

Economic Science Association Well-being Survey

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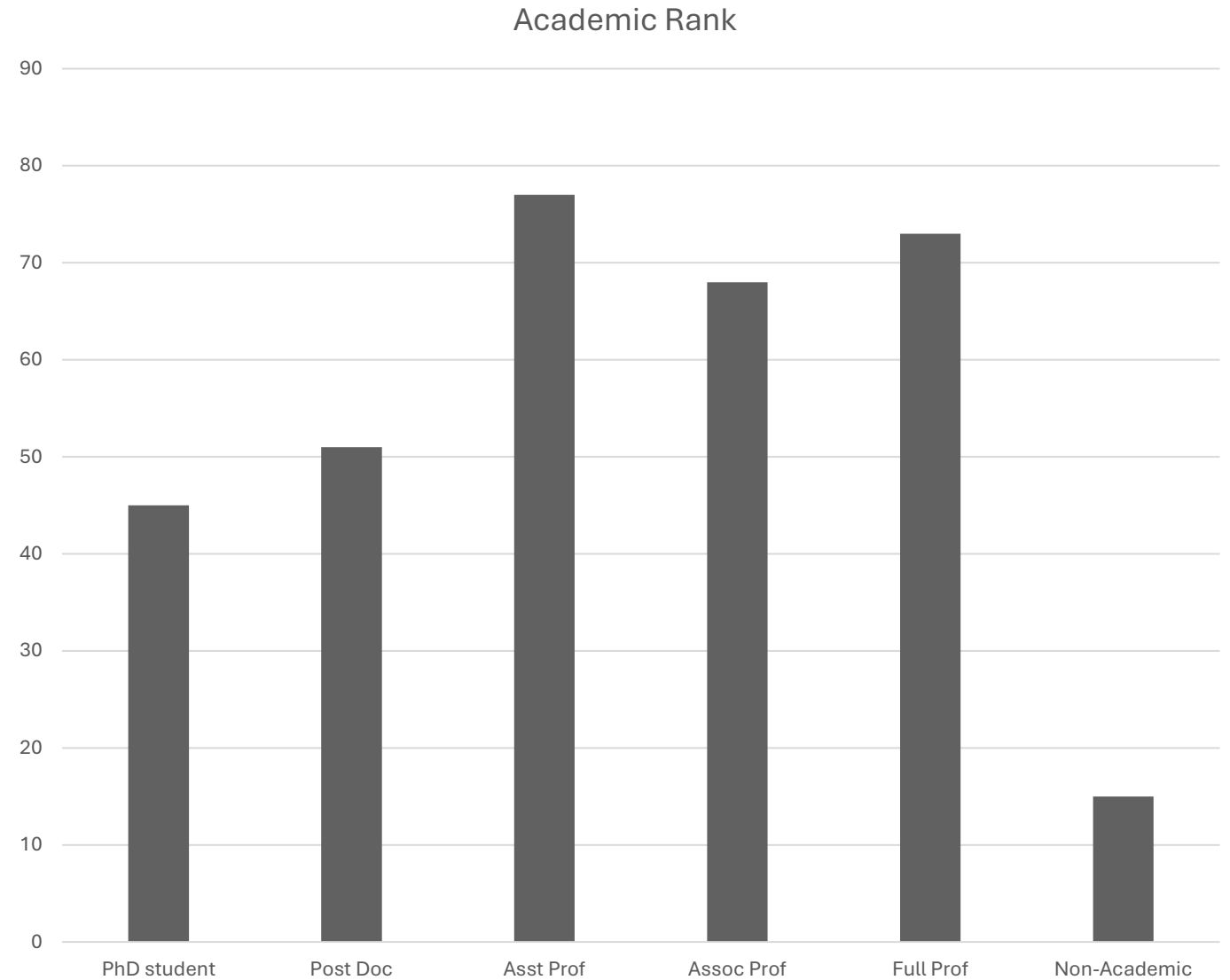
University of Arizona

Presented at ESA World Meeting, Beijing, June 2025

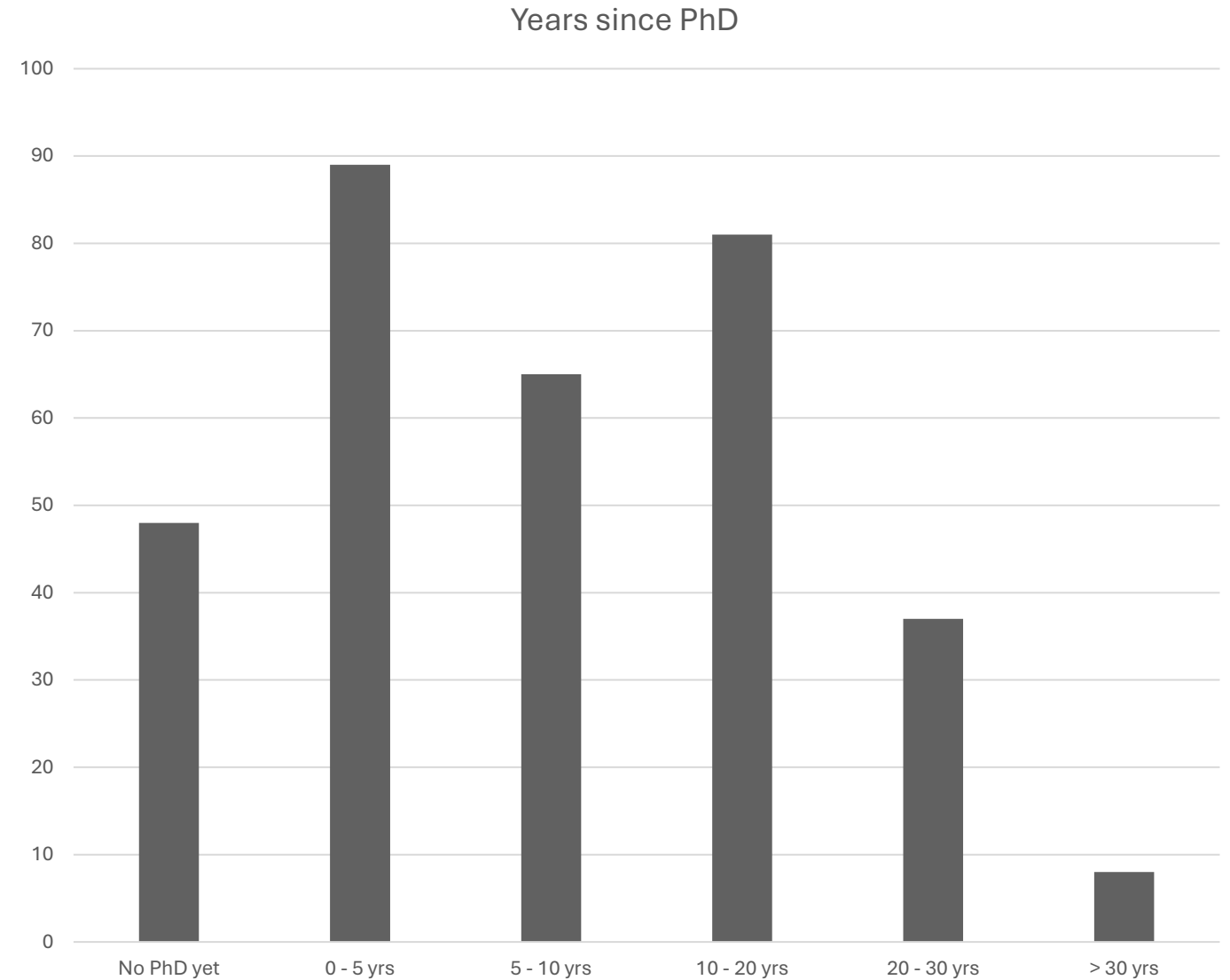
ESA Well-being Survey

- Initiative to take stock of researcher well-being.
- To measure who is distressed and what might be the main causes
- Impression widespread that stress level is increasing in the profession
- 334 responses
- Gender distribution: Female 147, Male 180, Prefer not to say/Other 5
- Regional distribution: Europe/Africa 180, Americas 104, Asia-Pacific 45

