

# Postdoc Wellbeing Survey Report 2024



*UBC PDA*

*University of British Columbia Postdoc Association*

April 2025

**Summary**

This report presents the findings of the wellbeing survey conducted by the UBC Postdoctoral Association (PDA) and funded by UBC's Wellbeing Strategic Initiative Fund. In total 136 postdoctoral researchers from UBC Vancouver participated in the survey. In summary, it was found that postdoctoral researchers at UBC score relatively high on the two dimensions of the burnout scale used in the survey, exhaustion and disengagement. Furthermore, the postdoctoral researchers at UBC mainly worry about the lack of appreciation shown by the university towards the postdoctoral researchers, their financial situation, and reaching their career goals. In this report, we formulate some actionable advice and recommendations for the university to increase the wellbeing of their postdoctoral researchers at UBC based on the findings of this survey.

## Background

In January 2024, the University of British Columbia (UBC) opened applications for the Wellbeing Strategic Initiative Fund, providing funding to embed sustainable health and wellbeing strategic initiatives within teaching, learning, and research environments.

The UBC Postdoctoral Association (PDA) applied for the \$5,000 CAD funding under the lead of Dr. Walter Sena (then a member of the UBC PDA). Wellbeing is a significant challenge for postdoctoral researchers, with 79% of Canadian postdoctoral researchers reporting mental health issues ([2020 Canadian National Postdoctoral Survey](#)). Despite these national statistics, there is a growing need to capture comprehensive data specific to the wellbeing of postdoctoral researchers at UBC. The PDA proposed to conduct a wellbeing survey among postdoctoral researchers at UBC. With this survey, the PDA aimed to 1) identify the proportion of UBC postdoctoral researchers that score high on burnout metrics, and to 2) identify factors that might be linked to work-related stress in UBC postdoctoral researchers.

After being awarded the funding, the PDA created and elected a Vice President Wellbeing for the year 2024-2025. Dr. Mandy Meijer served as the Vice President Wellbeing for a one-year term beginning in April 2024. The position of the Vice President Wellbeing as be added to the constitution and bylaws of the UBC PDA to be newly elected every year.

The wellbeing survey was designed by a subcommittee within the PDA in close collaboration with the Planning and Institutional Research Office (PAIR) at UBC and Prof. Dr. Mary De Vera the Associate Dean for Postdoctoral Fellows at Graduate and Postdoctoral Studies. The final survey contained 35 questions, all tailored to the respondents' experience as a postdoctoral researcher at UBC. In the survey, a validated measurement of burnout symptoms was used, as well as measures of perceived stress in the following domains: family, belonging, financial, healthcare, workload, and the research environment. All results reported in this report are descriptive of nature and do not include any *formal* comparisons between subgroups.

With the survey, we aimed to identify structural factors where change could be advocated for in the UBC environment with the support of disciplinary faculties as well as the Postdoctoral Fellows Office (PDFO) in the Faculty of Graduate and Postdoctoral Studies to improve the health and wellbeing of postdoctoral researchers at UBC.

In June 2024, the survey was launched via Qualtrics and remained open for two weeks. The survey was advertised for via the communication channels of the UBC PDA which include the UBC PDA newsletter,

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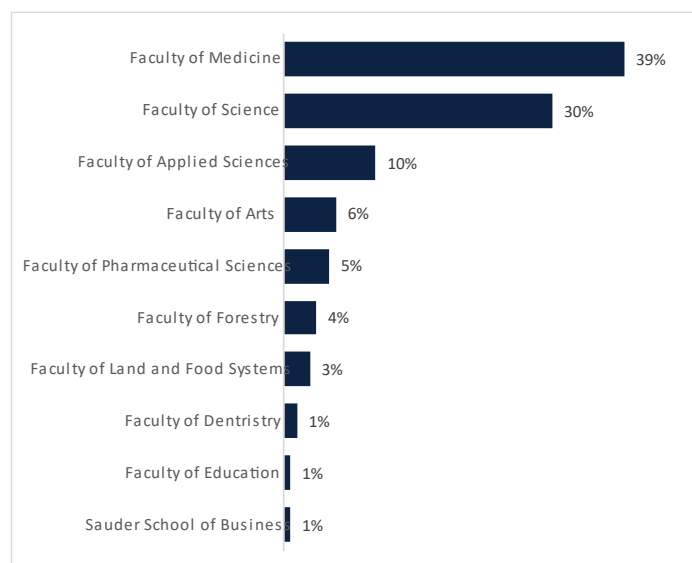
the PDFO newsletter and the UBC PDA slack channel, as well as e-mailed to postdoc mailing lists by postdoc representatives from each faculty. In total, 136 UBC postdocs from all faculties on the Vancouver campus responded to the survey, which represents approximately 10% of postdocs at UBC.

