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AVETH follow-up survey on salary and duties of ETH doctoral students

2017

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Abstract

The present survey was conducted as a follow-up of the [AVETH survey in 2014](#). Based on 1'052 completed answers this report summarizes the current employment situation and the corresponding opinion of doctoral students at ETH Zurich about their salary rate and additional duties.

The average salary rate per department of ETH doctoral students varied from salary rate 1 to salary rate 4.7 (ETH average of salary rate 2.5), with a large spread in some departments, e.g. D-BAUG or D-MTEC (Figure 1, left). The stated work load ranging from 47.6 to 53.8 hours per week is comparable to the survey results from 2014. Whereas these doctoral students with a salary rate below the ETH average tend to have a neutral opinion about their salary satisfaction, those doctoral students with a salary rate higher than 3 declare a rather satisfied salary situation. Again, this trend is similar to the survey results from 2014.

A salary increase of $\approx 15\%$ for the lower and $\approx 8\%$ for the higher salary rates of DS would be considered as a fair salary. The ETH average for a salary level considered as fair is 3.7 (Figure 1, right). In addition, 81% of the survey participants agree to a uniform salary on the institute level and 70% on department level. In general, DS are satisfied with their employment condition, with a weak correlation between the average salary satisfaction and the average salary rate.

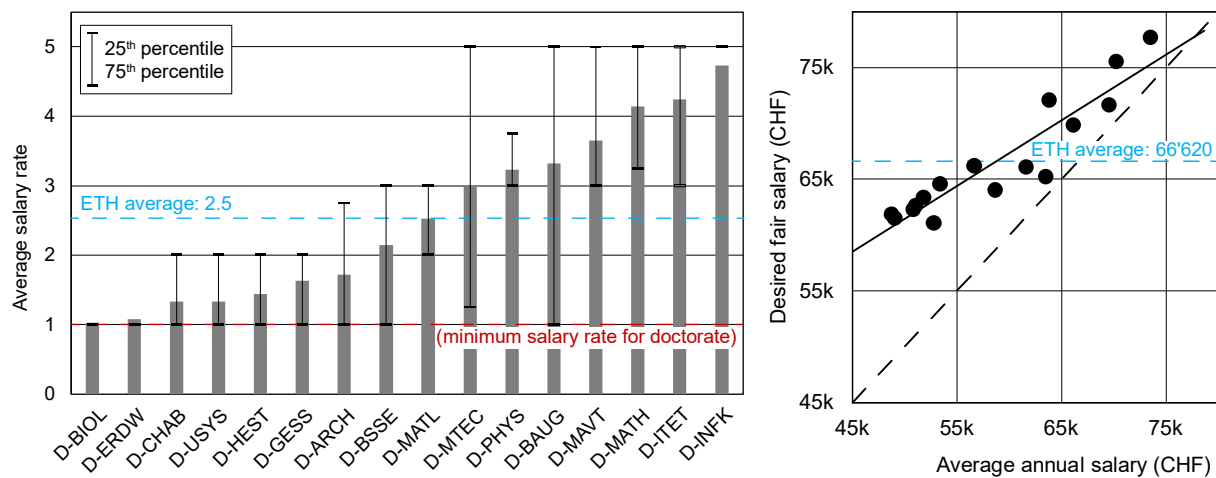


Figure 1: Average salary rate (left) and desired fair salary (right) of ETH doctoral students

Independent of the salary rate, 96% of ETH doctoral students state to have additional duties (teaching, other research projects, or administrative tasks) besides their doctoral research. In 12 out of 16 departments, doctoral students state to spend more than 40% of their working time on additional duties, with the ETH average being 44.5%. This is a deviation from the '70% protected time' dedicated to the doctorate. In addition, there is only a weak correlation between the amount of additional duties and the average salary rate. The declared percentage of additional duties indicates a need for DS to track their working hours of the additional duties in coordination with their supervisors. Currently, 54% of ETH doctoral students are of the opinion to be not paid for these duties. Even though teaching is appreciated amongst ETH doctoral students and perceived as an important part of the doctorate, it should be clearly regulated with a more even teaching load distribution and a transparent salary system.



Table of contents

1	Introduction	1
1.1	Why this survey?.....	1
1.2	Statistics of the survey	1
2	Quantitative analysis – Salary rate.....	2
2.1	Current situation.....	2
2.2	Desired situation	5
2.3	Conclusion	6
3	Quantitative analysis – Teaching and duties.....	7
3.1	Current and desired situation	7
3.2	Conclusion	11
4	Qualitative Analysis.....	12
4.1	Comments about “salary”	12
4.2	Comments about “teaching / duties”	12
4.3	Comments about “working conditions”	12
5	Summary.....	13
6	Acknowledgements	13
	Appendix I – Methodology of the survey	I
	Appendix II – Significance of the survey data	II
	Appendix III – Salary rate	IV
	Appendix IV – Detailed distribution of duties	V
	Appendix V – Survey questions	VI



Acronyms / Remarks:

- a) "**DS**" is used for "doctoral student(s)"
- b) "**SR**" refers to the actual "salary rate" as defined in the employment contract. In the following report, the ETH notation of "Standard Rate" will be replaced by "SR 1", as there is no "standard" salary rate at ETH. The "salary rates", the corresponding annual gross salaries and the salary system before 2015 at ETH are listed in Appendix III. More details of the DS employment regulation can be found in [SR 172.220.113.11 – Ordinance for Scientific Employees \(German\)](#).
- c) **Departments of ETH:** In the present analysis, only the answers of DS employed in one of the ETH departments (Table 1) were considered for the quantitative and qualitative analysis (Section 2-4). Answers from DS employed at EAWAG, EMPA, PSI or WSL were only used for the qualitative analysis (Section 4).

Table 1: ETH Departments

<i>Short name</i>	<i>Department name</i>
D-ARCH	Architecture
D-BAUG	Civil, Environmental and Geomatic Engineering
D-BSSE	Biosystems Science and Engineering
D-BIOL	Biology
D-CHAB	Chemistry and Applied Biosciences
D-ERDW	Earth Sciences
D-GESS	Humanities, Social and Political Sciences
D-HEST	Health Sciences and Technology
D-INFK	Computer Science
D-ITET	Information Technology and Electrical Engineering
D-MATH	Mathematics
D-MATL	Materials Science
D-MAVT	Mechanical and Process Engineering
D-MTEC	Management, Technology and Economics
D-PHYS	Physics
D-USYS	Environmental Systems Science



1 Introduction

1.1 Why this survey?

The survey was conducted by the [AVETH Politics Team](#), a discussion and working platform of ETH scientific staff members focusing on ETH politics. The current survey is a follow-up of the AVETH survey conducted in 2014, which was launched to monitor the new employment regulations for the ETH scientific staff.

The main goal of the present survey is to summarize the current employment situation with respect to salary rate and additional duties (teaching, administrative tasks and others) of ETH doctoral students and their respective feeling about it. In addition, the results of the current employment situation were compared to the AVETH survey results in 2014.

1.2 Statistics of the survey

The survey was started in fall 2016 and sent to 4'230 people registered as DS at ETH from which 1'215 completed answers were received, corresponding to a response rate of $\approx 30\%$. At the time of the survey, 4'071 ETH DS were employed with an ETH contract and paid through ETH; the remaining 159 DS were paid e.g. by a foreign scholarship or company. Similar to the AVETH survey in 2014, the current survey also focuses on **"ETH doctoral students with an ETH contract"**. A total of 1'052 completed answers were received from this target category, corresponding to a response rate of 26% (Table 2). A detailed statistic on participants and the return rates is presented in Appendix II.

Table 2: Survey answer statistics

<i>Category</i>	<i>Headcount in fall 2016</i>	<i>Completed answers received for the survey</i>	<i>Response rate per category</i>
ETH doctoral students	4'230	1'215	29%
ETH doctoral students with an ETH contract (used for the analysis)	4'071	1'052	26%



2 Quantitative analysis – Salary rate

2.1 Current situation

The average salary rate of DS strongly varies for the different departments from SR 1 (D-BIOL, D-ERDW) corresponding to the minimum salary rate for DS (SR 172.220.113.11) up to ≈SR 5 (D-INFK). According to this survey, the average salary rate of DS at ETH is “SR 2.5”, which corresponds to an employment level of ≈75% of the “old” salary system prior to 2014 (Figure 2). In 2014, the average salary rate of ETH DS was 76%. In Figure 3, the average salary rate of female DS versus male DS is illustrated. The average salary rate is slightly lower for female DS (SR 2.45 for female DS, as compared to SR 2.60 for male DS).

