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The Impact of ReMO COST Action on Researcher Mental Health on Policy in European Research Governance



Brian Cahill, Murat Günes



Funded by the
European Union

Action Membership

ITC Countries

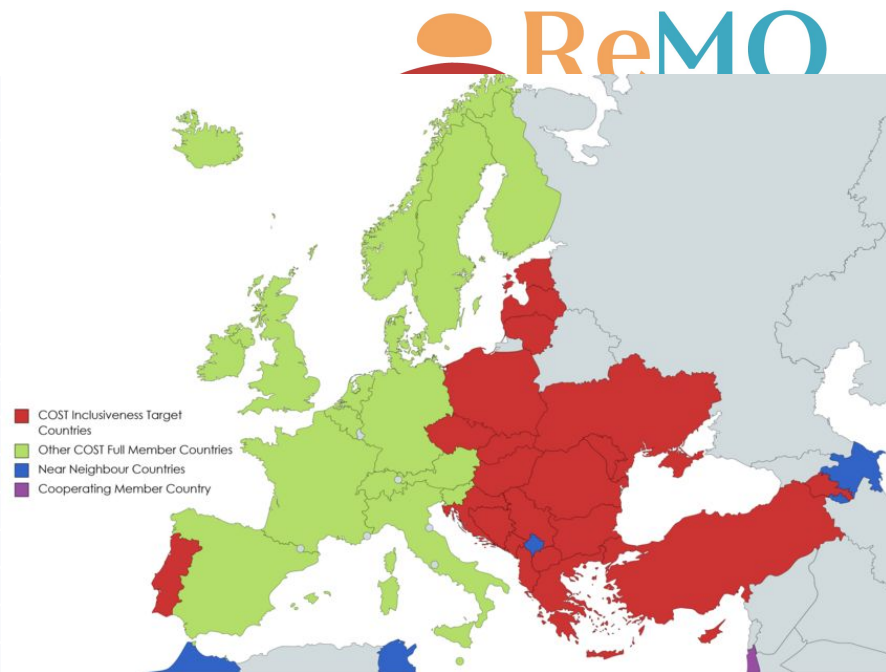
Albania [AL]
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 Bosnia and Herzegovina [BA]
 Bulgaria [BG]
 Croatia [HR]
 Cyprus [CY]
 Czech Republic [CZ]
 Estonia [EE]
 Hungary [HU]
 Latvia [LV]
 Lithuania [LT]
 Malta [MT]
 Moldova [MD]
 Montenegro [ME]
 North Macedonia [MK]
 Poland [PL]
 Portugal [PT]
 Romania [RO]
 Serbia [RS]
 Slovakia [SK]
 Slovenia [SI]
 Turkey [TR]
 Ukraine [UA]

Other COST Countries

Austria [AT]
 Belgium [BE]
 Denmark [DK]
 Finland [FI]
 France [FR]
 Germany [DE]
 Greece [EL]
 Iceland [IS]
 Ireland [IE]
 Israel [IL]
 Italy [IT]
 Netherlands [NL]
 Norway [NO]
 Spain [ES]
 Sweden [SE]
 Switzerland [CH]
 United Kingdom [UK]

Other Countries

Argentina	Iran
Canada	South Africa
Colombia	USA
Hong Kong	



Czech Republic has active WG Members but no MC Member

Near Neighbourhood Countries

Morocco
 Tunisia
 Kosovo
 Azerbaijan

Initial Stakeholders involved in Project



YOUNG ACADEMY OF EUROPE



Marie Curie Alumni Association Annual Conference 2018 in Leuven



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

Raising Awareness

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



SCIENTISTS' LIFESTYLE

INCREASING AWARENESS OF RESEARCHER MENTAL HEALTH

14 JUNE, 2018 BRIAN CAHILL 1 COMMENT

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



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

Raising Awareness

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

SHARE



ISTOCK.COM/PRIMPIL

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

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

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

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

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

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

RAISING AWARENESS OF RESEARCHER MENTAL HEALTH

by CAHILL 1 COMMENT

Issue highlighting sessions held
proposed by the **Marie Curie**

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nature > career q&a > article

CAREER Q&A • 21 AUGUST 2018

Depression tracker

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

Virginia Gewin



Credit: Udo Ringelen/EMBL Photolab

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

PDF version

RELATED ARTICLES

Graduate survey: A love-hurt relationship



Feeling overwhelmed by academia? You are not alone



I'd whisper to my student self: you are not alone



SUBJECTS

Sociology Careers Psychiatric disorders



Understanding mental health in the research environment: A Rapid Evidence Assessment

August 2017, Susan Guthrie et al.

