AVETH survey on salary and duties of ETH doctoral students

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Abstract

The present survey was conducted in line with the implementation of new employment regulations for ETH doctoral students for 2015. Based on 1202 completed answers it summarizes their current employment situation and their corresponding opinion about employment level and additional duties.

The average employment level per department of ETH doctoral students varying from 60% to 98% (ETH average of 76%), is not correlated to the stated work load ranging from 43.4 to 54.1 hours per week. The current situation therefore represents a pseudo-part-time situation which was noted as unfair in a large number of answers (Figure 1, left).

Whereas doctoral students with an employment level below the ETH average tend to have a neutral opinion about their salary, the doctoral students with an employment level higher than 75% declare a rather satisfied salary situation. However, a fair employment level could be reached by an increase of ≈15% for low employment levels and ≈8% for high employment levels, with 88% as an average fair employment level for ETH doctoral students (Figure 1, right). In addition 62% of the survey answers agree to a uniform salary on the department level.

![Figure 1: Average employment level (left) and desired fair employment level (right) of ETH DS](image)

Independent of the employment level, 87% of ETH doctoral students state to have additional duties (teaching or administration) besides their research. Currently 41% of ETH doctoral students are of the opinion not to be paid for these duties. Whereas 58% would prefer a payment of duties within the regular employment, 38% declare to prefer a separate contract. Though teaching is generally appreciated amongst ETH doctoral students as an important part of the doctorate, it should be clearly regulated with an even teaching load distribution and a transparent salary system.
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Acronyms / Remarks:

a) "DS" is used for "doctrinal student(s)"

b) "Employment level" refers to the actual level of employment as it is defined in each employment contract until the end of December 2014. This "employment level" refers to a certain salary level which is used within this document to refer to salary conditions. The "employment levels" and corresponding annual gross salaries at ETH are listed in Appendix III.

c) Departments of ETH: In the present analysis, only the answers of DS employed in one of the ETH departments (Table 1) were considered. Answers from DS employed at EAWAG, EMPA, PSI or WSL were not used.

Table 1: ETH Departments

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

1.1 Why this survey?

The survey was conducted by the Politics Working Group (PoWoG) of AVETH, a discussion and working platform of ETH scientific staff members focusing on ETH politics. The survey was initiated in the course of the first discussions during summer 2013 about the new employment regulations for the ETH scientific staff.

The main goal of the survey was to summarize the current employment situation with respect to employment level and additional duties (teaching, administrative tasks and others) of ETH doctoral students and their respective feeling about it.

1.2 Statistics of the survey

The survey was started in spring 2014 and sent to 3969 people registered as DS at ETH from which 1372 completed answers were received, corresponding to a response rate of ≈35%. At the time of the survey, only 3194 ETH DS were employed with an ETH contract and paid through ETH; the remaining 775 DS were paid e.g. by a foreign scholarship or company. Considering the planned changes of the ETH employment regulations for DS, the present analysis is focused on “ETH doctoral students with an ETH contract”. A total of 1202 completed answers were received from this target category, corresponding to a response rate of 38% (Table 2). A detailed statistic on participants and the corresponding return rates is presented in Appendix II.

<table>
<thead>
<tr>
<th>Category</th>
<th>Headcount in spring 2014</th>
<th>Completed answers received for the survey</th>
<th>Response rate per category</th>
</tr>
</thead>
<tbody>
<tr>
<td>ETH doctoral students</td>
<td>3969</td>
<td>1372</td>
<td>35%</td>
</tr>
<tr>
<td>ETH doctoral students with an ETH contract (used for the analysis)</td>
<td>3194</td>
<td>1202</td>
<td>38%</td>
</tr>
</tbody>
</table>
2 Quantitative analysis – Employment level

2.1 Current situation

The employment level of DS strongly varies for the different departments from 60% (D-ERDW, D-GESS) corresponding to the minimum employment level for DS (SR 172.220.113.11) up to 98% (D-INFK). The average employment level of DS at ETH according to the present survey is 76% (Figure 2).

