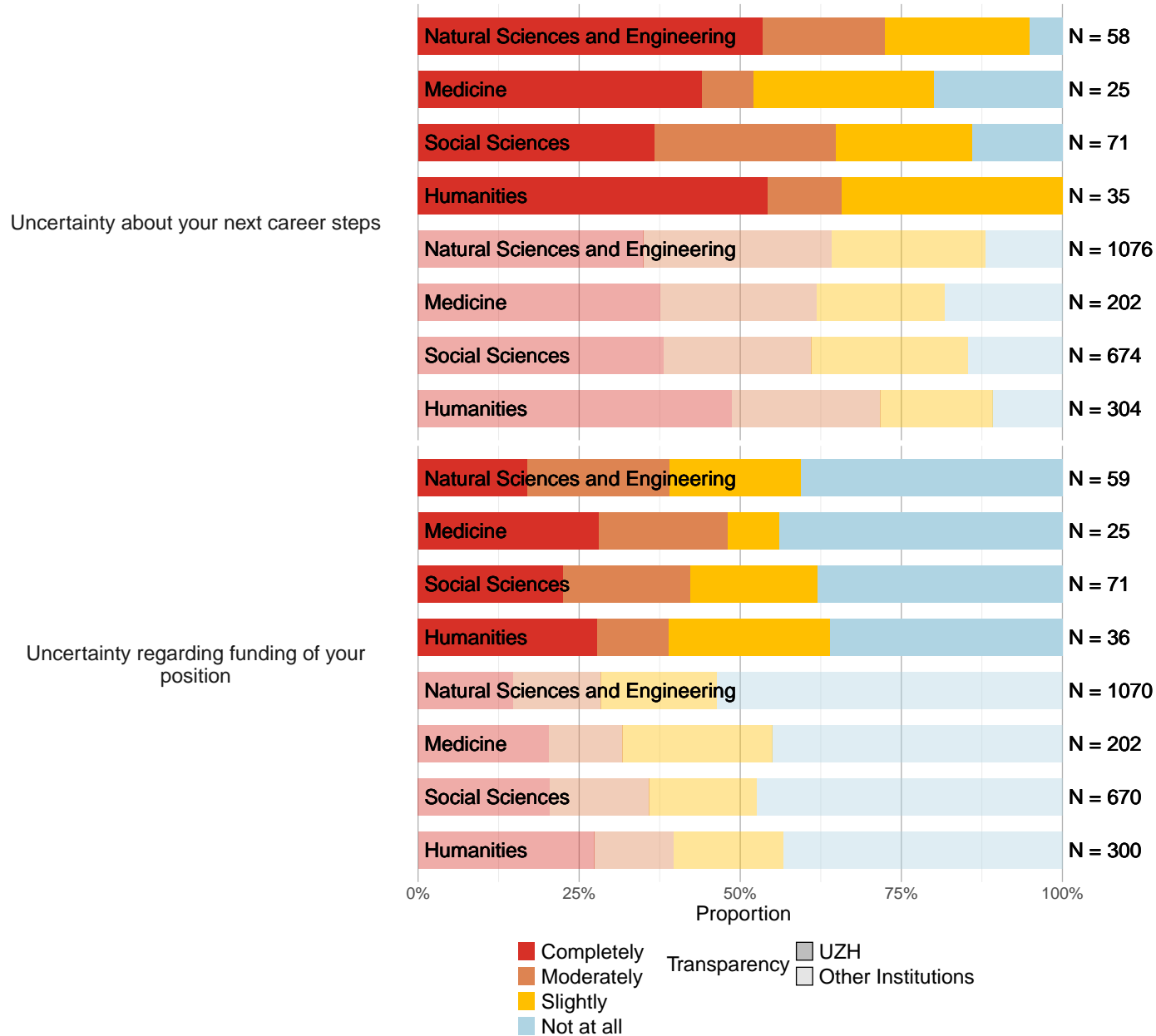
Groups with less than 10 responses are not visible in the plot (marked in white). Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

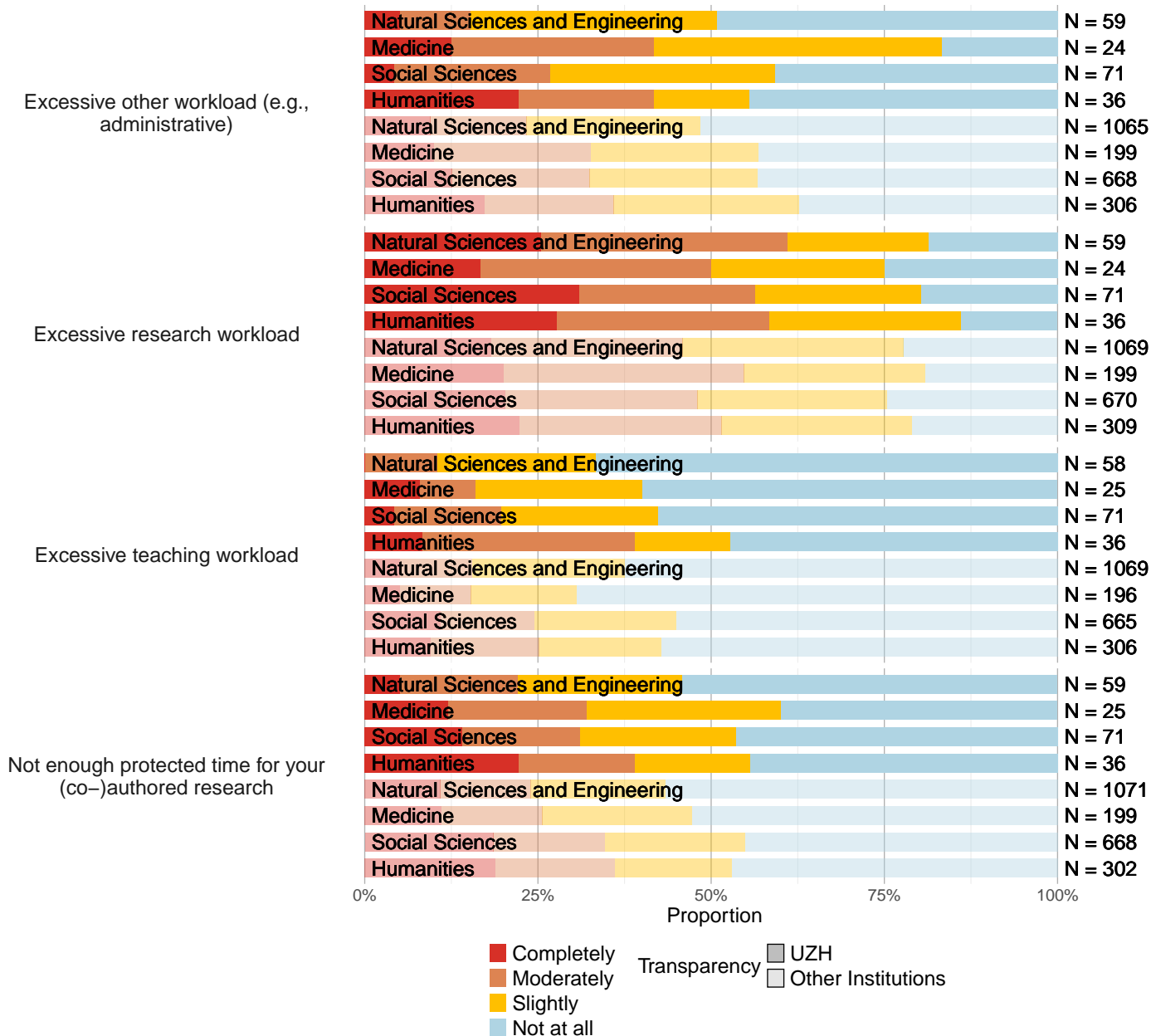
System Stressors by Research Discipline

Question: 'To what degree is the following causing you stress currently?'



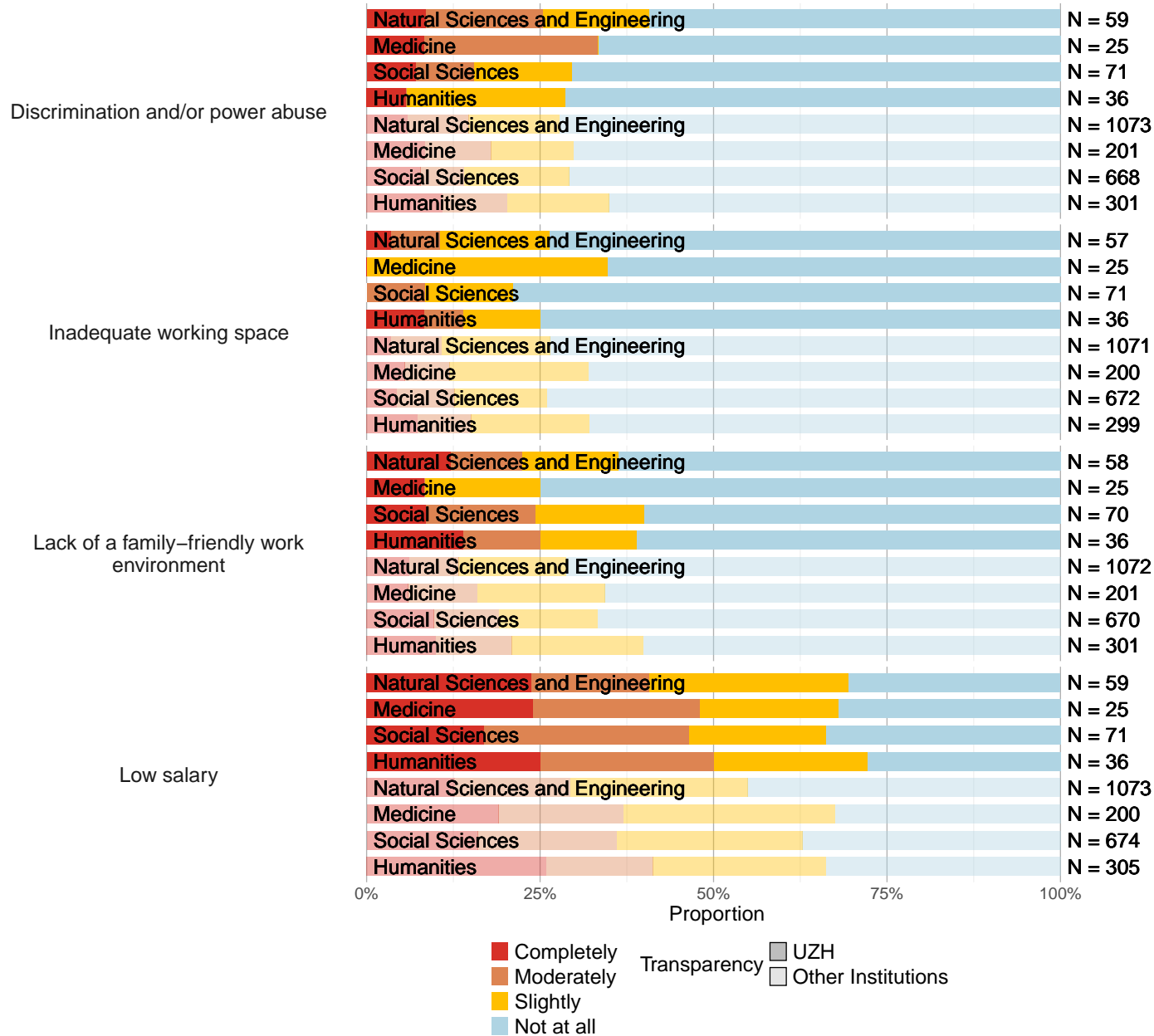
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

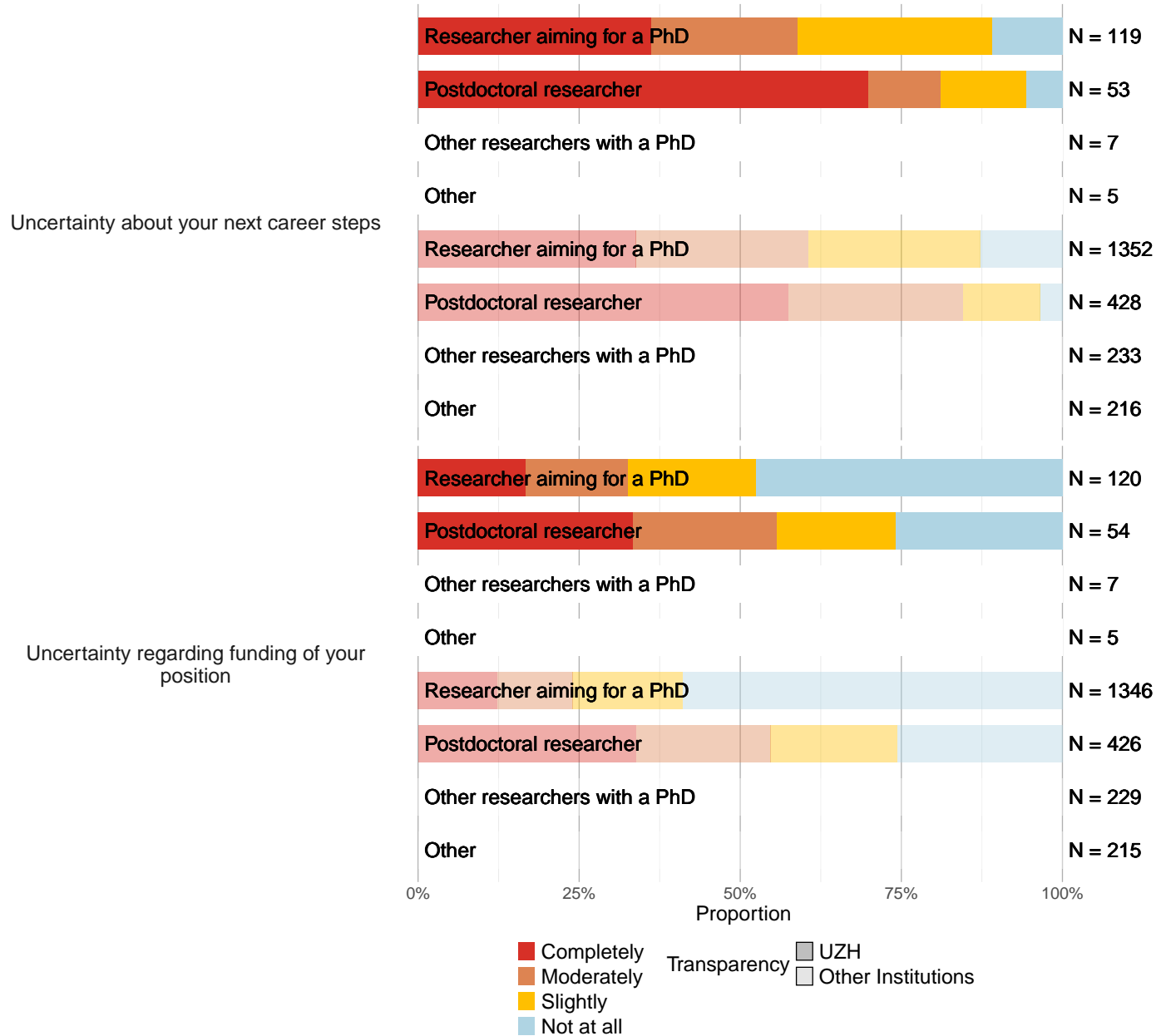
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

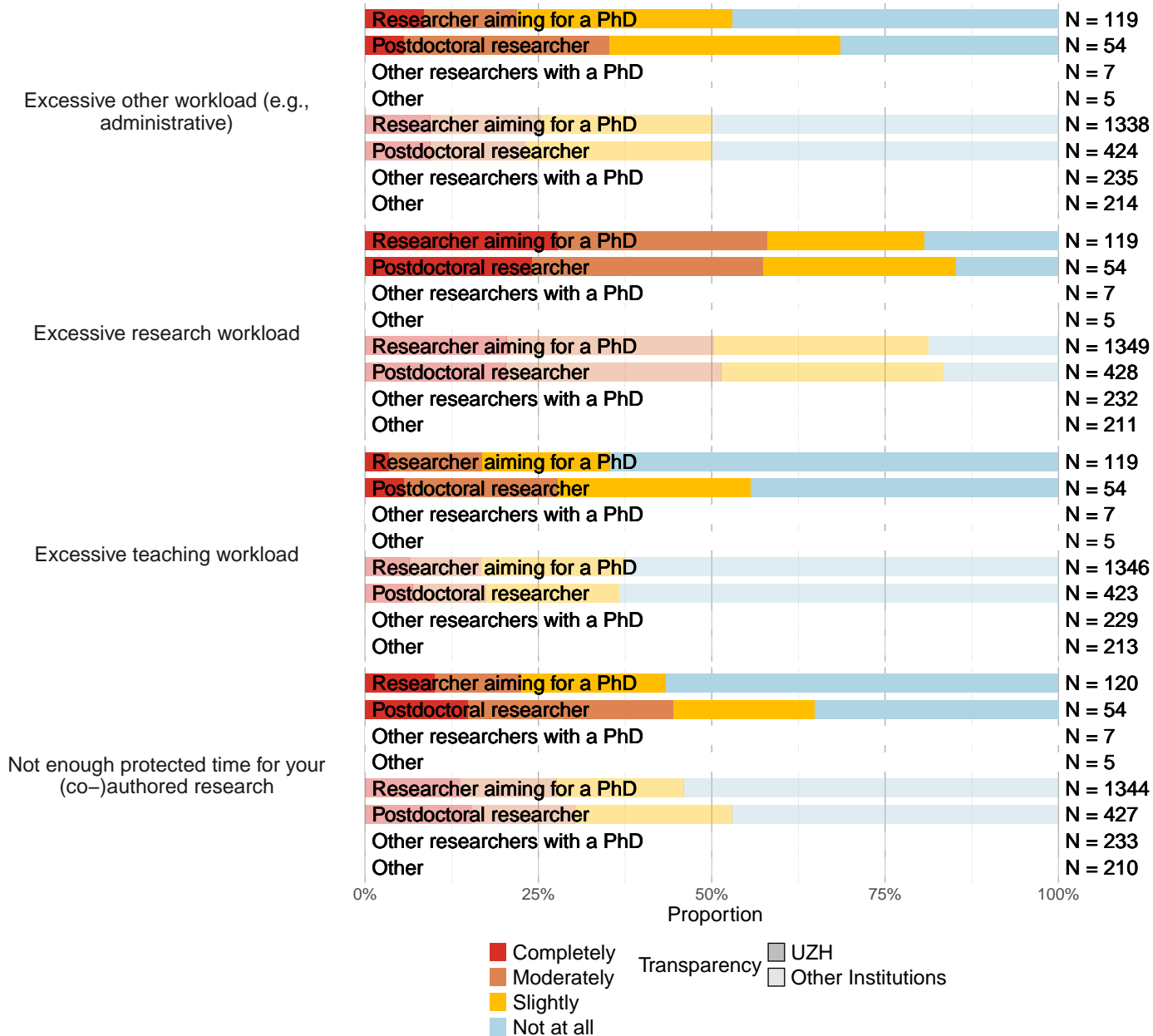
System Stressors by Position Type

Question: 'To what degree is the following causing you stress currently?'



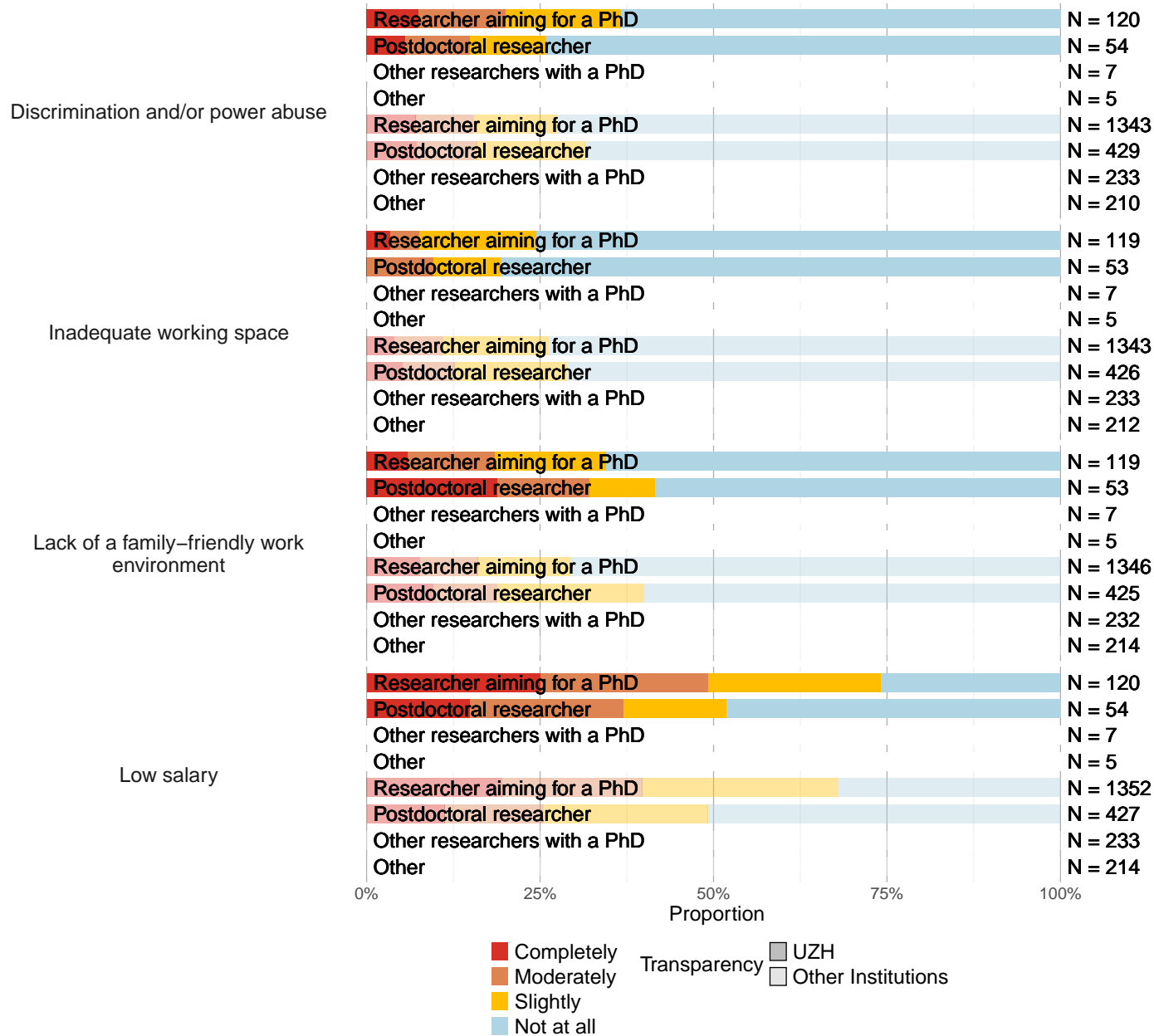
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

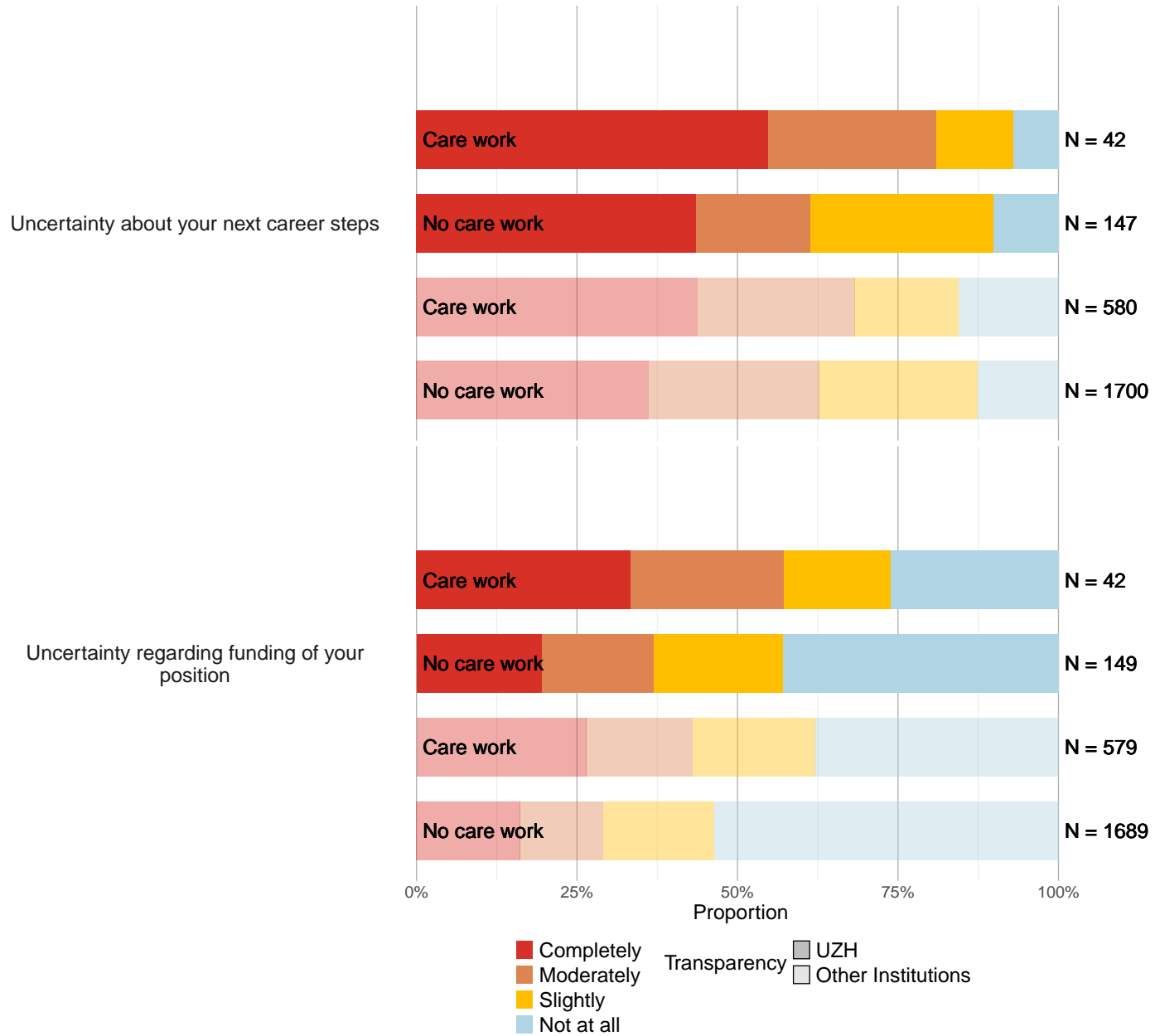
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

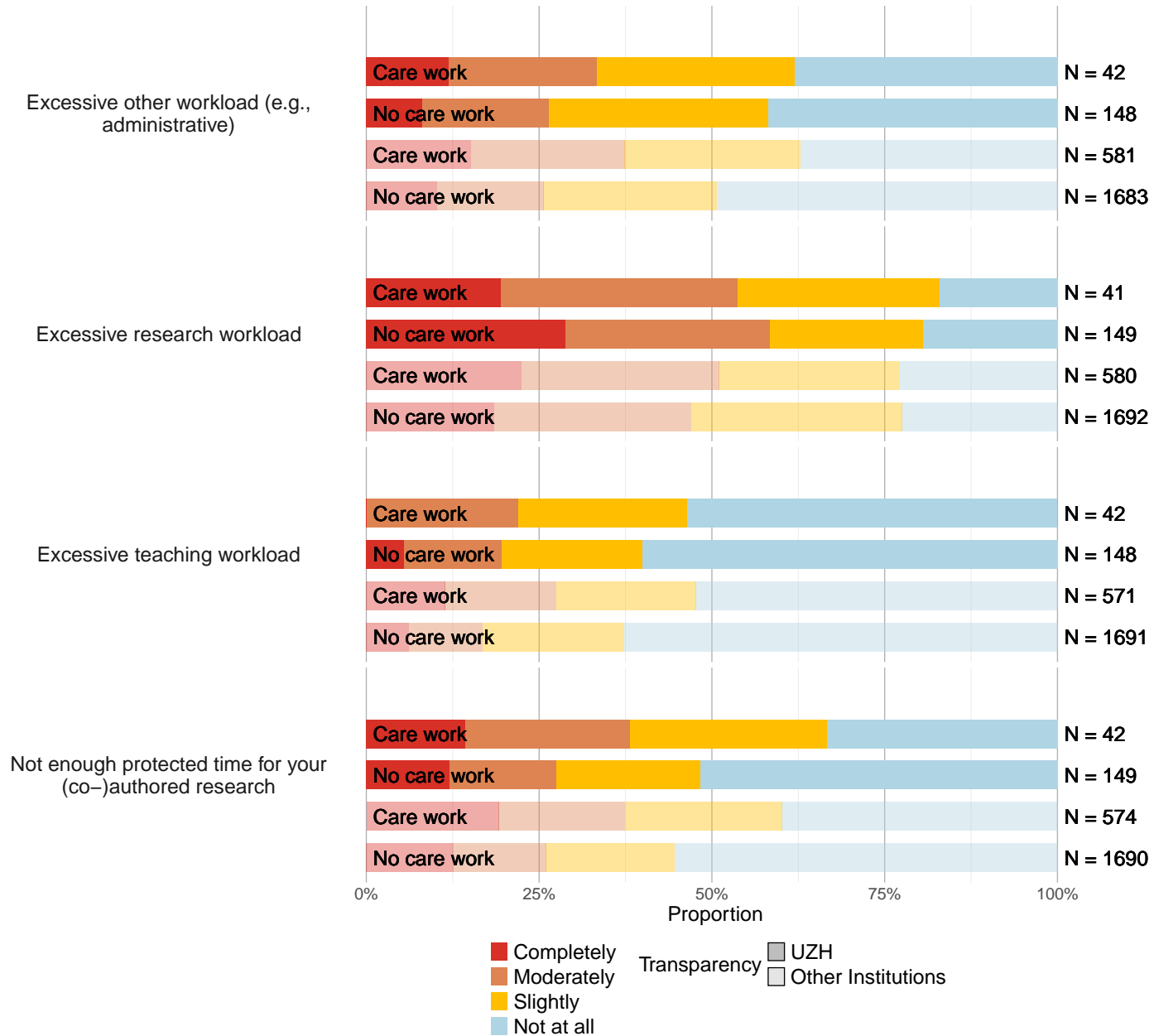
System Stressors by Care Work

Question: 'To what degree is the following causing you stress currently?'



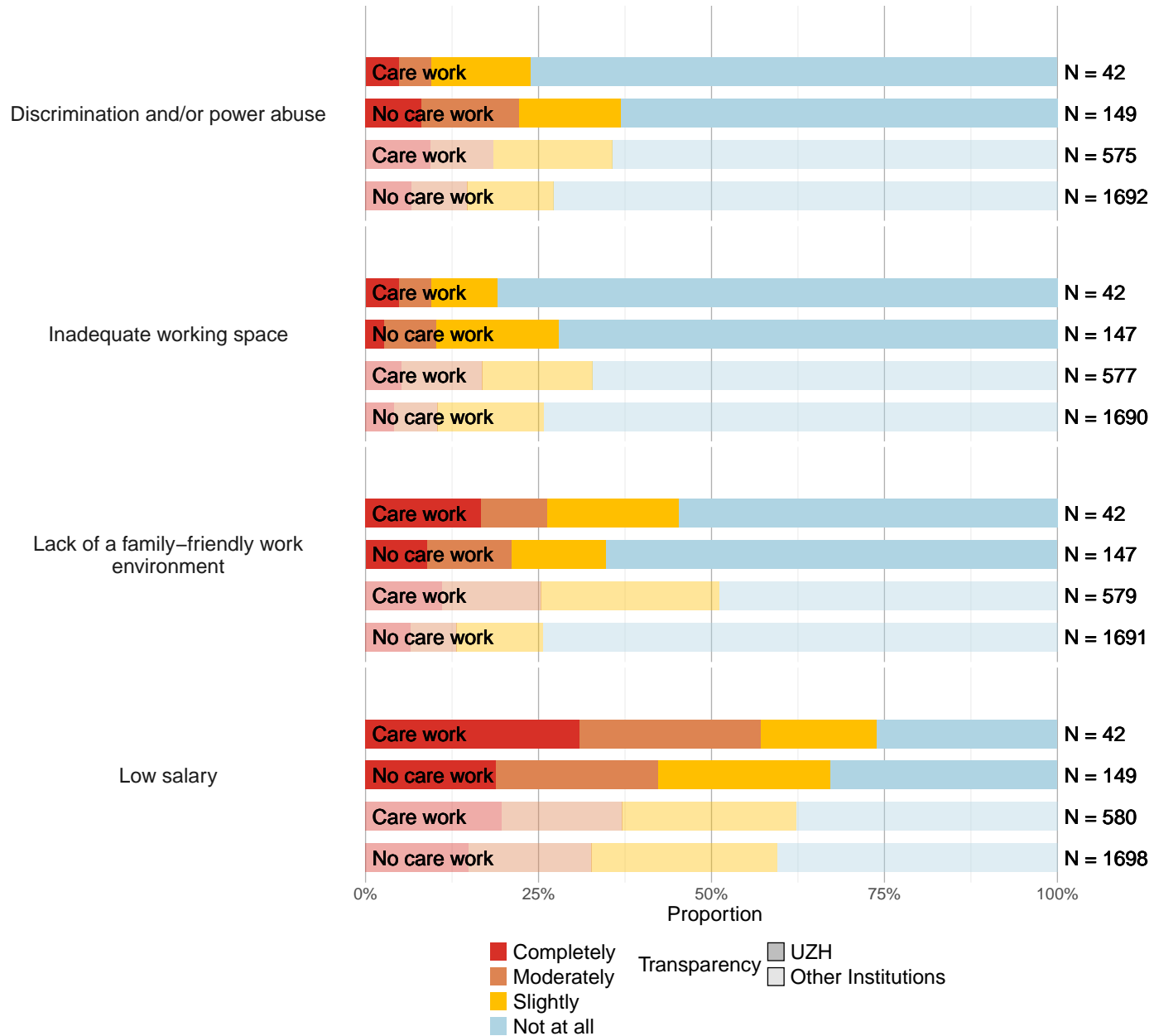
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

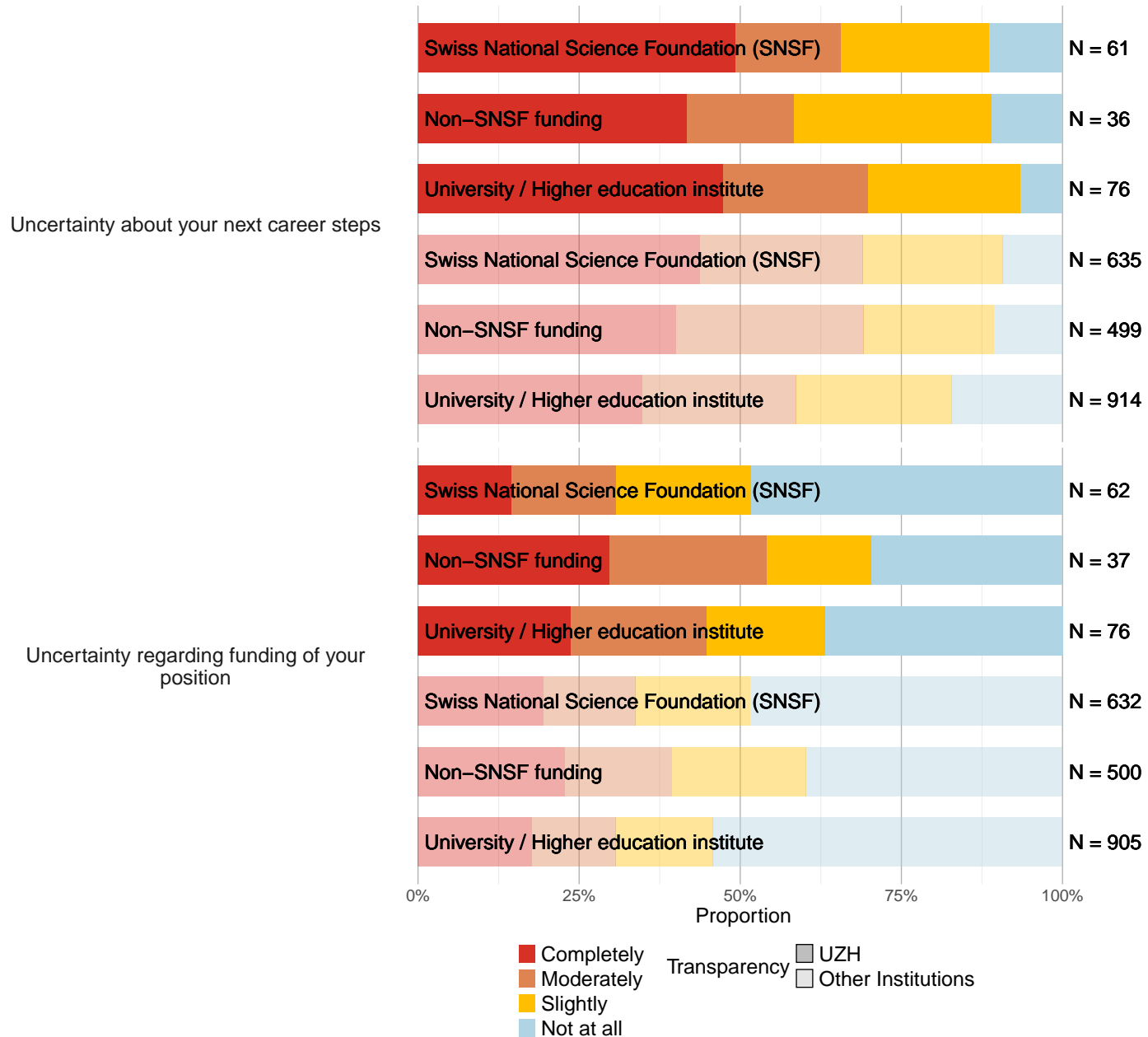
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

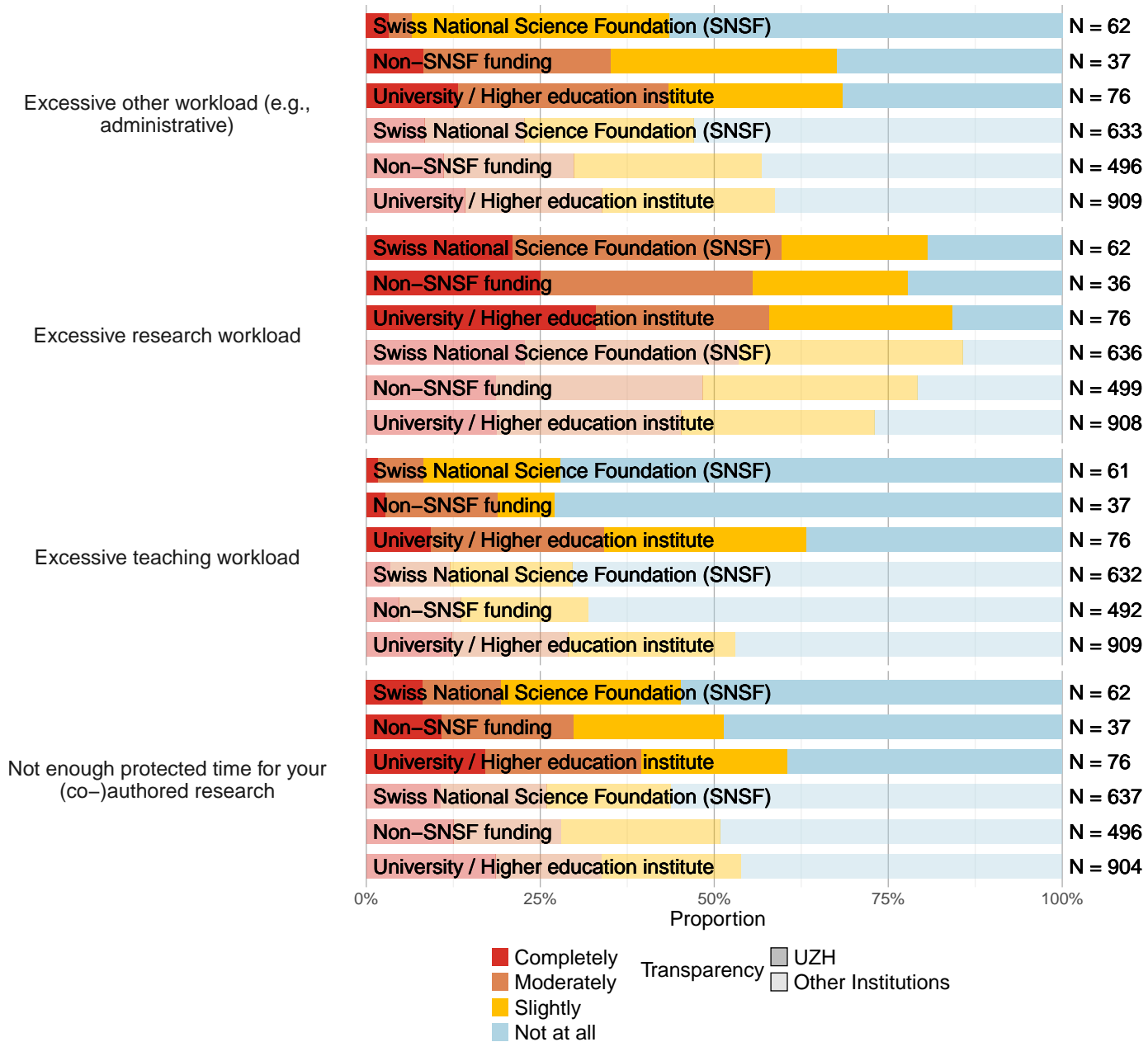
System Stressors by Funding Source

Question: 'To what degree is the following causing you stress currently?'



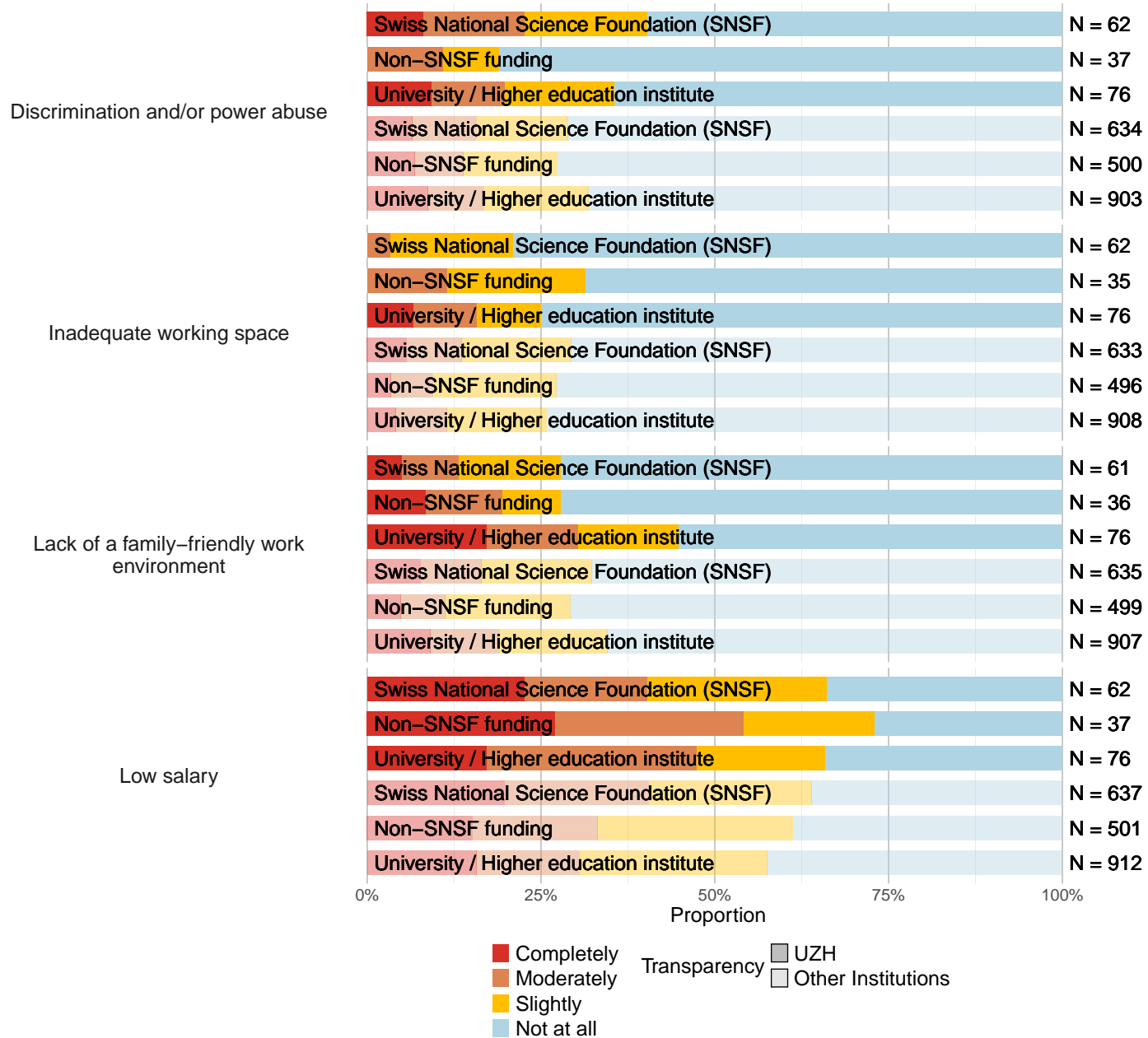
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

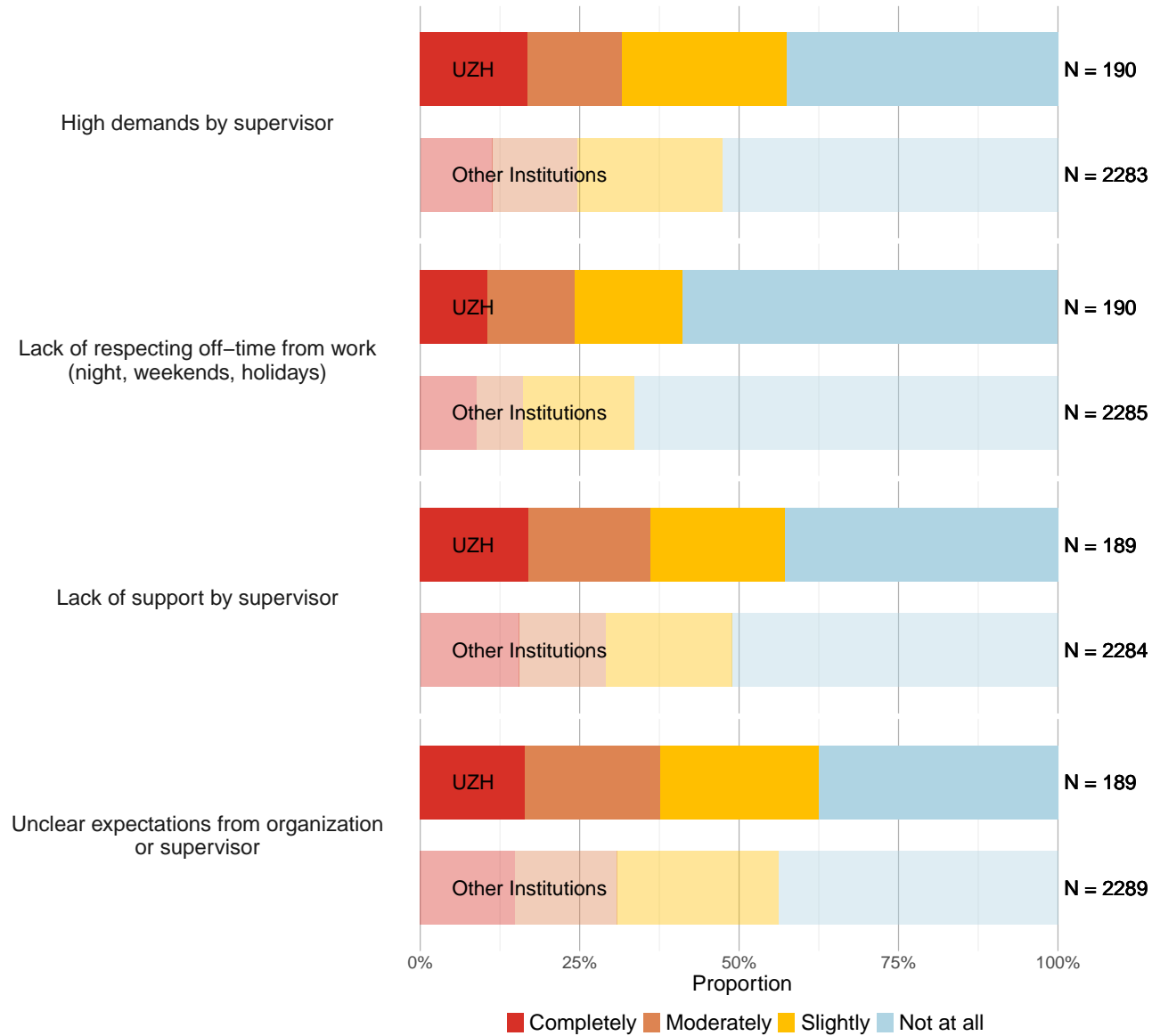
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

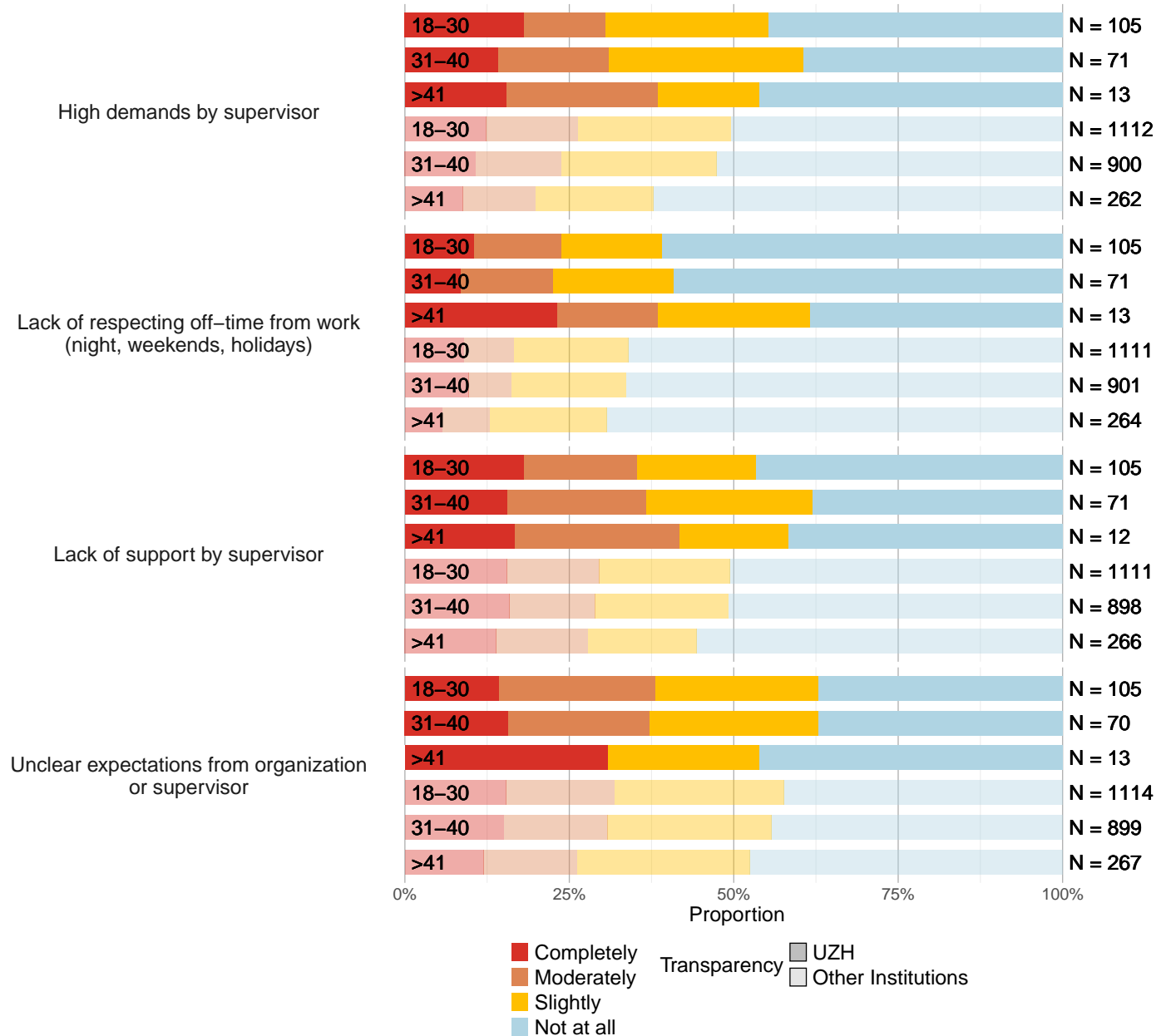
Supervisor Stressors

Question: 'To what degree is the following causing you stress currently?'