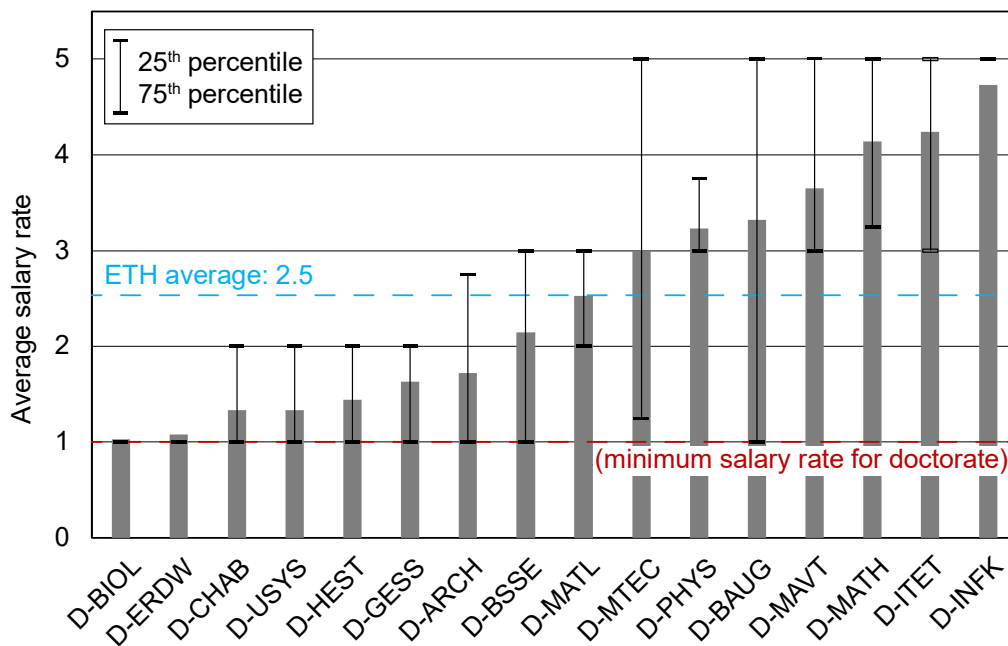


Figure 2: Average salary rate and standard deviation per department

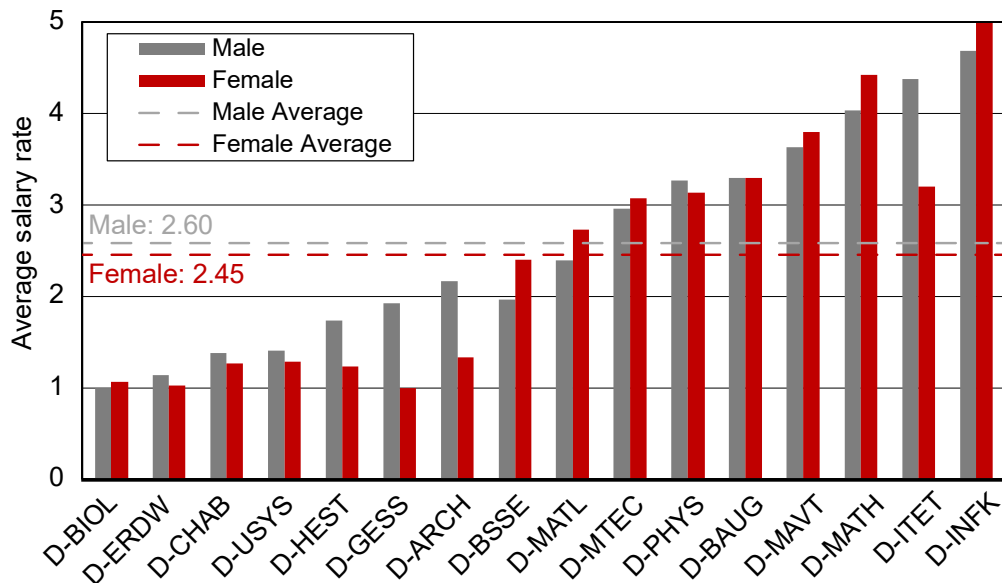


Figure 3 Average salary rate per department for female and male DS



Doctoral students at ETH stated in average to have a work load of 50.5 hours per week ranging from 47.6 hours per week at D-BAUG up to 53.8 hours per week at D-CHAB. Therefore, independent of the department, DS work overtime as compared to the 41 hours per week regulated by SR 172.220.113.11 (Figure 4). There is no correlation between the reported working hours and the salary rate. The various salary rates therefore imply a salary disparity amongst DS. Compared to the survey answers in 2014, neither the work load (50.6 hours) nor the absence of a correlation between working hours and salary rate have changed.

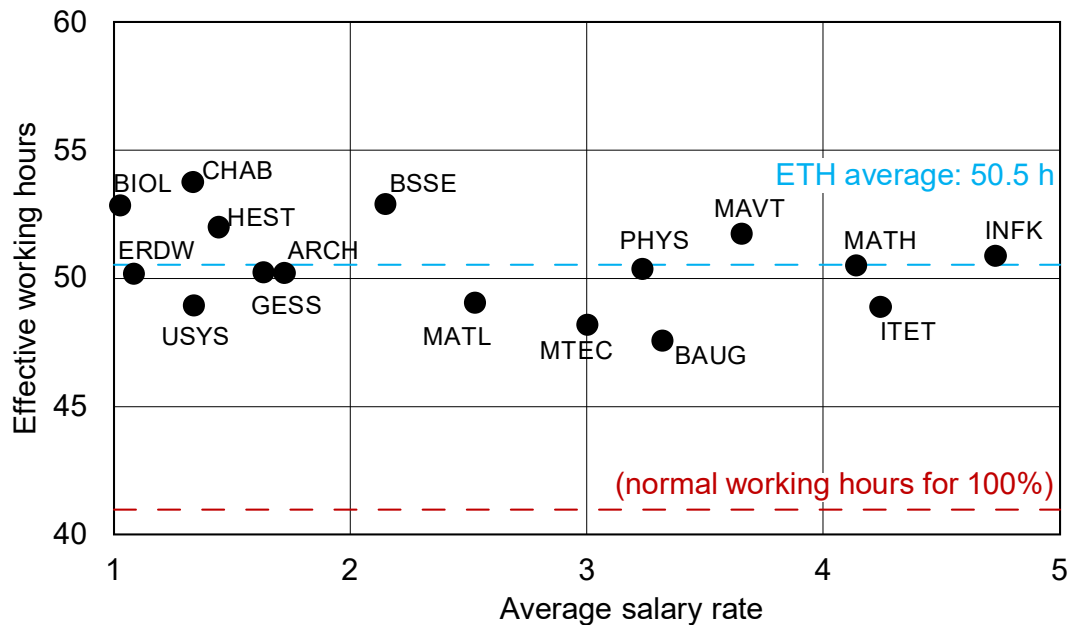


Figure 4: Effective working hours versus average salary rate

Doctoral students were asked to quantify their salary satisfaction with five possible answers which were given a corresponding value between 1 and 5: (1) very dissatisfied, (2) dissatisfied, (3) neutral, (4) satisfied, and (5) very satisfied. The average salary satisfaction amongst DS at ETH is 3.45, corresponding to a mean situation between neutral and satisfied (Figure 5). Whereas DS with a salary rate of less than “SR 2.5” or 75% (roughly corresponding to the ETH average salary rate; Figure 2) are below the ETH average with a tendency to neutral, the DS with a salary rate higher than SR 2.5 are above the ETH average with a tendency to a satisfied salary situation. The DS at D-BIOL, D-HEST, and D-ARCH with average salary rates of SR 1, SR 1.5, and SR 1.7 respectively, are slightly below neutral. In the survey answers in 2014, the average salary satisfaction was slightly higher with 3.52. In addition, only DS of D-BIOL stated a salary satisfaction below neutral.

Finally, doctoral students were asked to rate their satisfaction with their employment conditions with the five following possible answers: (1) very dissatisfied, (2) dissatisfied, (3) neutral, (4) satisfied, and (5) very satisfied. According to Figure 6, DS are generally satisfied with an average value of 3.80. However, the average satisfaction per department increases with increasing average salary rate. DS at D-INFK are above satisfied (average value of 4.16), compared to DS at D-BIOL slightly below satisfied (average value of 3.50).