- Higher education staff report worse well-being than those in other types of employment
- The majority of university staff find their jobs stressful compared to 'high-risk' groups, such as healthcare workers
- PhD students face specific challenges
 - high levels of work demands and work-life conflict
 - low job control
 - poor support from the supervisor
 - exclusion from decision making.
- Academics appear to not be disclosing their mental health conditions



Understanding mental health in the research environment: A Rapid Evidence Assessment

August 2017, Susan Guthrie et al.

- Job insecurity was a key issue
- Gender was the key personal factor that emerged as a determinant for mental health
- Spending more time on research is associated with reduced stress
- Poor wellbeing can impact the productivity of researchers
- Impact of stress on job satisfaction of researchers is unclear
- Evidence on the effectiveness of mental health interventions is limited

Mental health problems in PhD students



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

Table 4

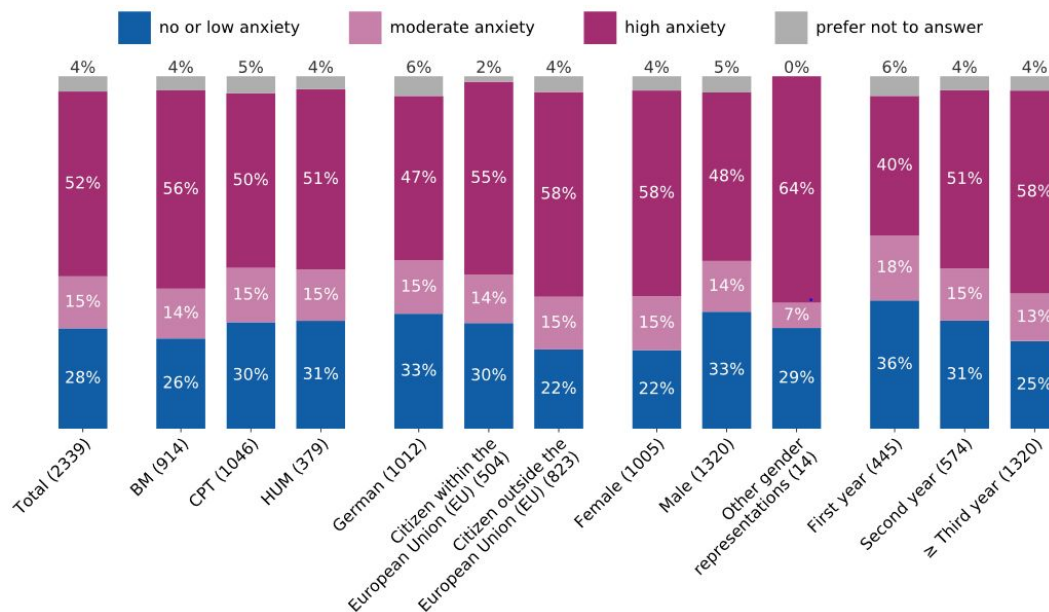
Prevalence of common mental health problems in PhD students compared to three comparison groups
confidence interval (CI).

