

What factors impact the mental health of researchers and academics? Insights from the Researcher Mental Health COST Action

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<https://doi.org/10.5281/zenodo.17865173>

“...you gathered together in hordes, you built up societies, you created civilizations, you also became capable of the miracle of not dying out, ... then you separated them from your religious beliefs; referring to your own experience, you invented time, you constructed vehicles, and boats, you wandered across the Unknown on the Earth, plundering everything that could be plundered, you realized what it meant to concentrate your strength and your power, you mapped out planets thought to be unapproachable, and by now you no longer regarded the Sun as a God and the stars as the determiners of fate, ... and finally you flew into space, forsaking the birds, then you flew up to the Moon, and you took your first steps there, you invented such weapons that could blow up the entire Earth many times over, and then you invented sciences in such a flexible manner thanks to which tomorrow takes precedence over and mortifies what can only be imagined today, began to believe in nothing at all anymore, and, thanks to the devices that you yourself invented, destroying imagination, you are left with only short-term memory now, and so you have abandoned the noble and common possession of knowledge and beauty and the moral good, but it was beautiful, your path through evolution was breathtaking, only, unfortunately: it cannot be repeated.”



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 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.”

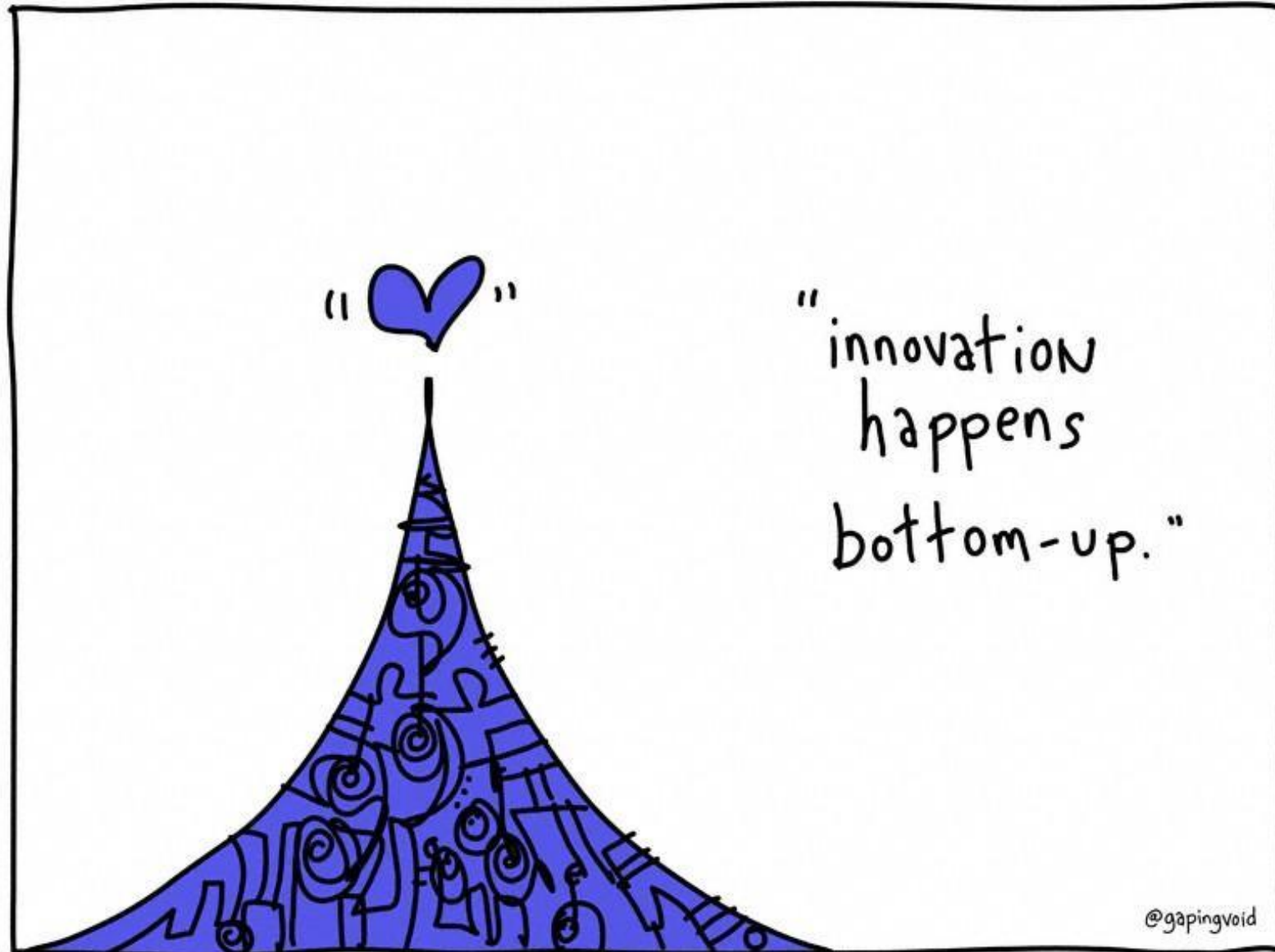
Gábor Kismihók. (2021). Mentális egészséghez köthető problémák a magyar kutatásban - ReMO workshop [Data set]. Zenodo.
<https://doi.org/10.5281/zenodo.5554726>