![Figure 2: Average employment level per department](image)

![Figure 3: Effective working hours versus average employment level](image)
Doctoral students at ETH stated in average to have a work load of 50.6 hours per week ranging from 43.4 hours per week at D-GESS up to 54.1 hours per week at D-MATL. However, independent of the department, DS work overtime as compared to the 41 hours per week regulated by SR 172.220.113 (Figure 3). Since there is no correlation between the reported working hours and the employment level, the current employment situation is considered a pseudo-part-time situation. The various employment levels therefore imply a salary disparity amongst DS.

Doctoral students were asked to quantify their salary satisfaction with five answer possibilities 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 3.52, corresponding to a mean situation between neutral and satisfied (Figure 4). Whereas DS with an employment level of less than 75% (roughly corresponding to the ETH average employment level) are below the ETH average with a tendency to neutral, the DS with an employment level higher than 75% are above the ETH average with a tendency to a satisfied salary situation. The DS at D-BIOL with an average employment level of 61% are slightly below neutral.

![Figure 4: Salary satisfaction versus average employment level](image)

### 2.2 Desired situation

Doctoral students were asked about their annual gross salary in CHF and their opinion on a fair doctorate salary. To maintain clearness, the three employment stages of "Wissenschaftliche Assistenzen 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 reached from 55.8 kCHF at D-ERDW (average effective salary 49.0 kCHF) to 79.0 kCHF at D-INFK (average effective salary 74.9 kCHF) with an ETH average of 66.6 kCHF (average effective salary 58.2 kCHF).
The desired salary was converted into an equivalent fair employment level using the average annual salary listed in Appendix III. This fair employment level ranges from 74% (D-ERDW) to 105% (D-INFK) with an ETH average value of 88%. The desired increase in employment level corresponds to the difference between the dashed line (fair employment level = average employment level) and the individual data points. Therefore, the desired increase in employment level is not uniform for the different departments. Whereas DS with a low employment level of ≤60% would wish an increase by 14% (D-ERDW), 15% (D-GESS) and 20% (D-BIOL), the DS with a comparably high employment level of ≥95% would prefer an increase by only 9% (D-ITET) and 7% (D-INFK). The ETH average desired employment increase is 12% from 76% to 88% (Figure 5).

![Figure 5: Desired fair employment level versus average employment level](image)

Doctoral students were asked if they support a uniform salary within (a) their group (86% agreement), (b) their institute (75% agreement), (c) their department (62% agreement), and (d) within ETH, demonstrating a prominent demand for uniform salary regulations, preferably set up on the department level (Table 3). With 20% abstention and 35% objection, no significant opinion can be deduced on an ETH level.

<table>
<thead>
<tr>
<th>Uniform salary per:</th>
<th>Agreement</th>
<th>Abstention</th>
<th>Objection</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) group?</td>
<td>86%</td>
<td>5%</td>
<td>8%</td>
</tr>
<tr>
<td>(b) institute?</td>
<td>75%</td>
<td>10%</td>
<td>14%</td>
</tr>
<tr>
<td>(c) department?</td>
<td>62%</td>
<td>16%</td>
<td>22%</td>
</tr>
<tr>
<td>(d) ETH?</td>
<td>45%</td>
<td>20%</td>
<td>35%</td>
</tr>
</tbody>
</table>

Whereas the agreement to a group-wide uniform salary is independent from the employment level, the agreement to institute- or department-wide uniform salaries slightly decreases with increasing employment level (Figure 6).
2.3 Conclusion

- The employment level is not related to the number of weekly working hours. By implementing the new employment regulations for doctoral students, pseudo part-time can be effectively avoided, thereby improving the comparability of employment conditions.

- The employment level shows a lot of disparities across ETH with a direct correlation to the satisfaction of doctoral students. The doctoral students with a low employment level and a corresponding low salary are less satisfied and would wish to have their salary (and thus employment level) increased proportionally more than better-paid doctoral students. The average value at ETH of a fair employment level was 88%.

