Supplementary Material for Early-and Mid-Career Researchers in Victoria: A Workplace Culture, Career Development, and Mental Wellbeing Survey

A joint project of the Early Career Research Network of the Faculty of Medicine, Dentistry and Health Sciences at the University of Melbourne; and the Faculty of Medicine, Nursing and Health Sciences and the Faculty of Pharmacy at Monash University.

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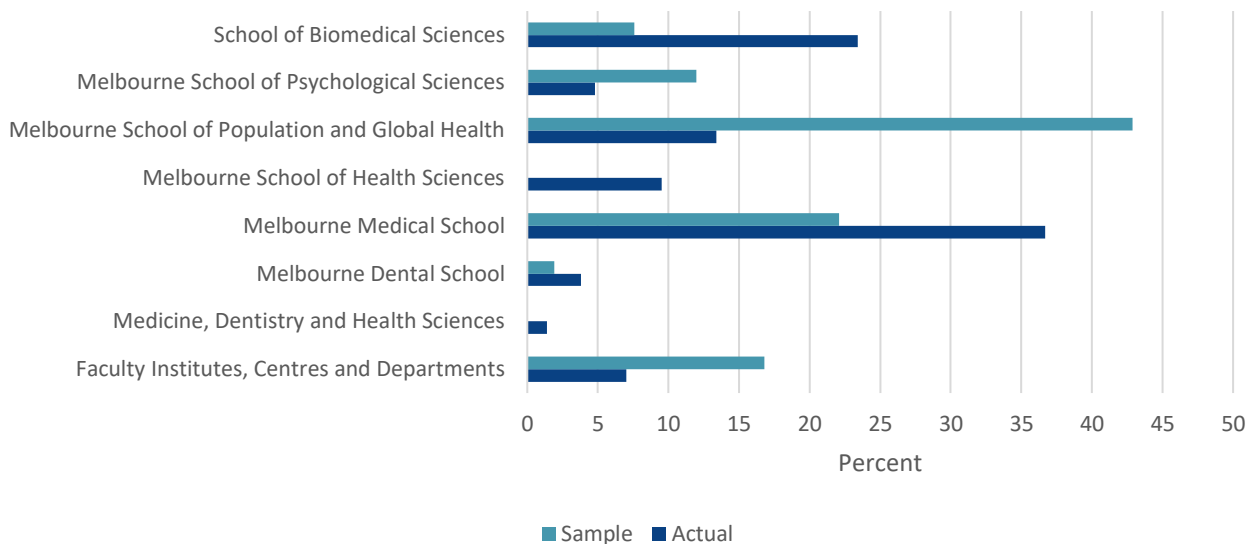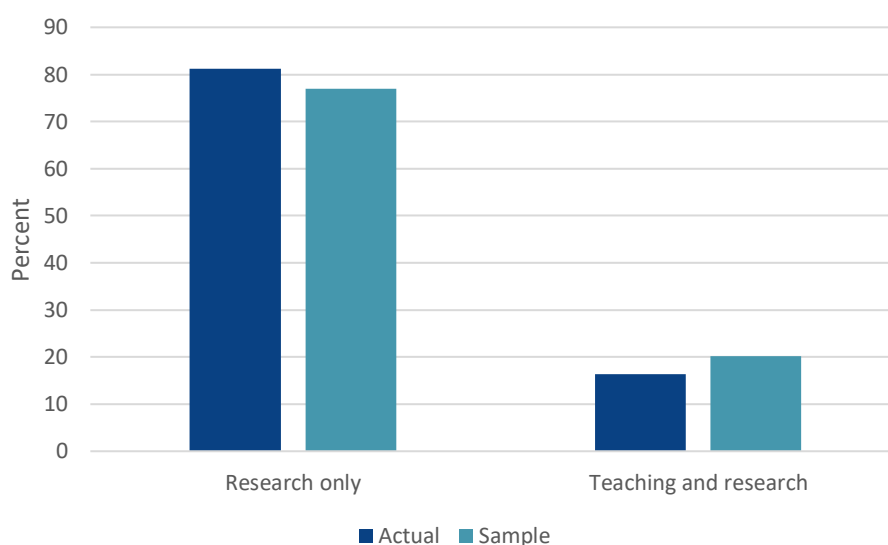
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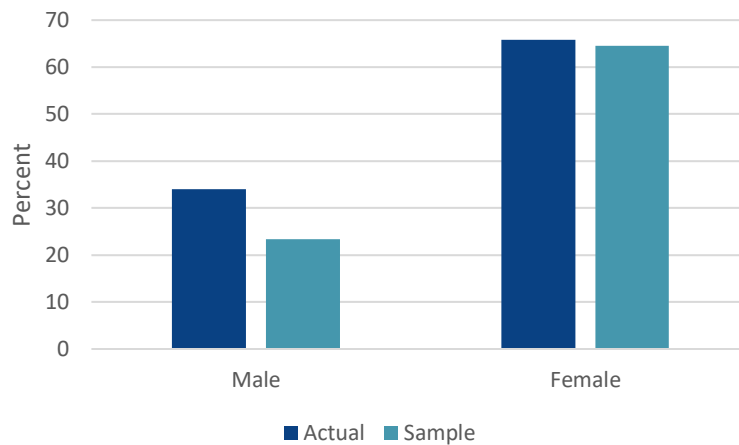

Note. Percentages are based on an analysis conducted on 18 and 19 May 2021 by Faculty of Medicine, Nursing and Health Sciences (MNHS) Faculty Research Office using data derived from *Business*