“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>

***“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>



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


Researcher Mental Health Observatory COST ACTION CA19117



+300 Researchers form from 42 countries




Researcher Mental Health and Well-being Manifesto




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brian.cahill@tib.eu


December 17, 2021


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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 Schrijen;  Martin Grund;  Katia Levecque;  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.5559806>

Other Group Libraries

Researcher Mental Health

Academic Bullying and...

Academic Identity

Arguments for investing in wellb...

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Commentaries

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*Occupational Stress *Social Support

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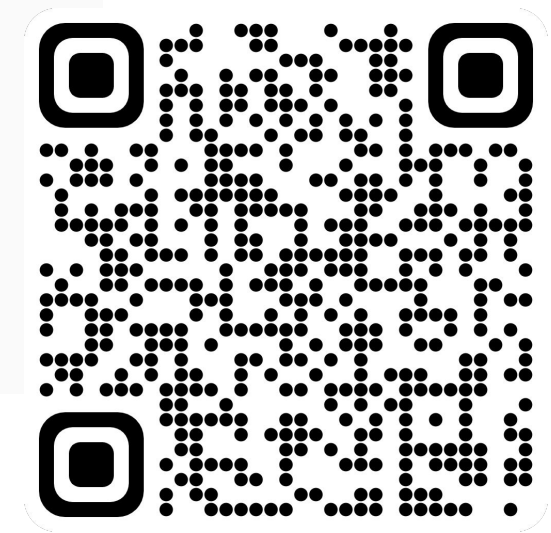
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Sundukova, Mayya; Lackner, Simone; Metcalfe, Janet; Vvedenskaya, Olya;

Slides from the workshop run during the 2nd Conference of the Researcher Mental Health Observatory: Evidence-Based Interventions for Fostering Healthy Academic Workplaces (ReMO 2023) in Budapest, Hungary. During the workshop we have presented one of the activities of the ReMO COST Action - draf

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National ReMO policy briefs on the mental health of researchers across Europe

Sundukova, Mayya;

Presentation on the ReMO national policy briefs - community developed project within ReMO COST Action to map the landscape of the mental health of researchers across Europe. This presentation is based upon work supported by the Virtual Mobility Grant (to Mayya Sundukova) of the ReMO COST Actio

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Huthoff, Hendrik;

