



# AVETH

Akademische Vereinigung des Mittelbaus der ETH Zürich  
Academic Association of Scientific Staff at ETH Zurich

## AVETH News 2019 – 2020


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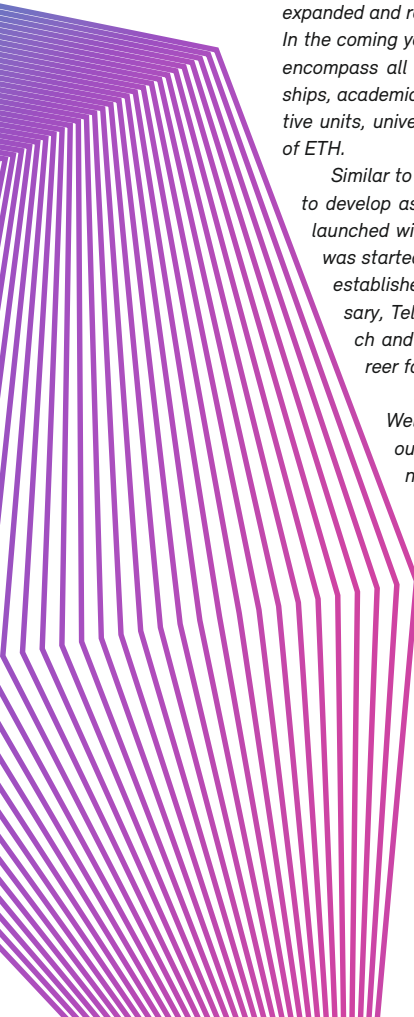
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# Editorial

*2019 was an eventful year for our AVETH: We turned 50! We've come a long way since our founding in 1969. During that time, countless members have dedicated their time and energy to make ETH a better place to be. All of them contributed in their own way: coordinating a working group, organizing social and informative events, writing newsletters and sharing content on social media, counselling our colleagues during difficult times, networking and collaborating with other associations and partners, setting up meetings, troubleshooting IT issues, replying to hundreds of emails and messages every year, handing out welcome bags and welcoming new members, writing statements to ETH, and hundreds of other small things. Sometimes, simply lending an open ear over a cup of coffee or tea... but most importantly: supporting each other in fulfilling our tasks and achieving our goals. Throughout the whole year, we celebrated these achievements with a series of anniversary events. Our anniversary booklet provides many more impressions! AVETH wouldn't be where it is today without teamwork, respect, collaboration, communication, and foresight. Today, our association is in excellent shape and we are certainly far away from a midlife crisis. Today, we have 30 board members, over 30 commission representatives and over 100 active members in our department association and Telejob, who all manage an annual budget of over 300 000 Swiss francs. This results in many great events and services for our members. Here, I'd like to thank all of them on behalf of our past, present and future AVETH members! If we continue to work together, we will all benefit and certainly celebrate many more anniversaries.*

*However, not everything was so rosy this year at ETH. Unfortunately, the issues and controversies surrounding the supervision of doctoral students and inappropriate behaviors followed us in to 2019. In spring, a case of sexual harassment at D-ARCH became public, and at the same time accusations of corruption in D-PHYS were made. Finally, in summer we witnessed the first dismissal of a professor in the 165-year long history of ETH Zürich.*



*These events were once more a reminder that we need a respectful environment, where we gain and provide motivation in order to excel in all our scientific, academic and personal endeavors. This was also recognized by the school board. The initial "project leadership" has been expanded and restructured in an overarching initiative called "rETHink". In the coming years, AVETH will participate in six working streams that encompass all levels of governance and organization: the professorships, academic departments, Executive Board and central administrative units, university bodies, the institution as a whole and the culture of ETH.*

*Similar to ETH, we also recognized within the board that we need to develop as an association: Our newest working group "diversity" launched with networking events, a new archive for AVETH photos was started at the ETH library, which will be cared for by our newly established general-secretary. Finally, to mark their 30<sup>th</sup> anniversary, Telejob modernized the popular job platform eth-gethired.ch and successfully launched poly-E-fair, the first virtual career fair.*

