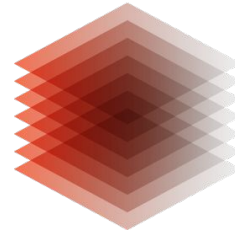


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# Using a Hybrid, Human - AI Approach to Enhance Mental Health and Career Management Skills in Academia

**Dr. Gábor Kismihók**

Head of Learning and Skill Analytics

@kismihok

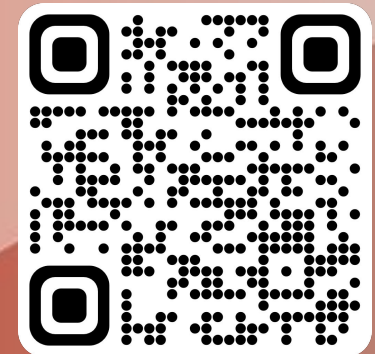
[Gabor.Kismihok@tib.eu](mailto:Gabor.Kismihok@tib.eu)

T +49 511 762-14705



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<https://zenodo.org/records/10159720>

# Very high levels of perceived mental wellbeing problems in research professions

## ACADEMIA



**32% - 42% of academic employees are 'at risk of having or developing a common psychiatric disorder**

Levecque, K., Anseel, F., De Beuckelaer, A., Van der Heyden, J., & Gisle, L. (2017). Work organization and mental health problems in PhD students. *Research Policy*, 46(4), 868–879. <https://doi.org/10.1016/j.respol.2017.02.008>

***“I feel guilty and anxious all the time  
because I feel like I'm not  
doing my work well enough”***

Gábor Kismihók. (2021). Mentális egészséghez köthető problémák a magyar kutatásban - ReMO workshop [Data set]. Zenodo. <https://doi.org/10.5281/zenodo.5554726>

***“I constantly feel guilty when I’m not  
(only) doing research”***

Gábor Kismihók. (2021). Mentális egészséghez köthető  
problémák a magyar kutatásban - ReMO workshop [Data set].  
Zenodo. <https://doi.org/10.5281/zenodo.5554726>

***“I feel that after the PhD I will have almost no knowledge of anything that is useful in the job market”***

Gábor Kismihók. (2021). Mentális egészséghez köthető problémák a magyar kutatásban - ReMO workshop [Data set]. Zenodo. <https://doi.org/10.5281/zenodo.5554726>

***“Even my extended family or close circle of friends fail to recognise the value of research work”***

Gábor Kismihók. (2021). Mentális egészséghez köthető problémák a magyar kutatásban - ReMO workshop [Data set]. Zenodo. <https://doi.org/10.5281/zenodo.5554726>

***“My working hours are not flexible. In the evening I put the children to bed, then I have time for my "intellectual" tasks, but either I fall asleep or I can manage them, but then after 2-3 hours of sleep the clock is already ringing, because at 8am I have to be ready in my work uniform at the Institute. It's very soul-crushing.”***

Gábor Kismihók. (2021). Mentális egészséghez köthető problémák a magyar kutatásban - ReMO workshop [Data set]. Zenodo. <https://doi.org/10.5281/zenodo.5554726>



***“As a woman, I never feel ready to have children because of the constant inflow of new tasks, projects and responsibilities, and I'm getting older and afraid of running out of time = super frustration”***

Gábor Kismihók. (2021). Mentális egészséghez köthető problémák a magyar kutatásban - ReMO workshop [Data set]. Zenodo. <https://doi.org/10.5281/zenodo.5554726>

***“There is no differentiation on the basis of results/performance, which is not a motivating environment”***

Gábor Kismihók. (2021). Mentális egészséghez köthető problémák a magyar kutatásban - ReMO workshop [Data set]. Zenodo. <https://doi.org/10.5281/zenodo.5554726>

***“The best colleagues and role models  
leave the field, and are often not replaced  
by the outstanding ones”***

Gábor Kismihók. (2021). Mentális egészséghez köthető  
problémák a magyar kutatásban - ReMO workshop [Data set].  
Zenodo. <https://doi.org/10.5281/zenodo.5554726>