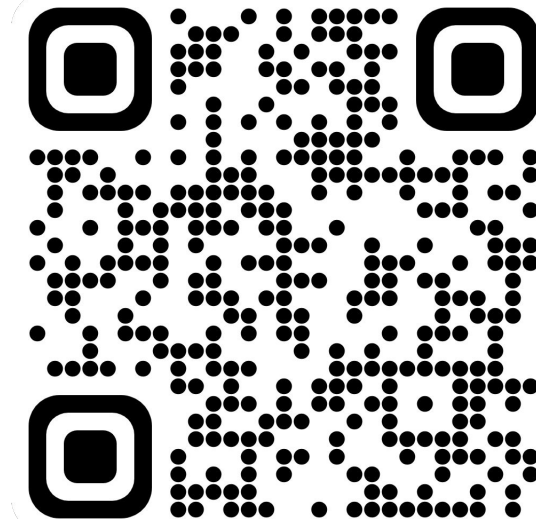
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Researcher Mental Health COST Action

The **ReMO COST Action** focuses on wellbeing and mental health within academia, a theme of strategic importance for the European Research Area. Previous research shows that low levels of wellbeing and mental health problems have a negative impact on individual, team and organizational performance, triggering significant costs. In addition, institutional context, organizational structure and culture, as well as managerial practices have significant impact on wellbeing and health of employees. Therefore, general insights on the causes of workplace wellbeing and mental health need to be refined with contextual specifics (i.e. in academia) in order to develop tailored, effective and efficient prevention





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Today's guest is Mateja Erce, a PhD student in Renewable Materials for Healthy Built Environments at the University of Primorska in Slovenia and a ReMO Ambassador. In the second part of our conversation, Mateja presents a description of what a healthy, functional...



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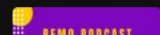
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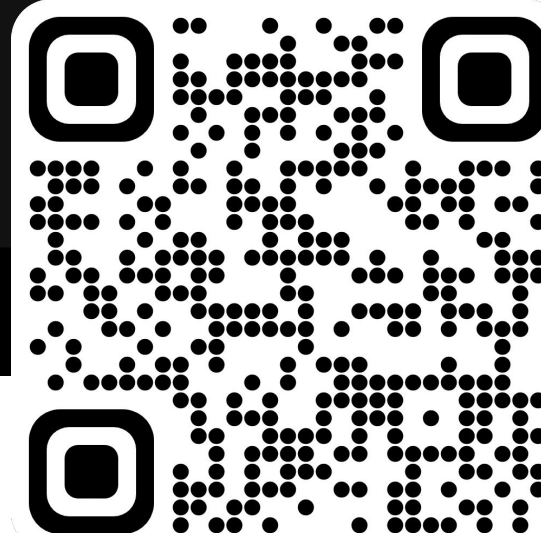