*How do you inform over 2300 members about all this? Well, our communication team worked hard to modernize our bi-monthly newsletter, revived our social media channels [@AV\\_ETH](#) and is revamping our website. Make sure to check them out regularly!*

*To wrap this up, I'd like to thank everyone that volunteers for AVETH, Telejob, department associations, commissions and other associations that offer services and events for the scientific staff. On the following pages, you will get an impression of these activities and especially the AVETH members who made all of this possible. I'm looking forward to working with all of them on various initiatives, projects and events. I hope that you, our members, will make use of them!*

*To another 50 successful and memorable years of AVETH! Martin Roszkowski – President of AVETH*

# What is AVETH?

The Academic Association of Scientific Staff at the ETH Zürich (AVETH) represents all doctoral students, research assistants, postdocs and higher scientific staff excluding professors and lecturers.

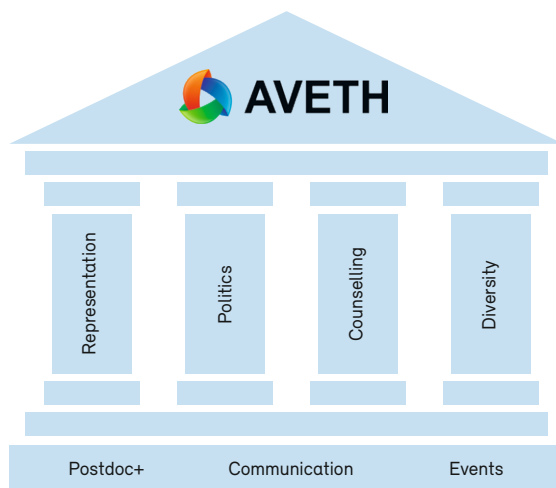
AVETH counts more than 2300 members and is organized in 18 sub-associations in all departments at ETH.

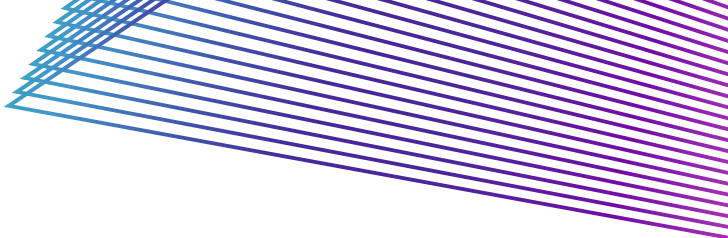
Our mission is to make ETH a better place to learn, teach and do research. The elected board of AVETH organizes the political representation of the scientific staff at ETH, brings people together by holding a variety of events and offers counselling and other services for AVETH's members.

## What we do: Representation, Events and Support

Our activities revolve around three fundamental tasks: representing scientific staff, bringing people together and providing support.

We represent the scientific staff at ETH by taking part in the governance of ETH Zürich, by voicing our opinion, actively contributing to the discussion leading up to important decisions and raising issues to different stakeholders within ETH Zürich. We also participate in debates about strategic issues and decision-making processes ("Mitwirkung", i.e., joining the debate). This is accomplished mainly via regular meetings with different school board members





and through various commissions. We share and contribute to the constructive and inclusive spirit of ETH Zürich.

All in all, we try to make sure that the voice of the scientific staff is heard at ETH Zürich.

We bring people together by regularly organizing events. Social events like our ski weekend or our pub-crawl bring people of different departments and backgrounds together. Excursions help to broaden the horizon and deepen the identification of our international community with Switzerland and thus foster the academic community at ETH.

Moreover we regularly organize career-related events that aim to provide insights and advice for how to pursue academic and industrial careers for doctoral students and post-doctorates.

We support our members by providing information at different levels.

We publish the popular "Survival Guide for scientific staff", which provides practical information about ETH Zürich, and offers hints and tips about living in Zürich.

We inform our members about important transformative changes at ETH (i.e changes in the salary system for doctoral students). In addition our AVETH counselling team offers help to talk about your problems and assist in potential conflict within the ETH.

We are also involved in other welfare related projects, like the Respect campaign and the launch of the new ALEA award, with which we honor outstanding team leaders once a year together with ETH Equal! and Human Resources.

Fundamental to our work is communicating to our members via different means, be it this copy of the AVETH News, the bi-weekly newsletter or our social media pages.

***Our memberships are core to a successful representation within ETH: the more people we represent, the more we can achieve at ETH.***

#### **Finances**

If you belong to the scientific staff at ETH Zürich, you can become a member of AVETH. Our membership fee is 4 CHF/month. Half of this money goes directly to the department associations (see below). The other

half enables us to organize various events and networking activities.

Although all scientific staff benefit from our activities, only AVETH members can profit from reduced prices at most of our events.

#### **How we are organized**

AVETH is an independent association ("Verein"), which is recognized by the school board as the official representation of scientific staff at ETH Zürich. Like many other associations, we have a board to lead the operations of the association.

The board is elected at one of our two general assemblies each year. All AVETH members can attend and vote at the general assemblies.

Have a look at our bylaws, which you can find online on our website, if you want to know more about our legal structure.

Within the board, we have different subgroups that are responsible for our various areas of activity:

- Politics
- Events
- Diversity
- Counselling
- Post-Docs and Higher Scientific Staff
- Communication
- 50<sup>th</sup> anniversary group

A coordinator leads each subgroup. He oversees the work in this group.

The president, the vice president and the treasurer are responsible for the overall organization and for long-term strategies of AVETH.

Our secretary Michèle probably has more years of AVETH experience than the rest of the board put together. She is responsible for administrative work and ensures we don't reinvent the wheel.

Once a month we have a board meeting, where all current issues are discussed.

Ready to get involved? Just write us an email ([interested@aveth.ethz.ch](mailto:interested@aveth.ethz.ch)) and we will invite you to one of our board meetings. This is a great opportunity to get to know us and join us in making ETH Zürich a better place for scientific staff. It's very easy, you don't need any requirements

other than interest and motivation in what we do! You can start with a small activity and decide how much time you can invest.

*If you are not yet a member, join the AVETH family by registering either online on our website or using the form on the back of this booklet. Thank you!*

### **Related Organizations**

AVETH is not only an organization spanning all departments; it also includes sub-associations for every department. They form an important part of the AVETH family, represent scientific staff in their respective department (e.g., in the department conference) and organize department-specific events.

Telejob is another sub-organization of AVETH, which runs the graduate job portal "ETH get hired" together with the ETH Career Center.

These are also a great way to get involved — see how to contact your department association or Telejob in the next sections or online.

The rest of this booklet will give you more information about each of our subgroups and department.





# AVETH Coordination Team



**Martin Roszkowski**  
President



**Linda Wehner**  
Vice-President



**Alexander Viand**  
Treasurer



**Rosa Visscher**  
Secretary-General



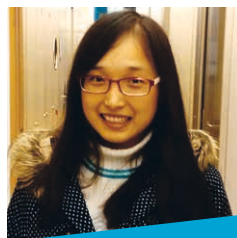
**Michèle Grieder**  
Administration



**Konrad Jakubowski**  
President Telejob



**Francesca Martini**  
Vice-Chairman Telejob



**Xiaopu Wand**  
Treasurer Telejob

# Coordinators



**Claire Bourquard**  
Politics



**Iselin Medhaug**  
PostDoc+



**Deepak Kumar Ravi**  
Communication



**Florentine Veenstra**  
Counselling



**Anastasia Sycheva**  
Events



**Rashmi Rai-Rawat**  
Events



**Iris Hordijk**  
Diversity

# Regular Board Members



**Mahsa Bazrafshan**



**Zoe Jonassen**



**Flavia Timpu**



**Irina Lazar**



**Diyora Salimova**



**Eric Burns**



**Viktoria Gerken**



**Anne Jomard**



**Roelinda Jongstra**



Francesco Ortelli



Anca-Denise Ciută



Cyprien Hoelzl



Uwe Lüpke



Indranil Basu



Mohammad Ismael Nouraddini



Alina Teuscher



Andrea Testa



Fabian Brüning



Michael Ferguson



Tanja Eberhart



# Politics

One of AVETH's main functions is the political representation of doctoral students and higher scientific staff at different levels of ETH. The Politics Team is the subgroup within AVETH that focuses on ETH university politics. Monthly meetings are used as a forum to discuss and work on various matters, such as statements on new regulations at ETH and topics that arise from the scientific staff through personal contacts and surveys. As a basic principle, the Politics Team meetings are open to the entire scientific staff. Everyone is welcome to join the discussion and initiate new topics.

AVETH is involved in the political decision process and the representation of the scientific staff at several levels.

## **ETH level:**

- University Assembly (i.e. "Parliament" of ETHZ)
- Regular meetings with the Executive Board (e.g. ETHZ rector, president, vice-presidents, etc.)
- ETH commissions (e.g. Strategy, Teaching, ASVZ, WOKO, Forum Nachwuchsförderung, etc.)
- Occasional meetings with members of the other representative bodies: KdL (professors), PeKo (technical and administrative staff), and VSETH (students).

## **Department level:**

Under the AVETH umbrella, the scientific staff is represented by Department Associations

(DA) in each ETH department. This gives us the opportunity to be involved in the departmental commissions (e.g. department conference) and further allows a great exchange across all departments. In addition, meetings are organized on average twice a year between AVETH and DA representatives to exchange information and ideas.

## **Swiss and European level:**

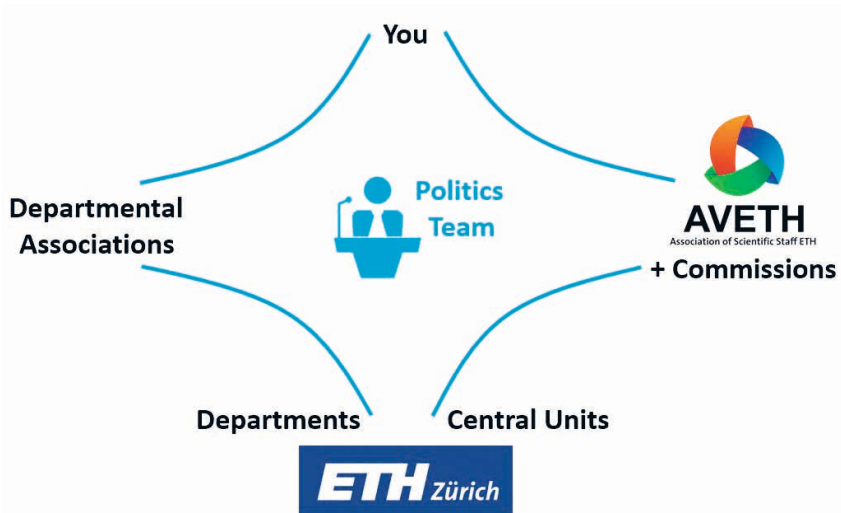
- Through the University Assembly: regular contacts with EPFL representatives
- Membership in ActionUni— the Swiss organization for scientific staff
- EuroDoc—an organization for doctoral students across Europe.

## **In 2019, we worked on the following projects:**

- Through the university assembly we participated in the ETH-Domain intermediate evaluation (done every 4 years by an expert panel), and represented the interests of the whole ETH-Domain scientific staff in a discussion with the experts.
- Following some negative ETHZ coverage in the media, we issued a statement where we expressed support for different ETHZ bodies that we felt were not accurately represented and that are a great support to the doctoral students and scientific staff. This sparked a lot of discussion within our members, which we took as an occasion to increase the communication between them and the board.



- New doctoral ordinance: we discussed the proposed changes to the doctoral ordinance extensively during the consultation in spring, and are since then involved in the working groups drafting the new version of this ordinance.
- Onboarding: Following our discussions and ETH+ proposal of last year, a centralized doctoral introduction event is now organized every 6 months (soon to be every 3 months), on top of those happening in the different departments. In addition, an AVETH-supported buddy system is now in place, for which people need to opt-in.
- Ombudspersons and regulation in case of inappropriate behavior: we discussed extensively during the consultation and hopefully will be more involved in a future version in 2020.
- We launched a small survey on the political involvement of the departmental associations, in order to have an overview of the situation in the different departments. The results of the survey show that the scientific staff representation is varying drastically from department to department.