- The majority of doctoral students would prefer a uniform salary within their research group, their institute and even within the department, supporting the demand for more uniform employment regulations within each department leading to more transparency.
3 Quantitative analysis – Teaching / duties

3.1 Current situation

Within ETH, 87% of DS state to have extra duties (1040 people of 1202 in our survey), with “duties” referring to any task not directly related to their doctoral research (‘teaching’, e.g. exercises or practical courses; “administration”, e.g. a group job or equipment responsibility). There is no significant correlation between the average employment level and the percentage of DS having duties (Figure 7), demonstrating a disparity amongst DS at ETH. In addition to the overtime that DS with a low employment level have (Figure 3), between 58% and 91% of DS with 60% average employment level (D-GESS, D-ERDW) are involved in extra duties besides their research.

![Figure 7: Percentage of DS having duties versus average employment level](image)

Doctoral students were asked how they think that their duties are currently paid and how they would like to have them paid with three possible answers: (a) within their normal contract, (b) with a separate contract (e.g. Bonus) or (c) without payment. As shown in Figure 8, a significant number of DS (ETH average of 41%) is of the opinion that they are not paid for their duties, demonstrating a lack of transparency of employment contracts.
3.2 Desired situation

An ETH average of 58% would prefer a payment of duties within the normal contract, 38% declare to prefer a separate contract and thus, a more transparent system with the possibility to choose for duties and the corresponding payment (Figure 9).

![Figure 8: Current feeling of duties payment versus average employment level](image1)

![Figure 9: Desired duties payment versus average employment level](image2)
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: (5) strongly agree, (4) agree, (3) neutral, (2) disagree, and (1) strongly disagree. In average the DS agree (average opinion at 3.60) that teaching should be a mandatory part of the training as a DS, without any correlation to the average employment level (Figure 10).

![Figure 10: Agreement to teach versus average employment level](image)

### 3.3 Conclusion

- The majority of doctoral students (ETH average of 87%) have additional duties besides their doctorate.

- A large number of doctoral students think that they are not paid for these duties, indicating a lack of transparency or communication.

- On average 58% of ETH doctoral students would prefer a payment of duties within their normal contract, whereas 38% prefer a separate contract (to have a possibility to choose).

- Doctoral students generally 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 topics of "salary" and "teaching / duties". A total of 181 comments were received about "salary" and 125 about "teaching / duties", corresponding to 15% and 10% of the total number of responses considered in this analysis.

4.1 Comments about “salary”

- Largest number of comments: “pseudo-part-time” is unfair.
- The reasons how different employment levels are assigned within groups / departments / ETH is often unclear.
- The payment regulation for additional duties and teaching is not uniform within different groups; a number of DS want these tasks to be paid extra / with a separate contract.
- A number of people do not want uniform salaries within ETH because additional duties vary; these duties should be paid according to their individual time extent.
- Not all DS start with the same background, raising the question of considering previous work experience in the starting salary using the three employment stages.
- Suggestion of lower payment levels (down to 30%) after a time-limited grant has ended to finish the doctorate.

Following these comments, the salary should be:
- set according to the actual employment level (no "pseudo-part-time") and the amount of extra duties,
- more transparent and uniform (on a department level).

4.2 Comments about “teaching / duties”

- Teaching is generally seen as a crucial part of a doctorate.
- No one should be forced to teach, as not everybody has the personal capabilities (e.g. German language).
- Teaching distribution among departments and groups is unfair (much more work is allocated to German-speaking assistants).
- Teaching payment is unfair or not existing: a considerable amount of time is needed for teaching, explicit teaching tasks are not written in the contracts and the payment is unclear, no general rules within an institute- / or a department-wide solution.
- Teaching is not enough appreciated by some professors: Less time for research, longer doctorate.
- ETH should support the employment of DS with good teaching abilities.

Following these comments, teaching should be:
- adequately paid and evenly distributed among DS,
- appreciated by supervisors (e.g. outstanding performance, as it is in science too),
- mandatory if possible and ETH should support the employment of DS with good teaching abilities.
5 Summary

The survey shows by its high reply rate (nearly 40%) that doctoral students are very much interested in improving their current situation concerning their salary but also their 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 employment level per department at ETH varies from 60% (D-ERDW, D-GESS) up to 98% (D-INFK), with an ETH average of 76%. The employment level shows a positive correlation with the salary satisfaction. In average ETH doctoral students expressed a desired fair salary, equivalent to 88% employment level. Furthermore doctoral students stated their wish for a uniform salary at the department level (62% of agreement). Whereas most doctoral students agree on extra duties, they wish a more transparent and adequately distributed salary for these tasks.