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### Results

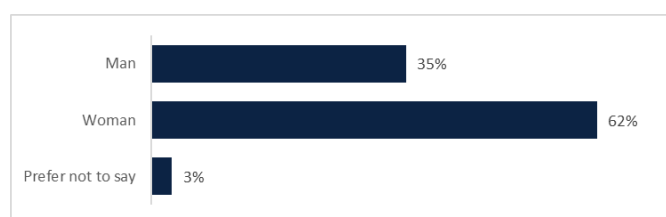
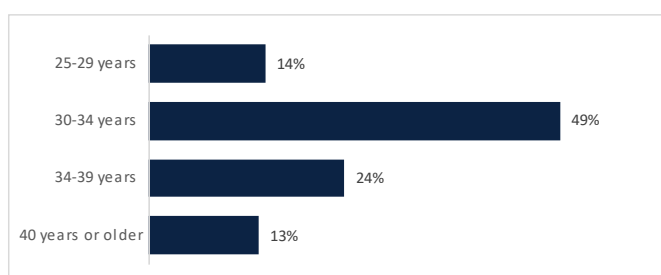
#### Demographics

In total, 136 UBC postdocs responded to the survey. Most respondents (39%) were postdocs from the Faculty of Medicine, followed by the Faculty of Science (30%), Faculty of Applied Science (10%), and the Faculty of Arts (6%). The other 15% was made up of 6 other faculties (5% Faculty of Pharmaceutical Sciences; 4% Faculty of Forestry; 3% Faculty of Land and Food Systems; 1% Faculty of Dentistry; 1% Faculty of Education; 1% Sauder School of Business; **Figure 1**).



*Figure 1 Respondents were mainly from the Faculty of Medicine and Science*

One-third (62%) of respondents identified as women, and 35% identified as men. Approximately half (49%) of respondents are between 30 and 34 years old, followed by 35-39 years old (24%), 25-29 years old (14%), and older than 40 years (13%) (**Figure 2**).



*Figure 2 Majority of respondents were between 30 and 34 years old (left) and identified as women (right)*

A large group of respondents (~50%) seemed to have moved to Canada for their current postdoc position: 71% of respondents indicated that this is their first postdoc, while 24% have completed a first postdoc, and 5% have completed two postdocs before their current position. Two-thirds (61%) of the respondents have been affiliated with UBC less than two years, and 56% of respondents have lived in Canada for less than two years (**Figure 3**).

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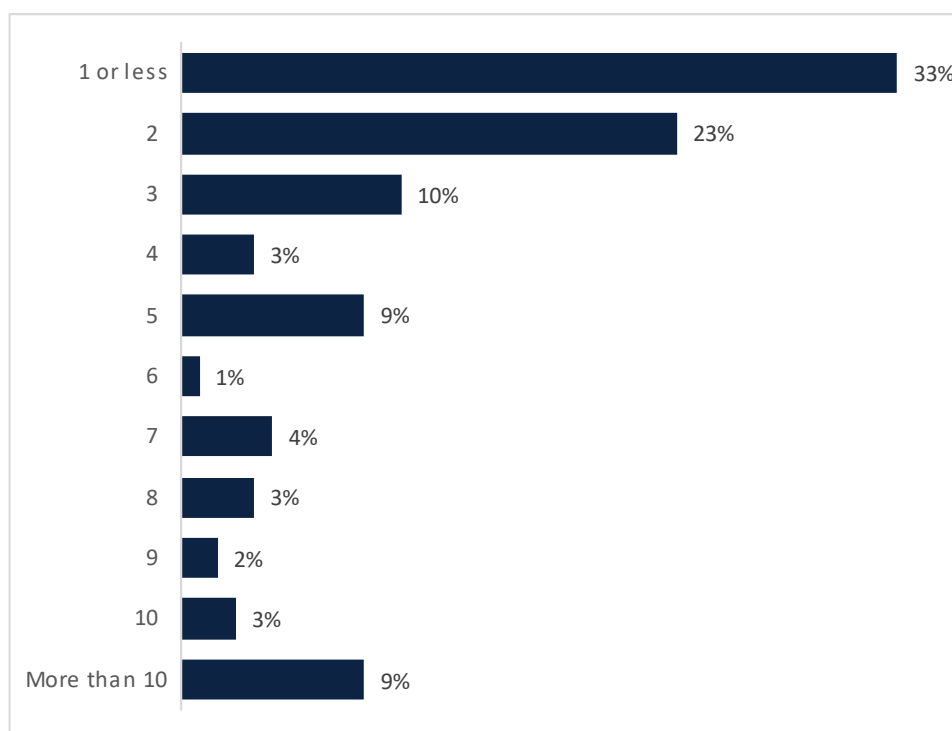


Figure 3 Amount of years lived in Canada. The majority of respondents lived in Canada for less than three years.

Indeed, 14% of the respondents indicated they have Canadian citizenship status from birth, and another 12% indicated they have become a Canadian citizen at a later age. Twenty-two percent of respondents have permanent residency status in Canada, and more than half of the respondents (52%) have a temporary resident status in Canada. Of the respondents without Canadian citizenship from birth, 21% of them indicated they are extremely or very worried about their Canadian residency status (i.e., permanent or temporary residents), while 39% of the respondents are not at all worried about their Canadian residency status (**Figure 4**).