**The problem is systemic**

# Awareness (personal, institutional or national) is still limited

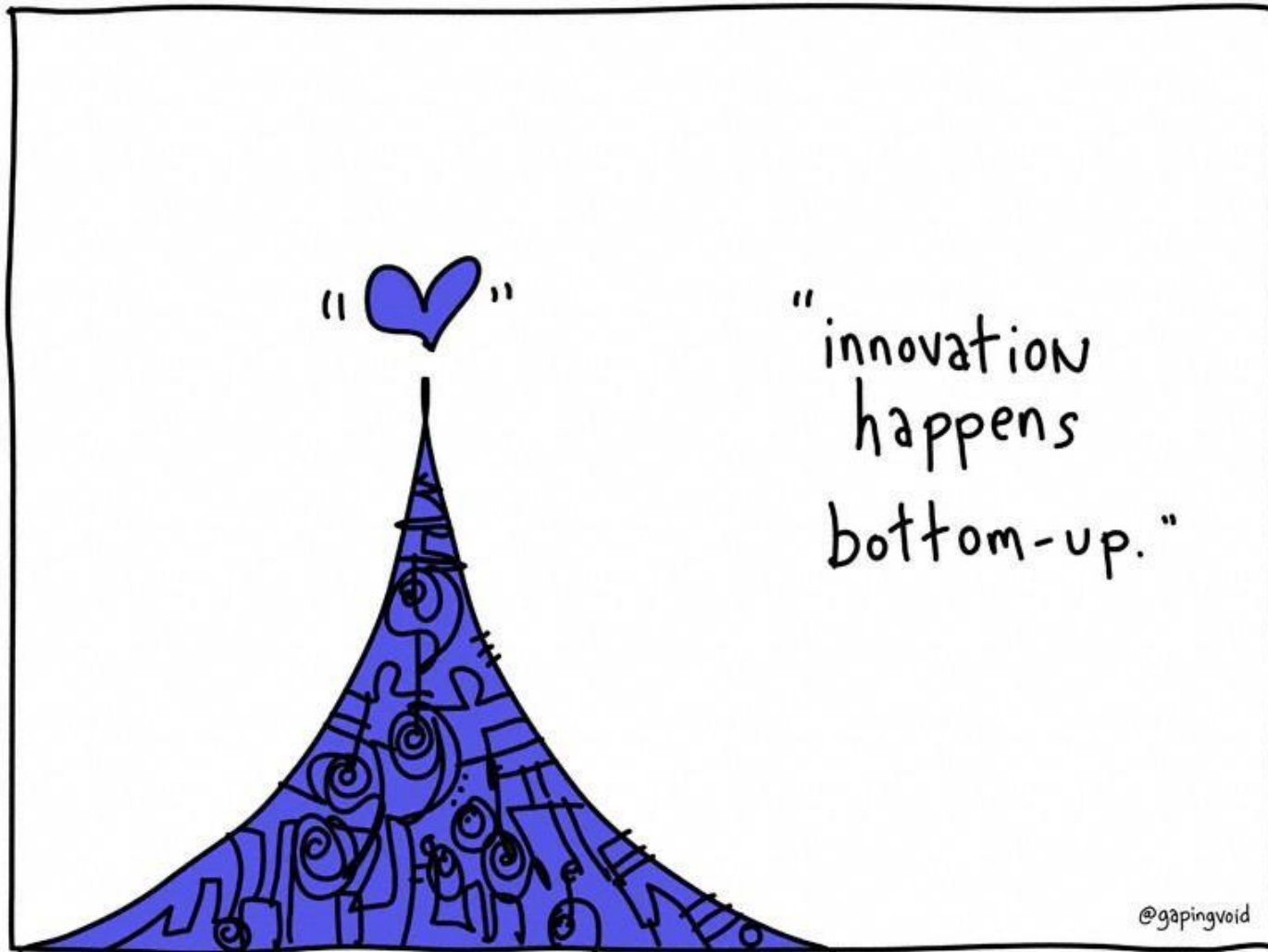
Cactus Foundation Mental Health Survey. (2020).  
<https://www.cactusglobal.com/mental-health-survey/>

Understanding mental health in the research environment: A Rapid Evidence Assessment. Santa Monica, CA: RAND Corporation, 2017.  
[https://www.rand.org/pubs/research\\_reports/RR2022.html](https://www.rand.org/pubs/research_reports/RR2022.html)

Mattijssen, L. M. S., Bergmans, J. E., van der Weijden, I. C. M., & Teelken, J. C. (2021). In the eye of the storm: The mental health situation of PhD candidates. *Perspectives on Medical Education*, 10(2), 71–72. <https://doi.org/10.1007/s40037-020-00639-4>

