

UNIVERSITÄT
LUZERN

MOL
MITTELBAUORGANISATION UNIVERSITÄT LUZERN



MOL SURVEY

WWW.UNILU.CH/MITTELBAU

PARTICIPANTS

PRELIMINARY REMARKS

Target population

- Appr. 320 mid-level collaborators on various levels and with various tasks
- Response from $N = 105$ (appr. 1/3 of all employees)
- Non-response due to various reasons
 - Concerns about privacy and negative consequences due to responses
 - Not reachable via our MOL channels and ways of recruitment (e.g., not working / no office at the university)

Career Level

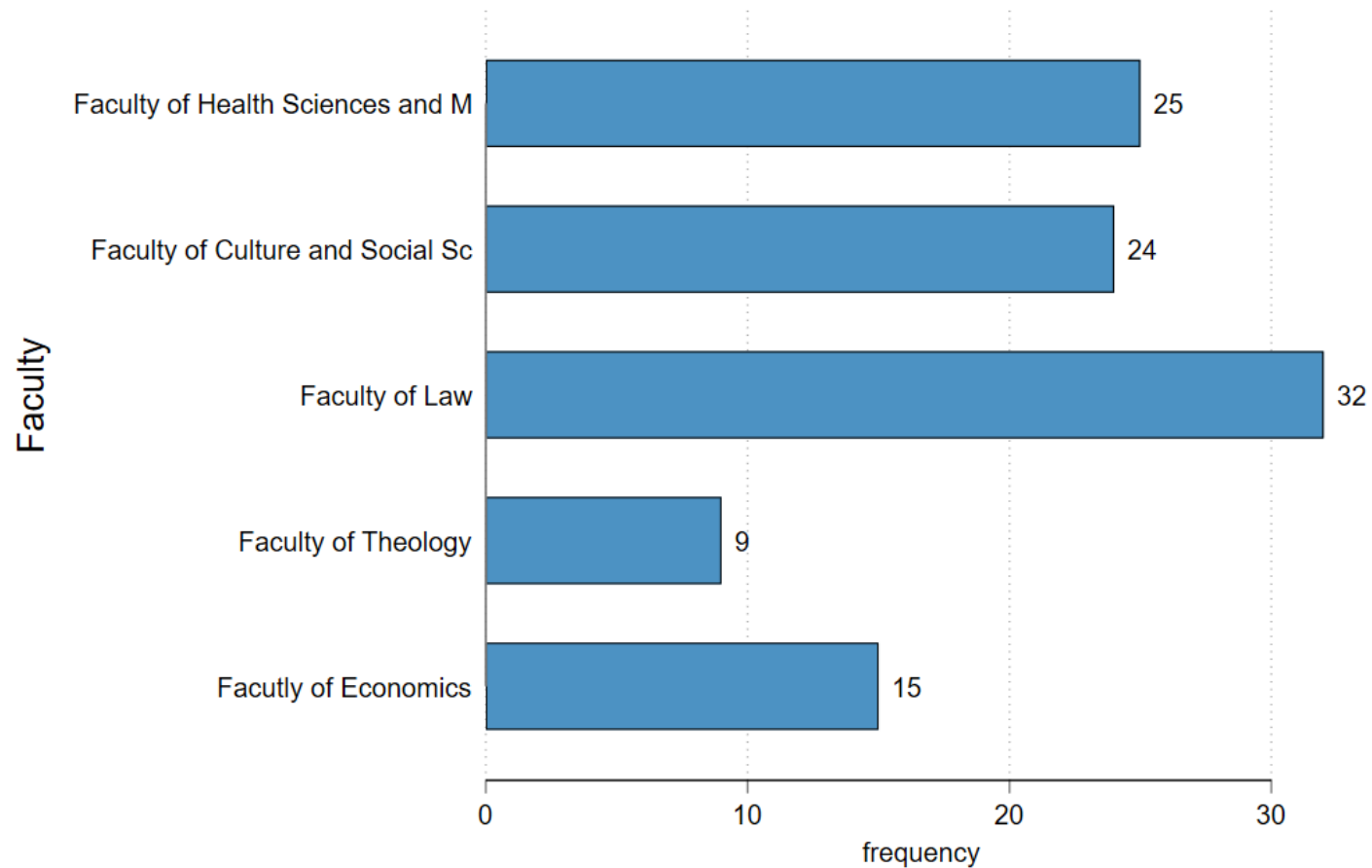
- Pre-PhD: $n = 80$
- Post-PhD: $n = 25$

Type of contract

- 100 (out of 105) fixed-term

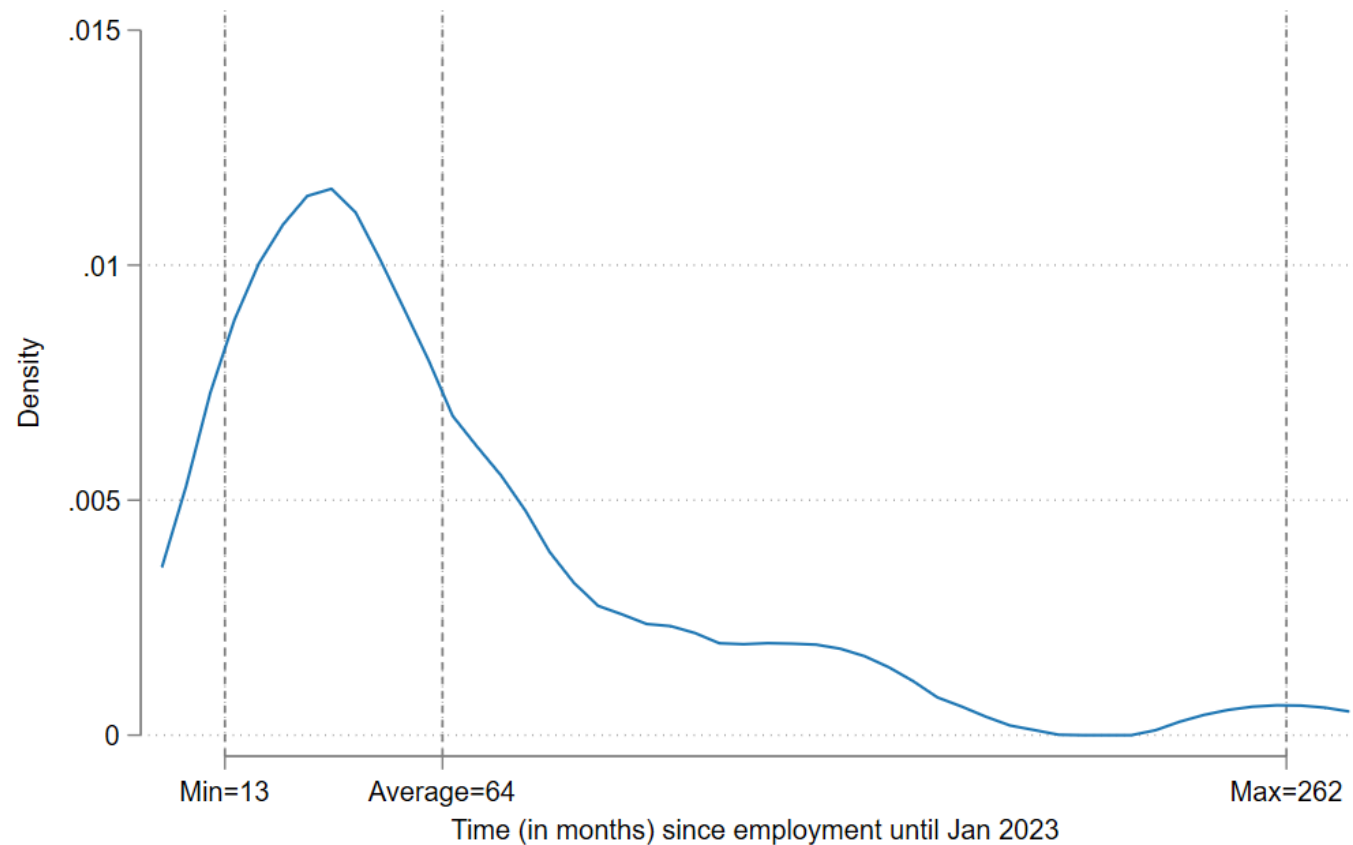
PARTICIPANTS

- At which faculty are you employed?