Intelligence, as well as data provided by the Faculty of Pharmacy and Pharmaceutical Sciences. This analysis comprised 645 individuals, compared to the present survey, which comprised 134 participants from Monash.
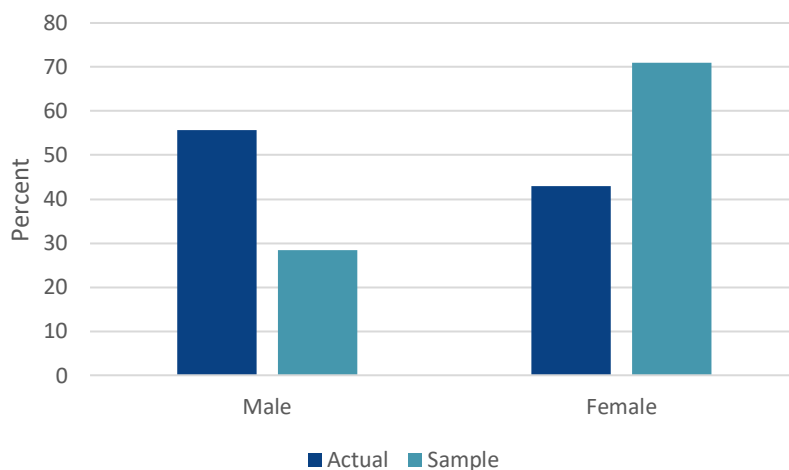
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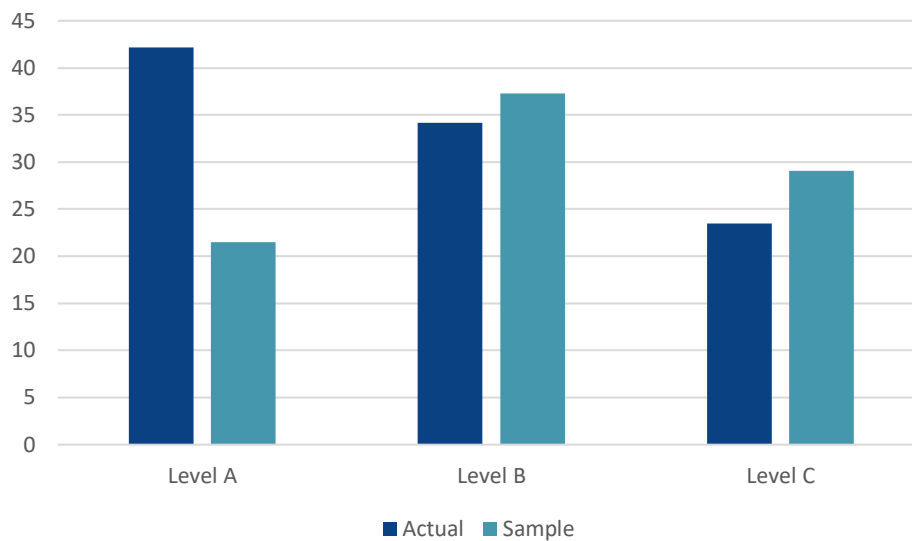
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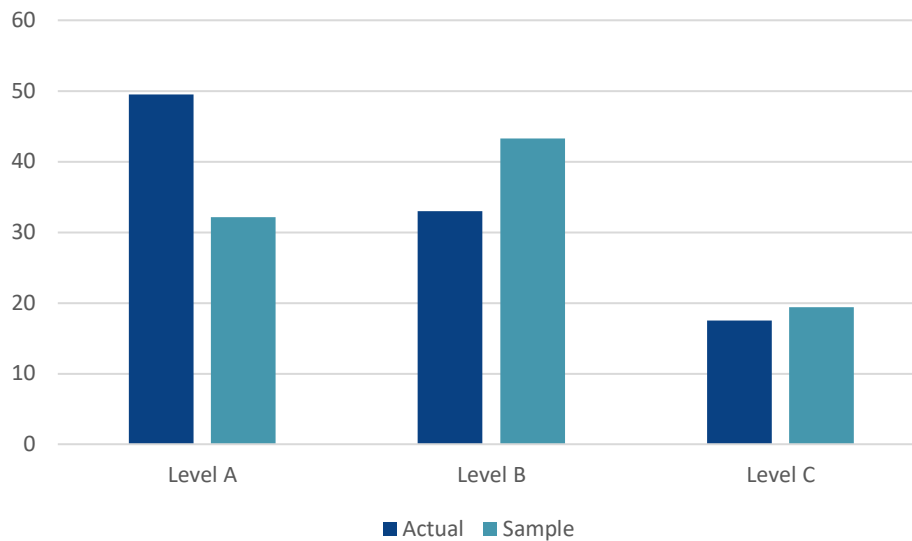
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Note. University of Melbourne Faculty of Medicine, Dentistry and Health Sciences (MDHS) comprised 1465 academic staff (as of March 2021). Sample statistics shown for 158 participants. Actual refers to the actual composition of MDHS.

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Figure 6.

Percentage of Academic Levels among Early- and Mid-Career Researchers at Monash University's Faculty of Medicine, Nursing and Health Sciences and Faculty of Pharmacy and Pharmaceutical Sciences, Compared to Percentages for the Survey Sample

Note. Percentages are based on an analysis conducted on 18 and 19 May 2021 by Faculty of Medicine, Nursing and Health Sciences (MNHS) Faculty Research Office using data derived from *Business Intelligence*, as well as data provided by the Faculty of Pharmacy and Pharmaceutical Sciences. This analysis comprised 645 individuals, compared to the present survey, which comprised 134 participants from Monash.

Solutions To Improve Workplace Culture

Theme	Example quotes	References
Career planning		
Provide better job security	*Funding one's job is the biggest pressure and I believe leads to poor mental health. No other occupational requires one to find their own salary.*	58
Provide career advice and pathways (incl outside of academia)	*Promote greater career path diversity* *Better understanding of possible career paths in academia and how to achieve that* *A realistic promotion pathway. The criteria for promotion are just way too hard, particularly if you have more than one circumstance that may affect this e.g. rural location disadvantage, carer responsibilities, teaching (when research metrics are the main metrics looked at).*	43
Provide longer contracts or safety net funding	*Early confirmation if contracts are to be extended/renewed to reduce anxiety* *Longer contracts. More salary/bridging funding/redeployment schemes so less job insecurity*	37
Provide more funding opportunities for EMCRs	*Seed funding and fellowships to gain research independence*	19
Provide capacity building opportunities	*Offering opportunities for career and professional development*	12
Support with grant writing	*More individual support from senior researchers for paper and grant writing, understanding what's required to be competitive for funding*	10
Training, resources, time to develop independent career	*More time support for pursing leadership and impact aspects of our career* *Providing more opportunities for junior/ECRs to be an author on papers or grants, to support and facilitate building up a track record, and temporary funding opportunities especially during the early PhD to post-doc transition phase*	10
Advocate for better national research funding	*The funding system needs a severe overhaul and all Australian universities should put their great minds together to come up with solutions.*	8
Strategic prioritisation of applying for grants	*Targeted grant/fellowship applications (rather than multiple or all)*	6
Improve the assessment of grants	*Ability for teaching research staff to be fairly assessed in grants*	5
People and culture		
Mentorship, sponsoring (including peer mentoring)	*Consider the possibility of appointing an academic mentor for each EMCR* *Peer-to-peer mentorship (opt-in)*	32