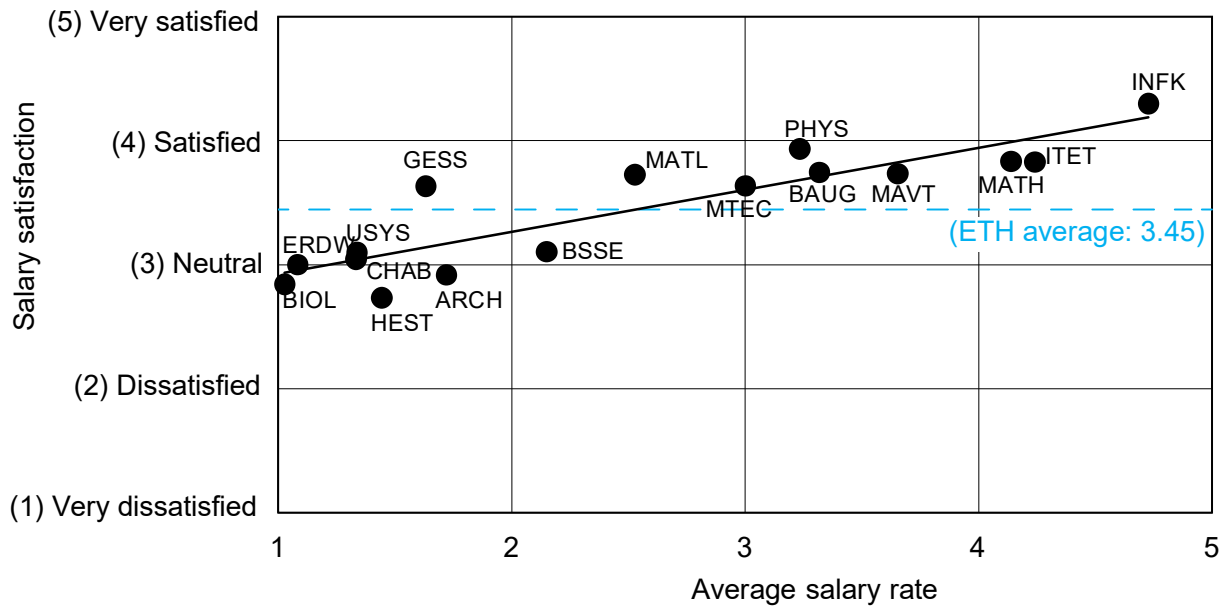


Figure 5: Salary satisfaction versus average salary rate

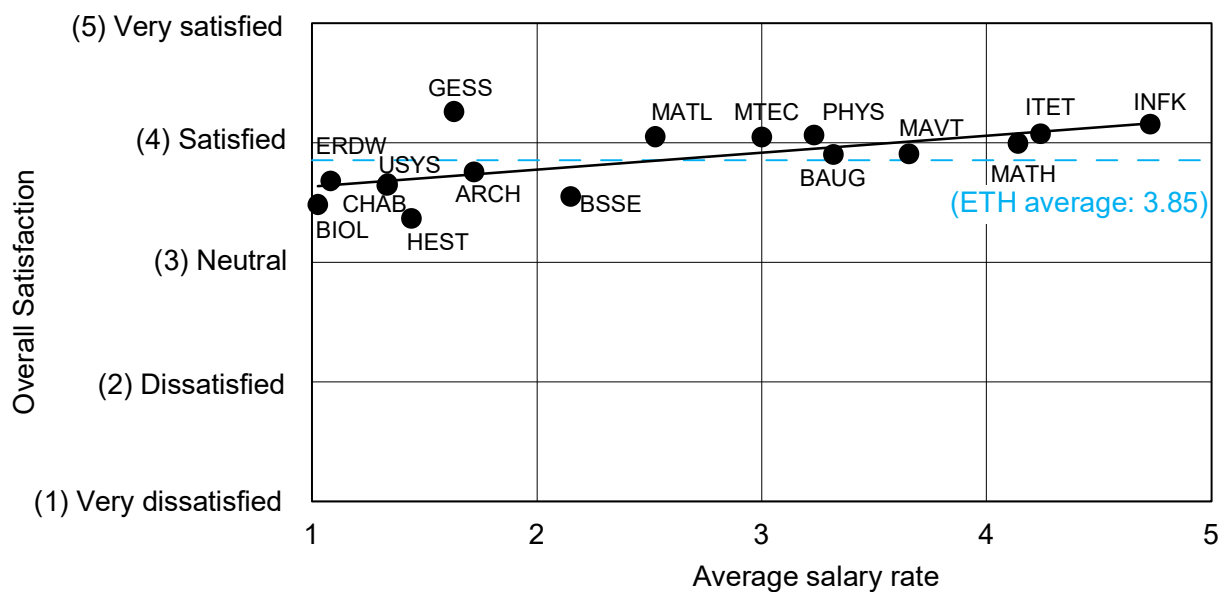


Figure 6: Overall satisfaction of employment conditions and average salary rate



2.2 Desired situation

Doctoral students were asked about their current annual gross salary in CHF and their opinion on a fair doctorate salary. To maintain clearness, the three employment stages of "Wissenschaftliche Assistenz I" (1st to 3rd year) were combined for the present evaluation and the stated salary values represent an average over the three employment stages. The average desired fair salary ranged from 61.1 kCHF at D-GESS (average annual salary 52.8 kCHF; SR 1.6) to 77.7 kCHF at D-INFK (average annual salary 73.5 kCHF; SR 4.7) with an ETH average of 66.6 kCHF (average annual salary 58.6 kCHF; SR 2.5). This desired fair salary was converted into an equivalent fair salary rate using the average annual salary listed in Appendix III. This fair salary rate ranges from SR 2.9 (D-GESS) to SR 5.4 (D-INFK) with an ETH average value of SR 3.7. The desired increase in salary corresponds to the difference between the black dashed line (fair salary rate = average salary rate) and the individual data points. Therefore, the desired increase in salary is not uniform for the different departments. Whereas DS with a low salary rate of \approx SR 1 ... SR 2 would wish an increase by 14% (D-GESS) and 21% (D-BIOL), the DS with a comparably high salary rate of \approx SR 4 ... SR 5 would prefer an increase by only 7% (D-ITET) and 9% (D-INFK). The ETH average desired salary increase is 12% from SR 2.5 to SR 3.7 (Figure 7). In 2014, the desired fair salary was 67.3 kCHF and is therefore considered identical to the current survey.

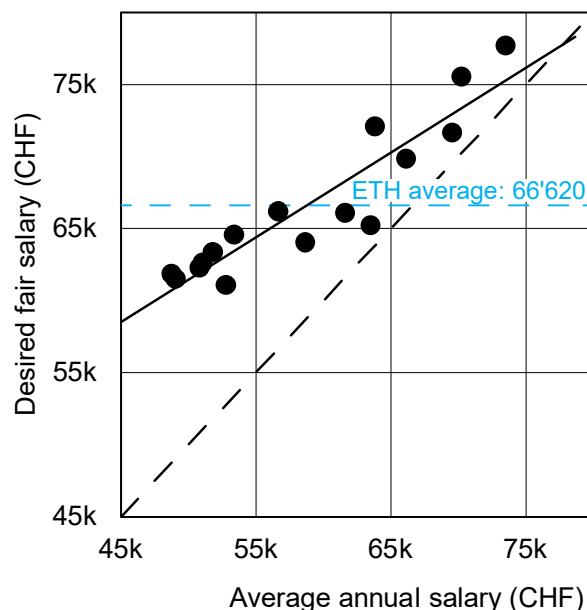


Figure 7: Desired fair salary versus average annual salary

Assuming their salary would not be lowered, DS were asked if they are in favor of a uniform salary system across (a) their group (89% agreement), (b) their institute (81% agreement), (c) their department (70% agreement), and (d) within ETH (49% agreement), demonstrating a prominent demand for uniform salary regulations, preferably set up on institute or department levels (Table 3).

Whereas the agreement to a group-wide and institute-wide uniform salary is rather independent from the salary rate, the agreement to department-wide or ETH-wide uniform salaries decreases significantly with increasing salary rate (Figure 8).



Table 3: ETH average opinion on uniform salary

<i>Uniform salary per:</i>	<i>Agreement</i>	<i>Abstention</i>	<i>Objection</i>
(a) group?	89%	3%	8%
(b) institute?	81%	5%	14%
(c) department?	70%	9%	21%
(d) ETH?	49%	12%	38%