Supervisor Stressors by Age

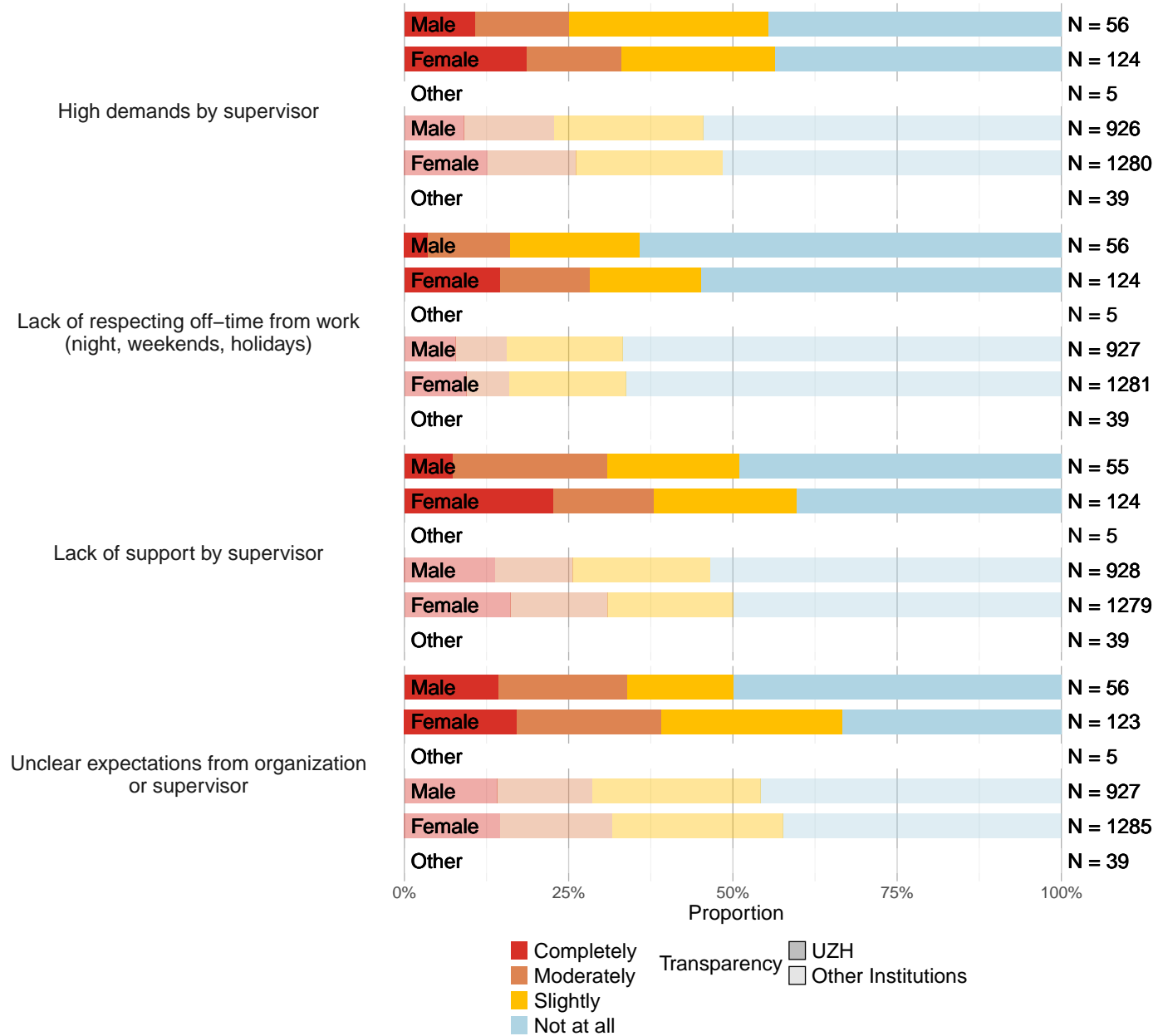
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Supervisor Stressors by Gender

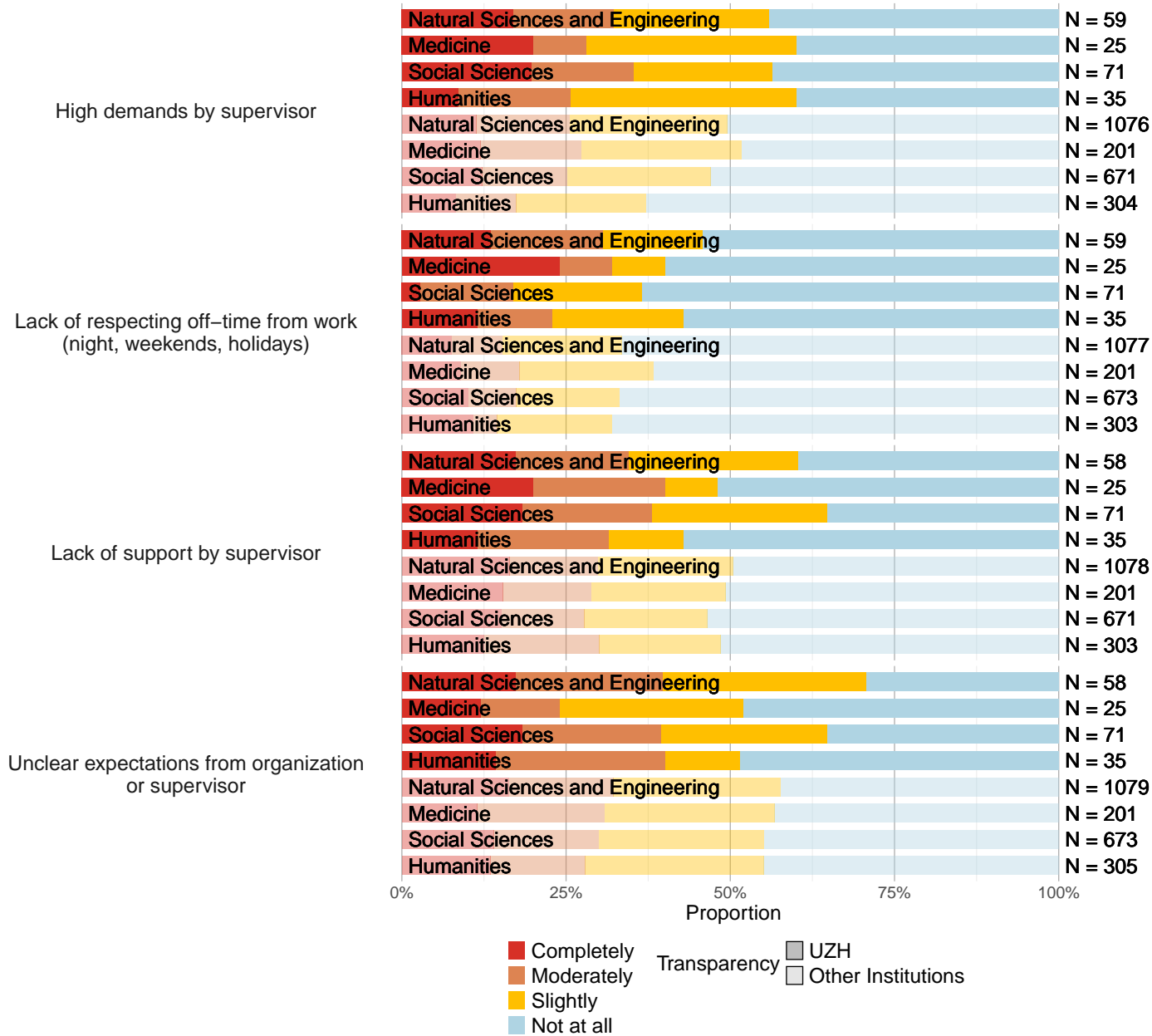
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Supervisor Stressors by Research Discipline

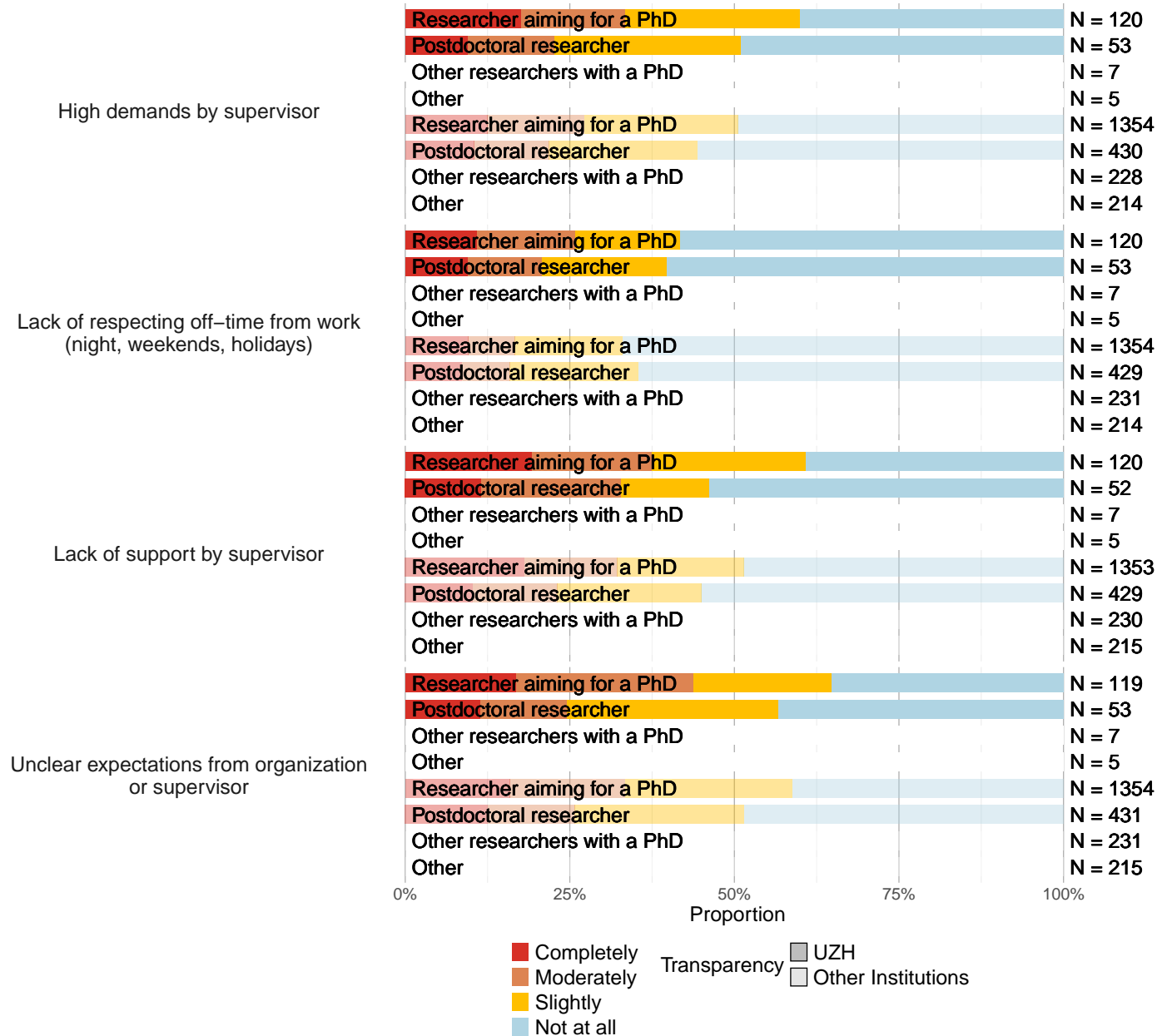
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Supervisor Stressors by Position Type

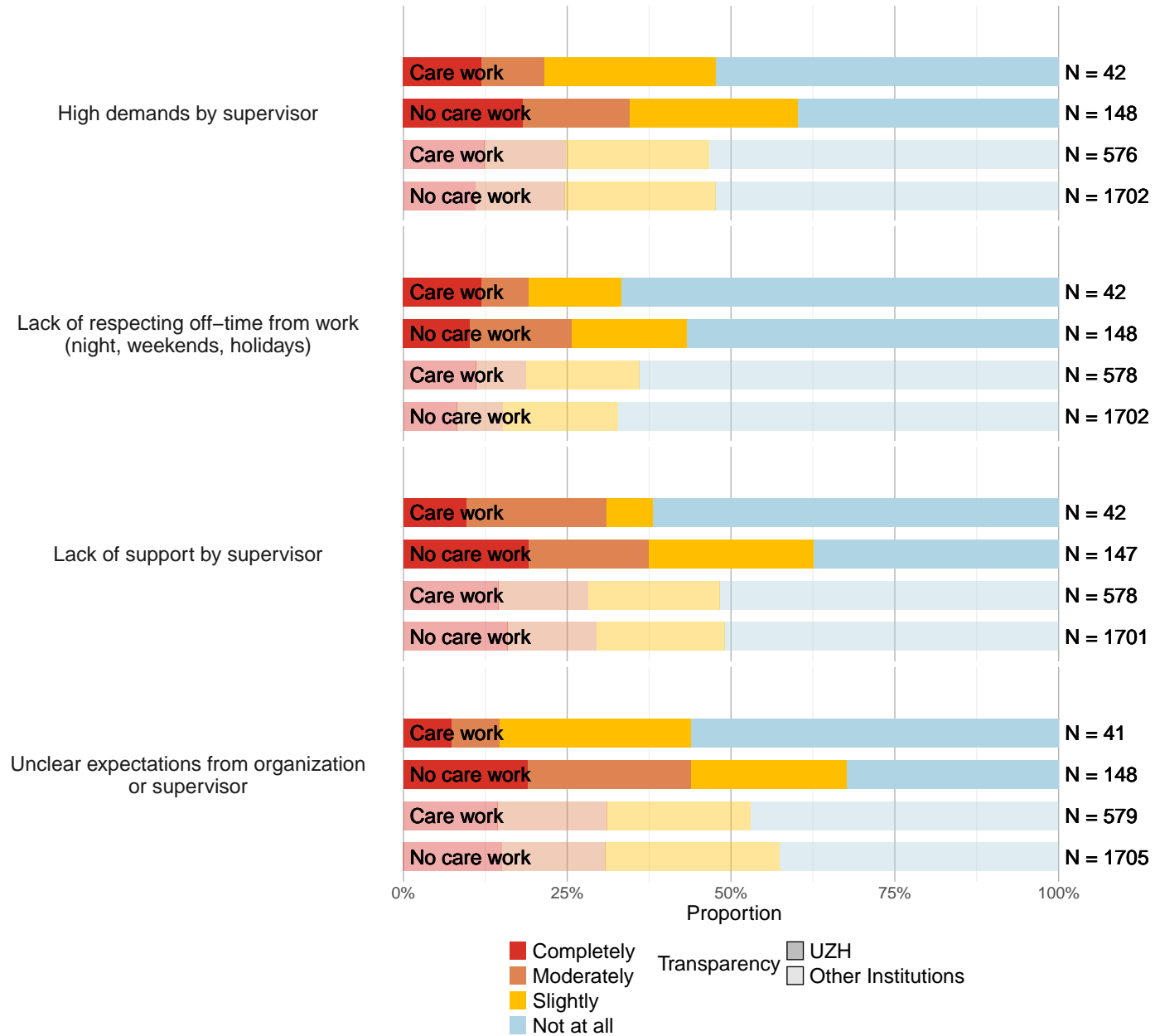
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Supervisor Stressors by Care Work

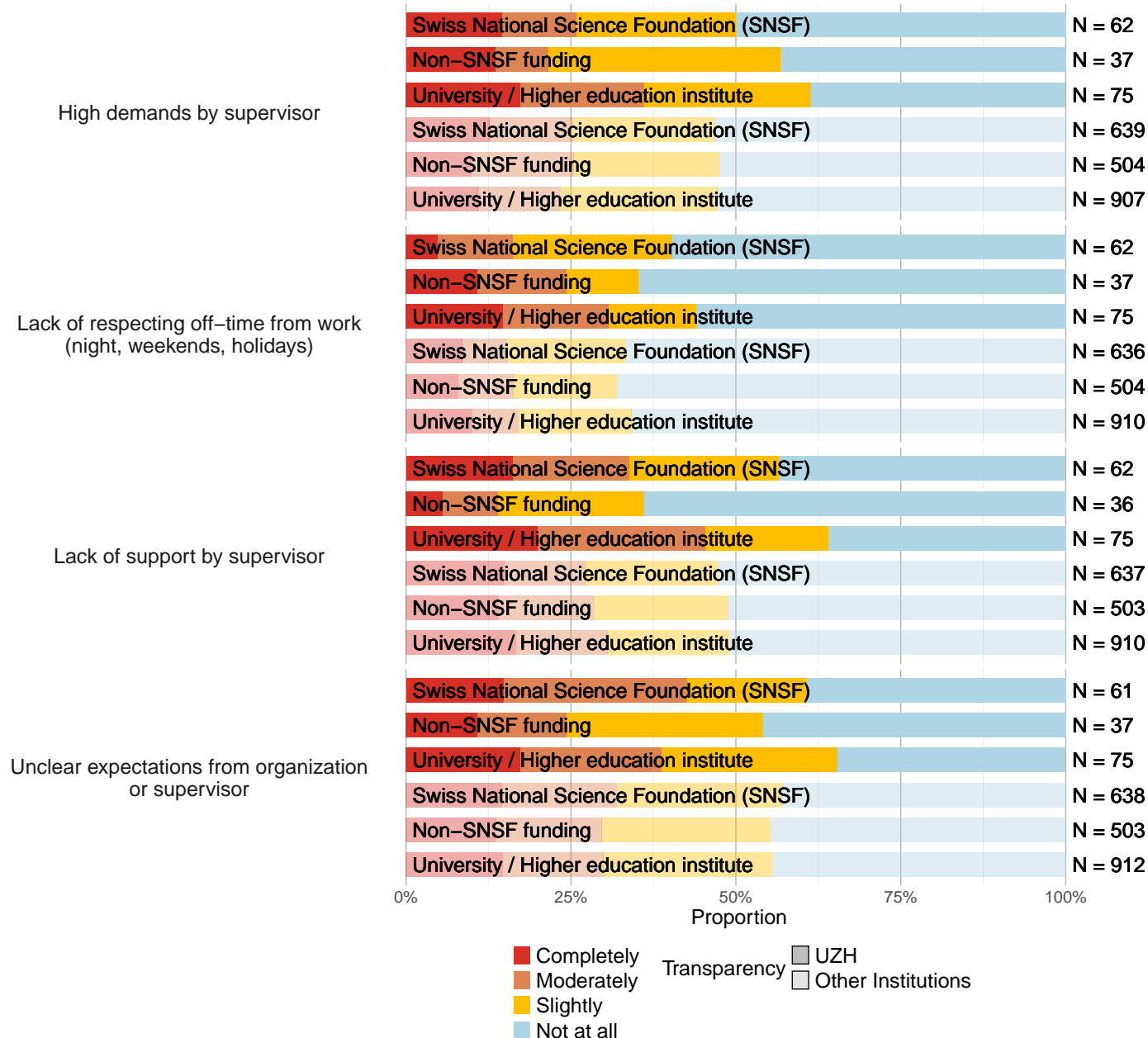
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Supervisor Stressors by Funding Source

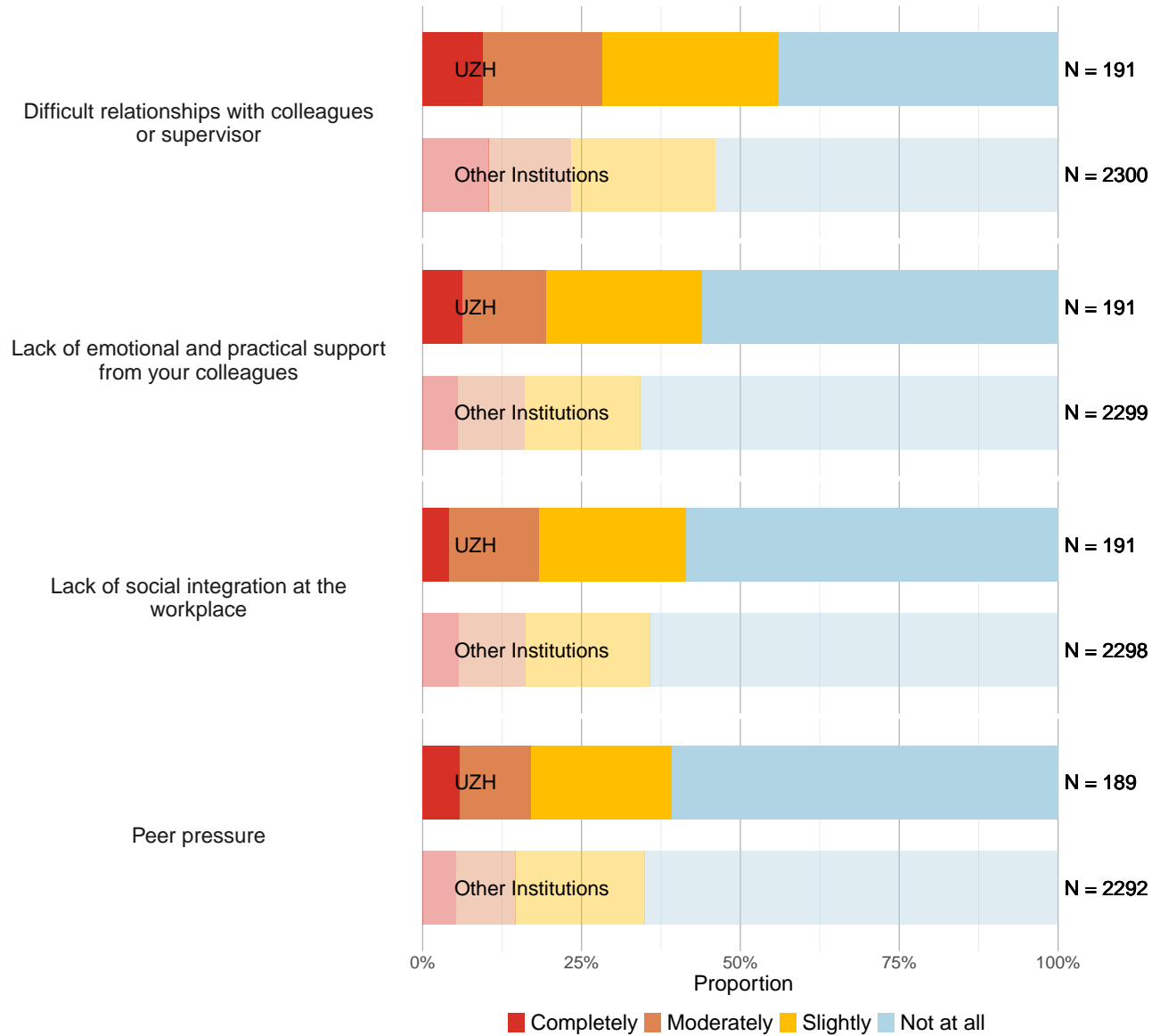
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

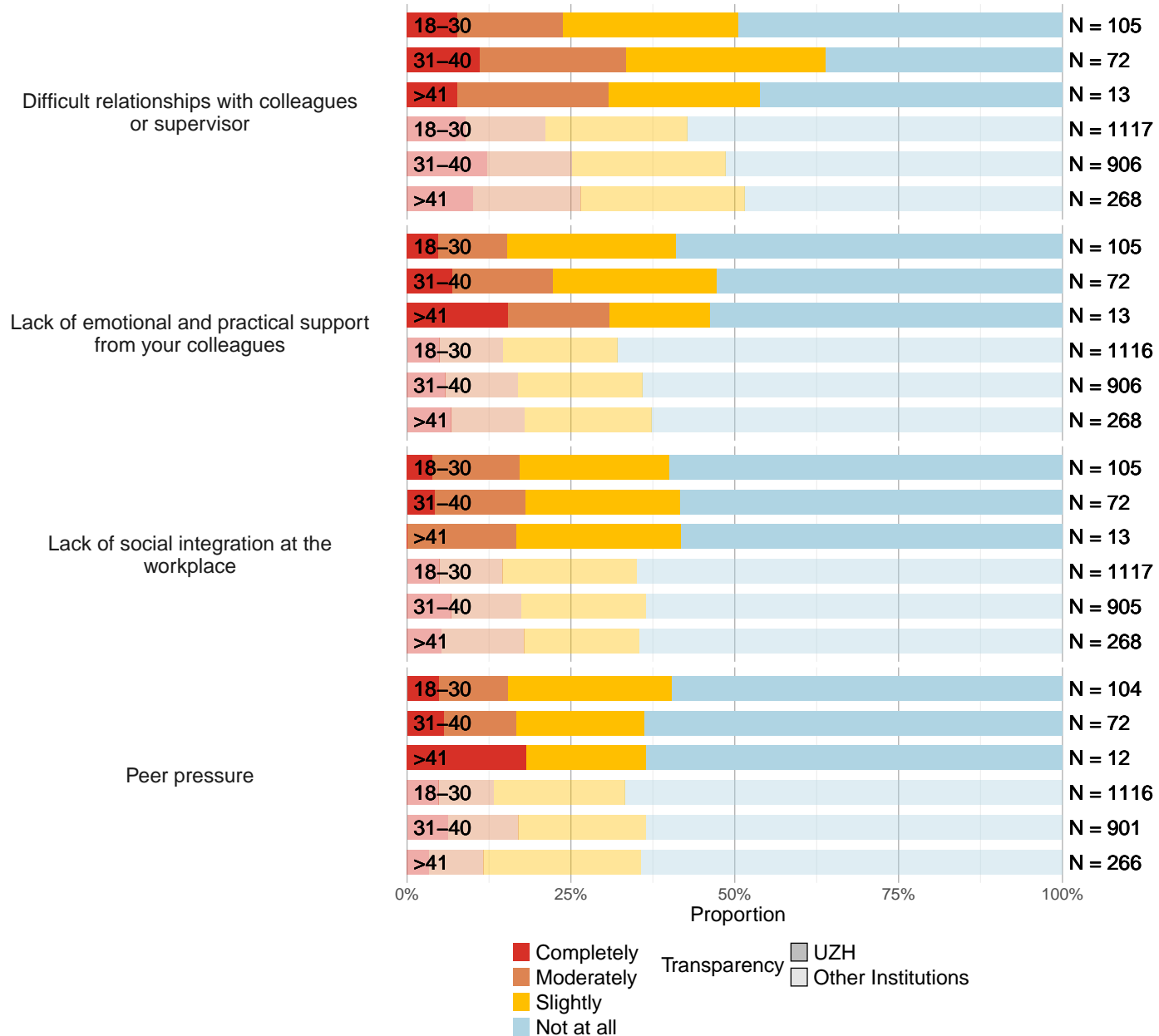
Colleagues Stressors

Question: 'To what degree is the following causing you stress currently?'



Colleagues Stressors by Age

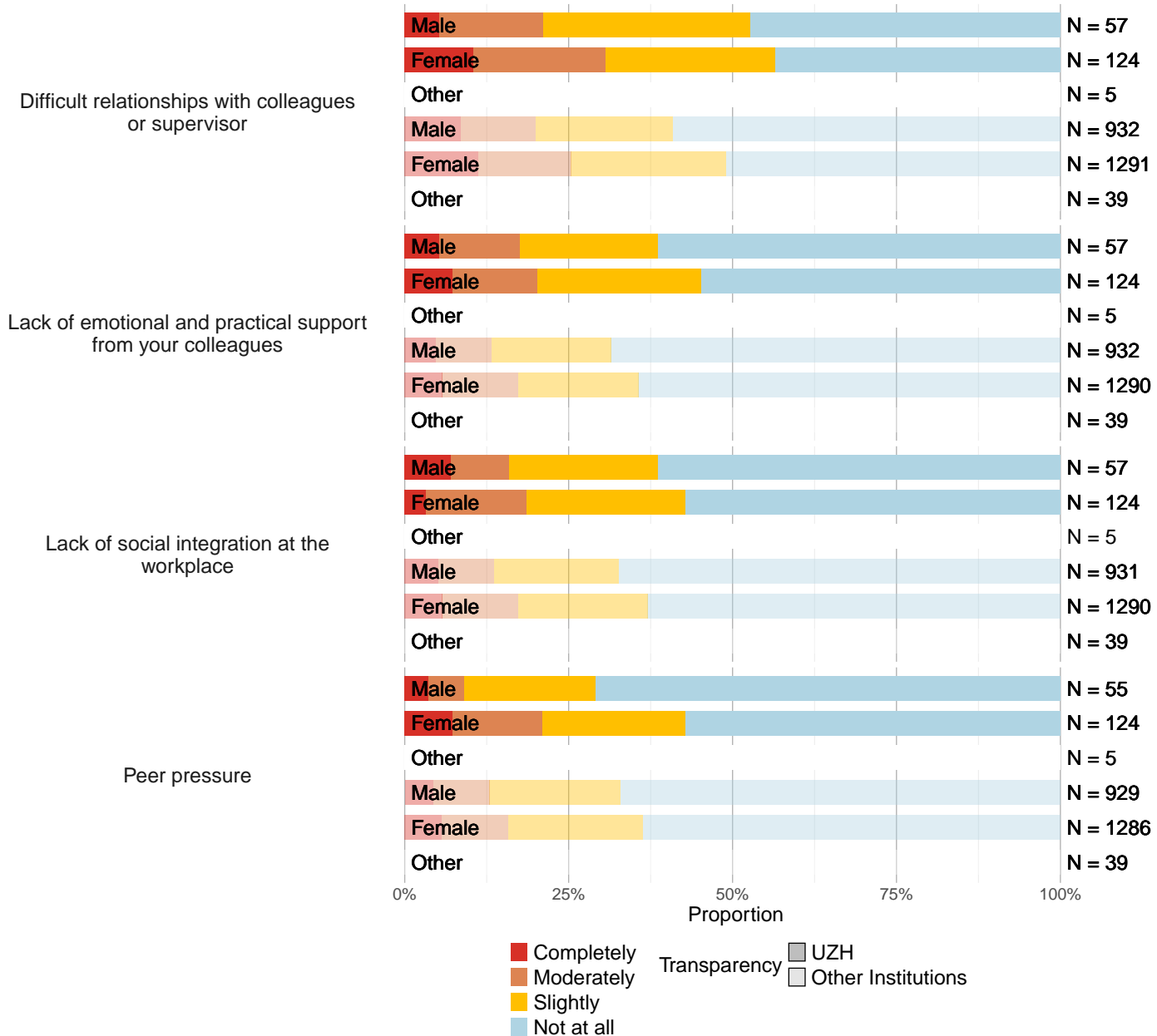
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Colleagues Stressors by Gender

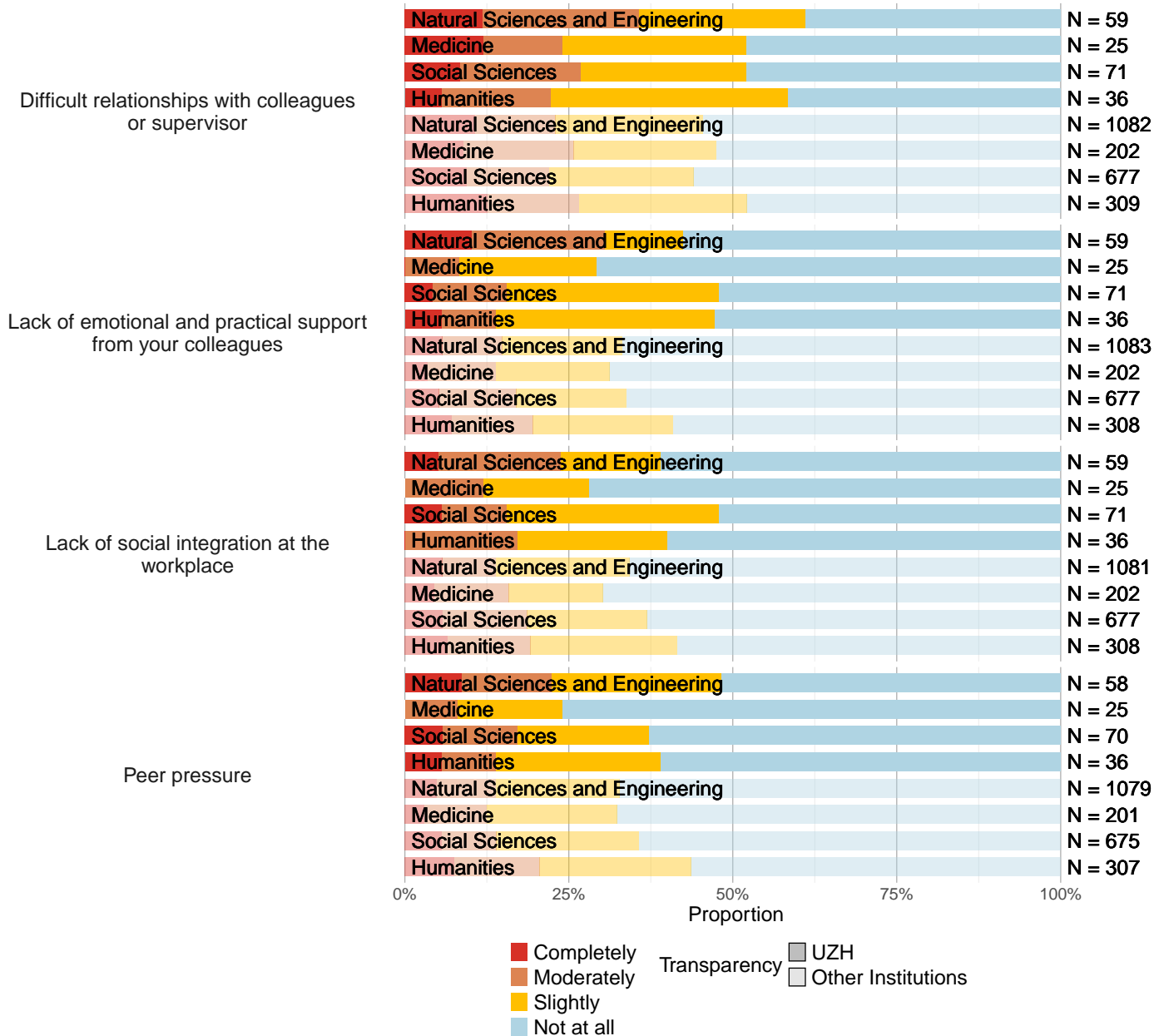
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Colleagues Stressors by Research Discipline

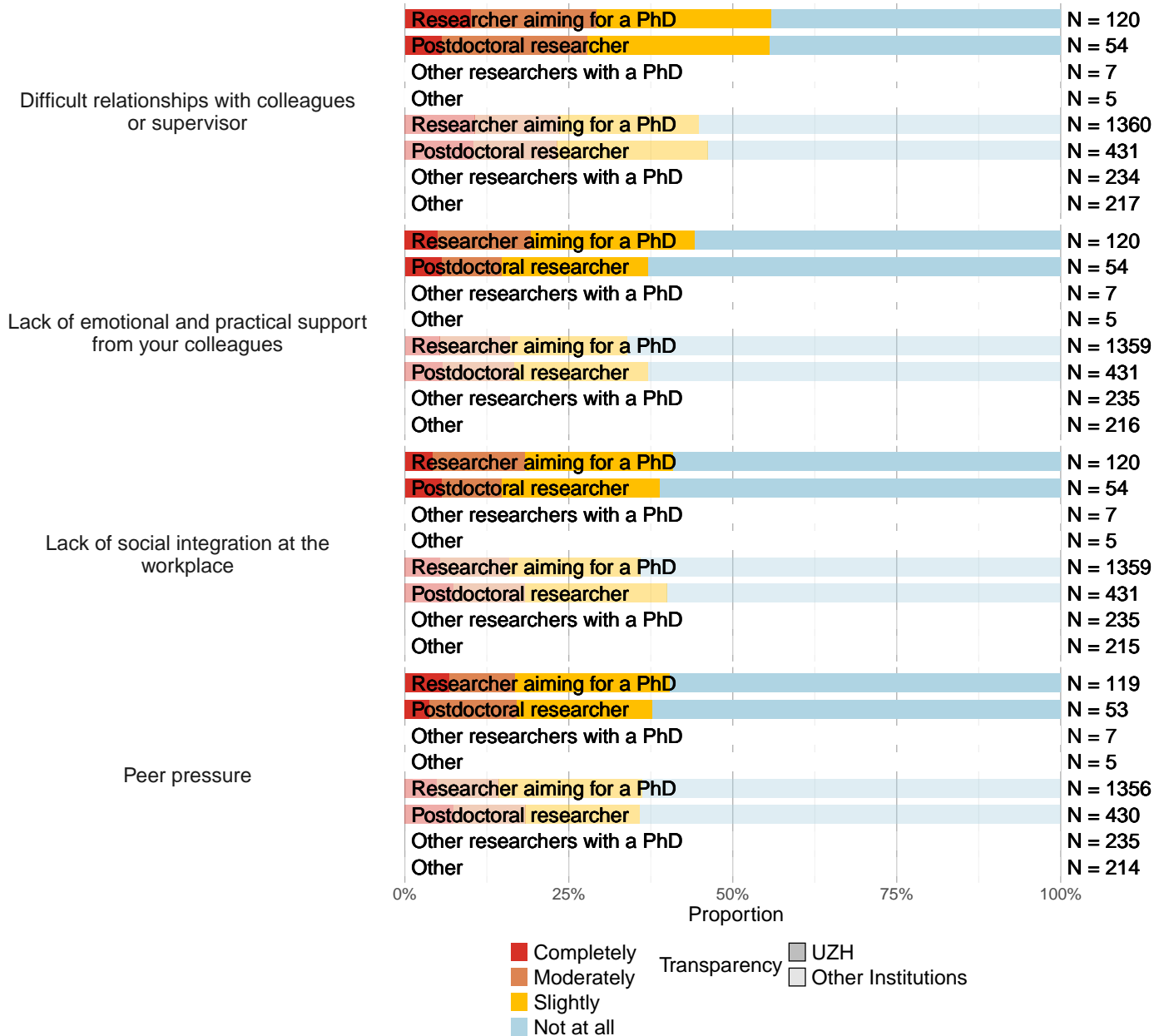
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Colleagues Stressors by Position Type

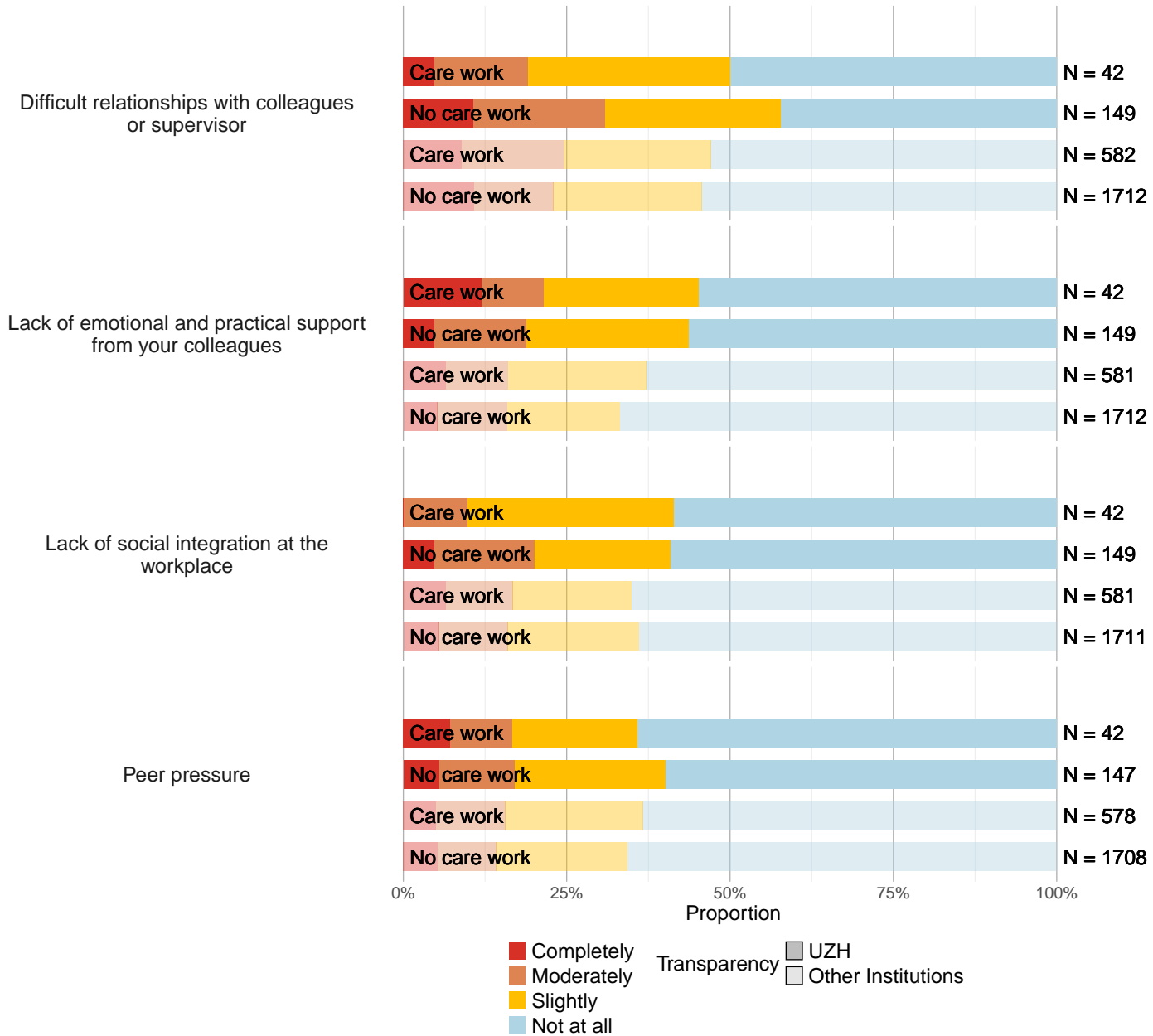
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Colleagues Stressors by Care Work

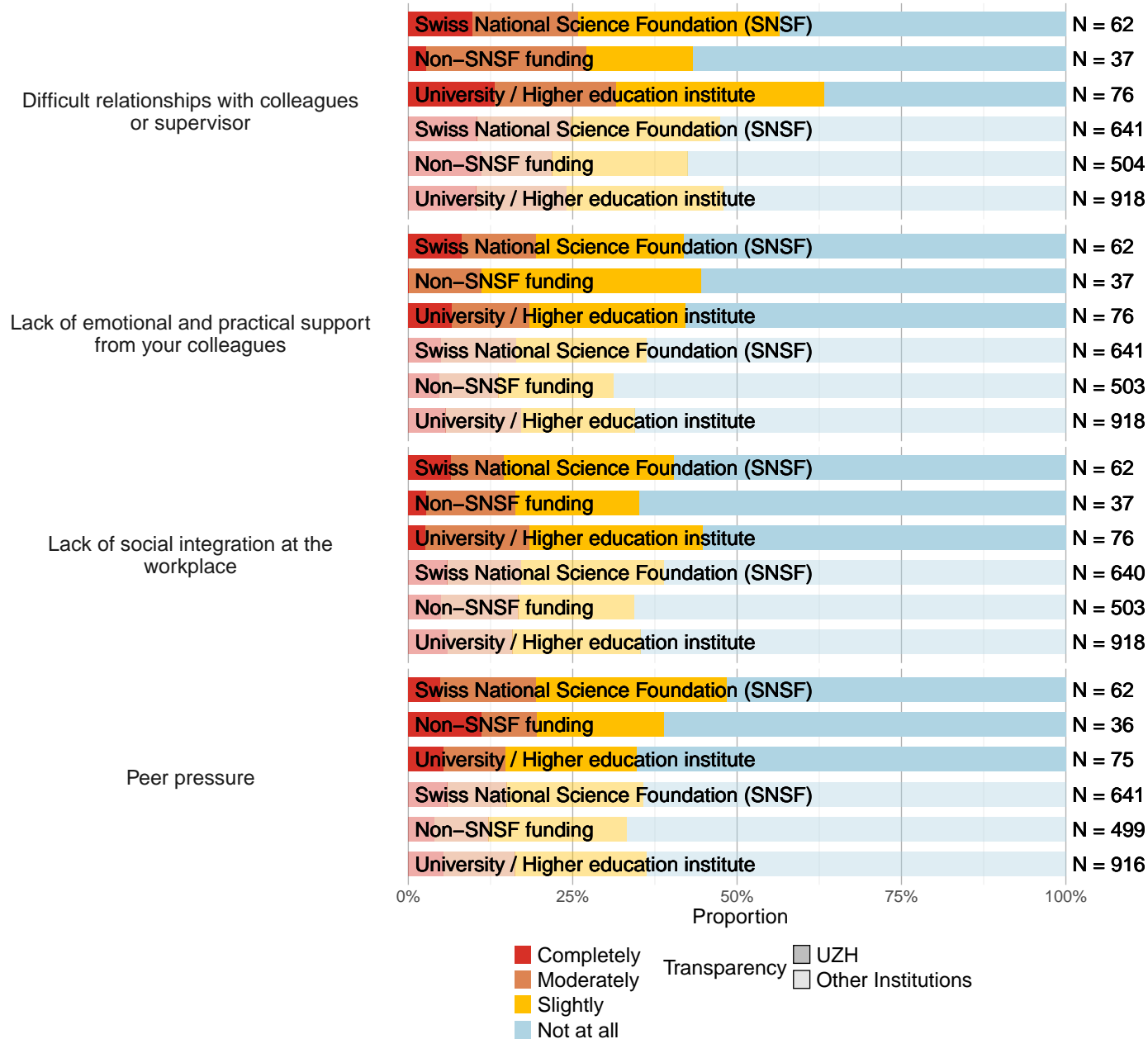
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Colleagues Stressors by Funding Source

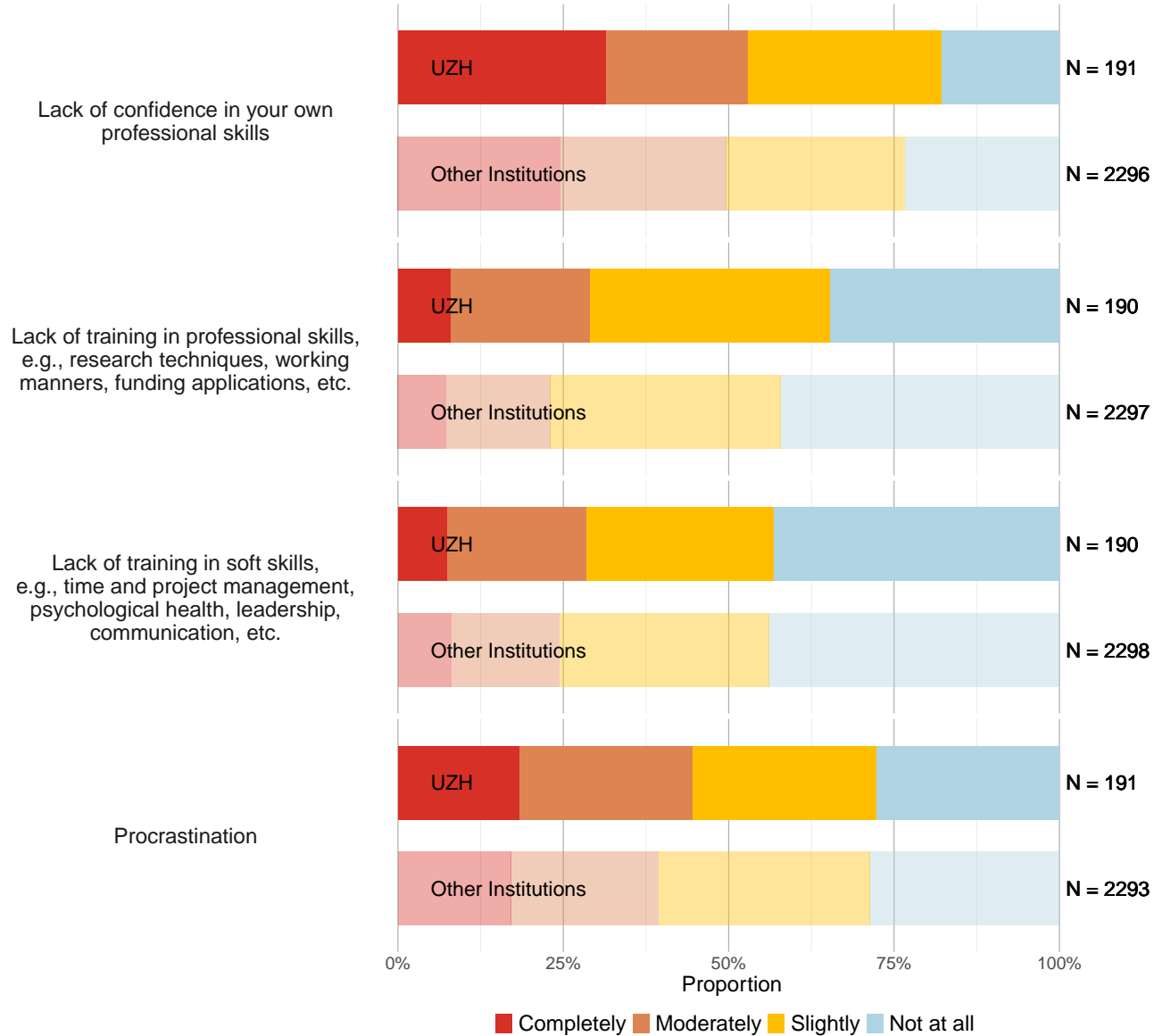
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

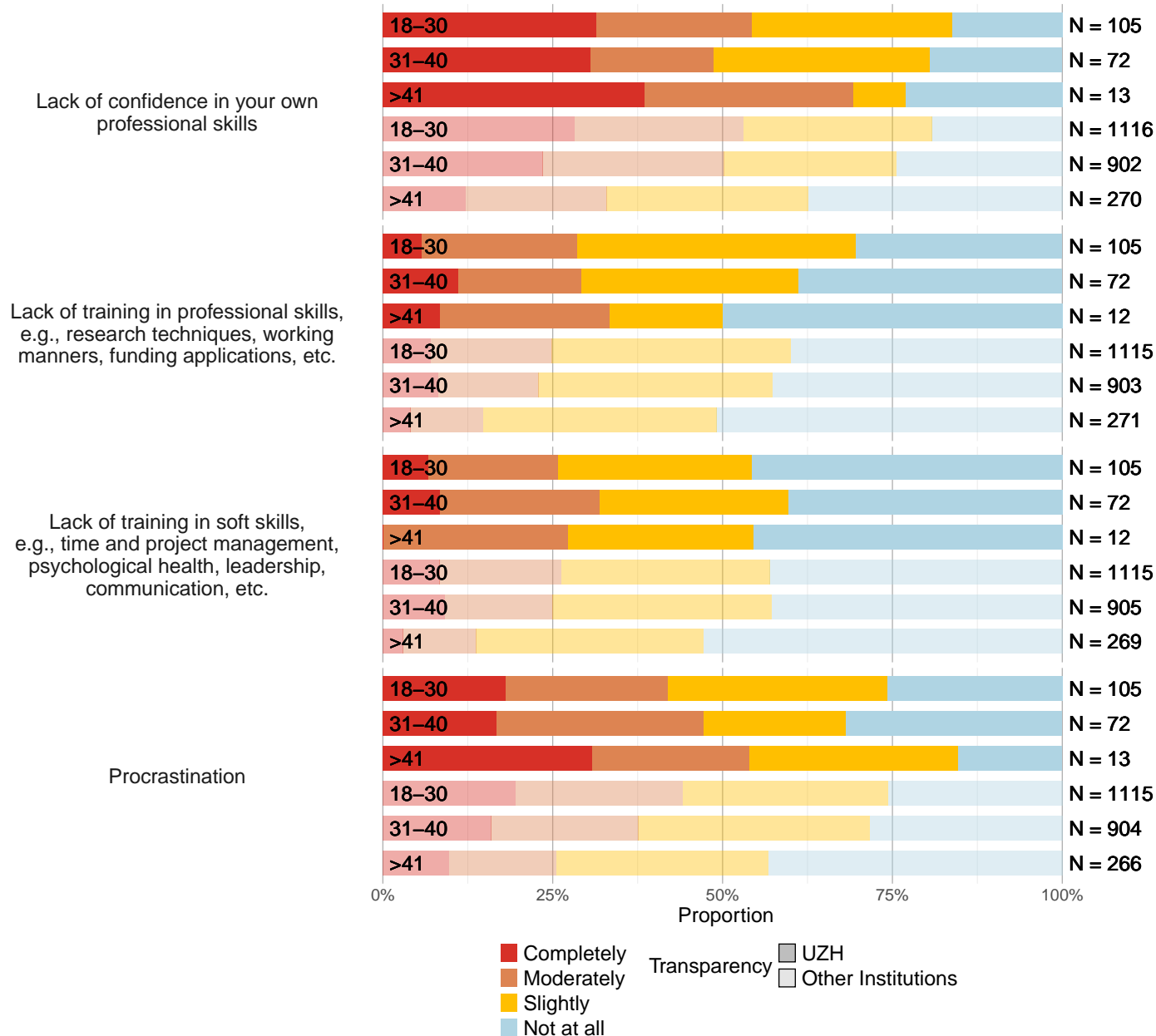
Self-Management Stressors

Question: 'To what degree is the following causing you stress currently?'



Self-Management Stressors by Age

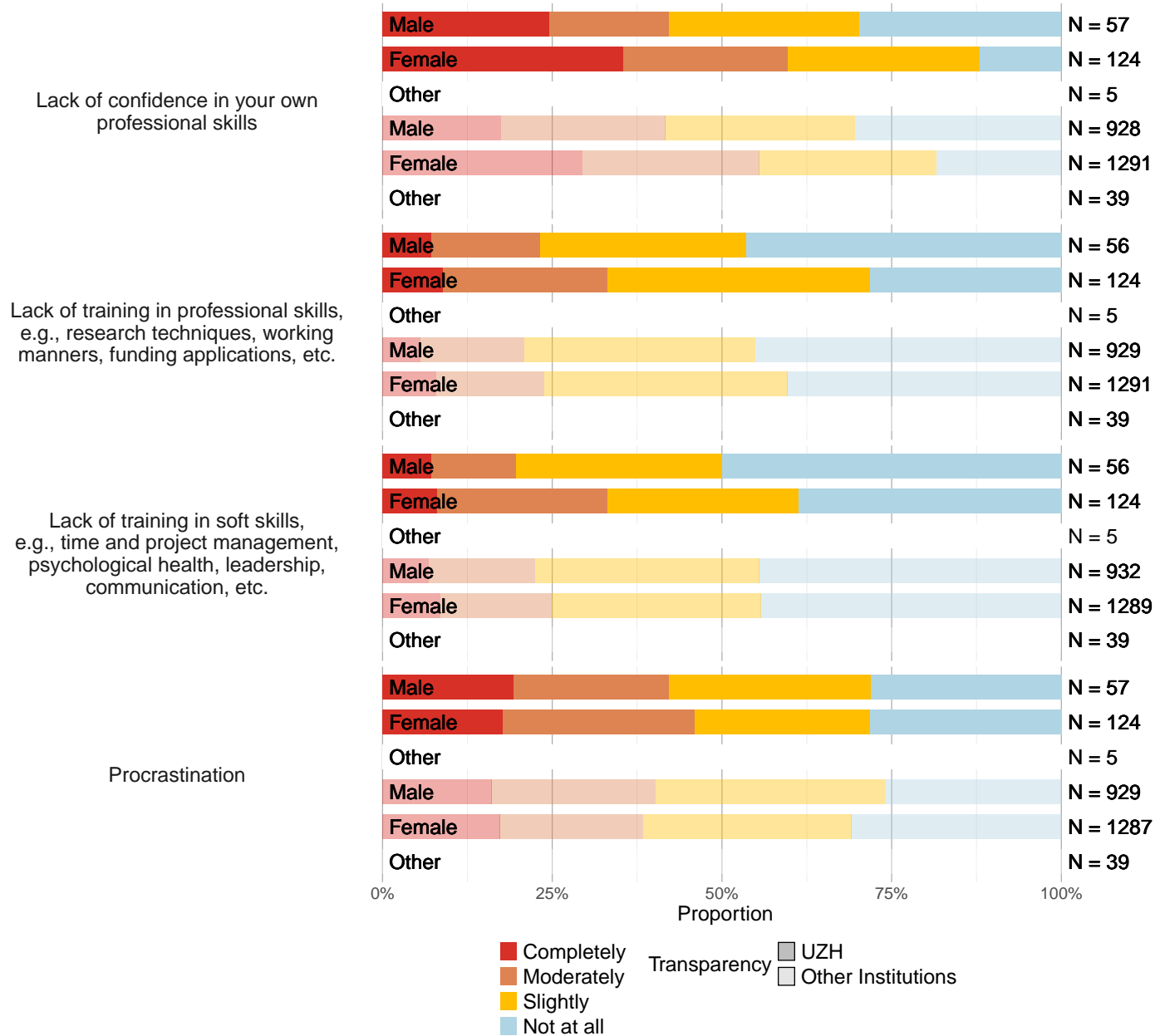
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Self-Management Stressors by Gender

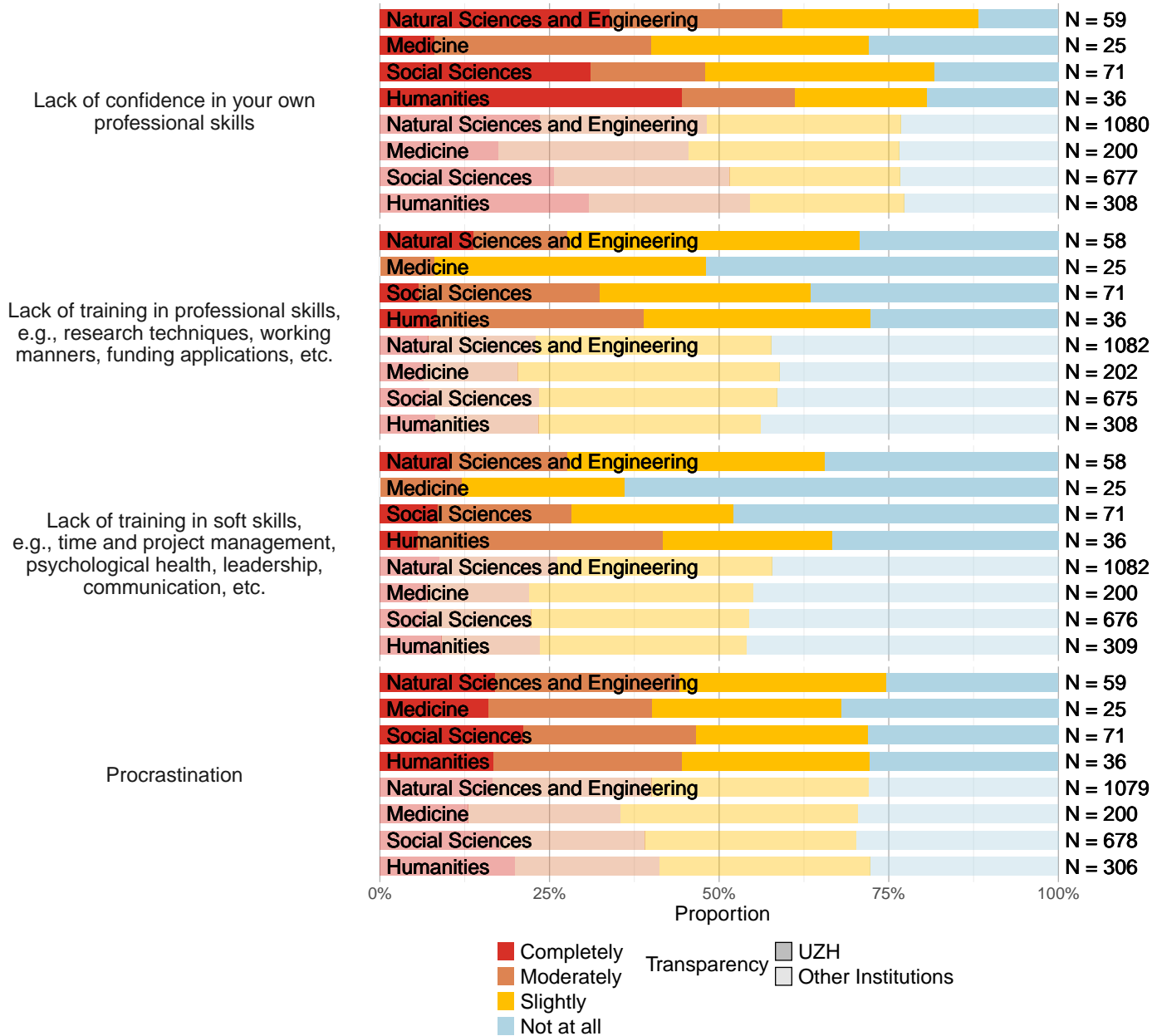
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Self-Management Stressors by Research Discipline