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Theme	Example quotes	References
Wellbeing support	*Ongoing professional support (not just 6 sessions) when the school has been responsible for the need of professional support* *Mental health mentors/buddies? (non-career related)* *More promotion of taking mental health days*	30
Networking with other ECRs	*Better facilitation of collaborations (ECRs on grants)* *Postdoctoral researcher association with a focus influencing department structure and management as well as social events.*	23
Improve senior leadership	*Good role modelling with work-life balance* *leadership listen more / seek the perspective of EMCRs* *Focus less on external appearances (media, promotion, buildings, restructuring, etc.)* *Modifying promotion metrics to reward those that promote a positive workplace culture*	22
Provide networking, collaboration, presentation opportunities	*focus on collaboration instead of competition* *Meaningful and positive engagement with heads of dept/school/faculty* *Inclusion - building social connectedness in the team in-house presentation opportunities*	22
Improve processes to report workplace issues	*Appropriately manage supervisors who are performing poorly - have a system of 360 degree feedback that operates all the time, like SETUs* *Real and transparent action on abuse and misconduct, sexual or otherwise. Universities have a culture or secrecy and coverups.*	16
Improve equality inclusion and diversity	*Strategic planning and inclusiveness in grant applications* *Pathway to promotion for underrepresented minority groups* *Take action on Athena Swan initiatives*	13
Improve supervision	*Awards for supervisors who champion their postdocs* *Training supervisors to manage people*	12
Opportunities for ECRs to contribute to strategy, committees	*less emphasis on the academic hierarchy - more collaborative leadership structures and involvement of EMCRs in decision-* *Opportunities to join committees etc.*	10
Workload and performance management		
Improve workloads	*pay more attention to how many hours EMCRs work and discourage a workaholic culture* *reasonable work load that does not require 20 hours unpaid each week* *protect our research time rather than overload us with teaching*	32

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Theme	Example quotes	References
Flexibility and work life balance	*Recognise the needs of parents with young children and provide appropriate flexibility and support* *Offer affordable child care* *Less unpredictable unpaid over-time* *Support/encourage (not just offer) flexi-time* *Repository of recorded Zoom meetings that are easily accessible for when meetings are missed*	32
Clear and realistic performance guidelines	*Clear role and performance guidelines achievable, co-developed timelines for outputs* *Greater emphasis on realistic expectations of EMCRs and realistic career outcomes. I believe many mental health issues arise from a mismatch between unrealistic expectations and reality.*	23
Better recognition of effort and quality, not only metrics	*promote/ reward/ celebrate every EMCRs achievement- big or small* *Focus on the quality of work instead of pursuing dozens of metrics of quantity.* *Value and belief in everyone, not just those with celebrated grant success. Everyone has something to offer our University.*	20
Renumeration	*Appropriate remuneration to externally funded staff for teaching and supervision* *Pay or log overtime, in an effort to reduce perceived norms of overtime, and normalise taking time in lieu* *Financial support for a home office.* *Valuing past employment and life experience*	10
Promote and assist people with taking leave	*Identifying people that could assist with workload if taking leave* *Normalise taking leave and switching off* *Time off whenever needed, especially weekends*	9
Administrative assistance	*Providing more administrative support so that we can focus on our science more*	8

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Copy of the EMCR Survey

Start of Block: Start of survey

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Q1
Plain Language Statement
Melbourne School of Population & Global Health
Faculty of Medicine, Dentistry & Health Sciences

Project: Early Career Academics in Victoria: Workplace Culture, Career Development, and Mental Wellbeing

Dr Ankur Singh (Responsible Researcher)
Tel: +61 3 8344 9256
Email: ankur.singh@unimelb.edu.au

Introduction

Thank you for your interest in participating in this research project.

Please take the time to read the information below to decide if you would like to participate. You may ask questions about anything you do not understand or want to know more about by emailing the researchers (contact information below).

Your participation is voluntary. If you do not wish to take part, you are under no obligation to. If you begin participating, you can also stop at any time.

What is this research about?

This initiative is a joint effort between The University of Melbourne and Monash University, with an overarching aim to examine and address workplace issues for early and mid-career researchers (EMCRs) like yourselves within the Faculty of Medicine, Dentistry and Health Sciences (MDHS) at The University of Melbourne and Faculty of Medicine, Nursing and Health Sciences and Faculty of Pharmacy and Pharmaceutical Sciences at Monash University.

What will I be asked to do?

Should you agree to participate, you will be asked to complete a survey on workplace-related mental health issues and problems you may face in the workplace. This will take you between 30 to 40 minutes. You will also be asked to provide information on your work status and be given the opportunity to offer your ideas on how your Faculty might best address these issues. The survey consists of questions categorised into six domains: Organisational demographics, personal demographics, workplace culture, research misconduct, sexual harassment, racial harassment and COVID-19 impacts.

What are the possible benefits?

This initiative is being led by EMCRs like you from The University of Melbourne and Monash University. The goal of this survey is to collate information on workplace characteristics for EMCRs in order to directly inform actions at respective Faculties to improve mental health and well-being.

What are the possible risks?

This survey will include questions on potentially sensitive issues, such as your experience of discrimination, harassment or other mental health stressors in workplace. These topics may potentially cause distress for some people, and if you choose to complete this survey, you are not obliged to answer any questions that you may not be comfortable with. If you think you may be in need of psychological counselling, the following services are available:

The University of Melbourne:
Counselling and Psychological Services (CAPS) - CAPS provides free, confidential professional counselling to currently enrolled students and staff. During business hours (9am - 5pm, Mon - Fri), you can contact CAPS (Phone: 03 8344 6927 or book online). For mental health support and advice outside of business hours (including 24 hours on weekends and public holidays), you can contact the University's Mental Health Crisis Support Service (Phone: 1300 219 459, Text: 0480 079 188).

Monash University:
Employee Assistance Program (EAP) - EAP provides free, confidential professional counselling to Monash staff. You may choose to access counselling and support services on or off-campus. On-campus counselling services are accessible at each campus during business hours. On-campus appointments can be made by directly contacting the University Counselling Service. Off-campus counselling services are available to Monash staff and immediate family members through the external provider Benestar. For off-campus appointments (8am - 5pm, Mon - Fri), you can contact Benestar (Phone: 1300 360 364). For phone counselling outside of

business hours (24 hours per day, seven days per week), you can contact Benestar (Phone: 1300 360 364).

