



**Promoting wellbeing and sustainable career development in academia**

**Stefan T. Mol**



# Personal Commitment to Researcher Mental Health?

- Normalization of own experiences
- Anecdotal accounts of personal struggles in academia
- Many academic workplaces fail, yet some are better than others





## Manifesto for the future of work and organizational psychology

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### We have responsibilities...

- towards ourselves
- as supervisors and managers
- towards individuals, our community, and society



**WG01:**System level - the ERA working environment

**WG02:**Institutional level - Wellbeing Practices in Research Institutions

**WG03:**Local actors - Promoting researcher well-being on a practical level

Annual Budget: 177,500.00 EUR

Project duration: Sept 2020- Sept 2024

Project website: <http://remo-network.eu>

# Researcher Mental Health Manifesto



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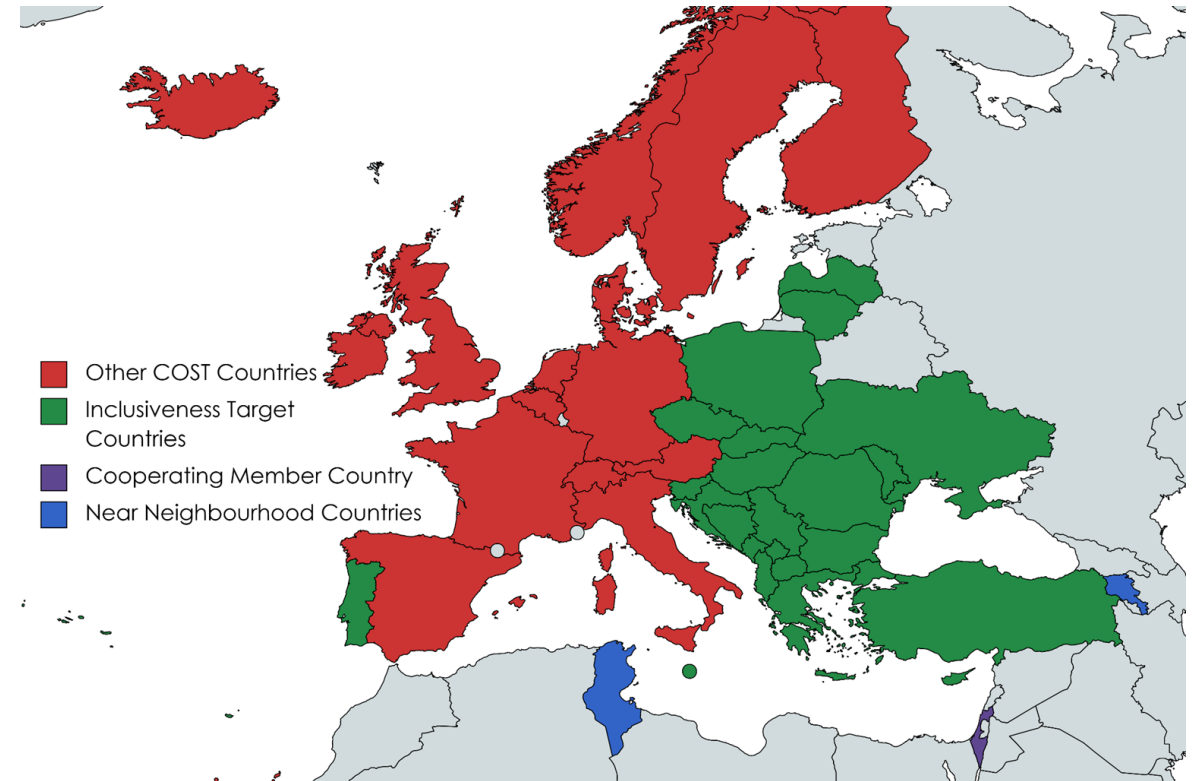