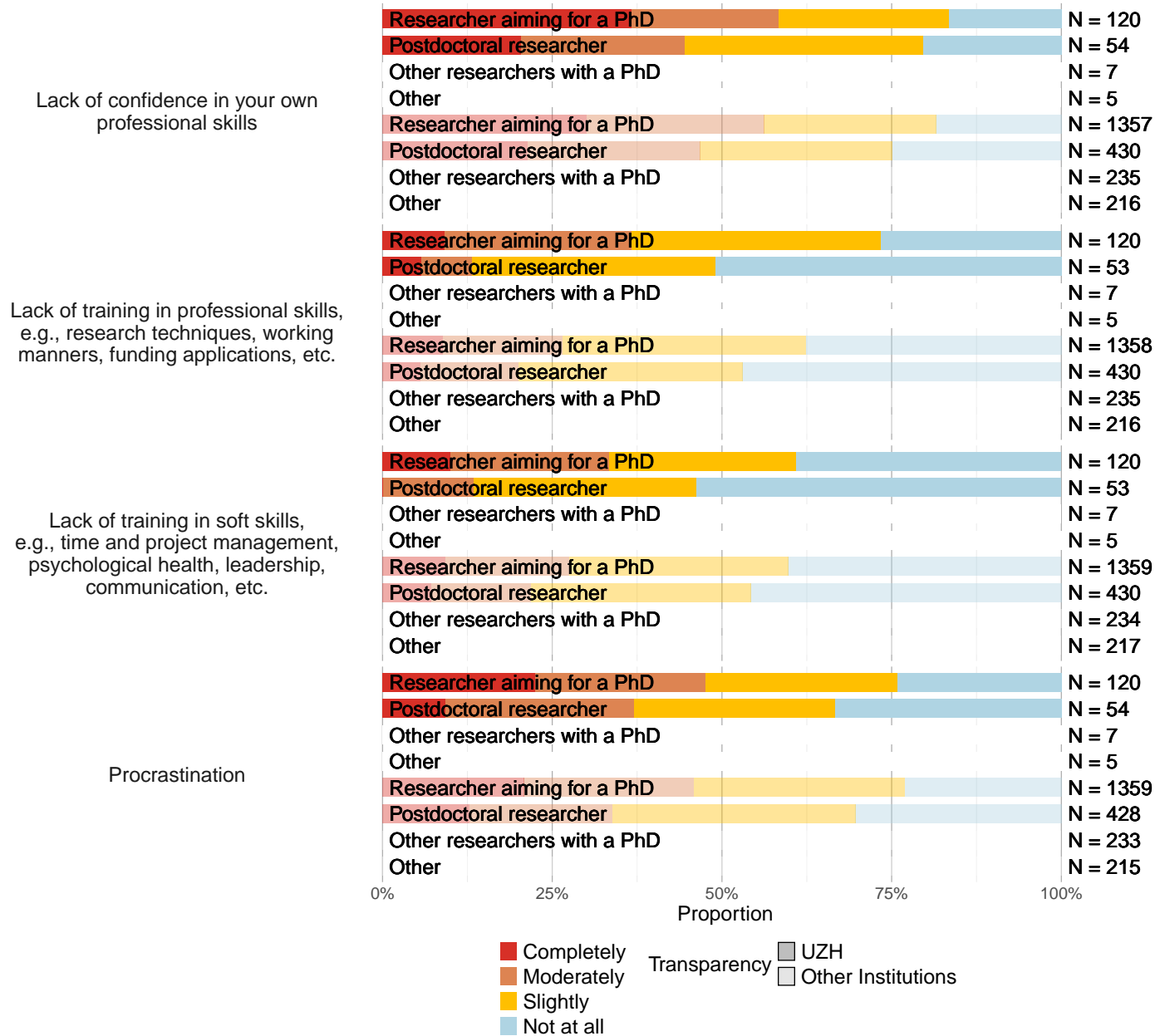
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Self-Management Stressors by Position Type

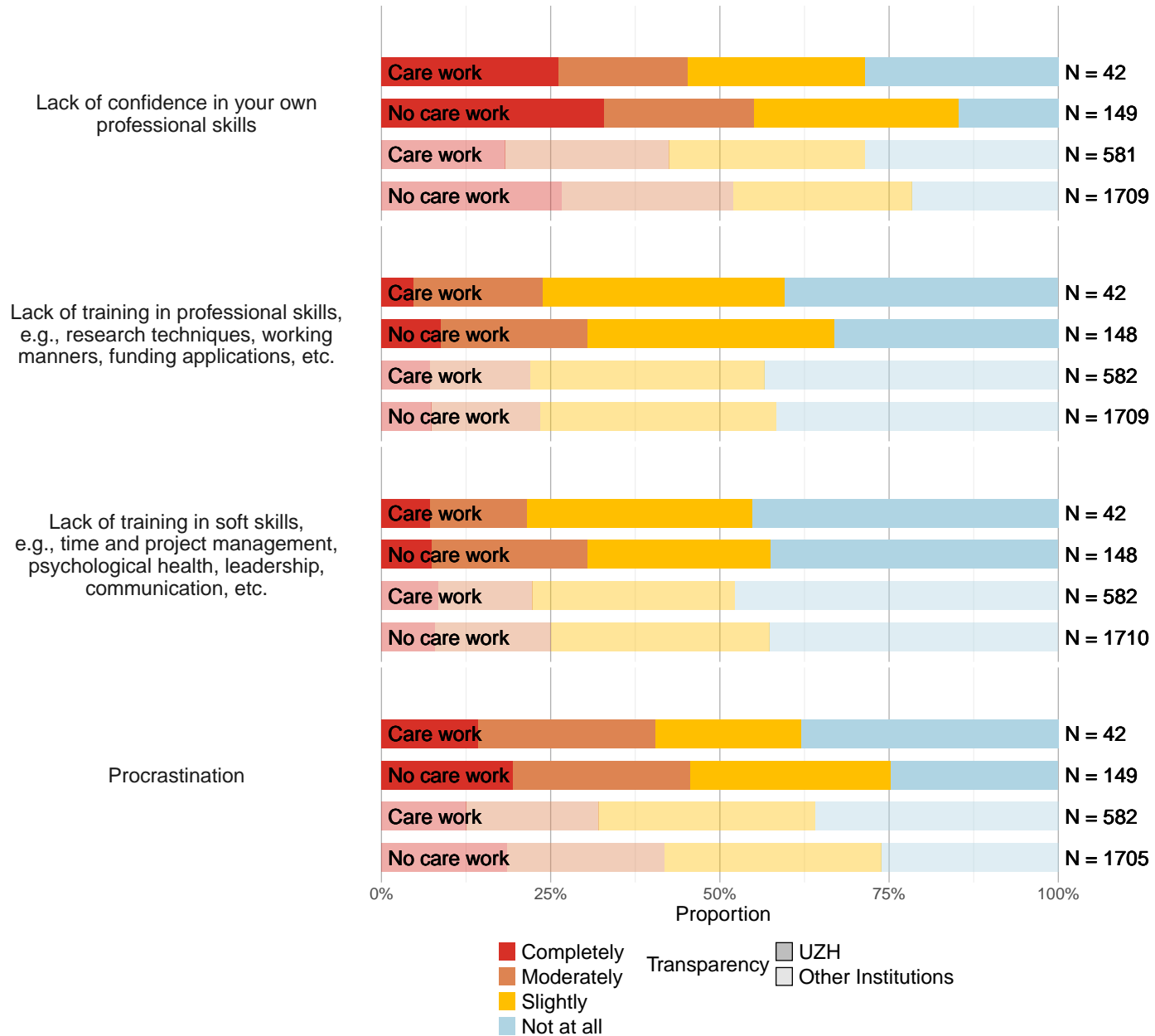
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Self-Management Stressors by Care Work

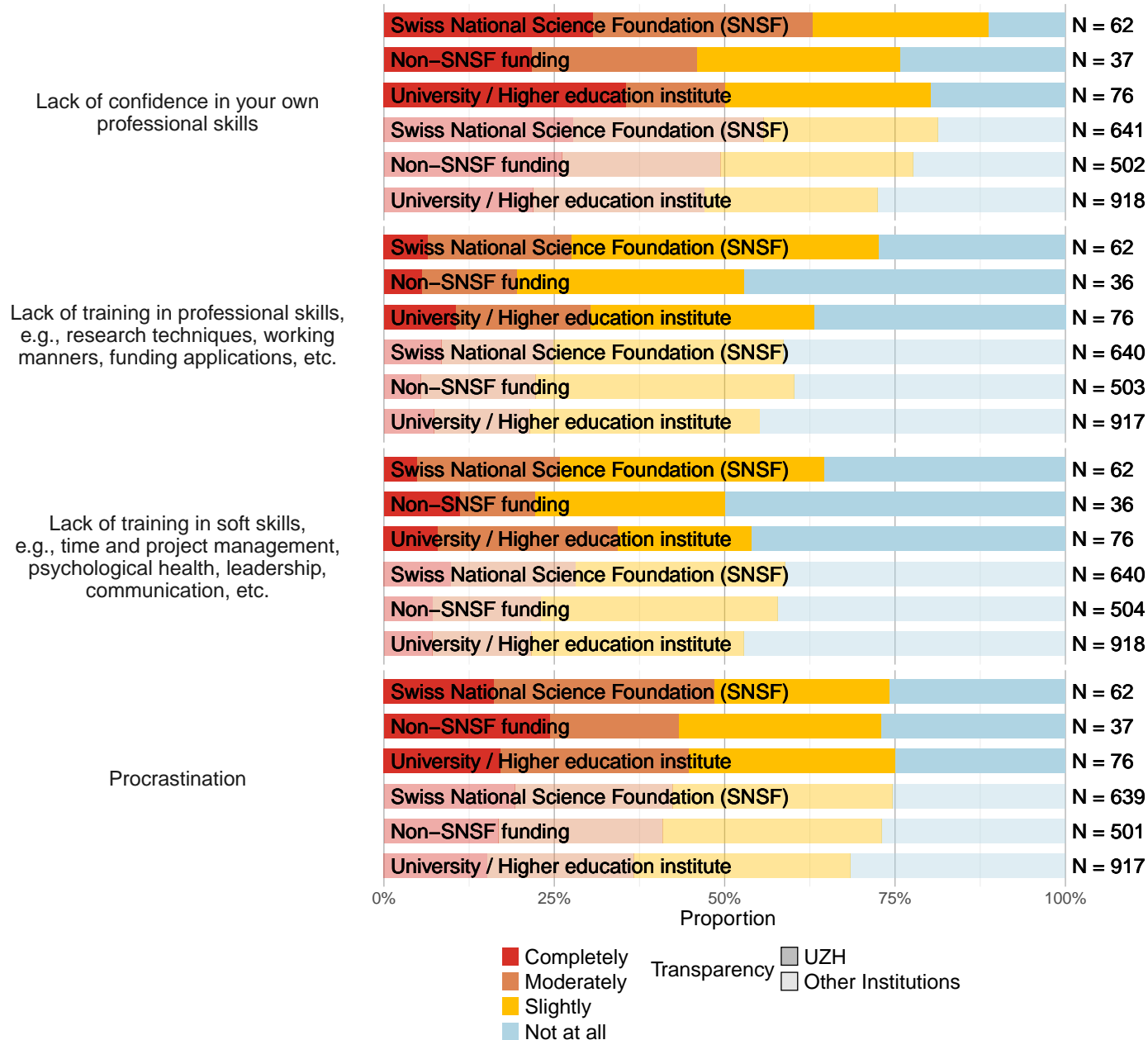
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Self-Management Stressors by Funding Source

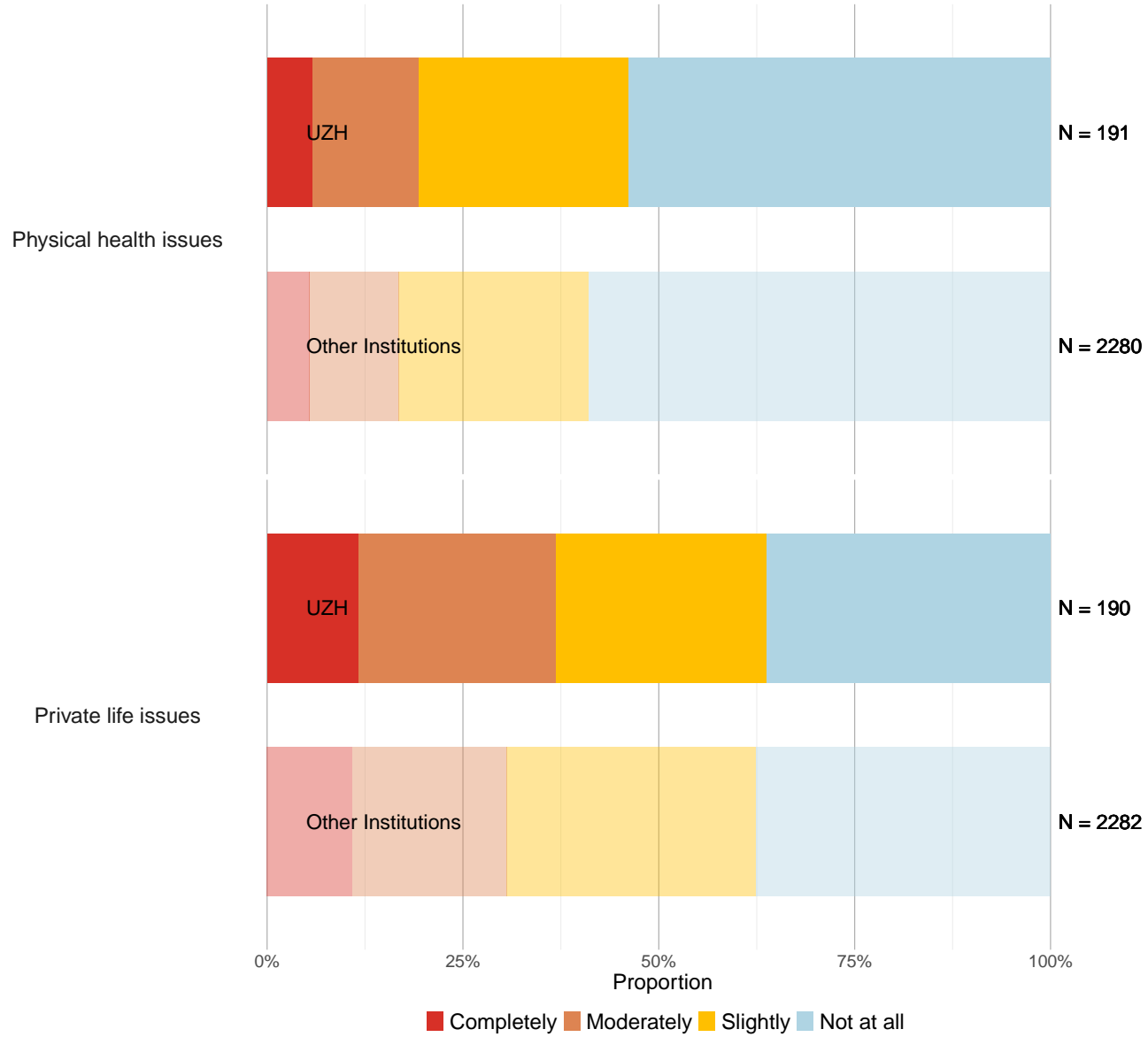
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

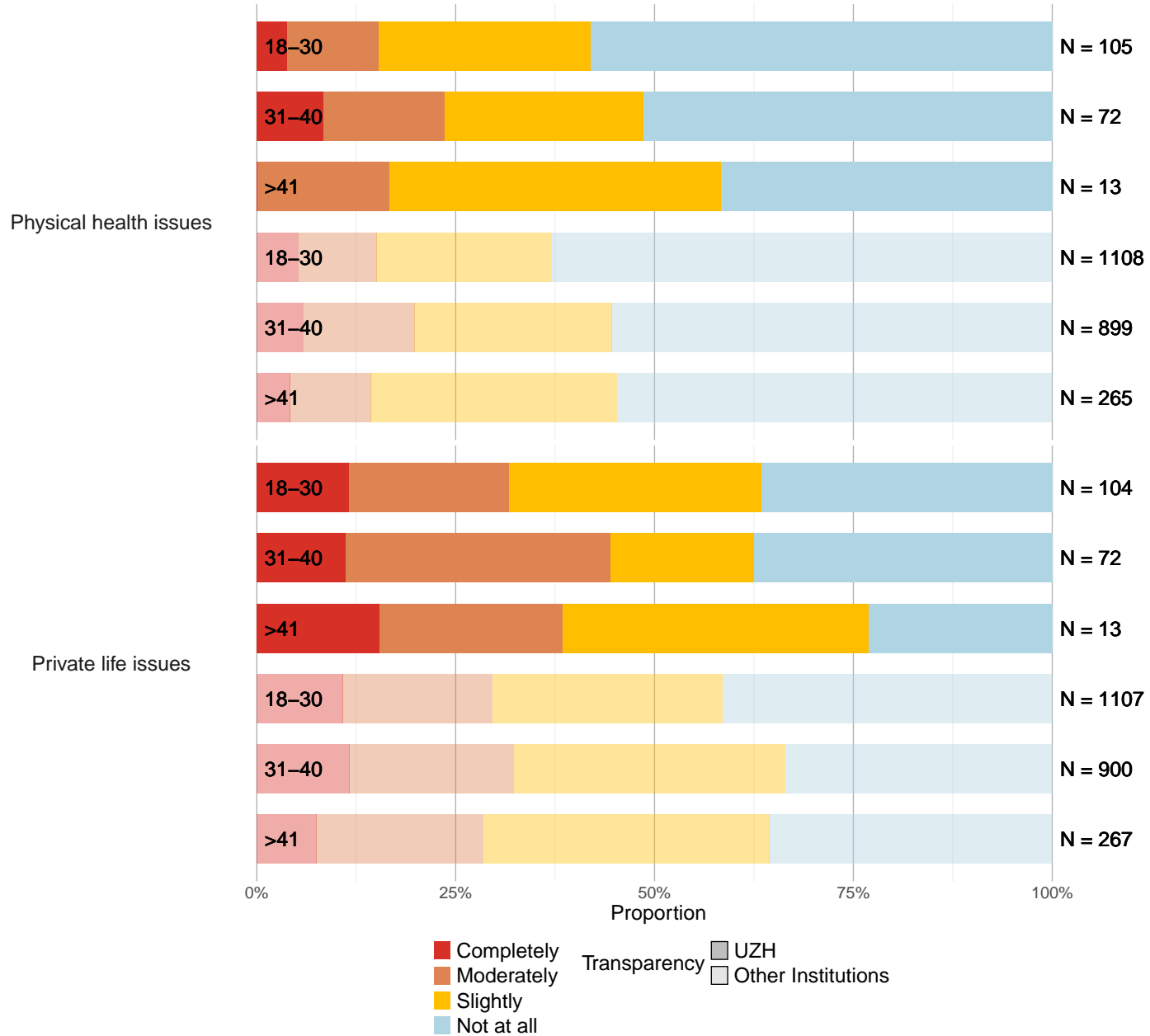
Private Stressors

Question: 'To what degree is the following causing you stress currently?'



Private Stressors by Age

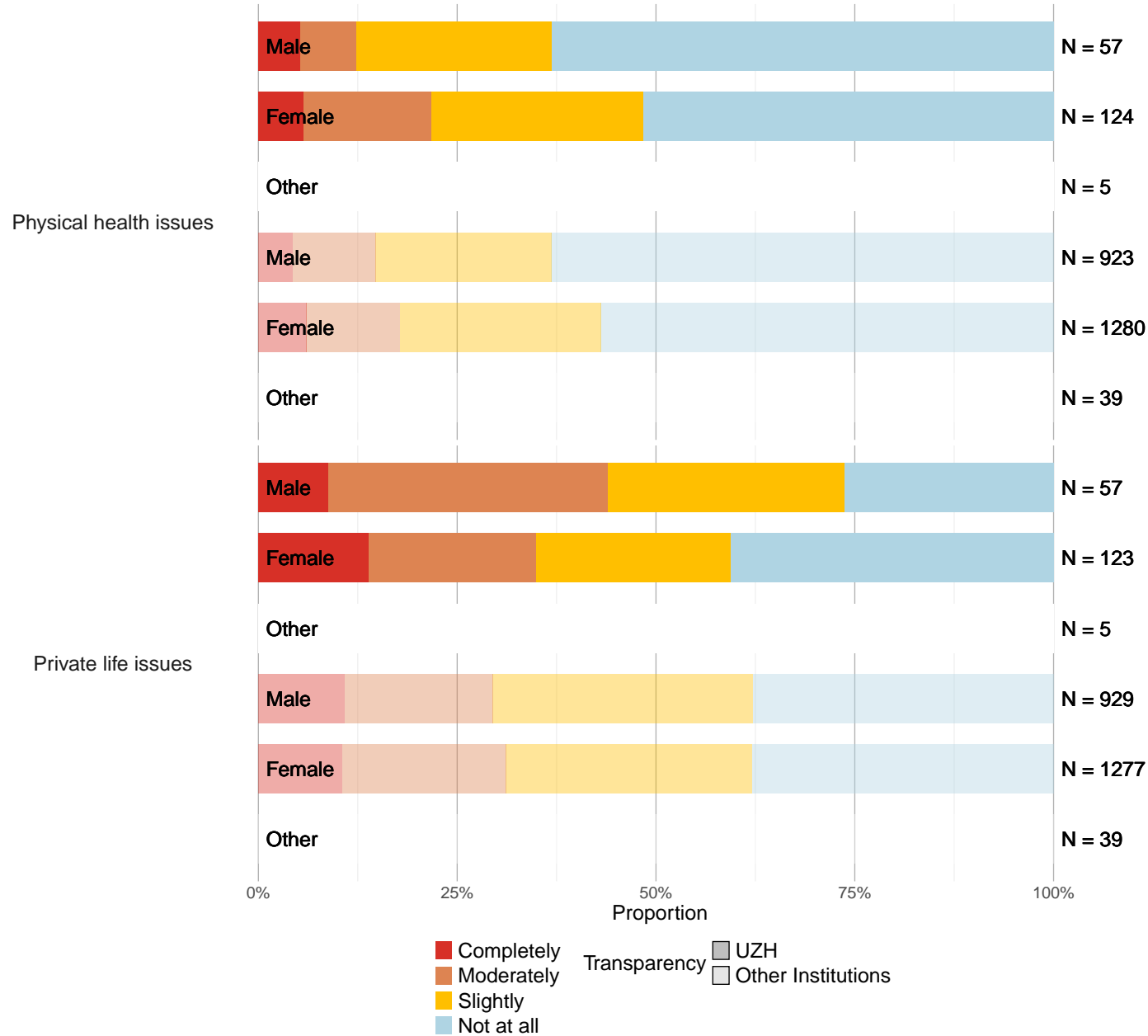
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Private Stressors by Gender

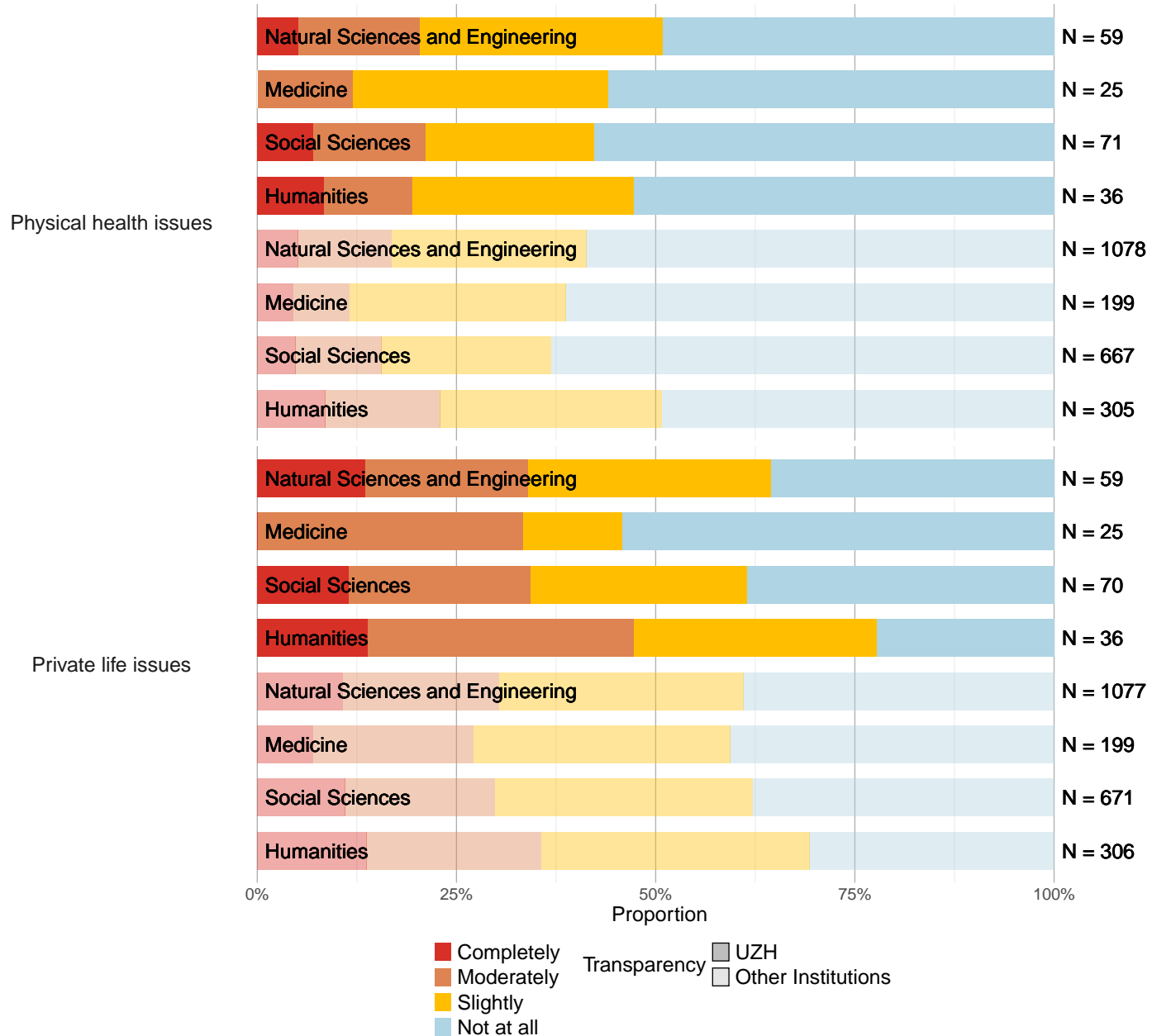
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Private Stressors by Research Discipline

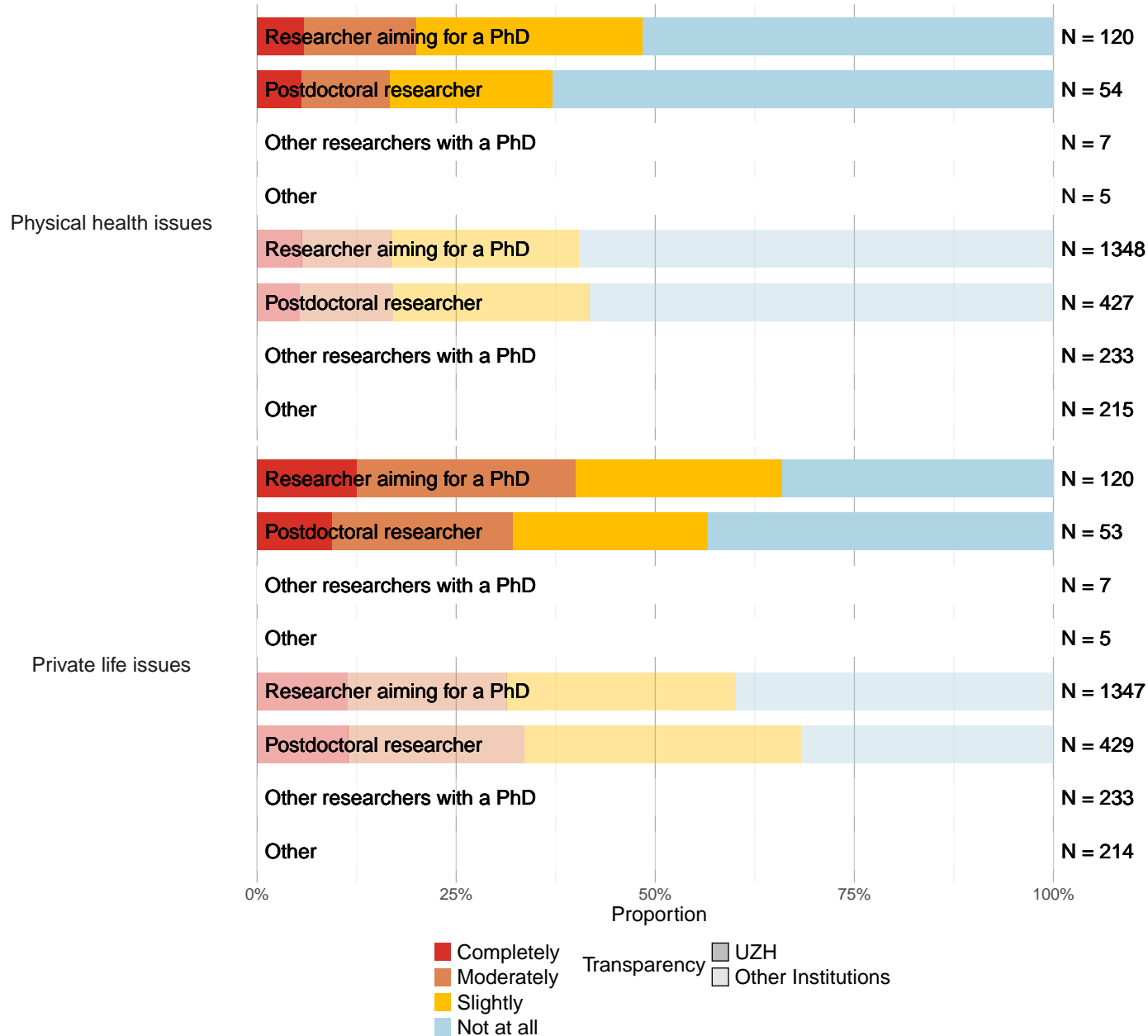
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Private Stressors by Position Type

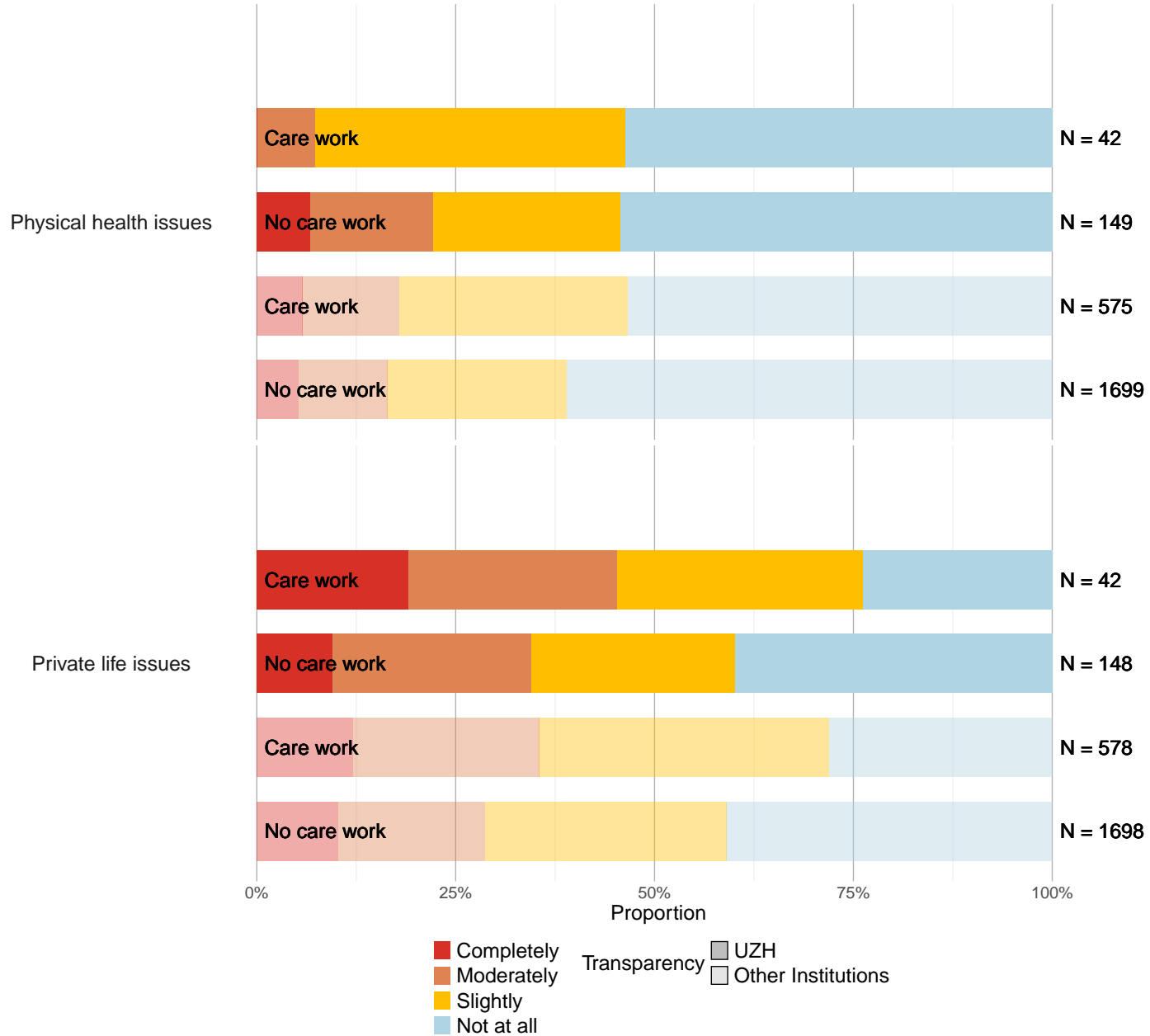
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Private Stressors by Care Work

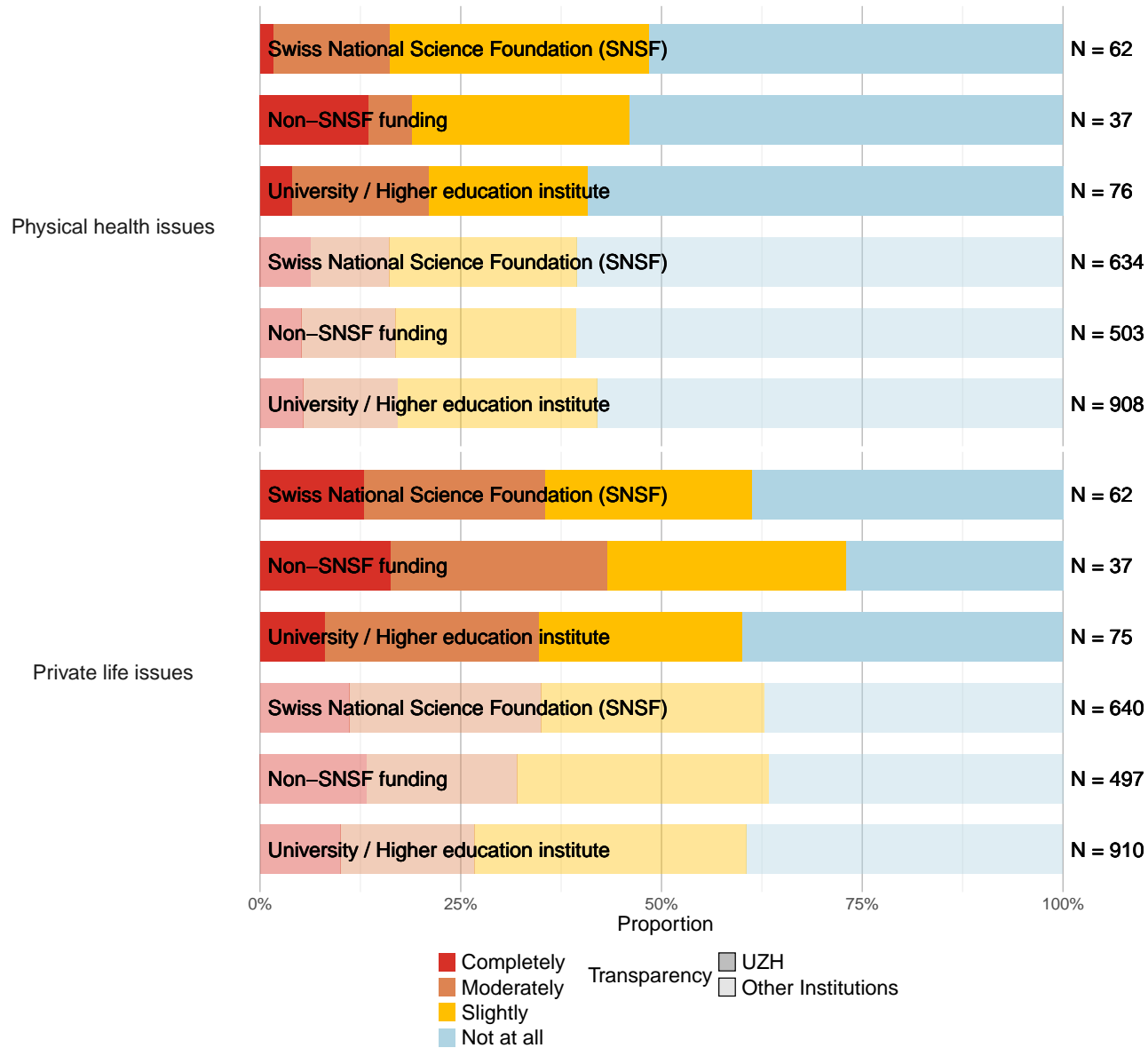
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Private Stressors by Funding Source

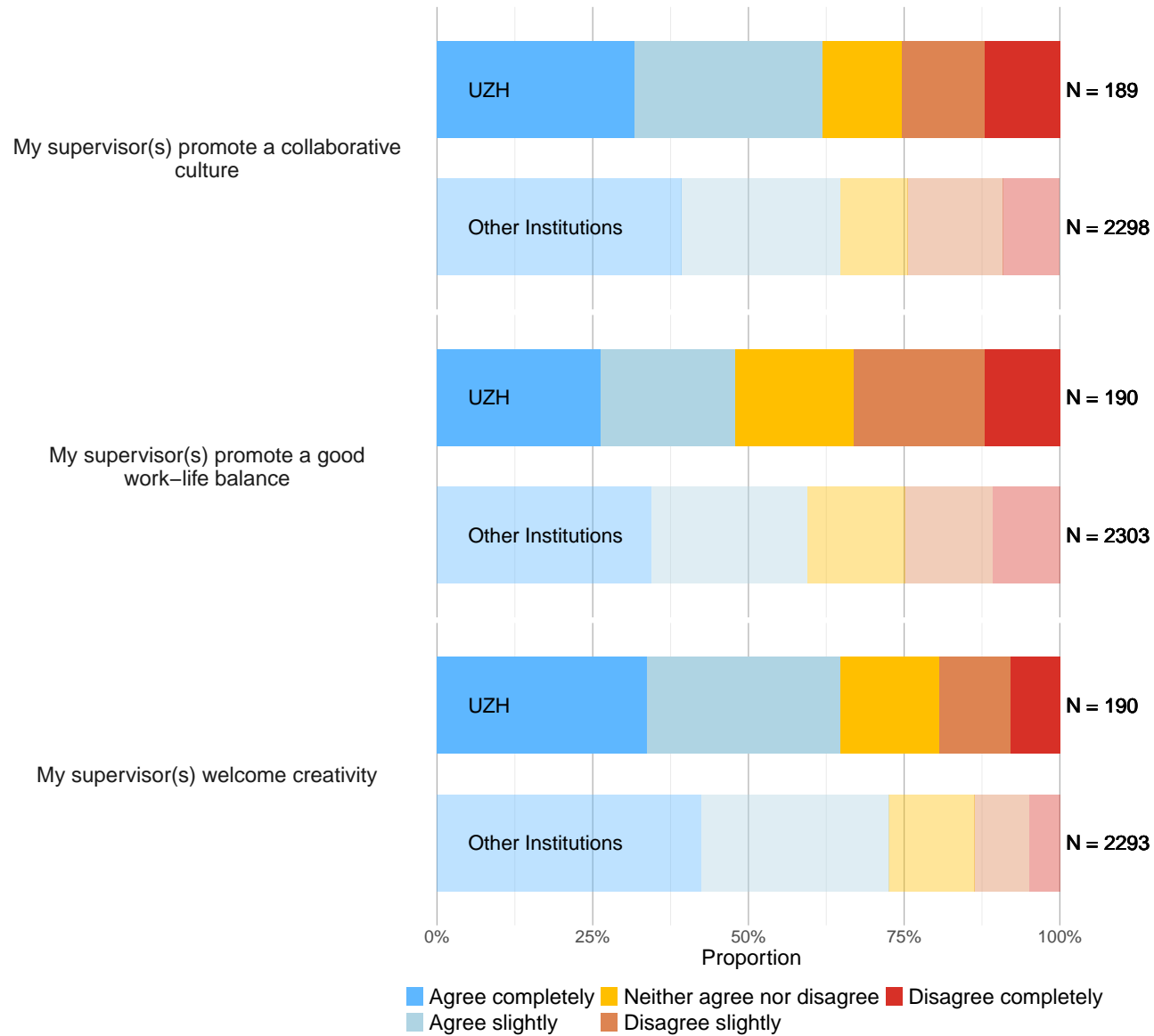
Question: 'To what degree is the following causing you stress currently?'



Groups with less than 10 responses are not visible in the plot (marked in white).

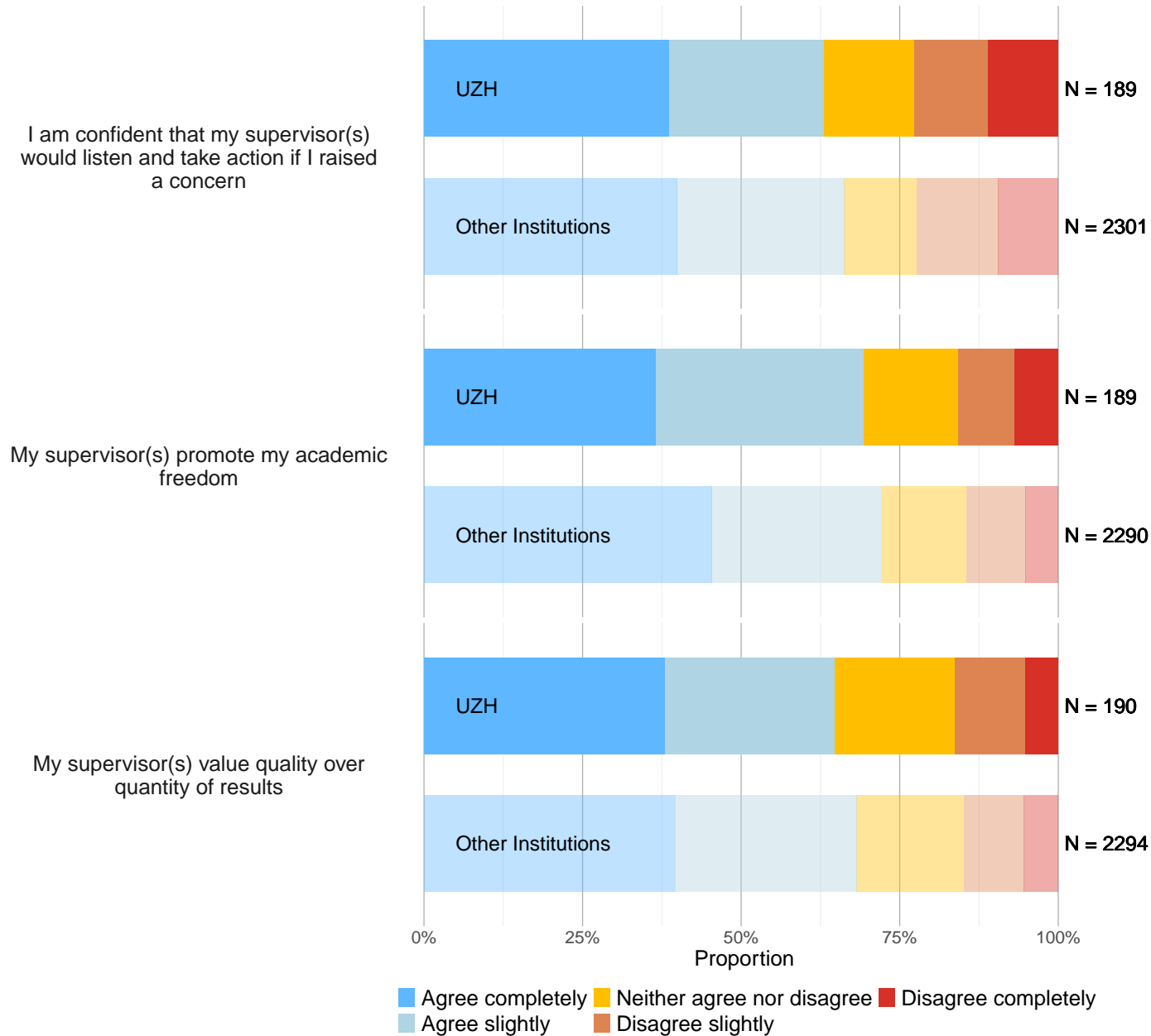
Statements Regarding Supervisor

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



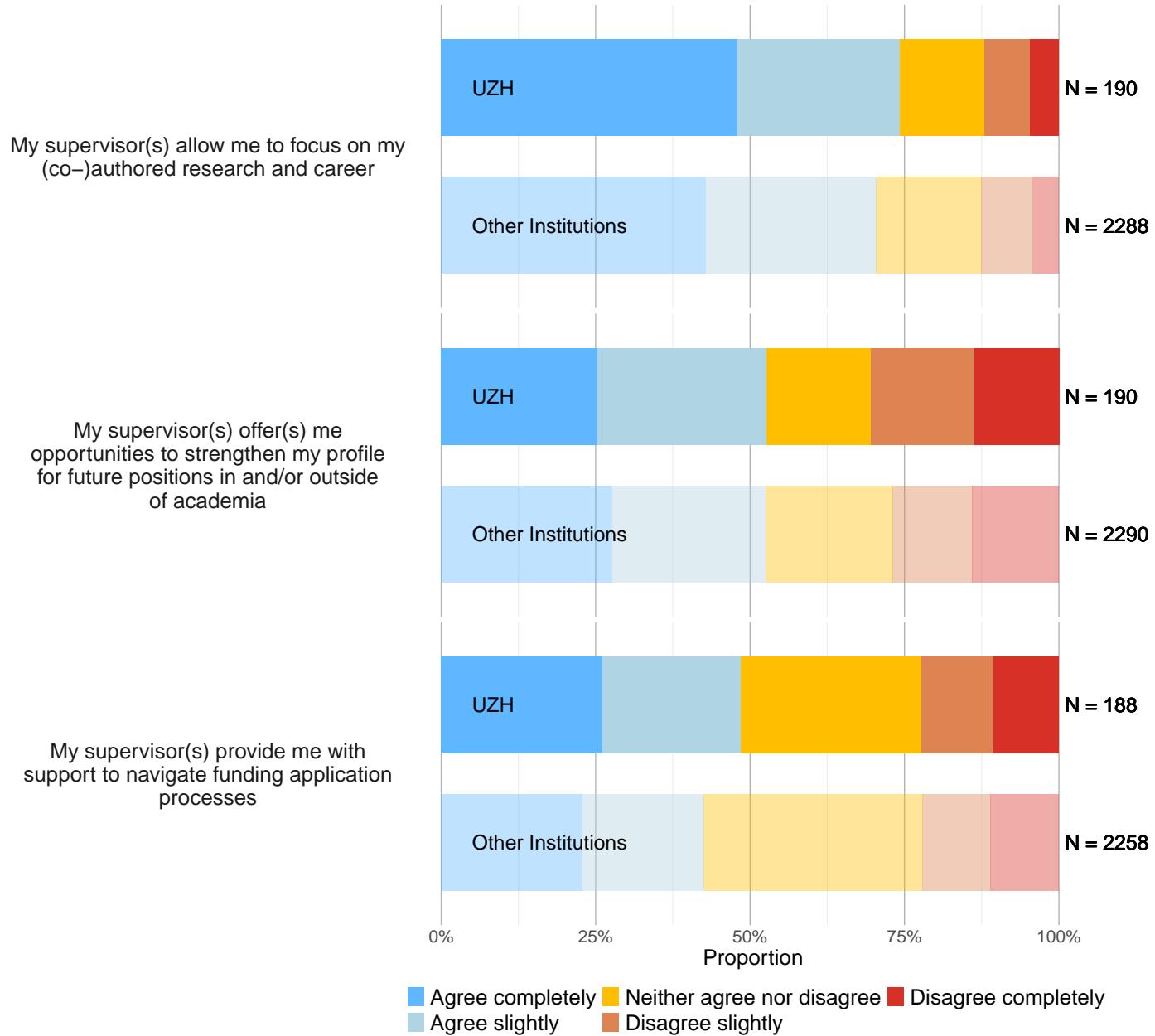
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



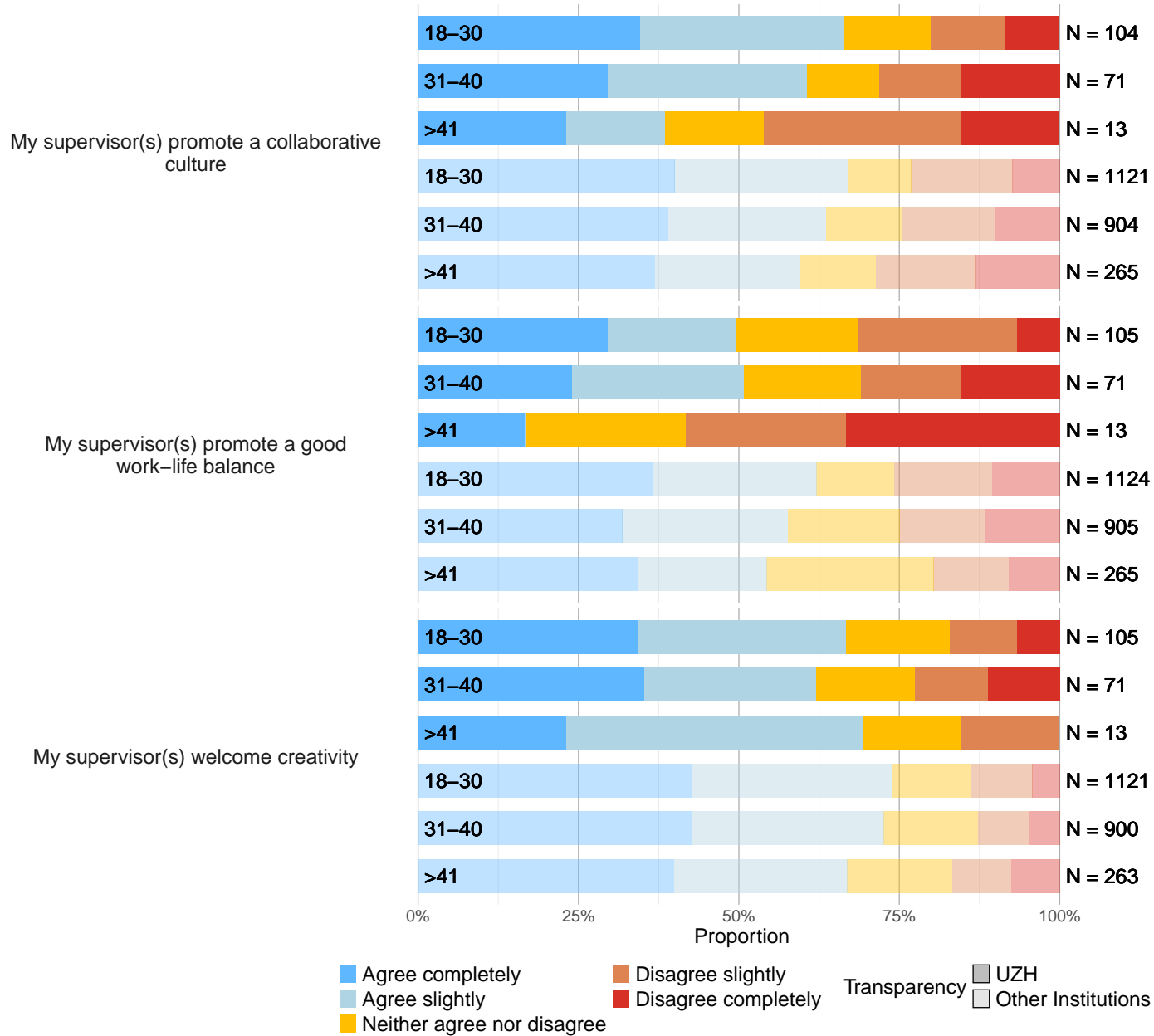
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



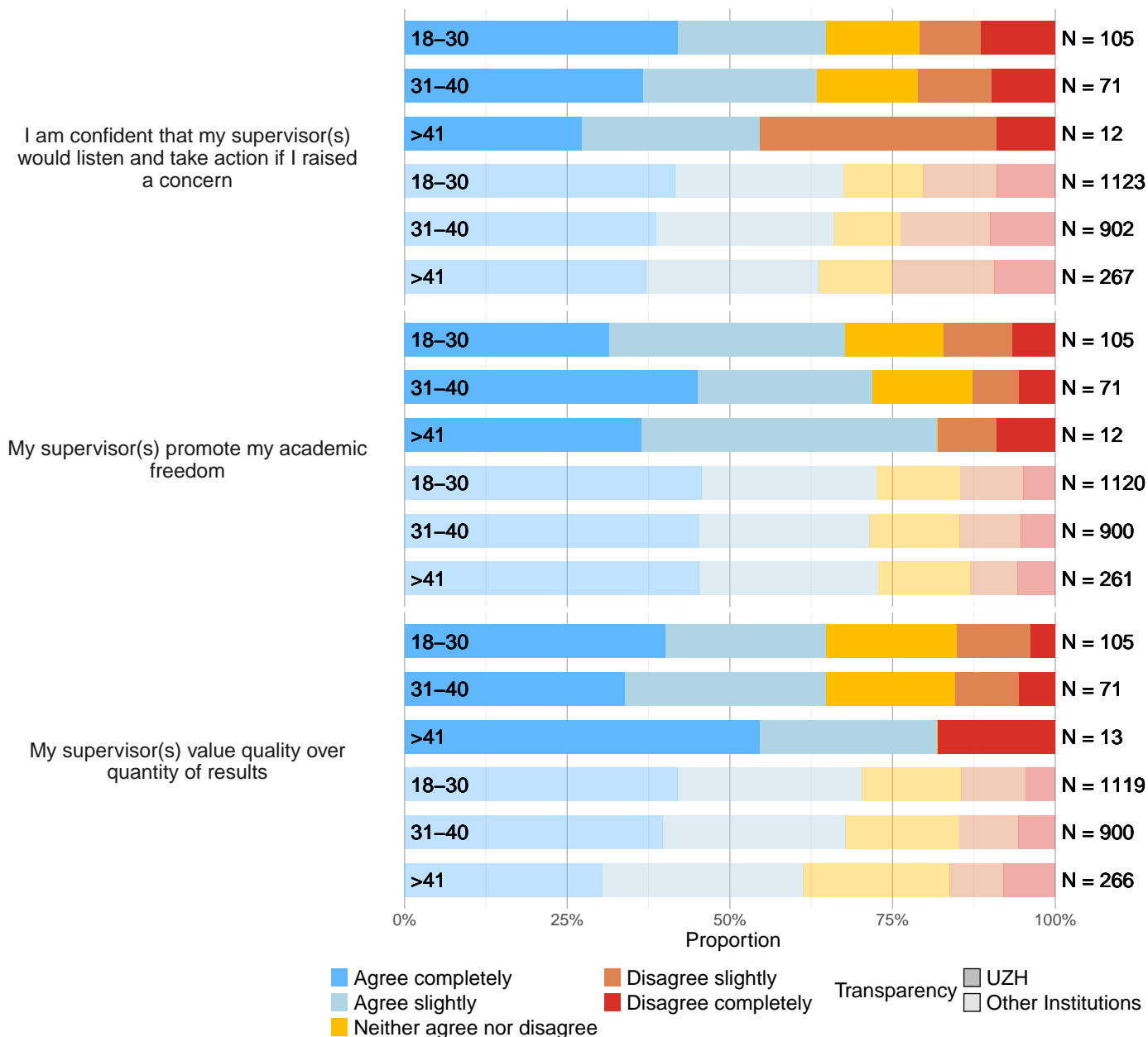
Supervisor by Age

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



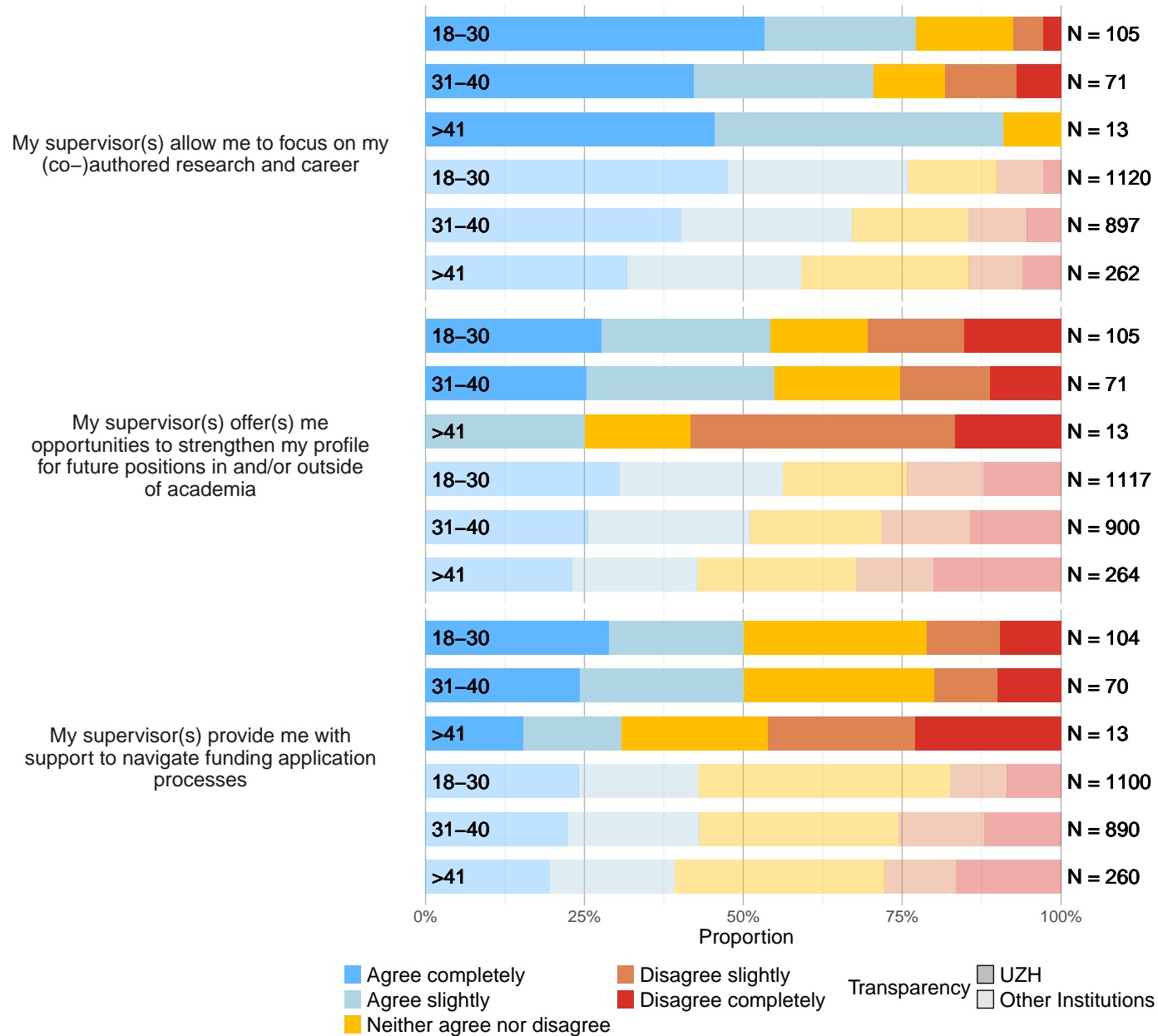
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