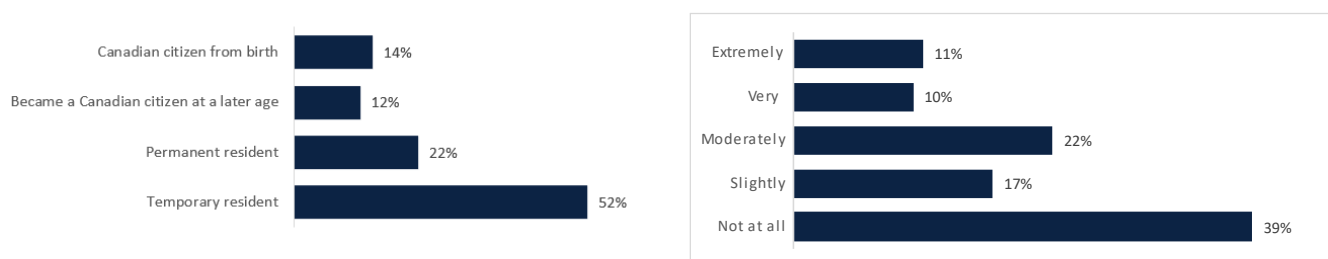


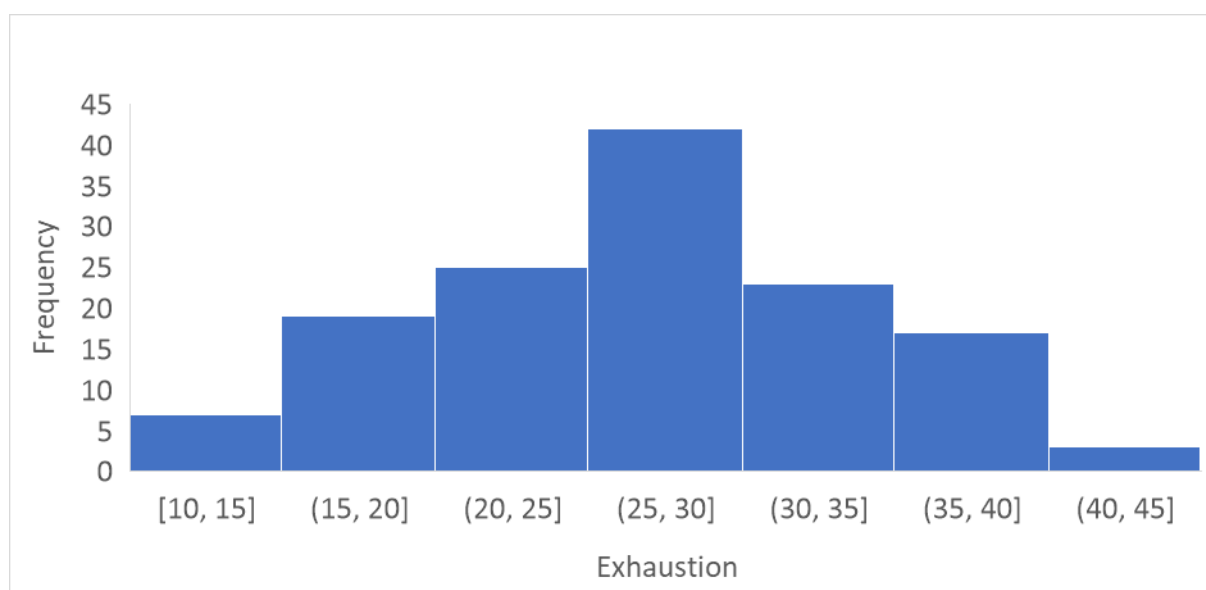
Figure 4 Majority of respondents were temporary residents (left), and 21% feel worried about their residency status (right)

## Burnout

Burnout is not a medical condition, but is recognized by the World Health Organization as a syndrome. “Its symptoms are physical and emotional, and include feelings of energy or exhaustion; increased mental distance from and feelings of negativity or cynicism towards one’s job; and a reduced ability to do one’s work. At its core, burnout is caused by work that demands continuous, long-term physical, cognitive or emotional effort” [Nature 591, 489-491 (2021)]. Given that postdoctoral research is work that demands continuous, long-term cognitive and sometimes emotional effort, postdoctoral researchers are at-risk for burnout.

We measured burnout symptoms related to exhaustion and disengagement (as a measure of cynicism) using a validated questionnaire, the Oldenburg Burnout Inventory. Both exhaustion and disengagement were measured on a five-point Likert scale, ranging from “strongly disagree” (1) to “strongly agree” (5). Generally, a higher score indicates higher levels of exhaustion and disengagement. The exhaustion scale contained nine questions, of which two were reversed scores, and the disengagement scale contained eight questions of which three were reversed scores. A minimum score of 10 and 8 on exhaustion and disengagement, respectively, means that exhaustion and disengagement are not present. A maximum score of 45 and 38, respectively, indicate that there is extreme exhaustion and disengagement. Among survey respondents, the mean score for exhaustion was 27 (**Figure 1**), and the mean score for disengagement was 21 (**Figure 2**).

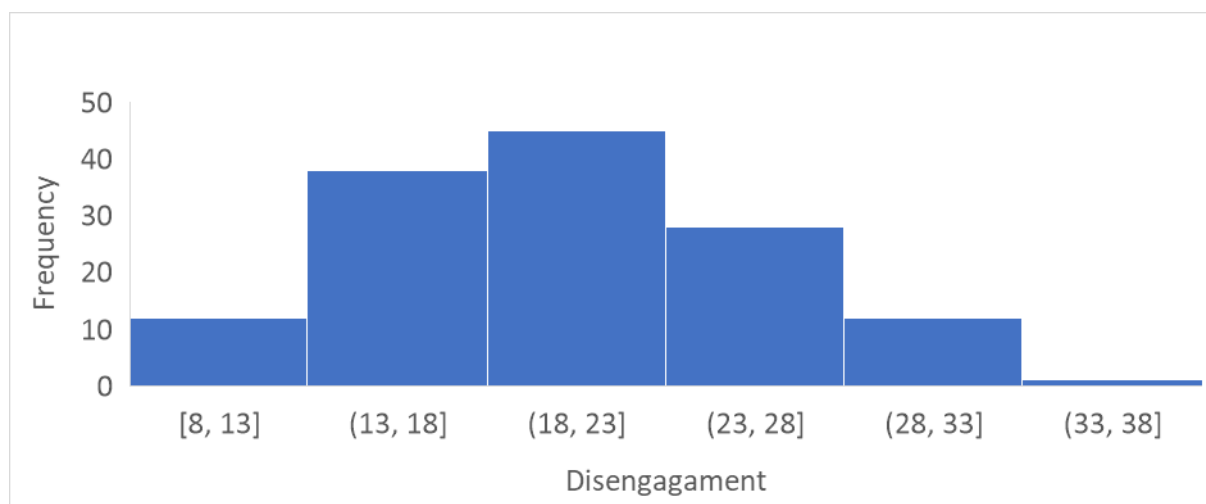
**Figure 1: Exhaustion perceived by postdoctoral researchers.**