Kismihók, G., Cardells, F., Güner, P. B., Kersten, F., Harrison, S., Shawrav, M. M., Huber, F., Trusilewicz, L. N., Mol, S. T., Bajanca, F., Dahle, S., Keszler, Á., Carbajal, G. V., Kretschmar, W. W., Björnmalm, M., Stroobants, K., Hnatkova, E., Cophignon, A., Degtyarova, I., ... Parada, F. (2019). *Declaration on Sustainable Researcher Careers*. Zenodo. <https://doi.org/10.5281/zenodo.3082245>

**WE NEED TO ACT NOW!**



Source:  
<https://medium.com/code-for-america/bottom-up-and-outside-in-bd791daecb22>

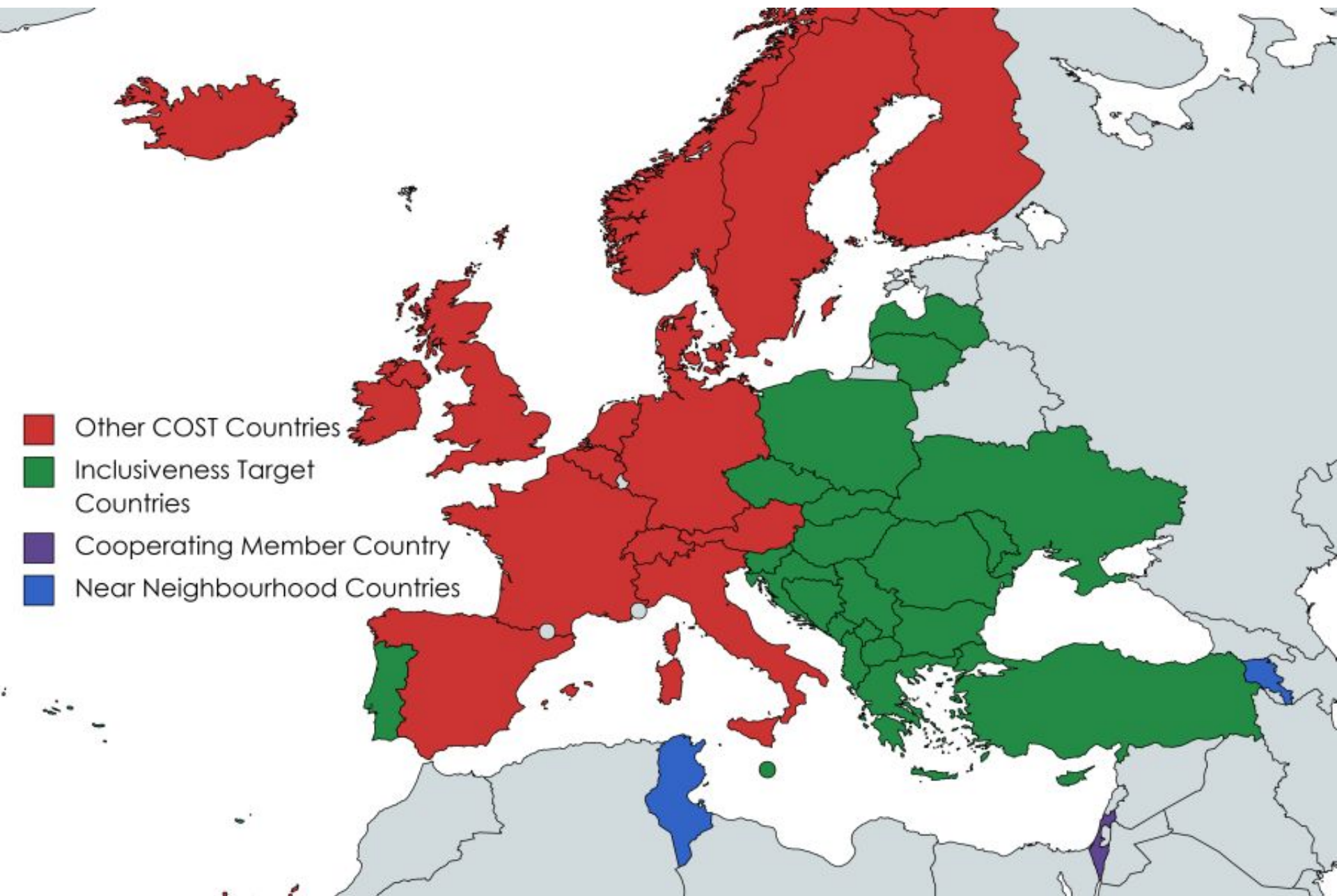
# **Researcher Mental Health Observatory COST ACTION CA19117**



<https://remo-network.eu/>




# 41 Countries, ~300 Researchers




# Researchers of all career stages from many organisations



# Researcher Mental Health and Well-being Manifesto

Communities My dashboardkismihok...