The University of Melbourne (other useful resources):
The University of Melbourne Employee Assistance Program (EAP) provides confidential, personal, and professional development resources to all employees and their immediate family members.   To explore the full range of wellbeing services, support, and events available to staff at The University of Melbourne, please visit the Staff Wellbeing Program page on Staff Hub. For more information about who to contact if you have experienced any unacceptable behaviours in your workplace, please visit Respect@Work.

Monash University (other useful resources):
To explore the full range of wellbeing services, support, and events available to staff at Monash University, please visit the Mental Health Services for Staff page.   For more information about where to go for help if you have experienced any unacceptable behaviours in your workplace, please refer to Raise a Concern. You may also contact Irma Kajan, Human Resources Business Partner at Monash University at irma.kajan@monash.edu.

Do I have to take part?

No. Participation is completely voluntary. You are able to withdraw at any time. You will face no negative consequences for not participating in this survey.

Will I hear about the results of this project?

The results of this survey will be published in a report, which will be made available for all participants. In addition, the Early Career Researcher Networks from The University of Melbourne and Monash University will disseminate the results of this survey to their respective Faculties.

What will happen to information about me?

All potentially identifying information from your responses will be omitted from the final report generated from this project. You may choose to have your information removed from the survey database at any time by contacting the Responsible Researcher. The data from this survey may be used for similar future surveys to track the progress of workplace conditions for EMCRs.

Only de-identified data will be shared for analysis with researchers and aggregate results will be presented to maintain confidentiality of information about participants. In line with university policy, the data obtained for and developed in this project will be retained for five years after publication of results. During this time all data will be stored in a password-protected folder. A copy of the final ethics application, including the data management and retention plan, will be kept in the same folder as the data. The research data will be destroyed at the end of the ten-year retention period after publication of findings from future surveys.

Where can I get further information?

If you would like more information about the project, please contact the researchers;
Dr Ankur Singh (University of Melbourne): ankur.singh@unimelb.edu.au
Dr Claudia Marck (University of Melbourne): claudia.marck@unimelb.edu.au
Dr Trevor Steward (University of Melbourne): trevor.steward@unimelb.edu.au
Dr Fern Koay (University of Melbourne): hf.koay@unimelb.edu.au
Dr Joshua Wiley (Monash University): joshua.wiley@monash.edu
Dr Darshini Ayton (Monash University): darshini.ayton@monash.edu

Who can I contact if I have any concerns about the project?

This research project has been approved by the Human Research Ethics Committee of The University of Melbourne. If you have any concerns or complaints about the conduct of this research project, which you do not wish to discuss with the research team, you should contact the Manager, Human Research Ethics, Research Ethics and Integrity, University of Melbourne, VIC 3010. Tel: +61 3 8344 2073 or Email: HumanEthics-complaints@unimelb.edu.au. All complaints will be treated confidentially. In any correspondence please provide the name of the research team or the name or ethics ID number of the research project.

*I have read the plain language statement and wish to be involved in the study.

◯   I agree

◯   I disagree

Skip To: End of Survey If Q1 = I disagree

Q2 Your responses are confidential and only listed researchers have access to these data, who will not attempt to identify anyone in any way. Only summary data will be included in reports of the results.

However, if at any point you do not feel comfortable answering a question, please simply skip it.

If you would like to take a break, you can come back to the survey on the same device by clicking the survey link again or using the bookmark function.

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Q3 Please select your affiliated Institution/s. *Select all that apply.*

☐ The University of Melbourne

☐ Monash University

☐ Prefer not to answer

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Q4 Please select your affiliated School, Institute, Centre and/or Department at The University of Melbourne. *Select all that apply.*

☐ Melbourne Medical School

☐ Melbourne Dental School

☐ Melbourne School of Health Sciences

☐ Melbourne School of Population and Global Health

☐ Melbourne School of Psychological Sciences

☐ School of Biomedical Sciences

☐ Centre for Youth Mental Health

☐ The Peter Doherty Institute for Infection and Immunity

☐ Walter and Eliza Hall Institute, Department of Medical Biology

☐ Florey Department of Neuroscience and Mental Health

☐ Centre for Digital Transformation of Health

☐ Medical Bionics Department

☐ Melbourne Poche Centre for Indigenous Health

☐ The Sir Peter MacCallum Department of Oncology

☐ The University of Melbourne Centre for Cancer Research

☐ Other (please specify) _____

☐ ⊗Prefer not to answer

X→

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Q5 Please select your affiliated School and/or Department at Monash University. *Select all that apply.*

- ☐ Australian Regenerative Medicine Institute
- ☐ Central Clinical School
- ☐ Eastern Health Clinical School
- ☐ School of Biomedical Sciences
- ☐ School of Clinical Sciences at Monash Health
- ☐ School of Psychological Sciences
- ☐ School of Nursing and Midwifery
- ☐ School of Primary and Allied Health Care
- ☐ School of Public Health and Preventive Medicine
- ☐ School of Rural Health
- ☐ Hudson Institute of Medical Research
- ☐ MNHS Education Portfolio
- ☐ Malaysia Jeffrey Cheah School of Medicine
- ☐ Drug Discovery Biology
- ☐ Centre for Drug Candidate Optimisation
- ☐ Medicinal chemistry
- ☐ Drug Delivery, Disposition and Dynamics
- ☐ Centre for Medicine Use and Safety
- ☐ Other (please specify) _____
- ☐ ⊗Prefer not to answer

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Q6 Please select your job family.

○   Research only – laboratory based

○   Research only – non-laboratory based

○   Research and teaching - laboratory based

○   Research and teaching - non-laboratory based

○   Clinician researcher

○   Technical and specialist

○   Other (please specify) _____

○   Prefer not to answer

Page Break

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Q7 How many years full-time equivalent (FTE, taking into account career interruptions) since completion of your PhD or RHD?

○   <2 years

○   2 to

○   4 to

○   6 to

○   8 to

○   10 years or more

○   Other (please specify) _____

Page Break

X→

Q8 What is your employment level?

○   Level A

○   Level B

○   Level C

○   Other (please specify) _____

○   Do not know

Page Break

X→

Q9 What is your employment type?

◯   Full-time

◯   Part-time

◯   Casual

◯   Other (please specify) _____

Page Break

X→

Q10 How long is left on your current contract?