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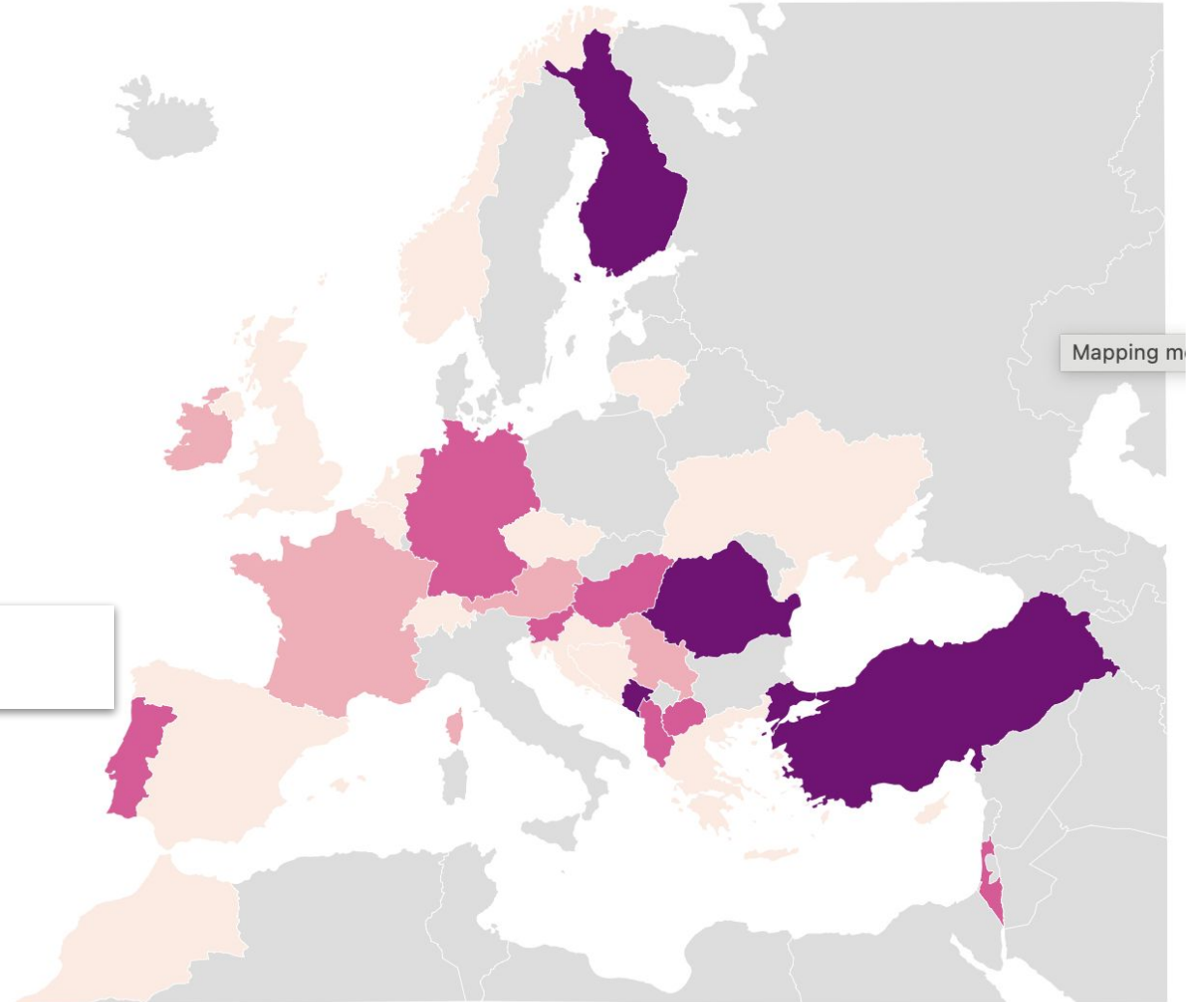


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ReMO Ambassador Programme: Becoming an ambassador for wellbeing in academia





SUSTAINABLE WORKING CONDITIONS IN ACADEMIA SURVEY (STAIRCASE)



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STAIRCASE: Sustainable Working Conditions in Academia Survey

The STAIRCASE survey, conducted by researchers for researchers, aims to bring about transformative change within the academic system, through the identification of factors that foster healthy and sustainable working conditions. By sharing your experiences regarding mental health and working conditions, you are directly contributing to the generation of valuable insights that will yield evidence-based recommendations for policy changes.

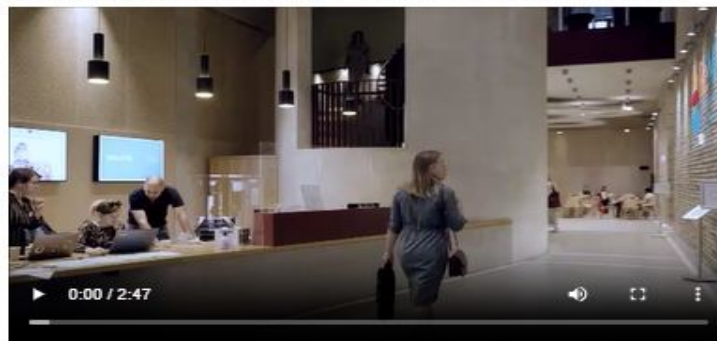
Your participation is instrumental to ensuring proper representation of your institution and country. By actively participating, you enhance the likelihood of gathering sufficient data to develop tailored recommendations that are specific to your unique context and circumstances.