Researcher Mental Health COST Action

Published December 17, 2021 | Version v4

Other Open

## Researcher Mental Health and Well-being Manifesto

Gábor Kismihók<sup>1</sup>; Brian Cahill<sup>1</sup>; Stéphanie Gauttier<sup>2</sup>; Janet Metcalfe<sup>3</sup>; Stefan T. Mol<sup>4</sup>; Darragh McCashin<sup>5</sup>; Jana Lasser<sup>6</sup>; Murat Güneş<sup>7</sup>; Mathias Schroeijer<sup>8</sup>; Martin Grund<sup>9</sup>; Katia Levecque<sup>10</sup>; Susan Guthrie<sup>11</sup>; Katarzyna Wac<sup>12</sup>; Jesper Dahlggaard<sup>13</sup>; Mohamad Nadim Adi<sup>14</sup>; Christina Kling<sup>15</sup>

Show affiliations

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.

The Researcher Mental Health and Well-being Manifesto has been translated into many languages in order to more effectively raise awareness of mental health in academia in many countries:

Language	Translators
Albanian	Ornela Bardhi; Melina Kello; Hyrije Bardhi
Arabic	Mohamad Nadim ADI; Mals M. ALJUNAIDY
Bulgarian	Svetlana Dimitrova; Stefan Spiridonov
Catalan	Elena Redondo Castro
English	
French	Ariel Frajerman; Mathieu Fusi; Aura Fossati
Greek	Adrian Stavrakis

**Link**

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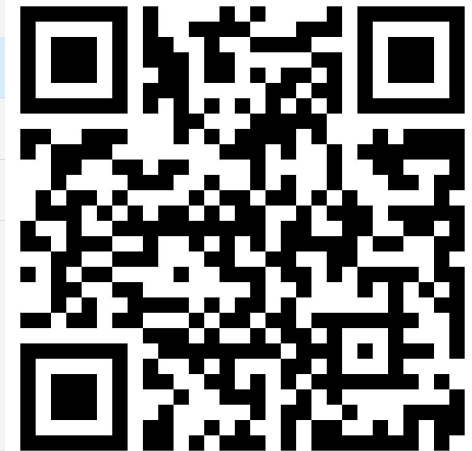
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## STAIRCASE: Sustainable Working Conditions in Academia Survey



Funded by  
the European Union

Click here to complete the  
**STAIRCASE Survey on  
Sustainable Working Conditions in Academia**



The STAIRCASE survey aims to understand the impact of working conditions on mental health and well-being in academia, enabling evidence-based recommendations for impactful change. It is part of the EU-funded Researcher Mental Health Observatory (ReMO), a COST Action that is building a network that advocates healthy and sustainable working conditions in academia.



The ReMO COST Action on Researcher Mental Health is funded by the [COST Association](#) with support from the Horizon 2020 Framework Programme of the EU under the [project number CA19117](#).



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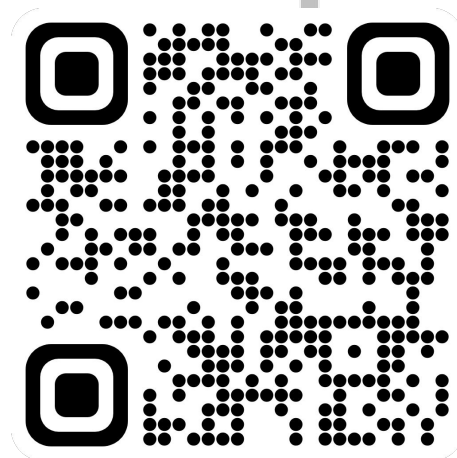
[ReMO Podcast on Anchor](#)

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[ReMO Blog on Medium](#)

[ReMO on GitHub](#)