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 PoWoG (Politics Working Group) of AVETH for their productive discussions during the course of setting up the survey as well as for the analysis of the results. The PoWoG meetings between fall 2013 and fall 2014 were often the place of intense debates on this particular topic. Thanks to Dr. Anna Garry for her time on reviewing the survey questions and valuable comments on the report structure. The feedback from Dr. Nora Dittmann-Domenichini (ETH-LET) on the survey questions has been extremely helpful. Finally, we would like to thank the rector of ETH, Prof. Dr. Lino Guzzella, for allowing us to send this survey to the complete list of ETH doctoral students and making it a great success with nearly 40% 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 (D-ARCH, D-BAUG, D-BIOL, D-RMSE, D-CHAB, D-ERDW, D-GESS, D-HEST, D-INFK, D-ITET, D-MATH, D-MATL, D-MAVT, D-MTEC, D-PHYS, D-USYS). The different nationalities represented in the survey were divided into four groups (Table 4), to verify the statistical nationality distribution of the participants (Table 5).

<table>
<thead>
<tr>
<th>Asia</th>
<th>Europe without Switzerland</th>
<th>Switzerland</th>
<th>Others</th>
<th>Not mentioned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bangladeshi, Chinese, Indian, Malaysian, Singaporean, South Korean, Taiwanese, Thai, Vietnamese, Pakistani</td>
<td>Albanian, Austrian, Belgian, British, Bulgarian, Danish, Dutch, Estonian, French, German, Greek, Hungarian, Irish, Italian, Liechtensteiner, Luxembourger, Macedonian, Polish, Portuguese, Romanian, Spanish, Swedish, Ukrainian</td>
<td>Switzerland</td>
<td>All other nationalities</td>
<td>No answer</td>
</tr>
</tbody>
</table>

The survey was first sent by email on March 3, 2014 to a restricted list of ETH DS (=2400 people). Two reminders were sent within the AVETH newsletter email on March 10 and March 24, 2014, leading to 716 answers (Figure 11). After an agreement with the Rector of ETH, a further email was sent to the complete list of DS of ETH on April 17, 2014. By this second sending, 500 further answers were obtained, significantly increasing the validity of the survey. Finally, the survey was closed on May 13, 2014, when 1202 answers of DS with an ETH contract were received.
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 12).
Based on the five groups of nationalities listed in Table 4, the nationality distribution of the survey data (ETH DS with and without contract) was compared to the data from the ETH annual report 2013 (Table 5).

Table 5: Answer ratio per nationality group

<table>
<thead>
<tr>
<th>Group of nationality</th>
<th>Europe without Switzerland</th>
<th>Switzerland</th>
<th>Asia</th>
<th>Others</th>
<th>Not mentioned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ratio from ETH annual report 2013</td>
<td>50%</td>
<td>33%</td>
<td>11%</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Ratio from the survey data</td>
<td>45%</td>
<td>31%</td>
<td>6%</td>
<td>13%</td>
<td>4%</td>
</tr>
</tbody>
</table>

The survey data represent the ETH DS regarding both department and nationality distribution, supporting the validity of the drawn conclusions.

Appendix III – Employment level

The employment level of ETH DS (except real part-time) is limited to a minimum of 60% as stated in Ordinance for Scientific Employees (German), corresponding to the funding by the Swiss National Science Foundation (SNSF). Several intermediate employment levels from "60%" to "100%" are used at ETH according to SR 172.220.113.11 (Table 6). The equivalent annual gross salary (in CHF) for each level and stage is listed below (columns 2-4) as well as the average over these three stages.