**Figure 1:** Exhaustion was measured by the Oldenburg Burnout Inventory, and this scale contained nine questions on a 5-Point Likert scale. The minimum score possible on the scale is nine, but postdoctoral

researchers at UBC had a minimum score of ten. The maximum score was 45. The mean score for postdoctoral researchers at UBC is 27.

**Figure 2: Disengagement perceived by postdoctoral researchers**



**Figure 2:** Disengagement was measured by the Oldenburg Burnout Inventory, and this scale contained eight questions on a 5-Point Likert scale. The minimum score possible on the scale is eight. The maximum score possible is 40, but for postdoctoral researchers at UBC the maximum score was 38. The mean score for postdoctoral researchers at UBC is 21.

These burnout scores show that the respondents score high on both measures of exhaustion and disengagement (exhaustion mean = 27, range = 10 - 45; disengagement mean = 21, range = 8 - 38). There were no differences in exhaustion or disengagement scores based on gender or based on residency status. However, descriptive findings suggest that postdoctoral researchers from the Faculty of Medicine (mean score exhaustion of 29, range = 13 - 45; mean score disengagement = 22, range = 9 - 38) show the highest symptom scores/range on both scales compared with researchers from the Faculty of Science (mean score exhaustion = 25, range: 10 – 37; mean score disengagement = 19, range = 9 - 33) and the Faculty of Applied Science (mean score exhaustion = 31, range = 22 - 40; mean score disengagement = 16 - 28).

### **Factors contributing to perceived levels of worry**

Next, we aimed to identify factors that postdoctoral researchers at UBC worry about. We asked how worried UBC postdoctoral researchers were about factors related to their living and family situation,

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financial situation, career perspectives, and current workplace. These questions were answered using a five-point Likert scale ranging from “(1) Extremely worried” to “(5) Not at all worried”.

### *Least perceived worry*

The majority of postdoctoral researchers indicated that they are not at all worried about their living situation (67% indicated to be slightly worried or not at all worried), work location (67% indicated to be slightly worried or not at all worried), or their commute time (72% indicated to be slightly worried or not at all worried). Furthermore, 67% of postdoctoral researchers indicated that their workplace provides them with all means necessary to successfully conduct their research and 81% that there is a “workplace safety training” in place.

### *Most perceived worry*

On the contrary, there were four factors that postdoctoral researchers felt worried about: 1) appreciation; 2) financial situations; 3) reaching their career goals; and 4) generally their future career.

First, 48% of respondents indicated that they disagree or strongly disagree with the statement that they feel that UBC appreciates them as a postdoctoral researcher. In line with that finding, 50% of postdoctoral researchers indicate that they feel worried about the appreciation they feel as a postdoctoral researcher at UBC. There were no differences between men and women or residency status. However, postdoctoral researchers from the Faculty of Medicine indicated they feel the least appreciated by UBC (60% indicated “strongly agree” or “disagree”, compared with 50% in the Faculty of Applied Science and 34% in the Faculty of Science). It should be acknowledged that by the questions asked, we cannot distinguish whether respondents indicate to not feel appreciated by UBC as an institute, their supervisors, or co-workers.

Second, 60% of postdoctoral researchers indicated that their income is not enough to live in the (greater) Vancouver area without creating debts. It should be noted that 7% of respondents preferred not to answer this question. In line with this finding, 55% of all postdoctoral researchers indicated that they feel worried about their financial situation. Again, there were no differences between genders in the answers to these questions. Postdoctoral researchers from the Faculty of Applied Science indicated mostly that their income is not enough to live in Vancouver without creating debt (79% compared with 56% from the Faculty of Medicine and 49% from the Faculty of Science). Interestingly, Canadian citizens indicated more often than other residency status that their income is enough to live in Vancouver

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without creating debt, however, they also indicated to be the most worried about their financial situation.

More than two-thirds (68%) of postdoctoral researchers indicated to be extremely or very worried about their career goals. Third, 67% of postdoctoral researchers indicated that their career goals are to become a faculty member in academia while 25% indicated that their goals are to become a research associate in academia; 44% indicated that their goals are to transition to a research position in industry, followed by 13% of respondents aiming to transition to a non-research position in industry. Lastly, 10% of respondents indicated that they have 'other' career goals. Please note, the percentages do not sum up to 100% as a single respondent could have multiple career goals. There were no differences in the answers given between gender or between the different faculties. However, Canadian citizens indicated to be more worried about their career goals compared with all other residency statuses.