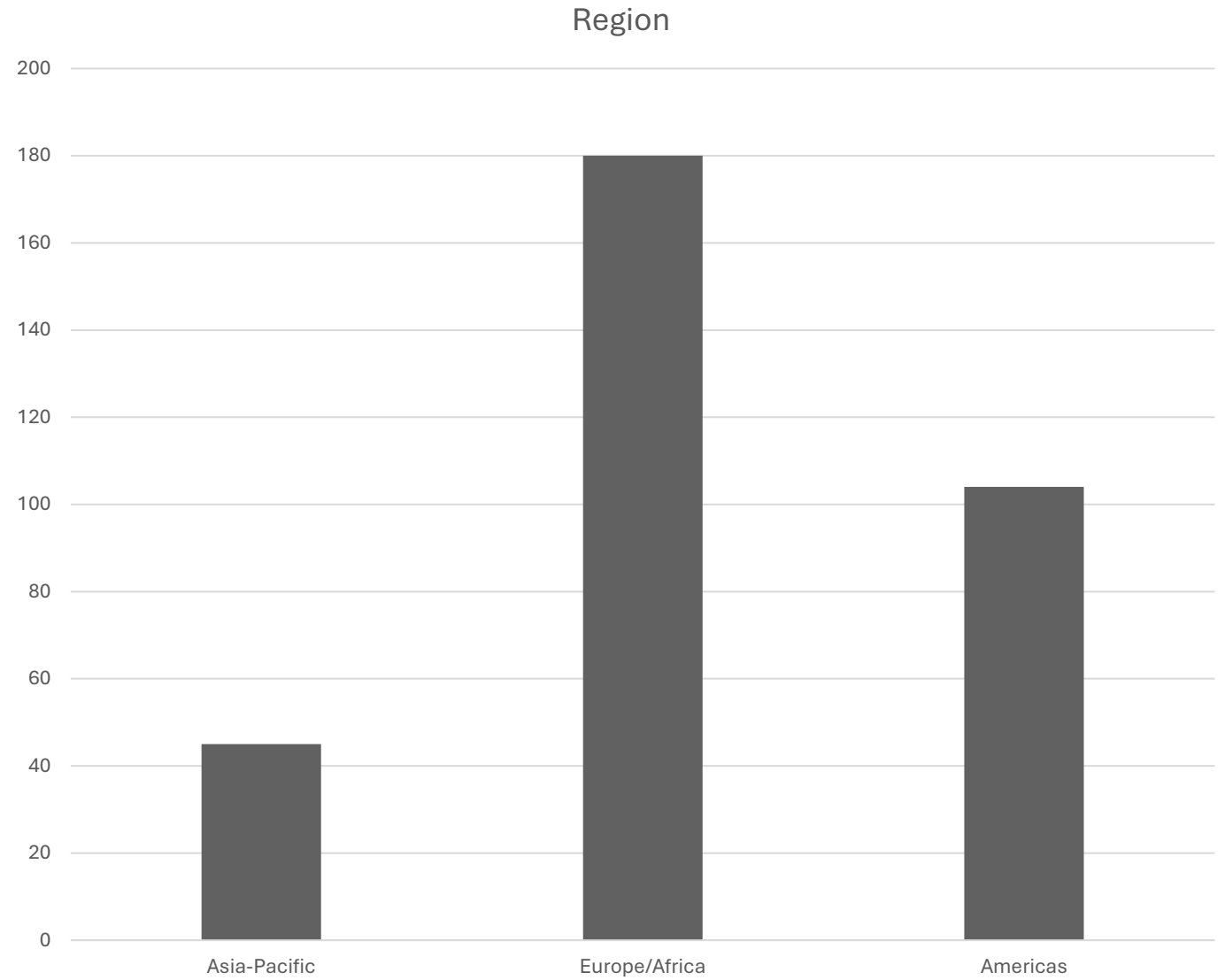
Demographics of respondents: Academic Level



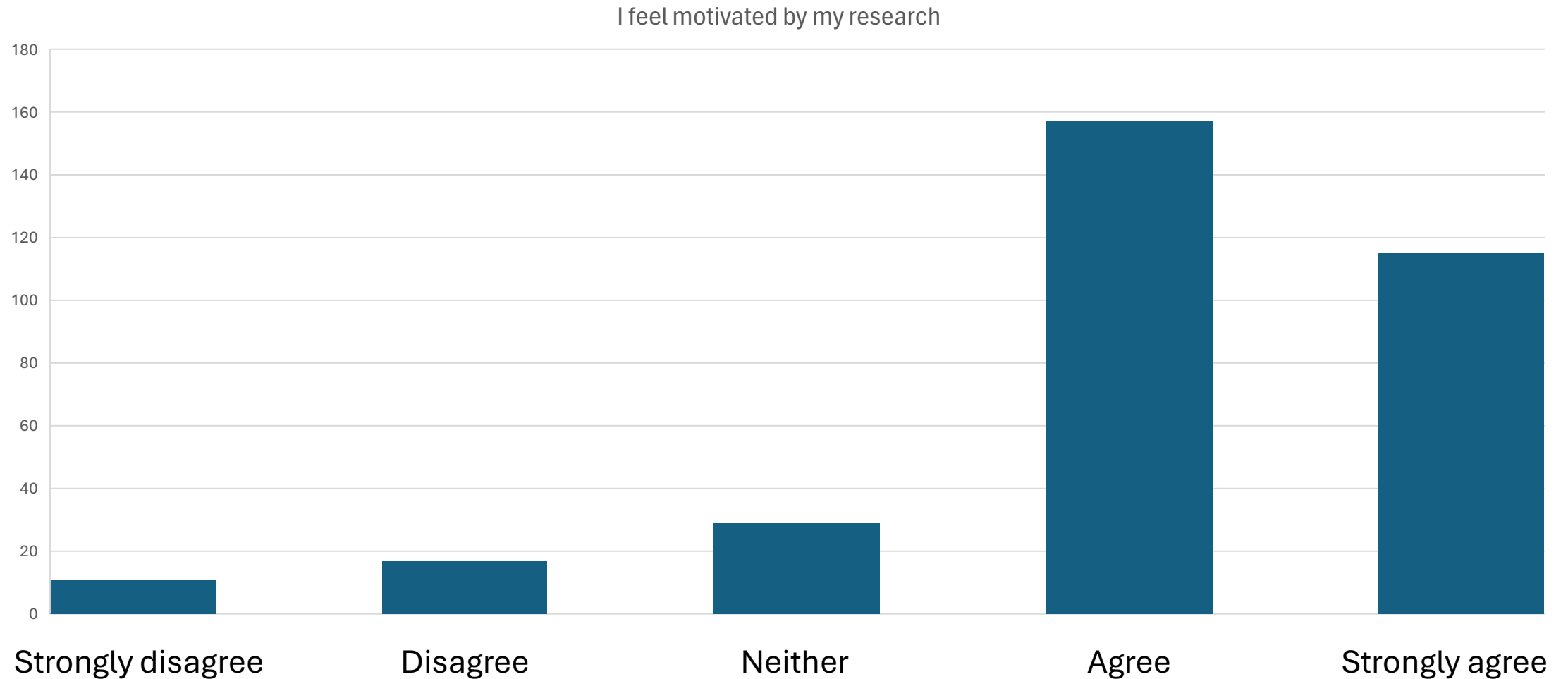
Demographics of respondents: Years since PhD



