

Welcome to the central survey of doctoral candidates of the University of Freiburg!

Dear doctorate candidates,

we are pleased that you are participating in the central survey of doctoral candidates of the University of Freiburg. Your experiences during your doctorate are very important to us. The results will be used to evaluate and improve working and career conditions both at the university as a whole and at the faculty level.

This survey will take approximately 15 to 20 minutes. It is not possible to save your progress and continue the survey at a later point. You can find details on the survey project and the responsible contact persons on the website of the Freiburg Graduate Center: www.frs.uni-freiburg.de/en/iga-en/promotion/doc-survey?set_language=en.

Your participation is completely voluntary. **All data will be published exclusively in aggregated, anonymized form**, so that no conclusions can be drawn about individuals. Your contact details are always processed and stored separately from the survey data. Further information on data protection in accordance with Art. 13, 14 GDPR can be found here: www.frs.uni-freiburg.de/en/iga-en/promotion/doc-survey/data-protection. If you have any questions about data protection, you can contact the data protection officer of the University of Freiburg at any time: datenschutzbeauftragter@uni-freiburg.de.

- ☐ * I have read the information on data protection. I am aware that questions will also be asked that concern special categories of personal data, such as questions about health and well-being, questions about sexual orientation, etc. Answering these questions is of course voluntary. I hereby consent to participation in the survey and the associated data processing. Consent is voluntary and can be refused without any disadvantages or revoked at any time without giving reasons. In the event of revocation, the legality of the data processing carried out on the basis of the consent until revocation is not affected. I can simply contact the contact person named in the information to withdraw my consent.

*** In which faculty are you a doctoral candidate?**

[Please choose] 

Are you a member of one of the following structured doctoral programmes?

- ☐ Spemann Graduate School of Biology and Medicine (SGBM)
- ☐ International Max Planck Research School (IMPRS)
- ☐ Collaborative Research Centre (CRC)
- ☐ Research Training Group (RTG)
- ☐ European Training Network
- ☐ Cluster of Excellence (livMats or CIBSS)

☐ No

Why did you start your doctorate?

	fully applies				does not apply at all
Because I am interested in the topic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because I would like to contribute to scientific progress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because it is common in my discipline.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because the people around me expect it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because nothing else materialized.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because I would like to work in academia permanently.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because I would like to contribute to solving urgent societal problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because I would like to increase my reputation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because I would like to improve my career prospects in the job market outside academia.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because a doctoral degree is helpful for achieving a leadership position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because I was encouraged to apply for a doctoral position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because I would like to (re)orient my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

When did you receive written confirmation about your acceptance as a doctoral candidate from the faculty?

Year

The following questions relate to the person who is officially designated as your main supervisor. If you have additional supervisors, questions about the intensity of the supervision will follow on the next page.

How often have you discussed your doctorate with your main supervisor in the last 12 months?

- ☐ Several times a week
- ☐ Once a week
- ☐ Several times a semester
- ☐ About once a semester
- ☐ Less than once a semester
- ☐ I don't know/cannot answer

How would you rate your relationship with your main supervisor?

very
good ☐ ☐ ☐ ☐ ☐ very
poor

To what extent do the following statements apply to your relationship with your main supervisor?

My main supervisor provides constructive criticism on my academic work.

fully applies					does not apply at all	not applicable
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My main supervisor responds to my enquiries within a reasonable amount of time.

fully applies					does not apply at all	not applicable
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My main supervisor takes into account the compatibility of my doctorate and my personal life.

fully applies					does not apply at all	not applicable
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My main supervisor supports me in securing funding for my doctorate.

fully applies					does not apply at all	not applicable
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My main supervisor is strongly committed to ensuring that the guidelines for good scientific practice are implemented.

fully applies					does not apply at all	not applicable
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My main supervisor is interested in my research topic.

fully applies					does not apply at all	not applicable
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My main supervisor supports me in writing scientific publications.

fully applies					does not apply at all	not applicable
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My main supervisor supports me in attending scientific conferences.

fully applies					does not apply	not applicable
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

at all

☐ ☐ ☐ ☐ ☐

My main supervisor includes me in their networks (e.g., academic networks, private sector).

fully applies does not apply at all not applicable

☐ ☐ ☐ ☐ ☐

My main supervisor supports my professional development (e.g., through participation in courses, summer schools, training).

fully applies does not apply at all not applicable

☐ ☐ ☐ ☐ ☐

My main supervisor promotes the development of my personal and general skills.

fully applies does not apply at all not applicable

☐ ☐ ☐ ☐ ☐

My main supervisor discusses my personal career development with me.

fully applies does not apply at all not applicable

☐ ☐ ☐ ☐ ☐

Have you ever considered changing your main supervisor?