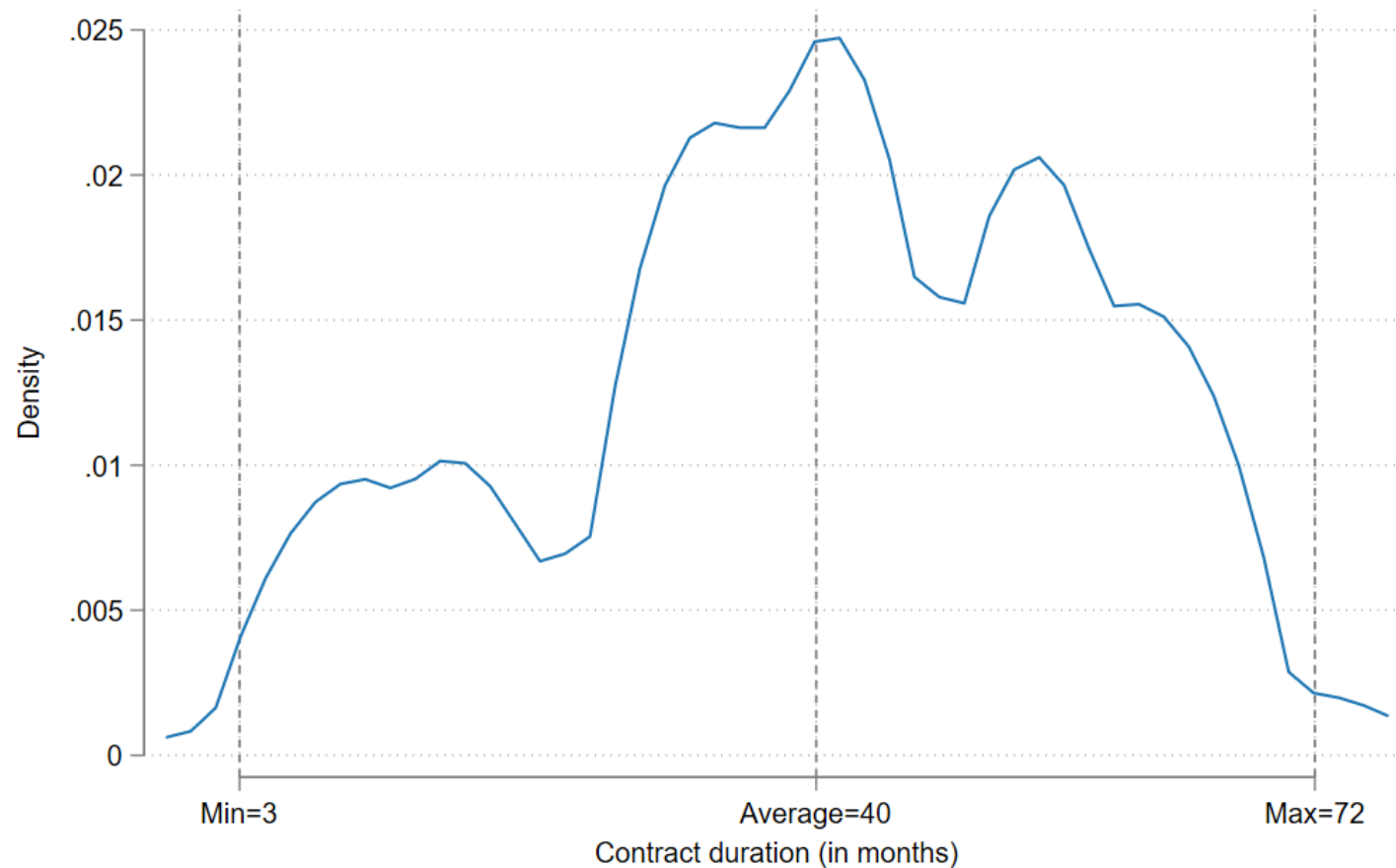
PARTICIPANTS

- How long have you worked at a university or other scientific teaching or research institution?
(excluding employment as a student assistant)



PARTICIPANTS

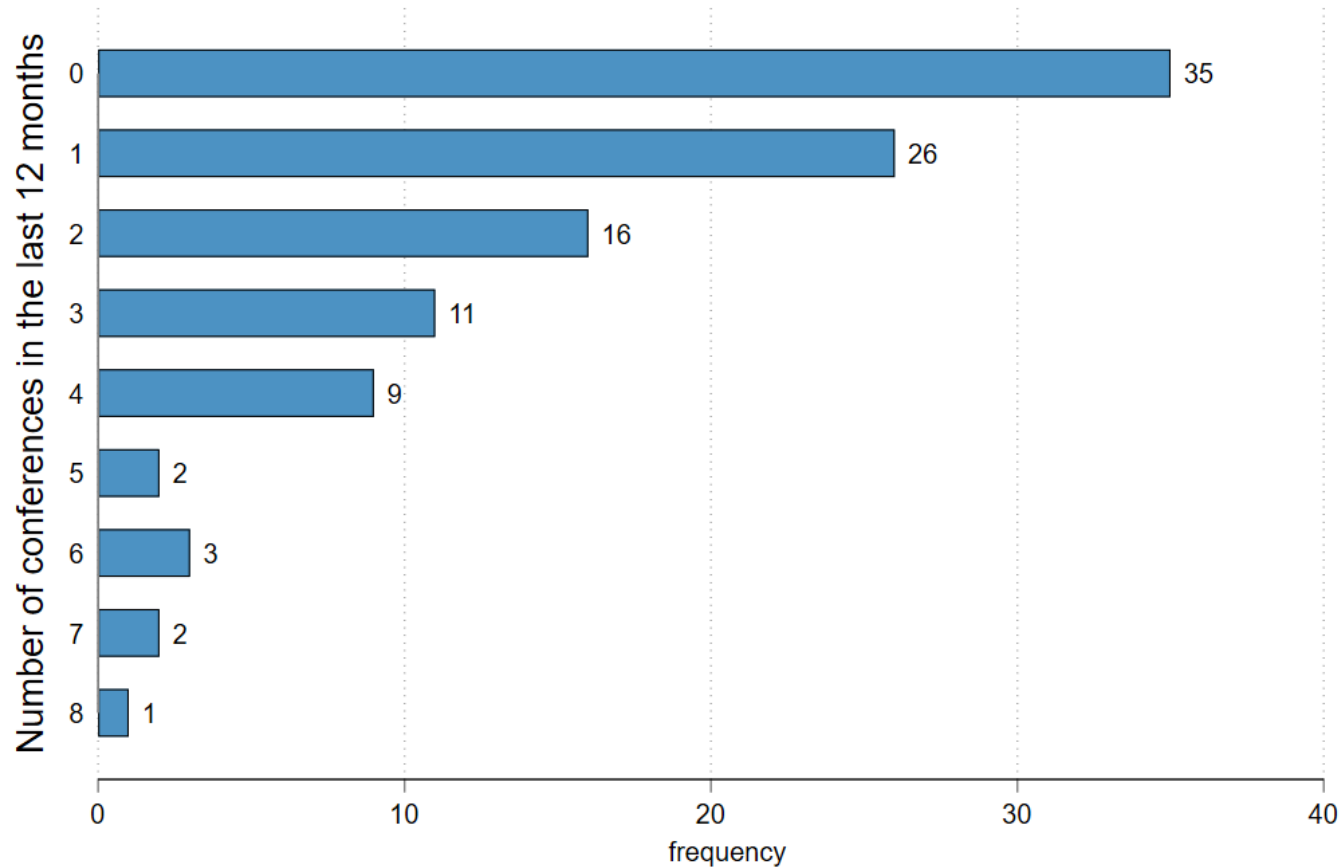
For how long is your contract / scholarship currently limited? This refers to the total duration and not the remaining term.



CONFERENCES & FURTHER EDUCATION

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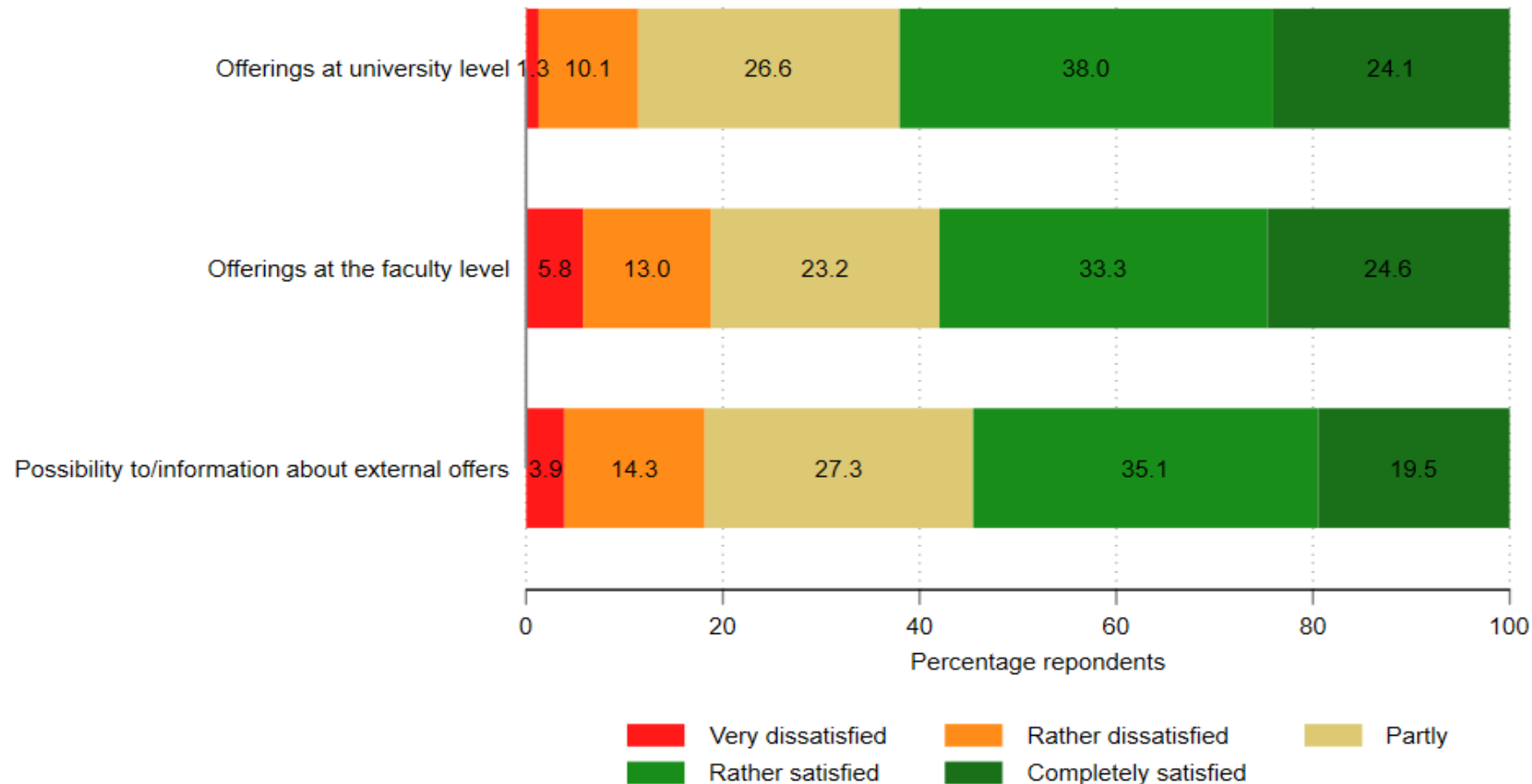
- How many conferences have you attended within the last 12 months?