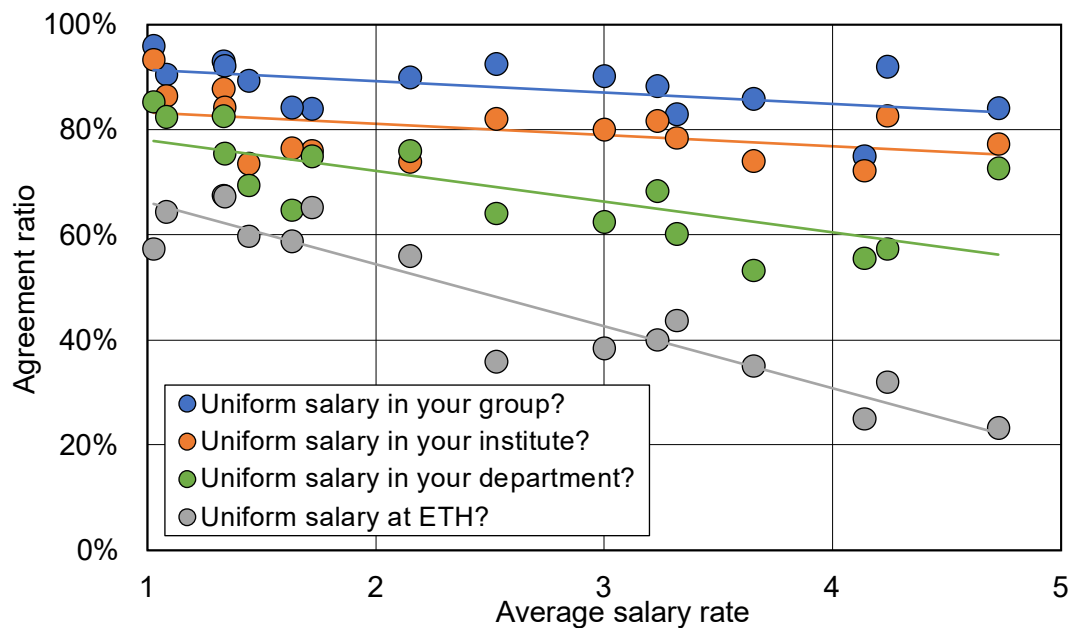


Figure 8: Agreement to uniform salary versus average salary rate

2.3 Conclusion

- The salary rate shows a lot of disparities across ETH with a direct correlation to the satisfaction of doctoral students. The doctoral students with a low salary rate and a corresponding low salary are less satisfied and would wish to have their salary (and thus salary rate) increased proportionally more than better-paid doctoral students. The average value of a fair salary rate (average over the three years) at ETH was SR 3.7 or 66'620 CHF.
- The average salary rate for female DS is slightly lower than for male DS. For those departments with significant differences (i.e. D-ITET, D-GESS, D-ARCH, and D-HEST) it may be useful to look into possible reasons for these deviations.
- The majority of doctoral students would prefer a uniform salary within their research group, their institute and within the department, supporting the demand for more uniform employment regulations within each department leading to more transparency.
- In general, DS are satisfied about their employment condition, with a slight correlation between the average satisfaction within one department and the average salary rate.



3 Quantitative analysis – Teaching and duties

3.1 Current and desired situation

The majority of DS at ETH (96.4%) have 'duties' in addition to the research directly related to their doctorate. The so-called "additional duties" were classified in the following three categories:

- **Teaching:** Exercise classes; lab or practical courses; exam preparation and supervision; supervision of students (BSc-, or MSc-student theses)
- **Other research projects:** Expertise reports or projects that are not related to the doctorate
- **Administrative and organizational:** Administrative duties; organization of meetings, events, or conferences; equipment or lab responsibilities

Doctoral students were asked to estimate the average time spent on additional duties for the three different categories listed above (Figure 9). On average, DS spent 16.4% of their time on teaching duties, 15% working on other research projects, and 13.2% on administrative or organizational tasks (ETH column in Figure 9). The working time for each category is plotted in Figure 19 to Figure 21 (Appendix IV).

Based on Figure 10, there is a weak correlation between the average salary rate and the (estimated) time spent on additional duties. For example, DS at D-MATH state to spend on average ≈60% for additional duties, compared to 40% at D-BIOL. In the majority of the departments, DS state to **spend more than 40%** of their working time on additional duties. According to ETH regulation (Article 10 (1) of SR 172.220.113.11), this is a deviation from the '70% protected time' dedicated to the doctorate. The results therefore indicate that DS should track the working hours of these additional duties in coordination with their supervisors.

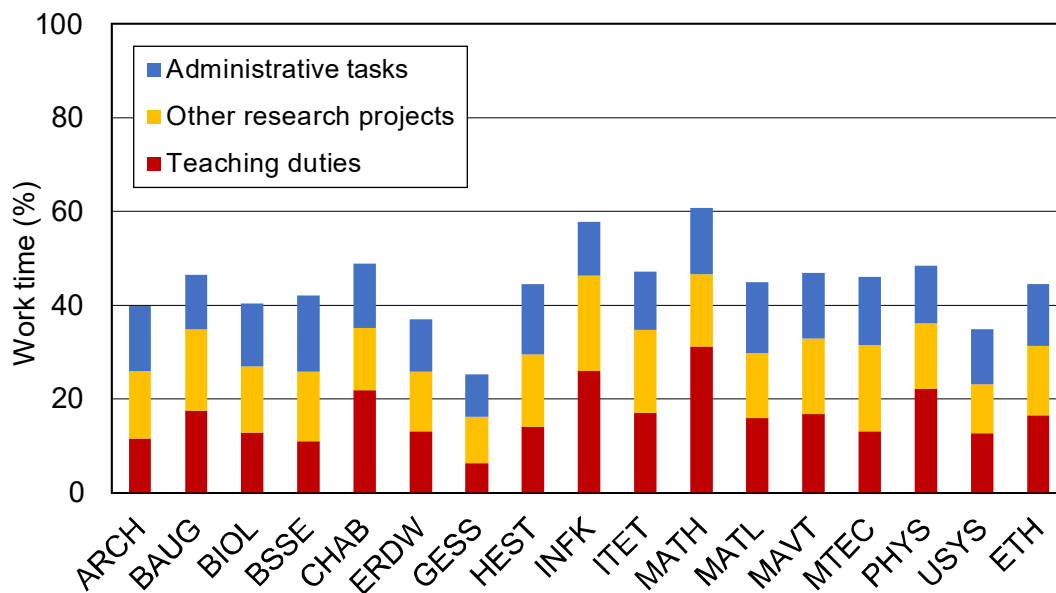


Figure 9: Estimated time spent on additional duties



Doctoral students were asked, if they were informed about the additional duties before starting their doctorate. On average 83% of DS were aware of additional duties (Figure 11). Compared to the ETH average, slightly less DS were informed at D-HEST (69%), D-ARCH (64%), and D-BSSE (55%).

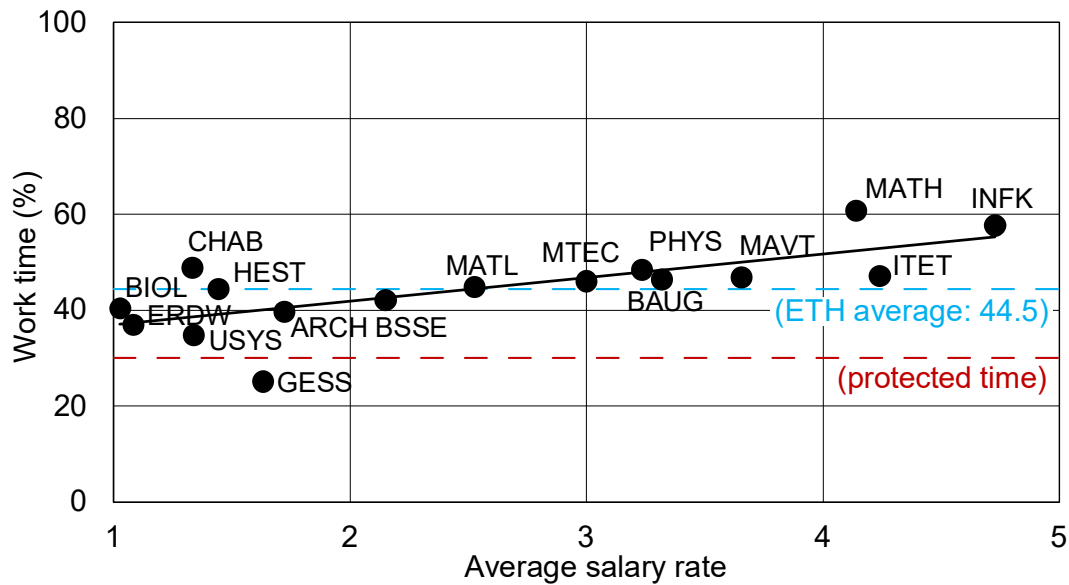


Figure 10: Correlation between estimated time on additional duties and average salary rate

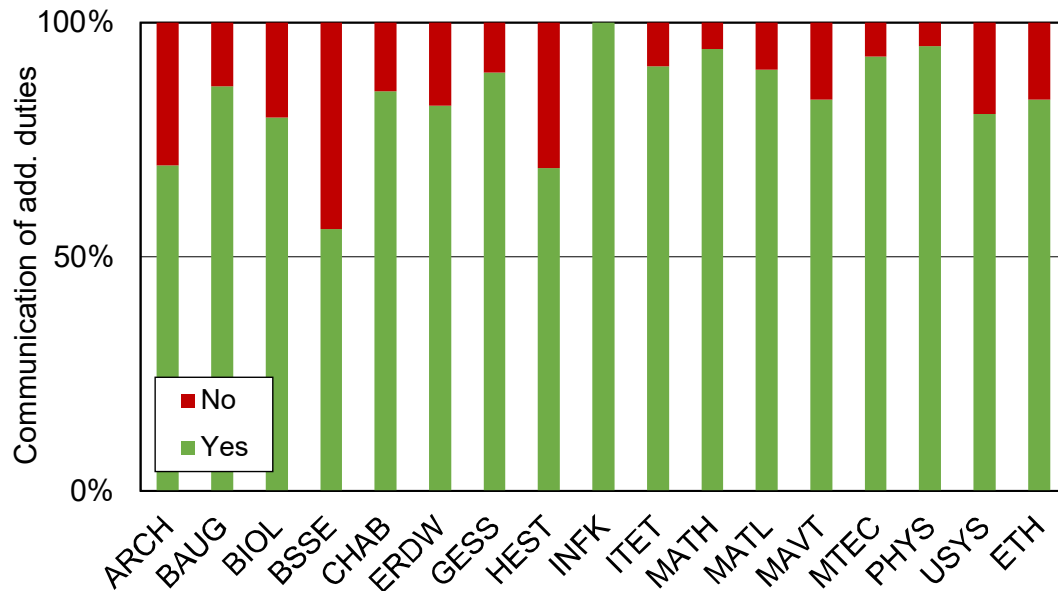


Figure 11: Communication of additional duties

Within the survey, DS were asked if "Teaching should be a mandatory part of the training as a doctoral student" with the five following possible answers: (1) strongly disagree, (2) disagree, (3) neutral, (4) agree, and (5) strongly agree. Without a correlation to the average salary rate, the DS in average agree (average opinion at 3.90) that teaching should be a mandatory part of the training as a DS (Figure 12). Compared to 2014, the agreement to teach slightly increased (2014: 3.60 versus 2016: 3.90).