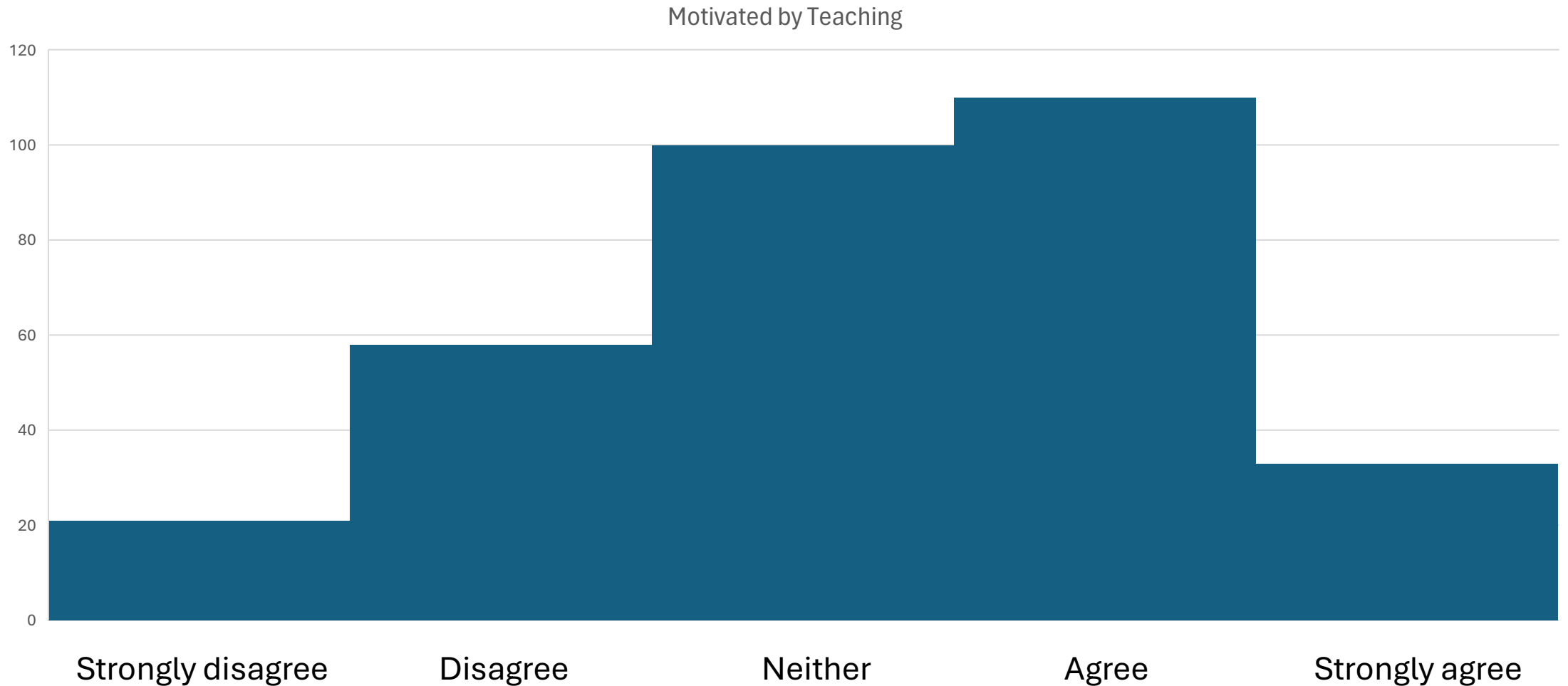
Demographics: Region



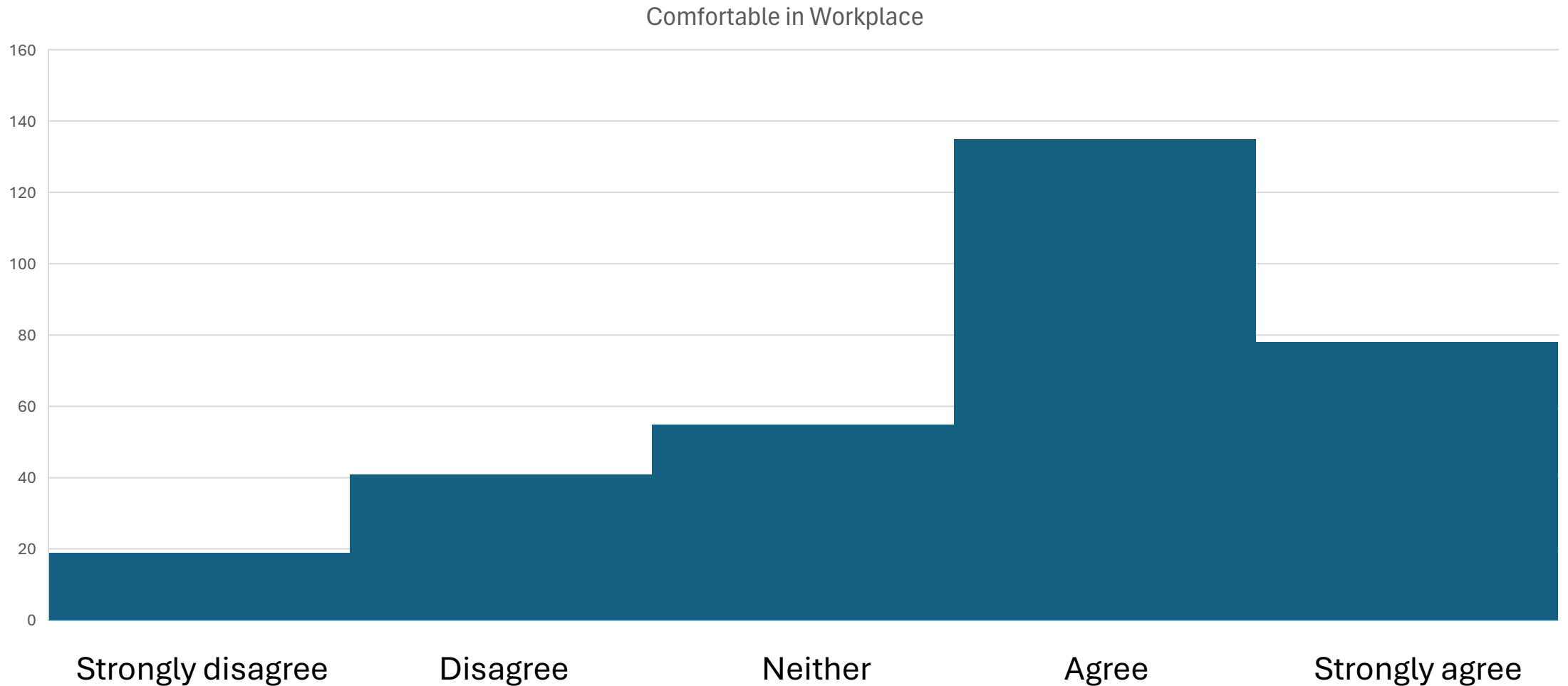
1. I feel motivated by my research



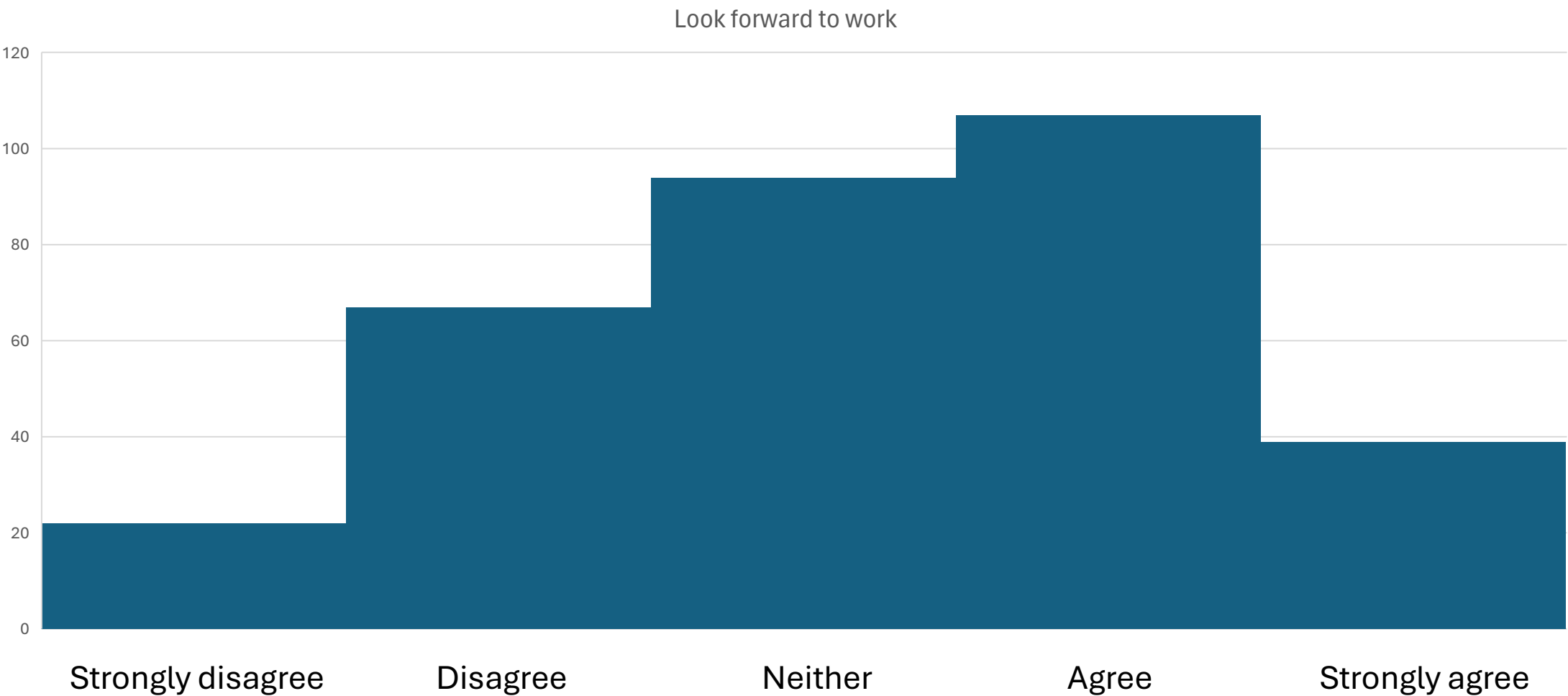
2. I feel motivated by my teaching assignments