Out of 105 respondents, 70 participated in a conference at least once during the last 12 months. 3 paid for the conference expenses themselves,

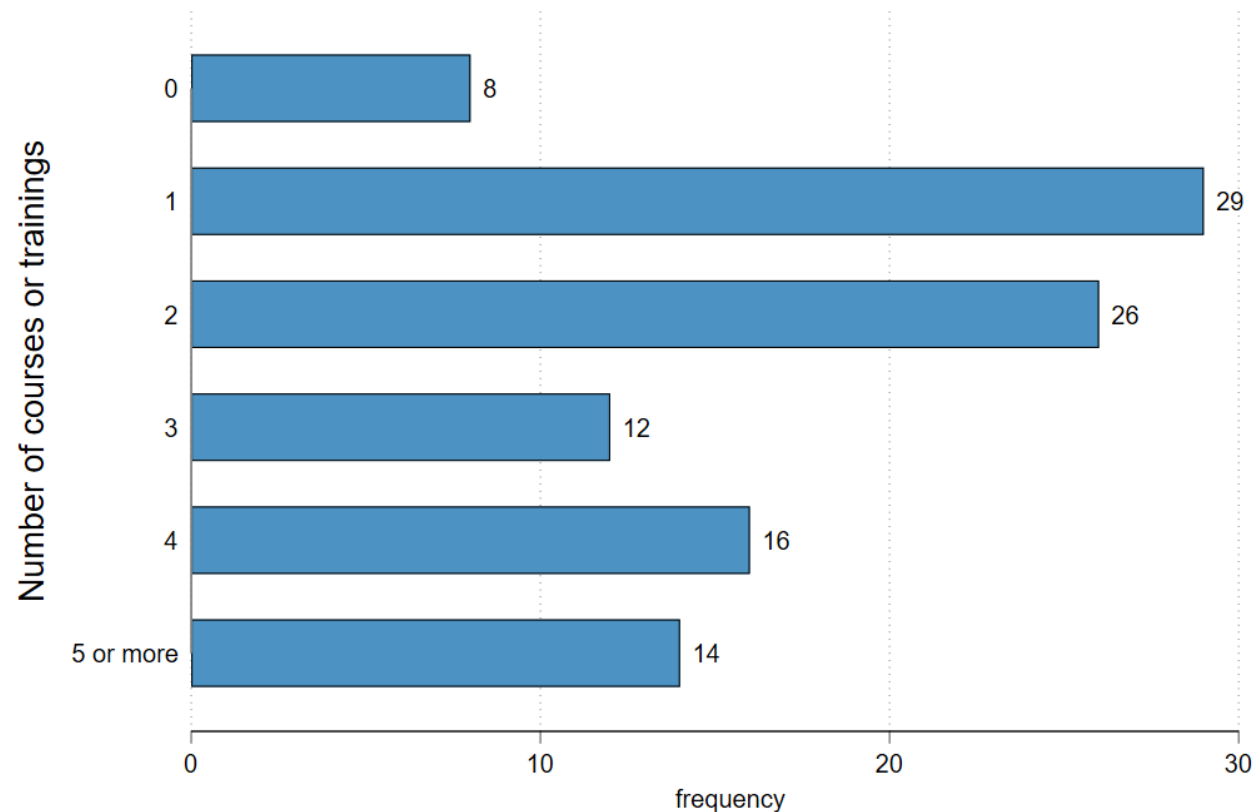
CONFERENCES & FURTHER EDUCATION

- How satisfied are you with the opportunities you are given for continuing education or training?



CONFERENCES & FURTHER EDUCATION

- How many courses of continuing education or training have you attended within the last 12 months?

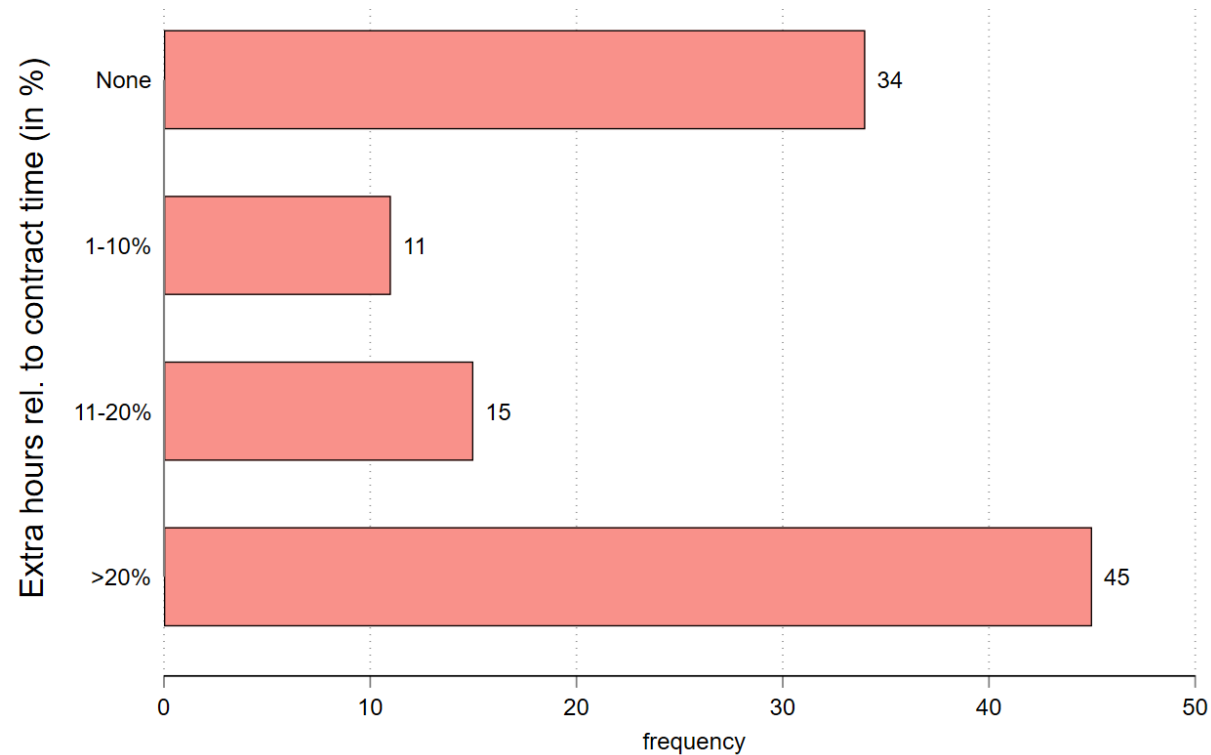


Out of 105 respondents, 98 participated in a course or a training, of which seven paid for, at least part of it/them

WORKING HOURS

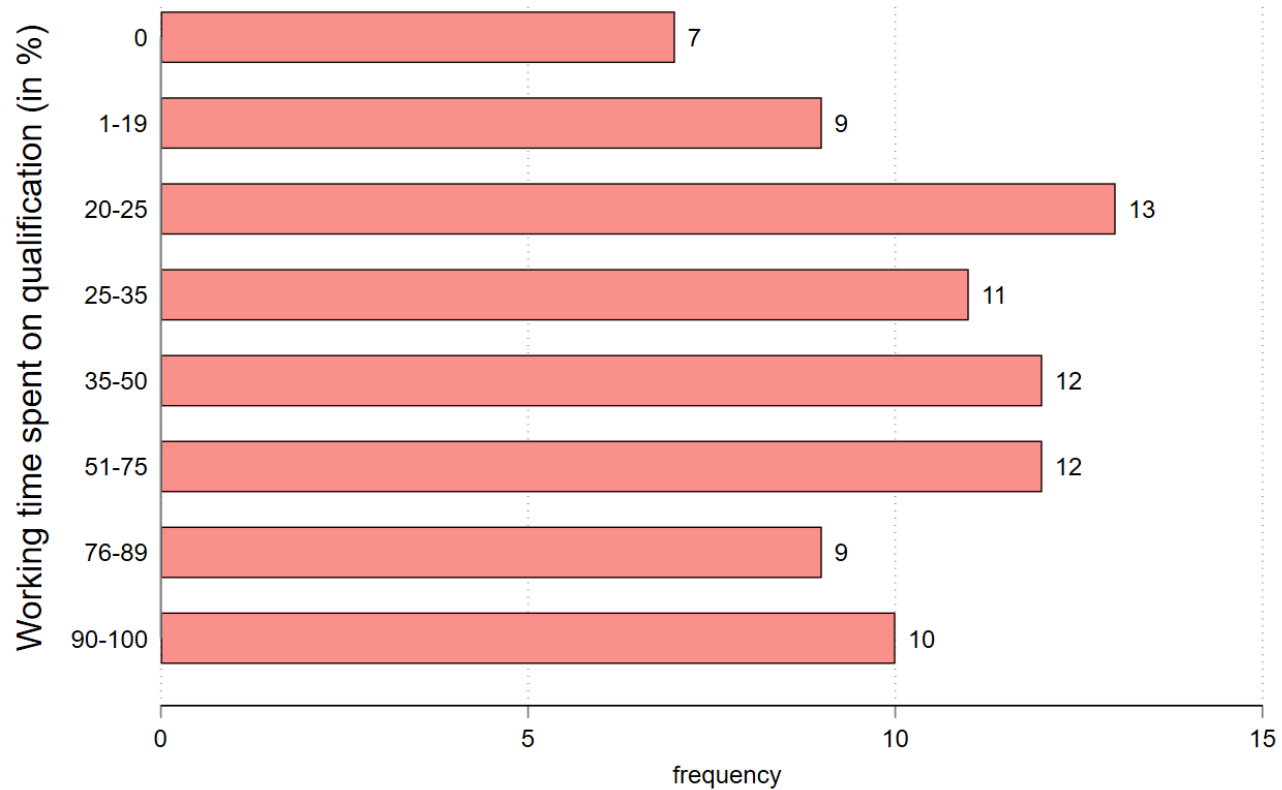
WORKING HOURS

- What are your contractual as well as actual weekly working hours within the scope of your academic employment? → **OVERTIME**