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

Mental health problems in PhD students

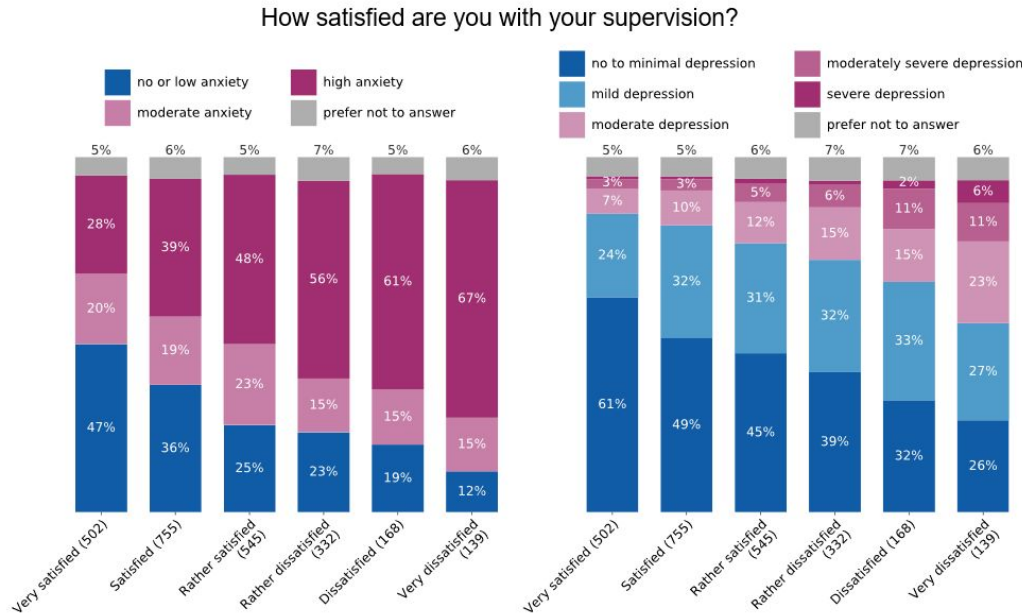
Source Year of survey	PhD students	Comparison educated g
	SJR	HIS
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Could not concentrate	21.74	10.67
Not feeling happy, all things considered	21.15	11.11
Felt worthless	16.17	5.30
Could not make decisions	14.95	6.00
Could not face problems	13.36	4.27

Demographic factors of anxiety

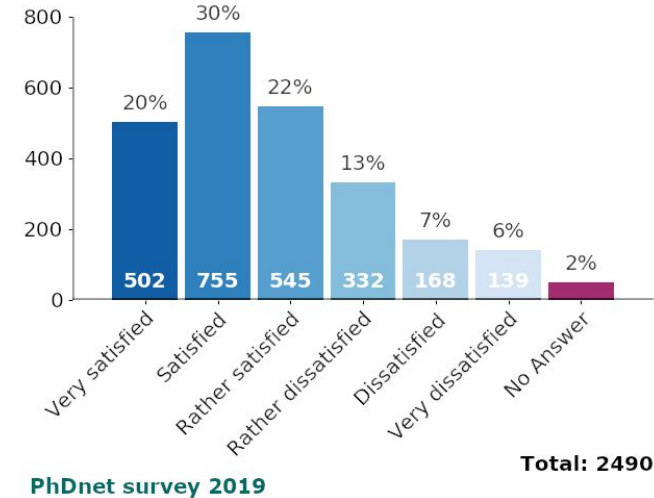


Conflict with Supervisor

Relation of anxiety and depression to supervision satisfaction



How satisfied are you with your PhD supervision in general?





SCIENTIFIC COMMUNITY

New case of alleged bullying rocks the Max Planck Society

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

By Kai Kupferschmidt, in Leipzig, Germany

of the Max Planck Institute for Human Cognitive and Brain Sciences here—and one of

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

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

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

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

Science

Contents ▾ News ▾ Careers ▾ Journals ▾

SHARE



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

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

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

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

Home > News > Power abuse and conflict resolution

Position Paper on Power Abuse and Conflict Resolution

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

AUGUST 15, 2018

[Power Abuse](#)