Lastly, along the line of the findings outlined above, half of the postdoctoral researchers (49%) indicated to disagree or strongly disagree with feeling optimistic about their future career, and 72% of respondents indicated to be very or extremely worried about their future career. Postdoctoral researchers from the Faculty of Science feel the most optimistic (34%) and least worried (63%) about their future career, compared with the Faculty of Medicine (22% optimistic, 77% worried) and the Faculty of Applied Science (21% optimistic, 79% worried). There were no differences between men and women, but Canadian citizens indicated to be the most worried about their future career.

In summary, postdoctoral researchers at UBC indicate that they do not feel appreciated by UBC, and they indicate that they are worried about their financial situation, as well as about their career goals and future careers.

### *Other factors of perceived worry*

Besides the four factors described above for which the majority of postdoctoral researchers indicated to feel very or extremely worried, we identified some other notable patterns:

- 70% of respondents are somewhat to extremely worried about the distance to their family. Non-Canadian citizens, with the majority (57%) of them having family living more than sixteen hours away when using the most efficient means of transportation from Vancouver, indicated to be the most worried about the distance to their family;
- 41% of respondents feel overwhelmed by the tasks they have to do as postdoctoral researchers;

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- 37% of respondents indicate that they do not feel successful as a postdoctoral researcher at UBC. The majority of respondents from the Faculty of Medicine indicate that they do not feel successful. From the way the question is asked, it is not possible to indicate what successful means for each individual
- 29% of respondents feel that they don't belong at UBC;
- 28% of respondents indicate that their workloads do not allow for a reasonable work-life balance;
- 25% of respondents indicated feeling worried about being a first-generation scientist;
- 25% of respondents indicated that they do not have a trusted person to whom they can talk about UBC-related problems. In the Faculty of Applied Science, 43% indicated to not have such a trusted person (compared with 26% in the Faculty of Medicine and 14% in the Faculty of Science);
- 23% of respondents indicated that they have observed harassment. Half (50%) of respondents with Canadian citizenship reported having observed and experienced harassment. This is three times as much as respondents without Canadian citizenship;
- 23% of respondents indicated that their colleagues/supervisor put a lot of pressure on them;
- 23% of respondents indicated that they do not have control over their workload;

### *Open comments*

We asked postdoctoral researchers what other things related to postdoctoral (mental) wellbeing they wanted to inform the UBC PDA on. Out of the 136 respondents, 38 postdoctoral researchers provided feedback. The most mentioned comments related to financial insecurity and hardship, and low salaries for the level of education postdoctoral researchers have (13 comments). Another common theme was that postdoctoral researchers feel like they are treated as a student and felt micromanaged (4 comments). However, postdoctoral researchers indicated that they feel isolated (6 comments) as they do not feel like they can connect with graduate students and that challenges for postdoctoral researchers are very different from what graduate students experience. Seven comments were about the absence of clear expectations of what it means to be a postdoctoral researcher (to their principal investigator) and that this brings a lot of insecurities. Three comments were made about postdoctoral researchers feeling constant pressure to perform, three comments were made about working in toxic research labs, and three comments were made about feeling that political discrimination is present at UBC. Lastly, it was mentioned three times that postdoctoral researchers would like to have protected

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time for professional development, and that they think there are only limited (or only very short term) options for mental health assistance provided at UBC.

### *Open discussion with the postdoctoral community*

During an event (23rd of September, 2024) in which we disseminated our findings to postdoctoral fellows, we discussed the results with postdoctoral researchers under guidance of Alisha Letman, Wellbeing Support Coordinator for Graduate & Postdoctoral Education at the Faculty of Medicine. Based on the results described above, we asked postdoctoral researchers why they do not feel appreciated by UBC. It was mentioned by multiple postdoctoral researchers that postdocs are generally in research labs for a relatively short amount of time and they feel like they are being treated as a vessel only to train other lab members. Related to that, there is a lot of short-term planning involved in doing a postdoc, such as moving from university to university (even involving moving to a new country, as indicated by our own results), and this is something that UBC does not seem to consider. For example, there is dedicated student housing and dedicated housing for staff, but not for postdoctoral researchers. This is in line with an often-heard comment that postdoctoral researchers feel that they are sometimes treated as students, and sometimes as staff, but that it feels like the classification depends on what is most convenient for the university (e.g., housing, salary versus stipend, discount for public transit). Even though postdoctoral researchers like the National Postdoc Appreciation Week, it would be beneficial for postdocs' feelings of appreciation if this appreciation by the university could be shown on a more continuous basis, e.g., through broadcasting and highlighting postdoctoral achievements other than by the PDFO newsletter which is only read by postdocs, for example on screens in units and faculty buildings.

A large portion of the postdoctoral researchers indicated that they feel exhausted due to the pressure that is being perceived from their lab because of the amount of lab work/research to be done. Postdocs expressed this pressure to be overwhelming and that this creates a lack of a reasonable work-life balance. Postdocs indicated that it would be beneficial for their mental health if the wellbeing survey results would be disseminated to principal investigators to create awareness of the mental wellbeing of postdoctoral researchers at UBC. They also indicated that it would be helpful if the PDA organized fun, low-threshold events to connect with others who feel the same (e.g., game nights, breakfast, weekly/monthly pub nights, weekly online writing sessions). However, it has become clear that the PDA is not reaching all postdocs at UBC, and that new postdoctoral researchers have difficulties connecting with other postdocs.