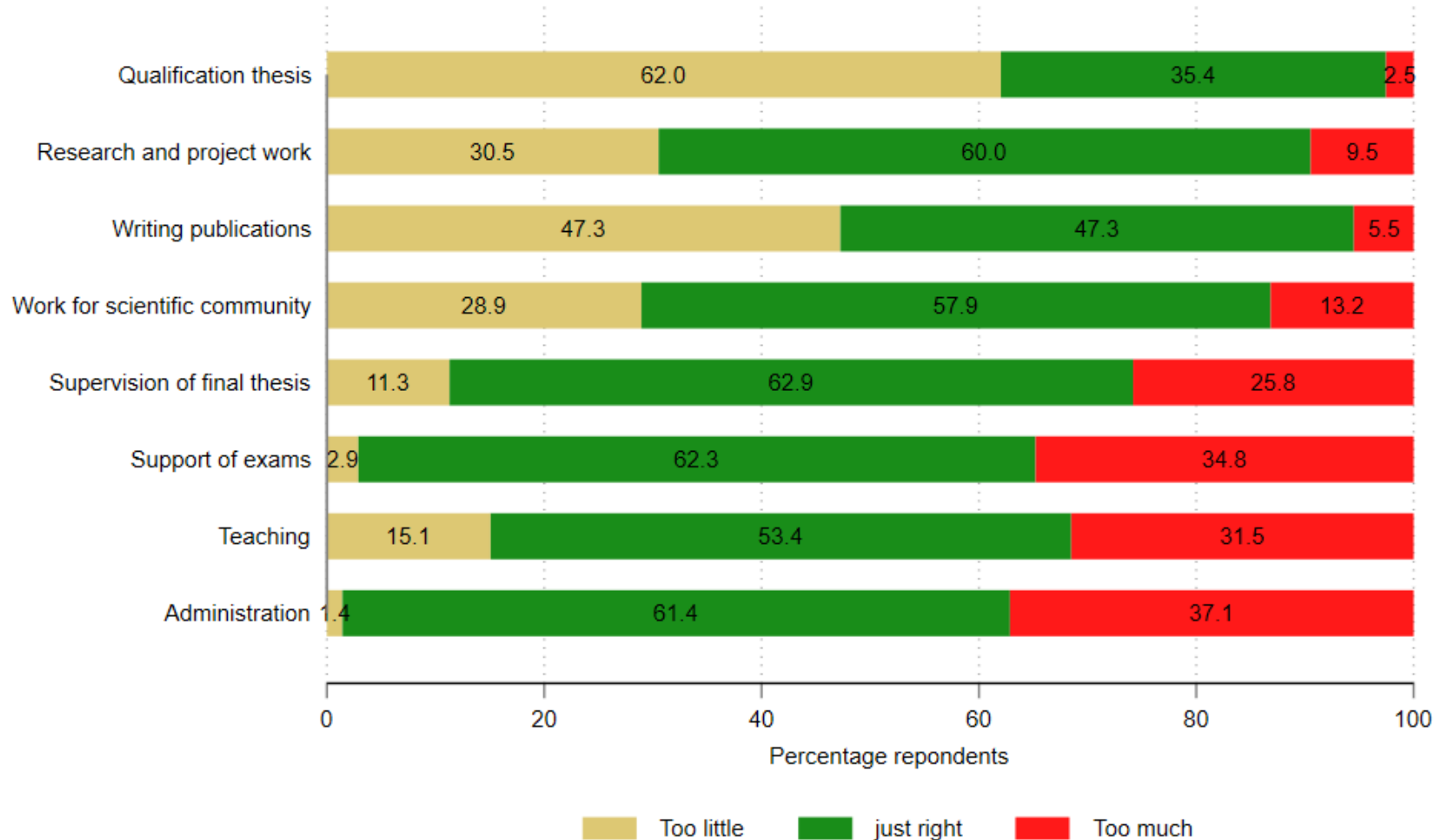
WORKING HOURS

What percentage of your working time on average is spent on activities for your qualification work (e.g., dissertation, habilitation)?



WORKING HOURS

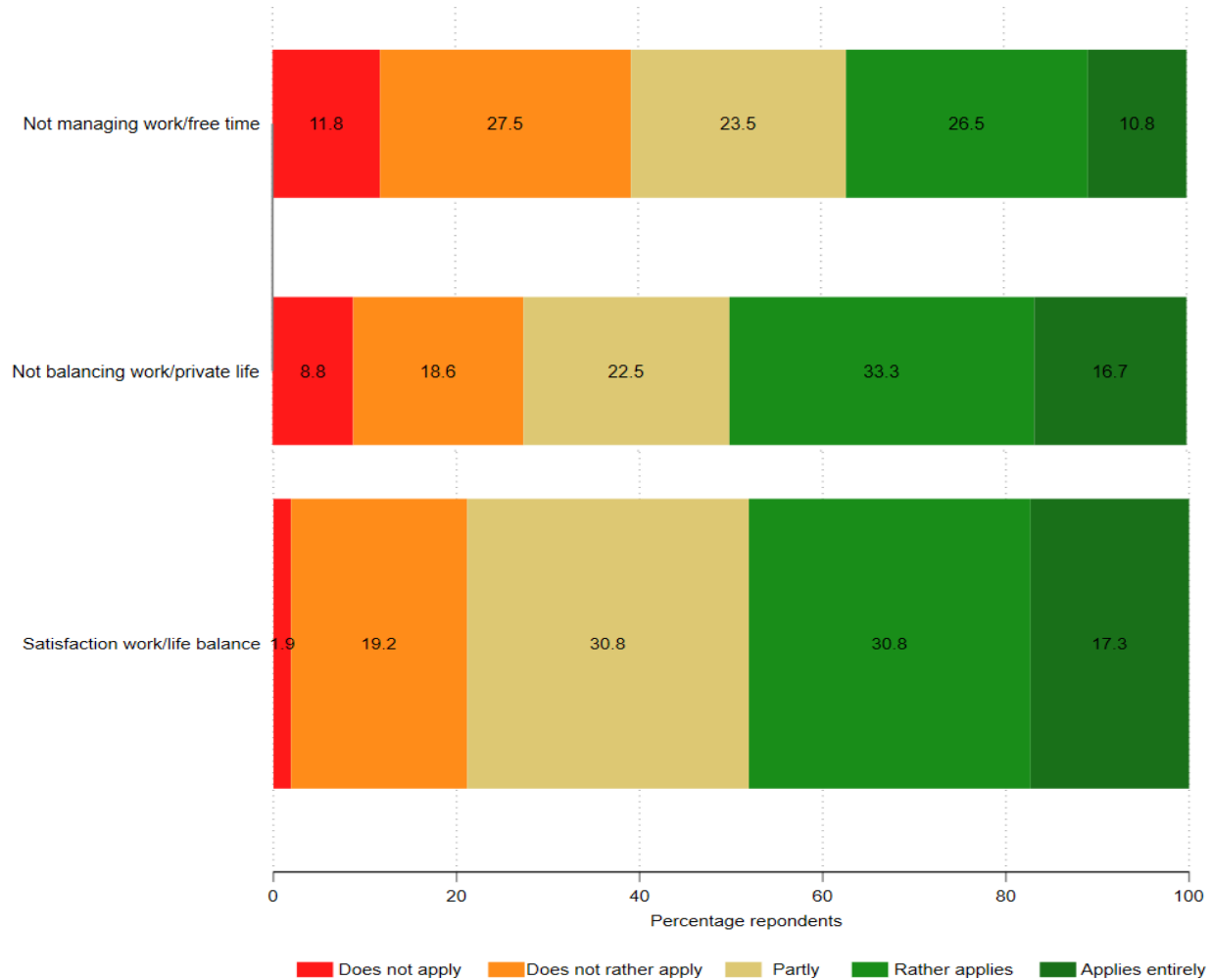
- In your estimation: Do you spend too little, just enough, or too much time on the following areas?