- ☐ Yes
☐ No
☐ I don't know/I cannot answer

Do you have additional supervisors besides your main supervisor?

Please consider only those who continuously advise your doctoral project. Reviewers should not be included here.

- ☐ Yes, officially (recorded in the doctoral supervision agreement)
☐ Yes, unofficially (not recorded in the doctoral supervision agreement)
☐ I don't know/I cannot answer
☐ No

Are you familiar with the “Guidelines for Good Supervision of Doctoral Candidates”?

- ☐ Yes
- ☐ No
- ☐ I don't know/I cannot answer

Who supervises your work most closely on a daily basis?

- ☐ My official main supervisor
- ☐ My official second supervisor (if applicable)
- ☐ Another researcher at the University of Freiburg who holds a doctorate
- ☐ Other

Please do not enter any personal data, including of third parties.

What is the position of your (official or unofficial) second supervisor(s)?

- ☐ Professor
- ☐ Senior lecturer with habilitation (Privatdozent*in)
- ☐ Junior professor
- ☐ Junior research group leader
- ☐ Postdoc
- ☐ Other

Please do not enter any personal data, including of third parties.

Is your doctoral supervision agreement regularly reviewed and updated if necessary?

- ☐ Yes
- ☐ No
- ☐ I don't know/I cannot answer

How helpful did you find the “Guidelines for Good Supervision of Doctoral Candidates” in structuring your relationship with your supervisor?

very helpful ☐ ☐ ☐ ☐ ☐ not helpful
at all

How satisfied are you with the supervision of your doctorate in general?

very satisfied ☐ ☐ ☐ ☐ ☐ not
satisfied at
all

Do you ever seriously consider quitting your doctorate?



never



rarely



occasionally



often



constantly

To what extent do the following reasons play a role for your thoughts about quitting?

	plays/played a very significant role	does/did not play a role at all
Workload too high due to employment obligations	<input type="radio"/>	<input type="radio"/>
Change in partner's life situation (e.g., new workplace)	<input type="radio"/>	<input type="radio"/>
Compatibility of doctorate and private life	<input type="radio"/>	<input type="radio"/>
Problems with the supervision of the doctorate	<input type="radio"/>	<input type="radio"/>
Health problems	<input type="radio"/>	<input type="radio"/>
Taking up (other) employment	<input type="radio"/>	<input type="radio"/>
Topic turned out to be difficult to realize	<input type="radio"/>	<input type="radio"/>
Doubts regarding my aptitude for a doctorate	<input type="radio"/>	<input type="radio"/>
Lack of interest in topic of the doctorate	<input type="radio"/>	<input type="radio"/>
Insufficient funding	<input type="radio"/>	<input type="radio"/>
Lack of career perspectives	<input type="radio"/>	<input type="radio"/>
Relocation of the working group/supervisor	<input type="radio"/>	<input type="radio"/>

Have you taught at the University of Freiburg in the past three years?

- ☐ Yes
- ☐ No

How satisfied are you with the following research conditions at the University of Freiburg?**Access to laboratories**

very satisfied not satisfied at all not applicable

☐ ☐ ☐ ☐ ☐ ☐

Laboratory equipment

very satisfied not satisfied at all not applicable

☐ ☐ ☐ ☐ ☐ ☐

Office equipment

very satisfied not satisfied at all not applicable

☐ ☐ ☐ ☐ ☐ ☐

Access to own workplace (if needed)

very satisfied not satisfied at all not applicable

☐ ☐ ☐ ☐ ☐ ☐

Library (literature provision, services)

very satisfied not satisfied at all not applicable

☐ ☐ ☐ ☐ ☐ ☐

Personnel resources (e.g., support from student assistants)

very satisfied not satisfied at all not applicable

☐ ☐ ☐ ☐ ☐ ☐

University IT services

very satisfied not satisfied at all not applicable

☐ ☐ ☐ ☐ ☐ ☐

Access to core facilities*

very satisfied not satisfied at all not applicable

☐ ☐ ☐ ☐ ☐ ☐

*Core facilities concentrate large-scale equipment that cannot be purchased by individual users due to its high complexity or high cost at a single location.