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Lastly, postdoctoral researchers indicated to feel worried about their future career goals. We asked postdoctoral researchers what could help them in feeling less worried and more confident in their future careers. Suggestions were to offer postdoctoral researchers courses for free at UBC (for example, join a grad student course from another faculty without the credits if space allows; have personal development options like staff do), as well as have dedicated workshops for postdoctoral researchers on resume building and networking. In line with this, there is very limited funding available for postdoctoral researchers to be able to go to conferences, which are very important for career development and networking within the academic world. On the other hand, many activities focus on building a career in academia, but not many activities focus on building a career outside of academia. Furthermore, it would be valuable if industry talks which are offered, would come from organizations which are actually currently hiring.

### **Summary**

Summarized, levels of burnout symptoms are relatively high among postdoctoral survey respondents. Postdoctoral researchers indicate that they do not feel appreciated by UBC, their financial situation does not allow them to live in Vancouver without creating debt, and they are worried about their career goals and future career.

### **Opportunities to advocate for postdoctoral researcher's mental wellbeing**

#### *Burnout*

High levels of burnout symptoms among UBC postdoctoral researchers do not only affect personal mental wellbeing but will also impact their performance as a researcher at UBC. Researchers should feel empowered to recognize the signs of burnout early and seek help without fear of stigma. It is highly recommended creating awareness around mental health (for example during the mental health awareness months and providing options for postdoctoral researchers to receive counselling or therapy at UBC at similar levels as available for students at UBC).

#### *Appreciation*

Survey respondents indicated they do not feel appreciated by UBC. There seem to be multiple factors underlying the lack of feeling appreciated by postdoctoral researchers at UBC. It should be

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acknowledged that by the questions asked, we cannot distinguish whether respondents indicate to not feel appreciated by UBC as an institute, their supervisors, or co-workers. Nonetheless, the lack of perceived appreciation is an important issue raised by the survey and deserves more attention, investigation and intervention.

Commonly mentioned reasons for lack of appreciation included feeling isolated from the community. Within the PDA, we aim to diversify the type of activities planned and also the locations on which these activities happen. Furthermore, postdoctoral researchers feel that they are not treated as professionals, but rather as students. To make postdoctoral researchers feel like they belong to a research community, it would be essential to remove the 'student status' in pairing with the mention of 'postdoctoral researchers'. To make postdoctoral researchers feel like they belong to a professional research community, it would be highly recommended to make time for professional development mandatory by UBC, as well as funding for professional development to allow postdoctoral researchers to have leverage with supervisors/science advisors to work on professional development. Moreover, this might tackle feelings of worries about future career opportunities (see *career goals and future careers*).

Secondly, postdocs indicate that there are no clear expectations from both postdocs' and supervisors' point of view on what the job description of a postdoctoral researcher at UBC entails. This lack of clear descriptions of tasks and expectations from supervisors often lead to situations which do not align with postdoctoral researchers' goals, bring feelings of uncertainty, and increase perceived stress. Similarly, the unclear expectations around contracts and work permits (i.e., shorter contracts and permits than aligned with the duration of the projects) is also something that contributes to uncertainty and lack of feeling appreciated. The development of a framework or modules for postdocs to use in coordination with their supervisors may be helpful to provide structure and guidance to navigating the postdoc journey.

We recommend a minimum salary (see *Financial situation*) for postdoctoral researchers regardless of internal or external funding sources through grants and fellowships. We also recommend contract lengths to have a minimum of one year, which align with the minimum time for a new work permit. Lastly, a clear description of what the obligations and rights of a postdoctoral researcher are would help postdoctoral researchers and their advisors in having clear expectations and appreciations.

Importantly, most postdoctoral researchers indicate that low salaries are a reason for not feeling appreciated by the University (see *next section on Financial situation*).

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### *Financial situation*

Two-thirds of the respondents indicated that they cannot live in the Greater Vancouver Area without creating debts on their current salary, and that this is a factor that respondents are extremely worried about. According to the [UBC Postdoctoral Fellows 2022 Finance Survey Final report](#), the average salary for postdoctoral researchers was \$55,000 CAD. In 2024, all tri-agency funding sources raised the amount of their postdoctoral salaries to \$70,000 CAD. Increasing the minimum salary for postdoctoral researchers will result in more financial stability and a greater feeling of appreciation. We recommend hired postdoctoral researchers to receive a minimum salary consistent with tri-agency recommendations, independent of source of money. Furthermore, we recommend that principal investigators applying for grants should budget a minimum of \$70,000 CAD/year/postdoctoral researcher.

### *Career goals and future careers*

Respondents indicated that they feel worried about their career goals and future career. In order to address those worries, the PDA organizes two events every year. The first event is the research day in which we publicly display and celebrate the postdoctoral research conducted at UBC. Second, we organize a career fair for all postdoctoral researchers to provide more information and career opportunities outside the academic setting. Additionally, we recommend increased funding opportunities for postdoctoral researchers to access to attend conferences or professional development.

### **Limitations**

We do want to acknowledge that in our current survey, we could not focus on the effects of gender. We were also not able to focus on specific concerns for people who identified as neurodivergent, black, indigenous, or people of colour (BIPOC). Furthermore, we were not able to focus on cross-sectionality. This was due to the relatively low numbers of respondents, which did not make it possible to analyse this data without guaranteeing anonymity. In future surveys, we would like to expand our focus on these groups.

## Recommendations

Below we outline recommendations for UBC that will help improve UBC postdoctoral researchers' wellbeing. These recommendations are based on the findings from the wellbeing survey as well as follow-up discussions with postdoctoral researchers at a dissemination event.