WORK-LIFE BALANCE

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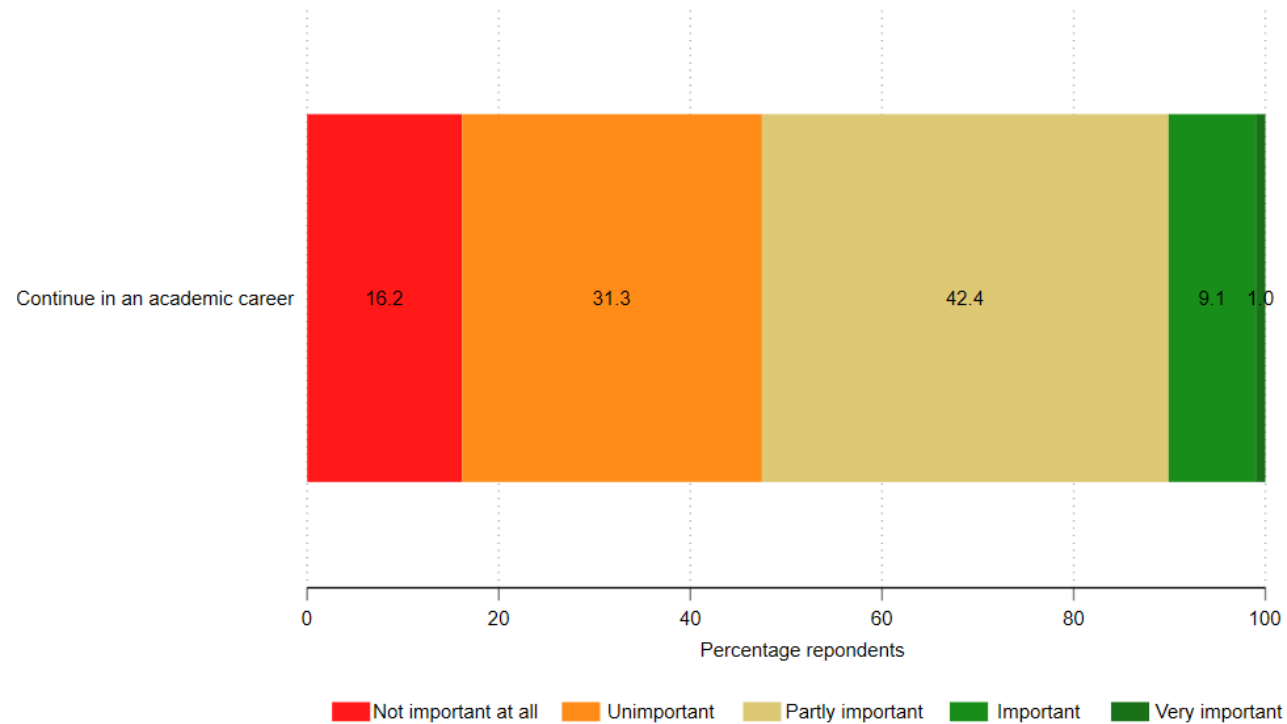
- How do you currently rate your work-life balance?



(FUTURE) ACADEMIC CAREER

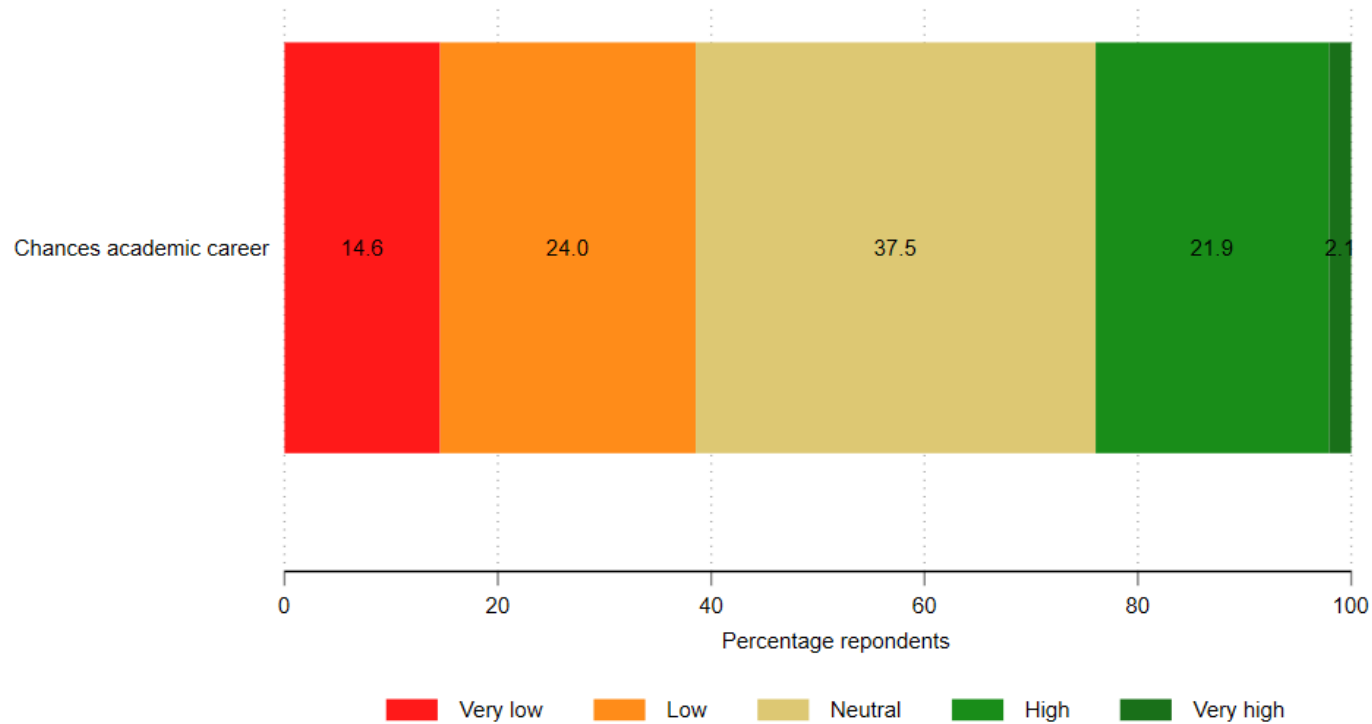
(FUTURE) ACADEMIC CAREER

- How important is it to you to continue a career in academia?



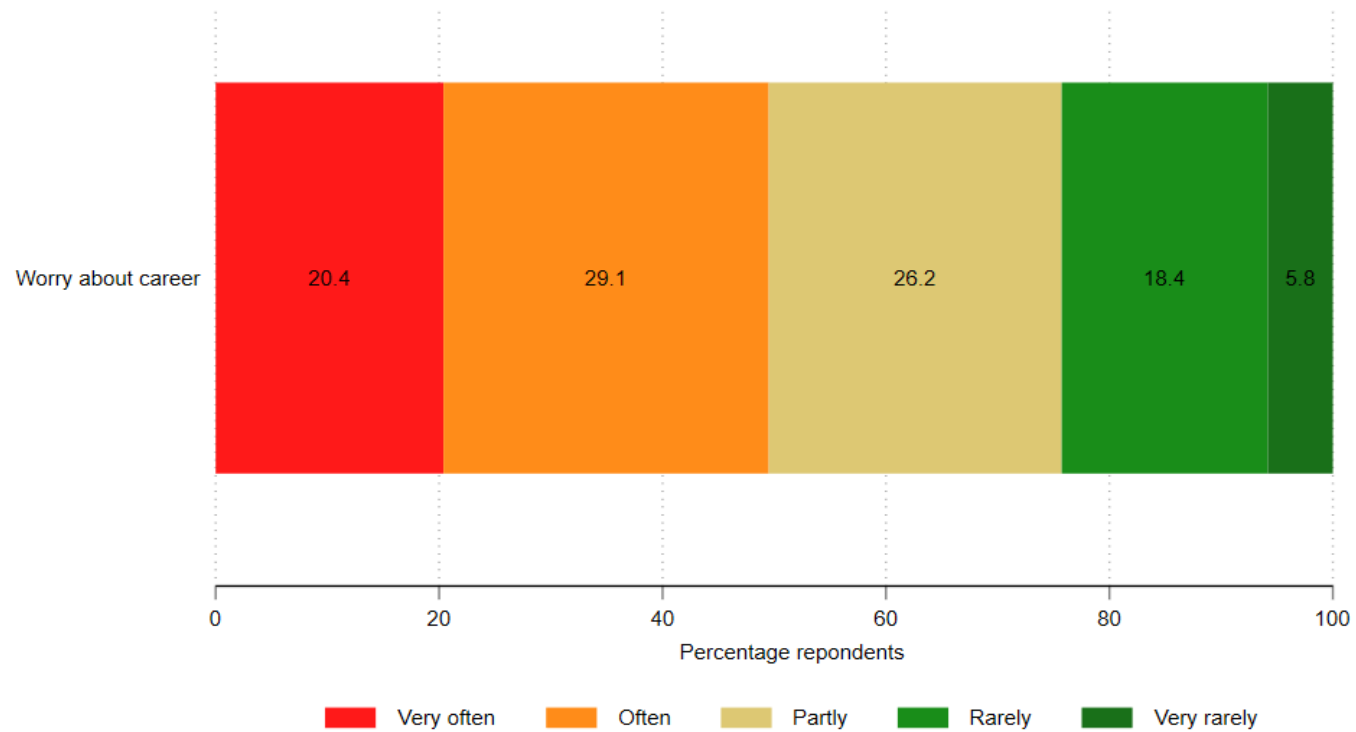
(FUTURE) ACADEMIC CAREER

- How high do you rate your chances of successfully pursuing a career in academia?



(FUTURE) ACADEMIC CAREER

- How often do you worry about your professional future?



