

Welcome to the central postdoc survey of the University of Freiburg!

Dear participants,

we are pleased that you are participating in the postdoc survey of the University of Freiburg. Your experiences as researchers at our university 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 Department for Equity, Diversity and Academic Personnel Development: gdape.uni-freiburg.de/en/academic-personnel-development/postdoc-survey.

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?set_language=en. 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.

*** With which faculty are you associated?**

(Employees of the university clinic belong to the Faculty of Medicine.)

[Please choose]

**Are you a member of one of the following projects?**

- ☐ Cluster (livMats or CIBSS)
- ☐ Collaborative Research Centre (CRC)
- ☐ Other joint research project
- ☐ No

To which of the following groups do you belong?

The answer represent job profiles as well as qualification standards. Please select all categories that apply to you.

- ☐ Postdoc on a fixed-term contract
- ☐ Habilitation candidate
- ☐ Scholarship holder
- ☐ Junior research group leader
- ☐ Senior lecturer with habilitation (Privatdozent*in)
- ☐ Researcher on a permanent contract
- ☐ Medical doctor (active in research)
- ☐ Other

Why did you decide to stay in academia after completing 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 I would like to (re)orient my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How important were the following aspects in your choice of the University of Freiburg?

	very important				not important at all
Good reputation of the university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scientific reputation of the department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scientific reputation of individual professors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to implement my research idea	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job offer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Area of specialization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attractiveness of the city/region	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good ranking results of the University of Freiburg	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social contacts (family, partner, friends)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proximity to original place of residence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had no other option	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

When did you complete your doctorate?

(This refers to the date of your final oral exam, not the date of publishing the doctoral thesis or the delivery of your certificate.)

Year

Were you already employed at other universities before your current position at the University of Freiburg?

(Please do not consider positions as student assistant.)

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

Do you have performance reviews/career discussions (annual appraisals) with your superior at least once a year?

☐ Yes

☐ No

How would you rate your relationship with your superior?

very good

☐ ☐ ☐ ☐ ☐

very poor

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

My superior 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"/>	<input type="radio"/>	<input type="radio"/>

My superior 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"/>	<input type="radio"/>	<input type="radio"/>

My superior takes into account the compatibility of my scientific work 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"/>	<input type="radio"/>	<input type="radio"/>

My superior 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"/>	<input type="radio"/>	<input type="radio"/>

My superior 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"/>	<input type="radio"/>	<input type="radio"/>

My superior 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"/>	<input type="radio"/>	<input type="radio"/>

My superior supports me in attending scientific conferences.

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

applies

apply at
all☐☐☐☐☐☐

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

fully
appliesdoes not
apply at
all☐☐☐☐☐

not applicable

☐

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

fully
appliesdoes not
apply at
all☐☐☐☐☐

not applicable

☐

My superior promotes the development of my personal and general skills.

fully
appliesdoes not
apply at
all☐☐☐☐☐

not applicable

☐

My superior discusses my personal career development with me.

fully
appliesdoes not
apply at
all☐☐☐☐☐

not applicable

☐

Have you seriously considered leaving academia in the past 24 months?

☐ Yes☐ No

To what extent do the following reasons play a role in this?

	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"/>	<input type="radio"/>
Change in partner's life situation (e.g. new workplace)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compatibility of academia and private life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problems with superiors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking up (other) employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research topic turned out to be difficult to realize	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doubts regarding my aptitude for academia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of interest in my research topic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insufficient funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of career perspectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relocation of the working group/superior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have (soon) exhausted the full time allowed under the WissenschaftszeitVertragsGesetz	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you currently hold a leadership role at the University of Freiburg?

- ☐ Yes, I provide guidance to others on content questions, but I am not responsible for personnel decisions.
- ☐ Yes, I provide guidance to others on content questions and I am responsible for personnel decisions.
- ☐ No

Have you ever attended training on the topic of leadership or staff guidance?

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

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

- ☐ Yes
- ☐ No

Do you supervise doctoral candidates?

- ☐ Yes, I am an official supervisor
- ☐ Yes, I supervise informally
- ☐ 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
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>

Laboratory equipment

very satisfied					not satisfied at all		not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>

Office equipment

very satisfied					not satisfied at all		not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>

Library (literature provision, services)

very satisfied					not satisfied at all		not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>

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

very satisfied					not satisfied at all		not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>

University IT services

very satisfied					not satisfied at all		not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>

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.

How satisfied are you personally with the conditions for research at the University of Freiburg?

very
satisfied

☐ ☐ ☐ ☐ ☐

not
satisfied at
all

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 my employment contract at the University of Freiburg
- ☐ Yes, on the basis of Venia Legendi
- ☐ 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"/>

How satisfied are you personally with the conditions for teaching at the University of Freiburg?

very satisfied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	not satisfied at all
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How often do you talk with the doctoral candidates that you supervise about their research project?

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

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

- ☐ Yes
- ☐ No
- ☐ Don't know/cannot answer

Are you familiar with the following advising, qualification, and support services for doctoral candidates?

	familiar	unfamiliar	not applicable
Courses and workshops offered as part of the qualification programme for doctoral candidates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advising services of the Freiburg Graduate Centre (e.g., funding advice, conflict management)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Central ombuds process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual coaching services (by external coaches)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual career coaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language tandem search service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
“Doc on!” Welcome event for doctoral candidates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
GraCe travel grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you regularly conduct performance reviews (annual appraisals) with these people?

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

What suggestions or requests do you have for improving the conditions for research and teaching at the University of Freiburg?

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

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.

- ☐ 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 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 per week do you spend on your own research projects 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 and doctoral candidates
 - ☐ 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

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

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

very
satisfied

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

not
satisfied at
all

How satisfied are you overall with your financial situation?

very
satisfied

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

not
satisfied at
all

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

- ☐ 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/appointment training (Berufung)
- ☐ 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 Department of Equity, Diversity and Academic Personnel Development?

Courses and workshops offered as part of the qualification programme for postdocs

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

Coaching offers

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

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"/>

CORA Coaching Women for Research and Academia

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

Postdoc start events

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"/>



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

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"/>

Advice on third-party funding from the Science Support Centre or the EU-Office

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”)

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"/>

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"/>

External Counselling Service – assistance with crises, conflicts, addiction problems

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.

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 research 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 research 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 research.

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	almost every
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half of the days day

☐ ☐ ☐ ☐

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

☐ ☐ ☐ ☐

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 high-quality publications	<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 employment 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

☐ ☐ ☐ ☐ ☐

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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 work in academia after your doctorate?

yes rather yes undecided rather no no

☐ ☐ ☐ ☐ ☐

Are you aiming for a habilitation?

- ☐ Yes
- ☐ No
- ☐ I don't know yet
- ☐ Already completed

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.

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.

Where did you obtain your doctorate?

- ☐ In Germany
 - ☐ In a European country (EU)
 - ☐ In a European country (Non-EU)
 - ☐ In a non-European country
-
- ☐ 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 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.

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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 Department of Equality, Diversity, and Academic Staff Development.

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 2 day tickets for the Europapark and for 5 people the option to ...



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: gdape.uni-freiburg.de/de/bereich-akademische-personalentwicklung/postdoc-befragung/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.

Albert-Ludwigs-Universität Freiburg – 2024