- Establish a minimum salary to \$70,000 CAD/year for postdoctoral researchers (to align with current tri-agency funding levels). Motivate principal investigators to budget this amount/year for any postdoctoral researcher for any grant written.
- Define the status (i.e., tasks, responsibilities, expectations) of a postdoctoral researcher, and give them the benefits that are part of that status. This means that postdoctoral researchers should have the same benefits as staff (e.g., salary, dedicated time and monetary resources for personal development, dedicated housing).
- Establish clear expectations of a postdoctoral researcher should be written in either UBC Policy AP10, Postdoctoral Fellows, or in the contract to be signed between the postdoctoral researcher and the principal investigator.
- Establish that contracts offered to postdoctoral researchers should have a minimal length of one year, but ideally the length of the project period (i.e., the length of funding for postdocs) to prevent stress around work permit applications. If there is funding for more than one year, contracts should have a minimum length of 16 months to allow for a partner visa. This will make it easier for postdoctoral researchers with a family to move to and stay in Canada.
- Show appreciation for postdoctoral researchers more often than one time a year (i.e., during the National Postdoc Appreciation Week); offer appreciation events throughout the year, and focus on the work postdoctoral researchers at UBC have achieved on the screens in faculty buildings.
- Establish that postdocs are trained to be independent researchers and thus more qualified than graduate students. A clear distinction (for example in their responsibilities) between postdocs and (graduate) students will help increase the perceived appreciation by our university.
- Disseminate the findings of mental wellbeing and burnout of postdoctoral researchers to principal investigators mentoring/supervising/advising postdoctoral researchers.
- Continuation of organizing monthly events by the PDA which create an opportunity for postdoctoral researchers to connect with each other.

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- Increase funding availability to attend conferences and professional development by UBC beyond the very limited amount of travel awards offered by the PDFO.
- Invite hiring industries/companies for job talks and panels at UBC.
- Organize events and information to reduce stigma around feelings of burnout and lowered mental wellbeing. Furthermore the knowledge gap about existing counselling and therapy options available for UBC postdocs should be closed by providing accurate information.
- Conduct a wellbeing survey every year under the lead of the PDA in order to track improvement in the different categories

**Appendix - Survey questions**

This 15-20 minute survey is being conducted by the University of British Columbia (UBC) Postdoctoral Association (PDA) to capture the mental wellbeing of UBC's postdoctoral researchers. Importantly, the survey is designed by and for postdocs at UBC Vancouver specifically. According to the 2020 CAPS-ACPP Canadian National Postdoctoral Survey Summary, 79% of the Canadian postdocs report issues like anxiety, depression, and burnout. The PDA is interested in capturing the mental wellbeing of postdoctoral researchers at UBC, as well as identifying postdoc-related work issues that contribute to perceived stress. A more detailed picture of mental wellbeing and stress-related factors will help the PDA in advocating for the needs of the UBC's postdocs. Participation in the survey is anonymous, and can be stopped at any moment. Your data and answers will be stored anonymously, and any identifiable information will be removed. Your time spent on filling out this survey is greatly appreciated, and therefore through participation in the survey, you can enter a draw to win a \$50 gift card. Feel free to share the survey link with your fellow postdocs, as a greater response rate will help us gain better insights!

**Age 1. How old are you?**

24 years or younger  
25-29 years  
30-34 years  
34-39 years  
40 years or older

**2. What is your gender identity?**

Woman  
Man  
Non-binary / third gender  
Prefer not to say

**3. For demographical purposes, do you have lived experiences as transgender?**

Yes  
No  
Prefer not to say

**4. Do you identify as neurodivergent?**

No  
ADHD  
Autism/Asperger's/ASD  
Dyslexia  
Dyspraxia  
Other \_\_\_\_\_

**4.2 How worried are you about your experience being neurodivergent in academia?**

Extremely  
Very  
Moderately  
Slightly  
Not at all

**5. What is your Canadian residency status?**

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Canadian citizen from birth  
Became a Canadian citizen at later age  
Permanent resident  
Temporary resident

### **5.2 How worried are you about your Canadian residency status?**

Extremely  
Very  
Moderately  
Slightly  
Not at all

### **6. Do you feel like you are proficient in English?**

Yes  
No

### **6.2 How worried are you about your language abilities?**

Extremely  
Very  
Moderately  
Slightly  
Not at all

### **7. How many years have you lived in Canada?**

1 or less  
2  
3  
4  
5  
6  
7  
8  
9  
10  
More than 10

### **8. For how many years have you been affiliated with UBC? This includes any years you spent studying as an undergraduate or graduate student, and any years you have spent working for UBC (as a postdoc or otherwise).**

1 or less  
2  
3  
4  
5  
6  
7  
8  
9  
10  
More than 10

**9. At which UBC faculty are you currently a postdoc?**

▼ Faculty of Applied Sciences ... Faculty of Science

**10. How many postdoctoral positions did you complete before your current postdoctoral position?**

0

1

2

More than 2

**11. Are you a first-generation academic, being defined as neither of your parents or grandparents attended university?**

Yes

No

**11.2 How worried are you about your experience being a first generation academic?**

Extremely

Very

Moderately

Slightly

Not at all

**12. Exhaustion** (Strongly disagree – disagree – neither agree nor disagree – agree – strongly agree)

When I work, I usually feel energized

Sometimes I feel sickened by my work tasks

During my work, I often feel emotionally drained

During my work, I often feel tired

I am easily annoyed by my work tasks

During my work, I feel burned out

After my work, I usually feel worn out and weary

After working, I have enough energy for my leisure activities

After my work, I tend to need more time than in the past to relax and feel better