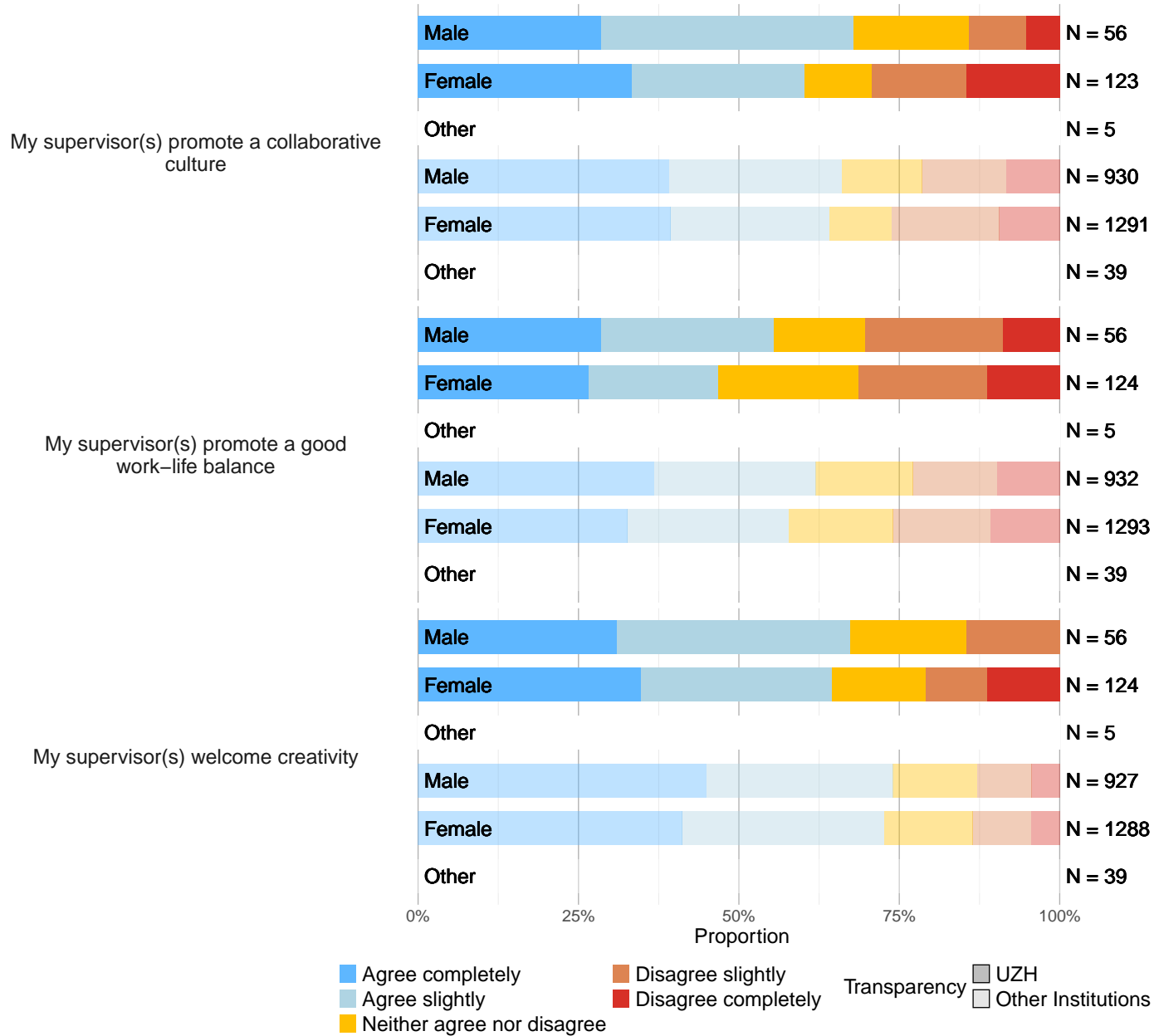
Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

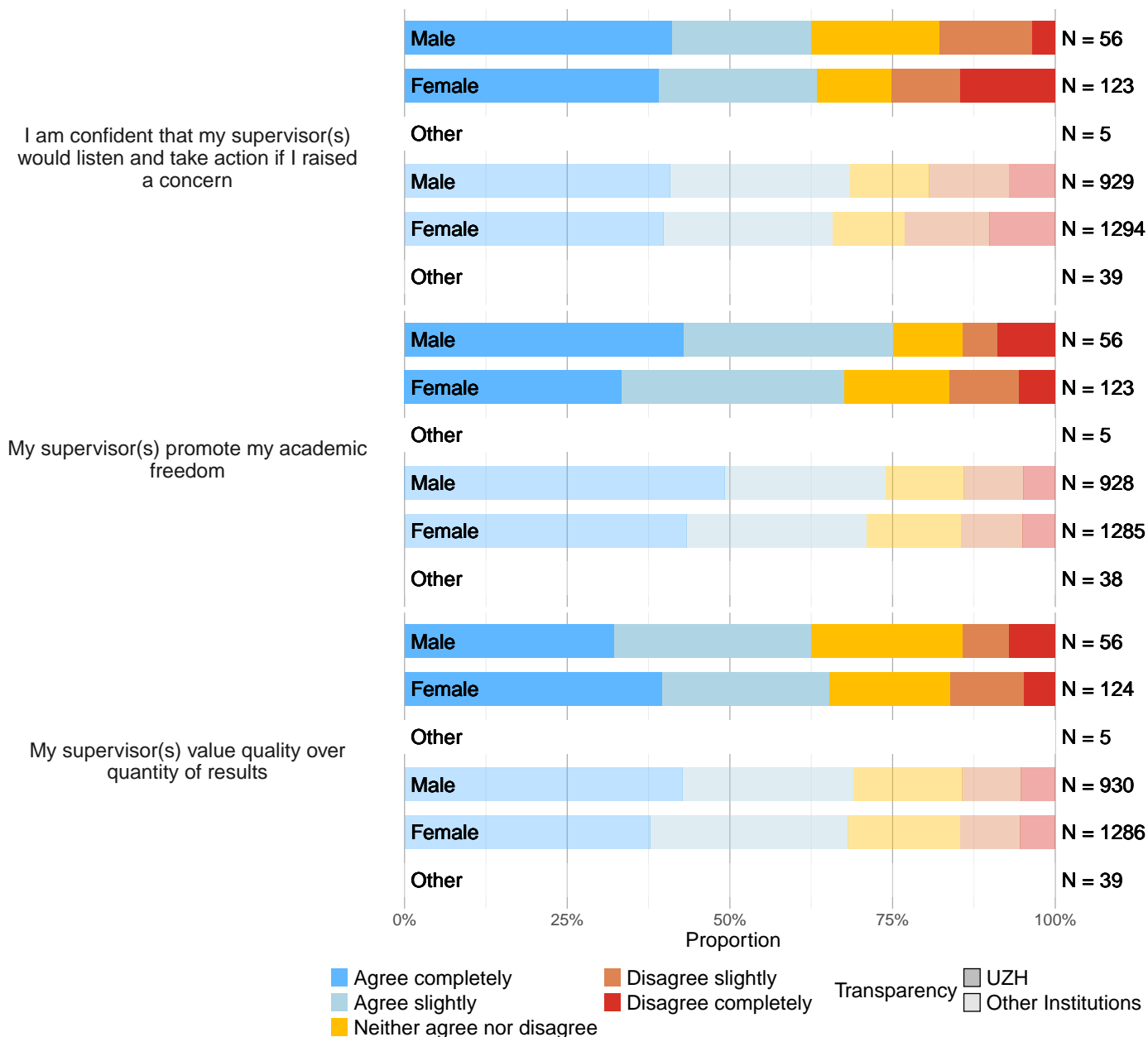
Supervisor by Gender

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



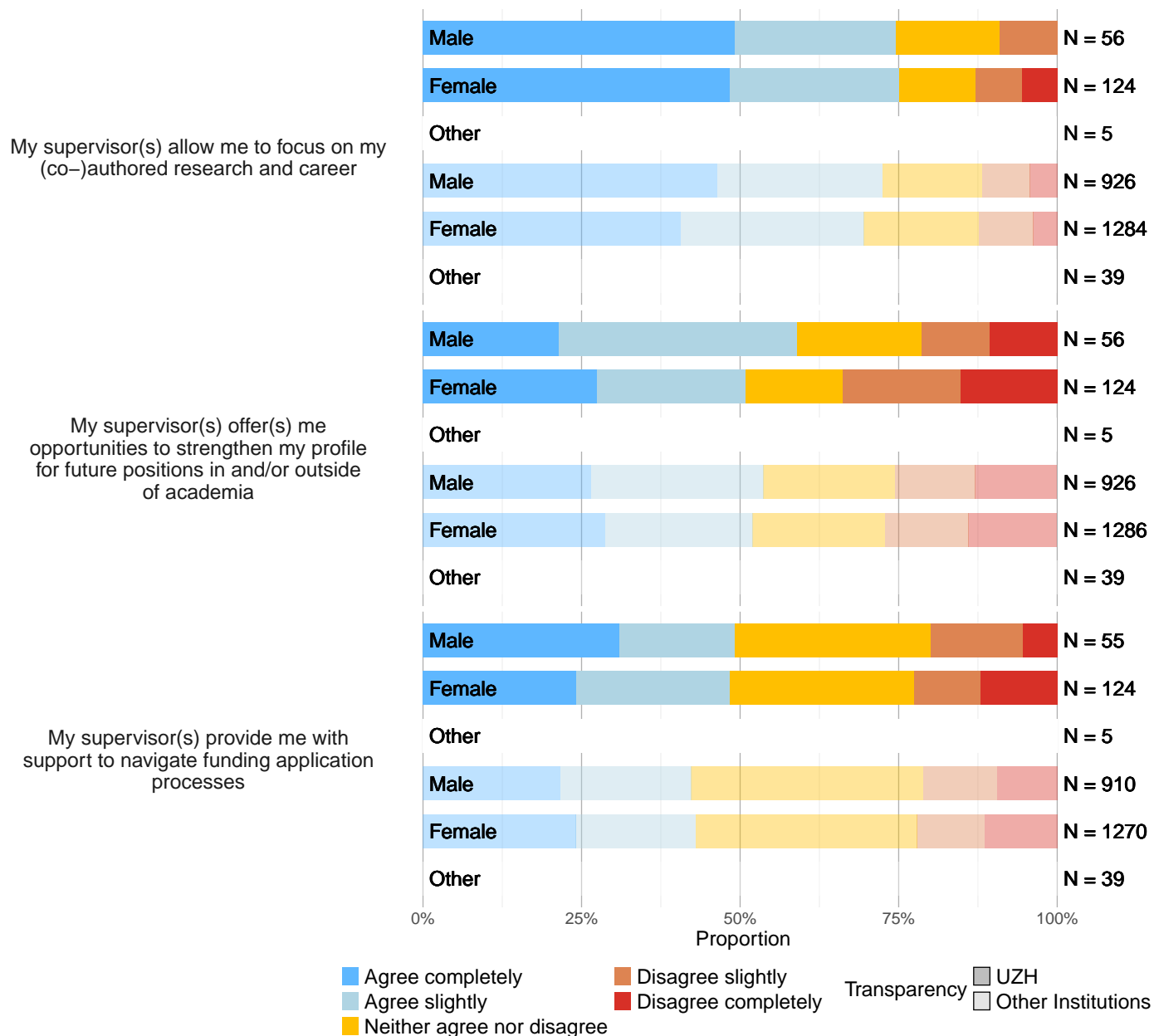
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

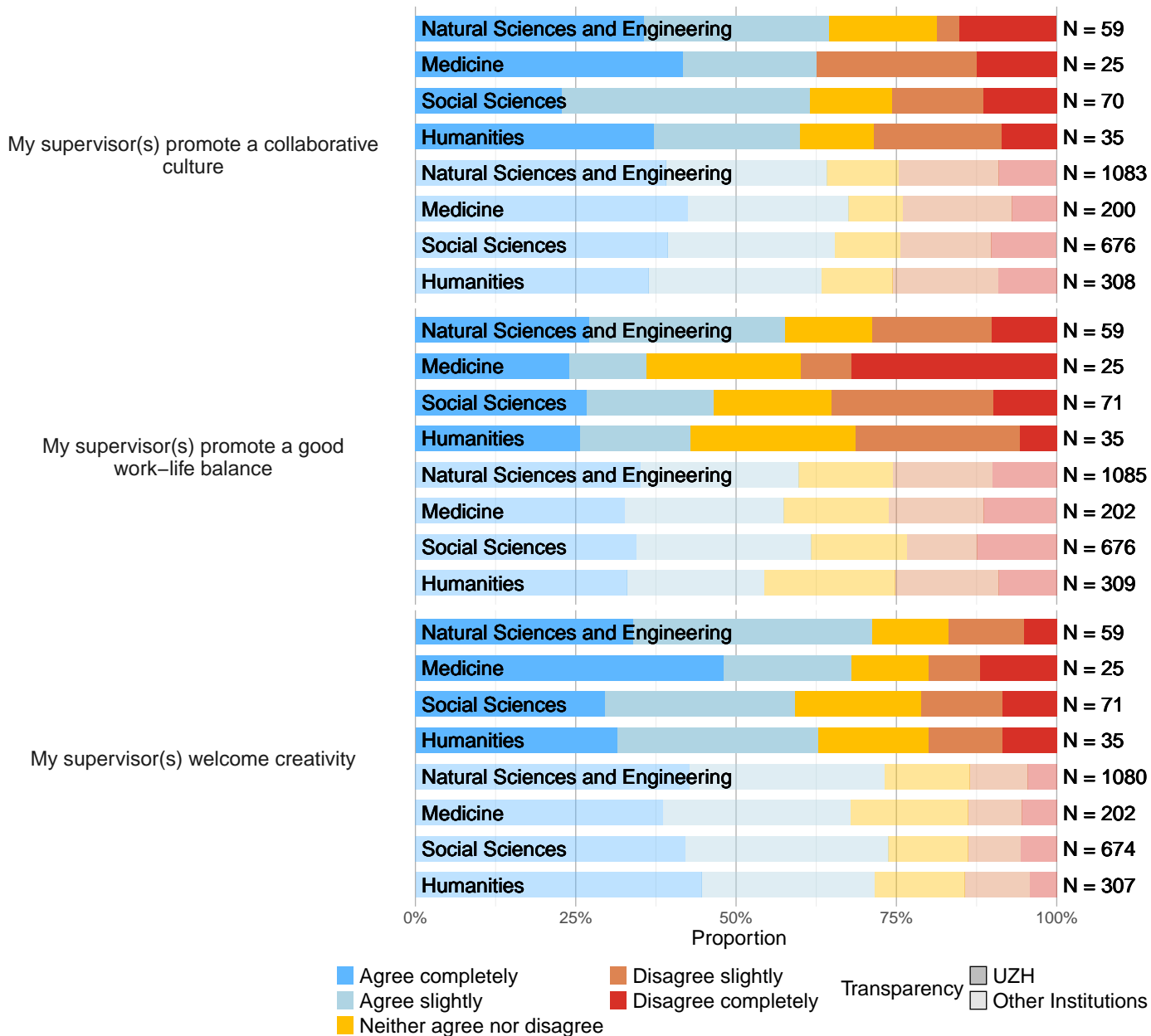
Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

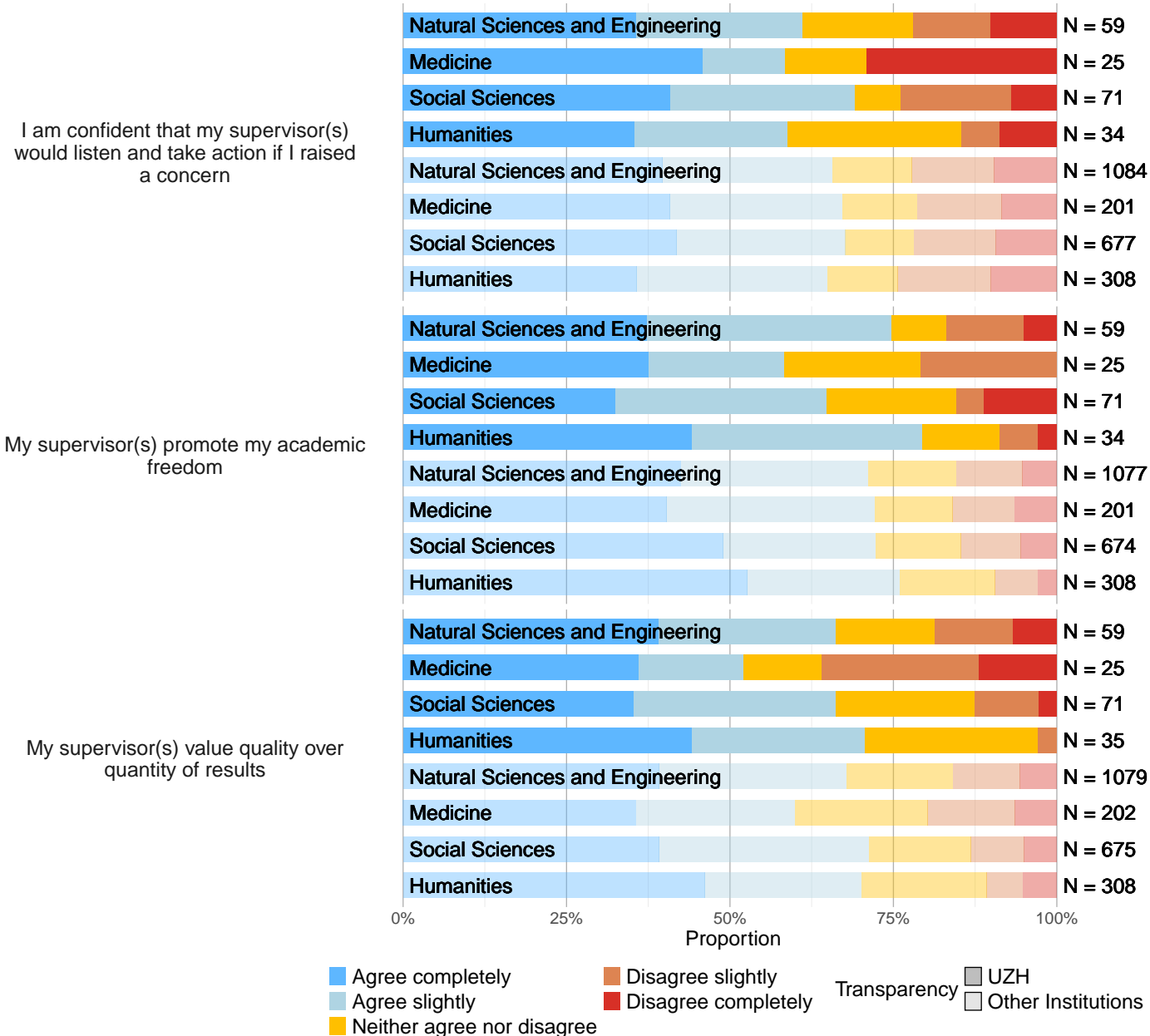
Supervisor by Research Discipline

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



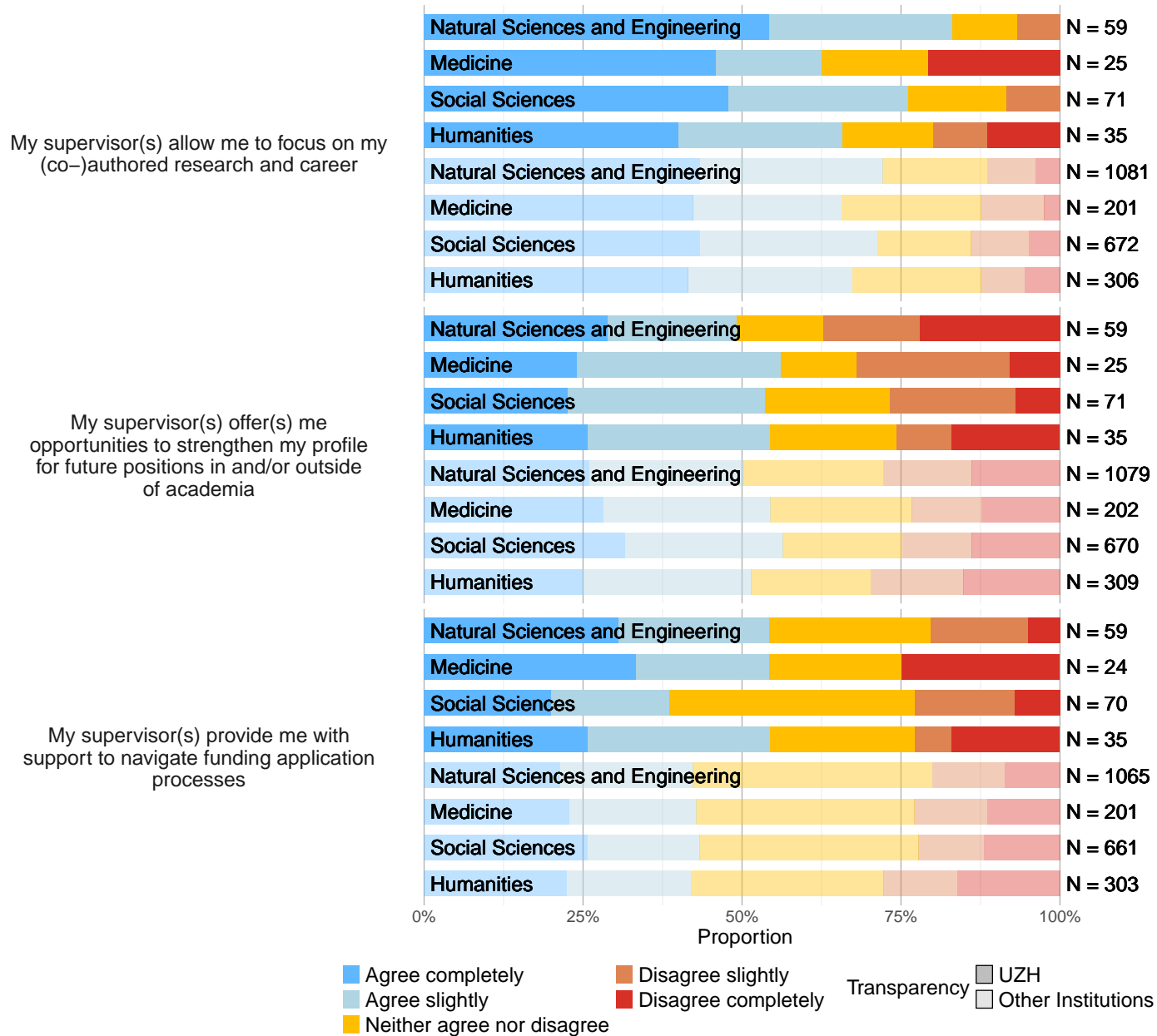
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

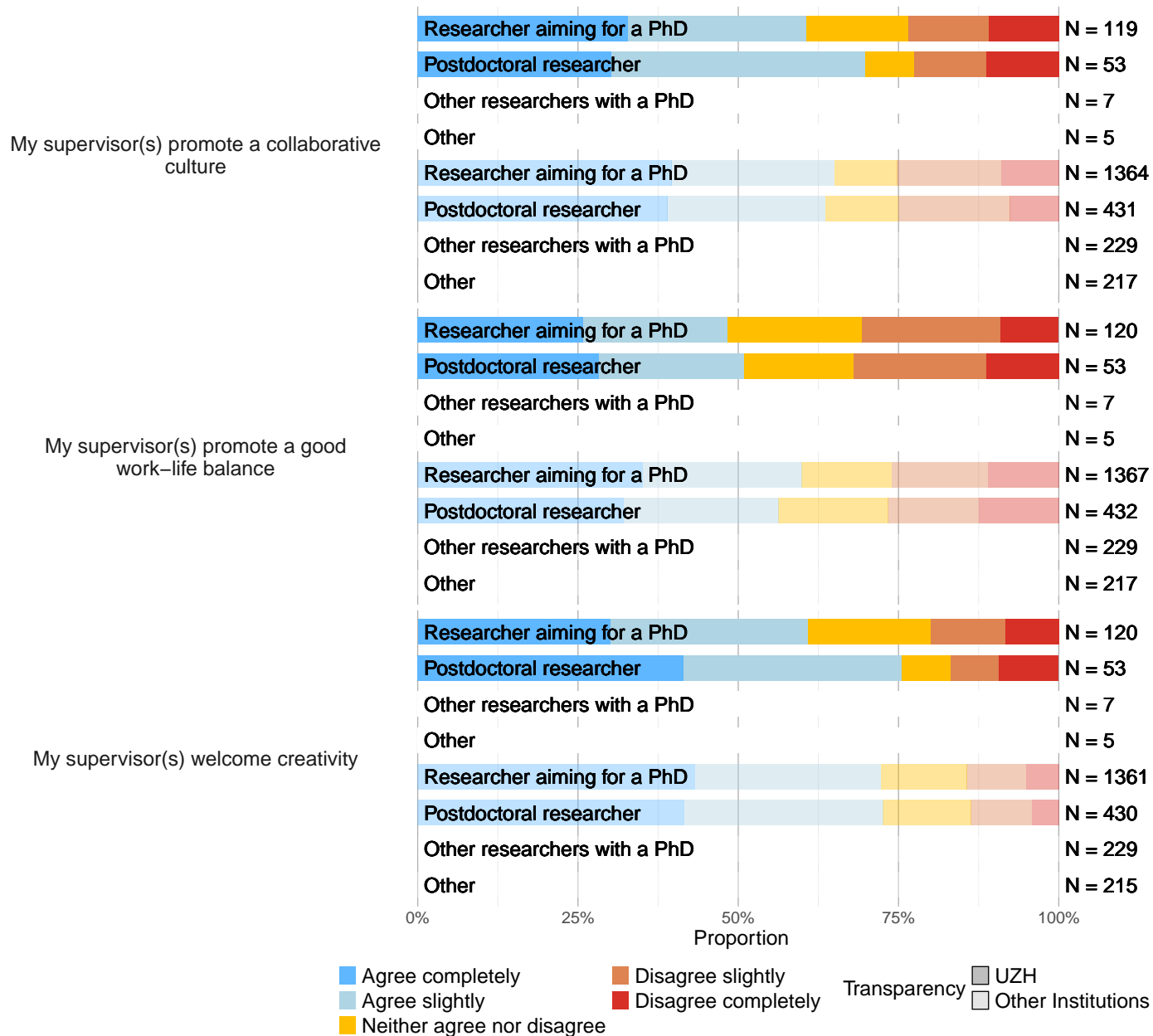
Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

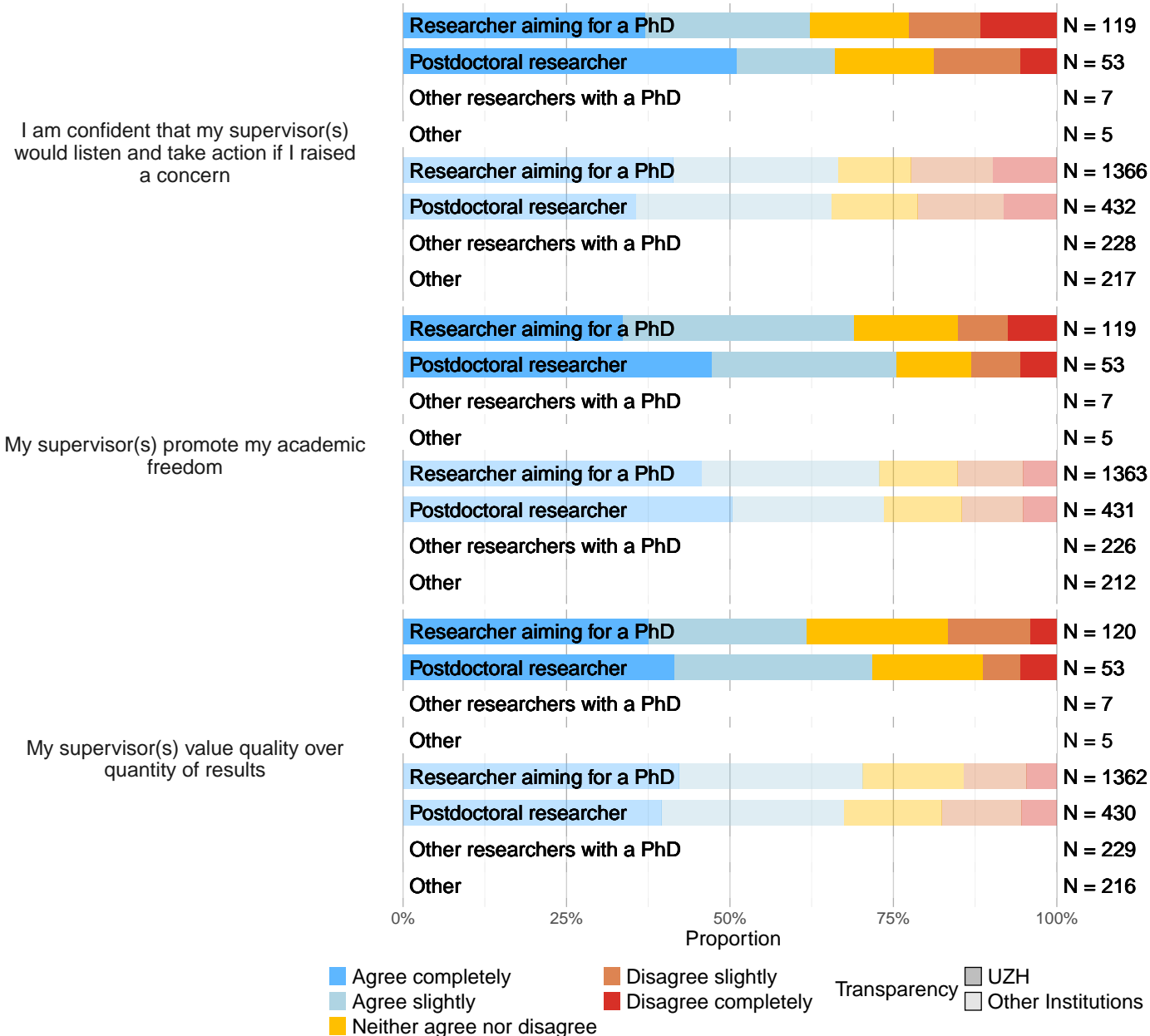
Supervisor by Position Type

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



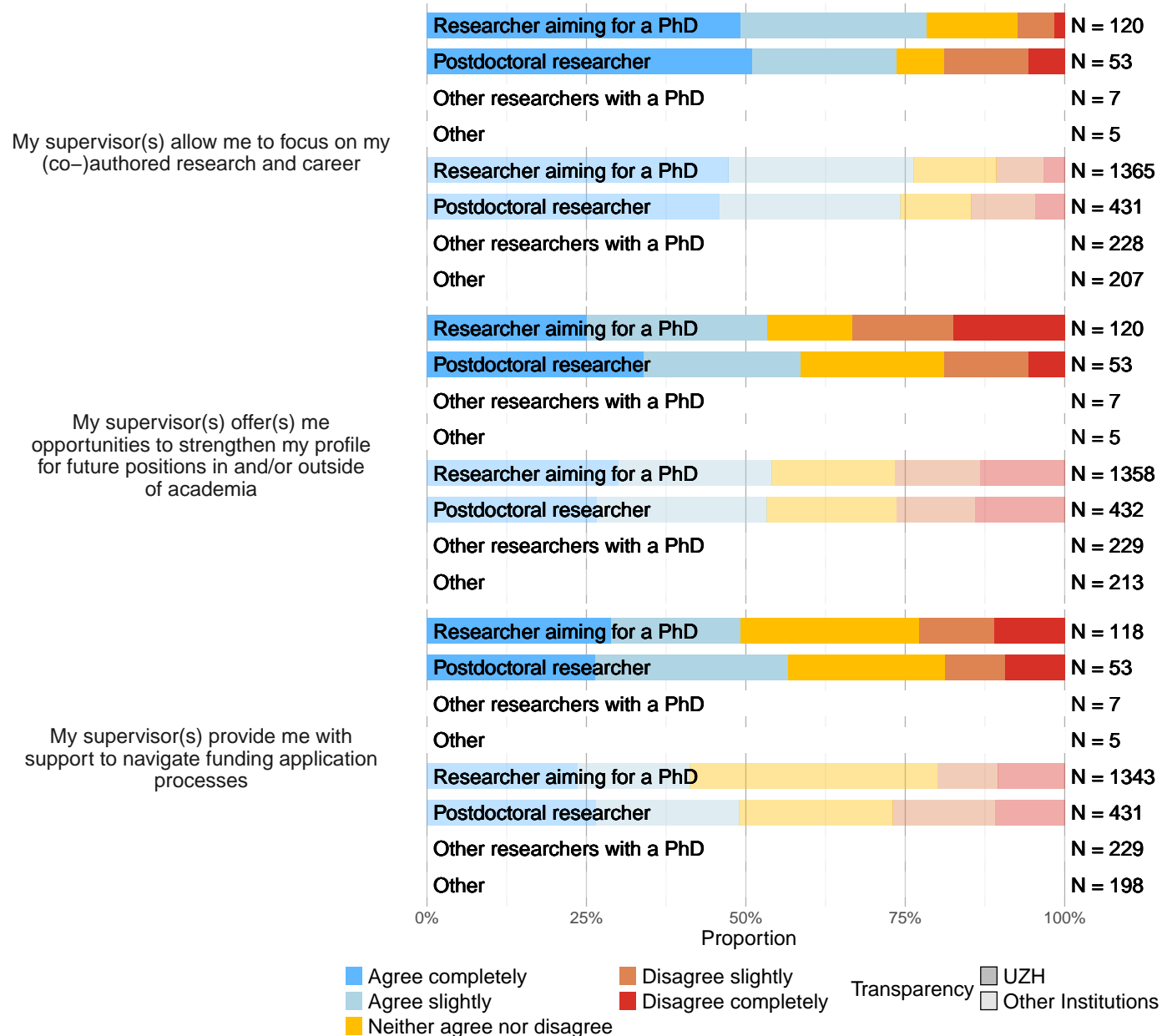
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

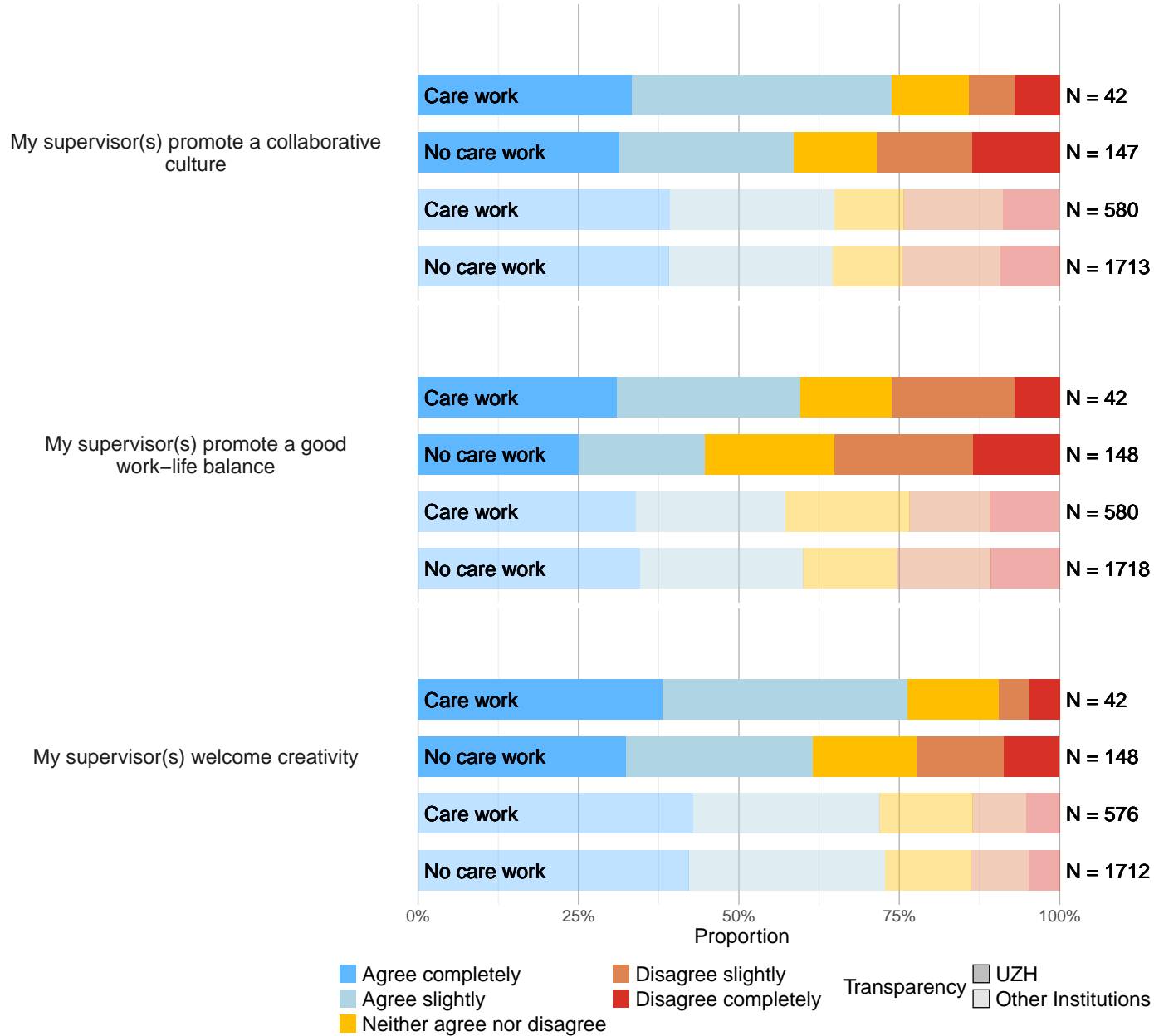
Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

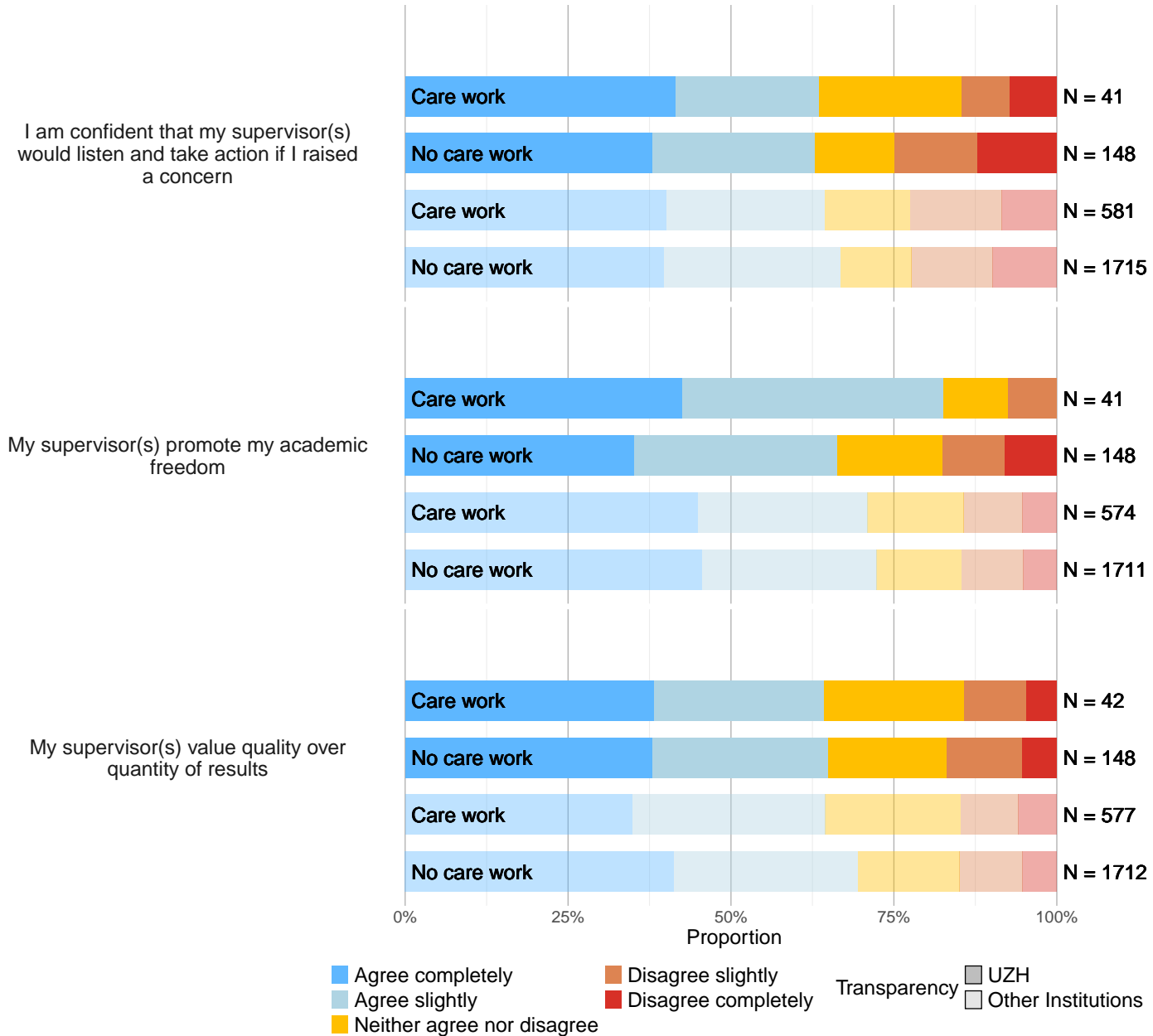
Supervisor by Care Work

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



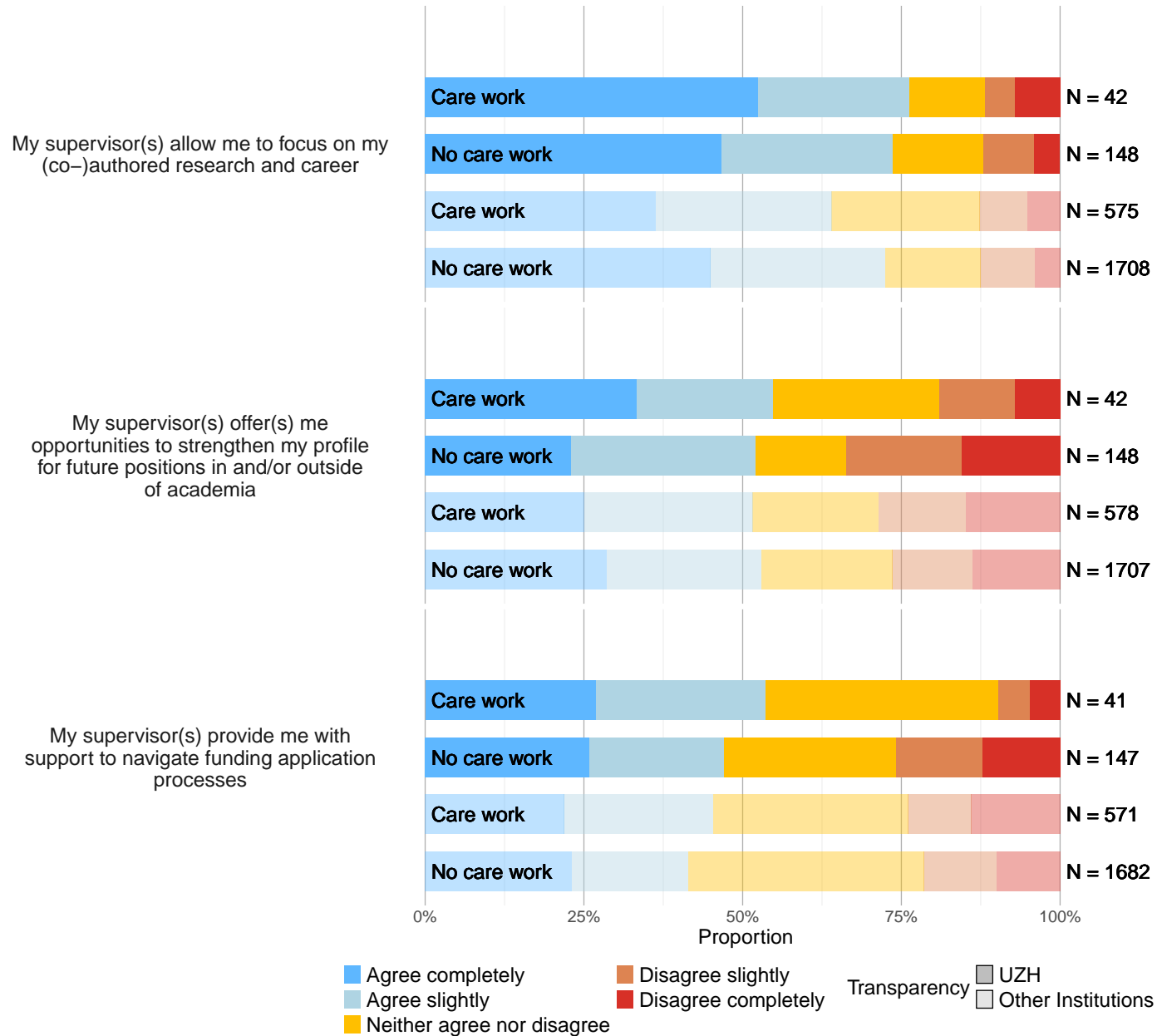
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

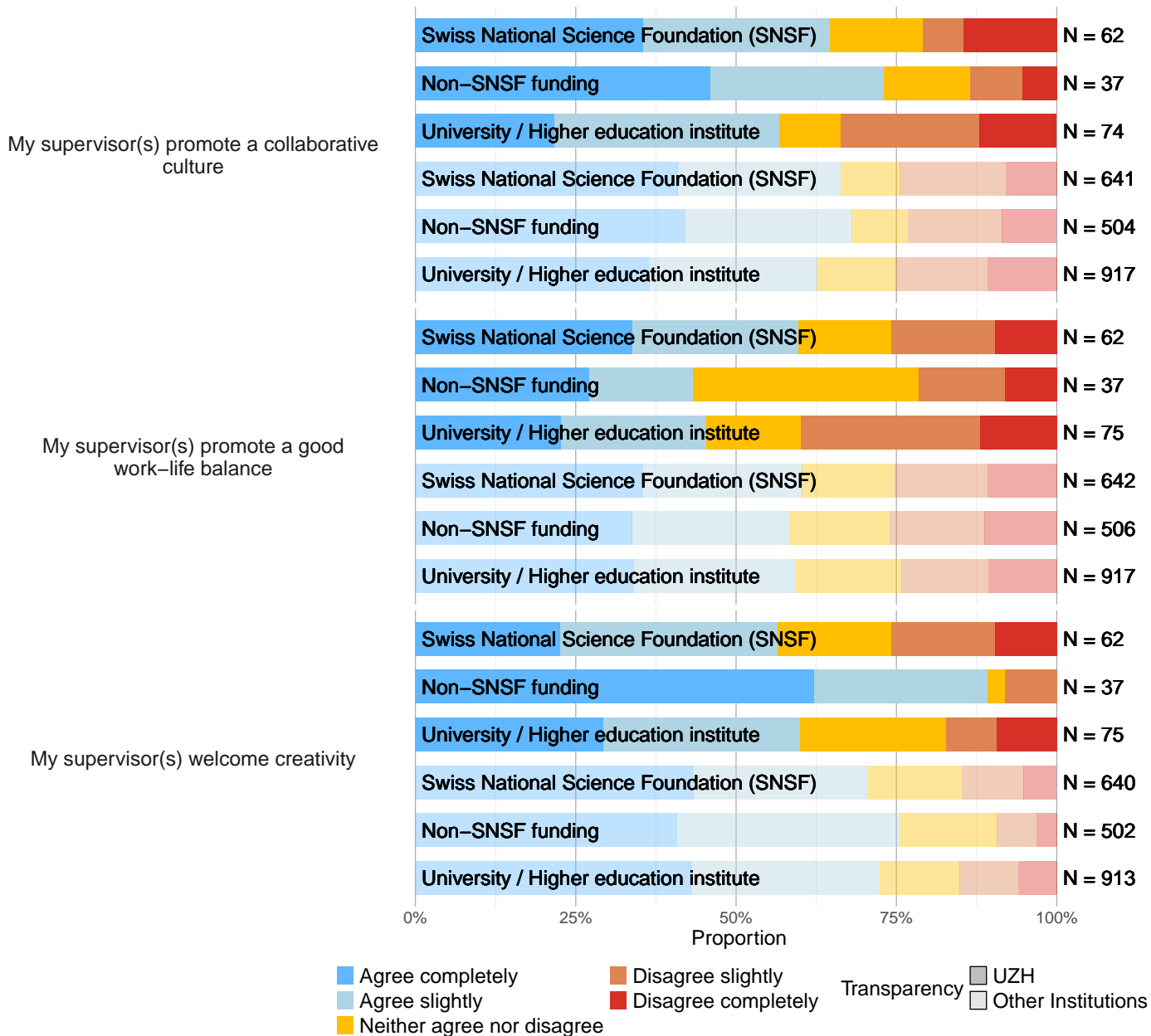
Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

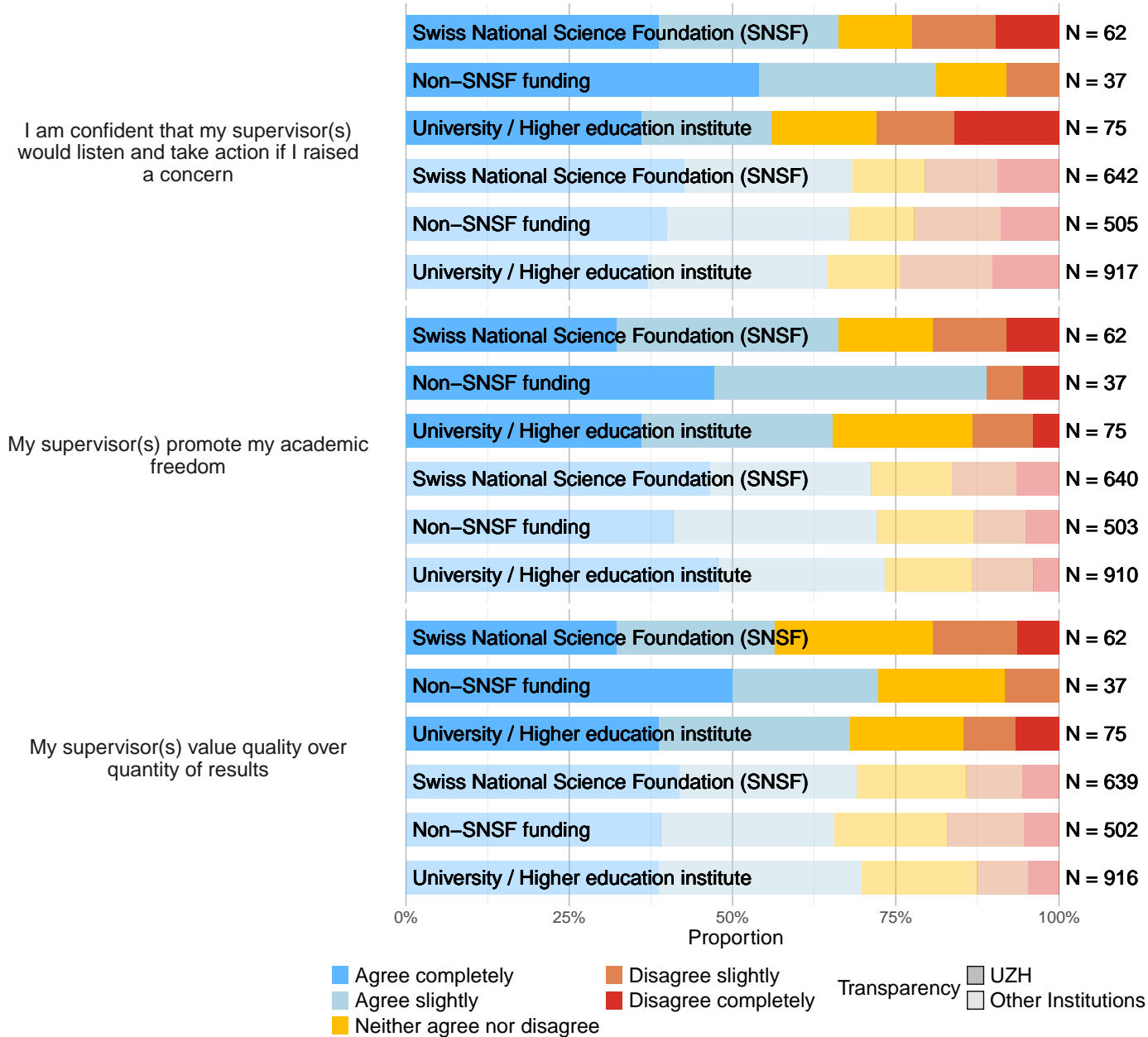
Supervisor by Funding Source

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



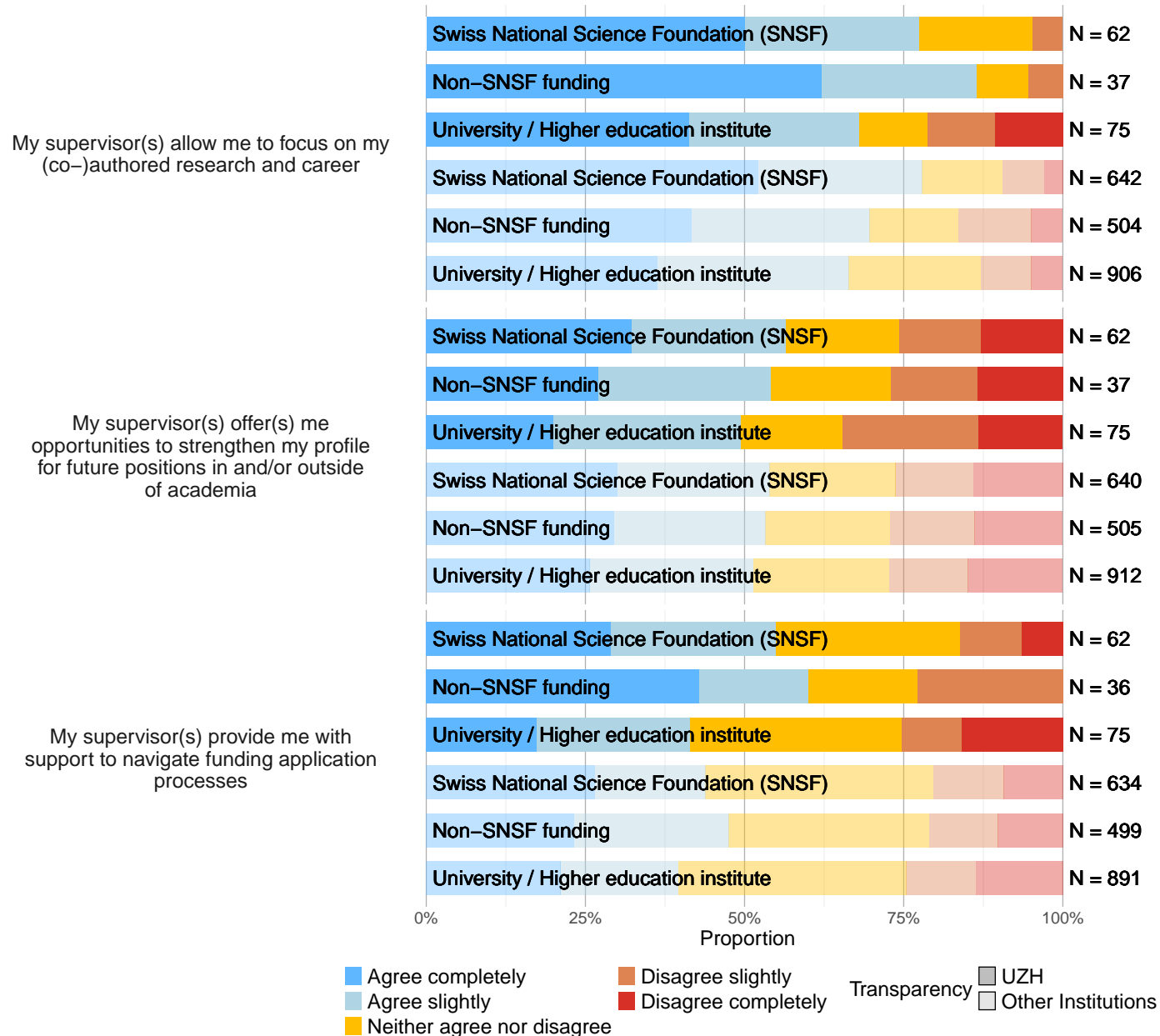
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

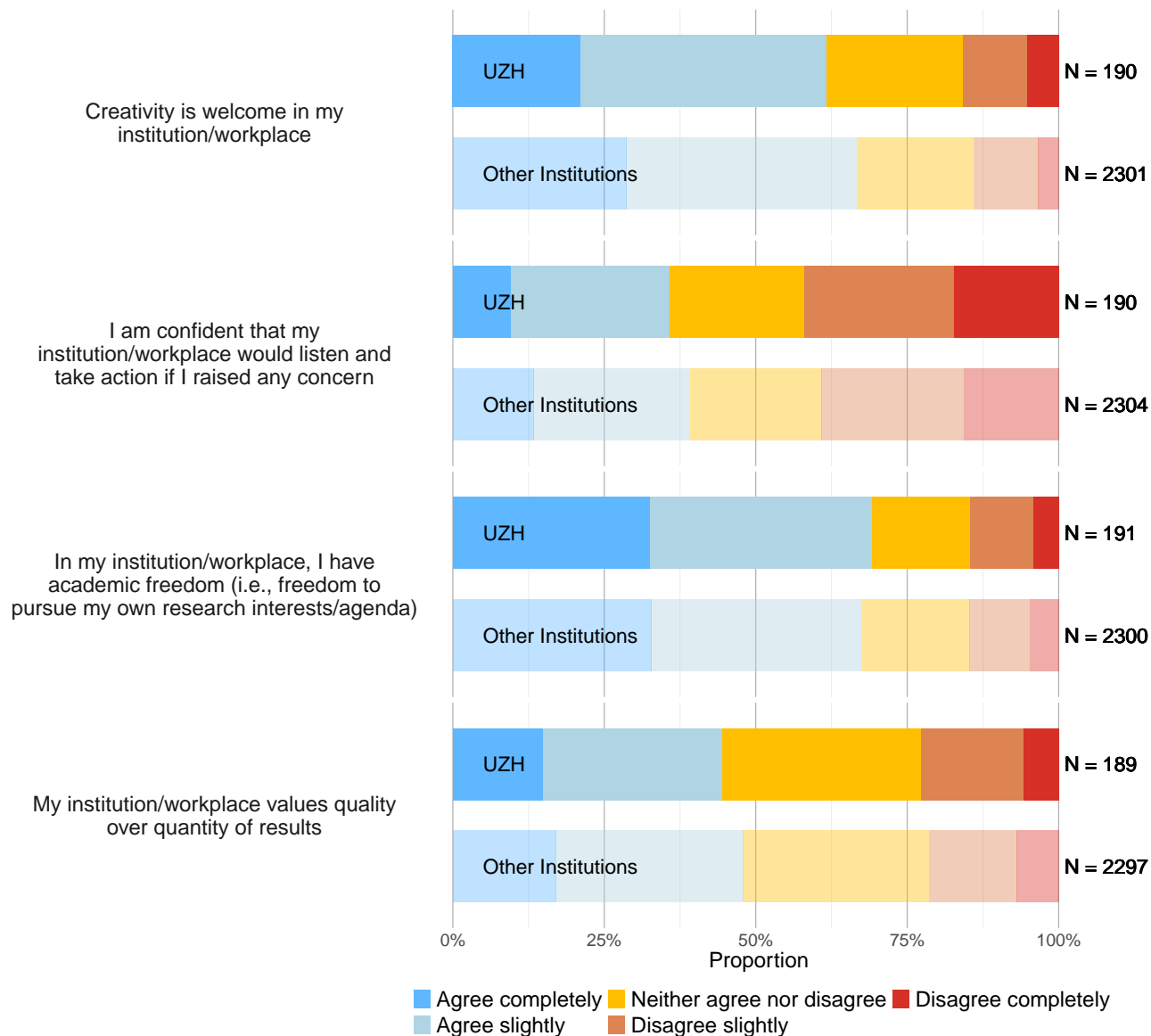
Question: 'To what extent do you agree with the following statements regarding your supervisor(s)?'