(FUTURE) ACADEMIC CAREER – STAFF VOICES

- **What would have to change for you to have a greater desire to pursue a career in academia?**

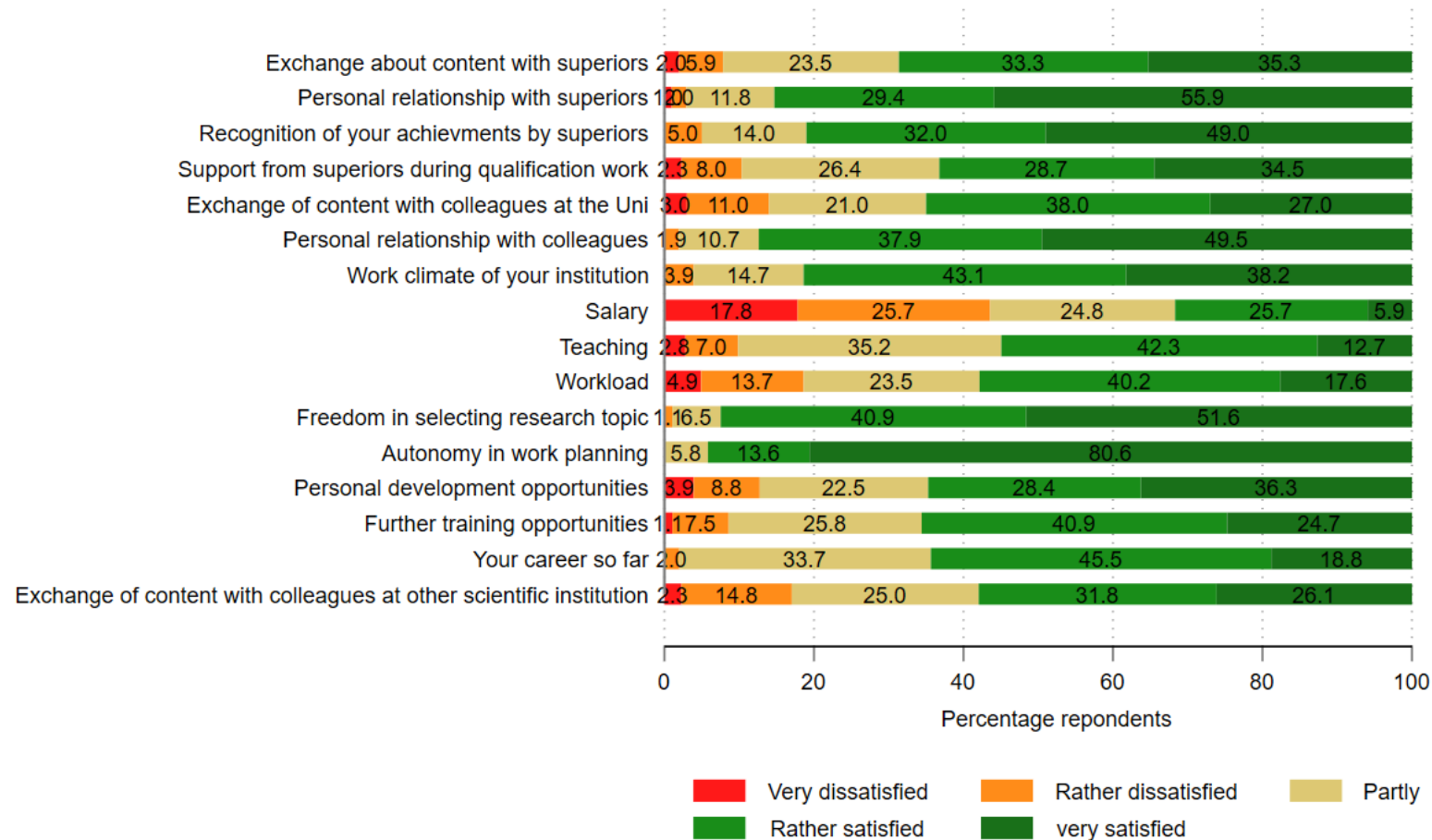
The most frequent mentions in descending order

1. Permanent positions or professional security and prospects
2. Support/support or less pressure from university and chair
3. Remuneration
4. Reconciling family and career
5. Better exchange internally and externally

WORKING CONDITIONS

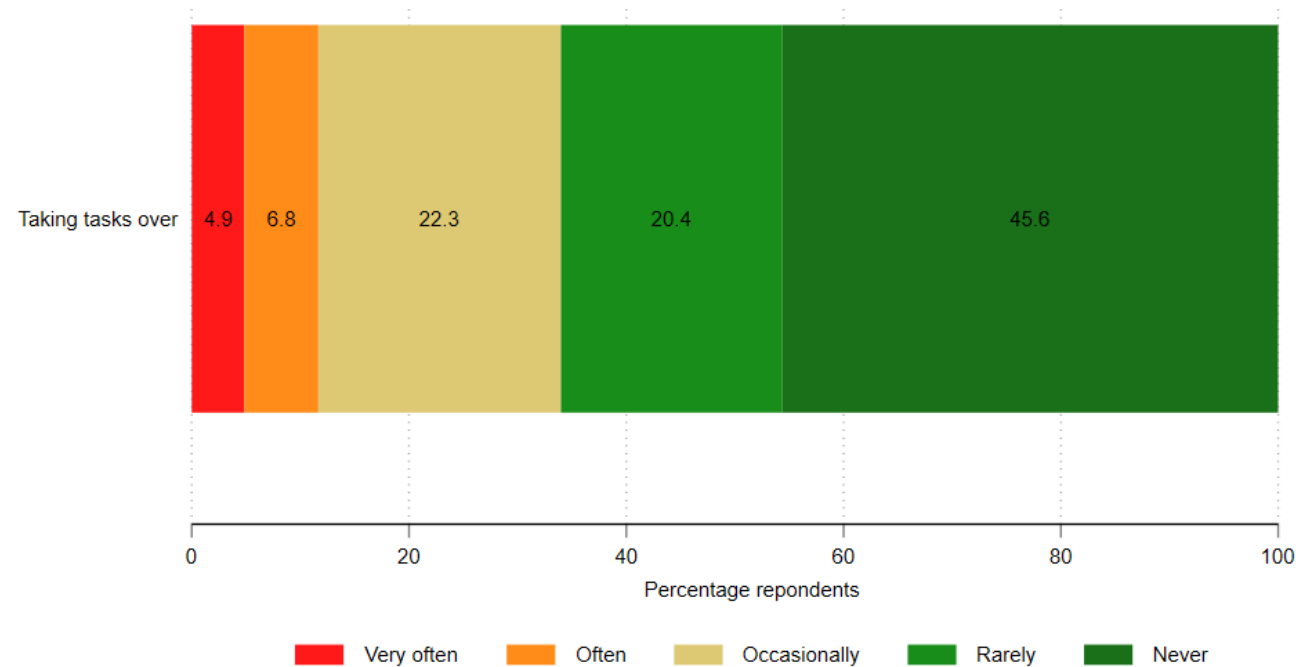
WORKING CONDITIONS

- How satisfied are you with the following aspects of your work in academia?



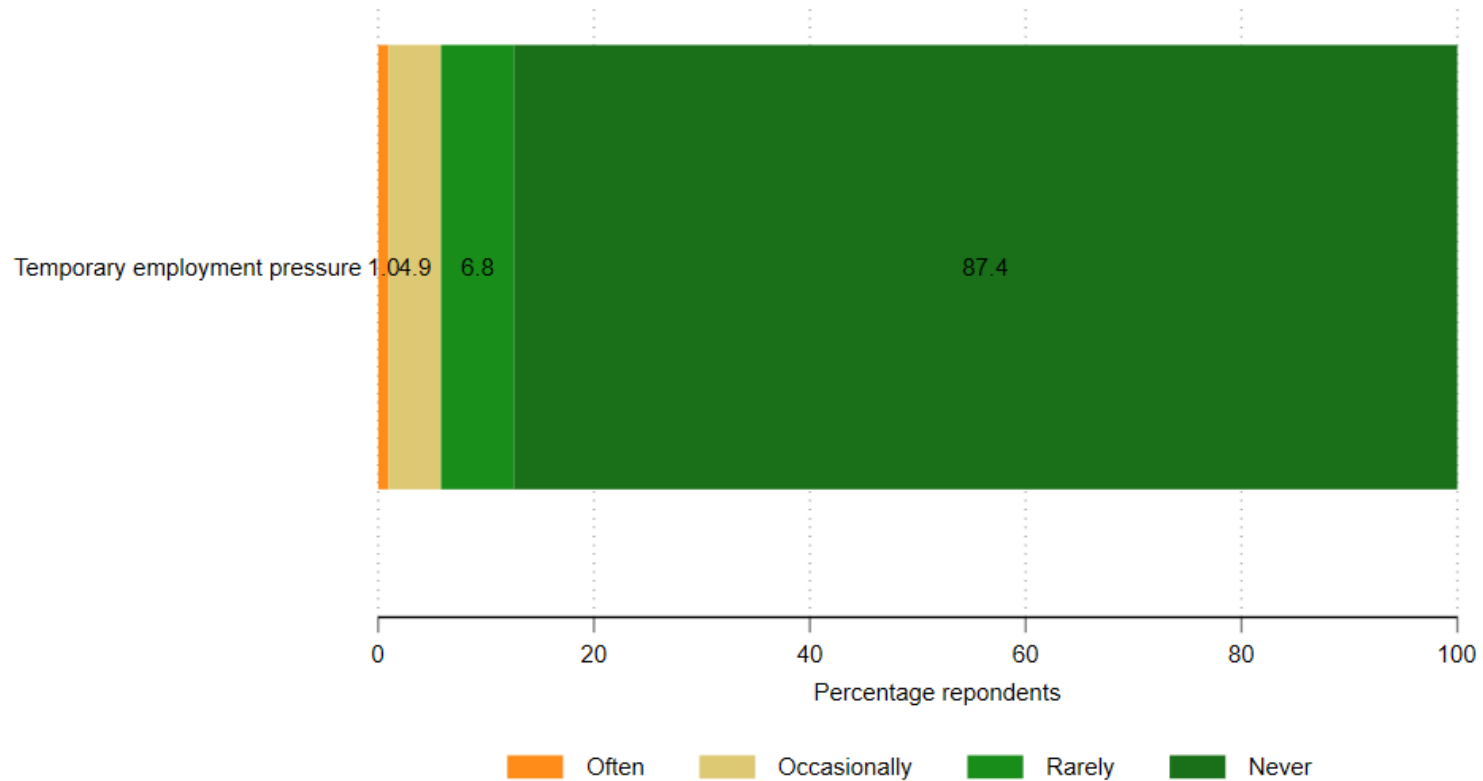
WORKING CONDITIONS

- How often has it happened that you have had to take over tasks from your supervisor and/or supervisee that are not actually part of your job description?