Online, Open Learning  
recommendations and mentoring  
towards Sustainable research  
CAReers (OSCAR, E+ KA203)

Budget: 450k Eur

Duration: 36 months

Start: 09.2020

<https://oscar-ai.eu/>

With the support of the  
Erasmus+ Programme  
of the European Union



# Providing personalised training on researcher mental health and career development by using AI based learning recommendations and online mentoring



# Intellectual Outputs (IOs)

IO1: Online Training and Mentoring Principles for Mental Health and Career Management

IO2: Open, Dynamic, Curriculum and Learning Content Recommendations

IO3: Mental Health Training and Mentoring Programme

IO4: Career Development Training and Mentoring Programme

IO5: Online Training and Mentoring Pilots

IO6: Evaluation and Exploitation

# Results



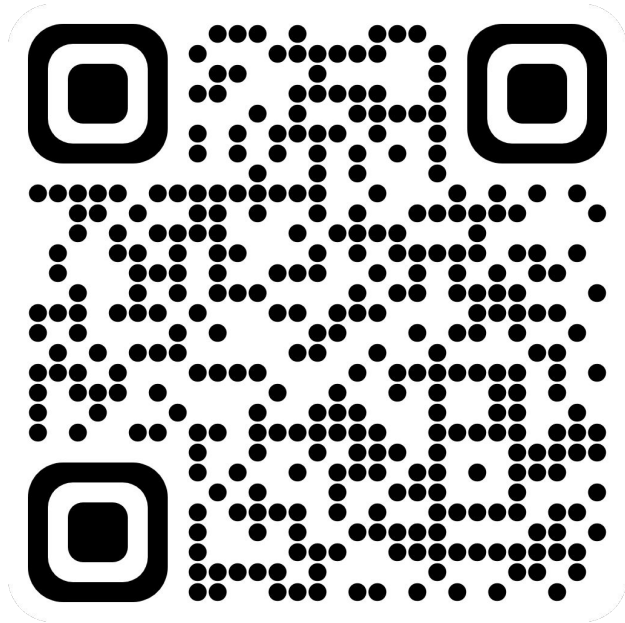
<https://projects.tib.eu/oscar-ai/results/>



# The OSCAR Method

# **Step 1**

## **Rapid curriculum development with AI**



<http://edoer.eu/>

Open, community based,  
AI-driven learning platform

## **Step 2**

# **OSCAR Training**

# **Instructions**

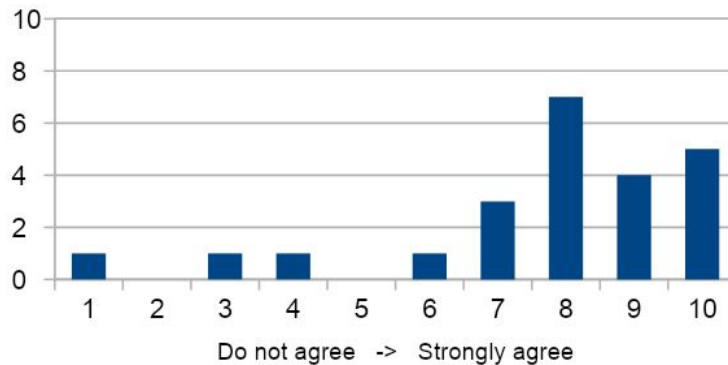
**Individual learning with eDoer**

**Mentoring workshops  
(5 persons max. in each session)**

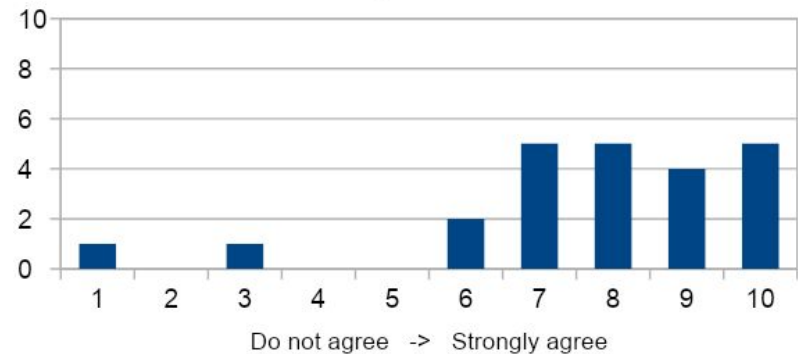
# Post-Workshop Evaluation: eDoer (N=30)