Groups with less than 10 responses are not visible in the plot (marked in white).

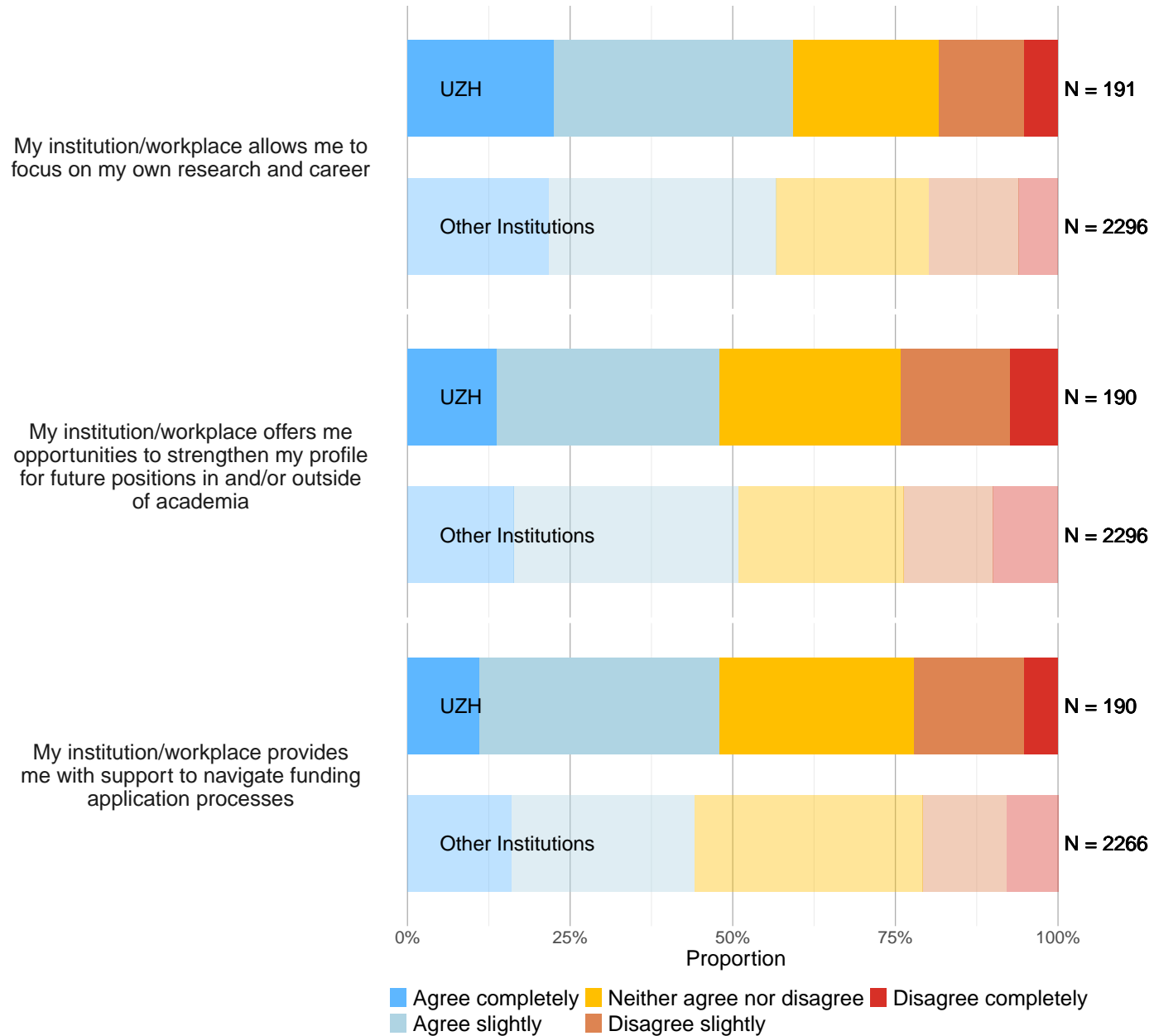
Statements Regarding Institution

Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



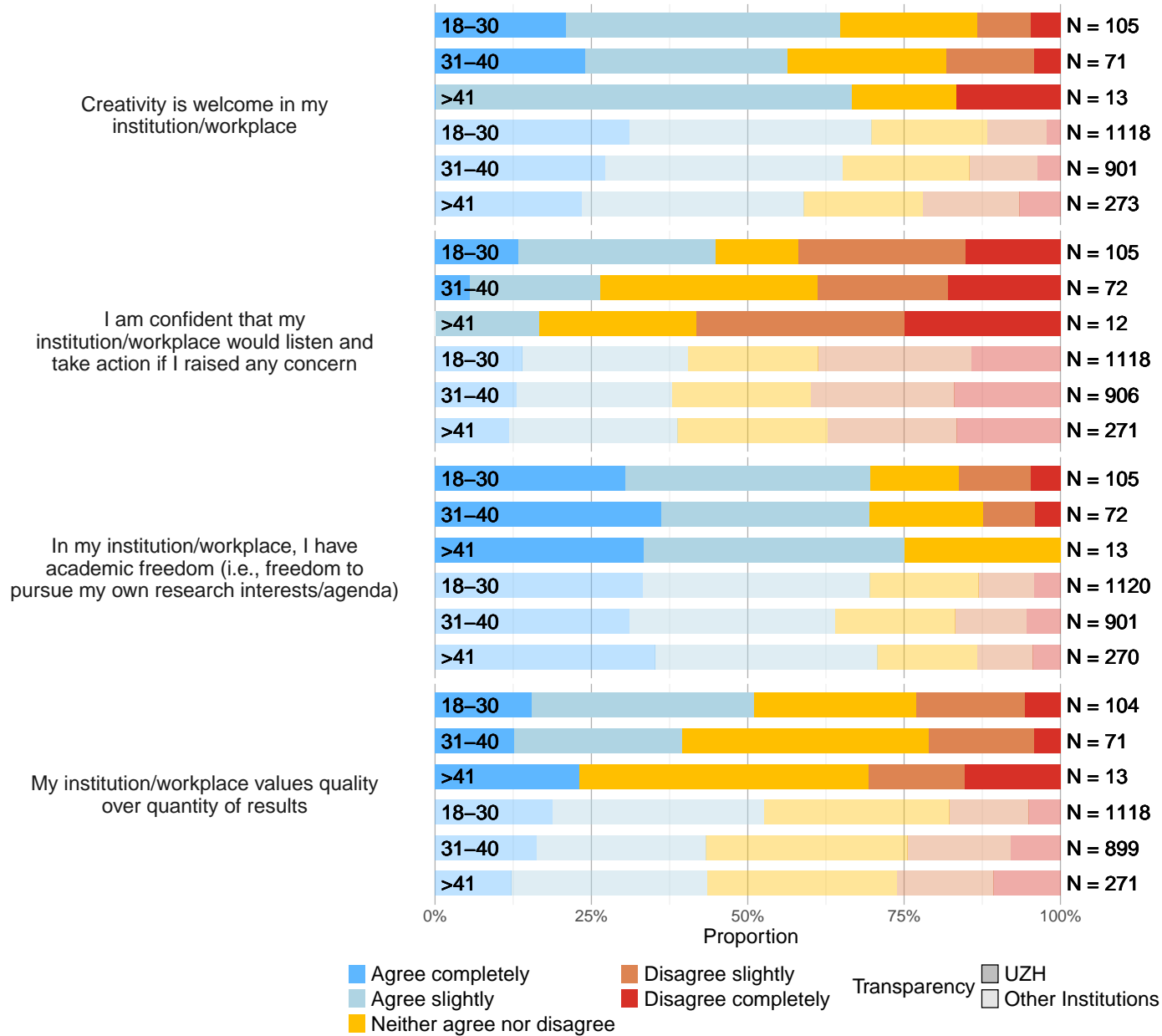
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



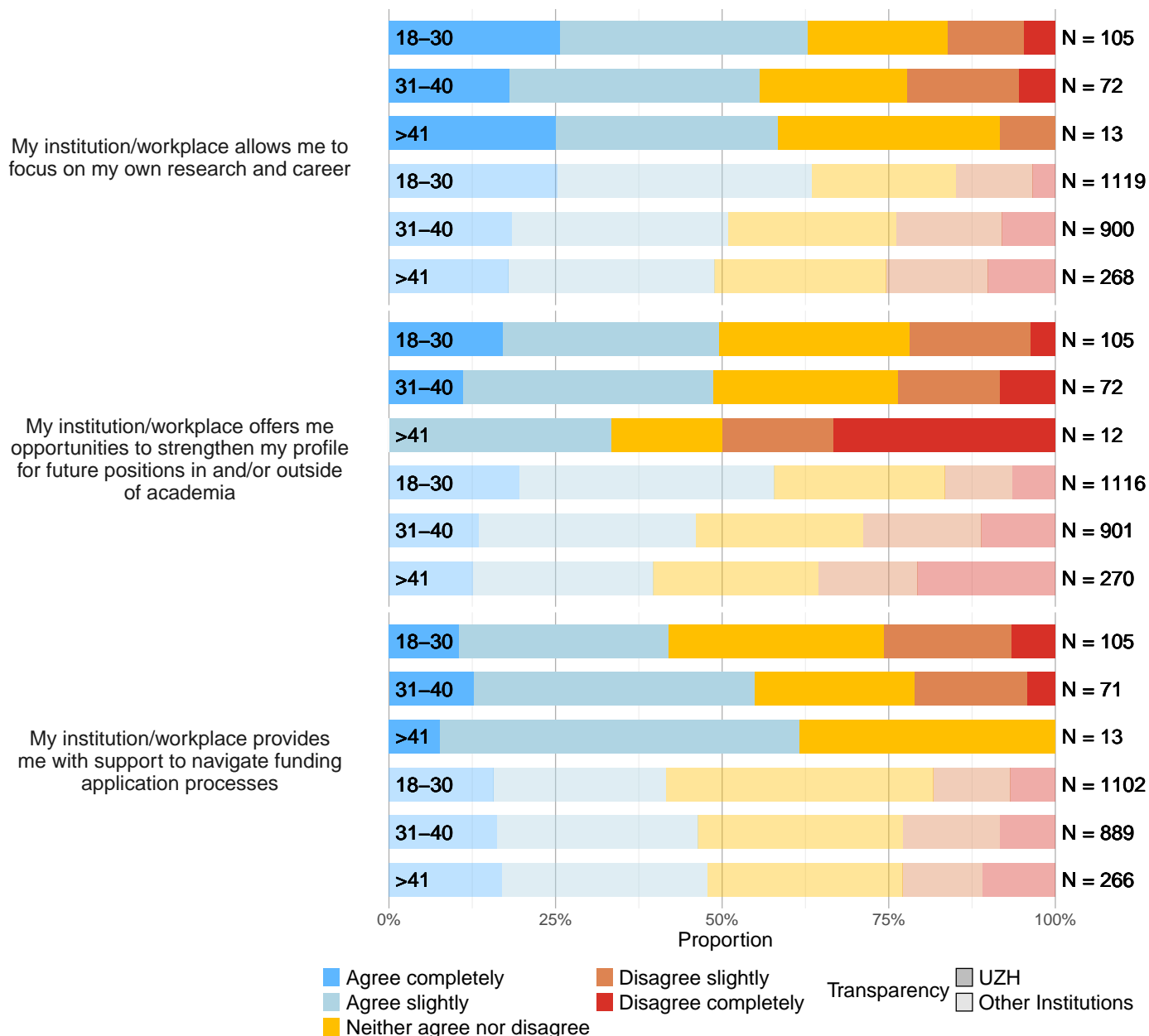
Institution by Age

Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



Groups with less than 10 responses are not visible in the plot (marked in white).

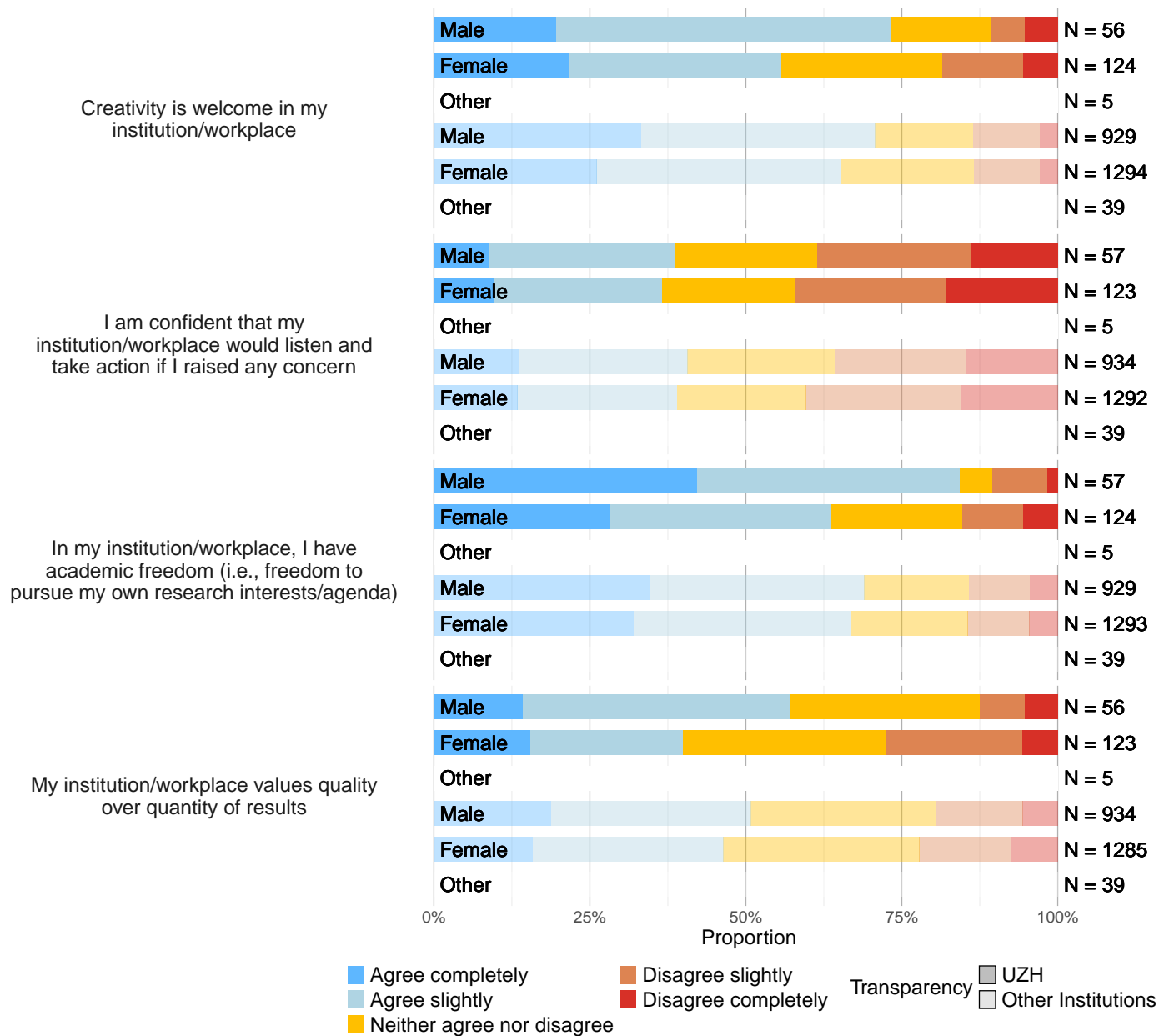
Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



Groups with less than 10 responses are not visible in the plot (marked in white).

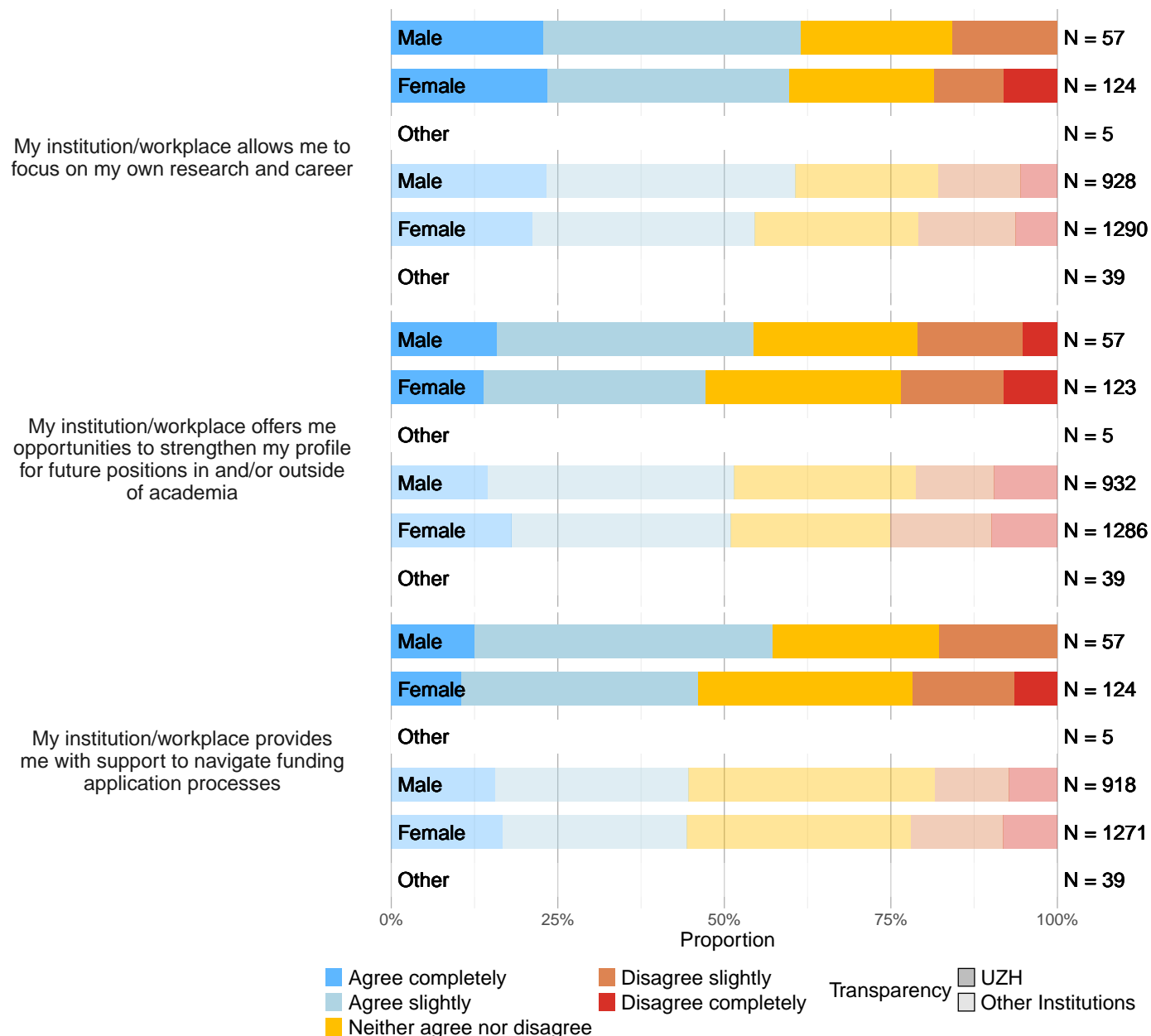
Institution by Gender

Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



Groups with less than 10 responses are not visible in the plot (marked in white).

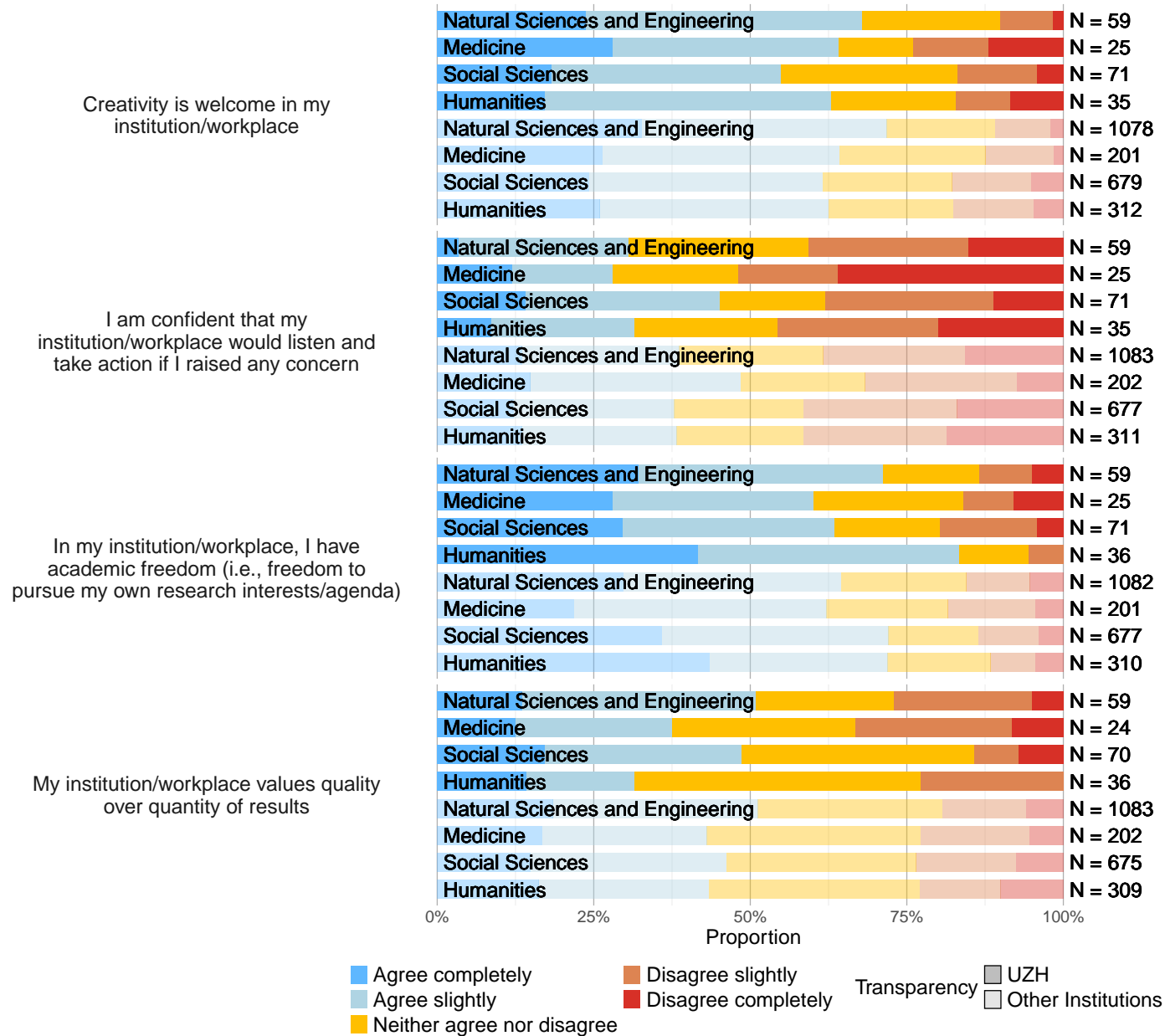
Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



Groups with less than 10 responses are not visible in the plot (marked in white).

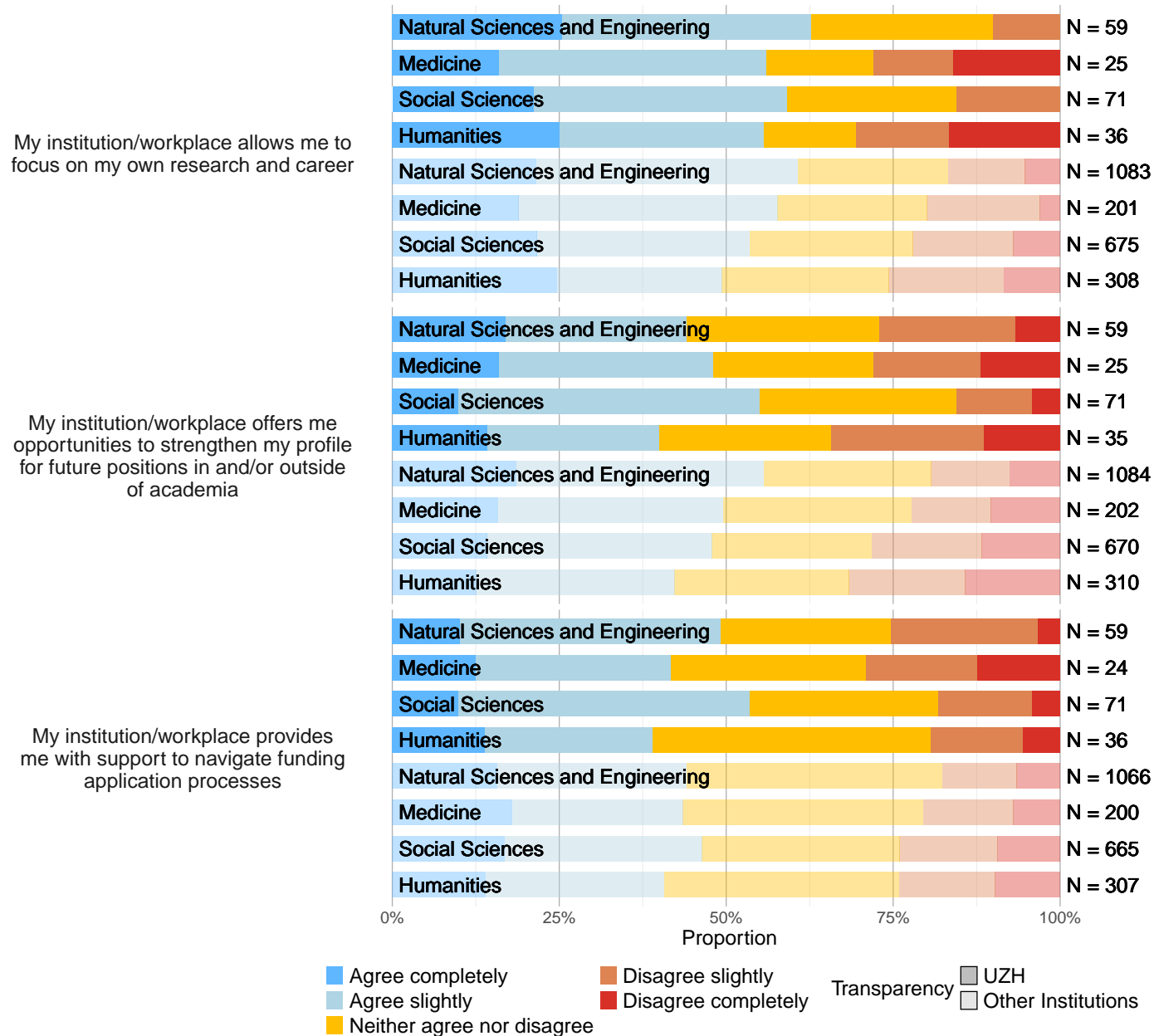
Institution by Research Discipline

Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



Groups with less than 10 responses are not visible in the plot (marked in white).

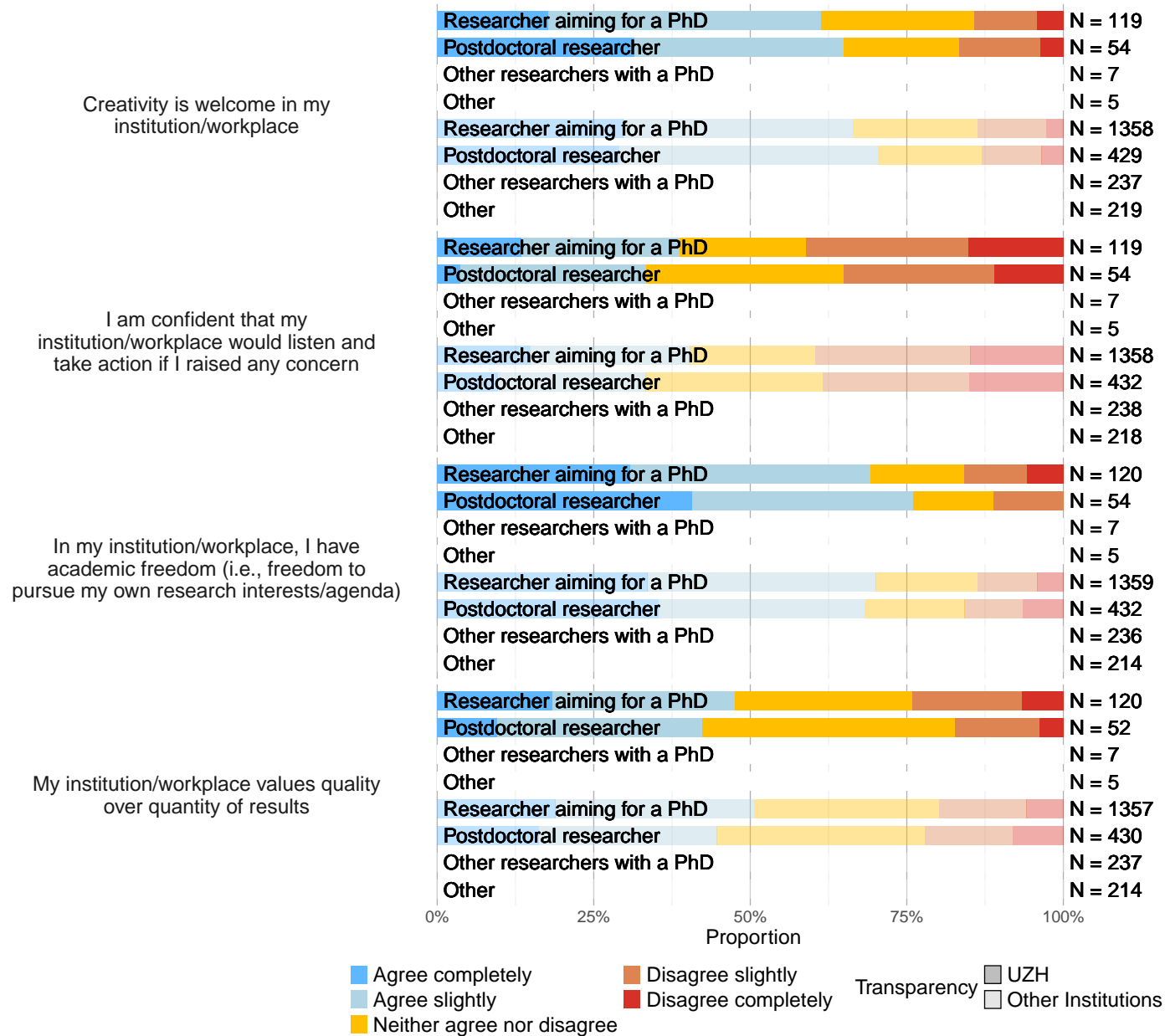
Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



Groups with less than 10 responses are not visible in the plot (marked in white).

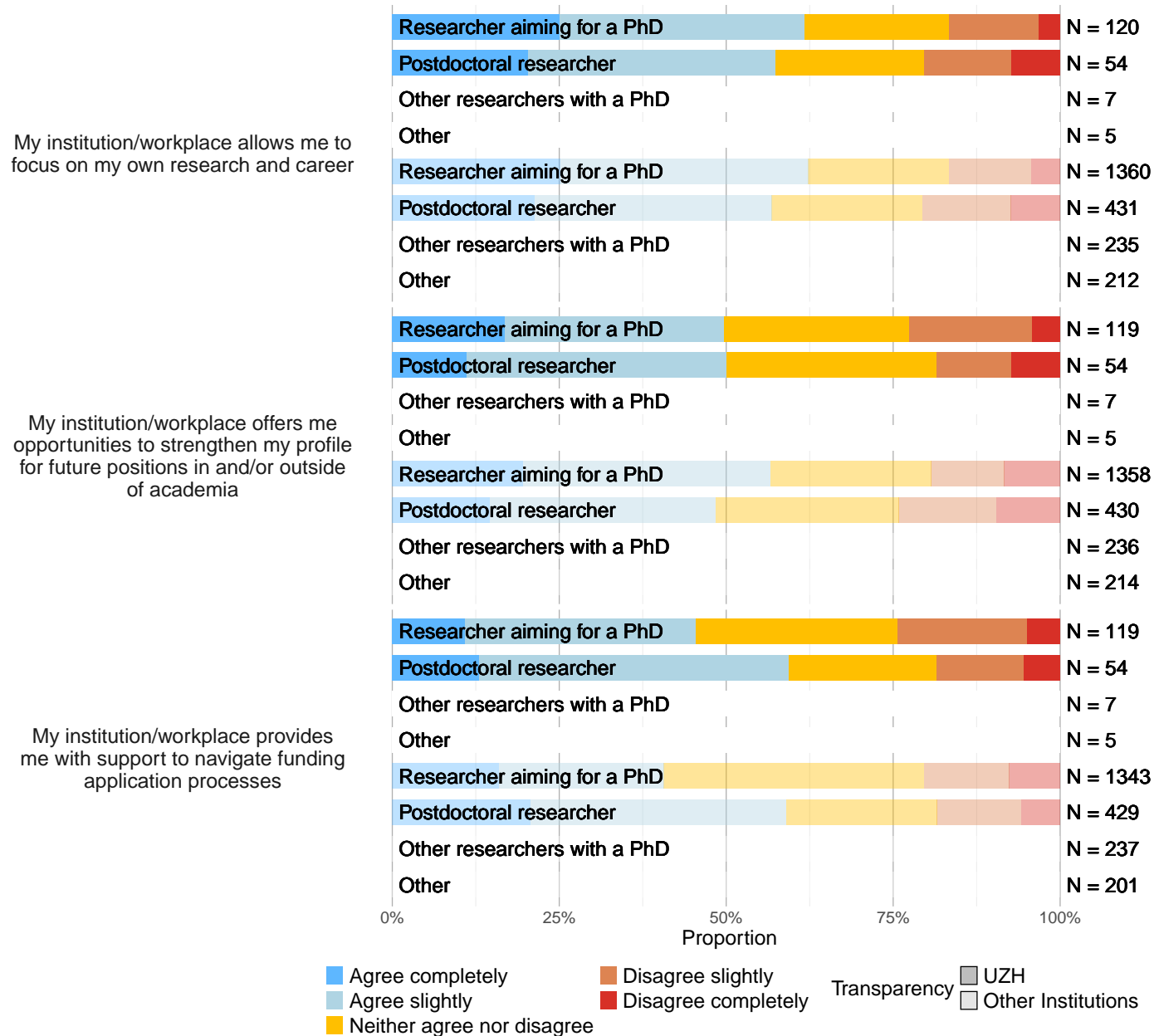
Institution by Position Type

Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



Groups with less than 10 responses are not visible in the plot (marked in white).

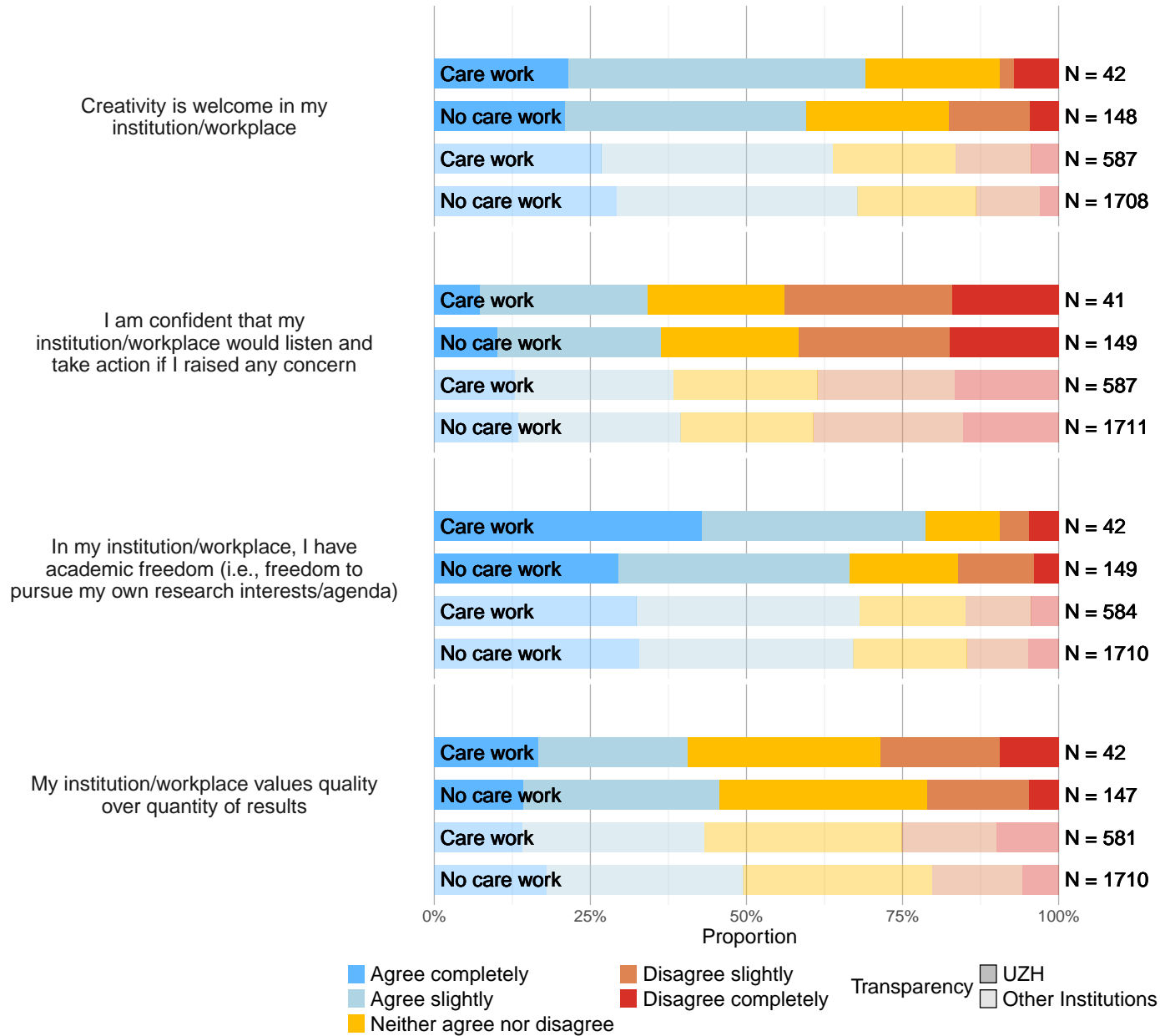
Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



Groups with less than 10 responses are not visible in the plot (marked in white).

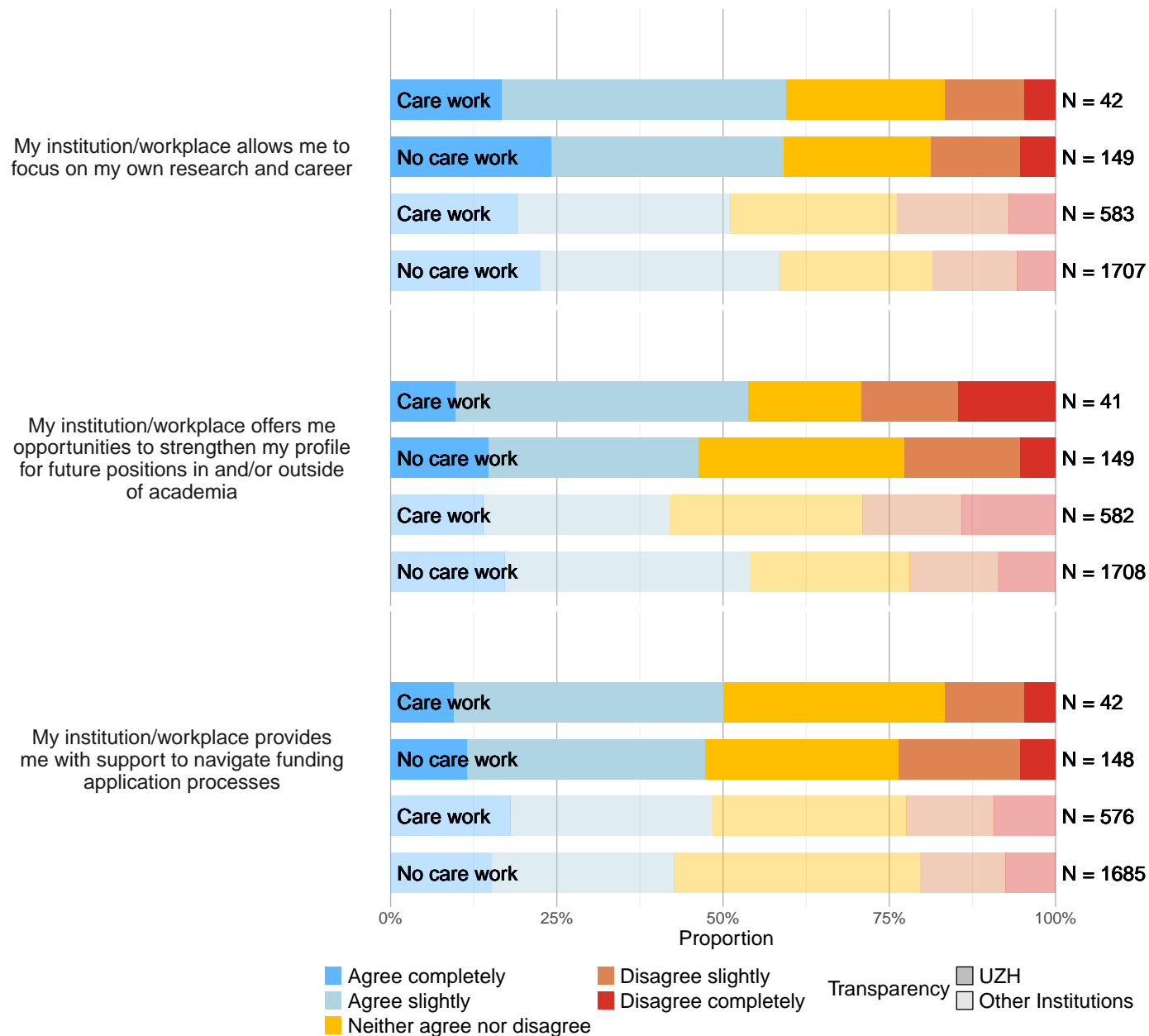
Institution by Care Work

Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



Groups with less than 10 responses are not visible in the plot (marked in white).

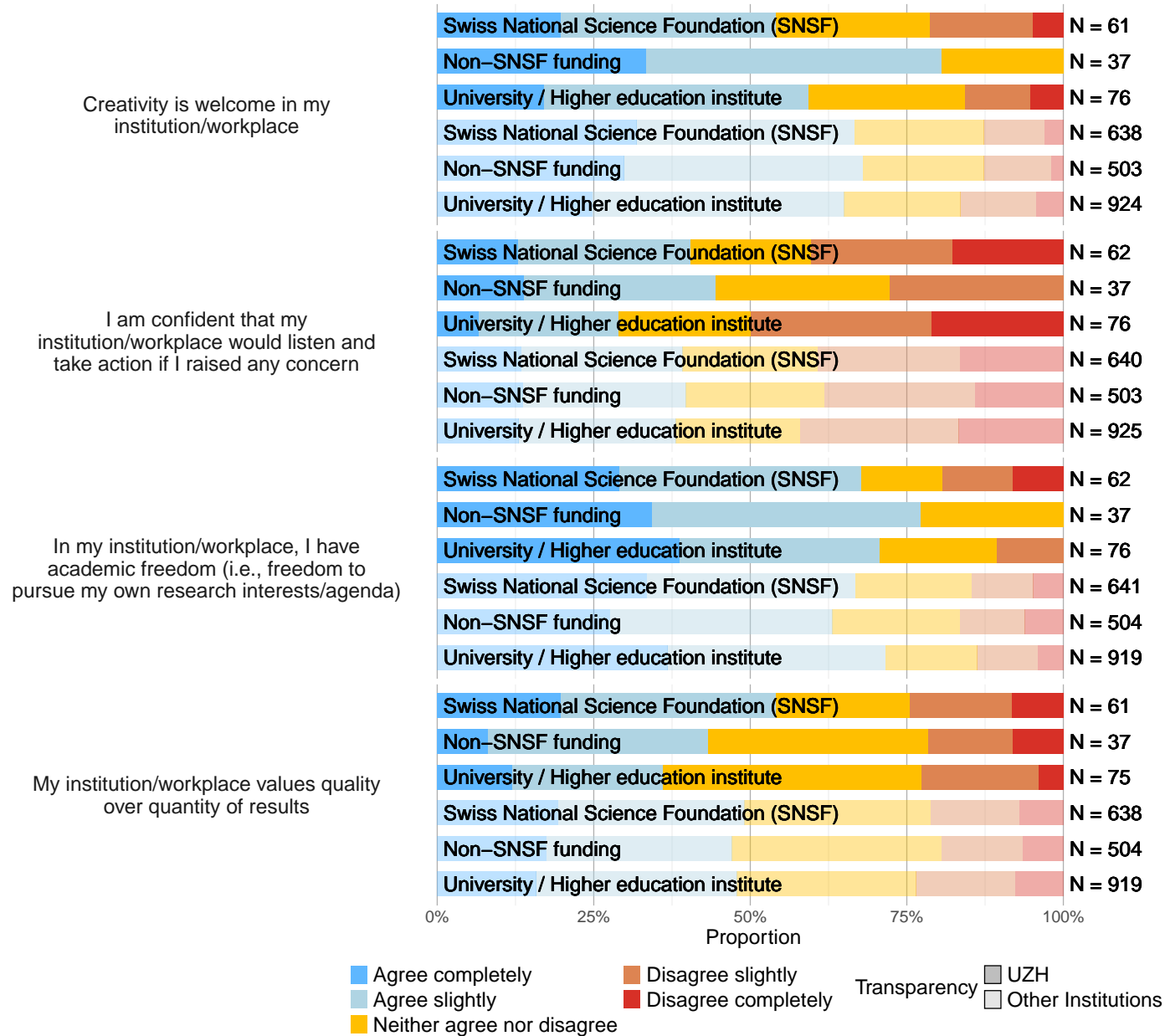
Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



Groups with less than 10 responses are not visible in the plot (marked in white).

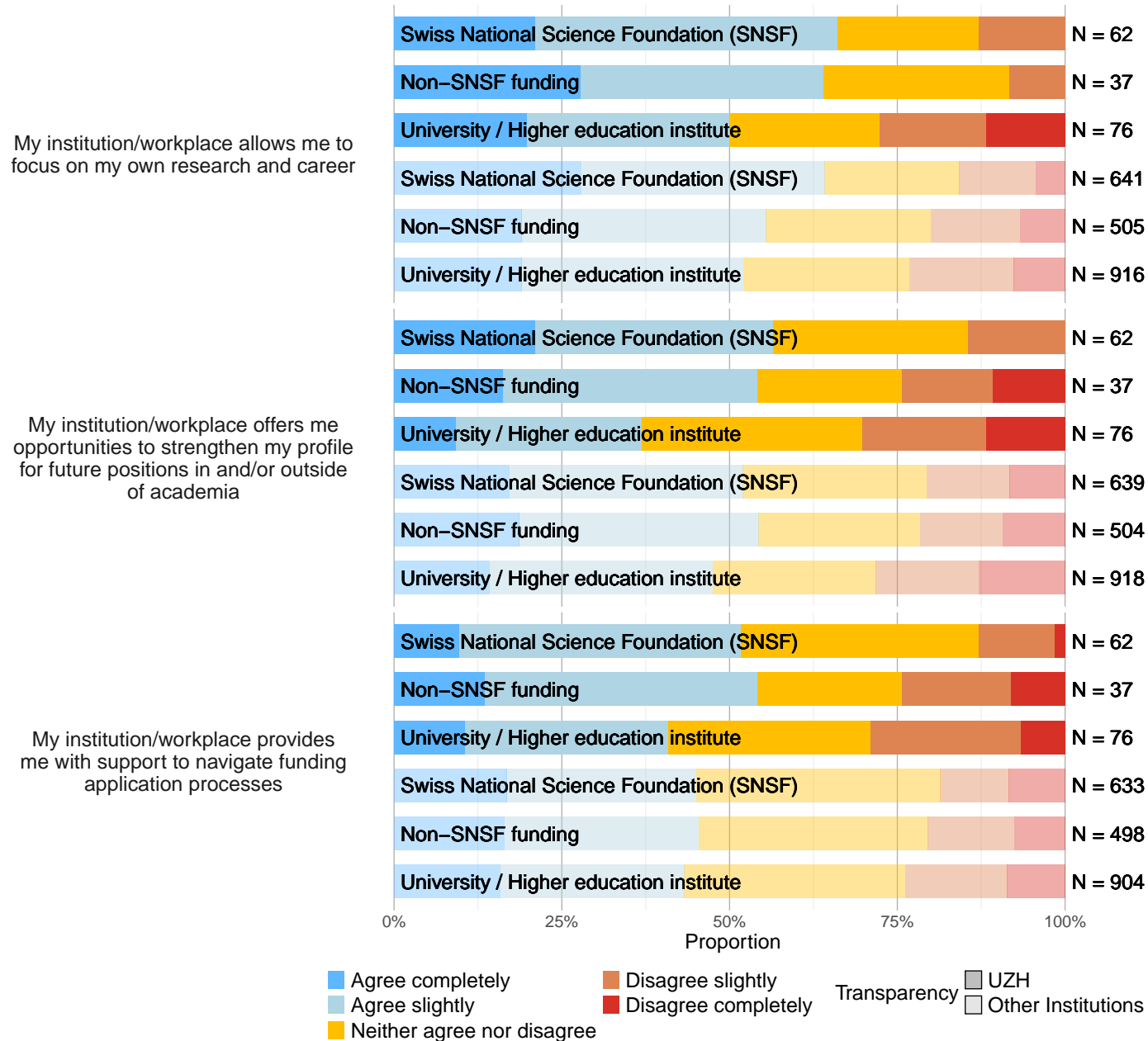
Institution by Funding Source

Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'To what extent do you agree with the following statements regarding your institution / workplace?'

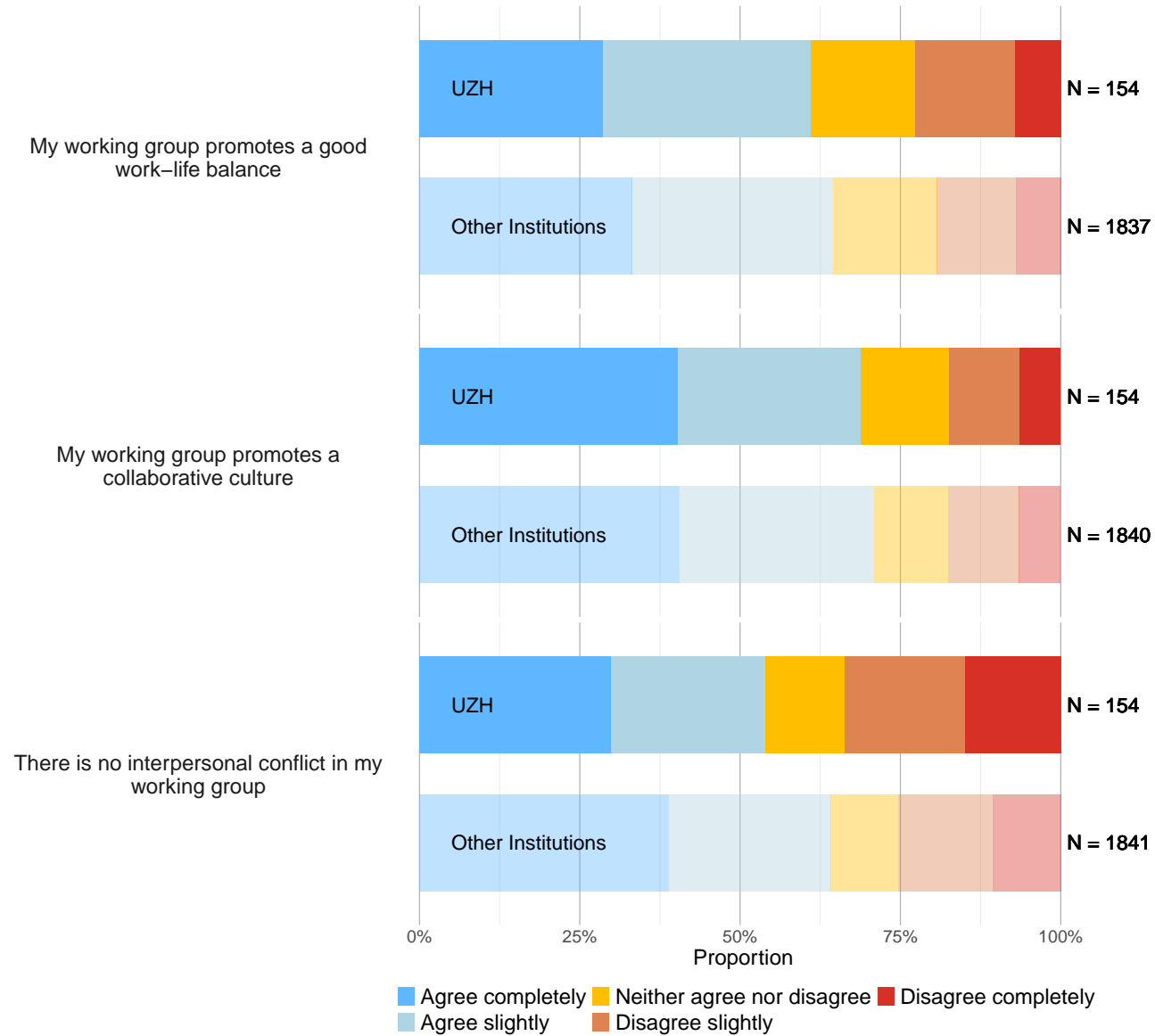


Groups with less than 10 responses are not visible in the plot (marked in white).