◯

◯

◯   6 to

◯   6 to

◯   12 to 24 months, I do not expect to be renewed

◯   12 to 24 months, I expect to be renewed

◯   >24 months or continuing

Page Break

X→

Q11 How many hours of overtime do you work in a typical week?
ⓘ 1.0 FTE = 40 hours per week

◯   I do not work overtime

◯   1 - 3 hours

◯   4 - 6 hours

◯   7 - 9 hours

◯   10 - 12 hours

◯   13 - 15 hours

◯   >15 hours

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X→

Q12 How long have you been employed in your current role (or similar roles)?

○ <6 months

○ 6 months to

○ 1 year to

○ 2 years to

○ 3 years or more

Page Break

X→

Q13 How is the major component of your salary funded? *Select all that apply.*

☐ I have my own grant

☐ I am employed on someone else's grant

☐ I am a direct employee (salary covered through University budget)

☐ I am an Honorary staff at the University

☐ Other (please specify) _____

Page Break

X→

Q14 From which of the following did you receive funding in the last three years? *Select all that apply.*

☐ University or Research Institute

☐ Government funding through competitive scheme (e.g. ARC, NHMRC)

☐ Other government funding (e.g. Melbourne Health, VicHealth, Cancer Council)

☐ Business or industry (Australian)

☐ Private not for profit (Australian) (e.g. Ian Potter)

☐ International entities

☐ No independent research funds were obtained (i.e. relying solely on supervisor / lab funds)

☐ Other (please specify) _____

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X→

Q15 What is your gender?

○   Male

○   Female

○   Prefer to self-describe _____

○   Prefer not to answer

X→

Q16 Which age range do you fall into?

○   Younger than 20 years

○   20 - 25 years

○   26 - 30 years

○   31 - 35 years

○   36 - 40 years

○   41 - 45 years

○   46 - 50 years

○   Over 50 years

○   Prefer not to answer

X→

Q17 Are you a permanent resident / citizen of Australia?

○   Yes

○   No

X→

Q18 Do you have carer responsibilities?

○   Yes

○   No

○   Prefer not to answer

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X→

Q19 Do you have a disability that restricts everyday activities?

○   Yes

○   No

○   Prefer not to answer

Page Break

Q20 On a scale of 1 (not at all) to 7 (very much):

X→

Q21 To what extent does your organisation accommodate the needs of individuals with disability?

○   1 (not at all)

○   2

○   3

○   4

○   5

○   6

○   7 (very much)

X→

Q22 How supportive is your direct supervisor of individuals with disability?

○ 1 (not at all)

○ 2

○ 3

○ 4

○ 5

○ 6

○ 7 (very much)

X→

Q23 How supportive are your co-workers of individuals with disability?

○ 1 (not at all)

○ 2

○ 3

○ 4

○ 5

○ 6

○ 7 (very much)

Page Break

X→

Q24 What race/s would you describe yourself as, or identify with? *Select all that apply.*

- [ ] Aboriginal / Torres Strait Islander
- [ ] Pacific Islander
- [ ] Caucasian
- [ ] Asian
- [ ] Indian Subcontinent
- [ ] African
- [ ] African American
- [ ] South American / Hispanic / Latino
- [ ] Middle Eastern
- [ ] Other (please specify) _____
- [ ] ⊗Prefer not to answer

Page Break

X→

Q25 Is English your first language?

- ○ Yes
- ○ No

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X→

Q26 How would you describe your sexual orientation?

- ○ Heterosexual
- ○ Homosexual
- ○ Bisexual
- ○ Prefer to self-describe _____
- ○ Prefer not to answer

Page Break

End of Block: Personal Demographics

X→

Q27 How satisfied are you with your workplace culture?

○ Very satisfied

○ Somewhat satisfied

○ Neither satisfied nor dissatisfied

○ Somewhat dissatisfied

○ Very dissatisfied

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Q28 To what extent do you agree that your workplace supports a culture of:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A
Open research (e.g. open data, pre-print publishing, making research materials or designs publicly available, or other ways of increasing transparency)	○	○	○	○	○	○
Open access publication	○	○	○	○	○	○
Research integrity (e.g. good authorship practice, robust study design)	○	○	○	○	○	○
Personal career development	○	○	○	○	○	○
Professional development	○	○	○	○	○	○
Valuing quality of publication (or output)	○	○	○	○	○	○
Collegiality (in which colleagues support each other to succeed in research)	○	○	○	○	○	○
Collaboration across groups or disciplines	○	○	○	○	○	○

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Q29 To what extent do you agree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A
I feel comfortable approaching colleagues for research mentorship	◯	◯	◯	◯	◯	◯
I feel comfortable approaching other staff in my institution for professional guidance	◯	◯	◯	◯	◯	◯
I feel comfortable approaching colleagues for peer review	◯	◯	◯	◯	◯	◯
I understand what constitutes good authorship practice in my discipline	◯	◯	◯	◯	◯	◯
I have adequate support during the grant application process	◯	◯	◯	◯	◯	◯
I feel able to spend time undertaking continuing Professional Development activities that are relevant to my career aspirations	◯	◯	◯	◯	◯	◯

Page Break

Q30 Do you know of any practices or initiatives from your discipline (current or previous workplace) which promote a positive research culture?

ⓘ You are welcome to answer using dot points or keywords.

_____
_____
_____
_____
_____

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Q31 Reflecting on the past two to three years, do you think that the workplace culture has improved?

○   Yes, it has improved

○   No, it has stayed the same

○   No, it has become worse

○   Do not know

○   N/A

Q32 Please provide any further detail if you wish.

_____
_____
_____
_____
_____

X→

Q33 Are you thinking of leaving academia?

○   Yes

○   No

○   Not sure

Display This Question:
If Q33 = Yes
Or Q33 = Not sure

X→

Q34 Which best describes your situation?

○   Actively applying for jobs outside of academia

○   Looking for opportunities outside of academia

○   Considering leaving academia but not looking yet

Display This Question:
If Q33 = Yes
Or Q33 = Not sure

Q35 What are the factors contributing to you thinking of leaving? *Select all that apply.*

☐ Better opportunities outside academia

☐ Retirement

☐ Caring responsibilities

☐ Salary is too low

☐ Lack of support from institutional superiors

☐ Inequitable hiring practices

☐ Bullying

☐ Harassment

☐ Discrimination

☐ Job insecurity

☐ Unmanageable workload

☐ Poor management

☐ Questionable research practices of colleagues within the institution

☐ Questionable research practices outside the institution

☐ Feel unsafe in the work environment

☐ Lack of funding

☐ Lack of career progression

☐ Factors unrelated to the work environment

☐ N/A

☐ Other (please specify) _____

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Q36 Do you currently feel supported to progress your career?