30

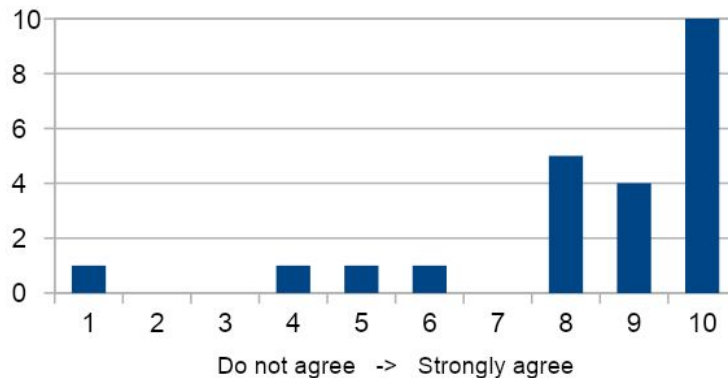
I found the application easy to navigate



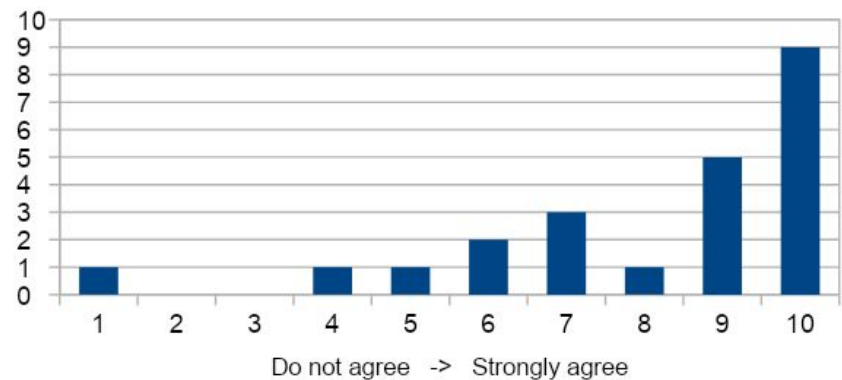
I found the application instructions clear and easily understood



The learning topics selected covered my needs



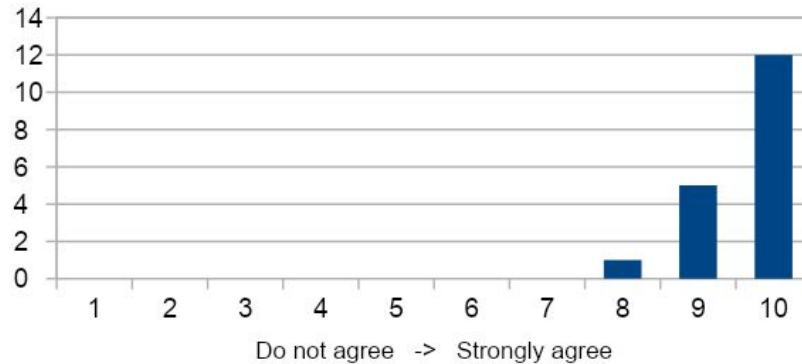
I would recommend the eDoer application to others



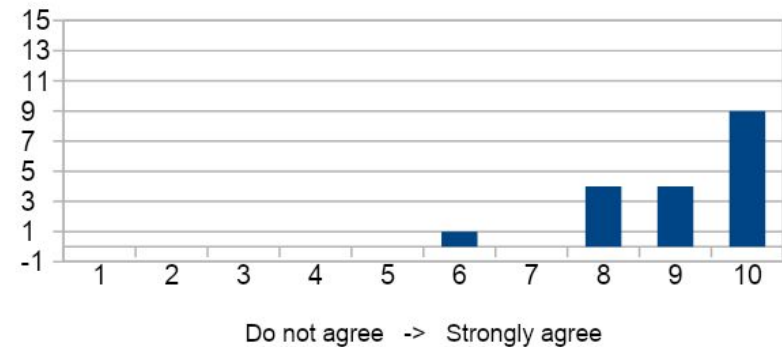
# Post-Workshop Evaluation: Workshop Quality (N=30)