We will officially open the survey at a launch event on September 15th 2023 at 15:00 CET. Register now at: <https://us02web.zoom.us/j/87438853987?pwd=bUxveG11SldBL2l6NzhHbkF5cDRiUT09>

Introductory video of the STAIRCASE survey for Individual Researchers



Introductory video of the STAIRCASE survey for Institutional Representatives



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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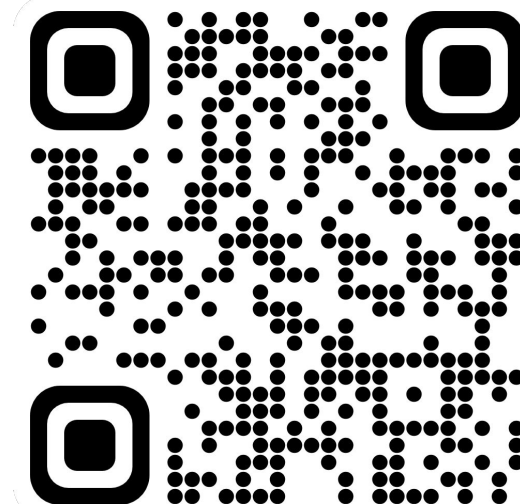
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Data from the Researcher Mental Health Observatory STAIRCASE survey

AUTHORS

Jana Lasser, Stefan Mol, Alja Čontala, Ana Slavec, Andreja Zulim de Swarte, Anna Khachatryan, Anna Maria Eleuteri, Anupoma Haque, Baiba Jansone, Blerina Vrenosi, and [68 more](#) ▼

AUTHOR ASSERTIONS**CONFLICT OF INTEREST**

No ▼

PUBLIC DATA

Available ▼

PREREGISTRATION

No ▼

Page: 1 of 139 — + Automatic Zoom

Data from the Researcher Mental Health Observatory STAIRCASE survey

Abstract
The data presented here derives from the STAIRCASE survey on researcher mental health. The survey reached 4,296 researchers predominantly from European countries who completed an online questionnaire about mental health outcomes such as depression, anxiety, stress, burnout, and well-being, as well as working conditions and leadership behaviour. Data and materials of the study are available at <https://doi.org/10.21249/DZHW:remo:1.0.0> as a fully anonymised downloadable Campus Use File and a pseudonymised Scientific Use File, accessible in a secure remote analysis environment. Data can be reused for secondary analyses, educational purposes, or combined with similar data sets.

Authors
Jana Lasser, Stefan T. Mol and the Researcher Mental Health Observatory Consortium¹

Keywords
mental health; researchers; working conditions; occupational health

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Francisco Valente Goncalves and 4 others have endorsed this work.

**Abstract**

The data presented here derives from the STAIRCASE survey on researcher mental health. The survey reached 4,296 researchers predominantly from European countries who completed an online

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https://osf.io/preprints/psyarxiv/ghse5_v1