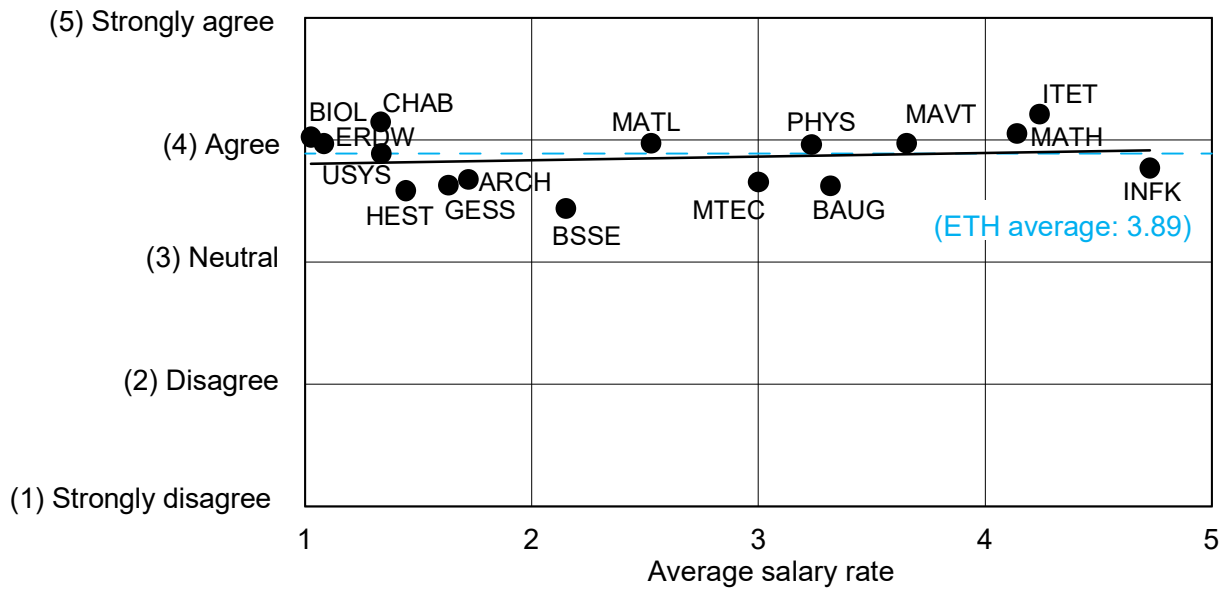


Figure 12: Agreement to teach versus average salary rate

Doctoral students were asked how they think their additional duties are currently paid and how they would like to have them paid with four possible answers (1) Part of the employment contract, (2) Additional contract, (3) Bonus, and (4) Not paid. As shown in Figure 13, a significant number of DS (ETH average of 54.8%) is of the opinion that they are not paid for their duties, demonstrating a lack of transparency of their employment contracts. Compared to the survey analysis in 2014 (ETH average of 41%), the number even increased. An ETH average of 40% would prefer a payment of additional duties within their normal employment contract, whereas 26% declare to prefer a Bonus system (Figure 14).

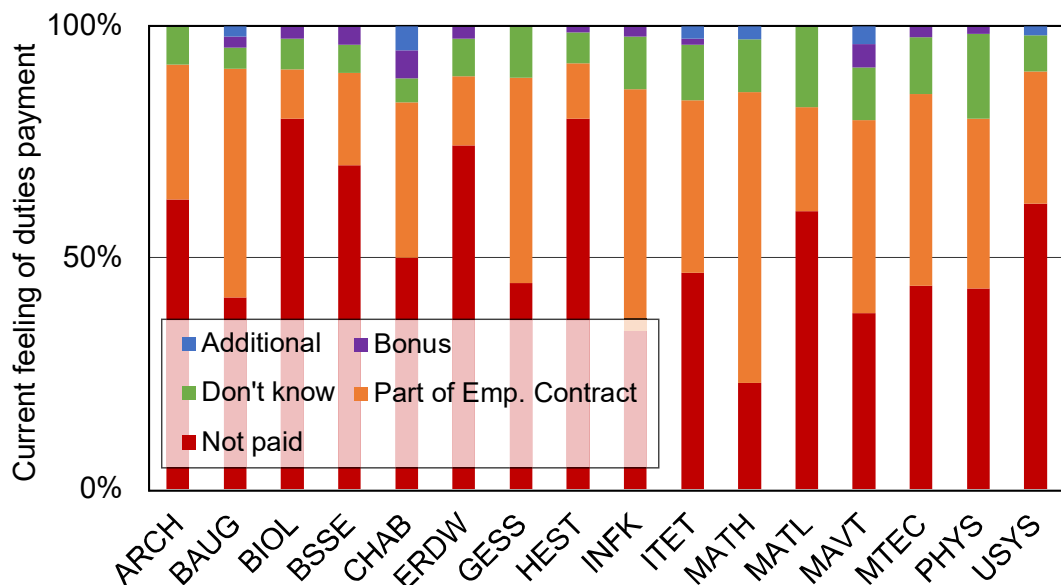


Figure 13: Current feeling of duties payment for the various departments

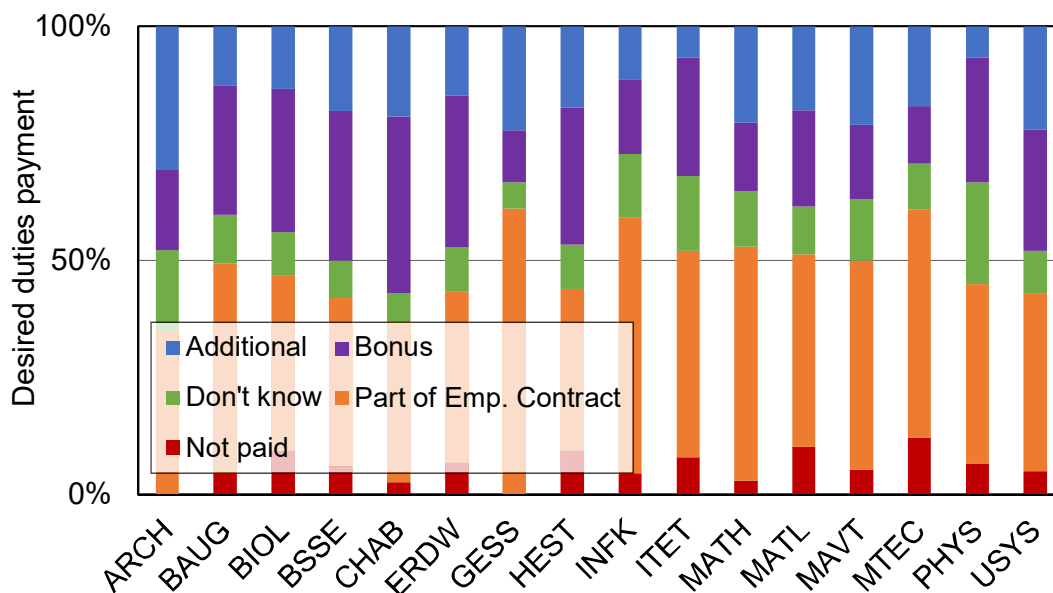


Figure 14: Desired duties payment for the various departments

In addition, DS were asked if they agree to the statement “Due to my additional duties, I don't have enough time to conduct my research”; again with five possible answers ranging from (1) strongly disagree up to (5) strongly agree. According to Figure 15, DS rather disagree or feel neutral regarding the second statement (average opinion at 2.70). Despite additional duties, DS have the opinion to have enough time for research.