Are you currently obliged to teach at the University of Freiburg?

- ☐ Yes, through my employment contract at the University of Freiburg
- ☐ Yes, even though it is not stated in an employment contract
- ☐ No

Please assess the extent to which the following statements about motivation and opportunities in teaching apply to you:

	fully applies					does not apply at all
Teaching allows me to pursue an important aspect of my academic profession.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy teaching students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching is personally important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can handle even difficult aspects of teaching well (e.g., dealing with a heterogeneous student population).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I always learn something interesting through teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can teach in the way I find meaningful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching experience is an important prerequisite for my further career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would prefer to avoid teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to spend more time on my teaching than I would like.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had a good entry into teaching (e.g., through organisational support or through being accompanied by experienced teachers).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are you doing your doctorate during your studies?

- ☐ Yes
- ☐ No

What is currently the main source of funding for your doctorate?

- ☐ Own income (e.g., employment at the university for the purpose of the doctorate, freelance work)
- ☐ Scholarship/fellowship
- ☐ Own funds acquired/saved before the doctorate
- ☐ Support from parents, relatives, and/or partner
- ☐ Loan
- ☐ Unemployment benefits
- ☐ Other sources of funding

How confident are you that you have sufficient funding until the end of your doctorate?

(If you are planning to receive unemployment benefits during the final stage of your doctorate this should not be considered sufficient funding for the question at hand.)

very confident ☐ ☐ ☐ ☐ ☐ not confident at all

How many hours per week do you work on average?

Please indicate your total working time per week, including both the work related to your research and non-research related employment. Do not include household or care work.

hours per week

Based on this total working time, how many hours a week do you work on your doctorate on average?

hours per week

In your opinion, which of the following activities takes up an unreasonable amount of time next to your own research?

- ☐ Preparation and delivery of teaching
- ☐ Supervision of students
- ☐ Committee work
- ☐ Other research projects
- ☐ Self-administration (e.g., scheduling)
- ☐ Continuing education and qualification courses
- ☐ Writing grant applications
- ☐ Further job-related duties and other

☐ not applicable

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What is the total duration (in months) of your scholarship/fellowship?

If you have more than one scholarship/fellowship, please refer to the one with the longest duration.

months

How do you generate your income?

- ☐ Employment contract with the University of Freiburg for the purpose of the doctorate (research assistant)
- ☐ Employment contract with the University of Freiburg unrelated to doctorate (e.g., secretarial position, administrative staff)
- ☐ Employment contract with a non-university research institution (e.g., Fraunhofer Institute)
- ☐ Employment contract with the University Medical Center
- ☐ Other employment outside of the University of Freiburg
- ☐ Self-employed or freelance work

Do you typically have at least one day off per week (so at least one out of seven)?

(Meaning a day on which you do not work on your doctorate or engage in any other employment)

- ☐ Yes
- ☐ No
- ☐ I don't know/I cannot answer

What is the total duration (in months) of your current contract?

If you have more than one contract, please refer to the contract with the longest duration.

- ☐ limited to months
- ☐ unlimited

What is your employment percentage?

Please indicate the percentage specified in your employment contract, regardless of whether or how much time is allocated for your own research. If you have multiple employment contracts, please add up the percentages.

percent

How satisfied are you overall with your financial situation?

very
satisfied

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

not
satisfied at
all

How satisfied are you with the current balance between your professional and private life?

very
satisfied

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

not
satisfied at
all

Where do you have the greatest need for further training in connection with your doctorate?

- ☐ Personal career planning and development
- ☐ Good scientific practice
- ☐ Conflict management
- ☐ Mental health
- ☐ Scientific writing and publishing
- ☐ Presentation skills
- ☐ Administrative tasks
- ☐ Higher education didactics/teaching skills
- ☐ Leadership skills
- ☐ Advising/supporting students
- ☐ Project management
- ☐ Research funding and proposal writing
- ☐ Application training
- ☐ Time and self-management
- ☐ Professional handling of diversity
- ☐ Science communication

How familiar are you with the following advising, qualification, and support services offered by the Freiburg Graduate Centre?