	Very much so	Quite a bit	A little	Not at all	N/A
By your supervisor	○	○	○	○	○
By your unit head	○	○	○	○	○
By your department/school head	○	○	○	○	○
By your faculty	○	○	○	○	○

Page Break

X→

Q37 Do you have a mentor, sponsor or coach for work-related topics?

○ Yes, organised by me

○ Yes, organised through work

○ No, but would like one

○ No, and not interested

Page Break

End of Block: Workplace culture

Start of Block: Research misconduct and workplace culture

Q38 This section asks about suspected research misconduct you have observed by researchers in your department or about which you have other direct evidence.

The Australian National Health & Medical Research Council's (NHMRC) latest research quality report stressed on the improvement of research culture, poor relationships and power imbalances between EMCRs and supervisors and job security to facilitate quality research practices. This report highlighted the importance of creating an environment in which poor research practices are not overlooked (NHMRC, 2019).

Research misconduct is defined as fabrication, falsification, or plagiarism in proposing, performing, or reviewing research, or in reporting research results.

Page Break

X→

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Q39 In the **past three years**, have you observed or had other direct evidence of researchers in your department engaging in any research misconduct?

○ Yes, and it disturbs me

○ Yes, but it does not bother me

○ No

○ Prefer not to answer

Page Break

X→

Q40
Which of the following did you observe? *Select all that apply.*

ⓘ Falsification is manipulating research materials, equipment, or processes, or changing or omitting data or results such that the research is not accurately represented in the research record.
ⓘ Fabrication is making up data or results and recording or reporting them.
ⓘ Plagiarism is the appropriation of another person's ideas, processes, results, or words without giving appropriate credit.

☐ Falsification

☐ Fabrication

☐ Plagiarism

☐ Selective reporting or publishing

☐ Not adhering to authorship protocol (inappropriately including or excluding authors on publications or grants)

☐ ⊗Prefer not to answer

Page Break

X→

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Q41 Was the suspected misconduct reported to officials at the institution?

Display This Choice:
    If Q40 = Falsification
Display This Choice:
    If Q40 = Falsification
Display This Choice:
    If Q40 = Fabrication
Display This Choice:
    If Q40 = Fabrication
Display This Choice:
    If Q40 = Plagiarism
Display This Choice:
    If Q40 = Plagiarism
Display This Choice:
    If Q40 = Selective reporting or publishing
Display This Choice:
    If Q40 = Selective reporting or publishing
Display This Choice:
    If Q40 = Not adhering to authorship protocol (inappropriately including or excluding authors on publications or grants)
Display This Choice:
    If Q40 = Not adhering to authorship protocol (inappropriately including or excluding authors on publications or grants)

	Yes, by me	Yes, by someone else	No	Do not know	N/A
Display This Choice: If Q40 = Falsification Most recent incident of falsification #1	○	○	○	○	○
Display This Choice: If Q40 = Falsification Next most recent incident of falsification #2	○	○	○	○	○
Display This Choice: If Q40 = Fabrication Most recent incident of fabrication #1	○	○	○	○	○
Display This Choice: If Q40 = Fabrication Next most recent incident of fabrication #2	○	○	○	○	○
Display This Choice: If Q40 = Plagiarism Most recent incident of plagiarism #1	○	○	○	○	○
Display This Choice: If Q40 = Plagiarism Next most recent incident of plagiarism #2	○	○	○	○	○
Display This Choice: If Q40 = Selective reporting or publishing Most recent incident of selective reporting or publishing #1	○	○	○	○	○

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Next most recent incident of selective reporting or publishing #2

○　　○　　○　　○　　○

Most recent incident of not adhering to authorship protocol #1

○　　○　　○　　○　　○

Next most recent incident of not adhering to authorship protocol #2

○　　○　　○　　○　　○

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Q42 Please answer the following questions concerning factors related to the detection, reporting and prevention of research misconduct.

Q43 What could be done to increase the probability that suspected research misconduct will be reported?

ⓘ You are welcome to answer using dot points or keywords.

    _____
    _____
    _____
    _____
    _____

Q44 What could be done to prevent or reduce research misconduct in your group?

ⓘ You are welcome to answer using dot points or keywords.

    _____
    _____
    _____
    _____
    _____

Q45 To what extent do you agree with the following statements?

	Strongly agree	Agree	Disagree	Strongly disagree
I have constant time pressure due to a heavy work load.	○	○	○	○
I have many interruptions and disturbances while performing my job.	○	○	○	○
I have a lot of responsibility in my job.	○	○	○	○
I am often pressured to work overtime.	○	○	○	○
My job is physically demanding.	○	○	○	○
Over the past few years, my job has become more and more demanding.	○	○	○	○
I receive the respect I deserve from my superior or supervisor or a respective relevant person.	○	○	○	○
I experience adequate support in difficult situations.	○	○	○	○
I am treated unfairly at work.	○	○	○	○
My job promotion prospects are poor.	○	○	○	○
I have experienced or I expect to experience an undesirable change in my work situation.	○	○	○	○
My employment security is poor.	○	○	○	○
My current occupational position adequately reflects my education and training.	○	○	○	○
Considering all my efforts and achievements, I receive the respect and prestige I deserve at work.	○	○	○	○
Considering all my efforts and achievements, my job promotion prospects are adequate.	○	○	○	○

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| Considering all my efforts and achievements, my salary / income is adequate. | ○ | ○ | ○ | ○ |

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X→

Q46 To what extent are you aware that your workplace provides the following?

	Aware, and I think this is helpful	Aware, but I do not think this is helpful	Unaware, but I think this would be helpful	Unaware, and I do not think this would be helpful
Guidance on preparing ethics applications	○	○	○	○
Grant writing workshops	○	○	○	○
Grant application support from research office	○	○	○	○
Grant management support	○	○	○	○
Internal fellowship schemes	○	○	○	○
Internal travel grant schemes	○	○	○	○
Promotion information sessions	○	○	○	○
Supervision information sessions	○	○	○	○
EMCR leadership course	○	○	○	○

Q47 Do you know of any additional initiatives or resources from your discipline, School / Institute that promote good research development?

ⓘ You are welcome to answer using dot points or keywords.

_____
_____
_____

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Q48 These statements describe your interactions with your co-workers. For each statement, please rate the frequency of which you experience the following interactions.