Statements Regarding Work-Group

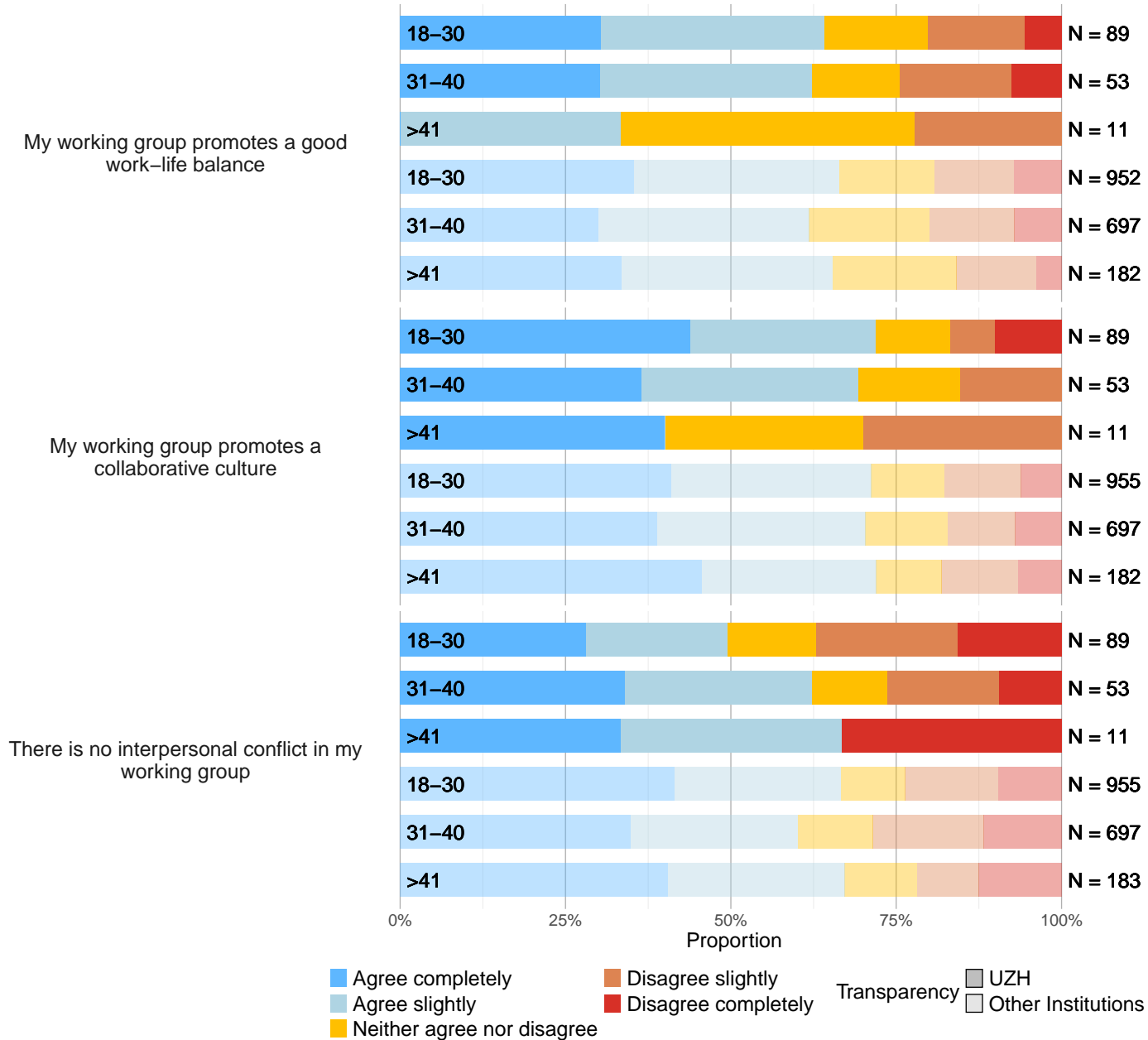
These workgroup-related questions were asked only if the respondents indicated to be in a working group.

Question: 'To what extent do you agree with the following statements regarding your working group?'



Work-Group by Age

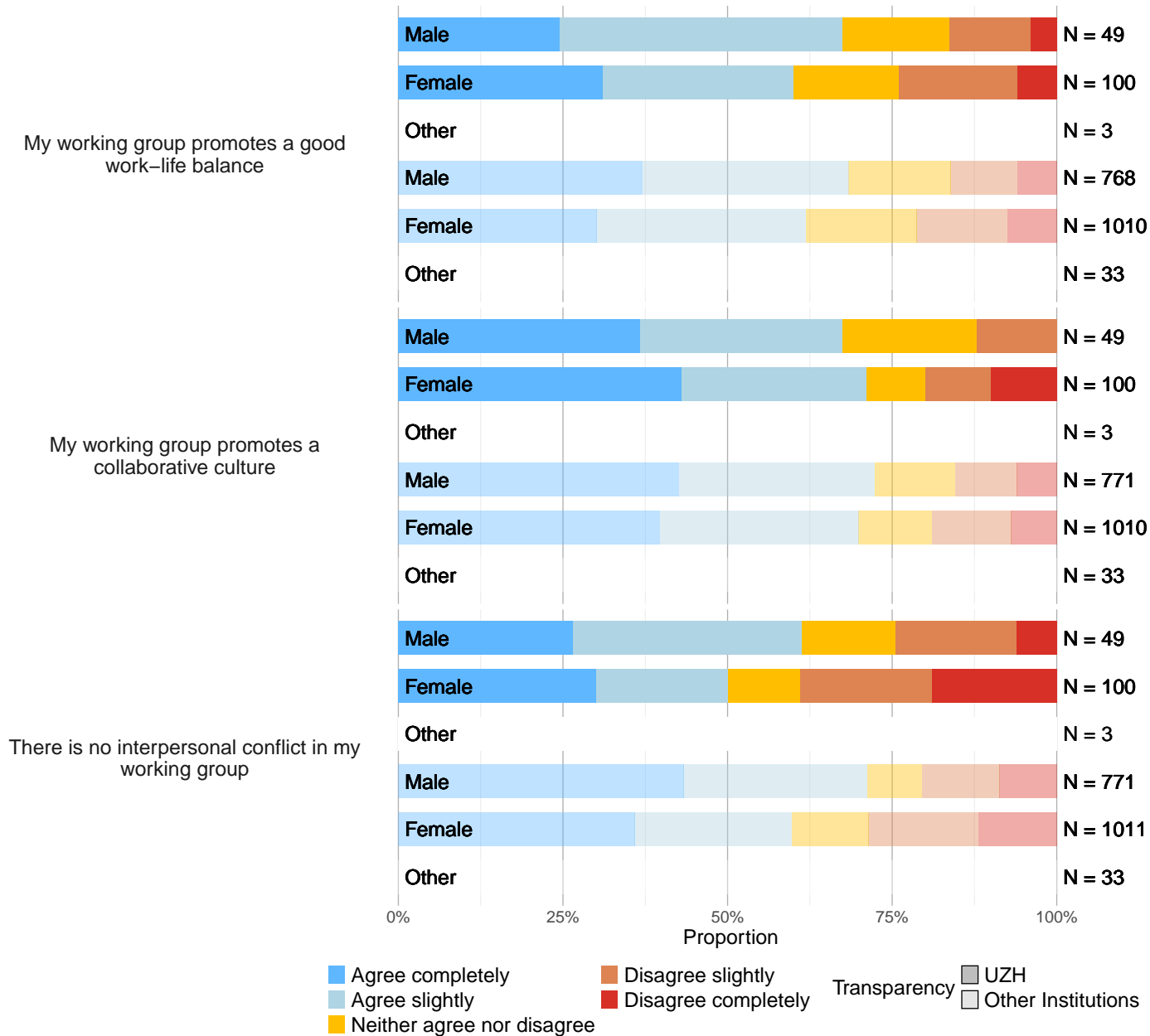
Question: 'To what extent do you agree with the following statements regarding your working group?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Work-Group by Gender

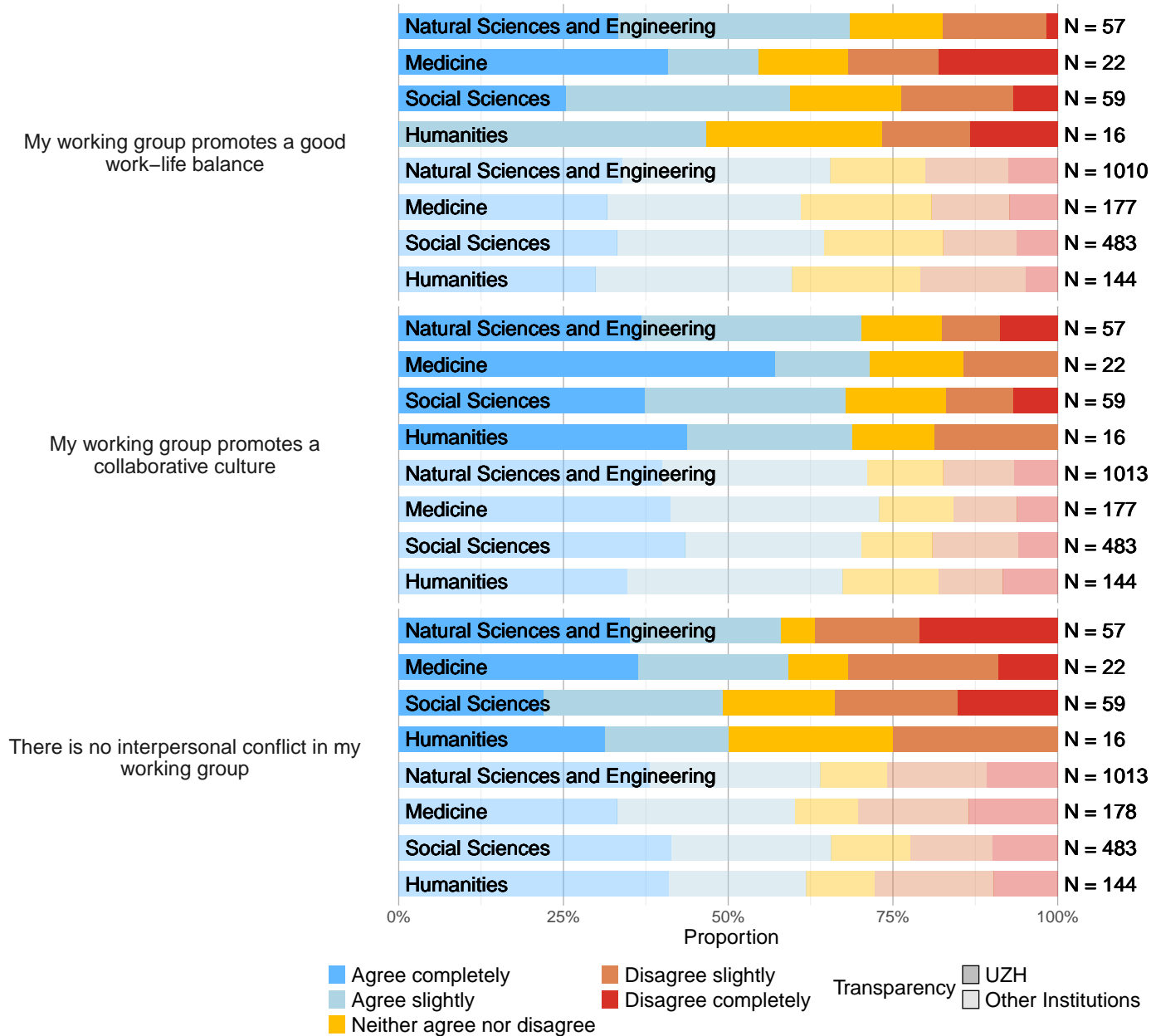
Question: 'To what extent do you agree with the following statements regarding your working group?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Work-Group by Research Discipline

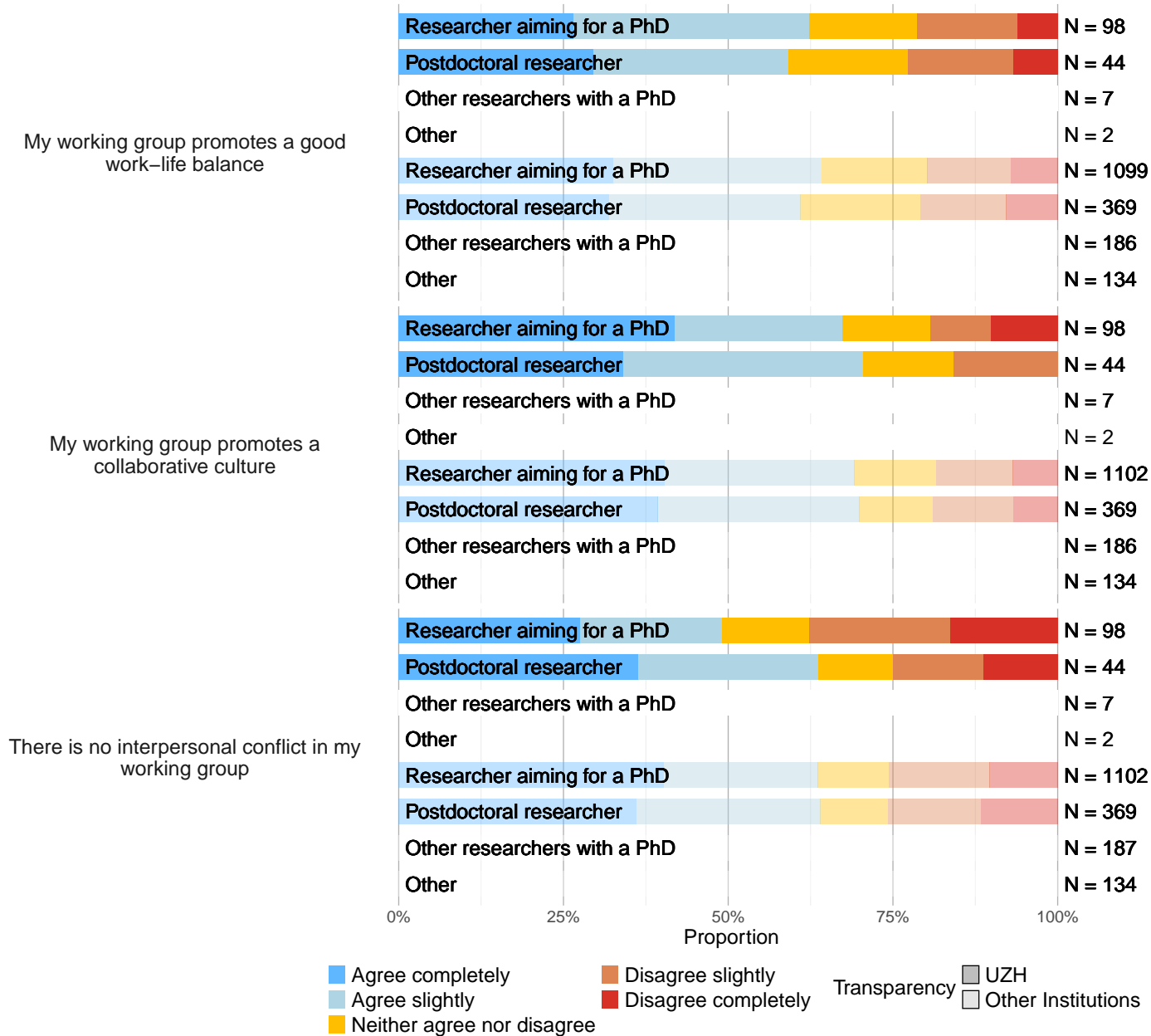
Question: 'To what extent do you agree with the following statements regarding your working group?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Work-Group by Position Type

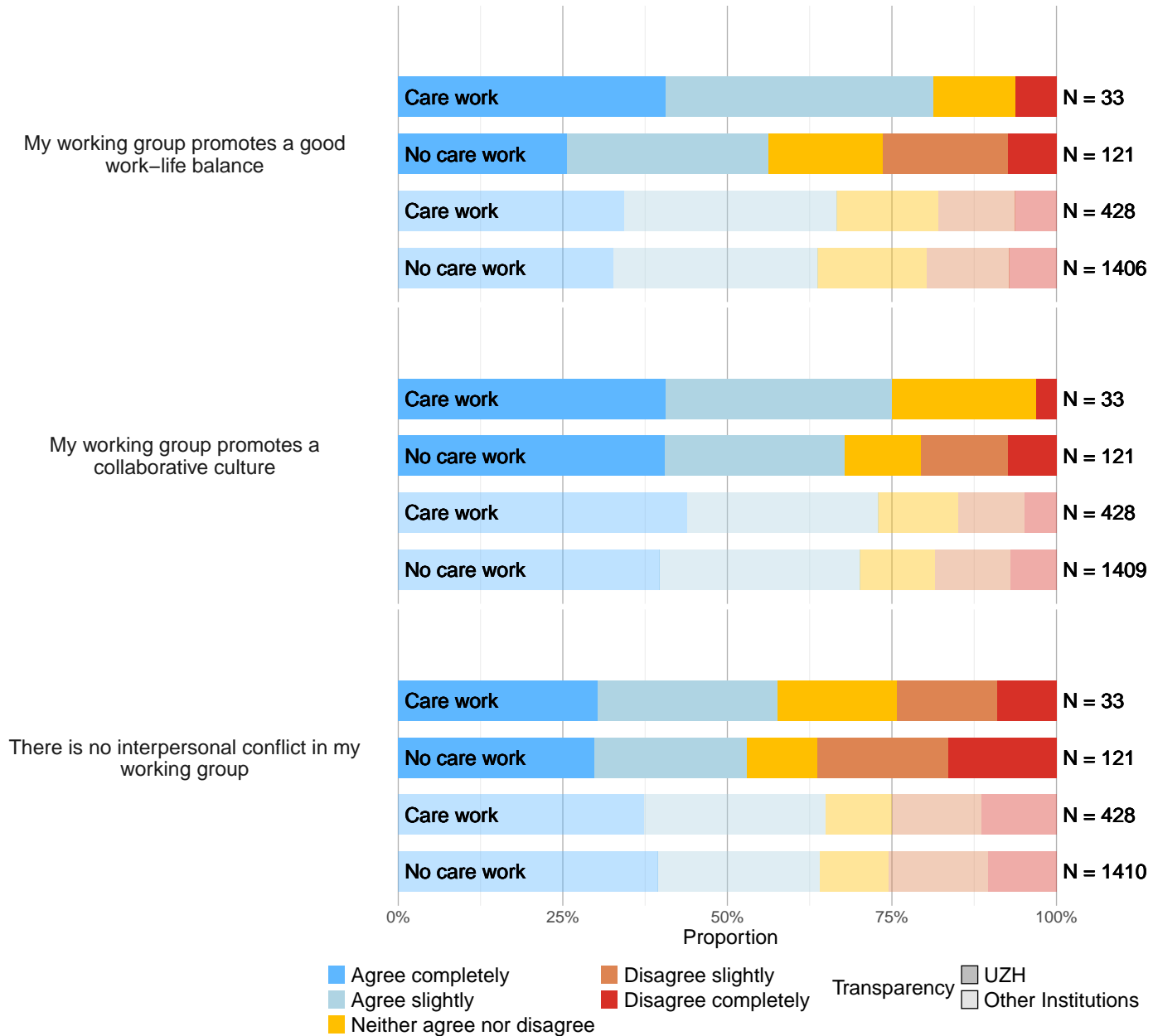
Question: 'To what extent do you agree with the following statements regarding your working group?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Work-Group by Care Work

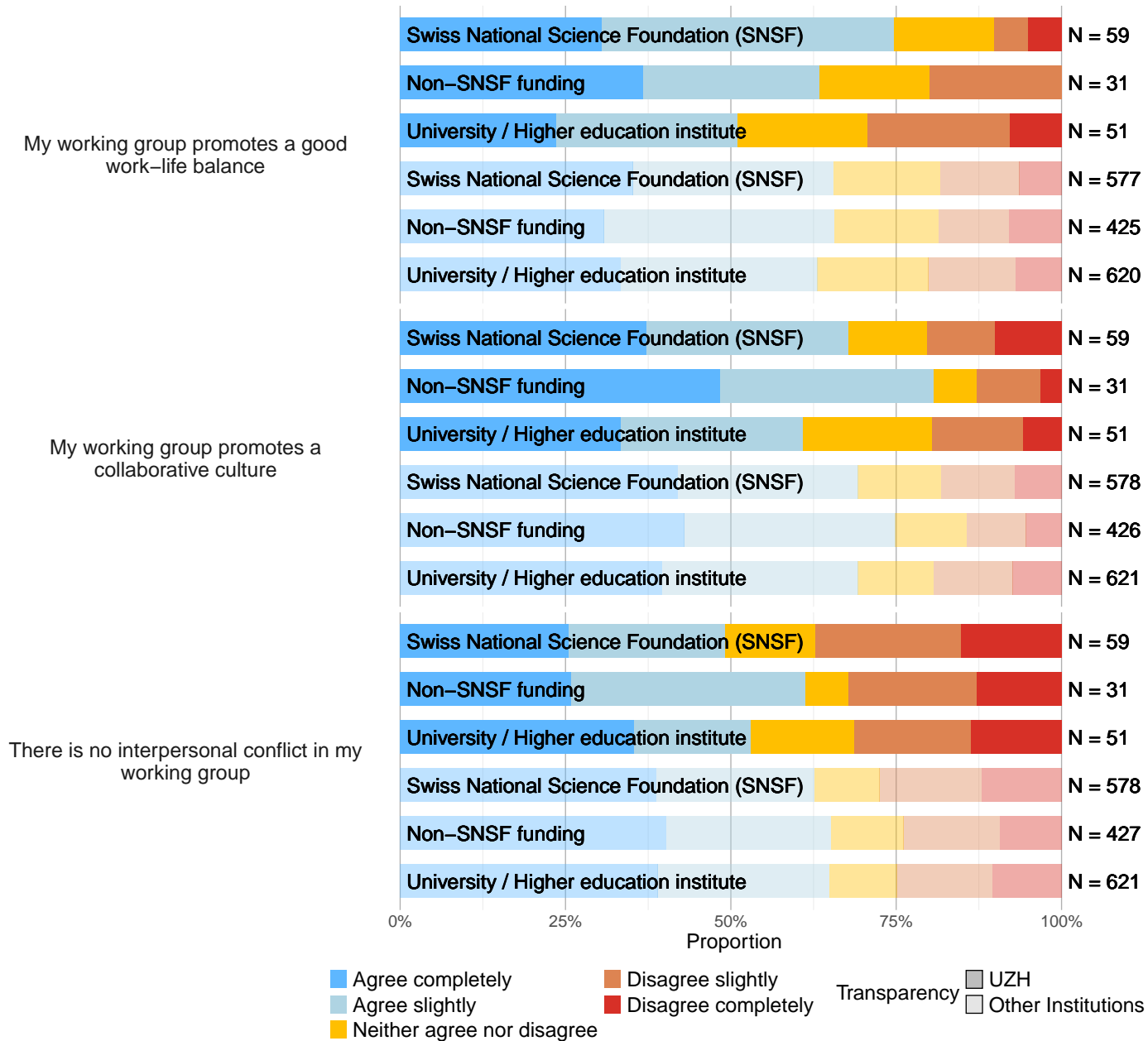
Question: 'To what extent do you agree with the following statements regarding your working group?'



Groups with less than 10 responses are not visible in the plot (marked in white).

Work-Group by Funding Source

Question: 'To what extent do you agree with the following statements regarding your working group?'

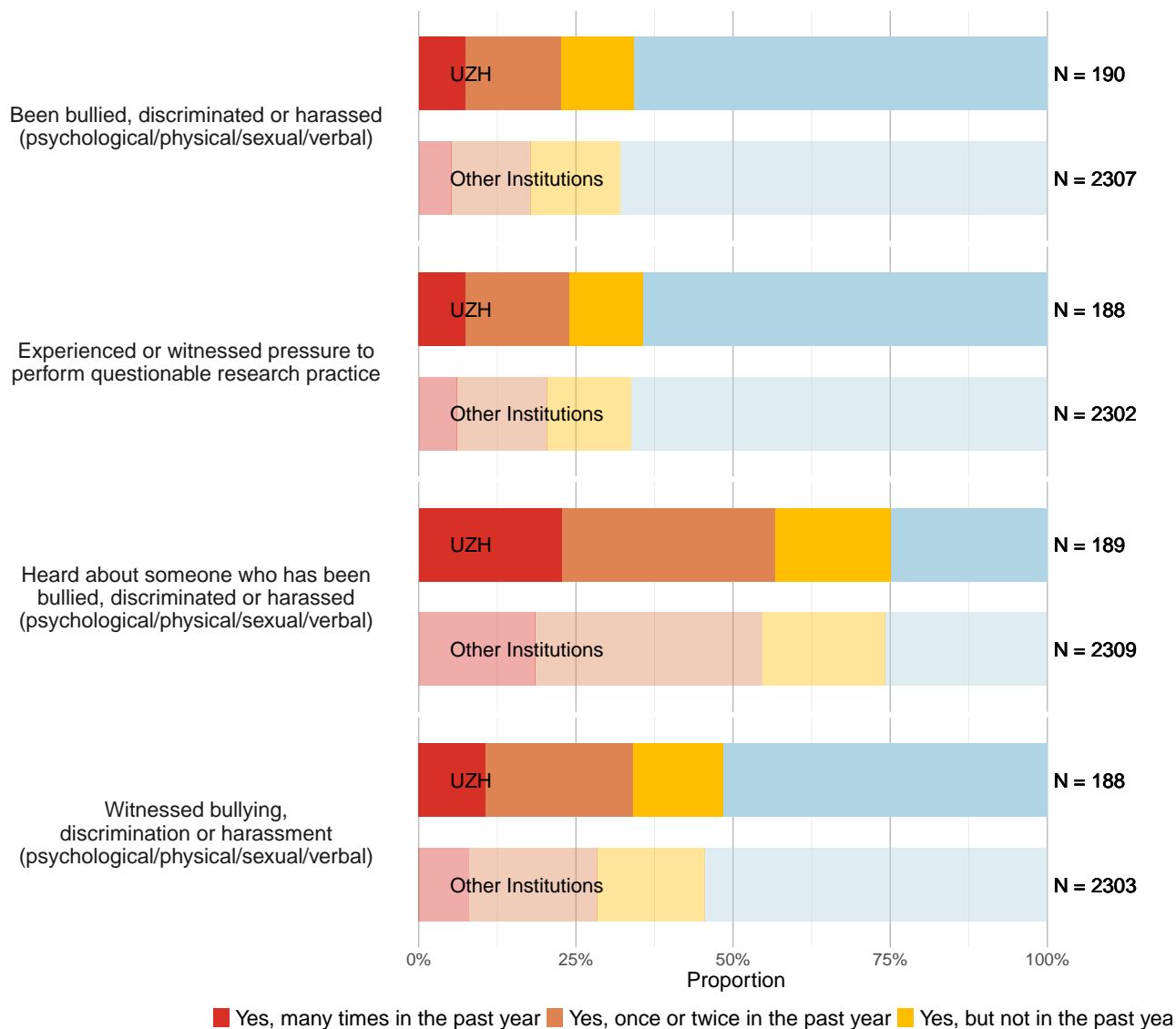


Groups with less than 10 responses are not visible in the plot (marked in white).

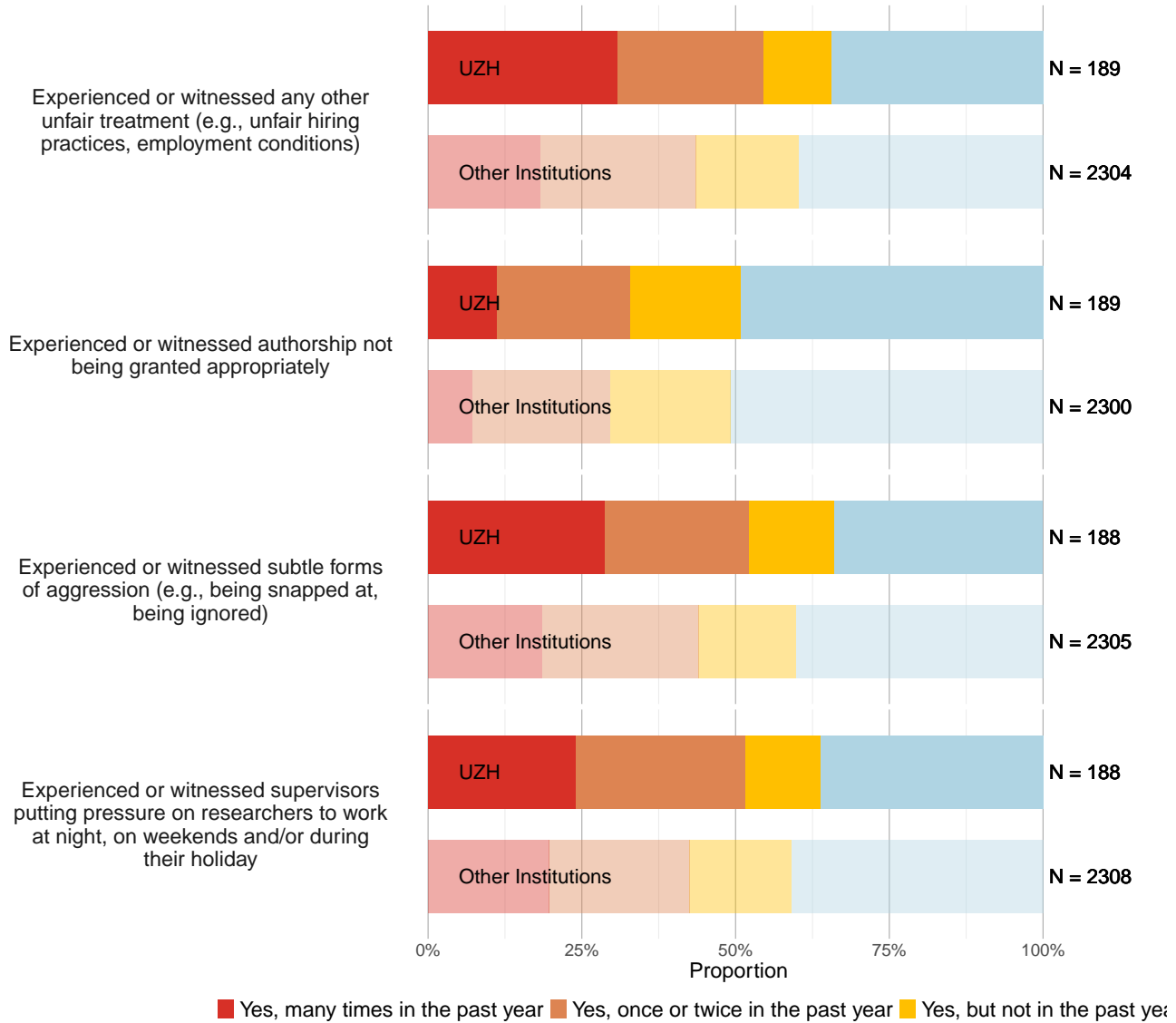
Discrimination

Discrimination Experience

Question: 'In your position in Switzerland, have you ever...'

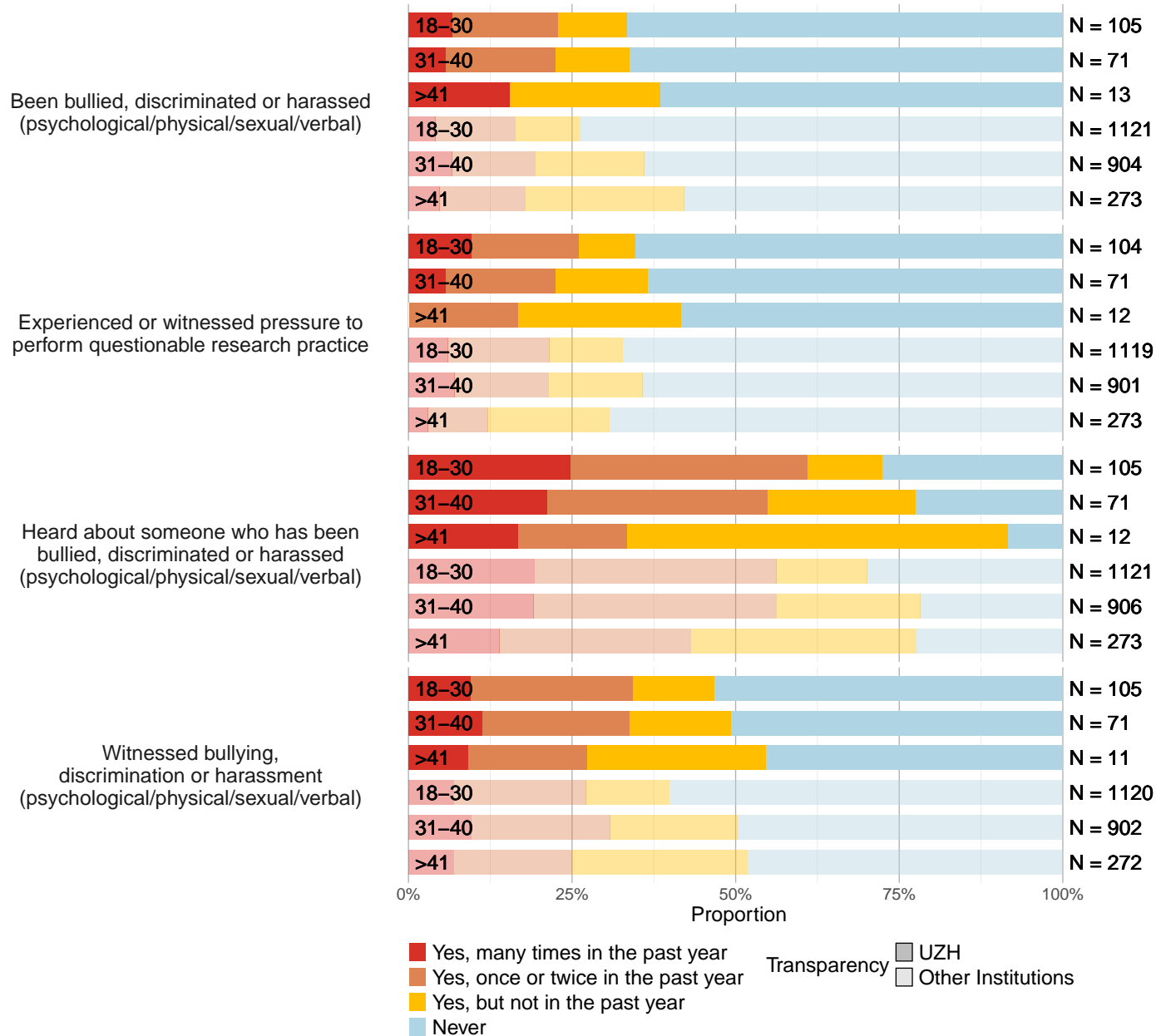


Question: 'In your position in Switzerland, have you ever...'



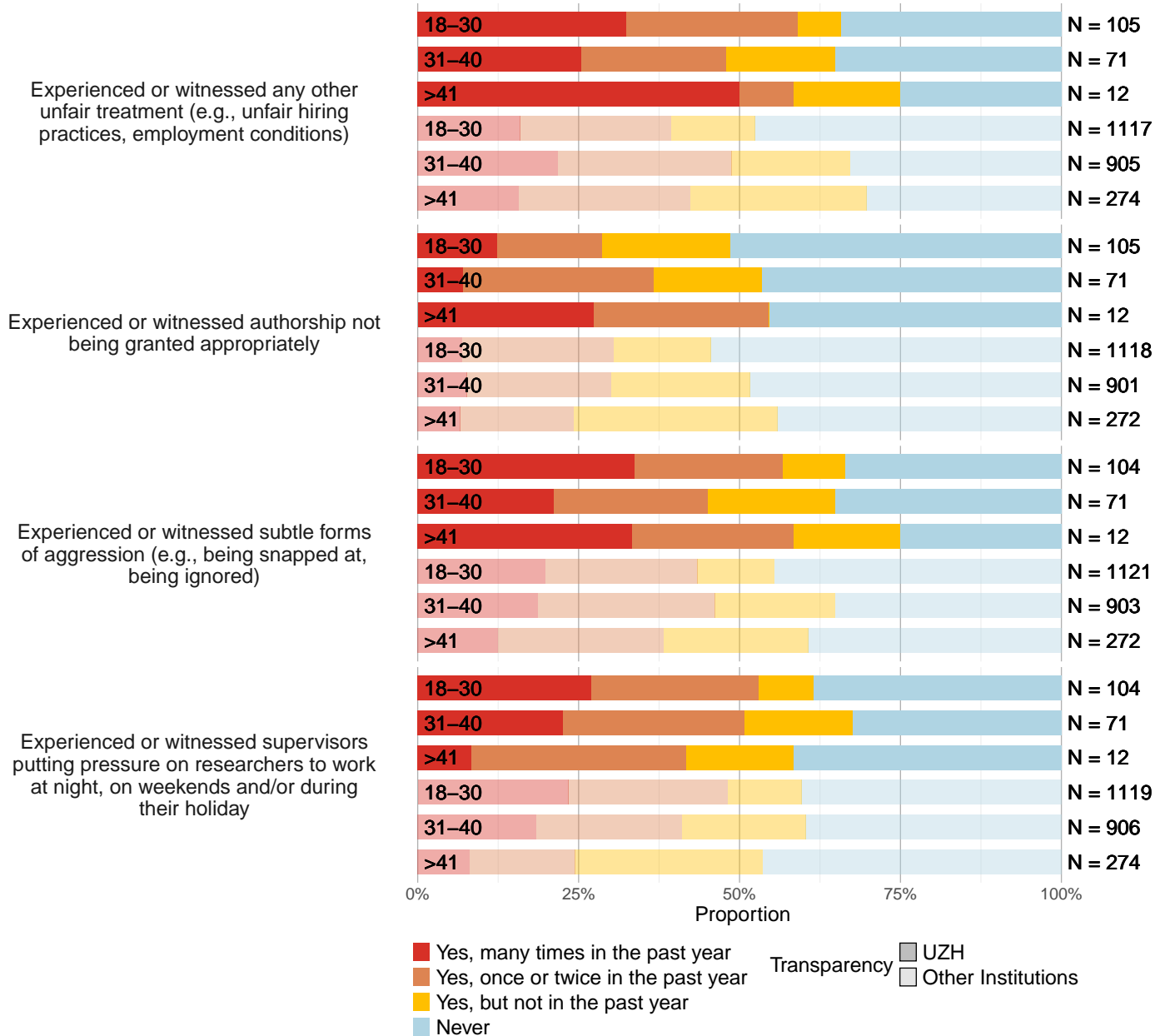
Discrimination Experience by Age

Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

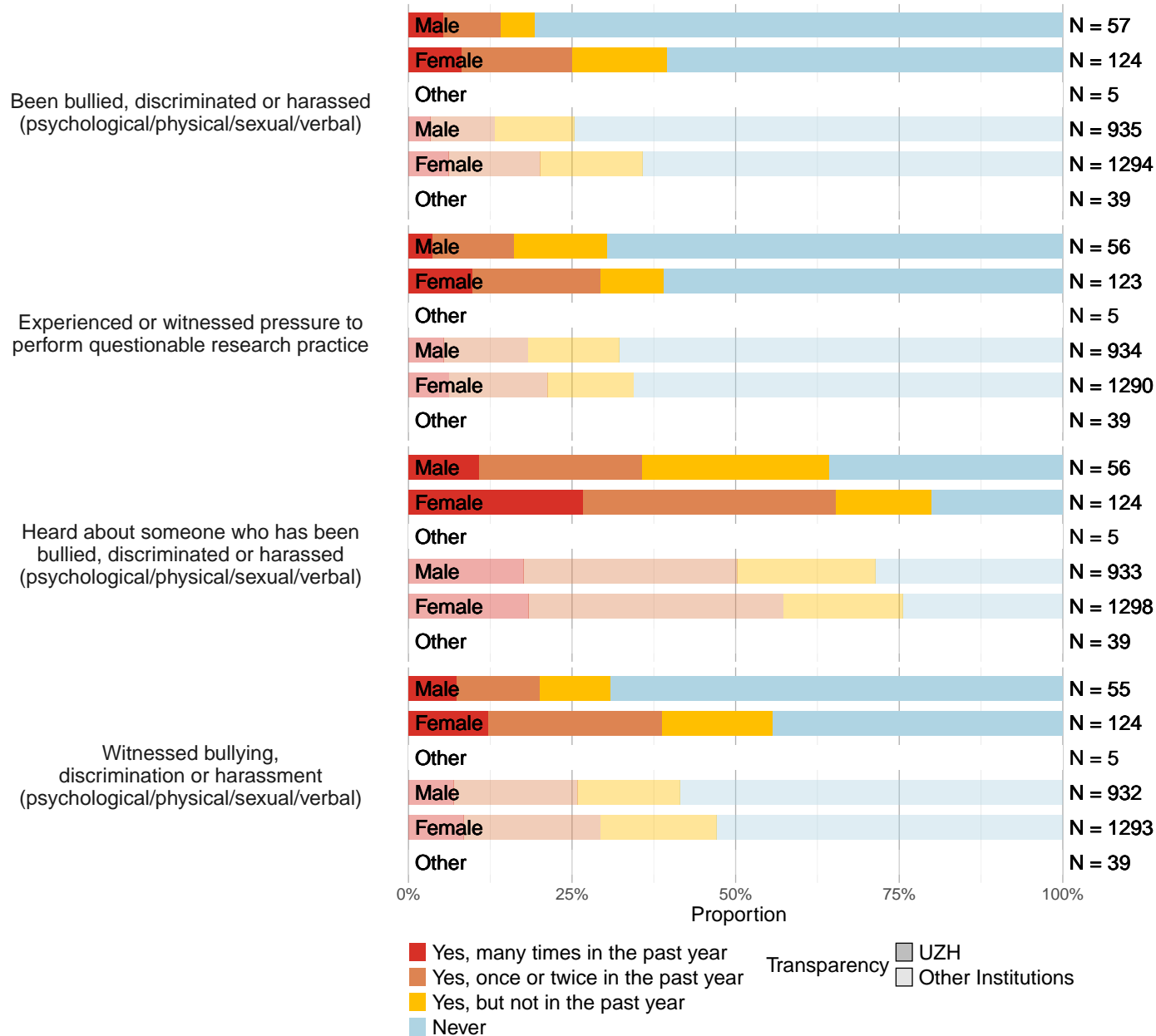
Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

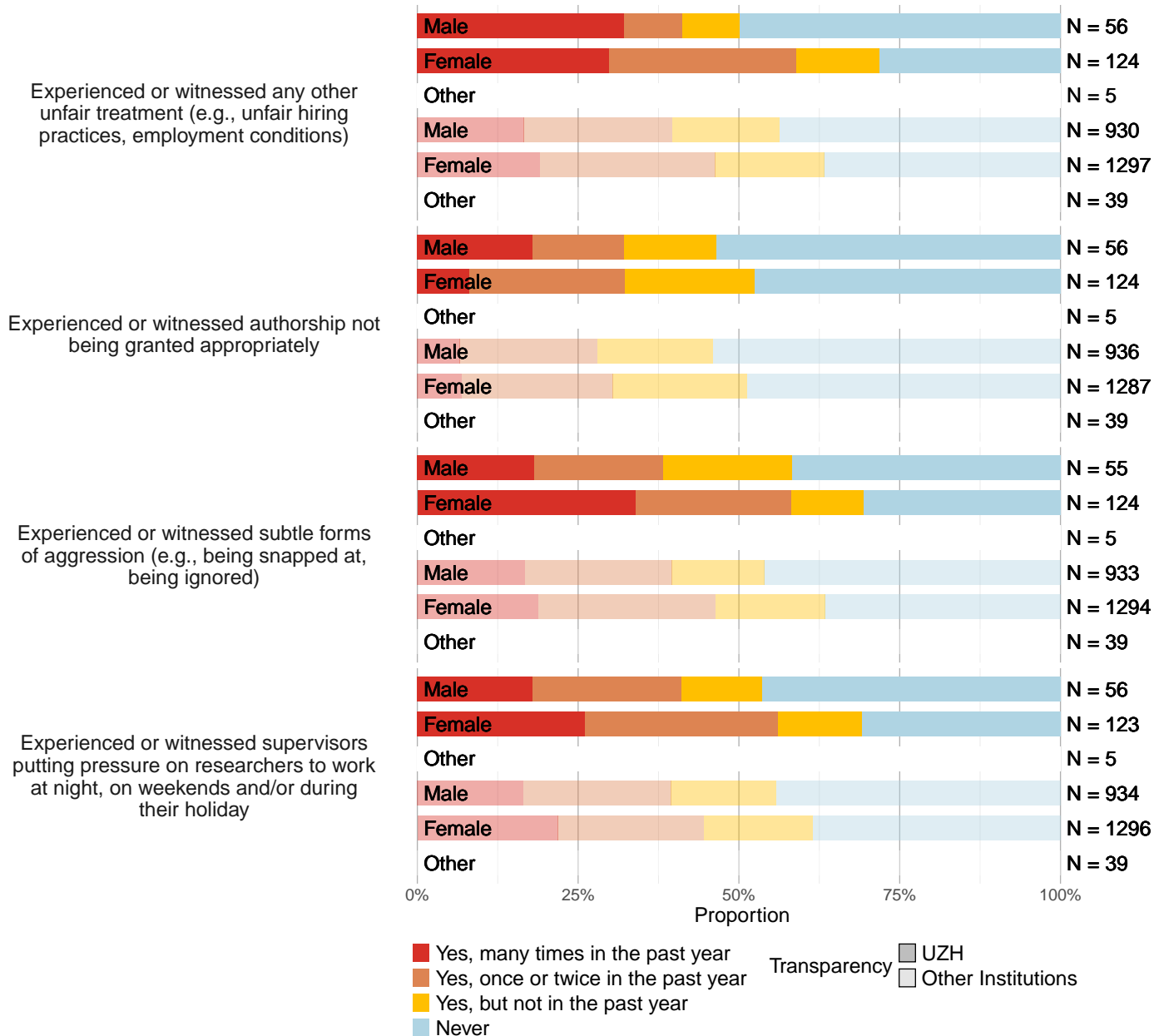
Discrimination Experience by Gender

Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

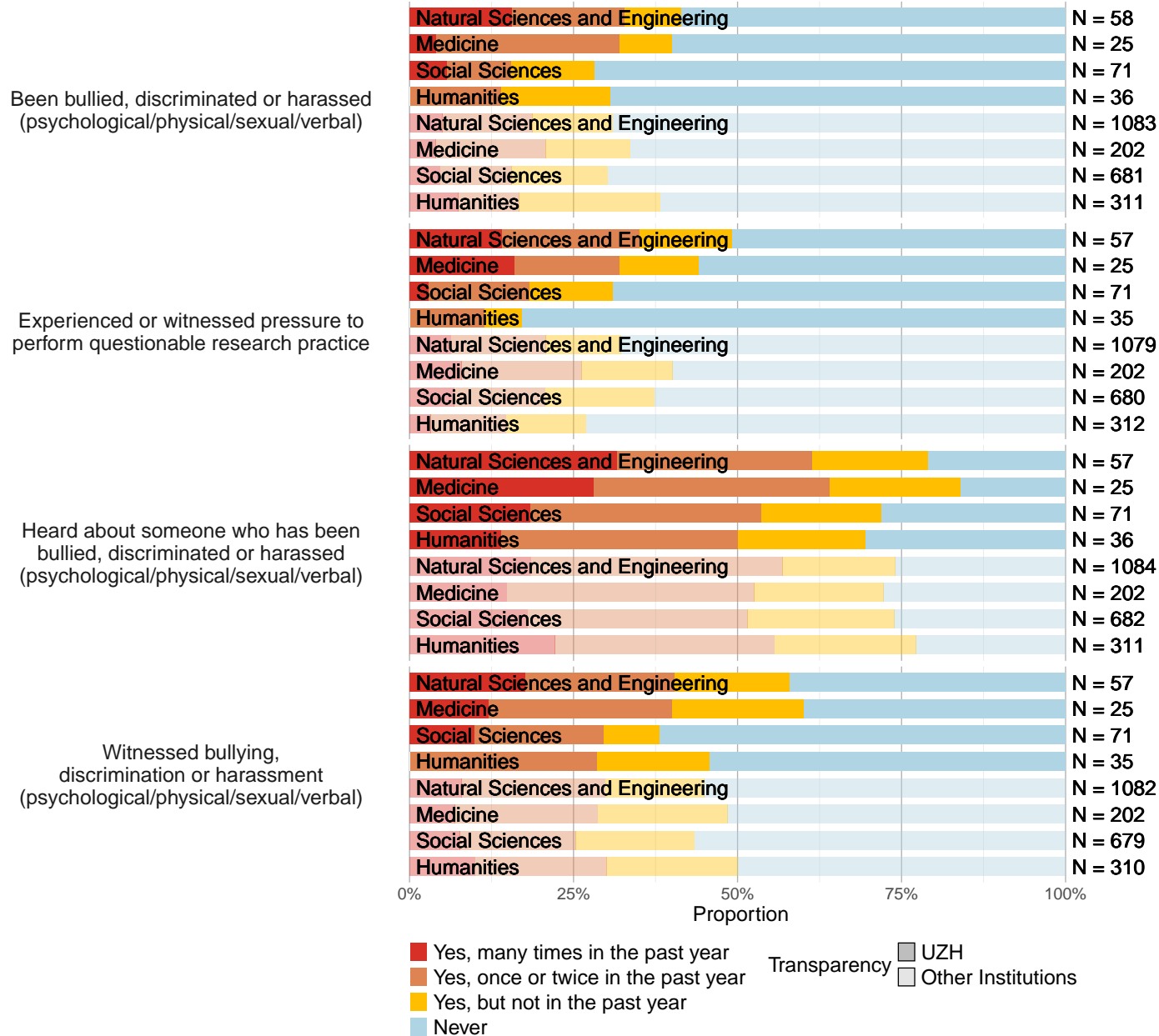
Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

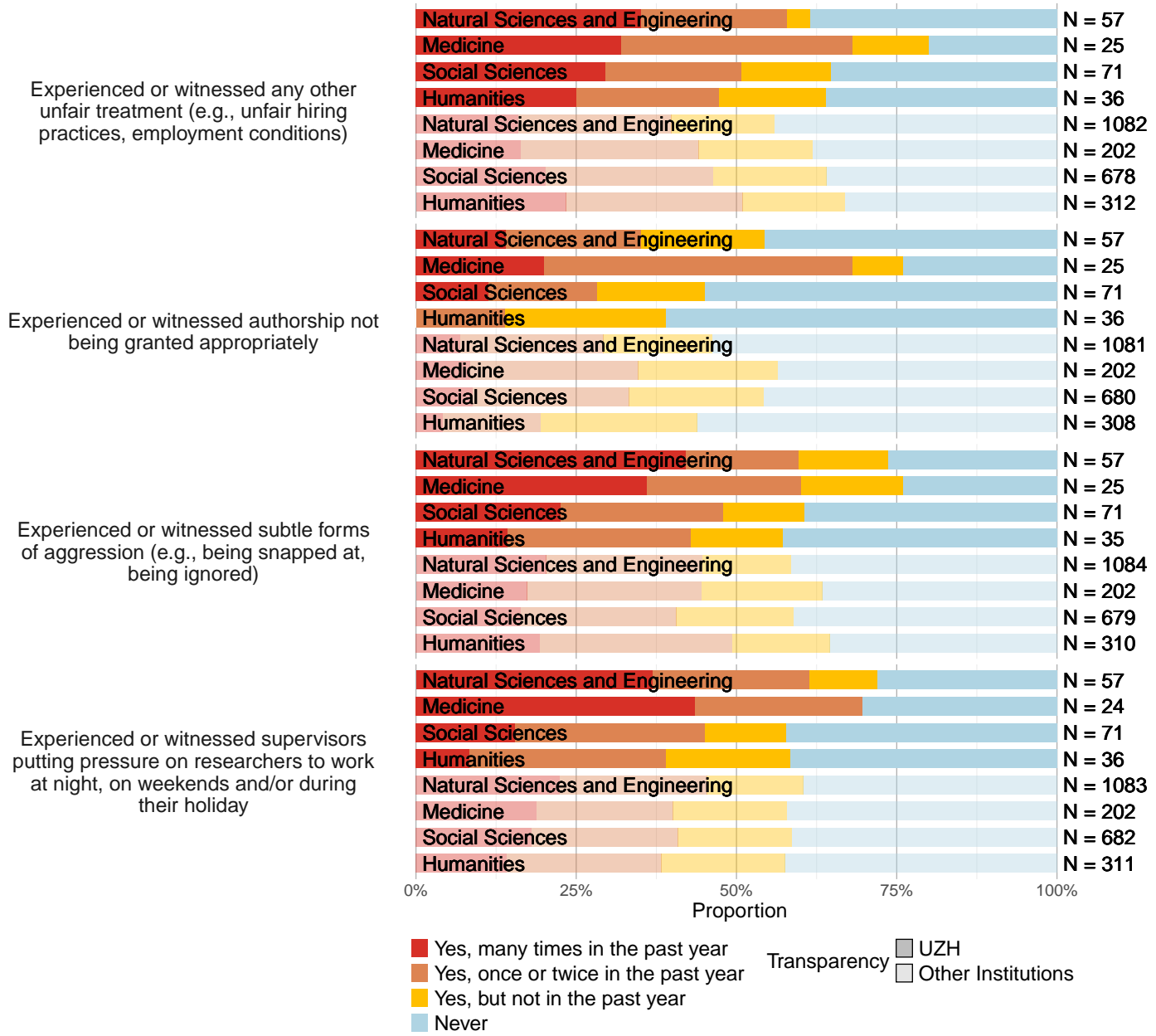
Discrimination Experience by Research Discipline

Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

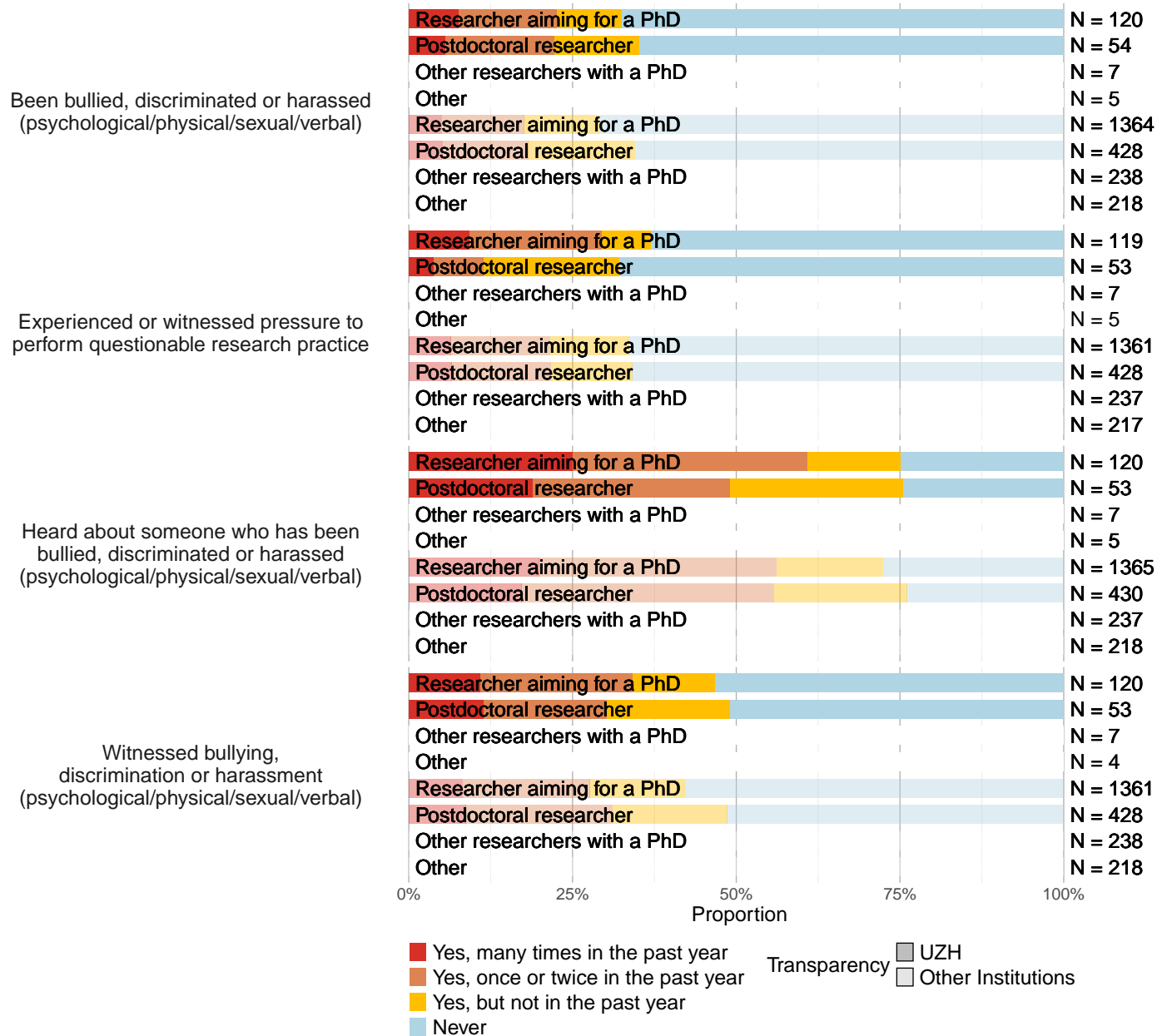
Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