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

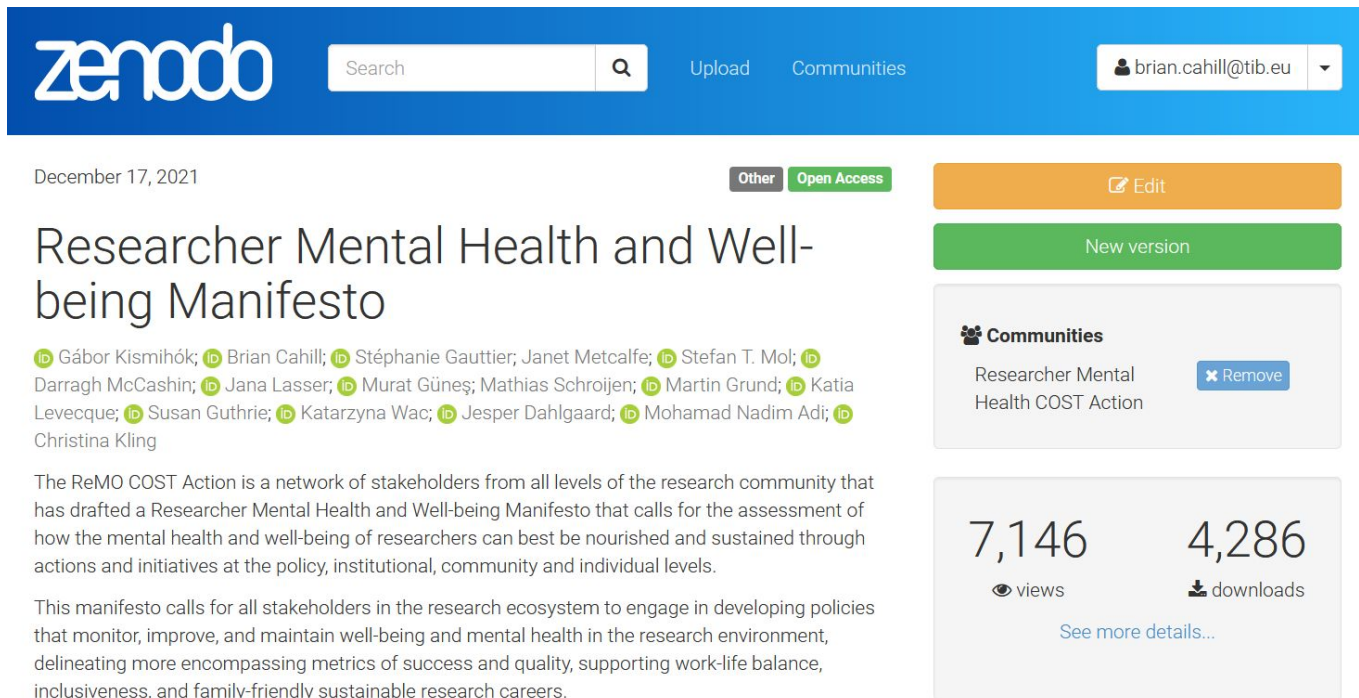
Addressing the problem



The Mental Well-Being of Leiden University PhD Candidates, Inge Van der Weijden et al. (2017)

- Appoint **independent psychologist** for PhD candidates
- Establishing a supervision team for **international PhD candidates**
- **Career coaching** for both non-academic and academic careers, including the development of **transferable skills**
- **Supervisor training** for both new and experienced supervisors, including a focus on identifying mental health problems and cross-cultural communication
- **Transparent requirements** that PhD candidates must meet
- Independent PhD **mentoring** groups, in which dealing with workload and work-life balance can be discussed
- **Frequent monitoring** of the well-being of PhD candidates
- **Evaluation of chosen interventions** with the help of questionnaires, focus groups and interviews

Researcher Mental Health and Well-being Manifesto



zenodo

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brian.cahill@tib.eu

December 17, 2021

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Communities

Researcher Mental Health COST Action

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





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December 17, 2021

Researcher Mental Health and Well-being Manifesto

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

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

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



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

ReMO 2022 Conference

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

**Bridging Research
and Practice in
Fostering Healthy
Academic
Workplaces**

25TH-26TH AUGUST, 2022,
BUDAPEST



ReMO Ambassador Programme



ReMO Ambassador Programme: Becoming an ambassador for wellbeing in academia



STAIRCASE Survey



First Results from the STAIRCASE Survey

Jana Lasser & Stefan T. Mol
15:00 CET on 20th September

ReMO National Policy Briefs



Funded by



DATES:

2 OCTOBER
10 OCTOBER
16 OCTOBER
23 OCTOBER



**NATIONAL REMO POLICY BRIEFS ON
THE MENTAL HEALTH OF RESEARCHERS
ACROSS EUROPE**

POLICYTOBER 2023

**COLLECTIVE WRITING SPRINT
IN OCTOBER**

SIGN UP!

Policy Impact

Achieving Policy Impact



ISE Manifesto for Early Career Researchers



[ABOUT](#) [ACTION](#) [TEAM](#) [MEMBERS](#) [CONTACT](#)

A Manifesto for Early Career Researchers

In these times of uncertainty and upheaval, vigorous support for early career researchers, for their research work, for a stimulating research environment and best working conditions, is essential.