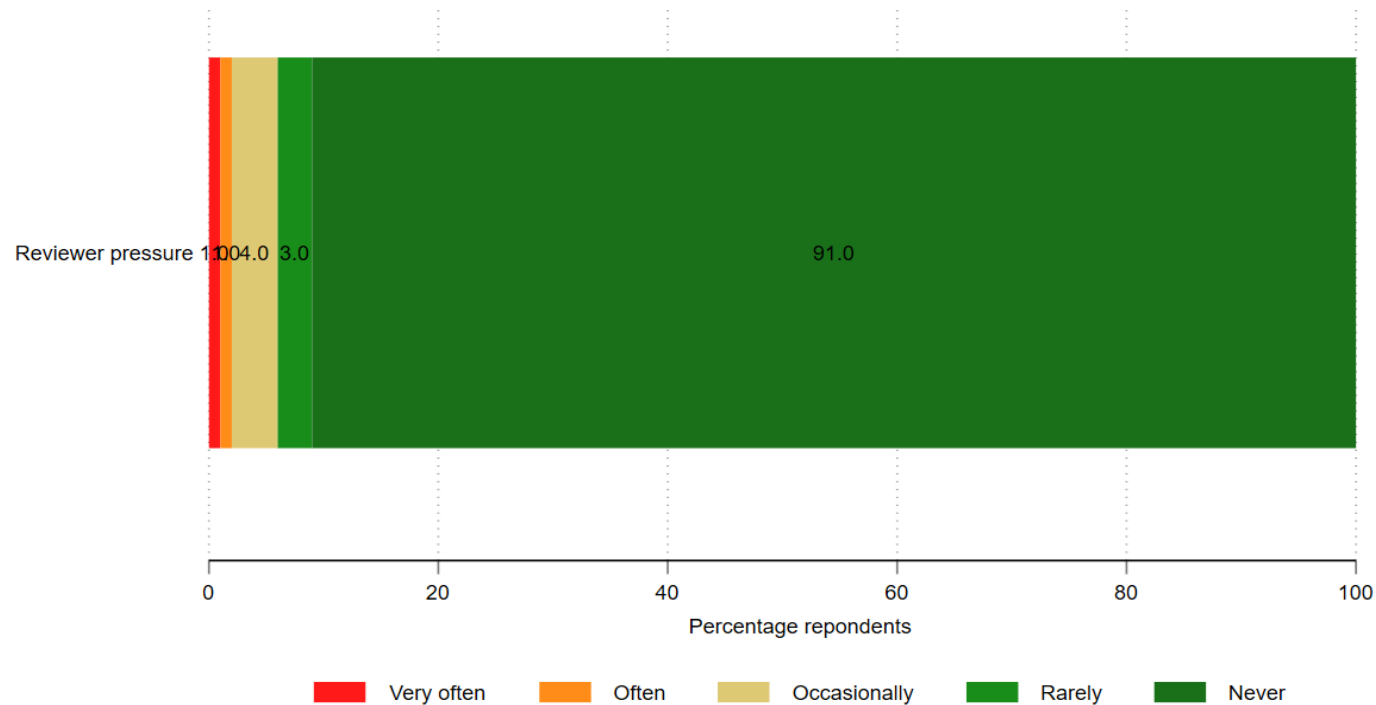
WORKING CONDITIONS

How often do you feel that your supervisor uses the temporary employment relationship as an instrument of pressure?



WORKING CONDITIONS

How often do you feel your supervisor uses the reviewer role as leverage in the qualification process?



(FUTURE) ACADEMIC CAREER – STAFF VOICES

We would be interested to know what you think the University of Lucerne could do to improve the working conditions for you or make your position more attractive. What specific changes would you like to see? What helps you or has helped you in the past? Think here also of the answers regarding your satisfaction with the individual areas or services.

(FUTURE) ACADEMIC CAREER – STAFF VOICES

Most mentioned topics

- **1. Fixed-term contracts**

Uncertain future, difficult renewal processes, dependence on supervisors for renewal requests.

- **2. Salary**

Salary is predominantly reported as too low, not competitive with other universities, partly related to workload, partly in general

- **3. Lack of promotion of young talent**

There is a lack of exchange, funding programs, support in obtaining research funding, lack of funds for conventions, conferences, own research as well as funding for effective dissertation work.

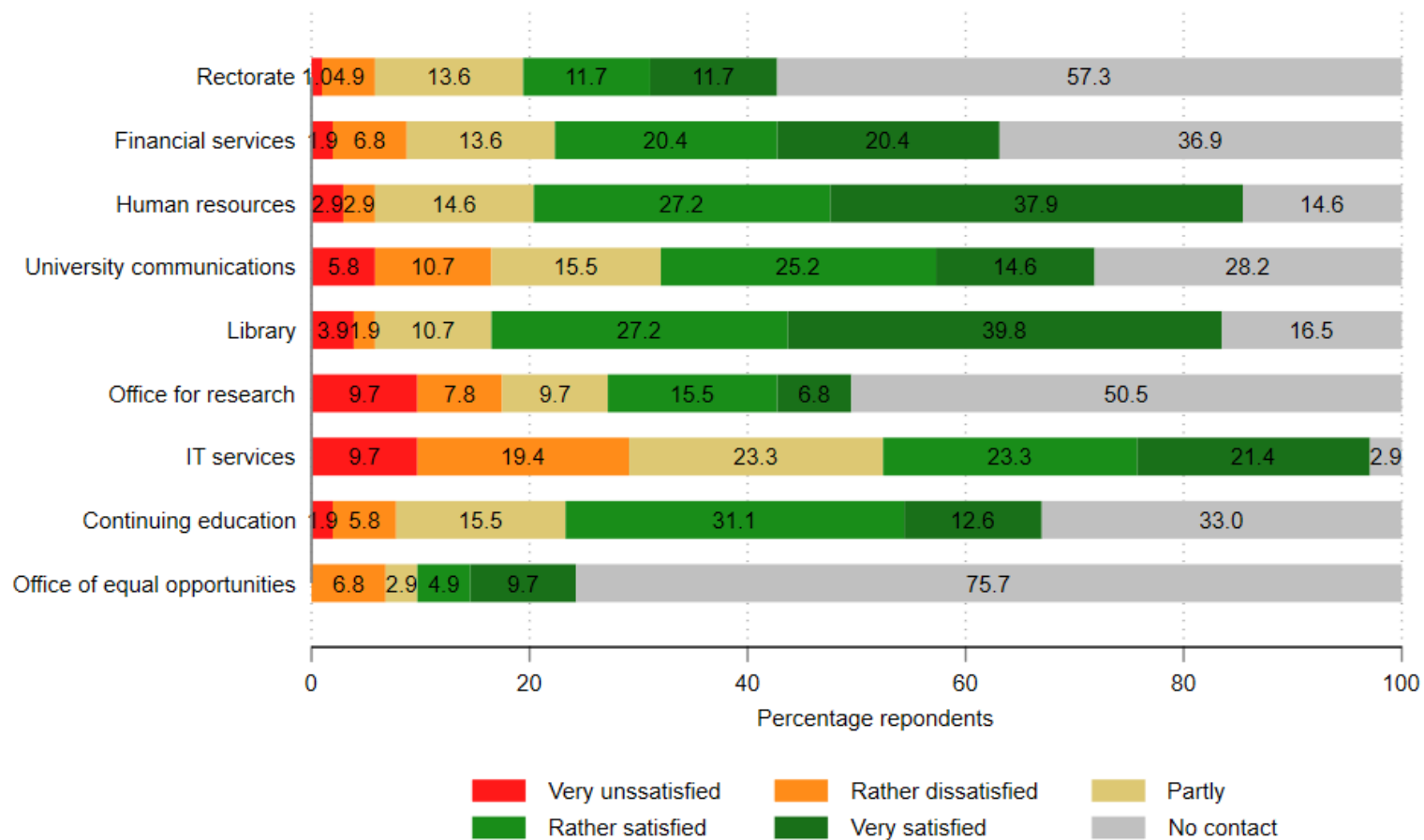
(FUTURE) ACADEMIC CAREER – STAFF VOICES

Other mentioned topics

- Explicitly mentioned by **doctoral students**: criticized **dependence on supervisors**, **lack of exchange**, **lack of means to enforce working hours and overtime**
- Explicitly mentioned by **PostDocs**: lack of positions for people after doctorate but without desire for habilitation, **no perspectives** at this level
- Lack of support and flexibility **IT** - lack of software, unwillingness to innovate and support research.
- Clear **guidelines regarding work flexibility** and office space are missing. From home office to office occupancy to work equipment.