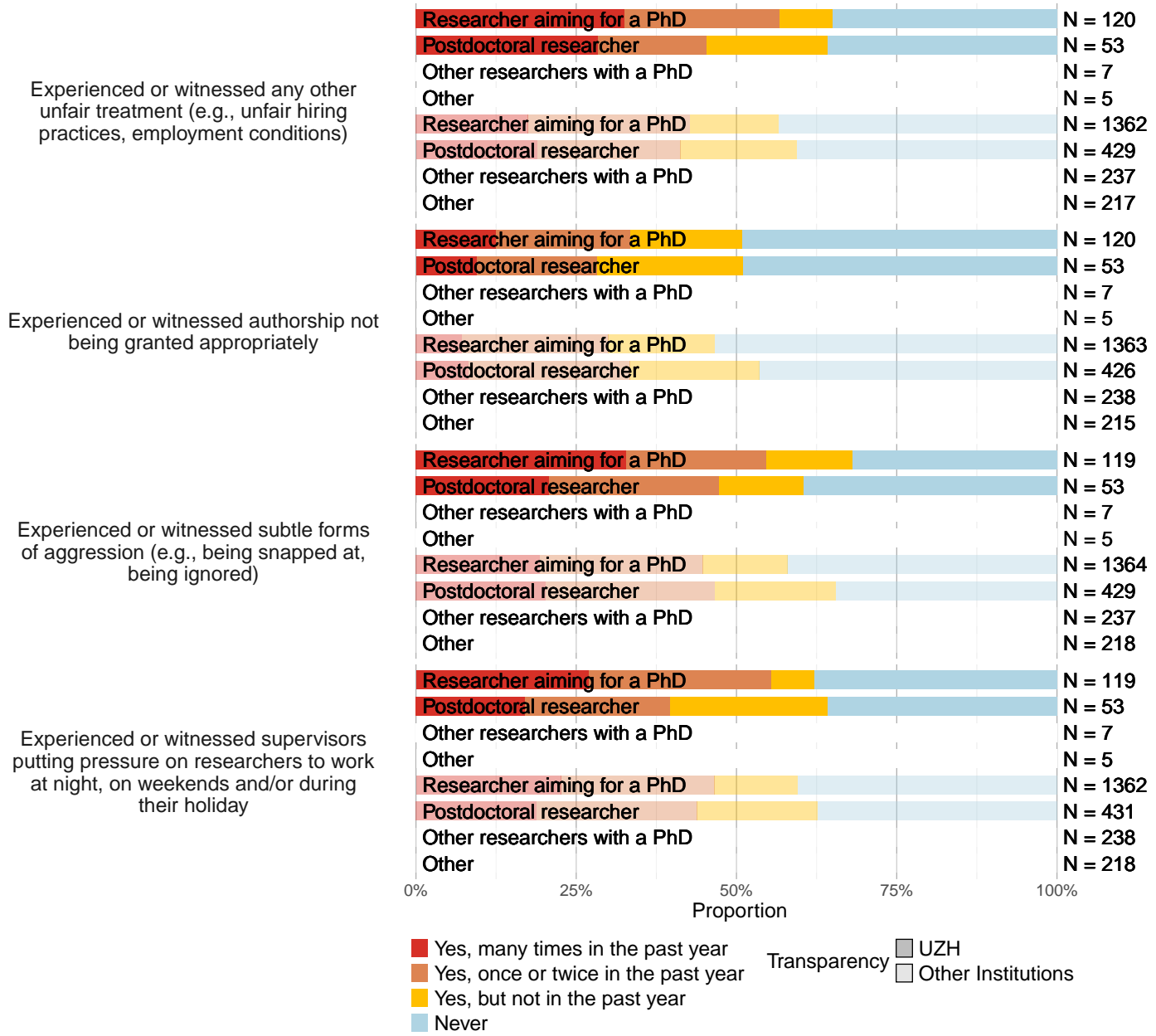
Discrimination Experience by Position Type

Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

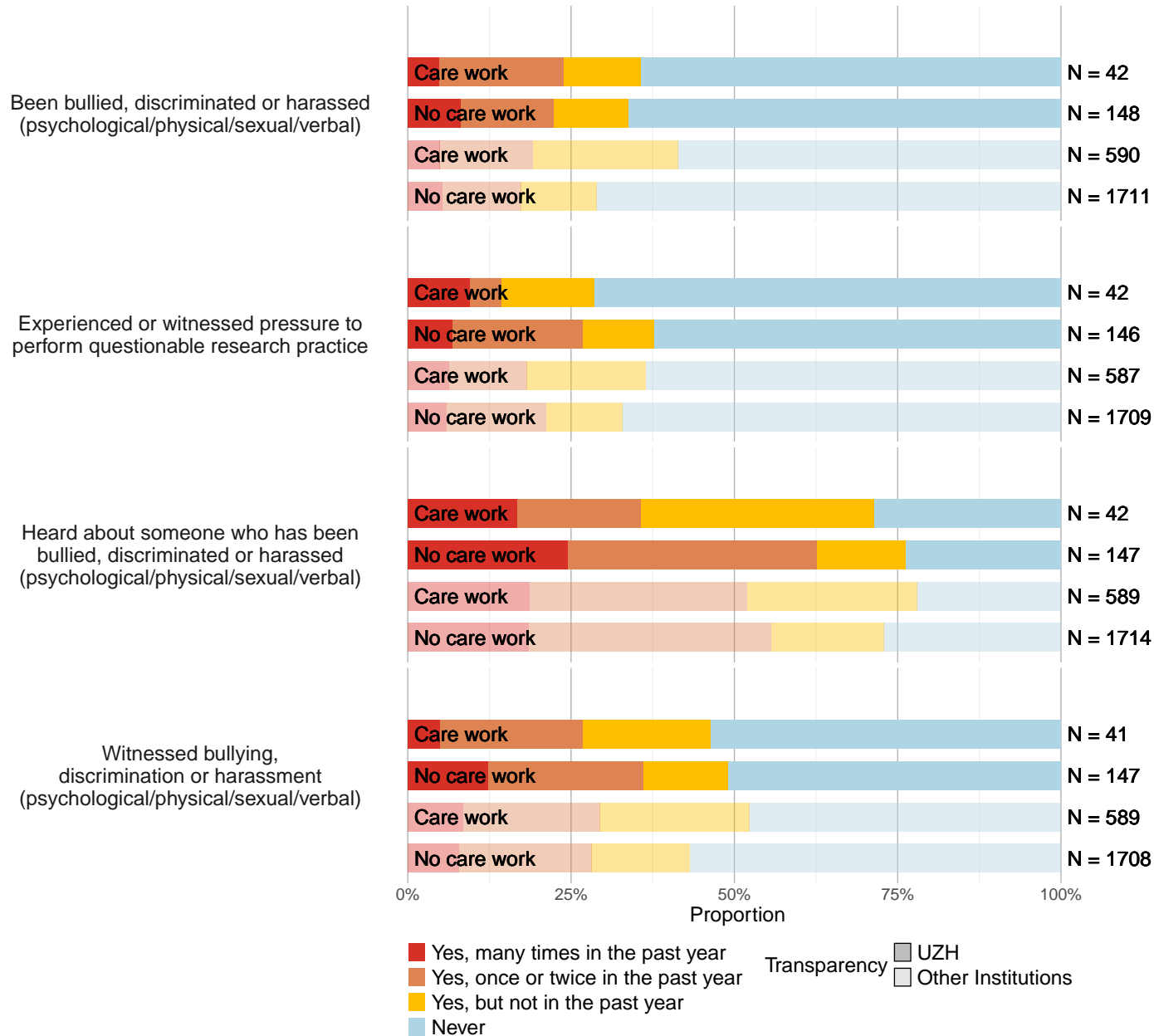
Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

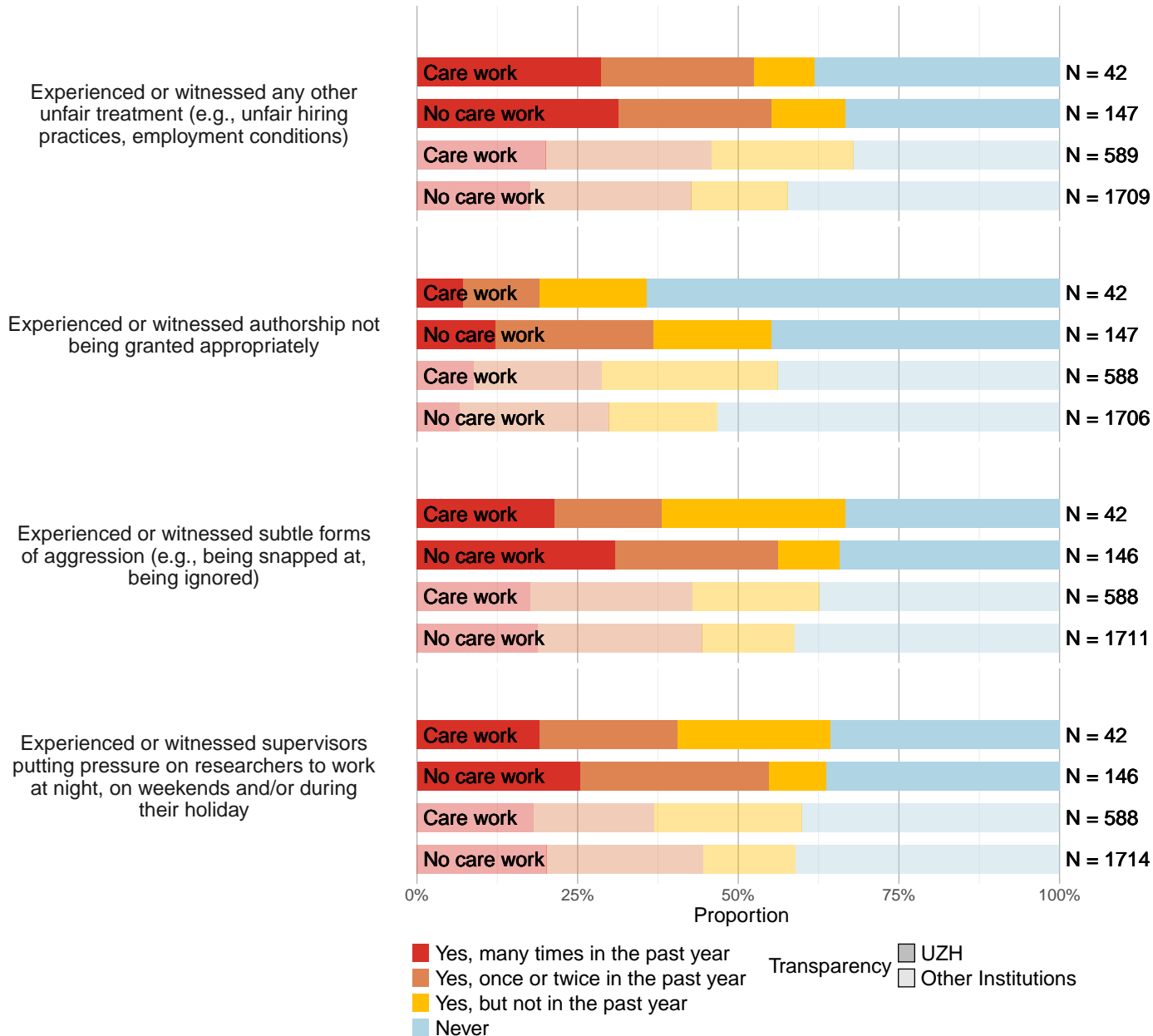
Discrimination Experience by Care Work

Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

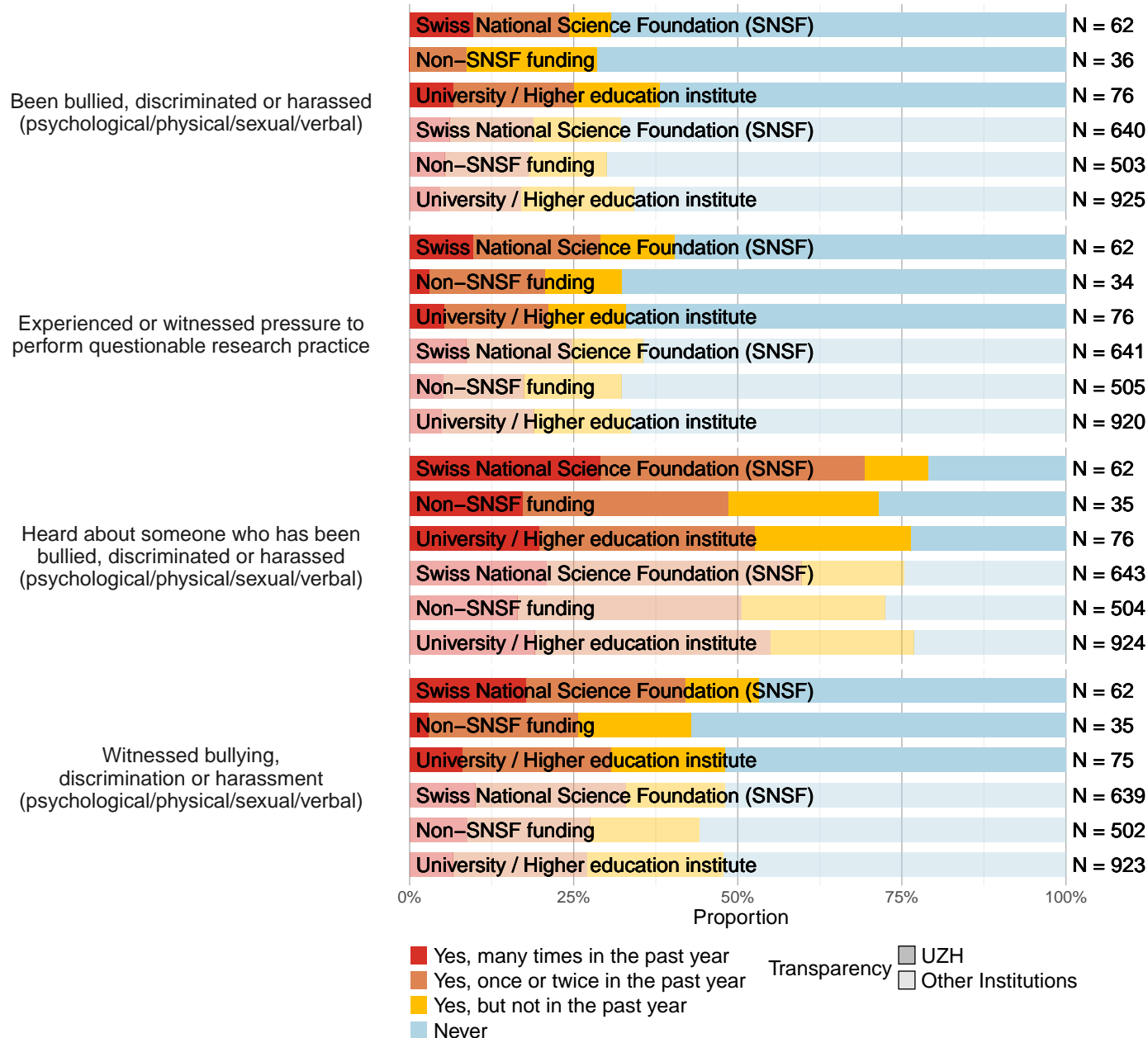
Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

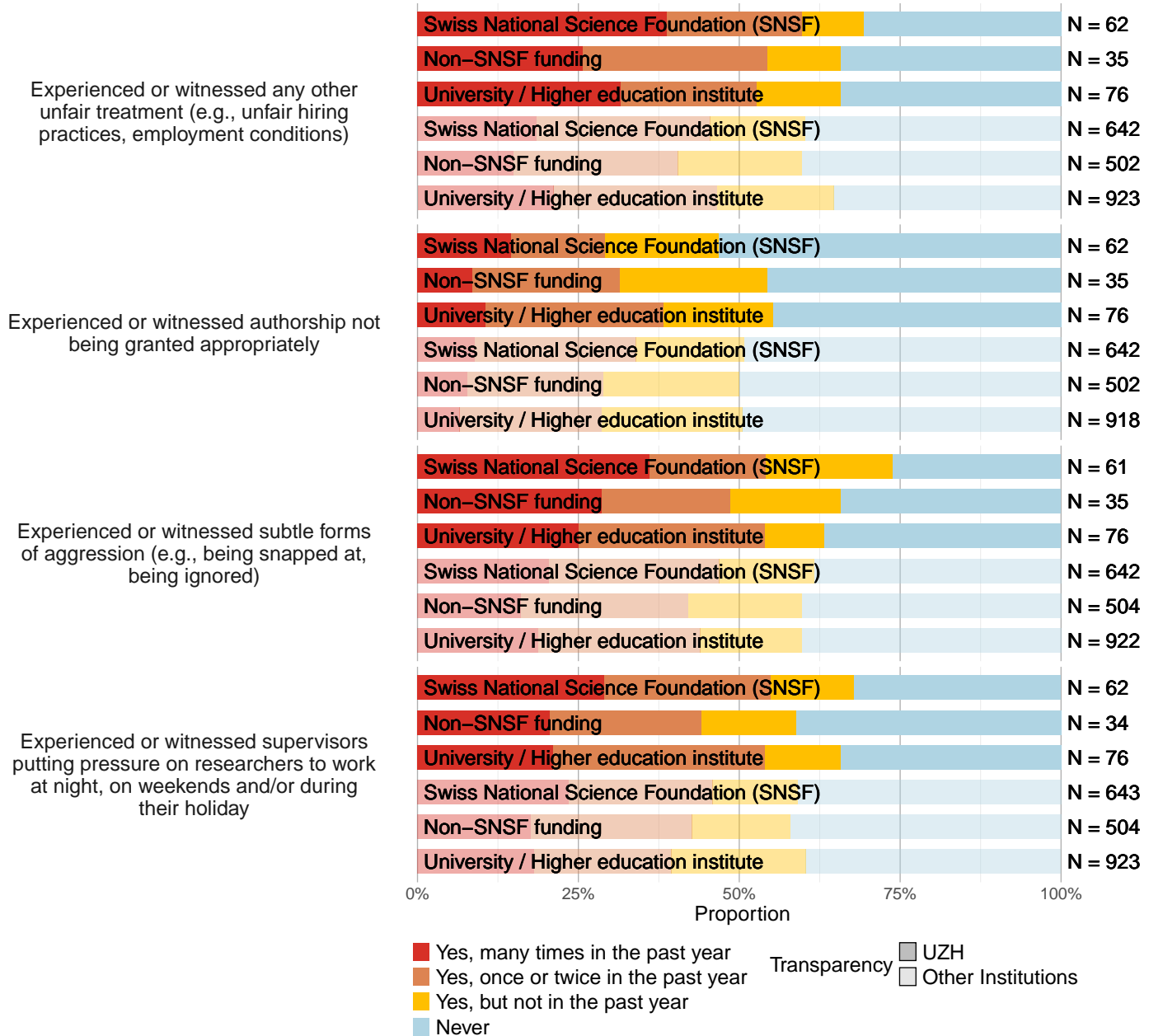
Discrimination Experience by Funding Source

Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

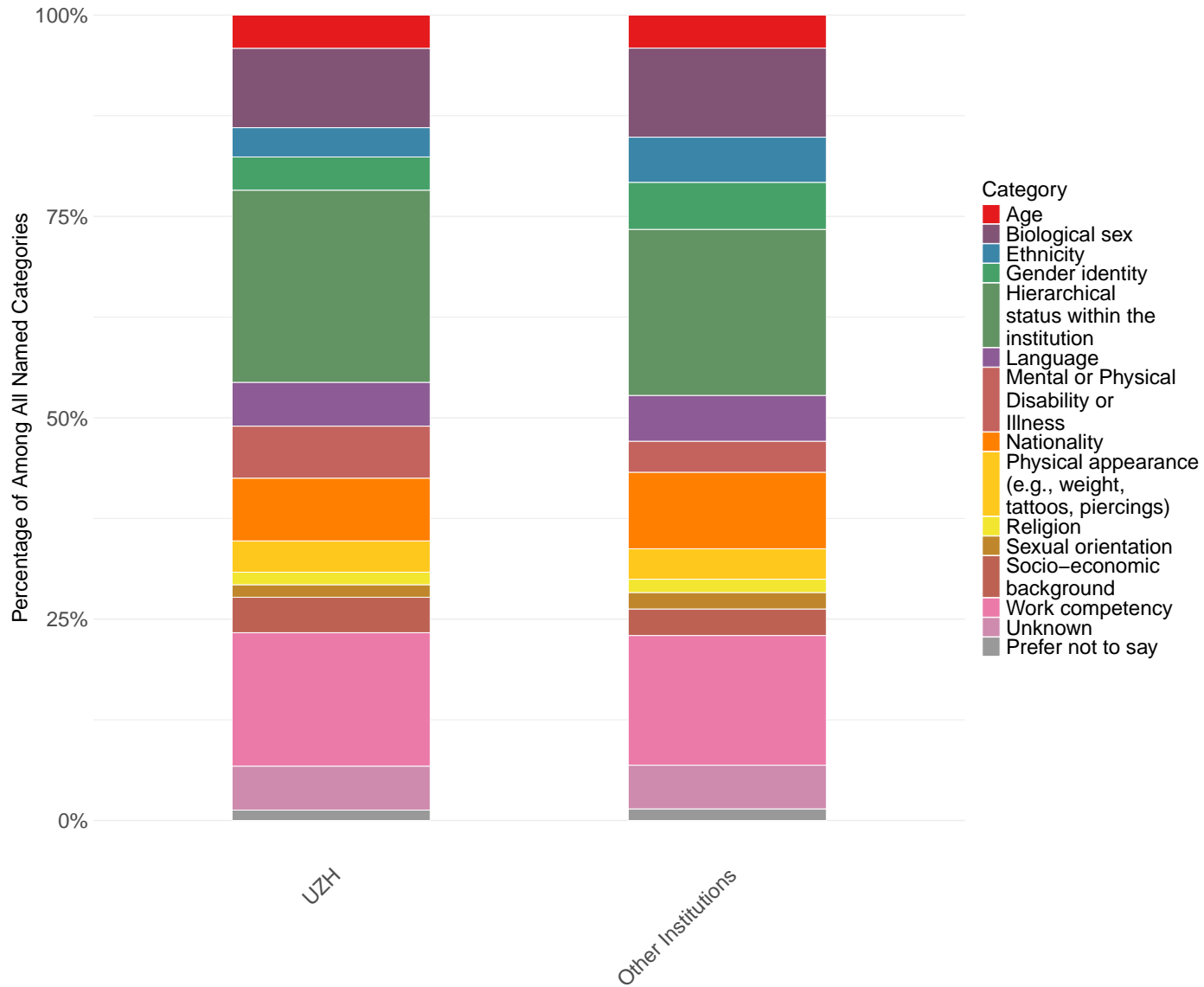
Question: 'In your position in Switzerland, have you ever...'



Groups with less than 10 responses are not visible in the plot (marked in white).

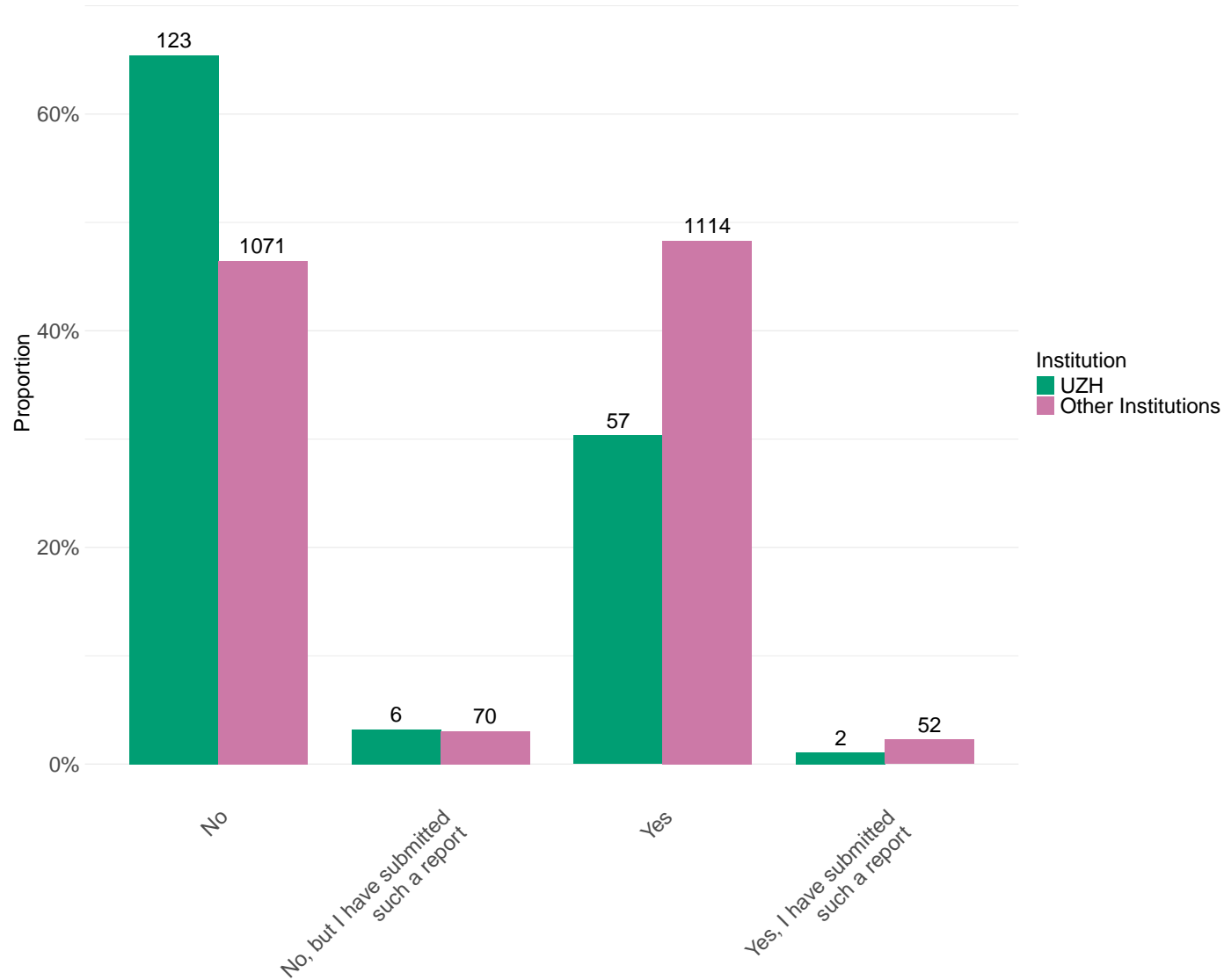
Sources of Discrimination

Question: 'In cases where you have experienced or witnessed bullying, discrimination, harassment, or other unfair treatment, were such behaviors related to...'



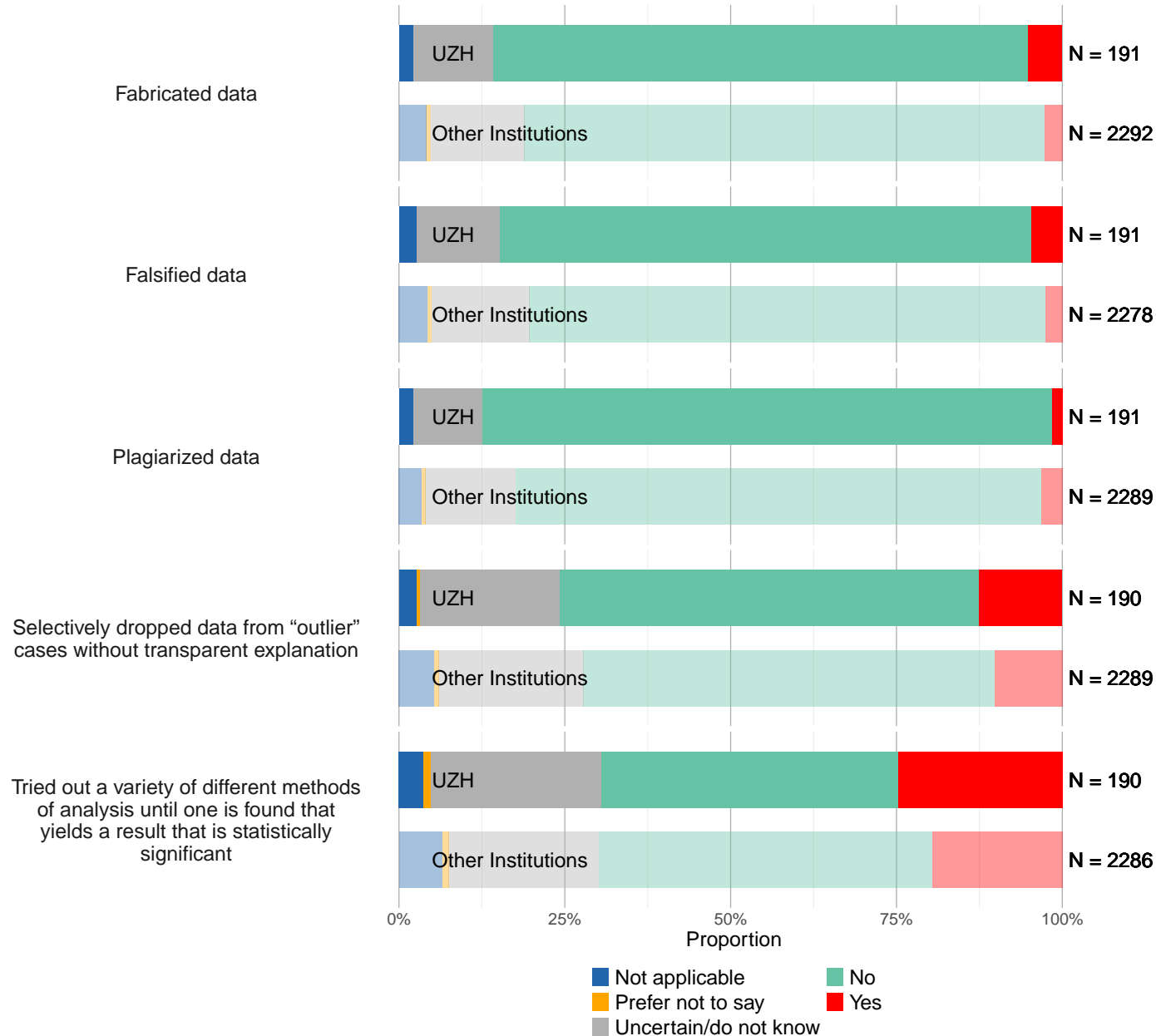
Reporting Information

Question: 'Has your institution/supervisor informed you as to where to report bullying, discrimination, harassment, or other unfair treatment at your current workplace?'



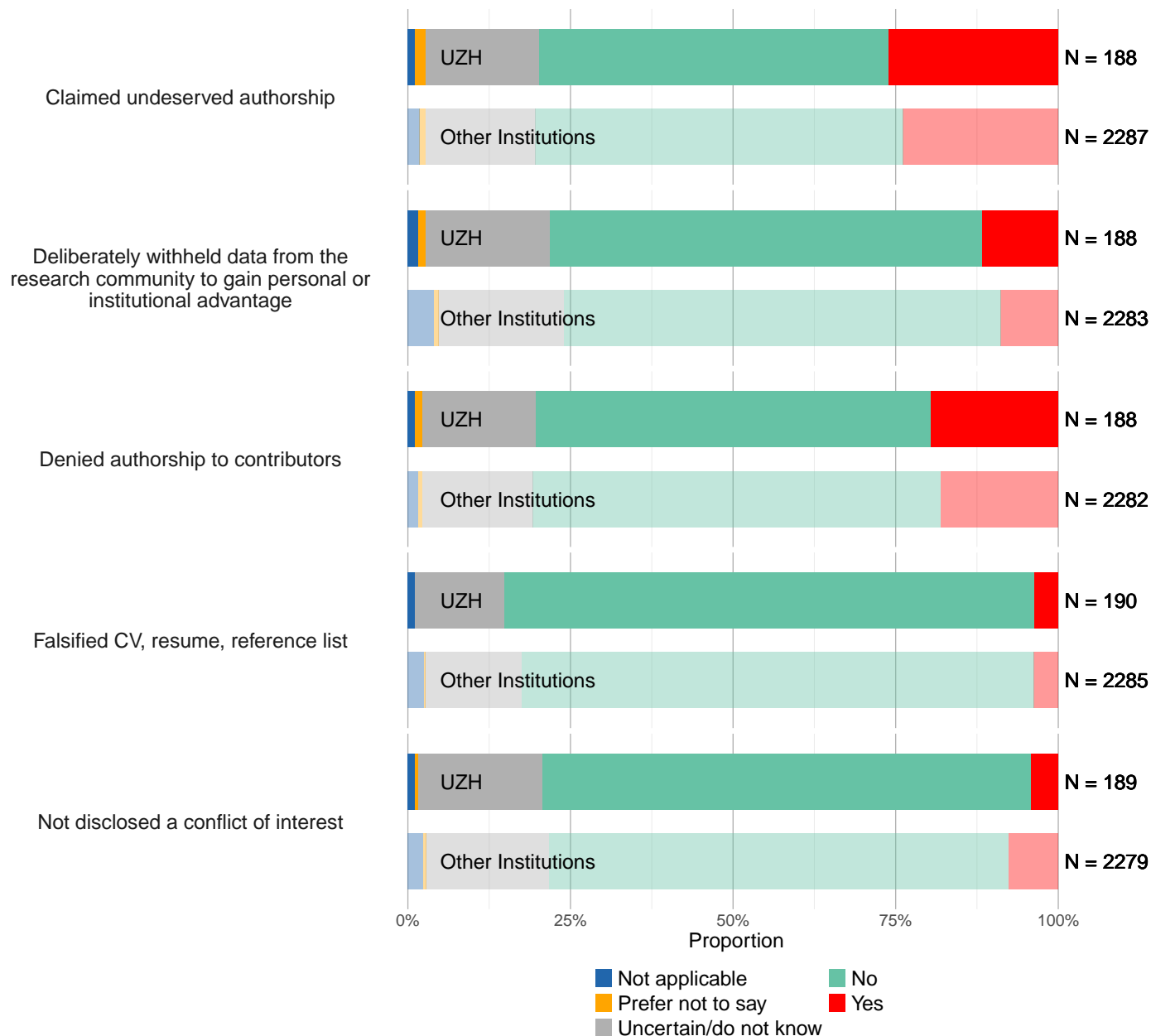
Questionable Research Practices

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



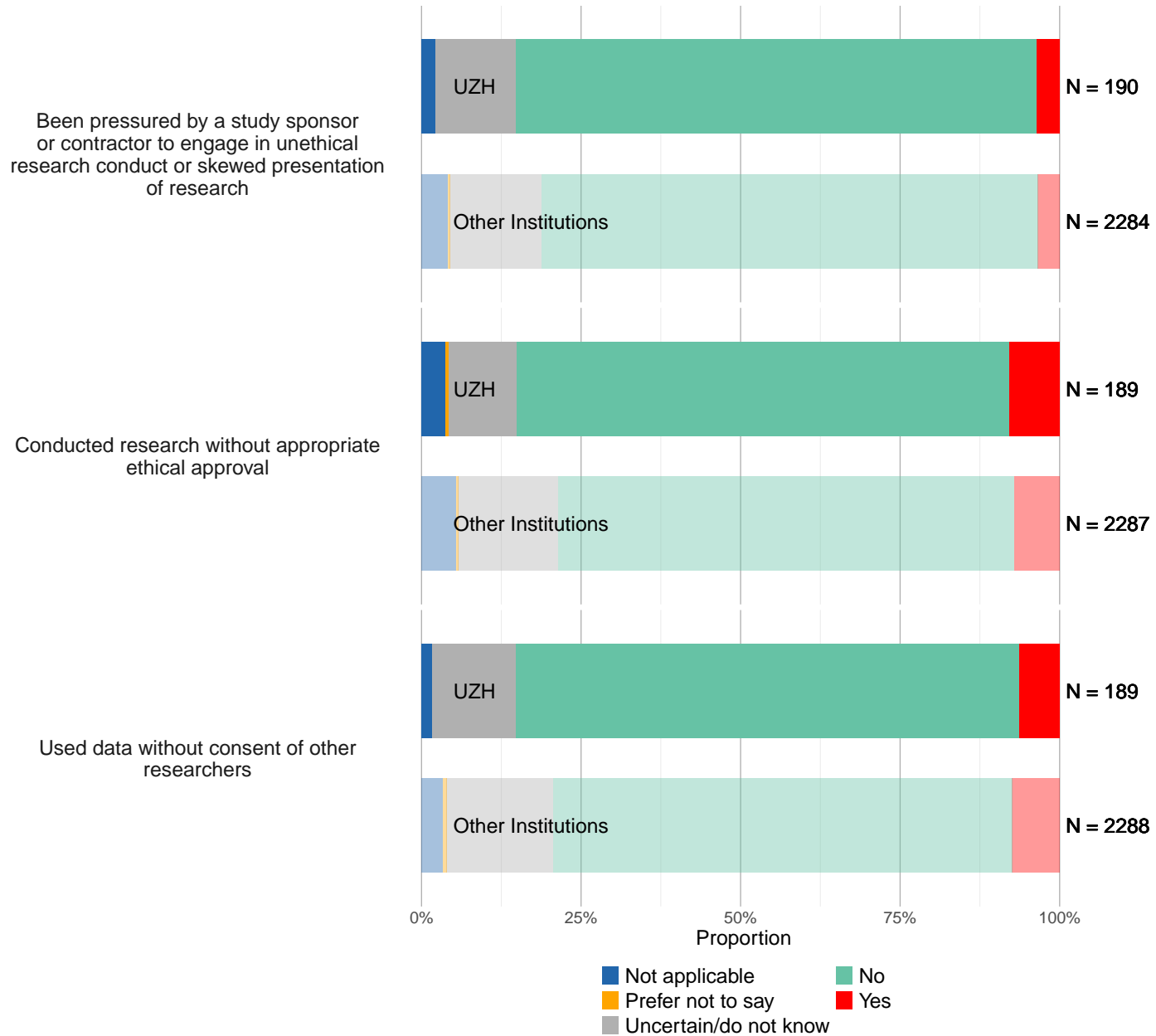
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



Groups with less than 10 responses are not visible in the plot (marked in white).

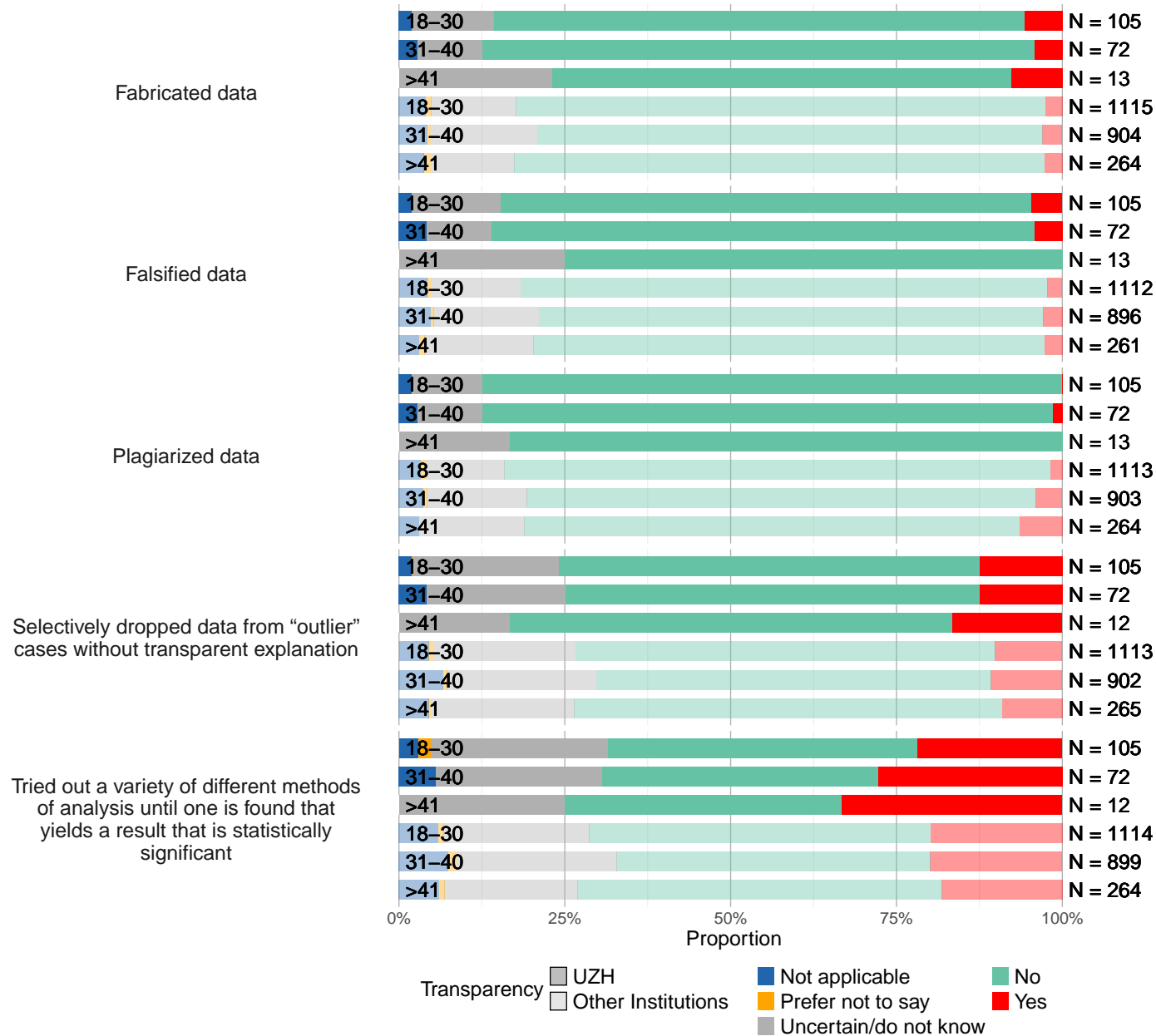
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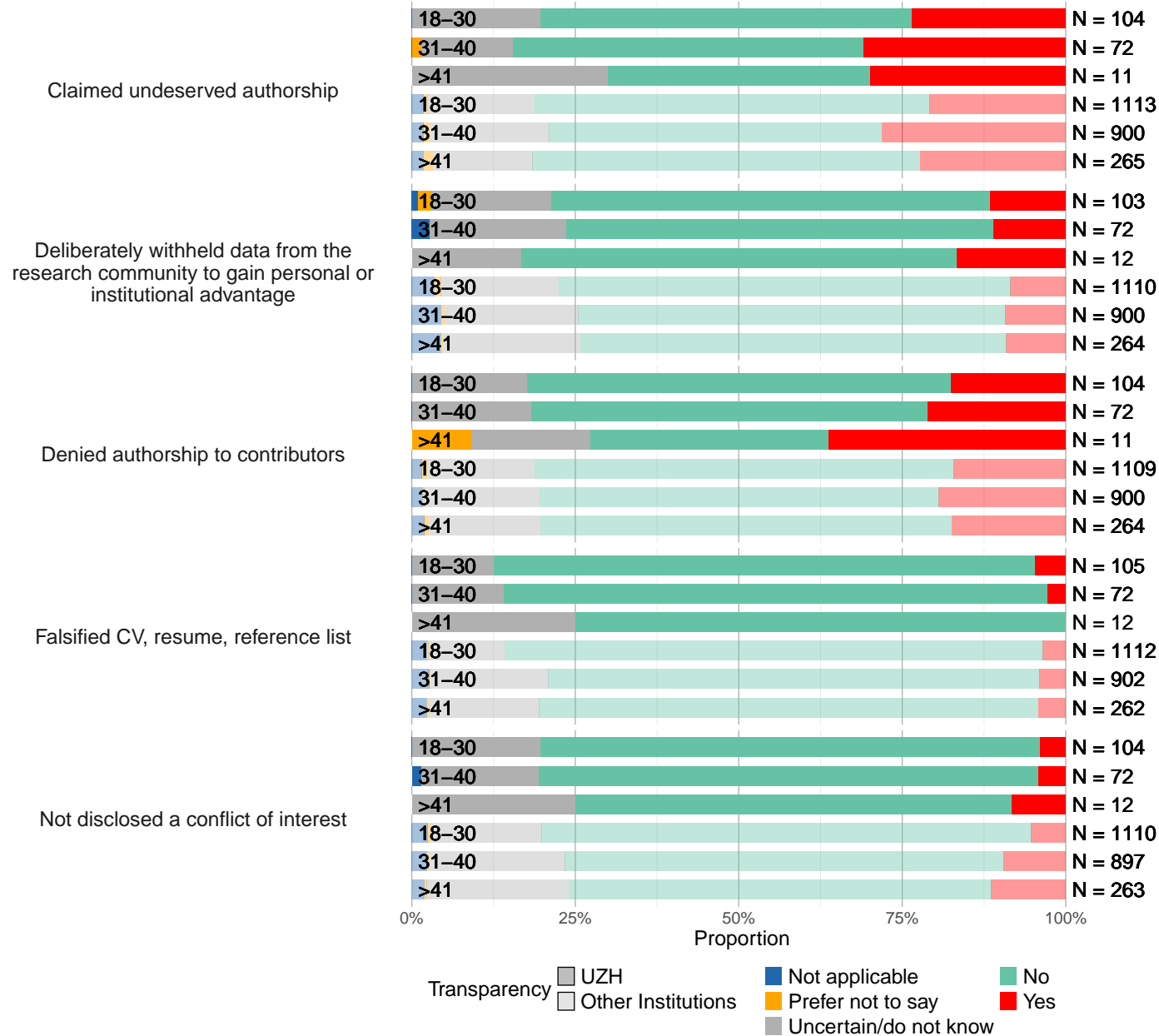
Questionable Research Practices by Age

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



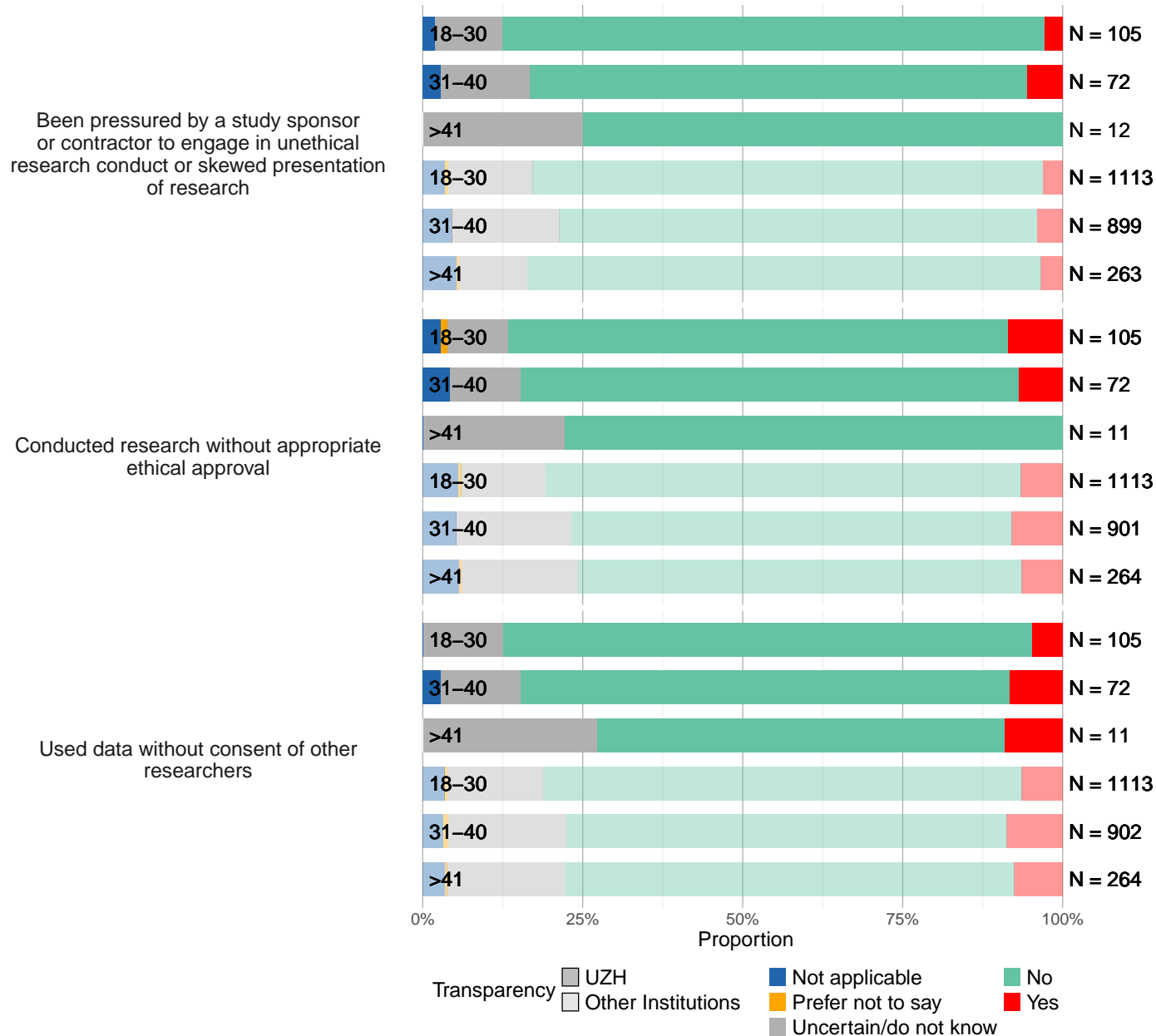
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



Groups with less than 10 responses are not visible in the plot (marked in white).

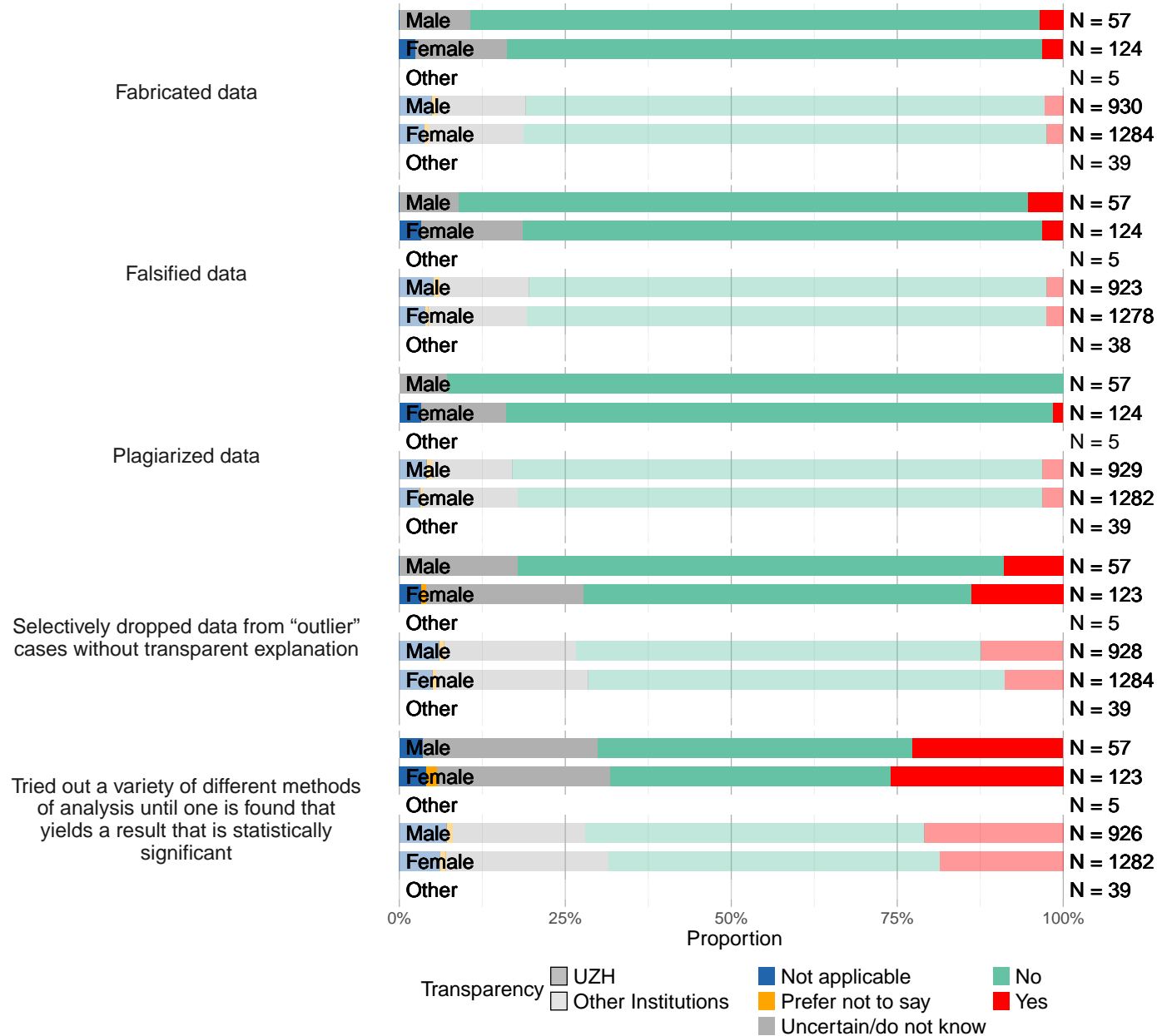
Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



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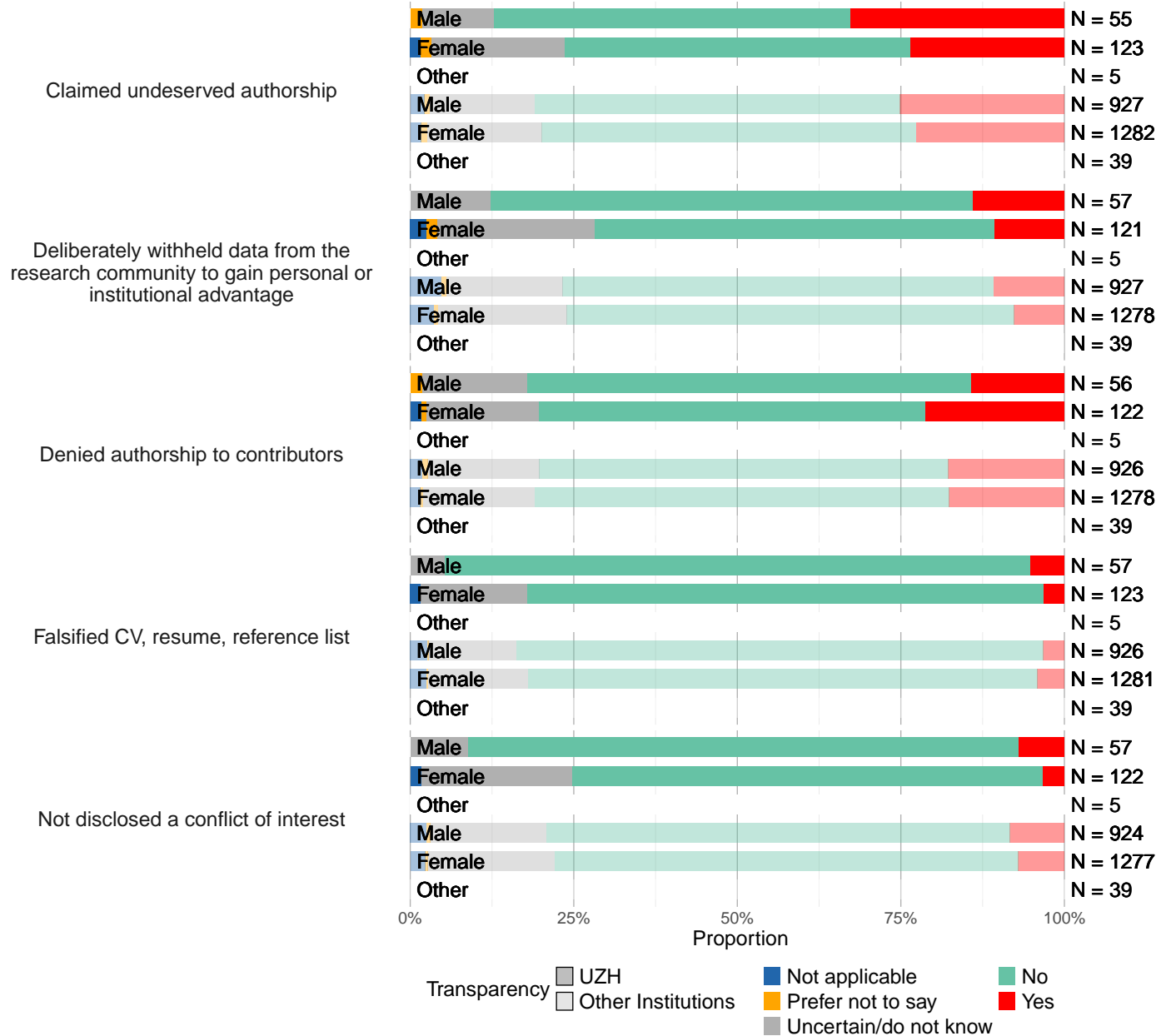
Questionable Research Practices by Gender

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



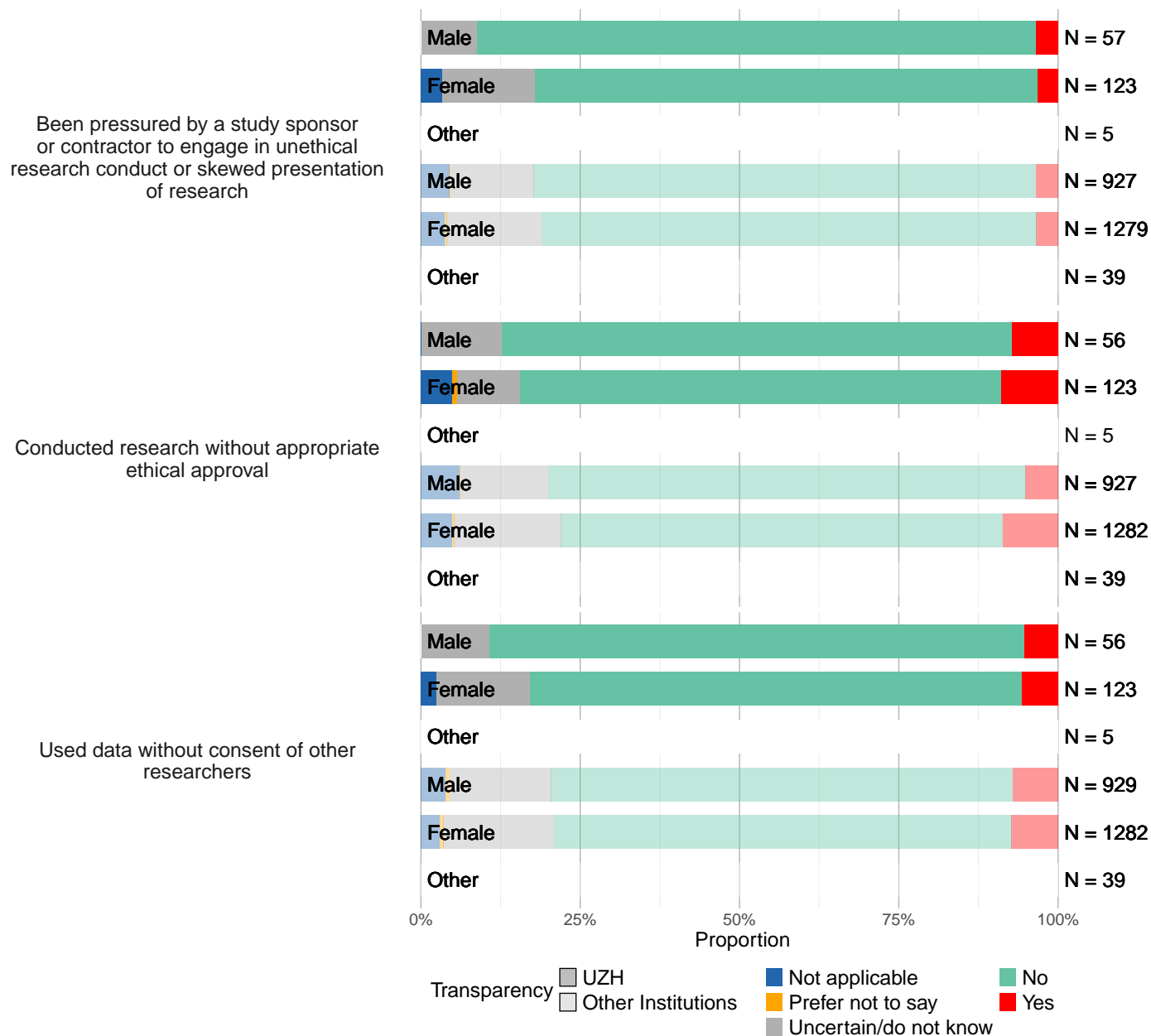
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



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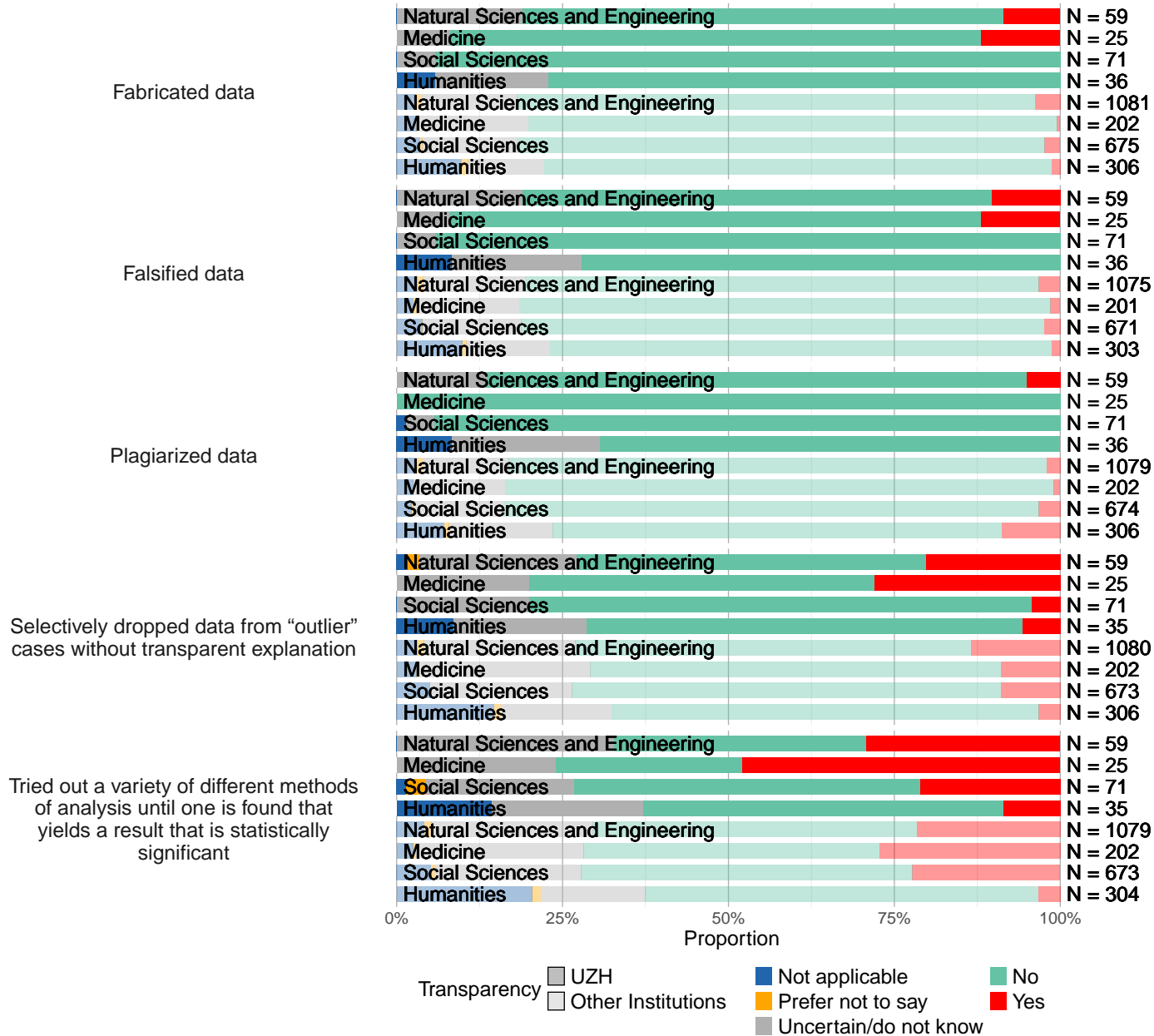
Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



Groups with less than 10 responses are not visible in the plot (marked in white).