Table 6: Annual gross salary for ETH DS in 2014

| Employment level (=Beschäftigungsgrad) | 1st year (CHF) | 2nd year (CHF) | 3rd year and more (CHF) | Average annual gross salary (CHF) | % of annual gross salary compared to "Level 9 – 100%"
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1 – named &quot;60%&quot;</td>
<td>47040</td>
<td>48540</td>
<td>50040</td>
<td>48540</td>
<td>65%</td>
</tr>
<tr>
<td>Level 2 – named &quot;65%&quot;</td>
<td>47890</td>
<td>50360</td>
<td>52840</td>
<td>50363</td>
<td>67%</td>
</tr>
<tr>
<td>Level 3 – named &quot;70%&quot;</td>
<td>49210</td>
<td>52710</td>
<td>56224</td>
<td>52715</td>
<td>70%</td>
</tr>
<tr>
<td>Level 4 – named &quot;75%&quot;</td>
<td>52725</td>
<td>56475</td>
<td>60240</td>
<td>56480</td>
<td>75%</td>
</tr>
<tr>
<td>Level 5 – named &quot;80%&quot;</td>
<td>56240</td>
<td>60240</td>
<td>64256</td>
<td>60245</td>
<td>80%</td>
</tr>
<tr>
<td>Level 6 – named &quot;85%&quot;</td>
<td>59755</td>
<td>64005</td>
<td>68272</td>
<td>64011</td>
<td>85%</td>
</tr>
<tr>
<td>Level 7 – named &quot;90%&quot;</td>
<td>63270</td>
<td>67770</td>
<td>72288</td>
<td>67776</td>
<td>90%</td>
</tr>
<tr>
<td>Level 8 – named &quot;95%&quot;</td>
<td>66785</td>
<td>71535</td>
<td>76304</td>
<td>71541</td>
<td>95%</td>
</tr>
<tr>
<td>Level 9 – named &quot;100%&quot;</td>
<td>70300</td>
<td>75300</td>
<td>80320</td>
<td>75307</td>
<td>100%</td>
</tr>
</tbody>
</table>

SNSF raised the DS salaries by 2014 which was adopted by the ETH system. As shown in Table 6, Level 1 – named "60%" corresponds in fact a salary of 65% and Level 2 – named "65%" to 67% salary as compared to a 100% full-time position. The salary distribution from 60% to 100% is therefore non-linear. To simplify the survey analysis, these small differences were not taken into account.
During the preparation of this report, new salary levels for DS at ETH have been decided. Table 7 presents the planned transition of the employment levels in 2014 to the new employment regulation for DS in 2015. More details of the DS employment regulation can be found in SR 172.220.113.11.

Table 7: Transition of annual gross salary for ETH DS from 2014 to 2015

<table>
<thead>
<tr>
<th>Employment level 2014 (=Lohnstufe)</th>
<th>New employment level 2015</th>
<th>Salary level 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>1st year (CHF)</td>
</tr>
<tr>
<td>Level 1 – &quot;60%&quot;</td>
<td>Level 1</td>
<td>47040</td>
</tr>
<tr>
<td>Level 2 – &quot;65%&quot;</td>
<td>→ salary raise from &quot;65%&quot; to Level 2</td>
<td></td>
</tr>
<tr>
<td>Level 3 – &quot;70%&quot;</td>
<td>Level 2</td>
<td>52855</td>
</tr>
<tr>
<td>Level 4 – &quot;75%&quot;</td>
<td>→ salary raise from &quot;75%&quot; to Level 3</td>
<td></td>
</tr>
<tr>
<td>Level 5 – &quot;80%&quot;</td>
<td>Level 3</td>
<td>58670</td>
</tr>
<tr>
<td>Level 6 – &quot;85%&quot;</td>
<td>→ salary raise from &quot;85%&quot; to Level 4</td>
<td></td>
</tr>
<tr>
<td>Level 7 – &quot;90%&quot;</td>
<td>Level 4</td>
<td>64485</td>
</tr>
<tr>
<td>Level 8 – &quot;95%&quot;</td>
<td>→ salary raise from &quot;95%&quot; to Level 5</td>
<td></td>
</tr>
<tr>
<td>Level 9 – &quot;100%&quot;</td>
<td>Level 5</td>
<td>70300</td>
</tr>
</tbody>
</table>
Appendix IV – Distribution of duties

In addition, DS could detail their duties within 6 categories ("teaching" = exercises / exams, "practical courses", "group job", "administrative duty", "equipment responsibility" or "others"). The time distribution between several tasks of a single DS was not taken into account, but only the number of the selection of each task (Figure 13).