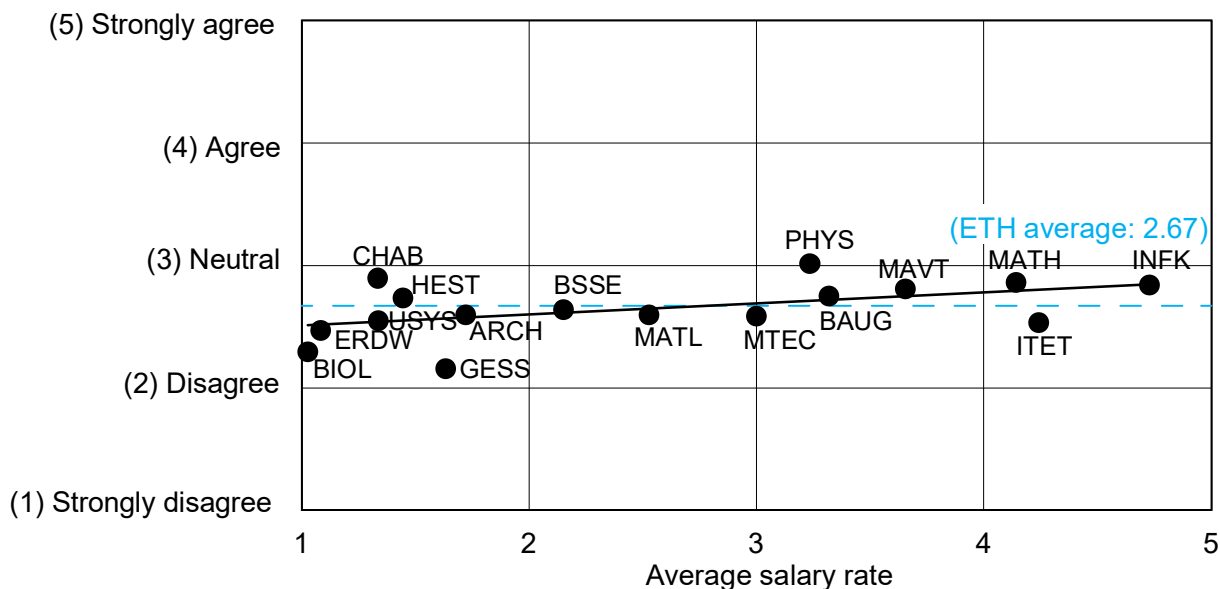


Figure 15: Disagreement to have enough time for research versus average salary rate



3.2 Conclusion

- Nearly all DS (96.4%) state to have duties in addition to their doctoral research project.
- There is a weak correlation between the amount of additional duties and the average salary rate.
- In 12 out of 16 departments, DS declare to spend more than 40% of the working time on additional duties, with an ETH average of 44.5%. Two departments, D-INFK (58%) and D-MATH (61%) are above 55%. This is a deviation from the '70% protected time' dedicated to the doctorate. In addition, even DS at departments with average salary rates between 1 and 2 spend 40% or more time on additional duties, which can be perceived as unfair.
- The stated percentage of additional duties indicates a need for DS to track their working hours of the additional duties.
- A high number of DS (54%) believe that they are not paid for additional duties; indicating a lack of communication.
- DS students agree that teaching should be a mandatory part of the doctorate.



4 Qualitative Analysis

The survey was an opportunity for ETH DS to express their opinion and feelings on the specific survey topics. A total of 149 comments were received about "salary", 104 comments about "teaching / duties", and 123 comments about "working conditions" corresponding to 8.1%, 5.7% and 6.7% of the total number of responses considered in this analysis, respectively. In addition, at the end of the survey a total of 128 "general comments" were made, many of them concerning one of the three main topics of this survey.

Below, the most frequent comments about each topic are summarized. The number of occurrence of each comment is given in square brackets.

4.1 Comments about "salary"

- [43] A significant number of comments were made, that the difference in salaries across DS is unfair (in particular within same group/department). Some DS [14] commented to be satisfied with their own salary, but find it unfair why others earn more for the same job.
- [32] The baseline salary should be identical for all DS and the additional duties should be paid extra (as a bonus or with an additional contract).
- [24] The reasons how different salary rates are assigned is often non-transparent.
- [11] Some DS stated that the increase in salary between the years should be bigger. In addition, some DS were asking, why there is not a fourth increase step, as almost everyone is doing a 4-years thesis. Furthermore, some DS perceive the difference between the lower and higher salary rates as unfair.
- [11] Some DS are in favor of different salaries in different fields/departments, because the corresponding industry salaries are also different.

4.2 Comments about "teaching / duties"

- [17] DS perceive the unequal distribution of teaching or additional duties within research groups/departments and in between departments without being credited for as unfair.
- [13] Teaching is seen as a crucial or desired part of the doctorate.
- [11] Some DS have the opinion that additional duties should be part of the employment contract, whereas others [7] would prefer a bonus payment

4.3 Comments about "working conditions"

- [21] Large number of DS are satisfied with their working conditions at ETH.
- [14] Vacation days are not granted so easily or overtime work hours are not compensated.
- [12] Many DS complain about their poor work-life balance, some of which [4] even say that this affects their psychological health.
- [7] DS have too many additional duties which distract them from their research.



5 Summary

The survey shows by its high reply rate (nearly 30%) that doctoral students are very much interested in improving their current situation concerning their salary, but also their additional duties. The main conclusion of this study is the wish of doctoral students to reduce disparities of salary and duties, while improving the transparency of the employment regulations.

The average salary rate per department at ETH varies from salary rate 1 (D-BIOL and D-ERDW) up to salary rate 4.7 (D-INFK), with an ETH average of salary rate 2.5 (~75%). The salary rate shows a positive correlation with the salary satisfaction, however, DS of all departments are satisfied with their general employment condition. In average, ETH doctoral students expressed a desired fair salary of 66'600 CHF, equivalent to salary rate 3.7. Furthermore, doctoral students stated their wish for a uniform salary at the department level (70% of agreement).

Whereas most doctoral students agree on additional duties, they wish a more transparent salary for these tasks. In 12 out of 16 departments, DS declared to spend more than 40% of their working time on additional duties, with an ETH average of 44.5%. This is a deviation from the '70% protected time' dedicated to the doctorate. In addition, DS of departments with an average salary rate of 1...2 spend 40% or more time on additional duties, which can be perceived as unfair. The stated amount of additional duties indicates a need for DS to track their working hours of the additional duties in coordination with their supervisors.

6 Acknowledgements

This survey and its analysis would not have been possible without the help and support of a number of people across ETH. We would like to thank the Politics Team of AVETH for their productive discussions during the course of setting up the survey as well as for the analysis of the results. The Politics Team meetings between beginning of 2016 and fall of 2017 were often the place of debates on this particular topic. Thanks to Dr. Helge Fuchs, Dr. Eva Kummer, Martin Roszkowski, and Florian Thöle for additional analysis, reviewing the survey questions, and report structure. The feedback from Dr. Florian Emaury on the survey questions has been extremely helpful. Finally, we would like to thank the rector of ETH, Prof. Dr. Sarah Springman, for allowing us to send this survey to the complete list of ETH doctoral students and making it a great success with nearly 30% of reply rate.



Appendix

Appendix I – Methodology of the survey

The survey was anonymous (no IP tracking) and conducted using the survey tool "SelectSurvey" provided by ETH. Only the data of completed answers of ETH doctoral students with an ETH contract were used.

Whereas answers of DS outside of ETH (EAWAG, WSL, PSI, EMPA ...) were not taken into account, only the answers from DS associated to an ETH department were considered (Table 1). The different geographical origins represented within the survey were divided into 5 groups, to verify the statistical nationality distribution of the participants (Table 4).

The survey was first sent by email on October 11, 2016 to all DS of ETH (4'230 people on this date). Two more emails were sent to all DS on November 8 and December 6 respectively, each resulting in a significant increase in completed answers to the survey (Figure 16). In addition, three reminders were sent within the AVETH newsletters. Finally, the survey was closed on December 31, 2016, with 1'052 received answers of DS with an ETH contract.

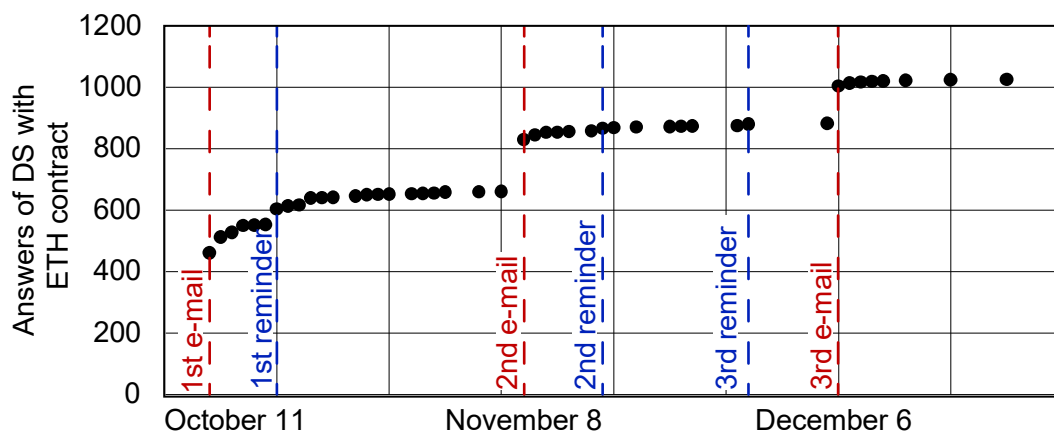


Figure 16: Evolution of the number of answers of DS versus time



Appendix II – Significance of the survey data

Prior to the data analysis, the significance of the received answers was checked by comparing the obtained survey data (black) with official ETH data (grey) for DS with an ETH contract (Figure 17). In addition, the ratio of female DS were compared between the survey data (red) and ETH data (grey) (Figure 18).