**DR. DARRAGH  
MCCASHIN**  
Working Group 3 Chair  
Dublin City University, Ireland



# COST Action CA19117 Researcher Mental Health

- **Survey Special Interest Group** has 100+ people working towards carrying out the largest ever survey on the well-being of researchers in Europe
- Drafting **National Policy Briefs** on policies in each country and to identify best practices
- **Annual ReMO Conference** in Budapest
- **Annual Ambassador Training School**
- Regular **Webinars**
- **YouTube Channel** [@remocostaction](https://www.youtube.com/@remocostaction)
- Setting up **Communities of Practice** to assess the effectiveness of mental health interventions
- **Erasmus+ Proposals** in preparation
- **Horizon Europe proposal** in preparation
- **MSCA Postdoctoral Fellowship and Doctoral Network** proposals under review
- **Researcher Mental Health and Well-being Manifesto** published in 13 languages







# ReMO Survey SIG: Overall Ambitions

*“We are going to implement the largest ever benchmark on mental health in (European) academia ...”*

*“... and we are going to do it by September 1st 2023”*





# Research objectives



What is the state of researcher mental health across institutions and countries? [bronze]



What are institutions doing regarding mental health? [silver]

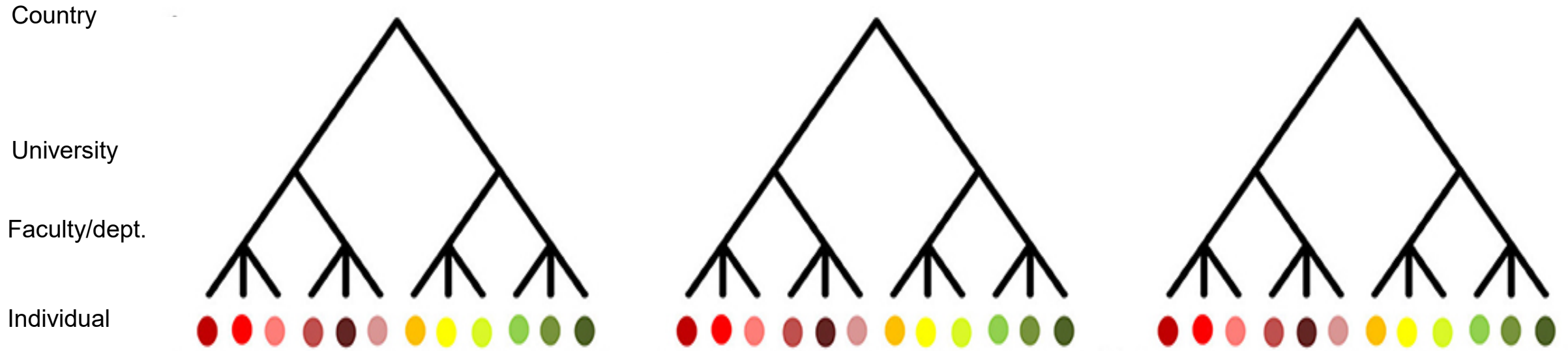


(How) is that which institutions are doing related to individual level mental health? [Gold]



*Teasing out causal effects through quasi-experimental design and process approaches to intervention [Diamond]*

# Multilevel design



Attributing variance in individual level mental health to faculty, university and country level variables