Courses and workshops offered as part of the qualification programme for doctoral candidates

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Advising services of the Freiburg Graduate Centre (e.g., funding advice, conflict management)

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Central ombuds process

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Individual coaching services (by external coaches)

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Individual career coaching

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Language tandems for doctoral candidates

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

“Doc on!” Welcome event for doctoral candidates

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

GraCe travel grants

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How familiar are you with the following advising, qualification, and support services offered by the University of Freiburg and affiliated institutions?

AdvanceMent mentoring programme

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Research funding from the “Wissenschaftliche Gesellschaft” (e.g., travel grants)

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Training and advising services of the University Library (e.g., on open access publications, literature management)

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Courses offered by the Internal Professional Development Department (“Interne Fort- und Weiterbildung”) (for employees)

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Counselling and training by the Department of Higher Education Didactics

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Language courses offered by the Language Teaching Centre (“Sprachlehrinstitut”)

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Welcome service of the International Office

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Advising by the International Office on stays abroad

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Start-up consulting

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Central Office against Discrimination and Abuse of Power

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Family Services

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Representative for Employees with Disabilities

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Equal Opportunity Office

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Psychotherapeutic counselling service of the Studierendenwerk Freiburg-Schwarzwald (for enrolled doctoral candidates)

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

External Counselling Service – assistance with crises, conflicts, addiction problems (for employees)

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Staff Council (“Personalrat”)

have used	familiar, but have not used yet	unfamiliar	not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with the existing offers and what additional advising or qualification offers would you like to see?

Please do not enter any personal data (including of third persons) in this field.

Are you familiar with the doctoral candidates’ representation at the University of Freiburg?
e.g., faculty-level doctoral convents or the university-wide Joint Working Committee (GAA)

- ☐ Yes
☐ No

The following questions deal with your mental health and well-being. We would like to emphasize again that this data will only be analysed in anonymized form. It will not be possible to identify individual respondents on the basis of the published results.

Please indicate the extent to which the following statements apply to you.

I enjoy my scientific work.

yes	rather yes	undecided	rather no	no
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My doctoral environment supports a good work-life balance.

yes	rather yes	undecided	rather no	no
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The people in my doctoral environment work many overtime hours, including at night or on weekends (work without limits).

yes	rather yes	undecided	rather no	no
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I have considered seeking professional help for my mental health (e.g., anxiety, depression, burnout, addiction, etc.) in connection with my doctorate.

yes	rather yes	undecided	rather no	no
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often have you felt impaired by the following symptoms in the past two weeks?

Little interest or pleasure in doing things

not at all	on some days	on more than half of the days	almost every day
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Feeling down, depressed, or hopeless

not at all	on some days	on more than half of the days	almost every day
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Trouble falling or staying asleep, or sleeping too much

not at all	on some days	on more than half of the days	almost every day
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Feeling tired or having little energy

not at all	on some days	on more than half of the days	almost every day
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Poor appetite or overeating

not at all	on some days	on more than half of the days	almost every day
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Feeling bad about yourself – or that you are a failure or have let yourself or your family down

not at all	on some days	on more than half of the days	almost every day
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Trouble concentrating on things, such as reading the newspaper or watching television

not at all	on some days	on more than half of the days	almost every day
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.

not at all	on some days	on more than half of the days	almost every day
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Did you indicate “on some days“ or a higher value for many items? If yes, it might be helpful to receive professional assistance from one of the contact points listed here: uni-freiburg.de/university/help-in-emergencies/.

In case you indicated symptoms: to what extent do the following aspects play a role for these?

	plays a major role		does not play a role	
Fixed-term contracts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expectation of spatial mobility and flexibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expectation to write a high-quality doctoral thesis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expectation to publish extensively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compatibility of academia and family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours without limits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uncertain career prospects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial strain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicts in the department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The University of Freiburg sees diversity as enrichment and states in its mission statement: “there should be no place for exclusion and discrimination here.” The university would like to know how well it lives up to this claim.

Please indicate the extent to which the following statements apply to you (explanations of the terms used can be found directly below).

Please refer to the period since the beginning of your doctorate at the University of Freiburg.

