



Eidgenössische Technische Hochschule Zürich
Swiss Federal Institute of Technology Zurich

ETH Zürich

Some HR aspects



ETH Zurich according to the Times Higher Education World University Rankings 2010/11

- 4th in Europe
- 15th world-wide

Prerequisites and boundary conditions

- lean regulations and high degree of autonomy
- clear and flat hierarchies
- well-defined distribution of responsibilities and competences: system of checks & balances
- excellent funding situation
- ETH as a STEM university
- small country - restricted national talent pool
- lack of certain branches of industry

Intl. Orientation of Swiss Universities

1. Ecole Polytechnique de Lausanne (EPFL)

2. University of Geneva/ETH Zurich

4. LSE

5. ANU

....

9. University of Basel

10. Imperial College

- U of Zurich **21** / U of Lausanne **22** / U of Bern **47**
- remarkable: no US university in the top 10

President of ETH – ETH's top HR officer

- the professors' boss
- hiring of new professors – the decision maker
- Office for Faculty Affairs = faculty HR office
- centrally organised hiring procedures
- common standards & quality control
- dual career and integration advice (est. 1999)
- quickly meeting new demands and challenges
- learning from failures

Direct link to the prime decision maker

- Delegate / Office for Equal Opportunities
 - regular meetings with the president
 - guest in the conference of Department Chairs
 - first gender monitoring report 2010
 - focus on diversity and work-life balance
 - guest professorship on gender & STEM

Gender aspects in presidential HR

- raising the number of female professors
- explicit mandate for faculty hiring committees
- creation of additional chairs
- Tenure Committee
- proposals for national committees (e.g. SNF)
- raising the number of assistant professors from 16% to at least 20% with a clear focus on tenure track positions

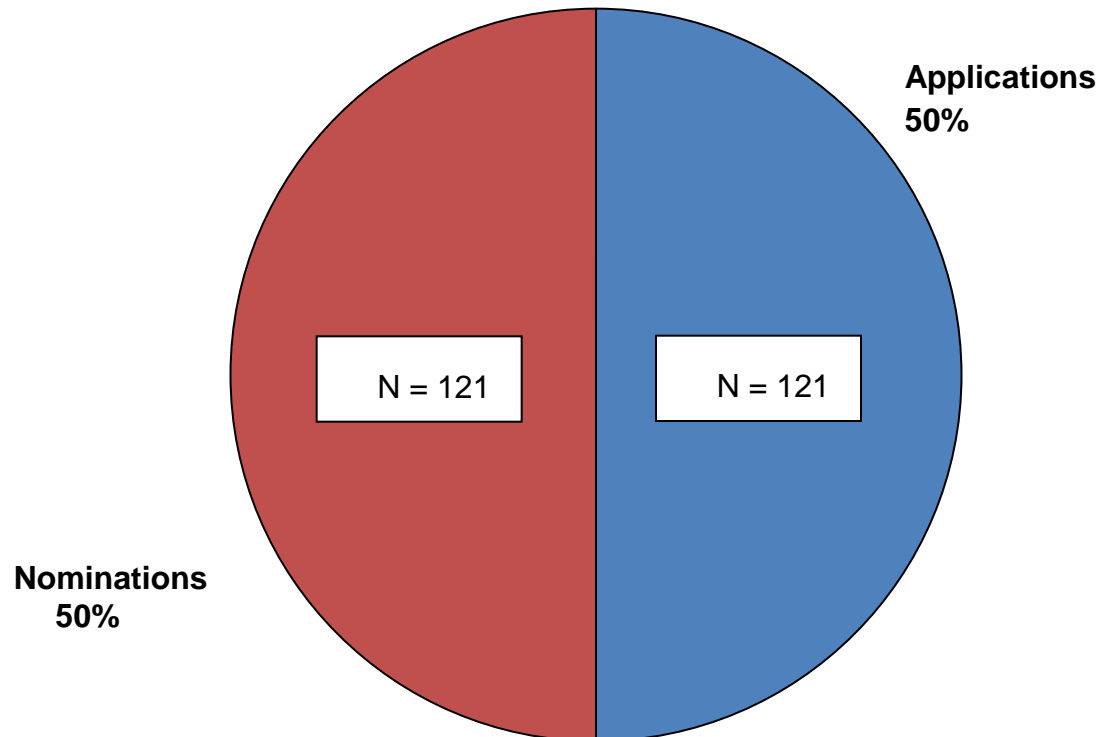
Female professors at ETH

- first female professor in 1985 (architecture)
- from **2** in 1990 to **47** in 2010 (11%)
- **7.4%** on the full professor level
- **26%** on the assistant professor level
- **56** as of Nov 1st, 2011
- **2** more full professors by the end of the year
- **10** Swiss = **18%**