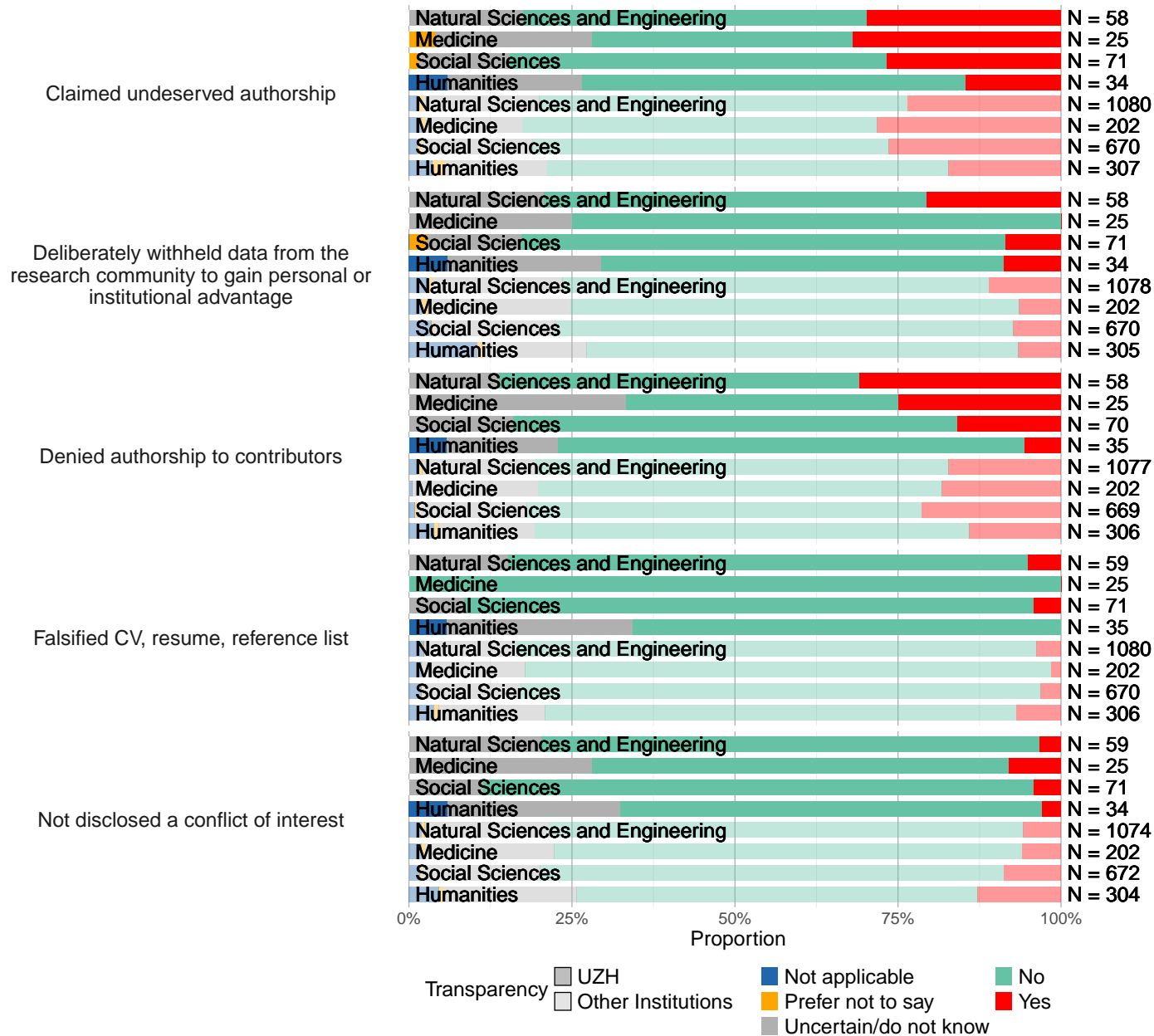
Questionable Research Practices by Research Discipline

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



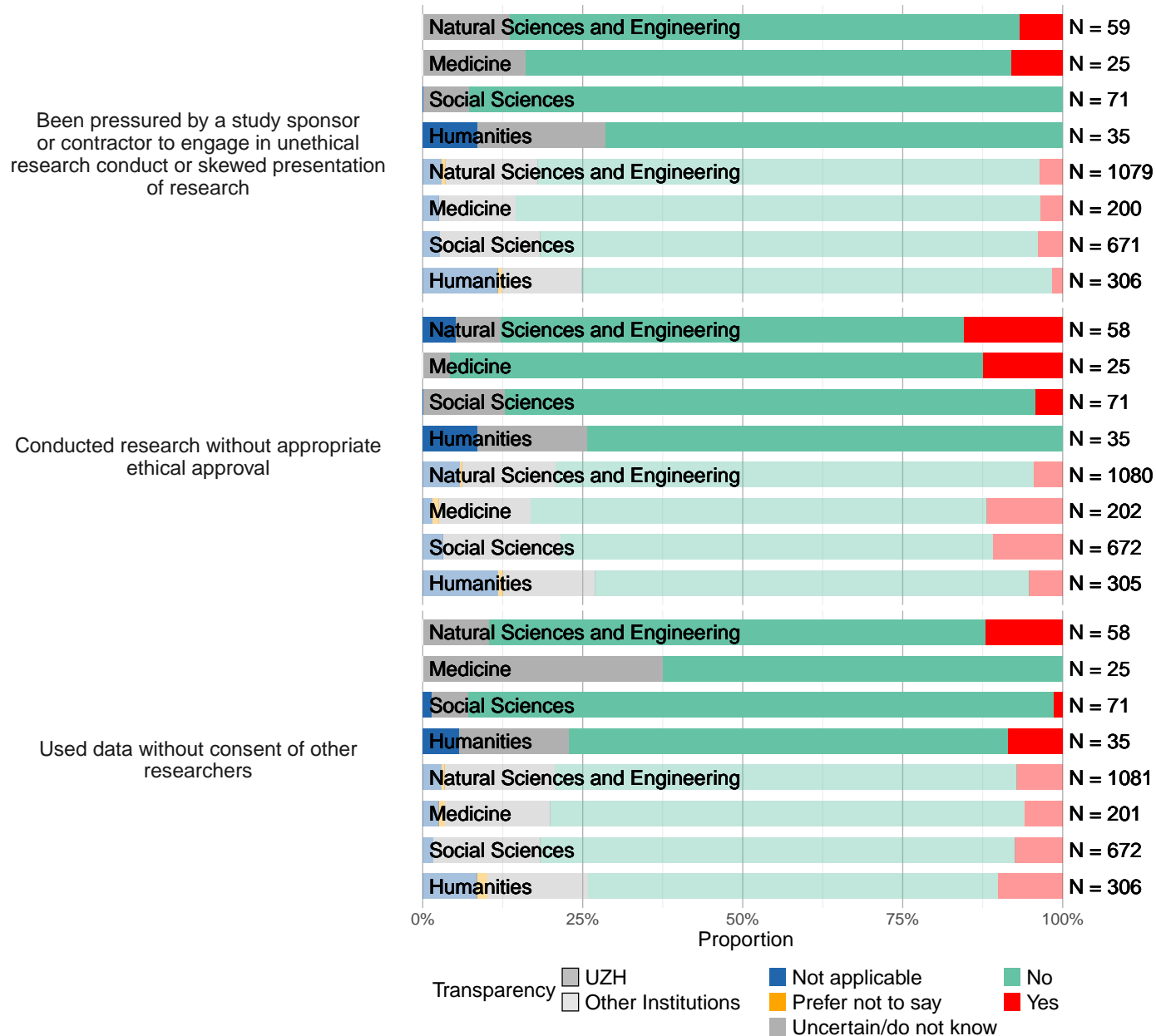
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



Groups with less than 10 responses are not visible in the plot (marked in white).

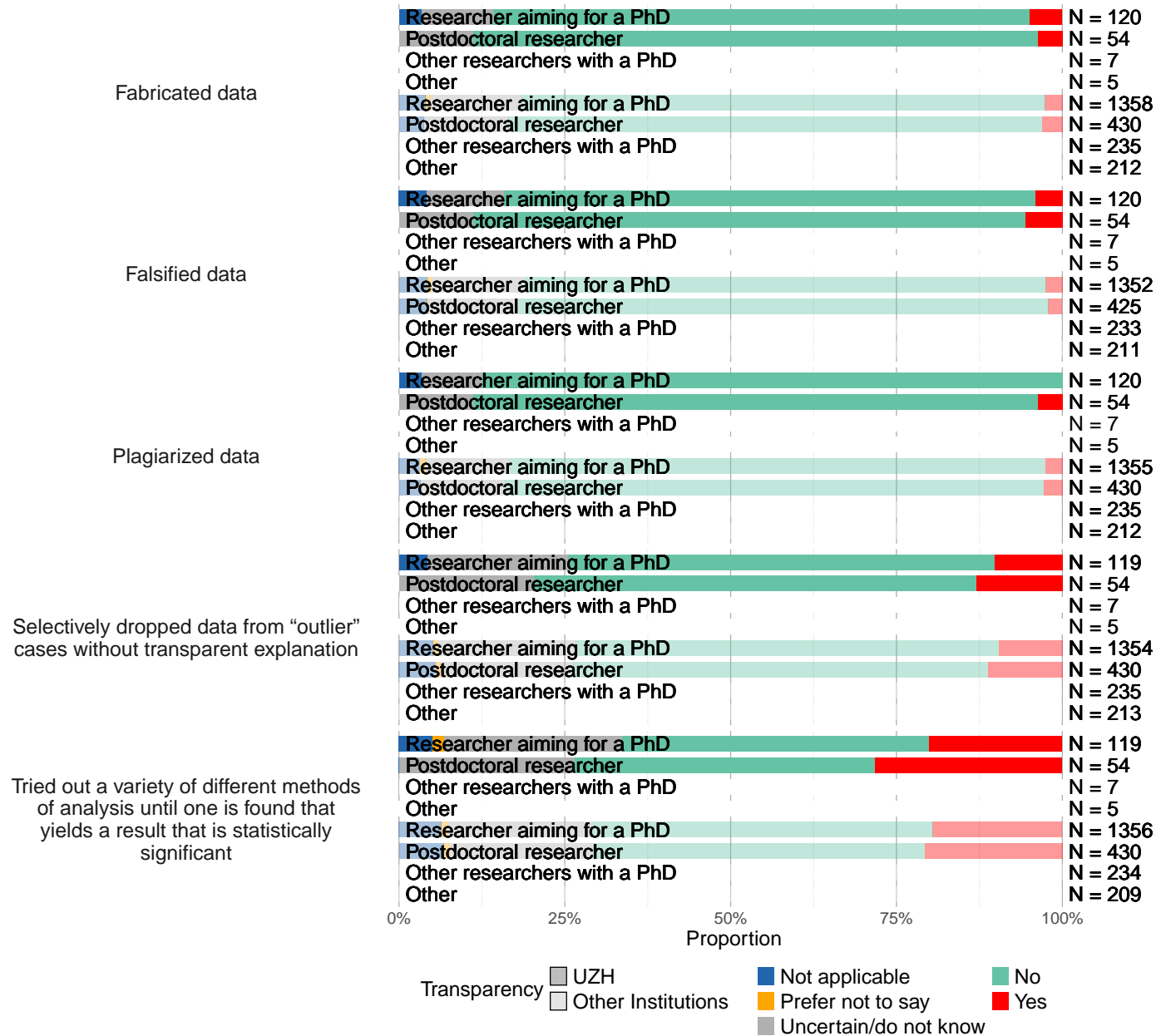
Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



Groups with less than 10 responses are not visible in the plot (marked in white).

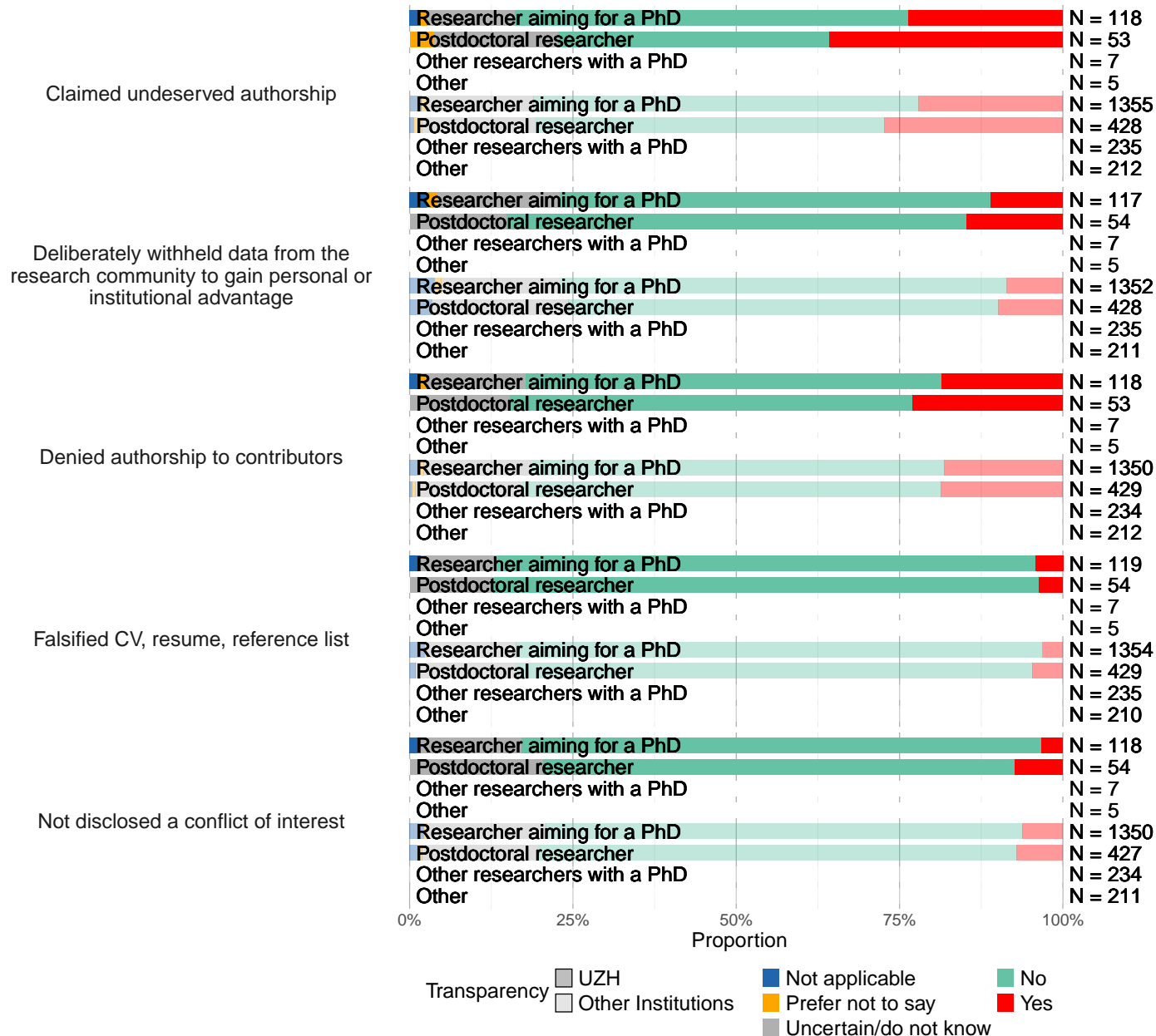
Questionable Research Practices by Position Type

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



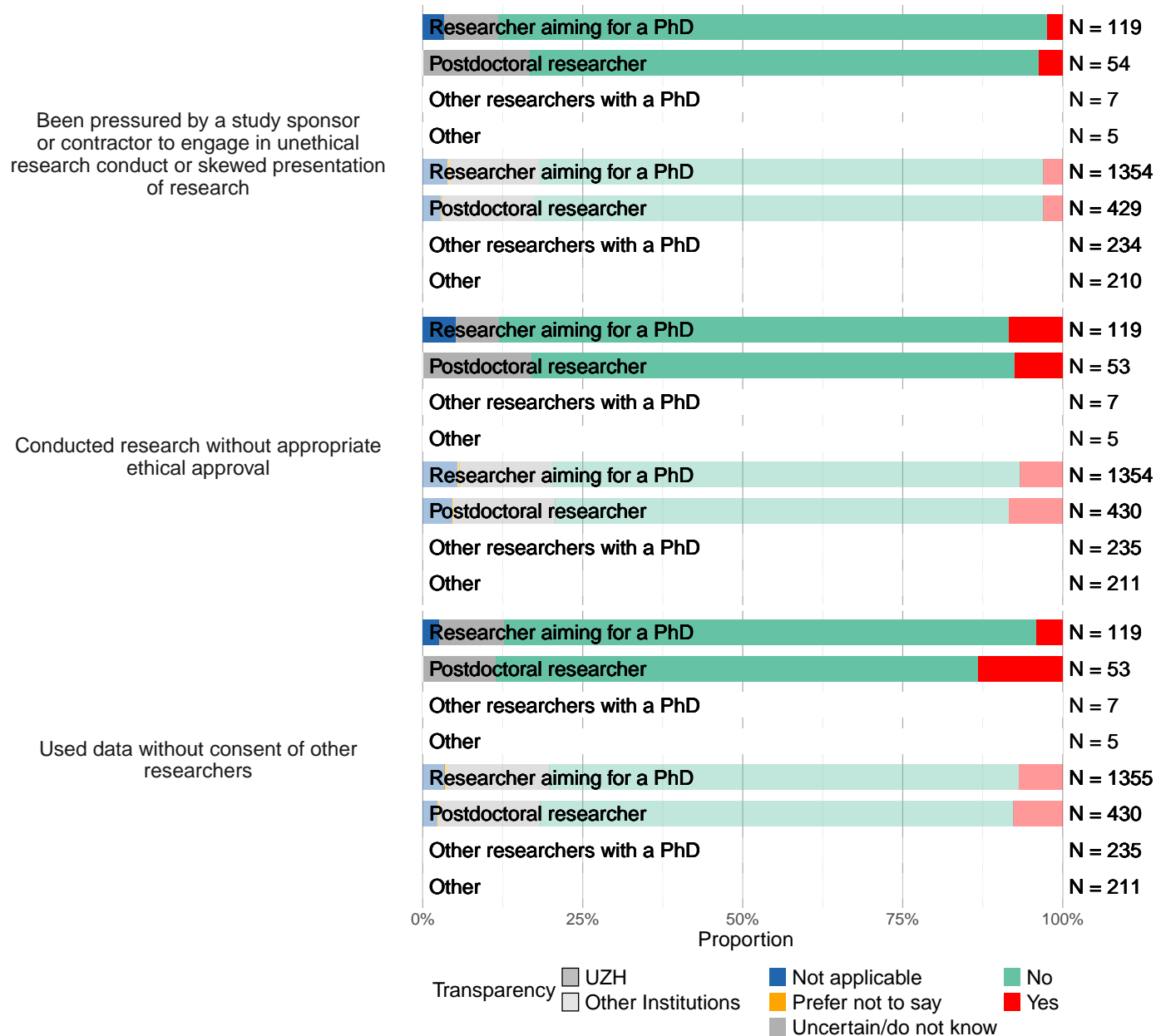
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



Groups with less than 10 responses are not visible in the plot (marked in white).

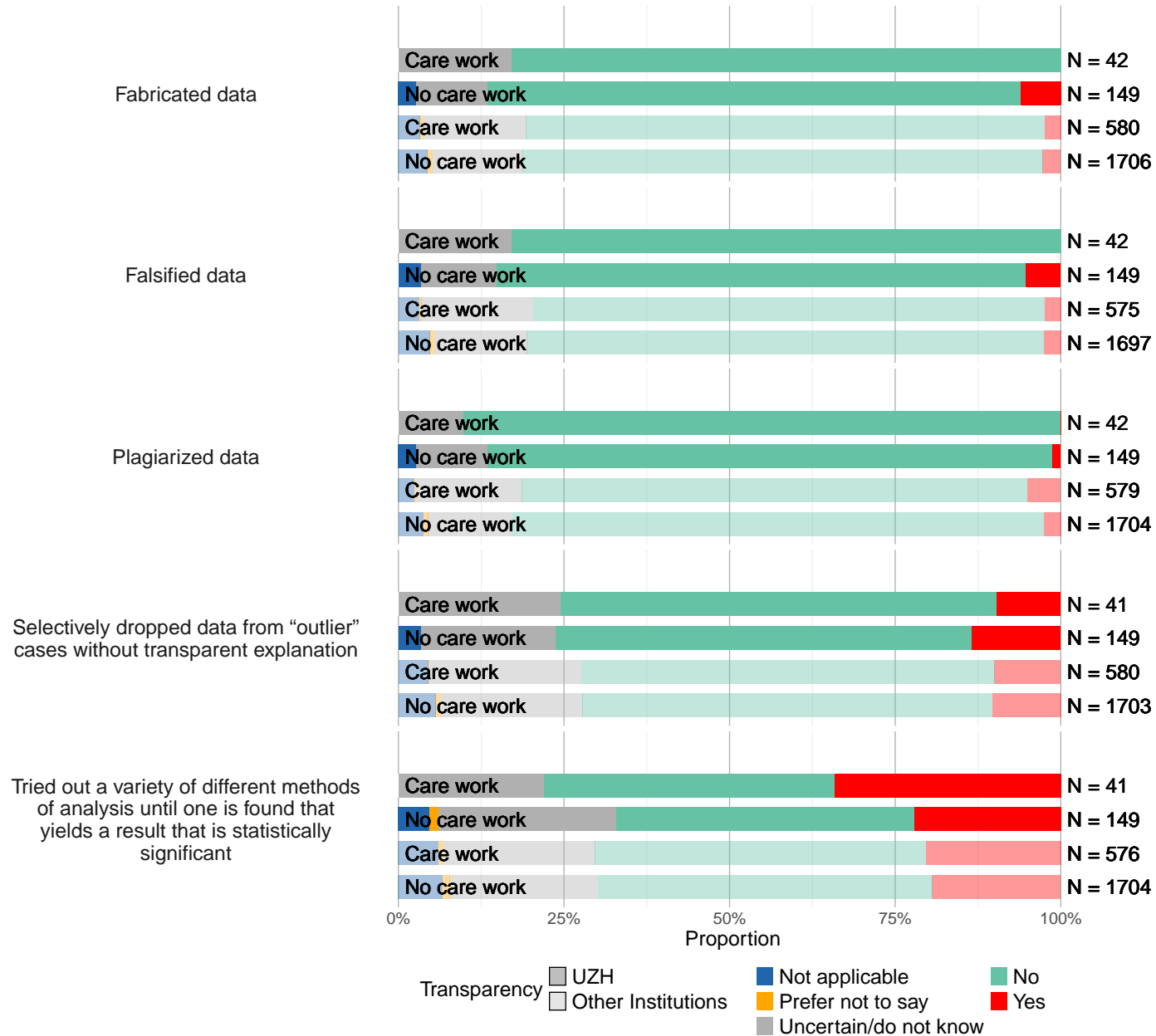
Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



Groups with less than 10 responses are not visible in the plot (marked in white).

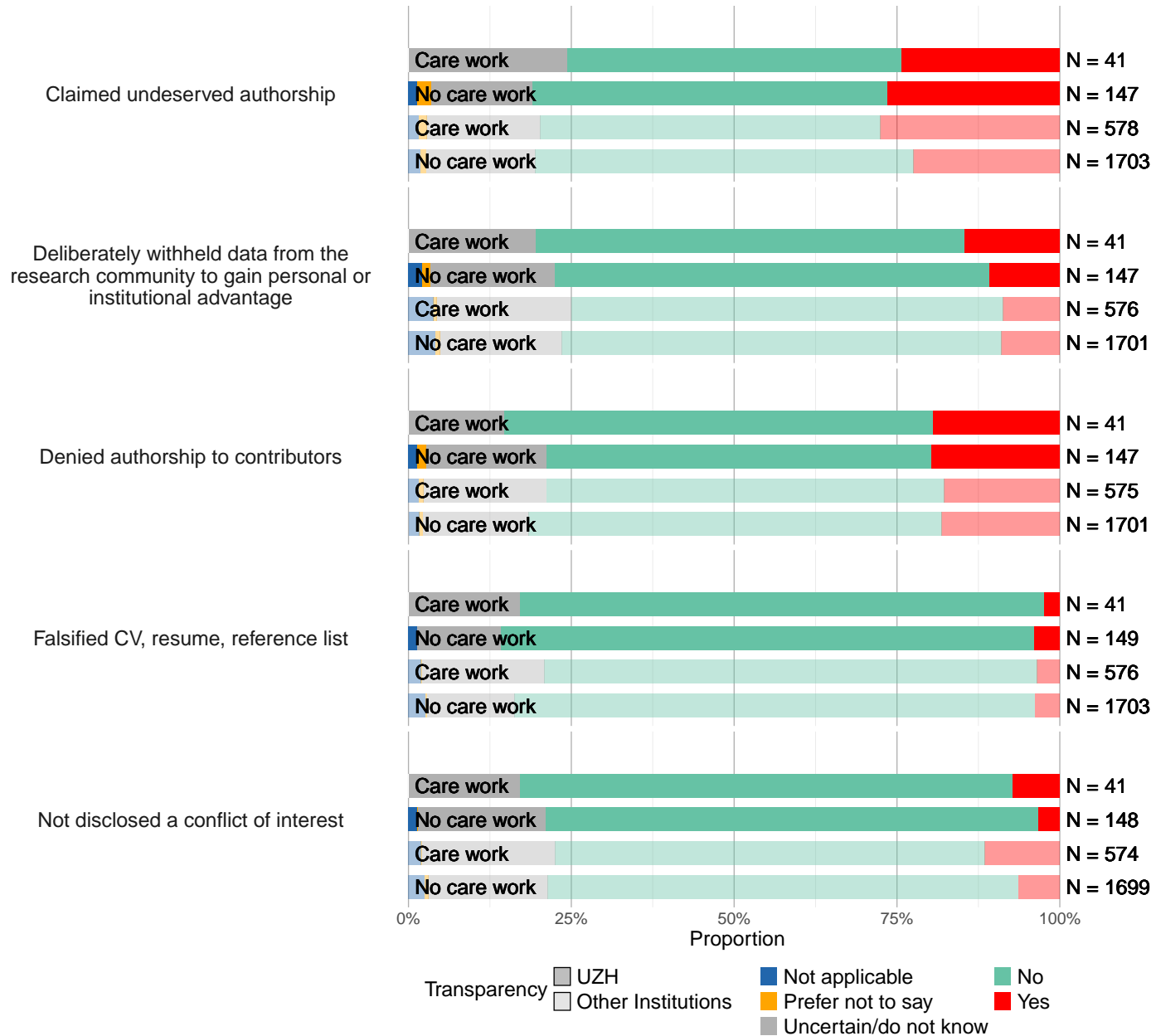
Questionable Research Practices by Care Work

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



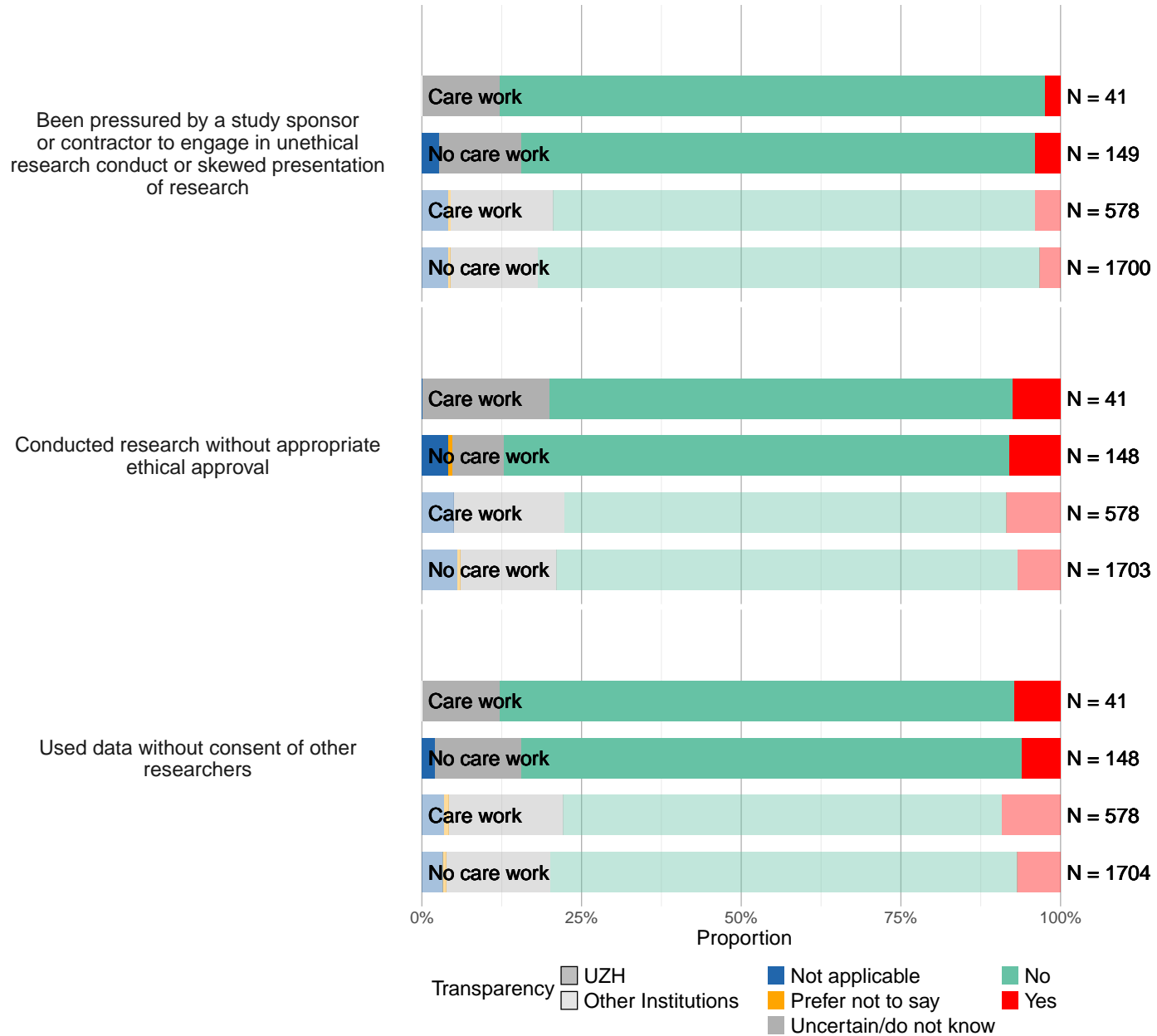
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



Groups with less than 10 responses are not visible in the plot (marked in white).

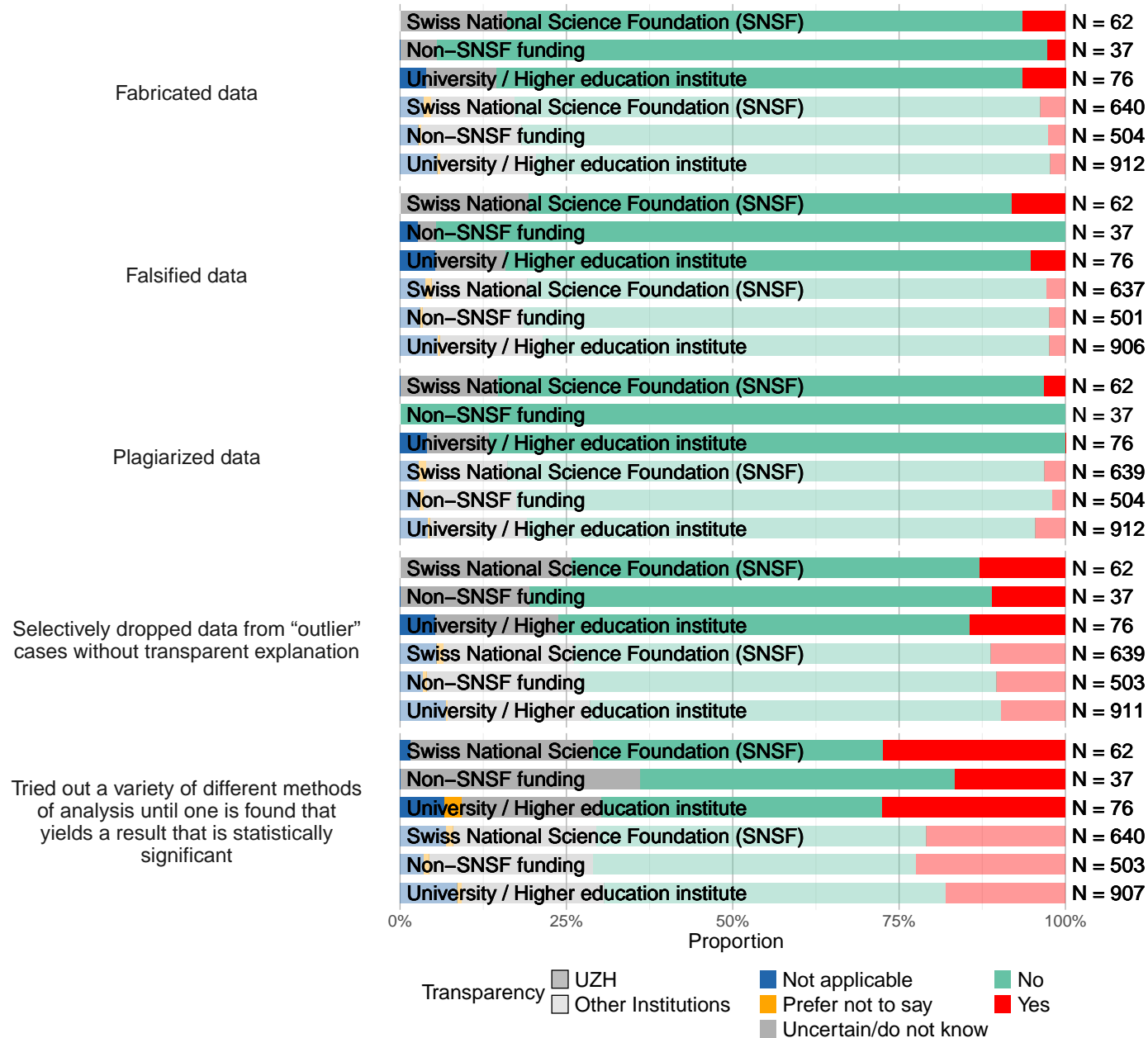
Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



Groups with less than 10 responses are not visible in the plot (marked in white).

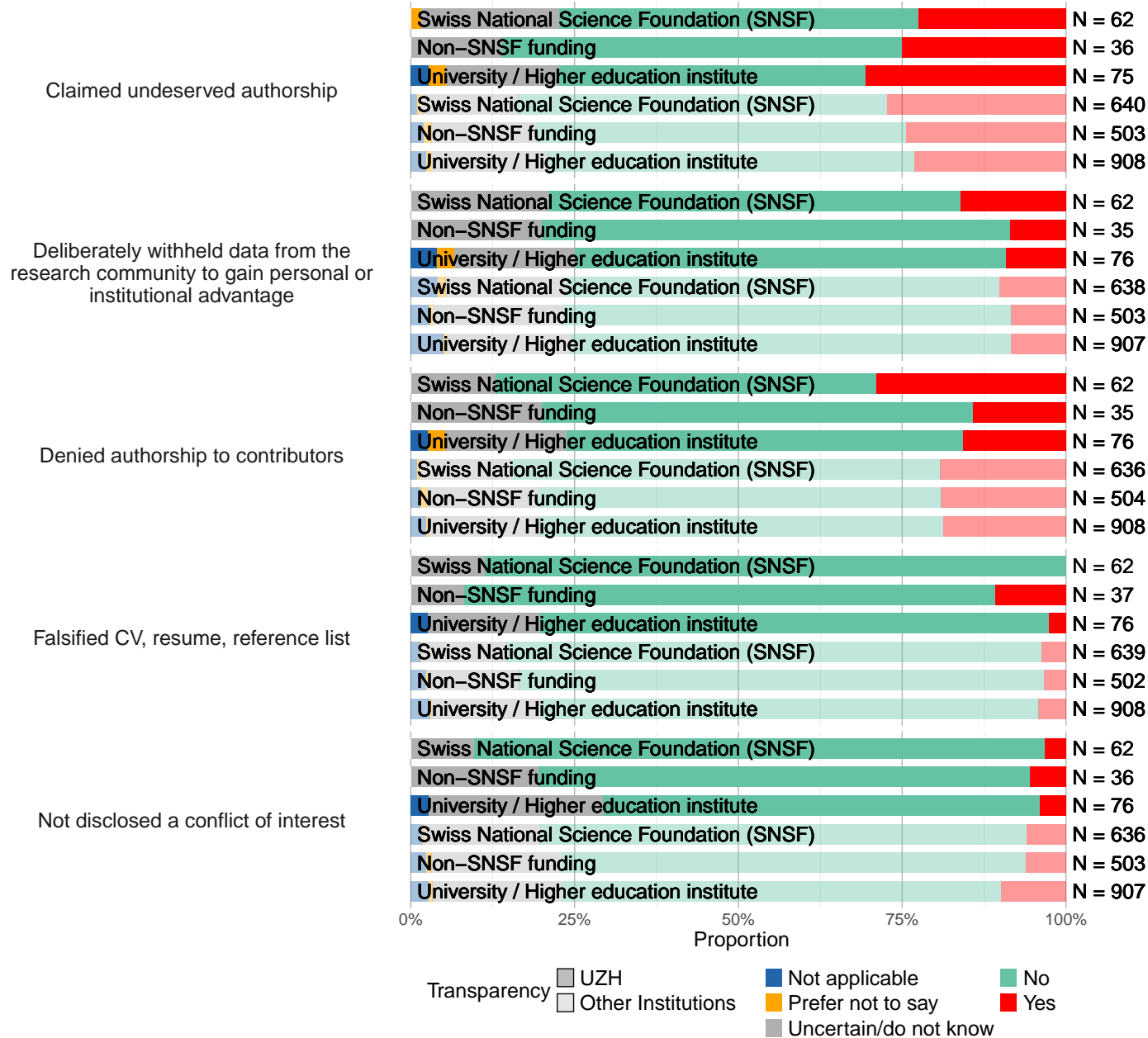
Questionable Research Practices by Funding Source

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



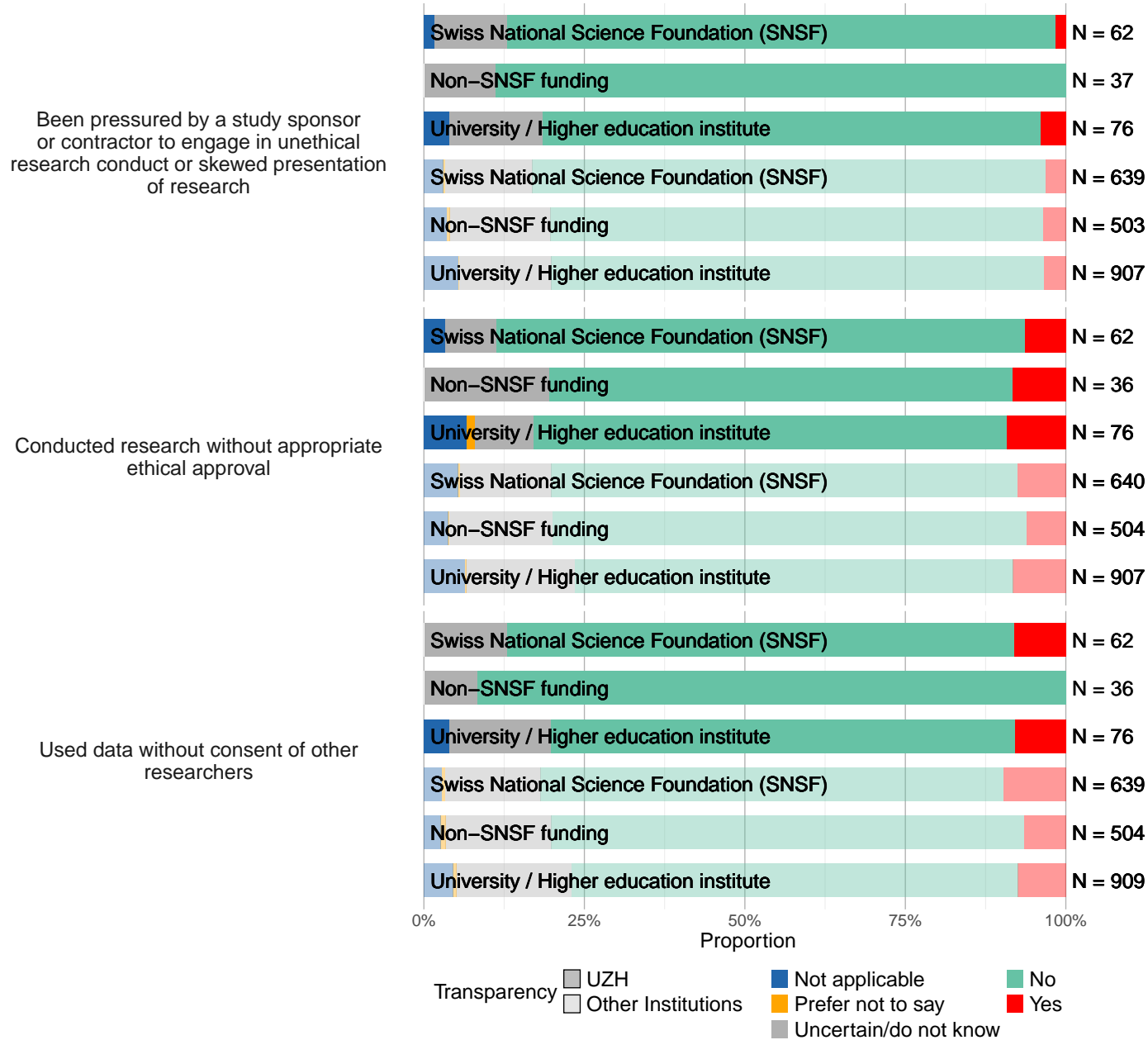
Groups with less than 10 responses are not visible in the plot (marked in white).

Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



Groups with less than 10 responses are not visible in the plot (marked in white).

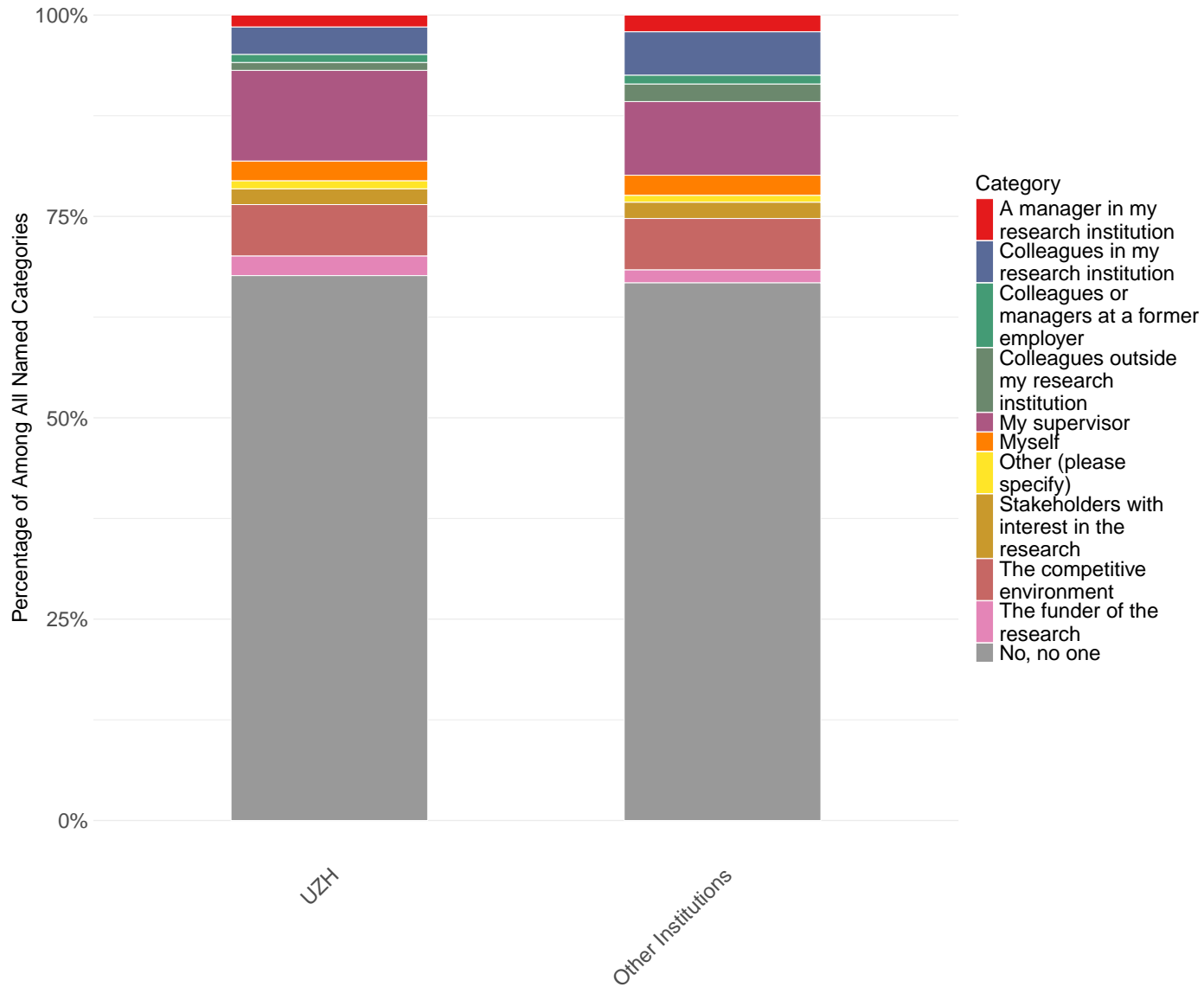
Question: 'Do you know of anyone at your research institution who performs one of the following questionable research practices?'



Groups with less than 10 responses are not visible in the plot (marked in white).

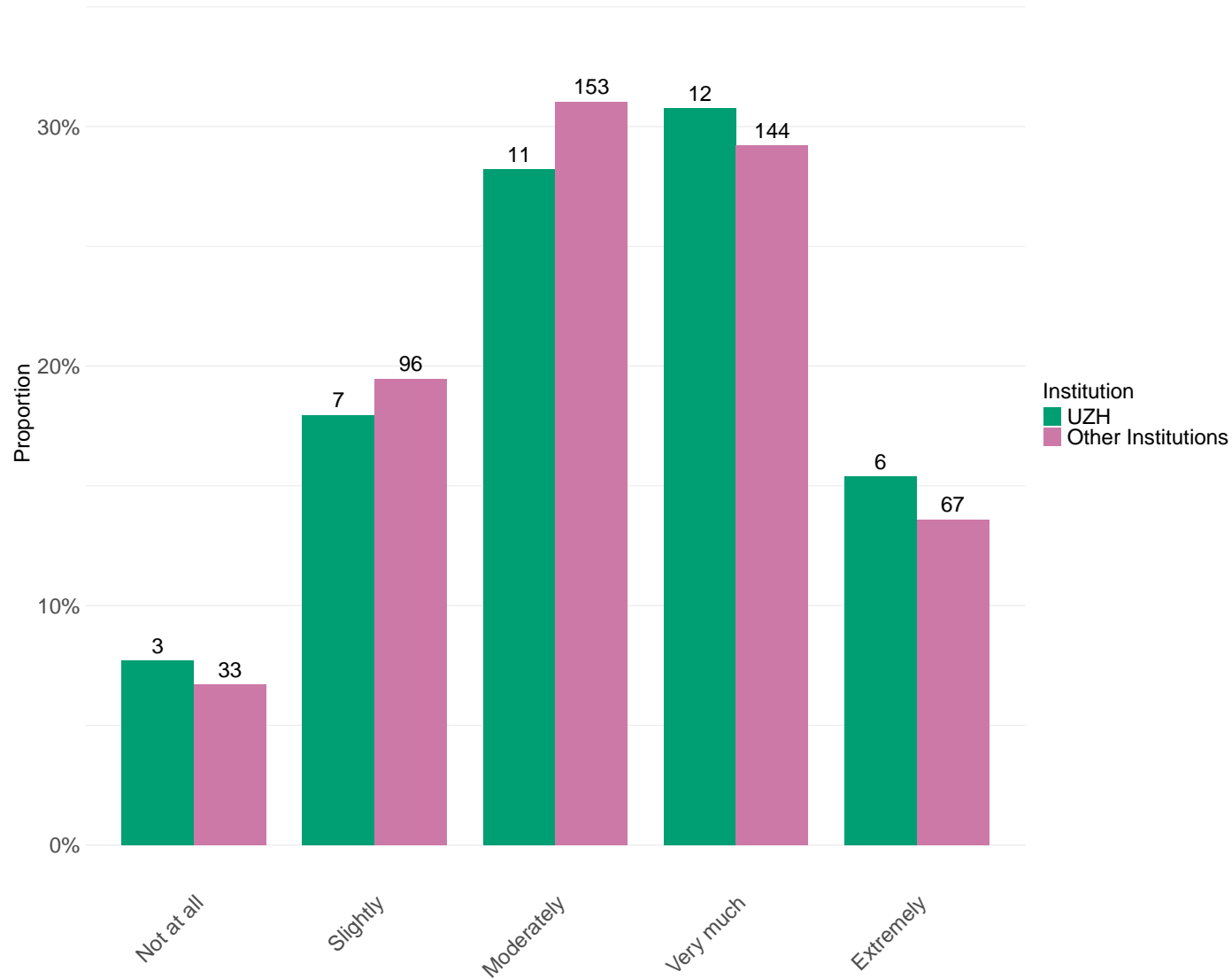
Pressures to Perform Questionable Research Practices

Question: 'Have any of the following groups of people pressured you into questionable research practices?'



Among those who experienced QRPs: Effects of Pressures to Perform QRP on Mental Health

Question: 'To what extent do you feel your mental health is negatively impacted by pressures from any of the previously named groups to engage in questionable research practices?'



Appendix & References

Detailed survey content and codebook

Detailed item formulations, variables, etc. can be found in the codebook and survey-PDF on the OSF repository of this project: <https://osf.io/kqdnm>.

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