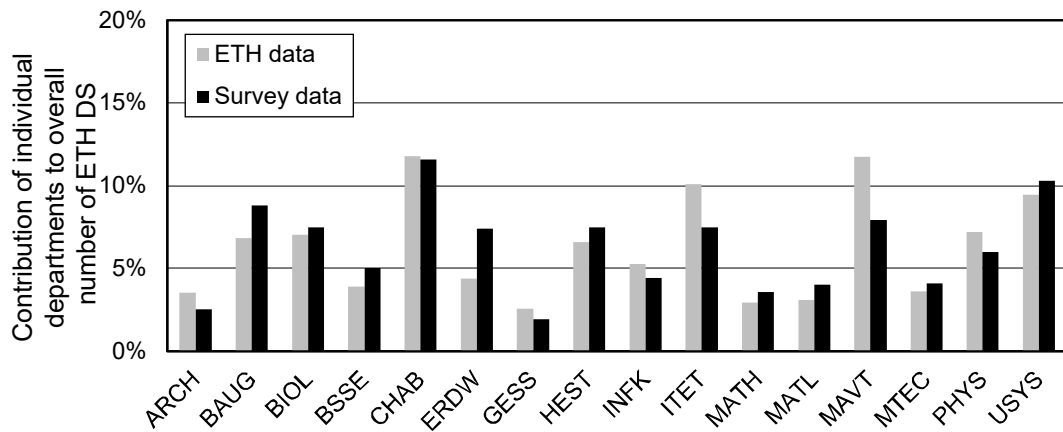


Figure 17: Contribution of departments to overall number of ETH DS (survey- vs. ETH data)

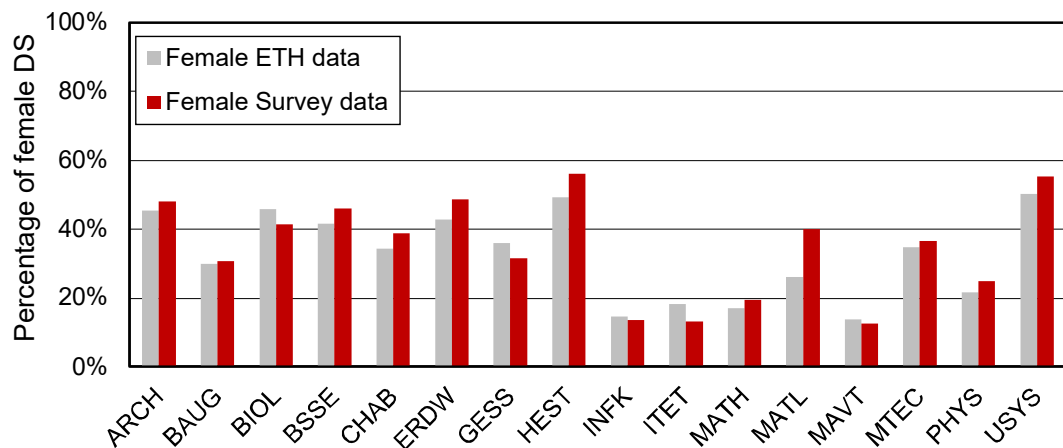


Figure 18: Contribution of female DS to overall number of ETH DS (survey- vs. ETH data)



Based on the five groups of nationalities, the nationality distribution of the survey data (ETH DS with and without contract) was compared to the data from the ETH annual report 2016 (Table 4). The survey data represent the ETH DS regarding department, gender and nationality distribution, supporting the validity of the drawn conclusions.

Table 4: Answer ratio per nationality group

<i>Different groups of nationalities</i>	<i>Ratio from ETH annual report 2016</i>	<i>Ratio from the survey data</i>
Europe without Switzerland	50%	56%
Switzerland	31%	27%
Asia	12%	7%
Others	7%	6%
Not mentioned	–	4%



Appendix III – Salary rate

All DS (except real part-time) are employed 100% and the salary is divided in different salary rates (1-5) as stated in [SR 172.220.113.11 – Ordinance for Scientific Employees \(German\)](#). Salary rate 1 corresponds to the funding by the Swiss National Science Foundation (SNSF). The current salary rates are listed in Table 5 and compared to the old salary system of 2014 in Table 6. After implementation of the current employment regulation in 2015, the average salary of DS decreased for 4%, remained constant for 36%, increased for 11%, and 48% of DS started with the new system.

Table 5: Annual salaries and salary rates of DS at ETH Zurich

<i>Salary rate since 2015</i>	<i>1st year (CHF)</i>	<i>2nd year (CHF)</i>	<i>3rd year and more (CHF)</i>	<i>% of annual gross salary compared to "Rate 5"</i>
Rate 1	47'040	48'540	50'040	64%
Rate 2	52'855	55'230	57'610	73%
Rate 3	58'670	61'920	65'180	82%
Rate 4	64'485	68'610	72'750	91%
Rate 5	70'300	75'300	80'320	100%

Table 6: Comparison of salary rates since 2015 with employment level until 2014 of DS

<i>Salary rate since 2015</i>	<i>Employment level until 2014</i>
Rate 1	Level 1 – "60%"
Rate 2	Level 2 – "70%"
Rate 3	Level 3 – "80%"
Rate 4	Level 4 – "90%"
Rate 5	Level 5 – "100%"