Faculty hiring at ETH

- international hiring committees, incl. at least two women
- list of existing role models, incl. female professors/scientists
- constant monitoring of the ‚market‘
- active search for highly qualified academics

Nominations vs. applications 1998-2009 full professor level



Monitoring the market

- long-time investment by senior faculty
- international faculty – international networks
- former excellent students
- excellent students of colleagues outside ETH
- new and promising faces at conferences
- ERC starting grants awardees
- new areas: South America, Turkey, Iran
- watch out: old boys' networks

International orientation of ETH

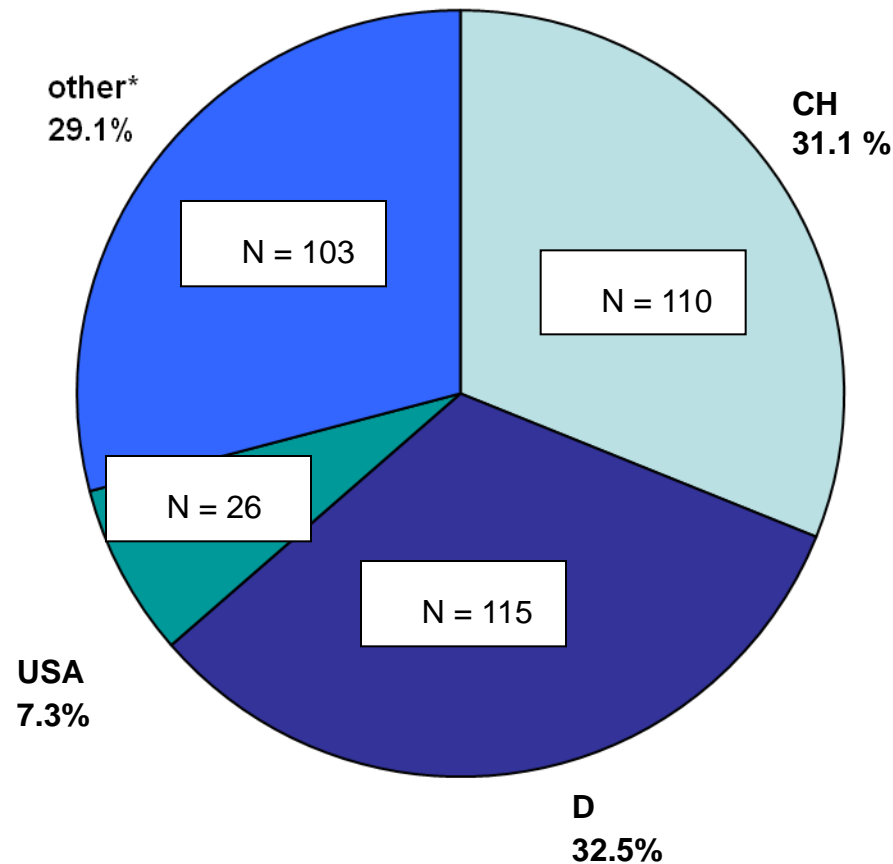
- Percentage of non-Swiss citizens in 2010:
- **66%** of the professors (1969 **12%** / 1999 **34%**)
- **35%** of the students overall (31% women)
- **63%** of PhDs (32% women)