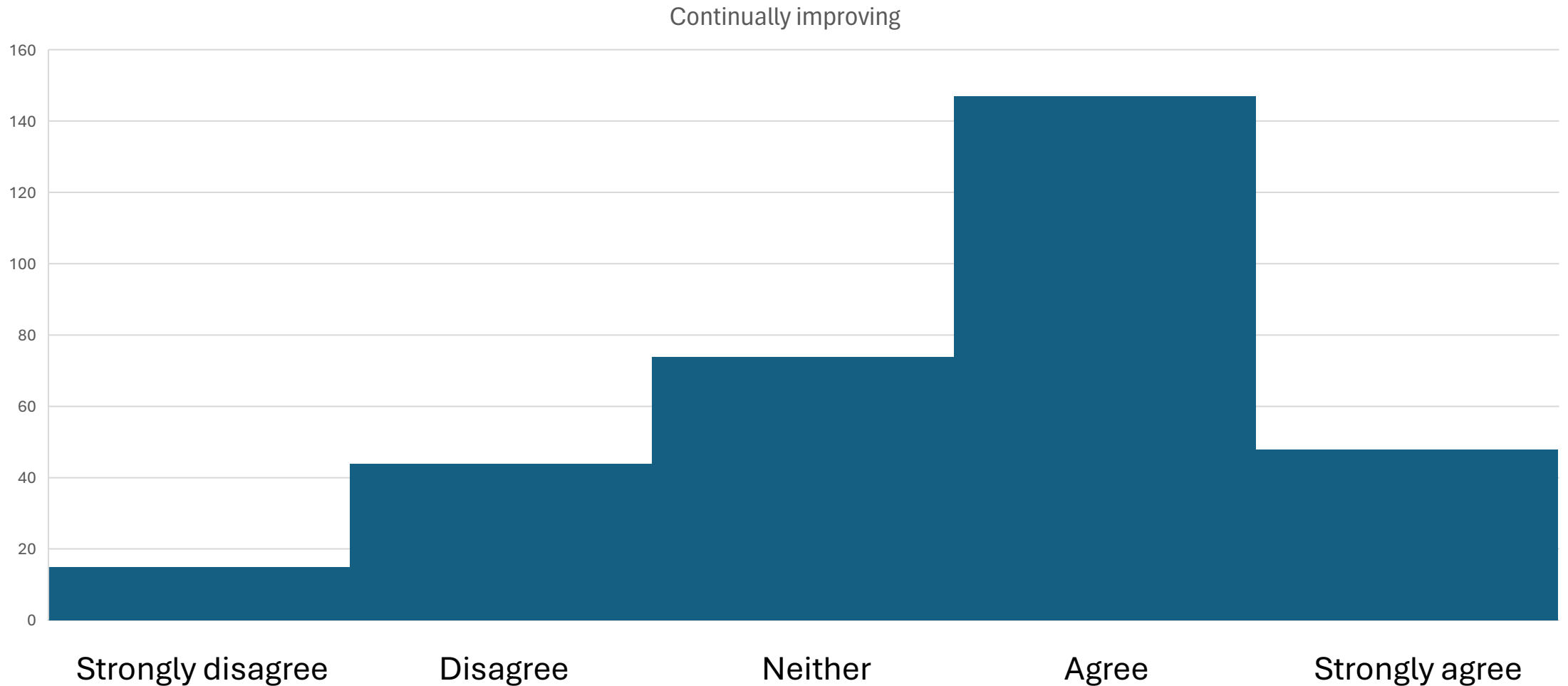
3. I feel comfortable in my workplace



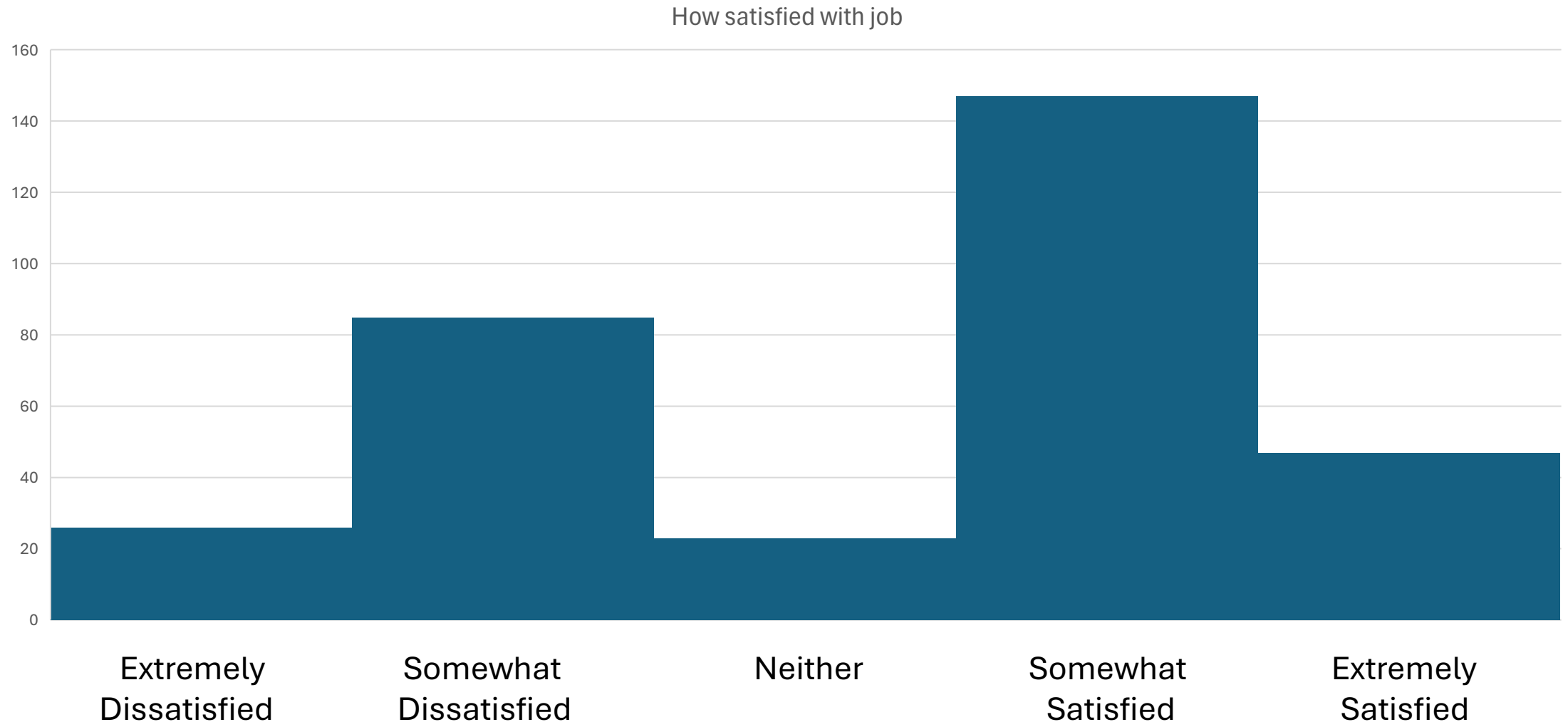
4. I am looking forward to each new day at work