Recent crises, as the Covid epidemic and the war in Ukraine, have compounded the problems facing the emerging generation of researchers. More than ever, we need to motivate and support them, to continue to build and consolidate our continent's future, rise up to the challenges facing our societies, work for peace in a healthy world.

The present Manifesto is seeking to collect from key stakeholders **broad and robust support to early career investigators and scholars.**

It is an outcome of the [4th Gago Conference on European Science Policy](#), on June 13, 2022, which brought together in Brussels research institutions, policy makers and representatives of early career researchers' associations. It was organised by the Centre national de la recherche scientifique (France), Ciencia Viva (Portugal and ISE, with

Mental Health explicitly mentioned as an issue affecting Early Career Researchers

Closing Plenaries at ReMO 2022 Conference



Prof. Manuel Heitor
2015-22 Minister for Science, Technology
and Higher Education of Portugal



Slaven Misljencevic
of Directorate General for Research and
Innovation at European Commission

ReMO Policy Impact



September 21st 2023 at 15:00 - 16:00 CET

ReMO Webinar: European Commission's Recommendation for the new Charter for Researchers

legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow all researchers to combine a personal and professional life¹³. Particular attention should be paid, inter alia, to flexible working hours, part-time working, remote working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements. Employers should provide a working environment that promotes the mental health and wellbeing of researchers, including appropriate procedures for preventing and tackling gender-based violence, including sexual harassment.



April 2024

SAPEA evidence review report

Successful and timely uptake of artificial intelligence in science in the EU

The impact of AI on research jobs and careers

Academics are under a **heavy pressure**. Current research careers face issues such as mental well-being concerns, unattractive career prospects with a decline in permanent positions, limited funding opportunities, and the need for a diverse skill set. The uptake of AI in research could further influence these dynamics, necessitating adaptation to new work environments.

AI is expected to **transform job roles and skill requirements** rather than



<https://scientificadvice.eu/advice/artificial-intelligence-in-science/>

Coalition for Advancing Research Assessment

Our vision is that the assessment of research, researchers and research organisations recognises the diverse outputs, practices and activities that maximise the quality and impact of research. This requires basing assessment primarily on qualitative judgement, for which peer review is central, supported by responsible use of quantitative indicators.

Supervision

LERU

PUSHING
THE FRONTIERS
OF INNOVATIVE
RESEARCH

ADVICE PAPER
no.29 - February 2023

LERU's view on holistic doctoral supervision

Dr Helke Hillebrand, Dr Claudine Leysinger



Marie Skłodowska-Curie Actions Guidelines on Supervision

Interventions

Mentoring



**RESEARCHERS
BEYOND
ACADEMIA
MENTORING
PROGRAMME**
by **EURAXESS**
2023-2024



*Have you ever received an inspiring not-so-expected
piece of advice that at some point could change your life?*

CALL FOR MENTORS OPEN NOW!



Referent

A MENTORING INITIATIVE FOR MSCA EARLY CAREER RESEARCHERS



Facilitated Peer Support Networks Health and Wellness Programmes

The Healthy and Sustainable Campus of the UAB, the Doctoral School, and the Psychology Service, hosts monthly meetings for research teams and their doctoral students with the aim of creating a "third hour" to increase social cohesiveness by providing a space and time for peers to talk, reflect, and connect. Activities increase motivation and good feelings, thereby facilitating the socio-emotional well-being of the research community. Gamified activities facilitate motivation, communication, and dialogue



Facilitated Peer Support Networks

May 30th 2024 at 11:00 - 12:00 CET
Facilitated PhD support groups:
an effective mental wellbeing intervention



Benjamin Priest



Dr Fryni Panayidou

June 26th 2024 at 15:00 - 16:00 CET
ReMO Webinar
The Power of Peers: Community in Academia