31

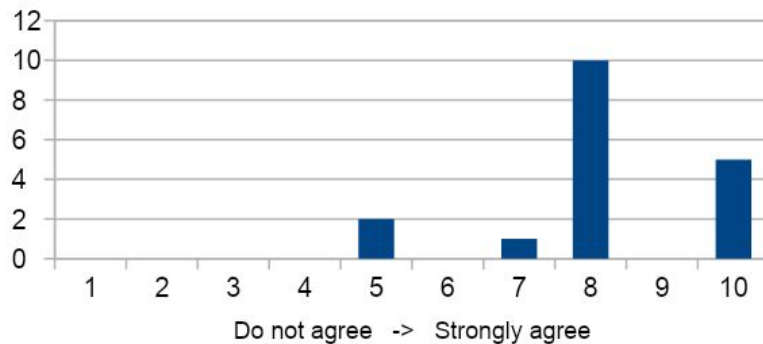
The sessions fostered positive conversations



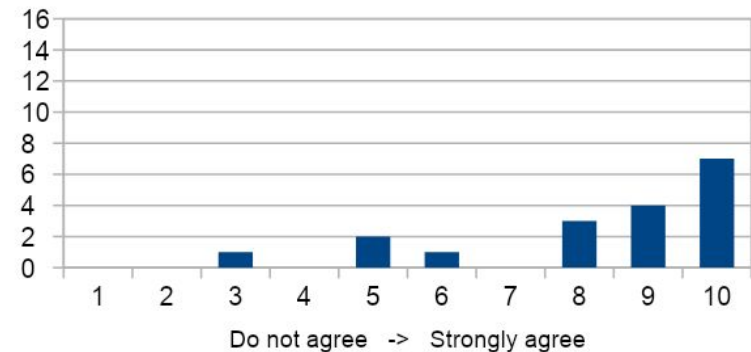
The amount of communication with our mentor was sufficient