5. I see myself as continually improving professionally

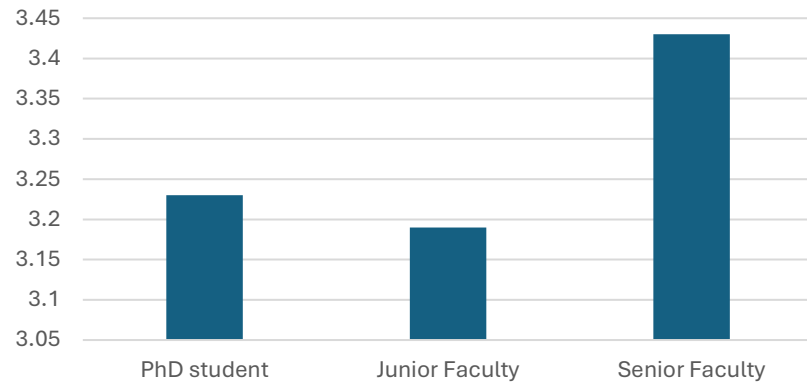


6. All things considered, how satisfied are you with your job?

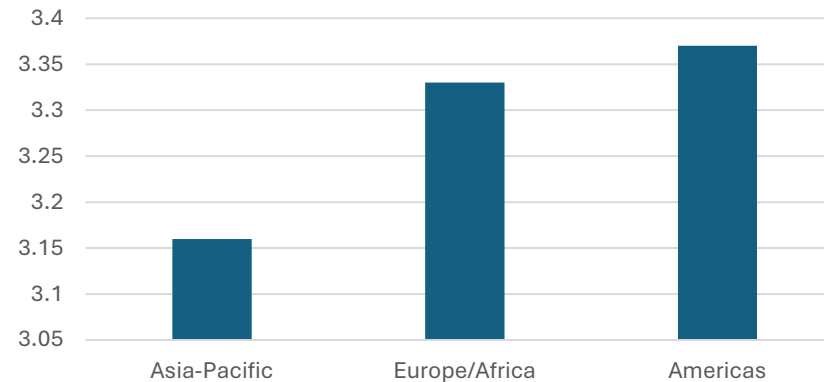


Job satisfaction by seniority, region, and gender (on scale of 1 – 5)

Job Satisfaction, by Seniority



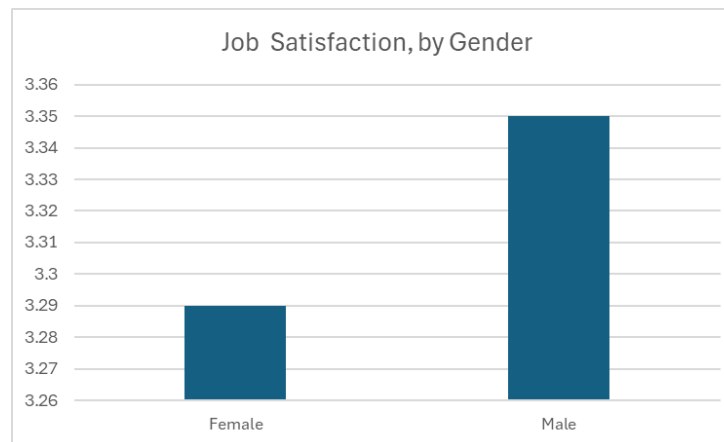
Job Satisfaction, by Region



Senior scholars are more satisfied.

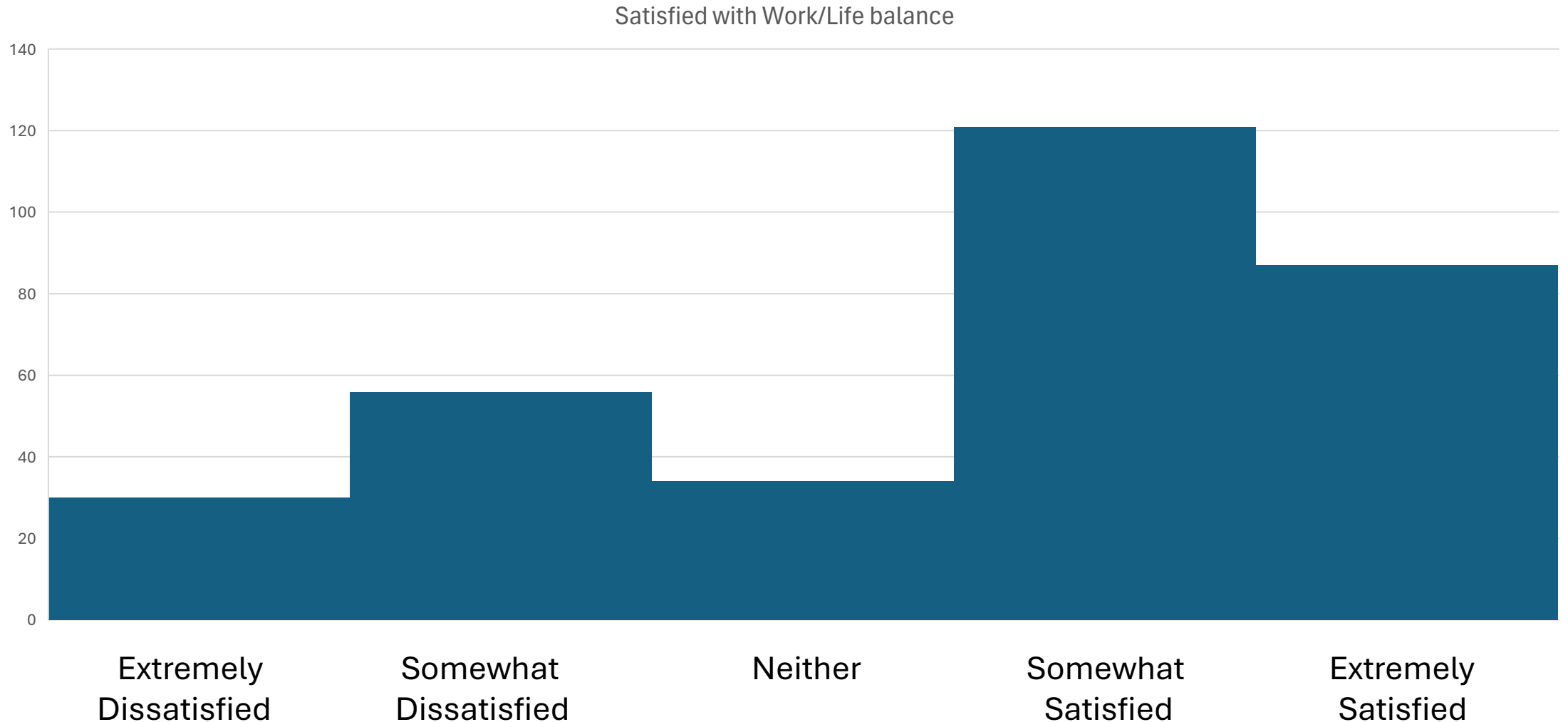
People located in the Asia-Pacific are less satisfied