**13. Disengagement** (Strongly disagree – disagree – neither agree nor disagree – agree – strongly agree)

I always find new and interesting aspects in my work

It happens more and more often that I talk about my work in a negative way

Lately, I tend to think less at work and do my job almost mechanically

I find my work to be a positive challenge

I have accomplished many worthwhile things in this job

In my opinion, I am good at my job

I am less interested in my job than I used to be

At work, I often feel detached from my surroundings or myself

**14. What is your current living situation?**

I rent a place

I own a place

I don't have a stable place to live

Other \_\_\_\_\_

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**15. Who are you currently living with?**

Alone

With partner, without children

With partner, with children

Without partner, with children

Housemates

Other \_\_\_\_\_

**15.2 Do you have child care available to you?**

Yes

No

**15.3 How worried are you about your living situation?**

Extremely

Very

Moderately

Slightly

Not at all

**16. Do you work from home?**

Yes

No

Sometimes

**16.1 How many days per week do you typically work from home?**

1

2

3

4

5 or more

**16.3 How worried are you about your work location?**

Extremely

Very

Moderately

Slightly

Not at all

**17. How long is a one-way commute to your workplace?**

Less than 30 minutes

30 - 60 minutes

60 - 90 minutes

More than 90 minutes

**17.2 How worried are you about your commuting time?**

Extremely

Very

Moderately

Slightly

Not at all

**18. How far does your family live away from you? Family being defined as your childhood/adolescence support network. This could entail parents, extended family members, or non-relatives who acted as primary caretakers/support network. Please indicate the time using the most efficient means of transport.**

Local (less than 1 hour)

1-3 hours

3-6 hours

6-10 hours

10-16 hours

More than 16 hours

I don't have a childhood/adolescence support network

**18.2 How worried are you about the distance you live from your family?**

Extremely

Very

Moderately

Slightly

Not at all

**19. My income is enough to live in (greater) Vancouver without creating debts:**

Yes

No

Prefer not to say

**19.2 How worried are you about your financial situation?**

Extremely

Very

Moderately

Slightly

Not at all

**20. I feel that I belong at UBC:**

Strongly disagree

Disagree

Neither disagree nor agree

Agree

Strongly Agree

**20.2 How worried are you about your sense of belonging at UBC?**

Extremely

Very

Moderately

Slightly

Not at all

**21. I feel that UBC appreciates me as a postdoctoral researcher:**

Strongly disagree

Disagree

Neither disagree nor agree

Agree

Strongly Agree

**21.2 How worried are you about the appreciation you feel as a postdoctoral researcher at UBC?**

A lot  
Some  
A little  
None

**22. Where is your workplace, defined as the location where you typically spend the majority of your time working, or where you would be working if you were not working from home?**

Home  
UBC campus  
UBC-affiliated hospital  
Other UBC-affiliated site  
Other \_\_\_\_\_

**23. My workplace provides me with the means necessary to successfully conduct my research:**

Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

**23.2 How worried are you about the means available to you to successfully conduct your research?**

Extremely  
Very  
Moderately  
Slightly  
Not at all

**24. At my workplace, there is workplace safety training in place:**

Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

**24.2 How worried are you about the availability of safety training?**

Extremely  
Very  
Moderately  
Slightly  
Not at all

**25. At my workplace, I have a trusted person to whom I can talk in case of UBC/work-related problems:**

Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree

Strongly agree

**25.2 How worried are you about your accessibility to a trusted person?**

Extremely

Very

Moderately

Slightly

Not at all

**26. At my workplace, my colleagues and/or my supervisor put a lot of pressure on me:**

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

**26.2 How worried are you about the amount of pressure put on you?**

Extremely

Very

Moderately

Slightly

Not at all

**27. I have observed harassment at my workplace:**

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

**27.2 How worried are you about the observed levels of harassment?**

Extremely

Very

Moderately

Slightly

Not at all

**28. I have experienced harassment at my workplace:**

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

**28.2 How worried are you about the level of experienced harassment ?**

Extremely

Very

Moderately

Slightly

Not at all

**29. I have control over my workload as a postdoctoral researcher at UBC:**

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

**29.2 How worried are you about the level of control you have over your workload?**

Extremely

Very

Moderately

Slightly

Not at all

**30. I feel overwhelmed by the tasks I have to do as a postdoctoral researcher at UBC:**

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

**30.2 How worried are you about your level of overwhelming feelings?**

Extremely

Very

Moderately

Slightly

Not at all

**31. My workload allows a reasonable work-life balance:**

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

**31.2 How worried are you about your work-life balance?**

Extremely

Very

Moderately

Slightly

Not at all

**32. I have been feeling successful as a postdoctoral researcher at my workplace:**

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

**32.2 How worried are you about how successful you have been feeling?**

Extremely  
Very  
Moderately  
Slightly  
Not at all

**33. My career goals are:**

To become a research associate in academia  
To become a faculty in academia  
To transition to a researcher position in industry  
To transition to a non-research position in industry  
Other \_\_\_\_\_

**33.2 How worried are you about your career goals?**

Extremely  
Very  
Moderately  
Slightly  
Not at all

**34. I have been feeling optimistic about my future career:**

Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

**34.2 How worried are you about your future career?**

Extremely  
Very  
Moderately  
Slightly  
Not at all

**35. Is there anything else you want to share, related to your work as a postdoctoral researcher at UBC and mental wellbeing?**

\_\_\_\_\_

**Raffle Do you want to participate in the raffle for a \$50 gift card? You will be redirected to an independent link to provide your e-mail address**

Yes  
No