- ☐ I have observed discrimination at the University of Freiburg.
- ☐ I have personally experienced discrimination at the University of Freiburg.
- ☐ I have observed sexual harassment at the University of Freiburg.
- ☐ I have personally experienced sexual harassment at the University of Freiburg.
- ☐ I have observed bullying at the University of Freiburg.
- ☐ I have personally experienced bullying at the University of Freiburg.
- ☐ None of these.
-
- ☐ I prefer not to comment.

Discrimination occurs when individuals are disadvantaged, excluded, harassed, or demeaned based on one or more attributed characteristics or group affiliations, such as origin, gender, gender identity, age, religion, disability, chronic illness, sexual orientation, weight, social status, and others.

Bullying refers to negative communicative actions directed against a person (by one or more others) that often occur over an extended period and characterize the relationship between the perpetrator and the victim.

Sexual harassment is unwanted, sexually determined behaviour that violates the dignity of the person concerned, particularly if it creates an environment that is characterized by intimidation, hostility, humiliation, degradation, or insults. This includes unwanted sexual acts and requests for such acts, sexually determined physical contact, remarks of a sexual nature, as well as the unwanted display or posting of pornographic material.

Which characteristics played a role in the discrimination?

- ☐ Sexual identity
 - ☐ Gender identity
 - ☐ Age
 - ☐ Nationality/migration background
 - ☐ Religion/faith community
 - ☐ Educational background
 - ☐ Illness/disability
 - ☐ Physical appearance
 - ☐ Other
-
- ☐ I prefer not to comment.

Who was responsible for the discrimination you experienced or observed?

- ☐ Higher-ranking staff members in a department/research group (e.g., supervisors, advisors, professors)
 - ☐ Doctoral candidates or students
 - ☐ Staff members in the central administration, faculty, or examination office
 - ☐ Another person at the University of Freiburg
 - ☐ Not individuals, but administrative/infrastructural/organizational conditions (e.g., forms, rooms)
-
- ☐ I prefer not to comment.

If you have experienced discrimination, you can reach out to the point of contact 'protect' confidentially at uni-freiburg.de/gdape-en/protect/. There you can also find further contact persons and counselling offers within and outside the university.

The following question pertain to your perception of how the University of Freiburg handles diversity.

Please read the following statement: "The diversity and differences among employees are sources of enrichment, not obstacles."

The employees in my immediate environment generally agree with this statement ...

strongly agree strongly disagree

☐ ☐ ☐ ☐ ☐

How satisfied are you personally all in all with the conditions for doctoral studies at the University of Freiburg?

very
satisfied

☐ ☐ ☐ ☐ ☐

not
satisfied at
all

What suggestions and requests do you have for improving the conditions for doctoral studies at the University of Freiburg?

Please do not enter any personal data, including of third parties.

How satisfied are you currently with your life overall?

very
satisfied

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

not
satisfied at
all

If you could do it over again, would you still choose to start a doctoral thesis?

yes

☐

rather yes

☐

undecided

☐

rather no

☐

no

☐

What type of position do you aspire to primarily in the long term?

- ☐ Professorship
 - ☐ Other position in science (within or outside the university)
 - ☐ Employee in science management/higher education management
 - ☐ Position in public service outside of academia
 - ☐ Position in private sector/industry/culture/society/think tank/NGO
 - ☐ Self-employment/founding a company
 - ☐ Other
-
- ☐ I do not know yet.

Certain groups of people are underrepresented in the scientific system and/or at higher risk of experiencing disadvantages. In order to have a better picture of structural inequality and further develop the university's diversity efforts, we ask that you provide information on diversity characteristics. Providing this information is voluntary.

What is your gender?

To protect your anonymity, the wide variety of gender identities is summarized as "diverse/non-binary/other". We are aware that these are very different identifications and that this list is not exhaustive.

- ☐ Male
 - ☐ Female
 - ☐ Diverse/non-binary/other
-
- ☐ I prefer not to comment.

How old are you?

- ☐ 25 or younger
 - ☐ 26 to 30
 - ☐ 31 to 35
 - ☐ 36 to 40
 - ☐ 41 to 45
 - ☐ 46 to 55
 - ☐ 56 to 65
 - ☐ 66 or older
-
- ☐ I prefer not to comment.

What is your nationality?

Please select all that apply.