Job Satisfaction, by Gender

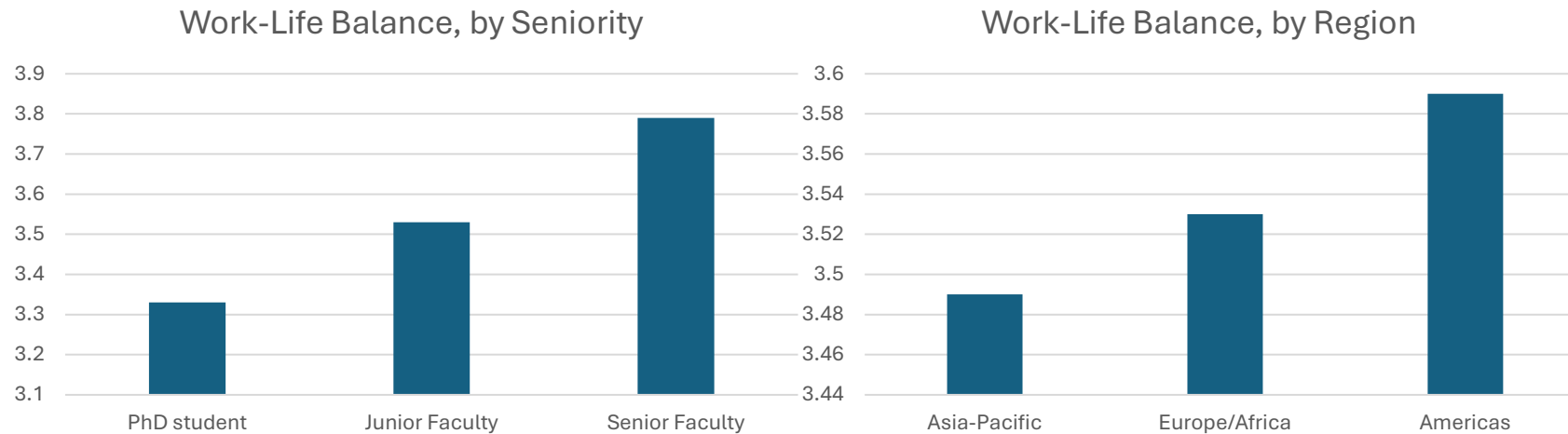


Men and women are similarly satisfied.

7. How satisfied are you with the flexibility available to balance your work and non-work commitments?



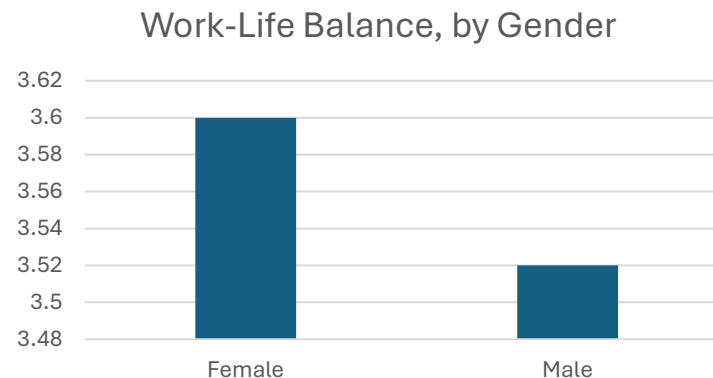
Satisfaction with work/life balance by seniority, region, and gender (on scale of 1 – 5)



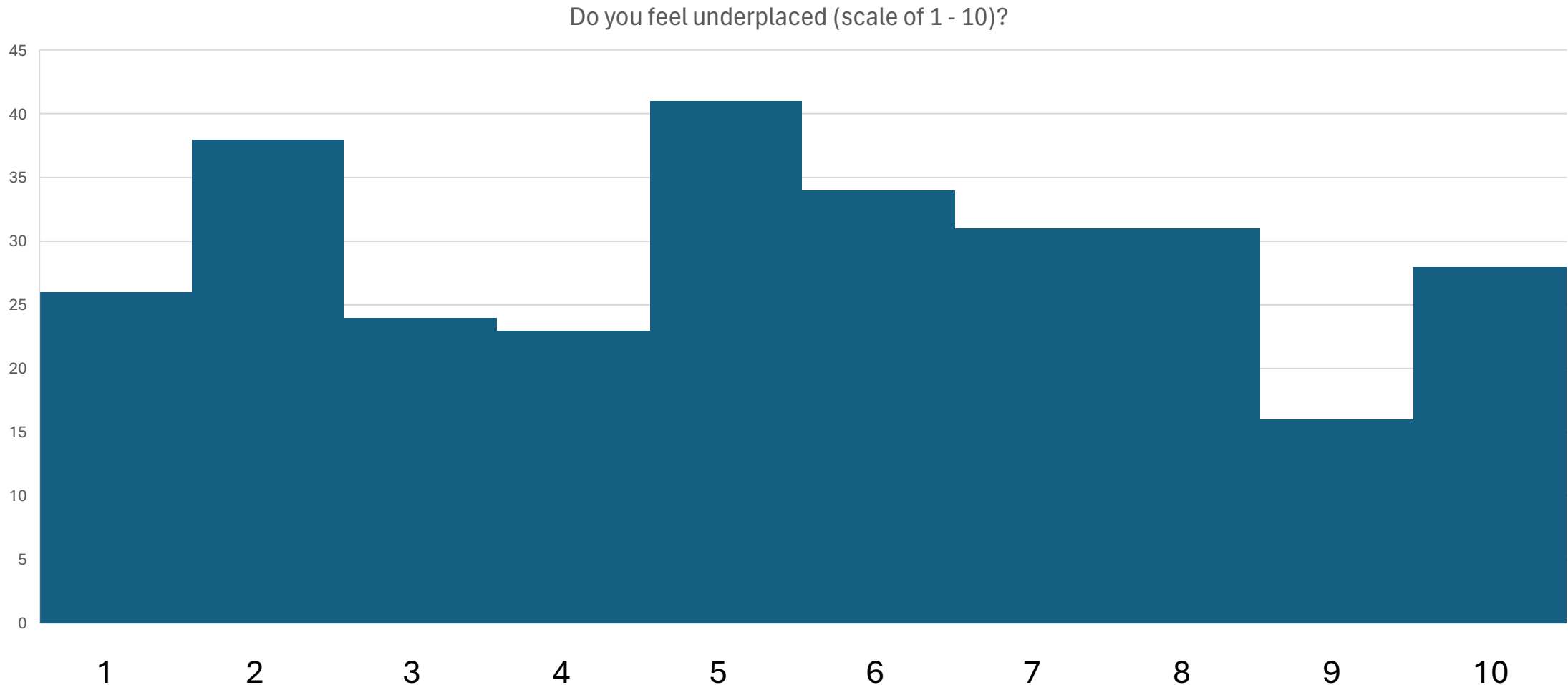
PhD students least satisfied, senior people most satisfied.

Different regions are similar.

Females similarly satisfied with work/life balance than males.



8. Do you feel underplaced in your position given your record and qualifications? (on scale of 1 – 10)



	Motivated for Research	Improving Professionally	Underplaced
PhD student	.003 (.036)	.132*** (.046)	-.292*** (.099)
Senior Faculty	.062* (.027)	.075* (.038)	-.126 (.066)
Asia-Pacific	.054 (.040)	-.015 (.051)	-.020 (.109)
Europe-Africa	-.012 (.030)	-.073* (.036)	.064 (.071)
Female	-.033 (.026)	-.048 (.033)	-.079 (.061)

PhD students feel that they are improving professions and less underplaced compared to junior faculty.

Senior faculty are most motivated and also feel more that they are improving compared to junior faculty.

Junior faculty feel most underplaced and that they are not improving.

People in the Americas feel that they are improving more than in Europe/Africa

Burnout: What is it?

- The World Health Organization definition: “Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions (Maslach and Jackson, 1976, 1981):
- (1) feelings of energy depletion or exhaustion;
- (2) increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job,
- (3) reduced professional efficacy.”
- Beyond its traditional definition as a workplace phenomenon, the term burnout is now very commonly used to describe feelings in other areas of individuals’ lives, such as academic studies, personal relationships or activities such as sport or performing arts.

Burnout questionnaire
(taken from
Copenhagen burnout
inventory, Kristensen,
2005)

Do you feel worn out at the end of the working day?

Are you exhausted in the morning at the thought of another day at work?

Do you feel that every working hour is tiring for you?

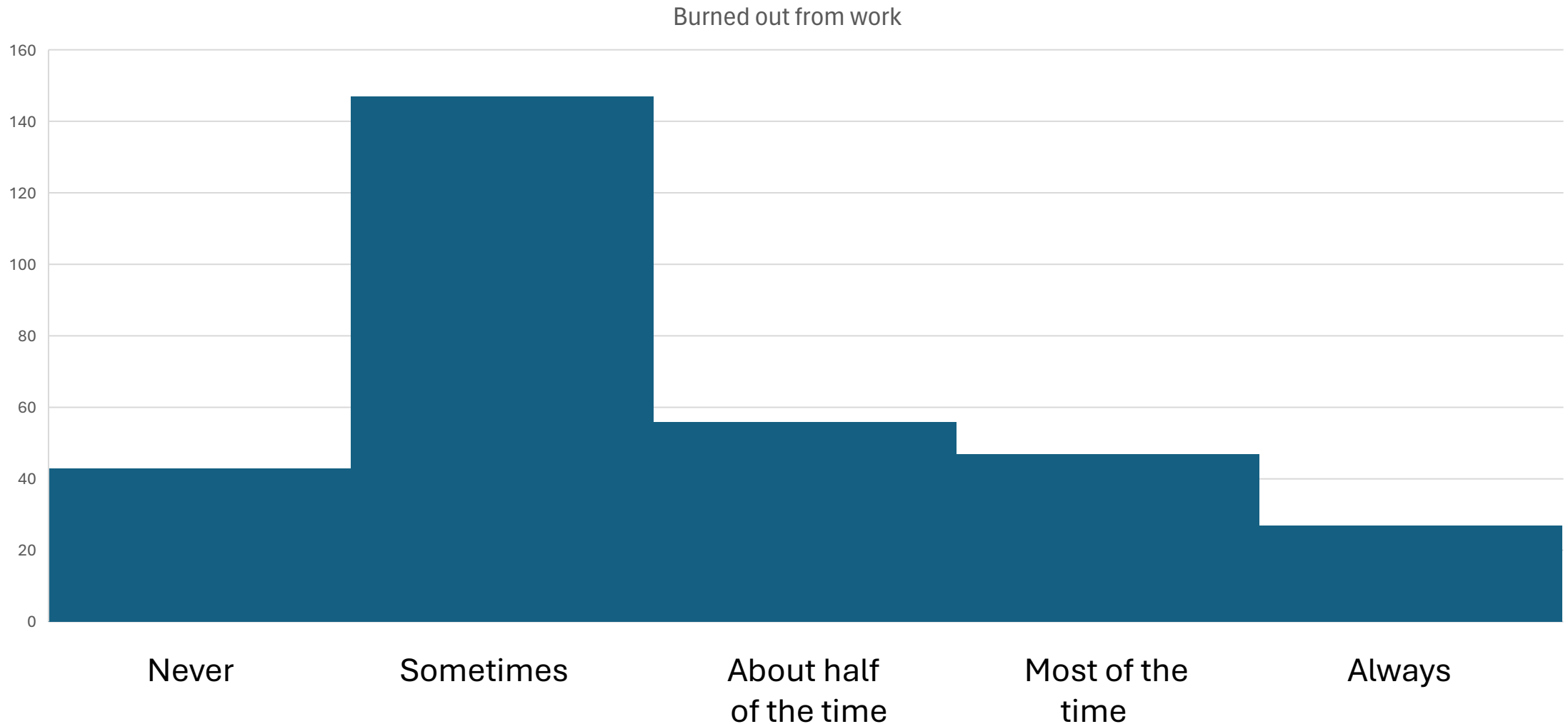
Do you have enough energy for family and friends during leisure time?

Is your work emotionally exhausting?

Does your work frustrate you?

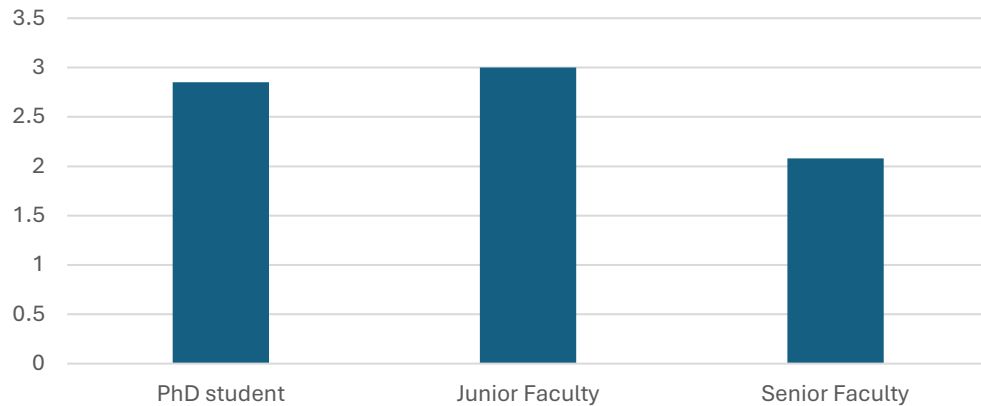
Do you feel burned out because of your work?

Do you feel burned out because of your work?

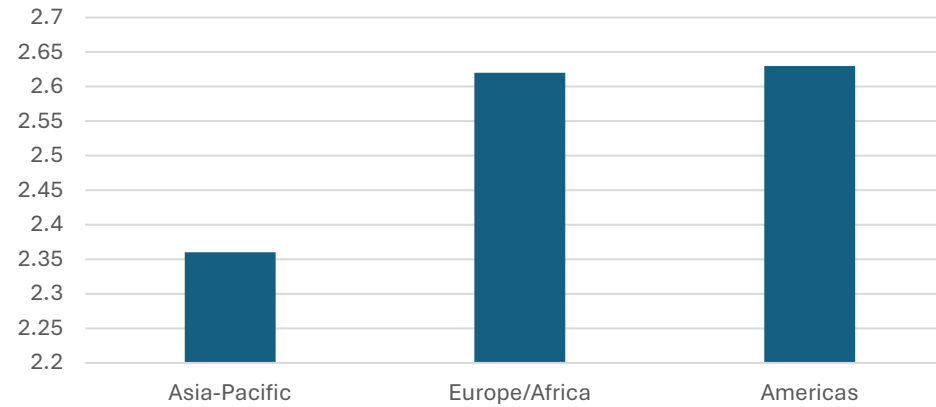


Burnout by seniority, region, and gender (on scale of 1 – 5)

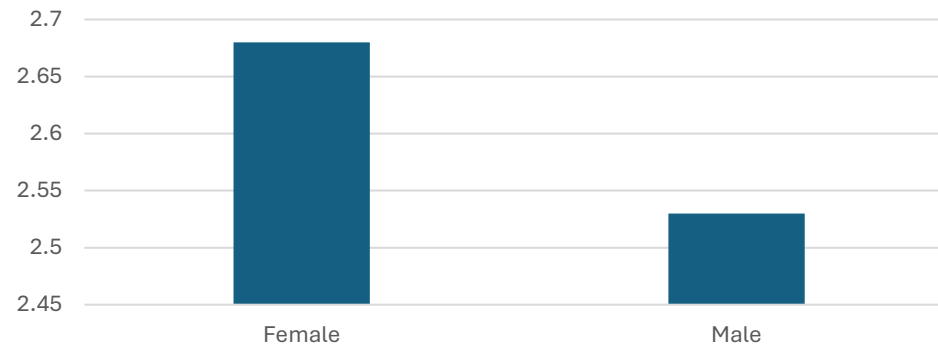
Burnout, by Seniority



Burnout, by Region



Burnout, by Gender



Burnout much lower for senior scholars
Burnout lower in the Asia-Pacific
Burnout higher among women than men

Profile of the most burned out people (with score of 5)

25 individuals

44% Junior faculty (compared to 38% of respondents)

40% women (44% of respondents)

52% in the Americas (31% of respondents)