![Graph showing relative ratio of each task selection per department](image)

Figure 13: Relative ratio of each task (number of selection) per department
Appendix V – Survey questions

Page 1:

Dear doctoral students,

As you may know, ETH is currently reviewing the employment regulations of the scientific staff including the salary levels of doctoral students. AVETH already represents your interests in this process, and in order to understand your opinion better, we would appreciate to have your thoughts on questions related to salary and duties.

Please take the time to fill in this 6 min anonymous survey to provide us with more details on your situation and your wishes. The raw data will not be distributed and the data will be treated according to ETH regulations (BOT der ETH Zürich).

Comment boxes are available at the bottom of each page. If you have any questions or would like to actively support us in the political process, please contact Florian Emaury (emaury@phys.ethz.ch).

Best regards,
The AVETH board

Page 2:

Introduction

What is your nationality?

In which year did you start your doctoral studies?

☐ Other, please specify

Which department/institute do you work at?

Employment situation (required answer)*

Do you have an ETH employment contract for your doctorate? (i.e. are you paid through ETH?)

☐ Yes  ☐ No

Do you receive money from ETH independent of an employment contract?

☐ Yes  ☐ No

Do you have an employment contract outside ETH? (PSI, EMPA, other companies...)

☐ Yes  ☐ No
**Duties**

In the following, "duties" refers to any tasks not directly related to your doctoral research which you perform at ETH (teaching, administrative tasks, others, ...)

Do you have additional duties besides your research? (This question intends to ask about your average situation, i.e. independent of the semester period or of the year of your doctorate)

☑ Yes ☐ No

If yes, which types of duties are you in charge of? (None or multiple answers are allowed)

- Group Job
- Exercise classes
- Practical courses
- Administrative duties
- Equipment responsible
- Other, please specify

**Payment for duties**

How are these duties paid?

- Bonus
- Additional contract
- Part of the employment contract
- Not paid
- Others

From your point of view, what would be the ideal way of having your duties paid?

- Bonus
- Additional contract
- Part of the employment contract
- Not paid
- Others

**In which of these languages do you feel fluent enough to teach?** (None or multiple answers are allowed)

- English
- German
- French
- Italian

**According to your mind:**

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

"I have enough time to conduct my research"

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

**Additional comments related to duties (teaching, administrative tasks, others...):**
**Income at ETH**

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

What is your percentage of employment of your contract at ETH?

(%, 999)

The value must be between 0 and 100, inclusive.

% 

How many hours do you work on average per week (research, courses, administrative duties, teaching, ...)?

The value must be between 0 and 150, inclusive.


What is your total annual gross salary of your ETH contract (before taxes in CHF)?

Please leave blank in case "You do not know or you do not want to disclose it". [ETH employment grid 2014](https://www.aveth.ethz.ch) (NETHZ login).


Are you satisfied with your salary?

- Very Satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very Dissatisfied

What do you consider as a fair salary for your doctoral position (before taxes in CHF)?

Please choose one range for the annual gross salary.

- None

What would be the minimum salary you would accept for your docotrate (before taxes in CHF)?

Please choose one range of annual gross salary.

- None

Would you want to have a uniform salary system (i.e. every doctoral student receives the same salary) across

  - your group?
  - your institute?
  - your department?
  - ETH?

Additional comments related to income:
Money from ETH without associated employment contract

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

For which duties did you receive money from ETH without associated employment contract last year?

☐ Group Job  ☐ Exercise classes  ☐ Practical courses  ☐ Administrative duties  ☐ Equipment responsible
☐ Other, please specify

How many hours did you spend last year for this job?  
The value must be between 0 and 1000, inclusive.

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

The value must be between 0 and 100000, inclusive.

Additional comments related to receiving ETH money without associated employment contract:


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Income from outside ETH

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

How many hours do you work on average per week for this employment contract outside ETH?  
The value must be between 0 and 150, inclusive.

What is your total annual gross salary of your associated contract outside ETH (before taxes in CHF)?  
Please enter the gross annual salary associated to this job in CHF.

(99999999)

Additional comments related to employment contract outside ETH:


