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

N = 121

Applications 50%

Nominations 50%

N = 121
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

* 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):

- CH 31.1% (N = 110)
- D 32.5% (N = 115)
- USA 7.3% (N = 26)
- other* 29.1% (N = 103)
**Nationality**

New Faculty 2010 (N = 40):

- Austria: 4
- UK: 4
- France: 3
- Benelux: 1
- China: 1
- Greece: 1
- India: 1
- Israel: 1
- Italy: 1
- Canada: 1
- Spain: 1
- USA: 7.5%
- CH: 10%
- D: 32.5%
- other*: 50%

Total: 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