	Never	Occasionally	Monthly	Weekly	Daily
Someone withholding information which affects your performance	○	○	○	○	○
Spreading of gossip and rumours about you	○	○	○	○	○
Being ignored or excluded	○	○	○	○	○
Having insulting or offensive remarks made about your person, your attitudes, or your private life	○	○	○	○	○
Being shouted at or being the target of spontaneous anger	○	○	○	○	○
Repeated reminders of your errors or mistakes	○	○	○	○	○
Being ignored or facing a hostile reaction when you approach	○	○	○	○	○
Persistent criticism of your errors or mistakes	○	○	○	○	○
Practical jokes carried out by people you do not get along with	○	○	○	○	○

Page Break

End of Block: Research misconduct and workplace culture

Start of Block: Sexual harassment

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Q49 During the past 12 months, has anyone associated with your WORK (e.g., supervisors, co-workers, subordinates, students, collaborators at other companies) done any of the following behaviours?	Never	Rarely (about once in 6 months)	Sometimes (at least once a month)	Often (at least once a week)	Very often (once a day +)
Treated you differently because of your sex	○	○	○	○	○
Displayed, used, or distributed sexist or suggestive materials	○	○	○	○	○
Made offensive sexist remarks	○	○	○	○	○
Put you down or was condescending to you because of your sex	○	○	○	○	○
Told sexual stories or jokes that were offensive to you	○	○	○	○	○
Whistled, called, or hooted at you in a sexual way	○	○	○	○	○
Made unwelcome attempts to draw you into a discussion of sexual matters	○	○	○	○	○
Made crude and offensive sexual remarks, either publicly or to you privately	○	○	○	○	○
Made offensive remarks about your appearance, body, or sexual activities	○	○	○	○	○
Made gestures or used body language of a sexual nature which embarrassed or offended you	○	○	○	○	○

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Exposed themselves physically in a way that embarrassed you or made you feel uncomfortable	○	○	○	○	○
Made attempts to establish a romantic sexual relationship with you despite your efforts to discourage it	○	○	○	○	○
Stared, leered, or ogled you in a way that made you a feel uncomfortable	○	○	○	○	○
Continued to ask you for dates, drinks, dinner, etc., even though you said "No"	○	○	○	○	○
Touched you in a way that made you feel uncomfortable	○	○	○	○	○
Made unwanted attempts to stroke, fondle, or kiss you	○	○	○	○	○
Attempted to have sex with you without your consent or against your will, but was unsuccessful	○	○	○	○	○
Had sex with you without your consent or against your will	○	○	○	○	○
Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behaviour	○	○	○	○	○
Made you feel threatened with some sort of retaliation for not being sexually cooperative	○	○	○	○	○
Treated you badly for refusing to have sex	○	○	○	○	○

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Implied faster promotions or better treatment if you were sexually cooperative	○	○	○	○	○
Made you afraid you would be treated poorly if you did not cooperate sexually	○	○	○	○	○
Have you been sexually harassed at work over the last 12 months?	○	○	○	○	○

Q50
If you have experienced any of these behaviours in your workplace, please visit Respect@Work where there is information about who to contact at The University of Melbourne.

Q51 If you have experienced any of these behaviours in your workplace, please contact Irma Kajan, Human Resources Business Partner at Monash University at irma.kajan@monash.edu. For more information about where to go for help, please refer to Raise a Concern.

Page Break

X→

Q52 If you have been sexually harassed at work over the last 12 months, who harassed you? *Select all that apply.*

☐ Supervisor

☐ Co-worker

☐ Subordinate

☐ Student

☐ Collaborator at other organisation

☐ Other (please specify) _____

Page Break

X→

Q53 Have you witnessed sexual harassment or assault happen to someone else at your current workplace?

ⓘ This includes but is not limited to the behaviour listed previously e.g. someone treated differently because of their sex.

○ Yes

○ No

○ Not sure

○ Prefer not to answer

Page Break

X→

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Q54 With regard to the incident that most affected you (experienced or witnessed), was this reported to management?

○   Yes, by me

○   Yes, by someone else

○   No

○   Do not know

Page Break

Display This Question:
     If Q54 = Yes, by me
     Or Q54 = Yes, by someone else

X→

Q55 If it was reported, how satisfied are you with how the incident was managed?

○   I do not know how it was managed

○   It was managed poorly

○   It was managed fairly

○   It was managed well

Page Break

End of Block: Sexual harassment

Start of Block: Racial harassment

X→

Q56 During the past 12 months, has anyone associated with your WORK (e.g., supervisors, co-workers, subordinates, students, collaborators at other companies) done any of the following behaviours?

	Never	Rarely (about once in 6 months)	Sometimes (at least once a month)	Often (at least once a week)	Very often (once a day +)
Made derogatory comments about your ethnicity	○	○	○	○	○
Used ethnic slurs to describe you	○	○	○	○	○
Made racist comments (for example, says people of your ethnicity are not very smart or cannot do the job)	○	○	○	○	○
Failed to give you information you need to do your job because of your ethnicity	○	○	○	○	○
Told jokes about your ethnic group	○	○	○	○	○
Excluded you from social interactions during or after work because of your ethnicity	○	○	○	○	○

Page Break

X→

Q57 If you have had any of these experiences at work over the last 12 months, who was responsible for them? *Select all that apply.*

☐ Supervisor

☐ Co-worker

☐ Subordinate

☐ Student

☐ Collaborator at other organisation

☐ Other (please specify) _____

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X→

Q58 The questions in this scale ask you about your feelings and thoughts during the last month. In each case, please indicate with a check how often you felt or thought a certain way. For each question choose from the following alternatives:

	Never	Almost never	Sometimes	Fairly often	Very often
In the last month, how often have you felt that you were unable to control the important things in your life?	○	○	○	○	○
In the last month, how often have you felt confident about your ability to handle your personal problems?	○	○	○	○	○
In the last month, how often have you felt that things were going your way?	○	○	○	○	○
In the last month, how often have you felt difficulties were piling up so high that you could not overcome them?	○	○	○	○	○

Page Break

X→

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Q59 To what extent do you agree with the following?

	Never / almost never or to a very low degree	Seldom or to a low degree	Sometimes or somewhat	Often or to a high degree	Always or to a very high degree
Do you feel worn out at the end of the working day?	○	○	○	○	○
Are you exhausted in the morning at the thought of another day at work?	○	○	○	○	○
Do you feel that every working hour is tiring for you?	○	○	○	○	○
Do you have enough energy for family and friends during leisure time?	○	○	○	○	○
Is your work emotionally exhausting?	○	○	○	○	○
Does your work frustrate you?	○	○	○	○	○
Do you feel burnt out because of your work?	○	○	○	○	○

Page Break

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X→

Q60 Over the last two weeks how often have you been bothered by the following problems?