- ☐ German
 - ☐ Other European (EU)
 - ☐ Other European (Non-EU)
 - ☐ Non-European
 - ☐ Stateless
-
- ☐ I prefer not to comment.

Have you or your parents immigrated to Germany?

- ☐ Yes, myself
- ☐ Not me, but one parent
- ☐ Not me, but both parents
- ☐ No

☐ I prefer not to comment.

Is German your first language or one of your first languages?

- ☐ Yes
- ☐ No

☐ I prefer not to comment.

Do you identify with a group of people who, due to their appearance, name, or other characteristics, have an increased risk of experiencing racial discrimination in Germany?

- ☐ Yes
- ☐ No
- ☐ No, but others often perceive me that way

☐ I prefer not to comment.

Which of the following terms best reflects how you think of yourself?

To protect your anonymity, responses of “homosexual, bisexual, pansexual, queer” are grouped together. We are aware that these are very different identifications and that this list is not exhaustive.

- ☐ Heterosexual
- ☐ Homosexual, bisexual, pansexual, queer
- ☐ I don't know

☐ I prefer not to comment.

What is the highest level of education attained by at least one of your parents?

- ☐ Left school without a degree
 - ☐ Secondary school certificate
 - ☐ Certificate equivalent to German "Mittlere Reife/Realschulabschluss"
 - ☐ Higher education entrance qualification (e.g. "Abitur", A-levels or equivalent)
 - ☐ University degree
 - ☐ Doctorate or habilitation
 - ☐ Education level unknown
-
- ☐ I prefer not to comment.

Do you have any of the following disabilities?

- ☐ Chronic illness
 - ☐ Mental illness (e.g., depression, eating disorder)
 - ☐ Physical disability (e.g., visual impairment, hearing impairment, speech impairment, mobility impairment)
 - ☐ Specific learning disorder (e.g., dyslexia/dyscalculia)
 - ☐ Other disability
 - ☐ I prefer not to disclose the nature of my disability.
 - ☐ No
-
- ☐ I prefer not to comment.

Do you have children living with you for whom you are responsible?

- ☐ Yes, I am solely responsible
 - ☐ Yes, responsibility is shared
 - ☐ No
-
- ☐ I prefer not to comment.

Are you currently responsible for caring for one or more people in need of special care or assistance?

- ☐ Yes, I am solely responsible
- ☐ Yes, responsibility is shared
- ☐ No
-
- ☐ I prefer not to comment.

You have now answered all the questions.

If you would like to provide any additional feedback regarding this survey, you can do so here.

Please do not enter any personal data, including of third parties.

Thank you very much for your participation!

You are making a valuable contribution to quality assurance at the University of Freiburg. The results are expected to be published in the spring of 2025 on the website of the Freiburg Graduate Centre.

We would like to inform you that a survey of all graduates of the University of Freiburg will be conducted starting in mid-November. If you belong to this group, we kindly ask that you also participate in this survey.

The next page will take you to the prize raffle.

Take part in our prize raffle!

To thank you for your time we are giving away **5 tickets for the Europapark, 9 vouchers each worth 10€ for a bookstore in Freiburg, and for 5 people a secure spot in a course of your choice within the qualification programme offered by GraCe during the summer semester 2025 (bypassing the usual draw procedure).**



Notes on data protection

Your participation in the prize draw is voluntary. Your contact details will only be used for handling the prize draw and are always processed and stored separately from the survey data. Further information on data protection in accordance with Art. 13, 14 GDPR can be found here: www.frs.uni-freiburg.de/iga/promotion/promovierendenbefragung/datenschutz. If you have any questions about data protection, you can contact the data protection officer of the University of Freiburg at any time: datenschutzbeauftragter@uni-freiburg.de.

Email address for prize raffle

If you would like to participate in the raffle, please consent to the data processing and subsequently enter an email address where we can contact you. This address will be stored separately from your previous information and cannot be linked to the other information provided.

☐ I have read the information on data protection. I hereby consent that my contact details may be processed for the prize draw. Consent is voluntary and can be refused without any disadvantages or revoked at any time without giving reasons. In the event of revocation, the legality of the data processing carried out on the basis of the consent until revocation is not affected. I can simply contact the contact person named in the information to withdraw my consent.

Thank you

Your responses have been saved. You may now close the browser window.