Appendix IV – Detailed distribution of duties

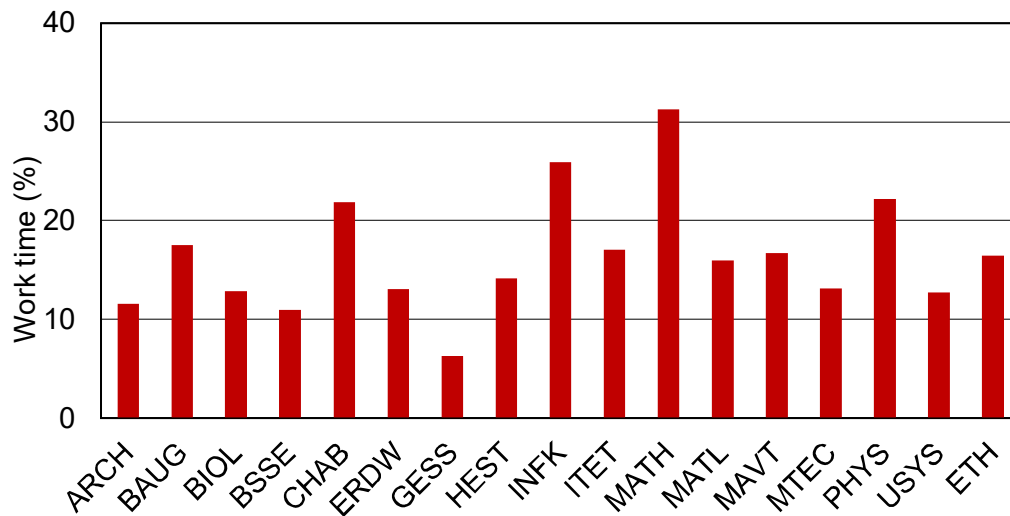


Figure 19: Estimated work time spent on teaching

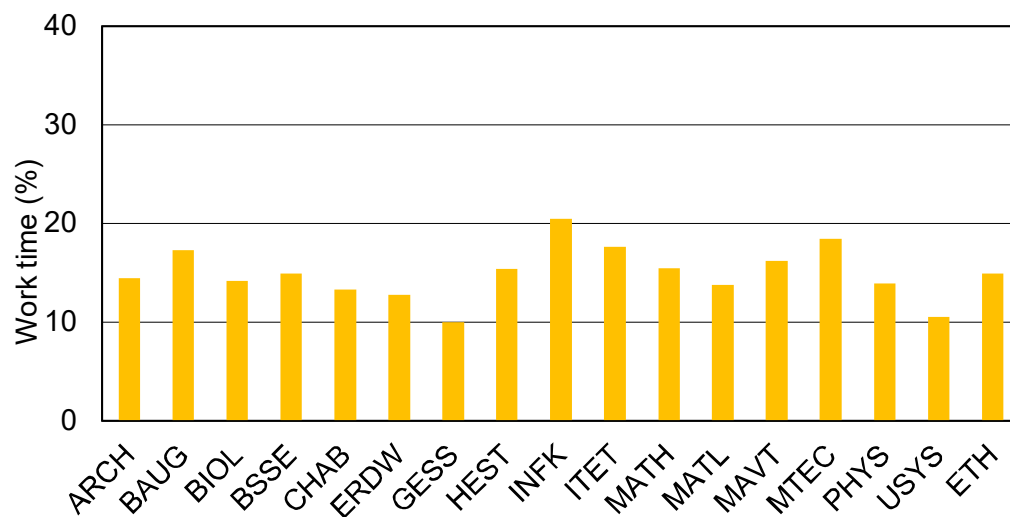


Figure 20: Estimated work time spent on other research projects

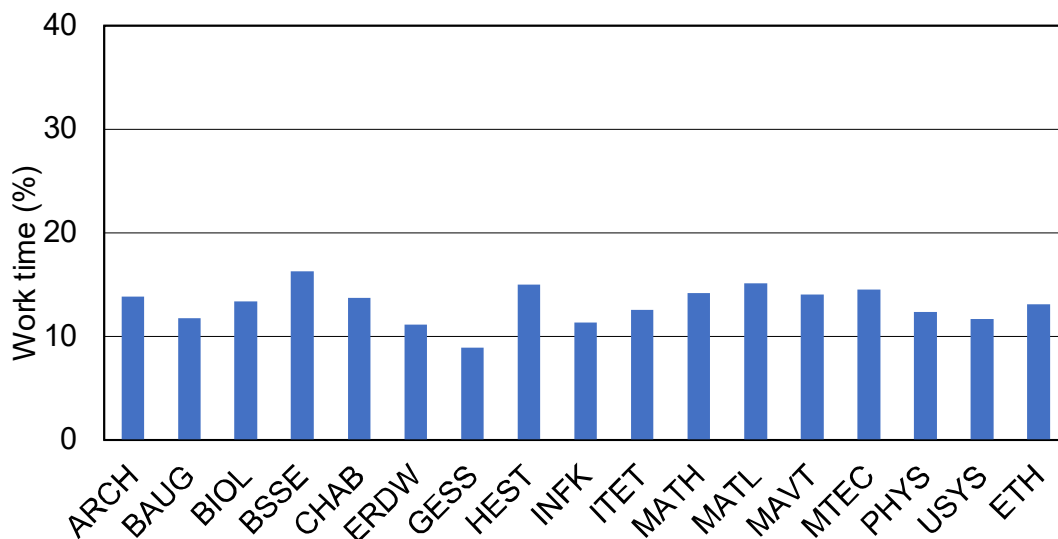


Figure 21: Estimated work time spent on administrative or other tasks



AVETH

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Appendix V – Survey questions

Page 1:

Dear doctoral students,

ETH recently revised the employment regulations of the scientific staff including the salary rates of doctoral students. In 2014, AVETH conducted a survey among all doctoral students on their employment conditions ([AVETH survey report](#)).

In order to account for the employment changes, we are carrying out a follow-up survey on your salary and duties. With the results of this survey, AVETH will point out possible problems, act towards the ETH School Board, and try to improve everyone's situation at ETH.

Please take the time to fill in this **5-7 min anonymous survey**. The raw data will not be distributed and the data will be treated according to ETH regulations ([BOT ETH Zürich](#)).

If you have any questions or would like to actively support us in the political process, please contact Romain Jacob ([email](#)).

Best regards,
Your AVETH Politics Team

Page 2:

Type of contract

Please select your type of employment contract.*

- You have an ETH employment contract for your doctorate (i.e. you are paid by ETH) You are paid by ETH but you are conducting your doctorate at another institution You are conducting your doctorate at ETH but you are paid by another institution (PSI, EMPA, other companies...)



What do you consider as a fair salary for the first year of a doctorate (before taxes in CHF)?

Please choose one range for the annual gross salary.

-- None -- ▼

What is the minimum salary you would accept for the first year of your doctorate (before taxes in CHF)?

Please choose one range for the annual gross salary.

-- None -- ▼

Assume that your salary would not be lowered by a change in the salary system:

Are you in favor of a uniform salary system (i.e. every doctoral student receives the same salary) across ...

	Yes	No	No Opinion
your group?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your institute?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ETH?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you wish, you can leave here some comments regarding your employment situation.

A general comment box will be available at the end of the survey.

Page 4:

Working conditons

How many hours do you work on average per week?

Everything included: research, teaching, administrative tasks, others, ...

The value must be between 0 and 150, inclusive.

According to your mind:

"I work too much, it affects the quality and safety (e.g. in the lab) of my work."

Strongly Agree Agree Neutral Disagree Strongly Disagree

If you wish, you can leave here some comments regarding your working conditions.

A general comment box will be available at the end of the survey.



Page 5:

Additional duties

By "duties", we refer to any task not directly related to your doctorate that you perform at ETH.
In the following, we classify duties into 3 main categories:

- **Teaching:** Exercise classes; lab or practical courses; exam preparation and supervision; supervision of students (BSc-, or MSc-student thesis)
- **Other research projects:** Expertise reports or projects that are not related to your doctorate
- **Administrative and organizational:** Administrative duties; organization of meetings, events, or conferences; equipment or lab responsibilities

What percentage of your time did you spend on average on additional duties over the last year?
10% represents about half a day of work per week, 20% about one day per week.

	None	<=10%	11% to 20%	21% to 30%	31% to 40%	41% to 50%	51% to 60%	>60%
Teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other research projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative and Organizational	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Did you know you would have additional duties during your doctorate before signing your contract?

- Yes No

According to your mind:

"Teaching should be a mandatory part of the training of a doctoral student."

- Strongly Agree Agree Neutral Disagree Strongly Disagree

"Due to my additional duties, I don't have enough time to conduct my research."

- Strongly Agree Agree Neutral Disagree Strongly Disagree

In the following, we classify the payment options for additional duties into:

- **Not paid:** You have the same salary as doctoral students in your group without additional duties.
- **Part of the employment contract:** You get a higher salary rate as a credit for your additional duties.
- **Additional contract:** You have an additional contract that defines the salary for your additional duties.
- **Bonus:** Once per semester/year, you receive a bonus as a payment for your additional duties.

	Not paid	Part of the employment contract	Additional contract	Bonus	I don't know
How are your additional duties paid?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From your point of view, what would be the ideal way of having your additional duties paid?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Overall, are you satisfied with your employment conditions?

- Very Satisfied Satisfied Neutral Dissatisfied Very Dissatisfied

If you wish, you can leave here some comments regarding additional duties.

A general comment box will be available at the end of the survey.



Page 6:

Money from ETH but doctoral contract at another institution

By "duties", we refer to any task not directly related to your doctorate that you perform at ETH.
In the following, we classify duties into 3 main categories:

- **Teaching:** Exercise classes; lab or practical courses; exam preparation and supervision; supervision of students (BSc-, or MSc-student thesis)
- **Other research projects:** Expertise reports or projects that are not related to your doctorate
- **Administrative and organizational:** Administrative duties; organization of meetings, events, or conferences; equipment or lab responsibilities

What percentage of your time did you spend on average on additional duties over the last year?
10% represents about half a day of work per week, 20% about one day per week.

	None	<=10%	11% to 20%	21% to 30%	31% to 40%	41% to 50%	51% to 60%	>60%
Teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other research projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative and Organizational	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much money did you earn from this job the last year?
Please enter the gross annual salary associated to this job in CHF.

The value must be between 0 and 100000, inclusive.

Are you satisfied with your salary?

- Very Satisfied
 Satisfied
 Neutral
 Dissatisfied
 Very Dissatisfied

What do you consider as a fair salary for the first year of a doctorate (before taxes in CHF)?

Please choose one range for the annual gross salary.

What is the minimum salary you would accept for the first year of your doctorate (before taxes in CHF)?

Please choose one range for the annual gross salary.

According to your mind

"Teaching should be a mandatory part of the training of a doctoral student."

- Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

Overall, are you satisfied with your employment conditions?

- Very Satisfied
 Satisfied
 Neutral
 Dissatisfied
 Very Dissatisfied

If you wish, you can leave here comments related your employment conditions in general.



Page 7:

Doctorate at ETH paid by another institution

How many hours do you work on average per week for your employment contract?

The value must be between 0 and 150, inclusive.

How much money did you earn from this job the last year?

Please enter the gross annual salary associated to this job in CHF.

The value must be between 0 and 100000, inclusive.

Are you satisfied with your salary?

- Very Satisfied Satisfied Neutral Dissatisfied Very Dissatisfied

What do you consider as a fair salary for the first year of a doctorate (before taxes in CHF)?

Please choose one range for the annual gross salary.

What is the minimum salary you would accept for the first year of your doctorate (before taxes in CHF)?

Please choose one range for the annual gross salary.

According to your mind:

"Teaching should be a mandatory part of the training of a doctoral student."

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Overall, are you satisfied with your employment conditions?

- Very Satisfied Satisfied Neutral Dissatisfied Very Dissatisfied

If you wish, you can leave here comments related to your employment conditions in general.

Page 8:

Personal information

Please be reminded: this survey is anonymous, your personal information will not be shared and the data will be treated according to ETH regulations.

Origin:

Gender:

- Male Female

Department:

Current year of your doctoral studies:

- 1st 2nd 3rd 4th 5th 6th Higher



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Remarks and comments

If you wish, you can leave here any kind of comments (e.g. regarding the survey, other aspects of your employment conditions that were not discussed, or anything else).