110 questions taking, 15 minutes to complete

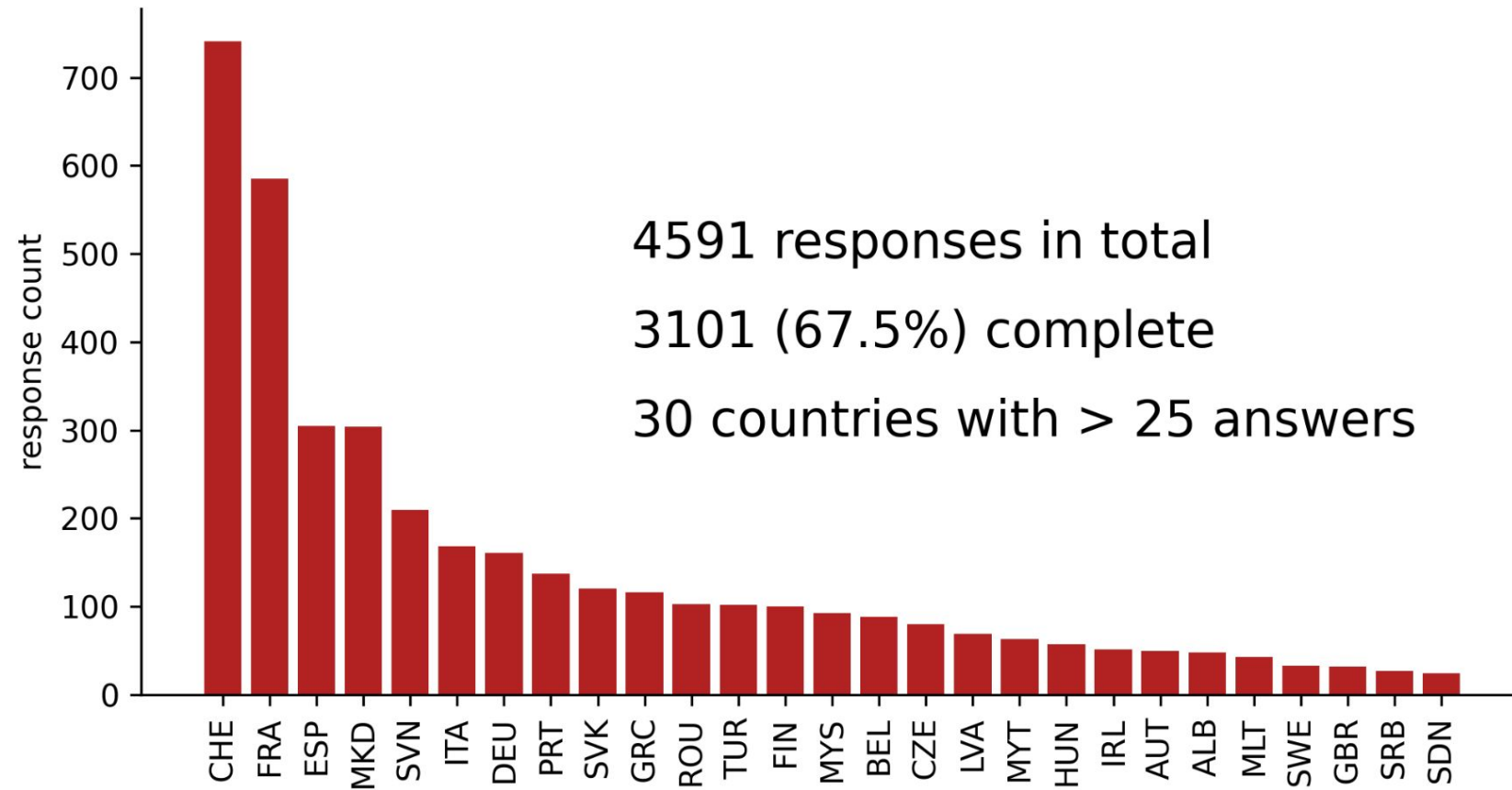
Mental health outcomes (depression, anxiety, burnout, well-being)

Work context (e.g. org. climate, harassment, job demands &
resources)