	Not at all	Several Days	More than half the days	Nearly every day
Little interest or pleasure in doing things	○	○	○	○
Feeling down, depressed, or hopeless	○	○	○	○
Trouble falling or staying asleep, sleeping too much	○	○	○	○
Feeling tired or having little energy	○	○	○	○
Feeling bad about yourself – or that you are a failure or have let yourself or your family down	○	○	○	○
Trouble concentrating on things, such as reading the newspaper or watching television	○	○	○	○
Moving or speaking so slowly that other people could have noticed. Or the opposite – being so fidgety or restless that you have been moving around a lot more than usual.	○	○	○	○
Thoughts that you would be better off dead or of hurting yourself in some way	○	○	○	○

Page Break

Display This Question:
    If Q60 [Several Days] (Count) >= 1
    Or Q60 [More than half the days] (Count) >= 1
    Or Q60 [Nearly every day] (Count) >= 1

X→

Q61 If you checked off any problems, how difficult have these problems made it for you to do your work, take care of things at home or get along with other people?

○ Not difficult at all

○ Somewhat difficult

○ Very difficult

○ Extremely difficult

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Q62 Over the last two weeks how often have you been bothered by the following problems?

	Not at all	Several Days	More than half the days	Nearly every day
Feeling nervous, anxious, or on edge	○	○	○	○
Not being able to stop or control worrying	○	○	○	○
Worrying too much about different things	○	○	○	○
Trouble relaxing	○	○	○	○
Being so restless that it is hard to sit still	○	○	○	○
Becoming easily annoyed or irritable	○	○	○	○
Feeling afraid as if something awful might happen	○	○	○	○

Display This Question:
    If Q62 [Several Days] (Count) >= 1
    Or Q62 [More than half the days] (Count) >= 1
    Or Q62 [Nearly every day] (Count) >= 1

X→

Q63 If you checked off any problems, how difficult have these problems made it for you to do your work, take care of things at home or get along with other people?

○   Not difficult at all

○   Somewhat difficult

○   Very difficult

○   Extremely difficult

X→

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Q64 Are you currently diagnosed with a mental health disorder?

○   Yes

○   No

○   Prefer not to answer

Page Break

X→

Q65 Who at work knows that you have experienced mental health problems? *Select all that apply.*

☐   My department manager or supervisor

☐   My head of school or faculty

☐   My employees

☐   My work colleagues

☐   Personnel or HR in the department

☐   ⊗No-one

☐   Other (please specify) _____

Page Break

Q66 If your colleagues are aware of your mental health issues, what impact or effect has this had on your employment?

_____
_____
_____
_____
_____

Page Break

X→

Q67 Over the last two weeks, how often have the following occurred?

	Never	Seldom	Sometimes	Often	Always
I feel that others are accepting of my mental health	○	○	○	○	○
I feel that my opportunities at work are limited as a result of my mental health	○	○	○	○	○
I feel that I have access to adequate resources for my mental health	○	○	○	○	○

Page Break

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X→

Q68 If nobody at work knows of your mental health experience, is this because:
Select all that apply.

☐ It is not relevant to the job

☐ It is not a current problem so not relevant

☐ I have not been asked and do not want to offer the information

☐ I thought if I declared it I would not get the job

☐ From previous experience I knew it would be a bad idea

☐ Other (please specify) _____

Page Break

Q69 What support would you find useful from your employer? *Select all that apply.*

	Available	Taken up	Not available	Would use in future
Flexi-time	○	○	○	○
Peer support (i.e. staff member or colleague to talk to)	○	○	○	○
Cover for my work if I need time off	○	○	○	○
Gradual return to work after time off	○	○	○	○
Counsellor/Occupational health services	○	○	○	○
Support from Union/Staff association	○	○	○	○
Other (please specify)	○	○	○	○

Page Break

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Q70 Please list 3 practical things that could be done within your faculty to promote the mental wellbeing of early and mid-career researchers (EMCRs)?

○ 1 _____

○ 2 _____

○ 3 _____

Page Break

X→

Q71 Have you been asked by your employer to work remotely or from home as part of physical distancing measures?

○ No

○ Yes

○ I already worked remotely or from home before the start of social distancing measures

○ Do not know

○ Prefer not to answer

Page Break

X→

Q72 Working from home has been:

○ Very easy

○ Somewhat easy

○ Neither easy nor hard

○ Somewhat hard

○ Very hard

Page Break

X→

Q73 Have you been asked by your supervisor to use your annual leave as part of physical distancing measures?

○ No

○ Yes

○ Prefer not to answer

Page Break

X→

Q74 To what extent has COVID-19 impacted the following aspects of your work life?

	To a great extent	Somewhat	Very little	Not at all	Do not know/prefer not to answer	Not applicable
The number of hours I work each day has increased	○	○	○	○	○	○
My ability to prepare publications has been compromised	○	○	○	○	○	○
I have been unable to conduct experiments	○	○	○	○	○	○
I have been unable to conduct data collection	○	○	○	○	○	○
My ability to prepare grant applications has been compromised	○	○	○	○	○	○

Page Break

End of Block: Covid-19

Start of Block: Support services

Q75 Thank you for taking this survey. If you are feeling distressed we think it is important you talk with a professional who can provide appropriate support as soon as possible. If you would like to speak with someone, please get in contact with relevant institutional support systems in place below. Alternatively, please get in contact with Beyond Blue (phone: 1300 22 4636) as they provide support 24 hours a day, 7 days a week.

Display This Question:
If Q3 = The University of Melbourne
Or Q3 = Prefer not to answer

Q76 The University of Melbourne Counselling and Psychological Services (CAPS) The University of Melbourne Employee Assistance Program (EAP) provides confidential, personal, and professional development resources to all employees and their immediate family members. To explore the full range of wellbeing services, support, and events available to staff at The University of Melbourne, please visit the Staff Wellbeing Program page on Staff Hub.

Display This Question:
If Q3 = Monash University
Or Q3 = Prefer not to answer

Q77 Monash University Employee Assistance Program (EAP) provides counselling sessions to Monash staff and their immediate family members. To explore the full range of wellbeing services, support, and events available to staff at Monash University, please visit the Mental Health Services for Staff page.

End of Block: Support services

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For further information, please contact:
Dr Claudia Marck (claudia.marck@unimelb.edu.au); or,
Dr Ankur Singh (ankur.singh@unimelb.edu.au).