# Politics

In addition, AVETH was asked for its opinion on various projects happening at the ETHZ or ETH Domain level. As such, we discussed the following topics during the Politics team meetings in 2019: HR survey about scientific career paths for Postdocs, changes to the ETH-Law, ETHZ new spin-off guideline, ETHZ new disciplinary ordinance, update of the ETH-Domain personnel ordinance, creation of an arbitration committee at ETH-Domain level (according to the Equal Opportunities Act), new ETH-Domain personal data protection regulation, splitting of the ETHZ 1st year base exams and ETHZ Strategic Planning 2021-2024. The feedback we got from our members through email exchange and through the Politics team meeting was put together, and transmitted as a statement from AVETH to the relevant body.

Next year, we will be involved in several working groups of the project rETHink (big adjustment of the ETHZ organization planned for 2020/2021). Within this project, we will strive to set minimal standards of political representation of scientific staff at departmental level. We will also discuss and comment on the new version doctoral ordinance, as well as keep track of the advancement of the Gender Action Plans (GAPs) in the different departments. We decided to wait for the launch of the new doctoral ordinance before launching our follow-up survey about supervision, now planned for autumn 2020 (3 years after the first one).

If you are interested in a certain topic or would like to become involved, join one of our

monthly meetings or contact the Politics Team via e-mail: [politics@aveth.ethz.ch](mailto:politics@aveth.ethz.ch). You can find all the previously mentioned survey results on the ETH Research Collection.





# Events

The mission of the AVETH events team is to organize diverse events that could enrich the experience of AVETH members. Our objective is to organize events which are knowledge based, induce excitement as well as relieve stress. We thrive on diversity and are always happy to welcome new members with various backgrounds, preferences and new ideas. In line with this objective, our team has organized various events throughout the year, targeting members with different interests.

In the year 2019, events team projects were divided into three main categories, (1) on campus events, (2) off campus events and (3) build the bridges events.

## 1. On Campus Events:

Main objective was to organize diverse events which could decrease stress, reduce anxiety levels, increase confidence level, enhance interpersonal skills, and build a sense of community in the campus. We were successful in organ-



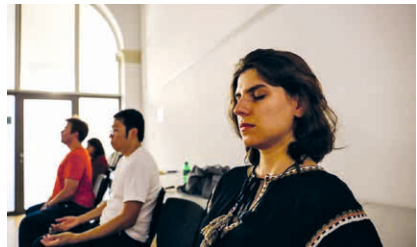
*Inner Peace & Outer Dynamism*



*Inner Peace & Outer Dynamism*



*ETH visit to Dolder*



*Breathe to Bust Stress*



Team Meeting

izing two on campus events series, more than 100 individual participated in different sessions between July to November 2019.

**(1.1) Breathe to Bust Stress (B2BS) workshop series:**

Ten sessions were organised between June to September 2019. In these workshops multiple breathing techniques, and breathing based meditation that rekindle positive vibrations were taught and practiced on regular basis. Eleven workshop sessions were organised between June and December. More than 100 individuals joined different sessions. Some of them participated regularly.

**(1.2) Inner peace and Outer Dynamism (IPOD) workshop series:**

Five sessions were organised between November - December 2019. These workshops were follow up of the previous workshop series. In these series an additional element was introduced. Mind management techniques, such as participants learned briefly how to stay peaceful and stress free during the challenging periods.

**2. Off Campus Events:**

Main objective was to organize diverse tours and visits outside the campus which could help

in broaden the interdisciplinary knowledge, raise awareness about the other entities existing outside the campus and also trips add a sense of excitement among the participants. Last year, we were able to organize more than eight highly successful off campus events.

**(2.1) Japanese Tea Ceremony:**

In February, AVETH members could immerse themselves for one evening into Japanese culture by taking part in a Tea Ceremony in Museum Rietberg. Switzerland has rank 25 based on its tea consumption and it was a perfect opportunity to learn more about its roots and experience it in a completely different way. This was a serene evening in one of the most beautiful museums in Zürich under the guidance of a renowned Teemeisterin Soyu Yumi Mukai.