Demographic characteristics & employment situation

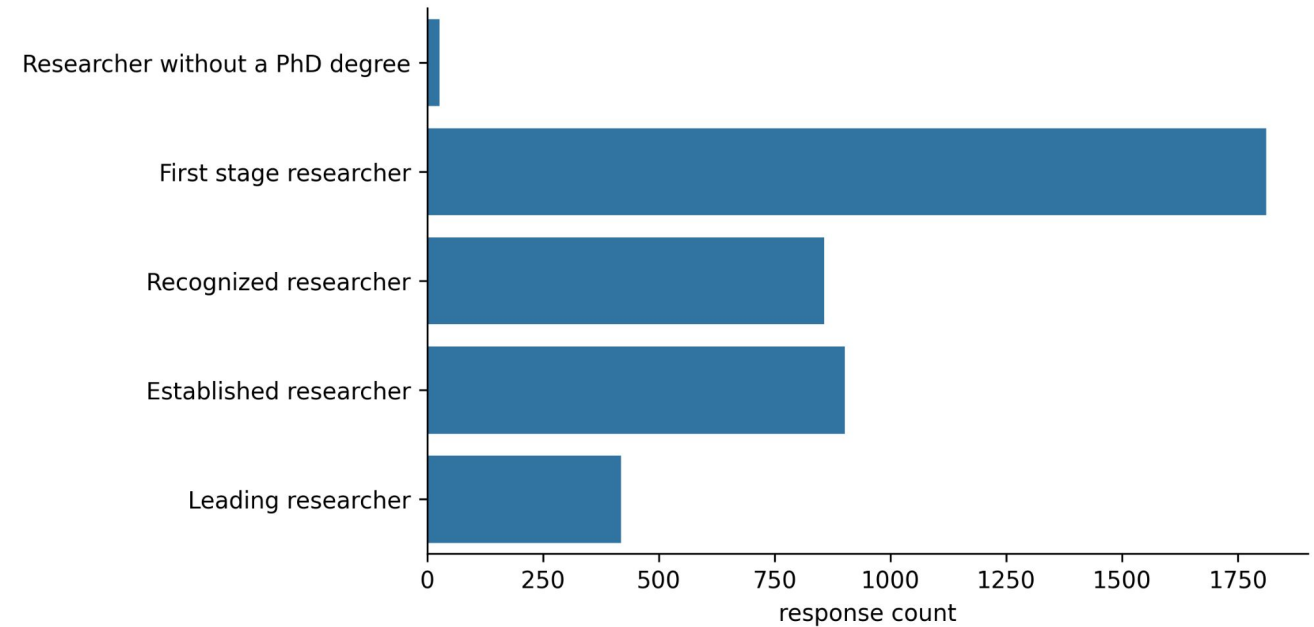
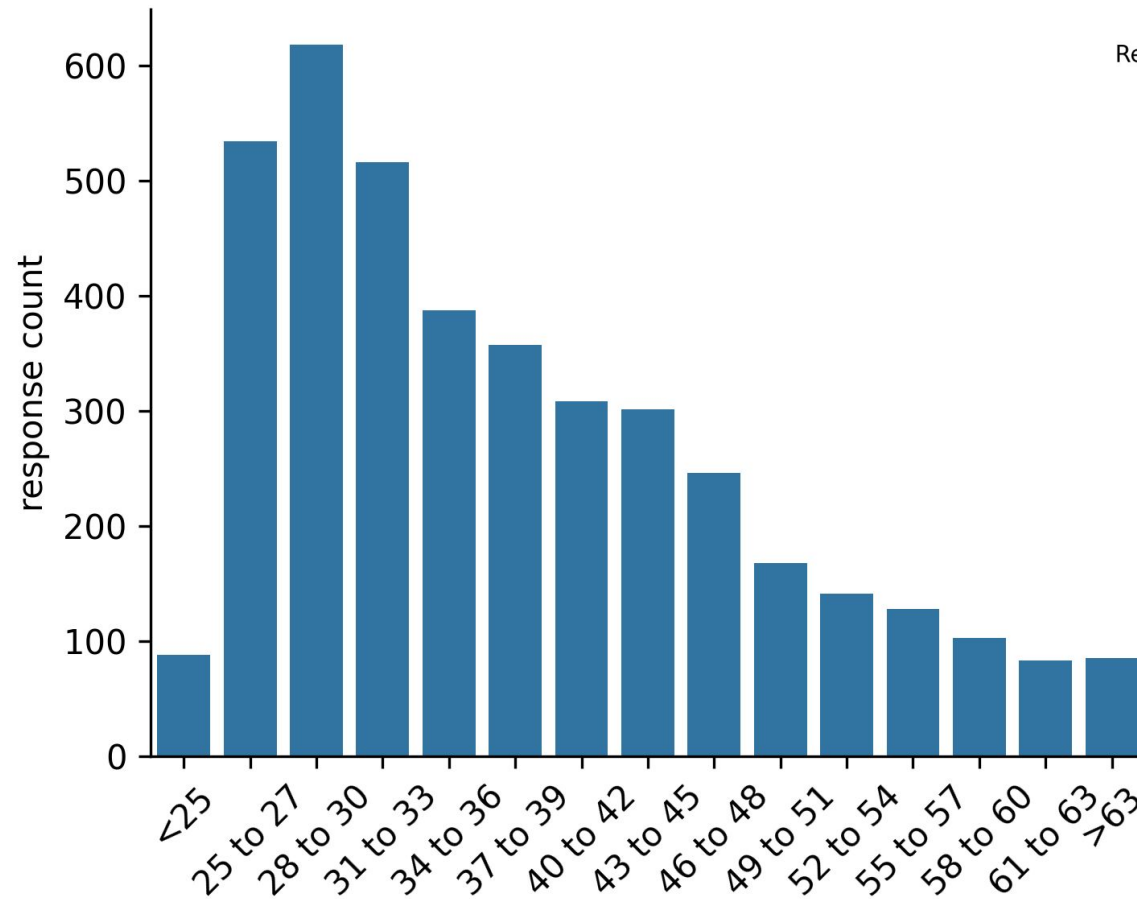
Additional data: social media handles & ORCID