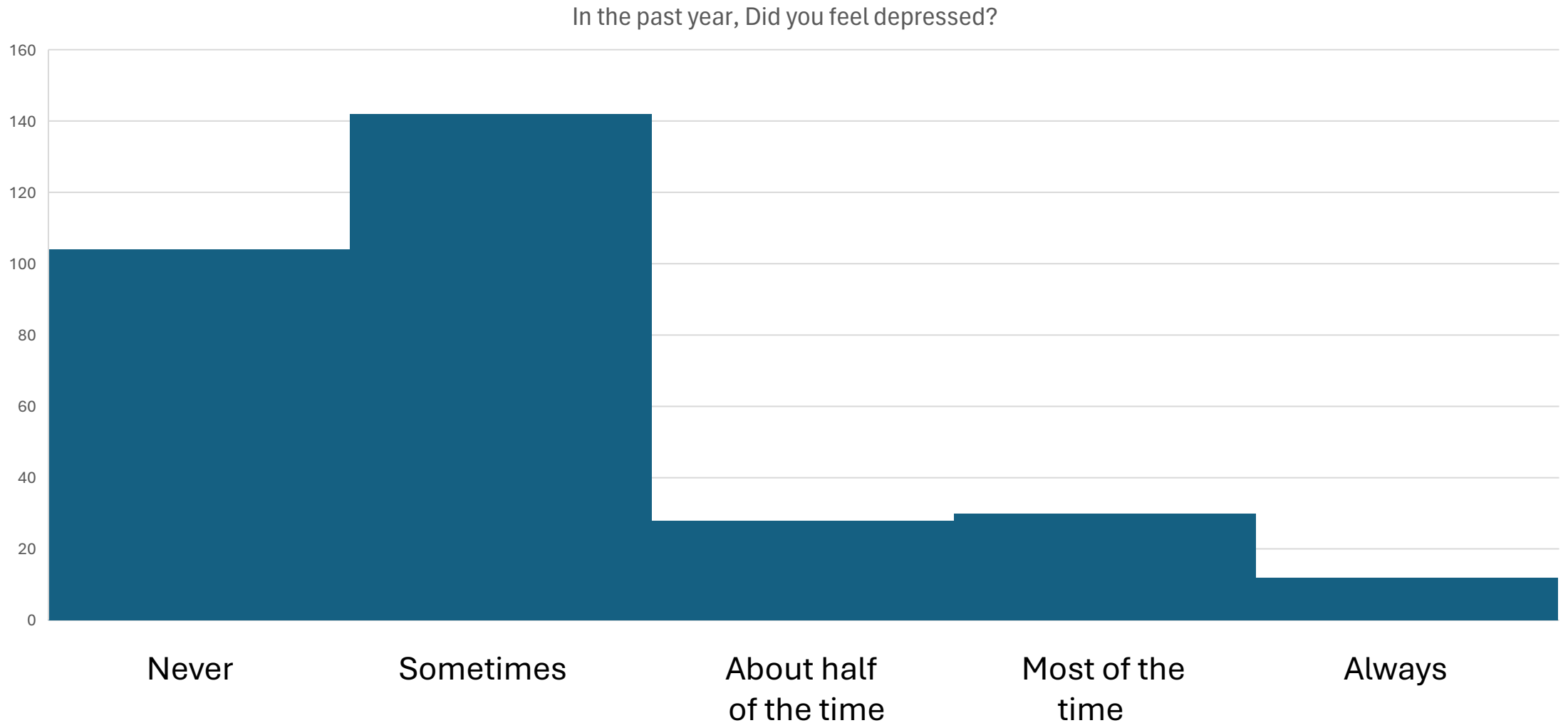
4% in Asia-Pacific (14% of respondents)

4% received PhD more than 20 years ago (14% of respondents)

Depression questionnaire

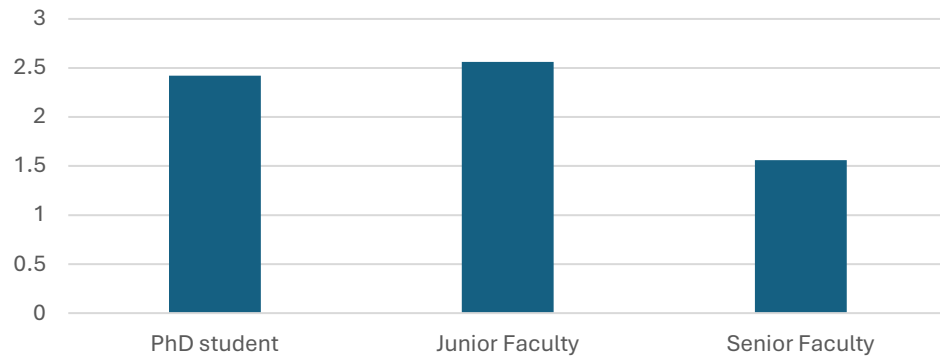
- In the past year: - Have you felt tired for no good reason?
- Did you feel so nervous that nothing could calm you down?
- Did you feel hopeless?
- Did you feel depressed?
- Did you feel that everything was an effort?
- Did you feel so sad that nothing could cheer you up?
- Did you feel worthless?

Did you feel depressed?

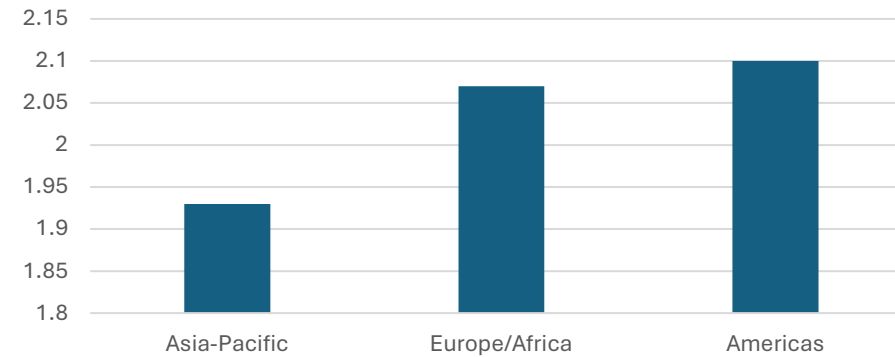


Depressed by seniority, region, and gender (on scale of 1 – 5)

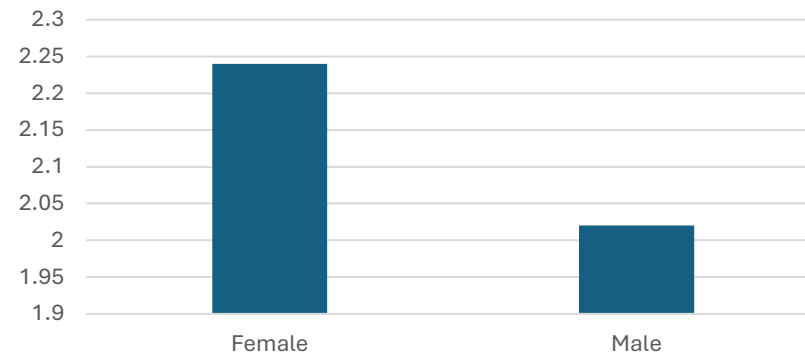
Depression by Seniority



Depressed, by Region



Depressed, by Gender



Senior faculty least depressed
Scholars in Asia-Pacific region less depressed
Females more depressed than males.

Burnout and depression as a function of demographics

	Burned Out	Depressed
PhD student	.044 (.073)	.041 (.083)
Senior Faculty	-.114* (.054)	.288*** (.063)
Asia-Pacific	-.114 (.81)	-.100 (.082)
Europe-Africa	-.036 (.056)	-.077 (.065)
Female	.048 (.049)	.048 (.056)

Senior faculty significantly
least depressed .

Other differences are not
significant

Profile of the most depressed people

- Looked at depression levels 4 and 5 (depressed Most of the Time or Always):
- 43 people
- 58% are junior faculty (38% of respondents)
 - 19.5% of all junior faculty report being depressed most or all of the time!
- 18.6% are PhD students (14% of respondents)
 - 17.8% of PhD students report being depressed most of all of the time!
 - By way of comparison, only 5.7% of senior people are in that category
- 9% from the Asia-Pacific
- 46% women

Sources of depression

- 1. Publication process
- 2. Too much competitiveness professionally
- 3. Senior colleagues and administrators
- Important non-source. Does not have to do with caregiving of children or parents
- Burnout has correlation .60 with depression. Depressed feelings tend to be highly correlated with work-related issues.

Suggestions of respondents of what ESA might do to help.

- Publication reform: making it easier to publish
- Panels at meetings of experts on mental health.
- Senior people sharing their experiences at meetings
- Try to blunt competition

Conclusions

- Mental health of researchers is a big problem
- Problems are concentrated among junior faculty
- Senior people are quite content.
- Gender differences are modest at most
- Mental health may be better in Asia-Pacific than other regions