**(2.2) Guided tour of Hangars SR Technics and Swiss Maintenance:**

A lot of AVETH members are aviation enthusiasts, hungry for technical details about the planes and the airport infrastructure. On May 22, they could satisfy their curiosity and enjoy a breathtaking sunset next to Hangar 3 surrounded by planes and jet engines. The experienced guide has told us a lot about airplane engines, how they function and how they are maintained.

# Events



*Rega Tour*

He has also shared a lot of anecdotes and stories from his long career at the Zürich airport and was happy to answer numerous questions from tour participants.

### **(2.3) Swiss Air Rescue Rega Tour:**

In May we organised two tours one after the other. Right after focusing on the technical part of airport services in the Hangar tour. We or-

ganised a guided tour at Swiss Air Rescue Rega which focused on the human side. The beginning of Swiss air-rescue dates back to 1946 when a handful of daring pilots made efforts to rescue with their light aircrafts. Swiss Air Resuce Rega organized a total of 17,124 missions in 2018 and attended to 11,579 patients, which corresponds to approximately 32 patients per day. Guided tour included presentation which gave an over-

view of their work, inspection of the hangar with ambulance jets, inspection of helicopters undergoing maintenance, visit to the operations centre and screening of the Rega film.

#### **(2.4) Walking Tour Zürich West:**

In July after work we went to explore one of the most vibrant parts of Zürich: Zürich West. This is a site of intriguing architecture projects: mixture between glass office buildings and luxurious residential area. The creativity vibes are palpable, which is unsurprising since the Zürich School of Arts is just around the corner. We got to know more about the history and development of the area and got some invaluable tips about trendy bars, nice concerts and other places to worth visiting in the free time.

#### **(2.5) Visit to EWZ Oerlikon substation:**

ETH students are widely assumed to be passionate about technology and curious about all small details behind complicated processes. We are happy to indulge them by organizing a tour to a EWZ power station in Oerlikon, where participants could learn more about electricity. What does it take to ensure that electricity flows from the socket around the clock? How does electricity get into the city and how does high voltage become low voltage? These and many other questions were answered during a 2 hour tour by friendly and enthusiastic guides, engineers from the electrical substation. An unexpected bonus was the intriguing design of the building considered to be one of the hallmarks of modern architecture.

#### **(2.6) Vineyard walk and Winery Tour:**

Next to the Höggerberg campus there is a vineyard, founded in 1898 by Emil and Paul Zweifel. On a warm October evening we paid it a visit to learn more about winemaking. First, we had a nice walk to the vineyards where the guide had familiarized us with a life cycle of a grapevine. Following that, we went to the production room to get a closer look at the fermenting vat, press and oak barrels. Of course, an integral part of a winery visit is... wine tasting! Tour participants could enjoy an authentic Zürich wine and watch the sunset together.

#### **(2.7) How do we learn workshop:**

At the beginning of the semester we have decided it could be a good time to organize a workshop about learning. Kulturama museum hosted an exhibition, dedicated to brain and how it processes and stores information. During an interactive and provoking presentation we got



*Walking Tour Zürich West*

# Events

useful tips about optimal learning strategies and played with different puzzles.

### 3. Build the Bridges:

Main objective of this project is to connect academicians with practioners, encourage knowledge sharing and provide a friendly atmosphere for dialogue exchange. In the year 2019, we were successful in building a bridge between ETH and Hospitality Industry. In February a group of AVETH members visited Dolder Grand Hotel. Followed by, Dolder Grand executives visited ETH Hnggerberg in September. It was divided into three parts. Part 1, began with the introduction of Hnggerberg campus histo-

ry and its ongoing activities. Executives visited several campus buildings such as, Chemistry building HCI, Sports center HPS, HPP Tower, Life Science Platform HPL, Information Technology HIT, etc. Part 2, began with the guided tour of the Arch\_Tec\_Lab, an experimental building that enables the collaborative research environment at the Institute of Technology in Architecture (ITA) as well as the National Centre for Competence in Research Digital Fabrication (NCCR DFAB). Besides a tour of the building and its unique robotic fabrication laboratory executives were introduced to ongoing research projects on computational design, robotic fabrication and large-scale 3d-printing in



*Dolder executives visit to ETH*

the fields of architecture and construction. Part 3, guided tour ended with the apero at Bellavista restaurant.