Diversity - nationality

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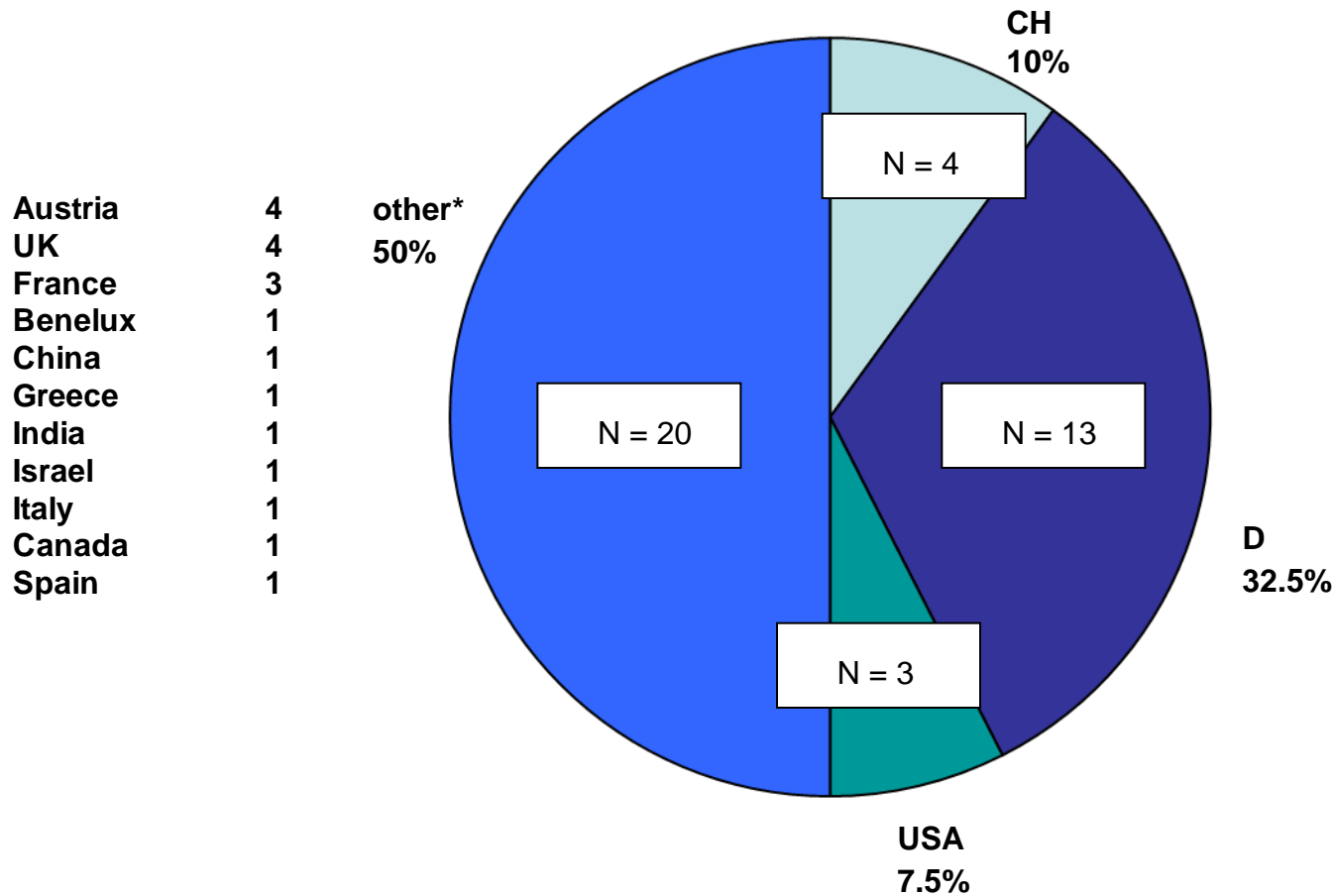
Austria	16
France	14
Benelux	12
UK	11
Italy	9
Scandinavia	7
Greece	4
Spain	4
Canada	3
Croatia	3
Turkey	3
Israel	3
Hungary	2
India	2
Argentina	1
Brazil	1
Ghana	1
Indonesia	1
Corea	1
Liechtenstein	1
New Zealand	1
Russia	1
Slovakia	1
Ukraine	1

New Faculty 98-09 (N = 364):



Nationality

New Faculty 2010 (N = 40):



There are a lot of excellent and most valuable ideas re. HR practices elsewhere

- Charter and Code of Euraxess
- standards of Vitae (Research Councils UK)
- LERU report
- GenSet recommendations



- constant need to network, gather information and adapt our practices to emerging opportunities and needs