# Survey SIG Workpackages

Inge van der Weijden



Mathias Schroijen



Sofija Pajic



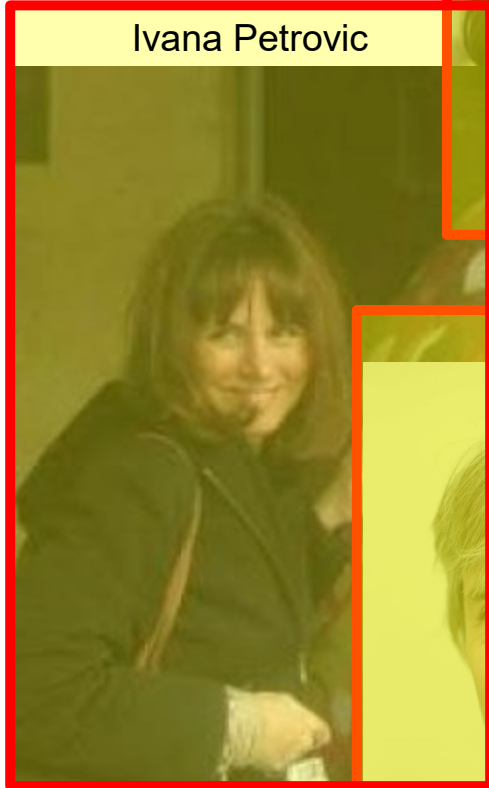
Jana Lasser



Mais Aljunaidy



Ivana Petrovic



Stefan Mol



Ming Ming Chiu



Darragh McCashin



Marit Christensen



Igor Portoghese





# Where do we stand?

- Hypothesis development & Survey V0.1 ready
- Authorship and data access policy
- Participant information sheet, consent form
- Data collection and storage infrastructure
- Data management plan and ethics approval
- Survey refinement
- Survey translation (English, French, German, Spanish, Italian)
- Preregistration
- Survey dissemination
- Data collection September 2023 - March 2024



# Job demands and Conditional Job Security as Antecedents of Researcher Mental Health in Montenegro

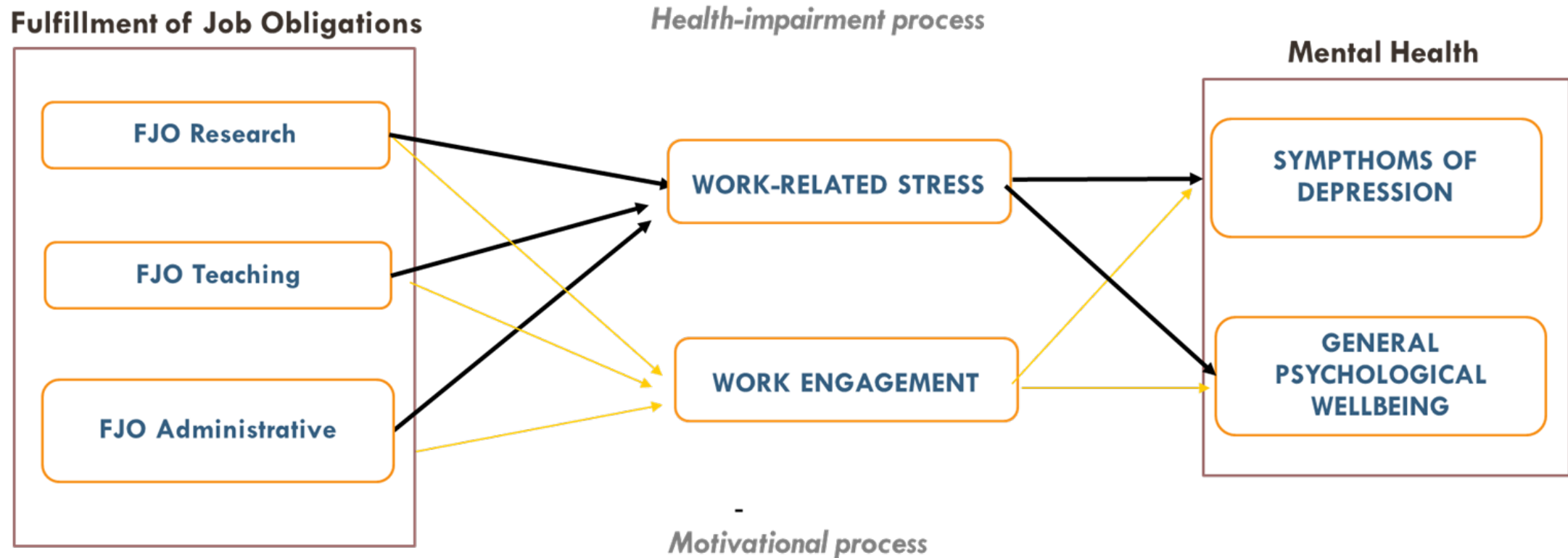
- Focus on contextual antecedents of mental health
- Tenure & promotions policies in Montenegro



- With Sabina Osmanovic, Ivana Petrovic, Jana Lasser, Sofija Pajic, Igor Portoghese, Carla van der Voort

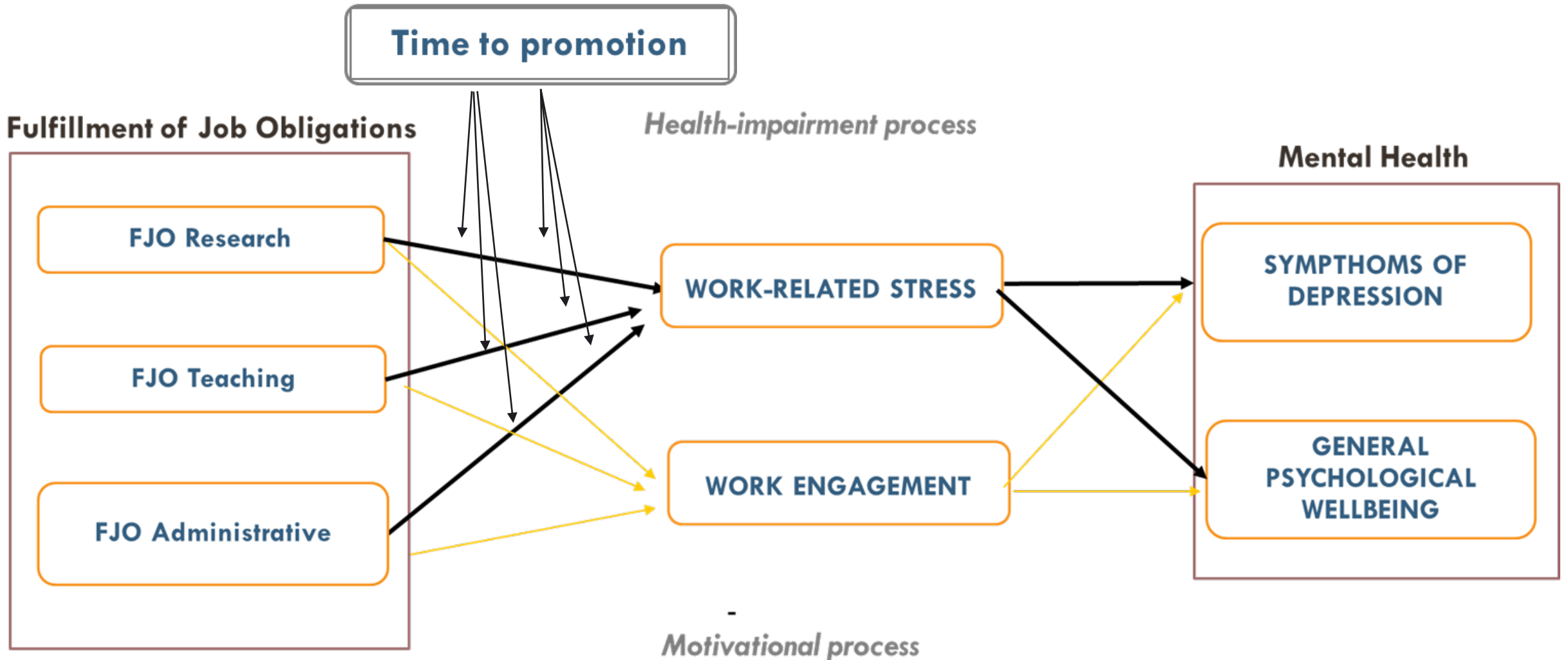
# Montenegrin pilot: Model test

H2: Fulfillment of job obligations (research, teaching and administration) has a negative indirect relationship with negative mental health (i.e., depressive symptoms) through decreased work engagement and increased work-related stress.



H1: Fulfillment of job obligations (research, teaching and administration) has a positive indirect relationship with positive mental health (i.e., general psychological wellbeing) through increased work engagement and decreased work-related stress.

# Montenegrin pilot: Model test



# Montenegrin pilot: Study design and data collection

3 Universities in Montenegro (total about 700 academic staff)

Data collection 9 June - 1 July 2022

Online survey in 2 languages

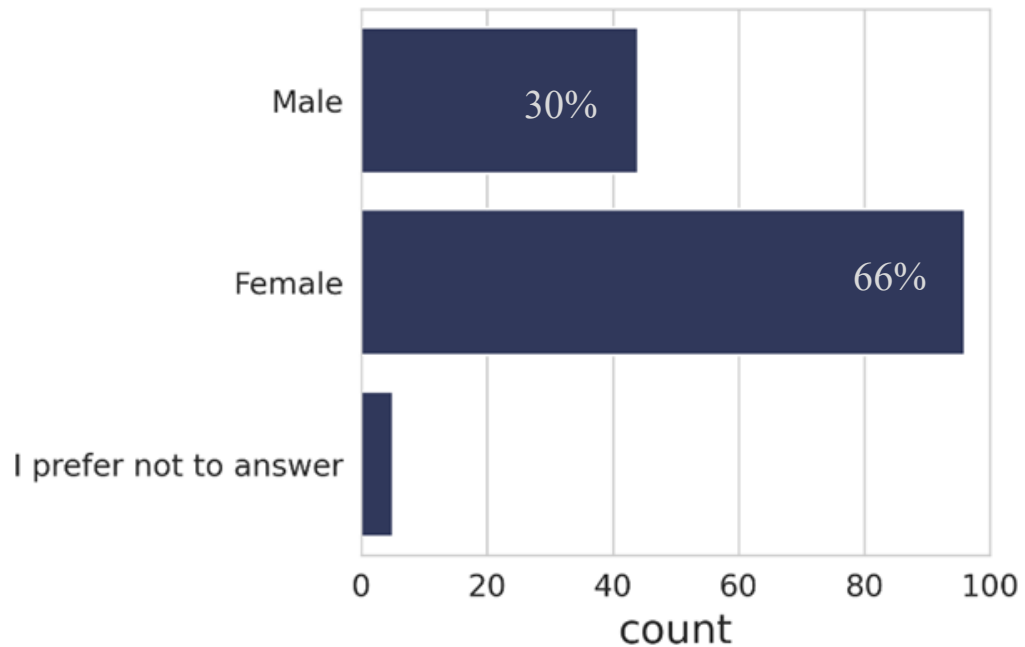
Survey distributed via email through IT department



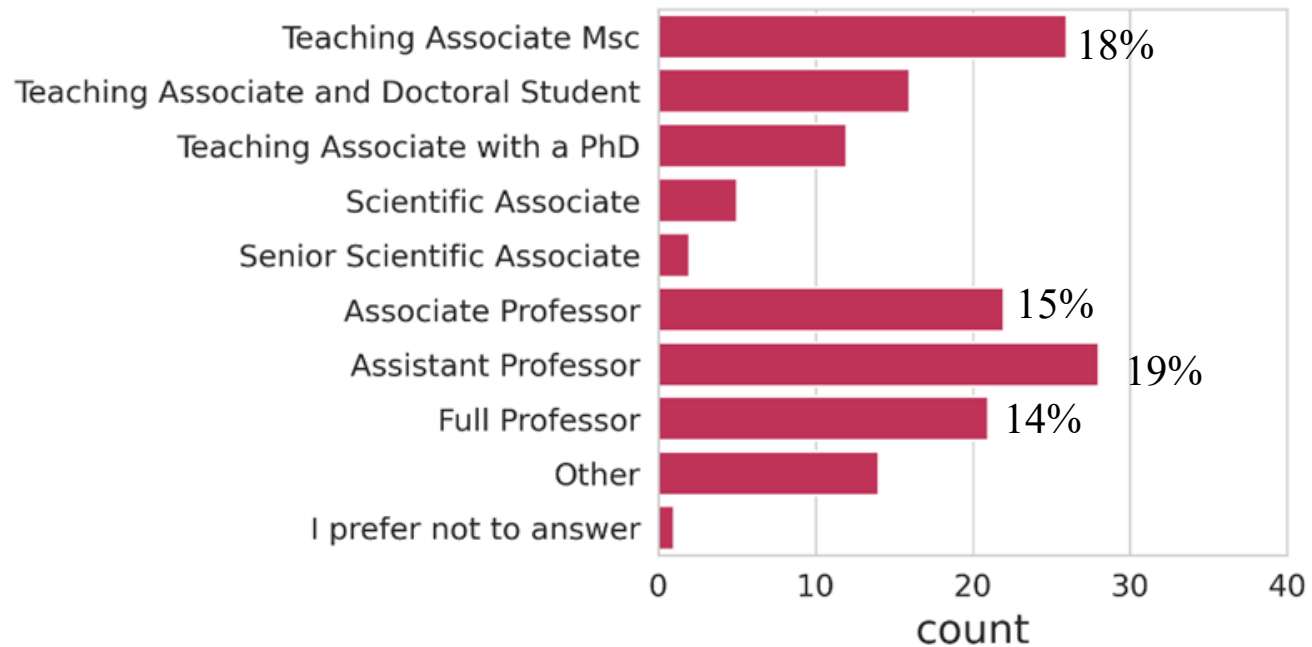
257 participants started filling in the survey  
147 completed the survey



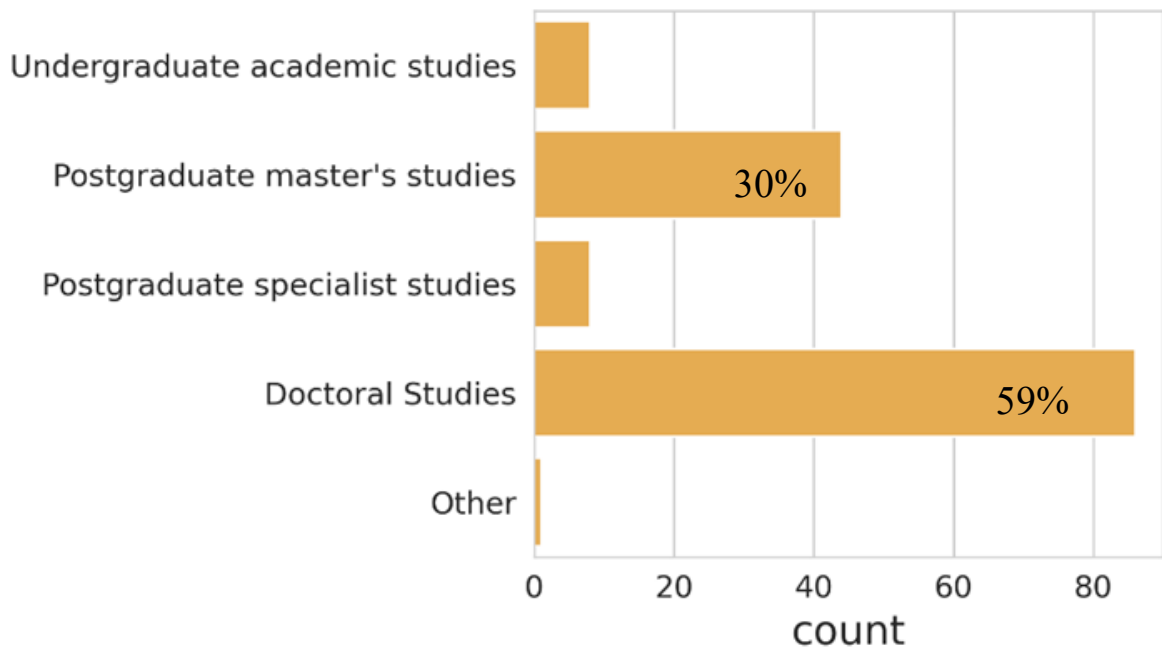
### Gender



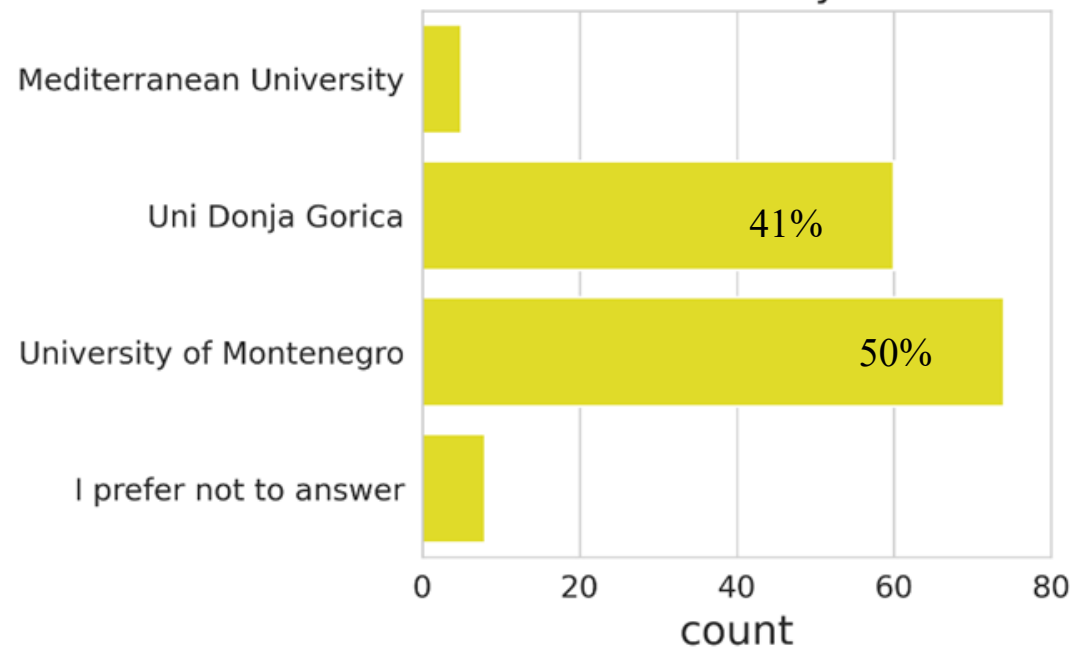
### Position



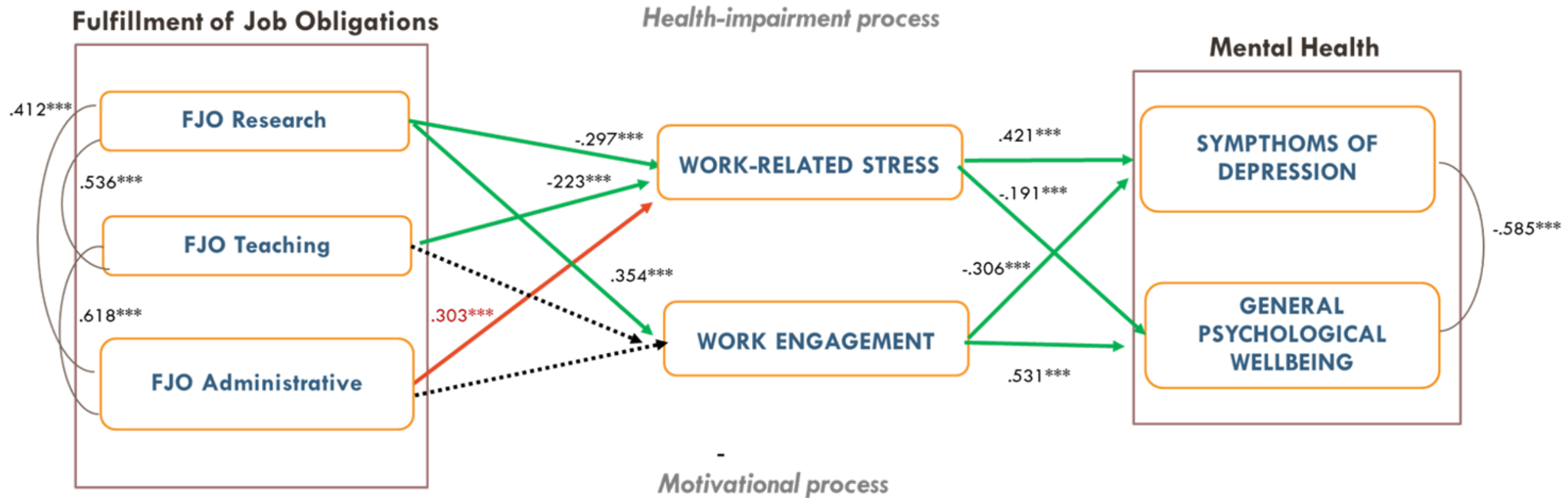
### Education



### University



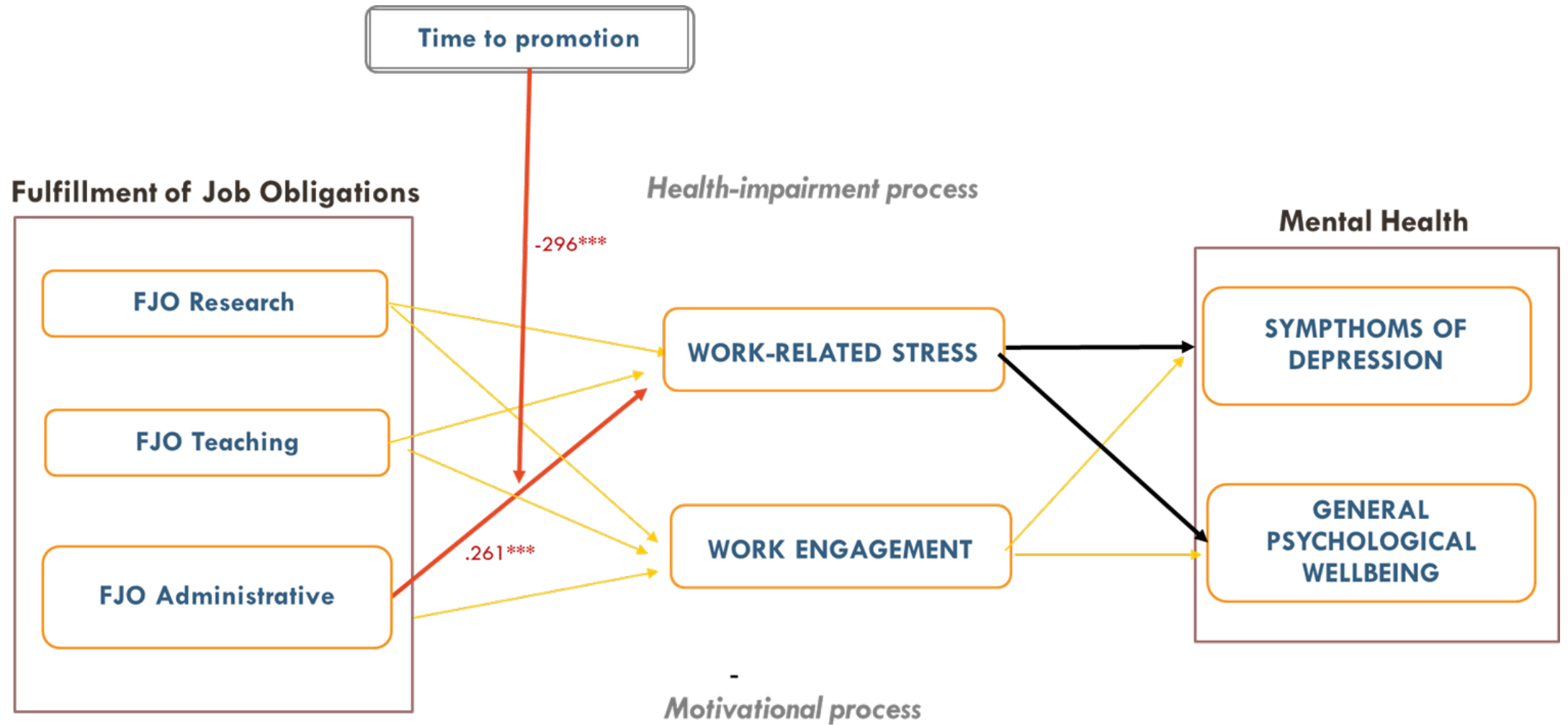
# Montenegrin pilot: Model test



The model showed adequate fit (RMSEA: .06; CFI: .875; SRMR: .06)



# Montenegrin pilot: Model test





# Conclusions

- Need for evidence not only as to the poor state of mental health in Doctoral Education but also what we can do about it
- ReMO Survey will identify
  - Country
  - Institution
  - Departmental
  - Individual

Level correlates of mental health
- Need to examine the role of professional identity in shaping mental health in Academia



# Implications for Advancement of Doctoral Education?

- Benchmarking and generation of norm groups
- Identification of potent contextual antecedents of mental health
- Raising institutional awareness
- Identification of at risk subgroups

**Questions / Do you want to get involved?**  
**Please contact me: [s.t.mol@uva.nl](mailto:s.t.mol@uva.nl)!**