WORKING CONDITIONS

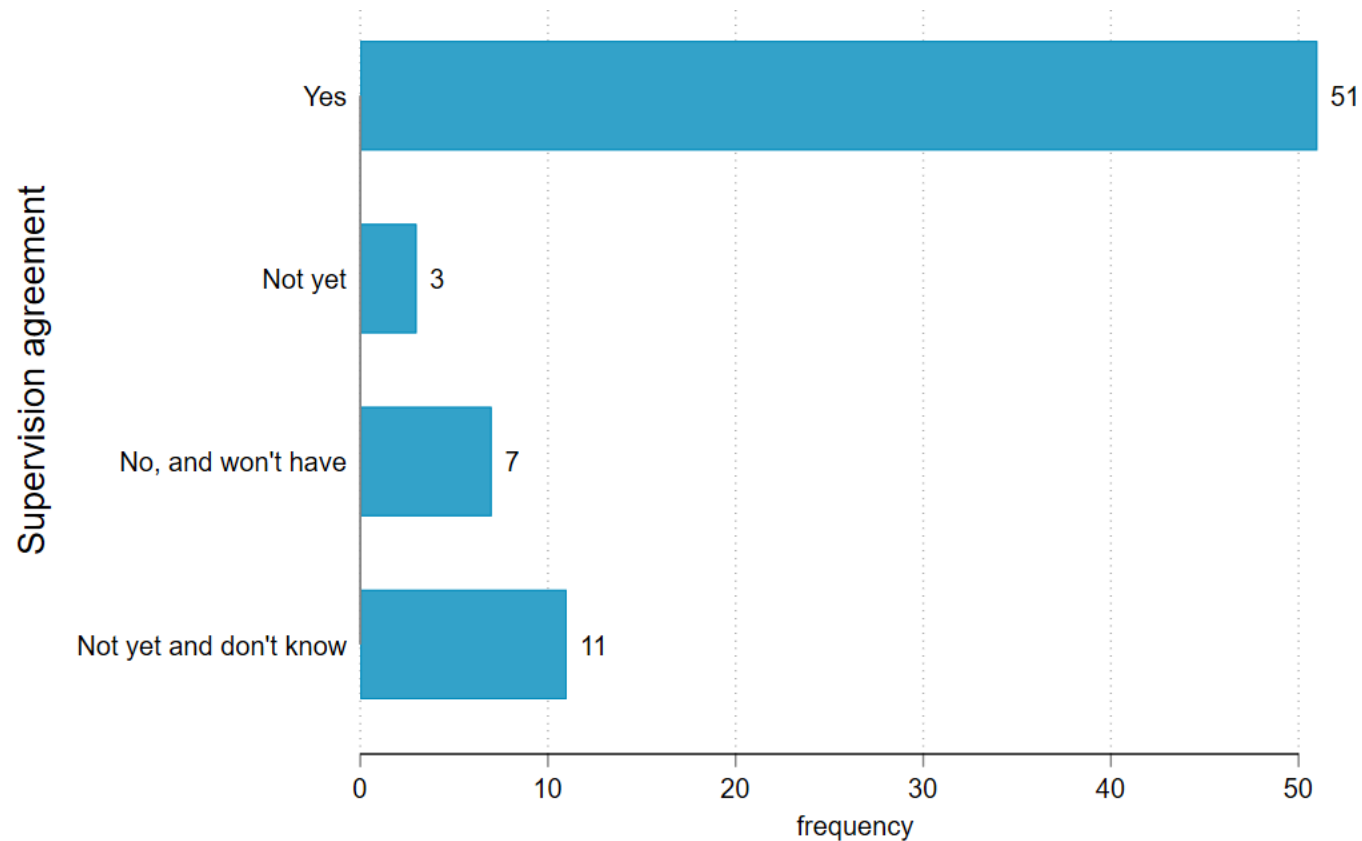
- How satisfied are you with the following areas/services of the university?



FURTHER QUALIFICATION (PHD OR HABIL.)

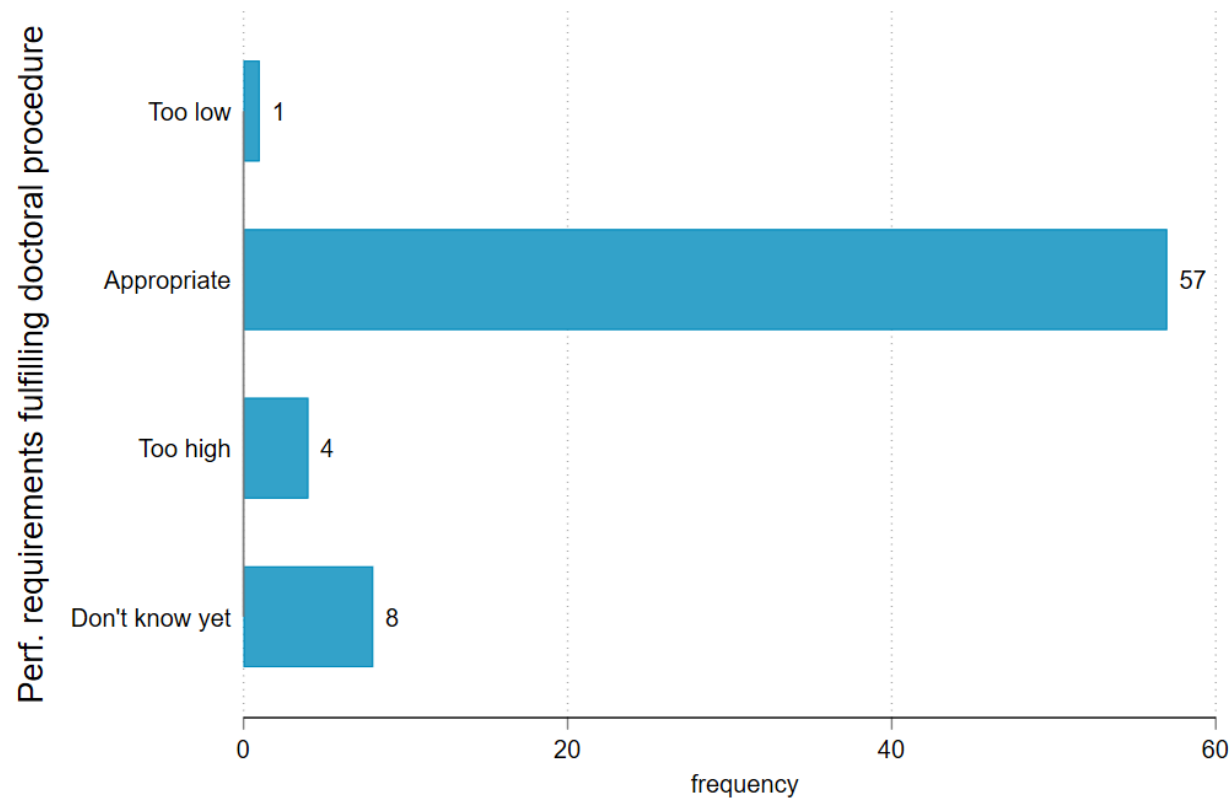
FURTHER QUALIFICATION (PHD OR HABIL.)

- In addition to the doctoral regulations, do you have a written or an oral supervision agreement?



FURTHER QUALIFICATION (PHD OR HABIL.)

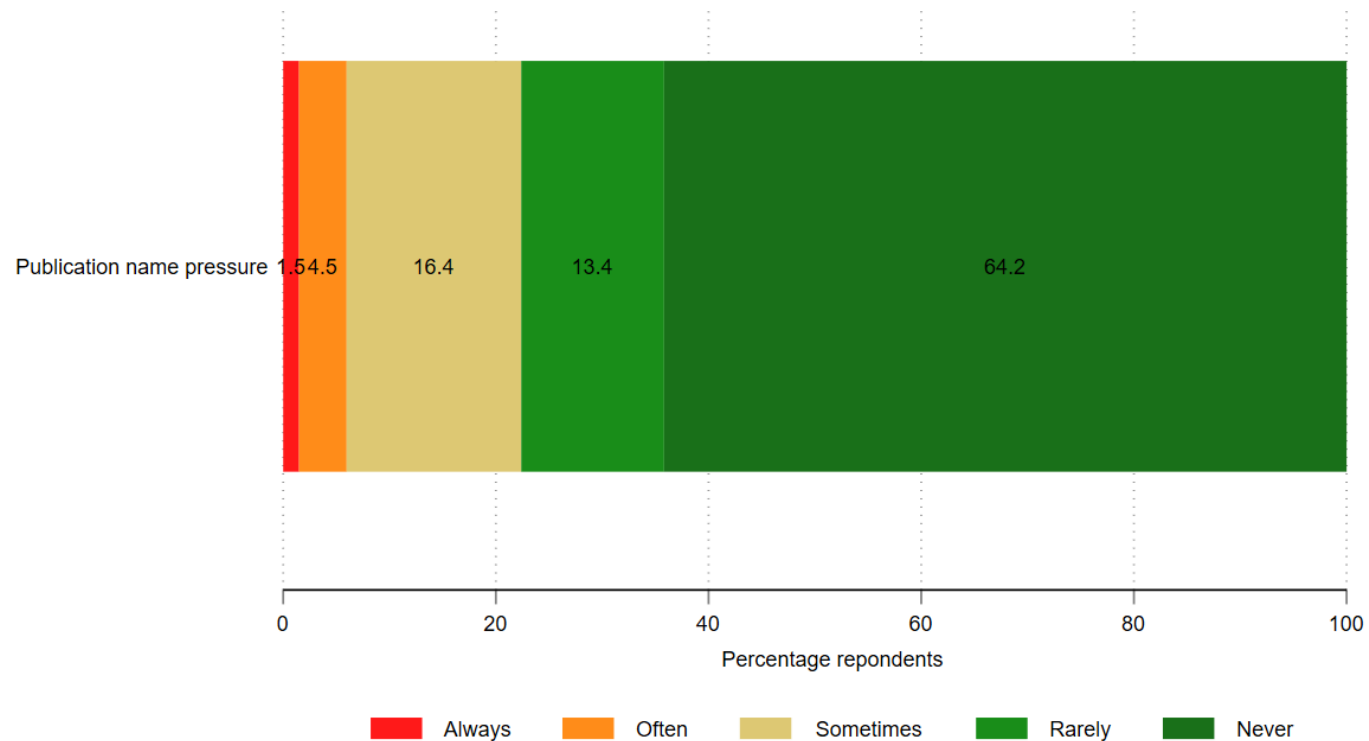
Do you consider the performance requirements you must fulfill in your doctoral OR habilitation procedure to be ...



SCIENTIFIC INTEGRITY

SCIENTIFIC INTEGRITY

- Are you required to list superiors or others as (co-)authors even though they did not contribute significantly to the publication?



SCIENTIFIC INTEGRITY

Have you already written applications for third-party funding?