Dr. Yasmin Dolak-Struss



Dr. Johanna Stadlbauer

Mental Health First Aid



March 24th 2022 at 15:00 - 16:00 CET

Mental Health First Aid in Academia



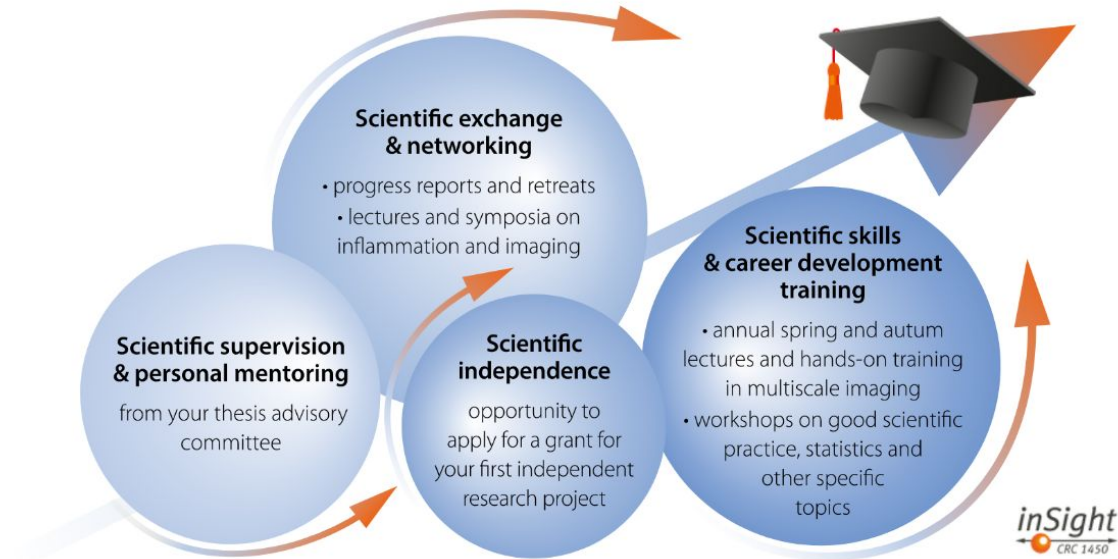
Olga Vvedenskaya



Hendrik Huthoff

Research Skill Development

Universität Münster



Mit einem umfassenden Trainingsprogramm fördert unser Sonderforschungsbereich Nachwuchswissenschaftlerinnen und Nachwuchswissenschaftler, die im interdisziplinären Themengebiet der multiskaligen Bildgebung von Entzündungen forschen. Promovierende absolvieren in unserem Graduiertenkolleg über rund drei Jahre verschiedene verpflichtende Programmbausteine.

Supervisor Training

EMBO Laboratory Leadership for Group Leaders

The Stowers Institute has collaborated with
EMBO to provide Leadership Training
for North American PIs

Registration is now open for

28 Sept - 1 Oct 2020



STOWERS INSTITUTE
FOR MEDICAL RESEARCH

Onboarding



PRIDE Working Group
on Onboarding Processes
for the Doctorate



Monika Tasa & Mili Losmanova

**Meet the PRIDE Network Working Group on
Onboarding Processes for the Doctorate**

Research Culture

Royal Society, 2019



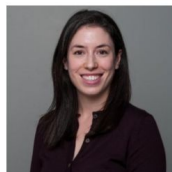
Research Culture



January 31st 2023 at 16:00 - 17:00 CET
**Promoting a Healthy Lab Culture
at the University of Toronto**



Prof. Joshua Barker



Dr. Lynn Ossher



June 19th 2024 at 15:00 - 16:00 CET
**Describing the Values and Behaviours
of a Healthy Research Culture**



Dr Janet Metcalfe



Dr Yolana Pringle

Research Integrity



June 28th 2023 at 15:00 - 16:00 CET

ReMO Webinar Research Integrity as Part of a Wider Research Culture



Hjördis Czesnick
Head of Office of the “German Research Ombudsman”

Whistleblower Protection



March 6th 2024 at 15:00 - 16:00 CET

Introducing the EU Whistleblowing Directive



Francisco Valente
Gonçalves

Thanks for listening!

**This presentation is based upon the work
of the ReMO COST Action CA19117 and is
supported by COST (European
Cooperation in Science and Technology).**

<http://remo-network.eu>

COST (European Cooperation in Science and Technology) is a funding agency for research and innovation networks. Our Actions help connect research initiatives across Europe and enable scientists to grow their ideas by sharing them with their peers. This boosts their research, career and innovation.

<https://www.cost.eu/>