Participation by country



Demographics

63.7% female



	First stage researcher (PhD candidate, Postdoc)	Senior researchers (e.g. Full Professor)
Depression	20.4%	5.8%
Anxiety	19.1%	8.4%
Stress	15.7%	6.7%
Burnout	25.0%	11.5%
Well-being	55.0%	31.1%

Sense of Community

Illegitimate Tasks

Job Control

Predictability

Official Journal
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C/2023/1640

29.12.2023

**COUNCIL RECOMMENDATION
of 18 December 2023****on a European framework to attract and retain research, innovation and entrepreneurial talents in
Europe**

(C/2023/1640)



29

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Having regard to the Treaty on the
first and second sentence, thereof,

Having regard to the proposal from

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



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Eduverse



Online, Open Learning recommendations
and mentoring towards Sustainable
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Budget: 450k Eur

Duration: 36 months

Start - End: 09.2020 - 08.2023

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Step 1 - Rapid curriculum development with AI

10 Courses on Mental Wellbeing

10 Courses on Career Management

Step 2 - OSCAR Training

Individual learning with eDoer

Mentoring workshops
(5 persons max. in each session)

Results



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

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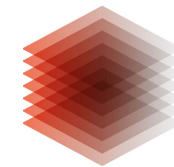
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Make Training and Knowledge Sharing Easier – For Your Team and Customers

With eDoer, organizations can create their own branded learning platform to easily support employee onboarding and skill development. They can also use it to share essential knowledge and training with their clients—whether they're customers, patients, or others. Each learning path can be fully customized to fit the specific needs of each user.





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Power of Peer Communities for Researcher Development and Well-being

Train 50+ Peer Ambassadors to facilitate peer-support communities

Support 1,000+ early-career researchers

Develop 10+ open-access courses and a Peer Community Handbook

Introduce AI-supported personalised learning

Embed mental-health awareness across all training activities



Join us!

PeerPower Focus Group: 18 December 2025 (14:00–16:00 CET, online)

An interactive session to explore how PeerPower can support institutional programmes and researcher well-being.



Register here: [PeerPower – Focus Group](#)

PeerPower Multiplier Event (save the date): 5 February 2026 (14:00–17:00 CET, online)

The European launch event presenting PeerPower's vision, tools, and first opportunities for involvement.

Express your interest here: [PeerPower – Multiplier Event](#)

Let's take care and support each other!

Thanks for the attention!

"Original caption: This narrow-angle color image of the Earth, dubbed 'Pale Blue Dot', is a part of the first ever 'portrait' of the solar system taken by *Voyager 1*. The spacecraft acquired a total of 60 frames for a mosaic of the solar system from a distance of more than 4 billion miles from Earth and about 32 degrees above the ecliptic. From *Voyager's* great distance Earth is a mere point of light, less than the size of a picture element even in the narrow-angle camera. Earth was a crescent only 0.12 pixel in size. Coincidentally, Earth lies right in the center of one of the scattered light rays resulting from taking the image so close to the sun. This blown-up image of the Earth was taken through three color filters – violet, blue and green – and recombined to produce the color image. The background features in the image are artifacts resulting from the magnification." (Wikipedia : https://en.wikipedia.org/wiki/Pale_Blue_Dot#/media/File:Pale_Blue_Dot.png)