I developed a sense of connection with my session peers

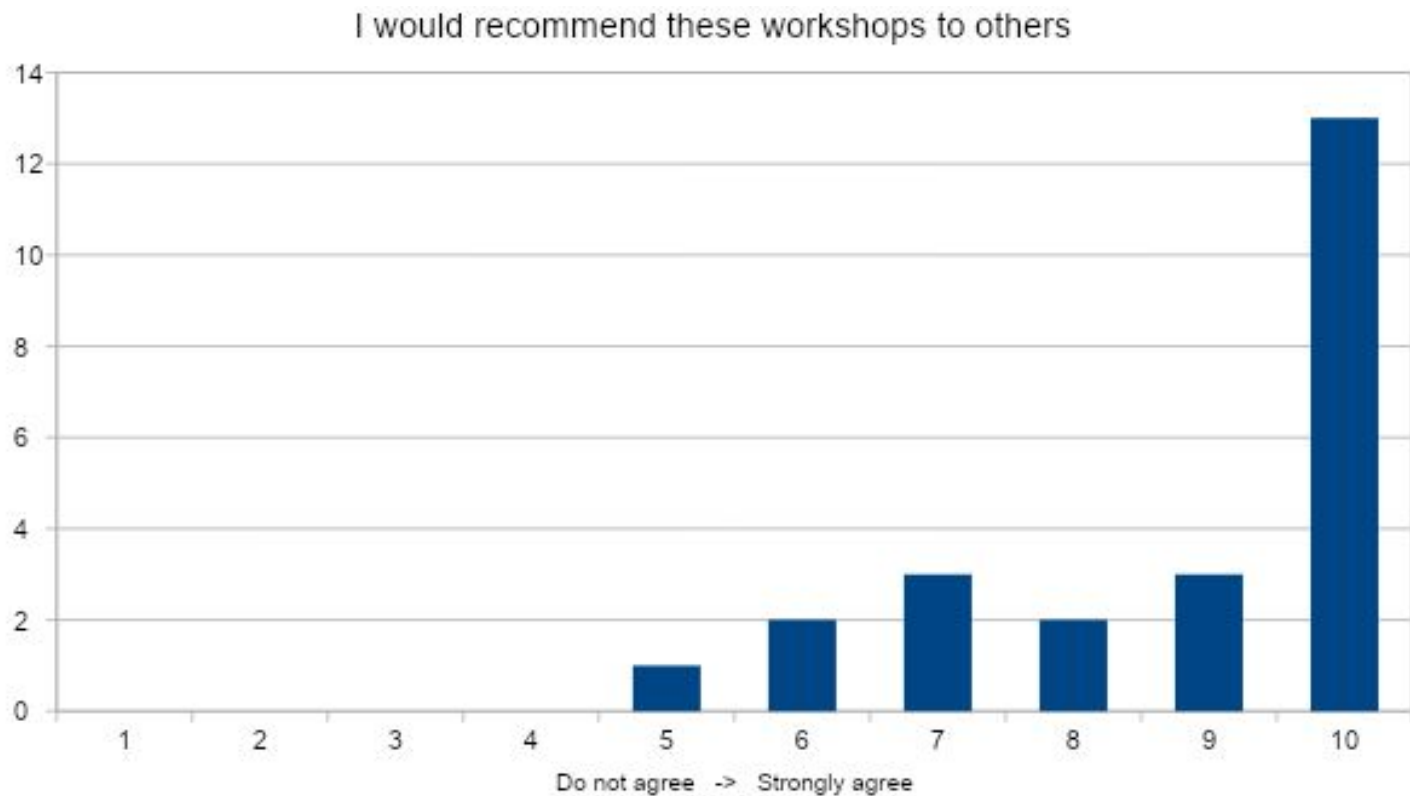


I developed a sense of connection with my mentor



# Post-Workshop Evaluation: Workshop Quality (N=30)

32





# **Sustainability**

# eDoer. Education for all.

*The intelligent platform for Online Educational Resources.*

Content Curation

Start Learning

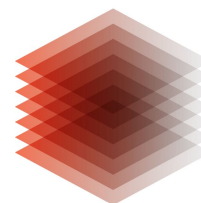
## Welcome to *eDoer*!

eDoer is a community based learning platform that aims to provide high-quality, personalised educational content. Our experimental, ai-driven design simplifies the search for online educational material by offering personalized learning recommendations to both learners and educators.

EN



<http://edoer.eu/>



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SciLink Foundation

<https://scilink.eu/>



AI-powered Next Generation of VET  
<https://www.ai4vet4ai.eu/>

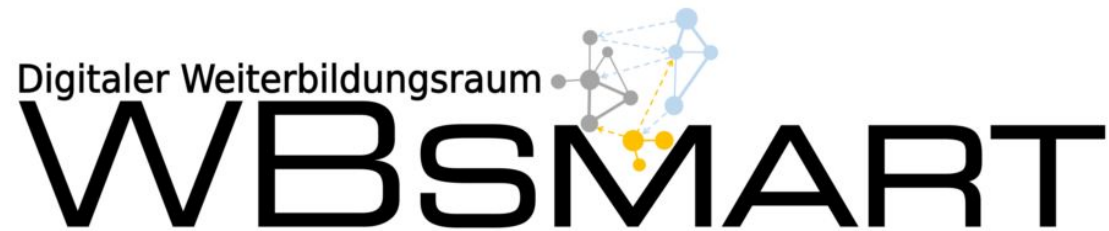


Co-funded by  
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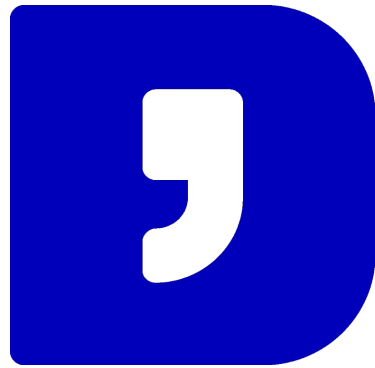
Implementation of an Adaptive Continuing  
Education Support System in the Professional  
Field of Nursing; <https://www.projekt-adapt.de/>





A smart, AI-based digital further education space  
for elderly care by means of personalised  
recommendation systems; <https://wbsmart.eu/>





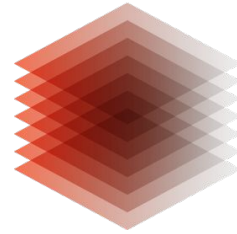
# Data Literacy Alliance

Knowledge Graph of the Data Literacy (DALIA) for  
FAIR data usage and provision, on the basis of  
Semantic Web technology

<https://dalia.education/>



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## Q&A

**Dr. Gábor Kismihók**

Head of Learning and Skills Analytics

@kismihok

[Gabor.Kismihok@tib.eu](mailto:Gabor.Kismihok@tib.eu)

T +49 511 762-14705



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