Our first step to build the bridges between academicians and practitioners was extremely successful. We will continue to build this relationship with event partners in future. In the year 2020, we will continue this project with different kind of companies.

#### **Events Team Meetings:**

We organize several meetings throughout the year to interact directly with the AVETH members. During these meetings we share the sum-

mary of the ongoing activities, future plannings and also engage the participants in our discussions. Last year, we had organised mainly three general events team meetings and multiple internal events team meetings. AVETH events team always look for skilled members, and innovative event project ideas. We highly encourage knowledge exchange and open dialogues. If you want to join the team or organize an event yourself we will be happy to support your ideas and efforts.

Contact us: [events@aveth.ethz.ch](mailto:events@aveth.ethz.ch)



*Hindu Temple Tour*

# Special Events: Our 50<sup>th</sup> anniversary, 2019!

In the beginning of 2019, we started as a two-woman team, slowly but happily growing to a more diverse team of five. Our plan: to bring the often forgotten, but useful skills of communication and interpersonal interactions to our members. Combining the pleasant with the useful, we offered education, socializing and good food. According to the motto “the future starts at 50” and “spice up your future”, 10 take away talks, two workshops and one main event provided insights into highly useful skills and introduced the ETH support offices for courses and workshops. The topics ranged from science communication to career-related support. Food and fun did also have their place in the program of the past year. Numerous aperos were following the talks and a BBQ was the main attraction with 200 participants in summer.

[Read more about this topic in our 50<sup>th</sup> anniversary booklet.](#)

[\(published early 2020 or found on our webpage as a blog post\).](#)

Furthermore, we wanted to use that occasion well – first and foremost for the visibility of our association. The all-time struggle of AVETH is obvious in every AVETH news since the beginning: recruiting. Despite the daily focus of its target group on highly intellectual, critical and logical thinking, the academia of Switzerland, more accurate ETH Zürich, could not be more indecisive in its action around self-determination of its academic fate. With less than 2400

AVETH members and around 30 active board members, 10 000 scientific staff members are represented by AVETH officially towards the school board and in diverse committees at ETH. Even though the past year was a great success, this numbers did not change significantly.

Take a little bit of your time and learn a lot!

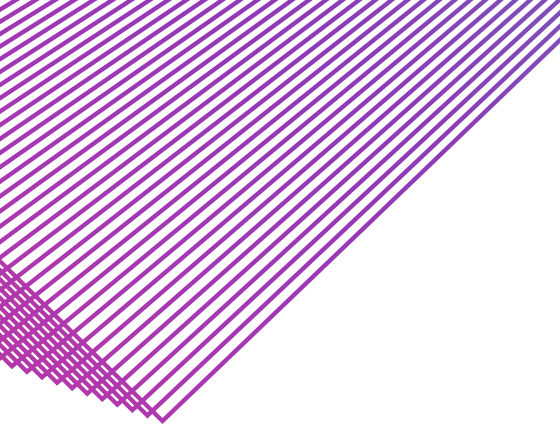
At AVETH, experienced board members can help and guide for a fast and efficient learning, which you will surely enjoy. For project ideas in 2020, like the revival of the Höggergames, a jazz summer festival, a Science platform, expanding exchange and engagement in university politics, we need more men- and women power! Without you, these projects will most likely not be possible. The more people engage, the more projects are possible and the smaller the share of work. So if you have some time to spare and if it is only a little bit, let us know. We work, learn and succeed as a team!

And as part of the team, you make a big difference!









and at ETH organizational level. This includes representation, asking questions and sparkling discussion, for example during a panel discussion at the day of the Women's strike or an interview for the Life magazine of ETH. As AVETH member you could also give your input regarding the gender equality policy of the ETH during the policy meeting on Diversity.

The Diversity team is the youngest team of AVETH, since November 2019 we are official acknowledged by the General Assembly. As we are just setting up, we are looking for Diversity

enthusiasts to expand our team. Are you interested in improving the working environment and inclusion of cultural, gender and other minorities at ETH?



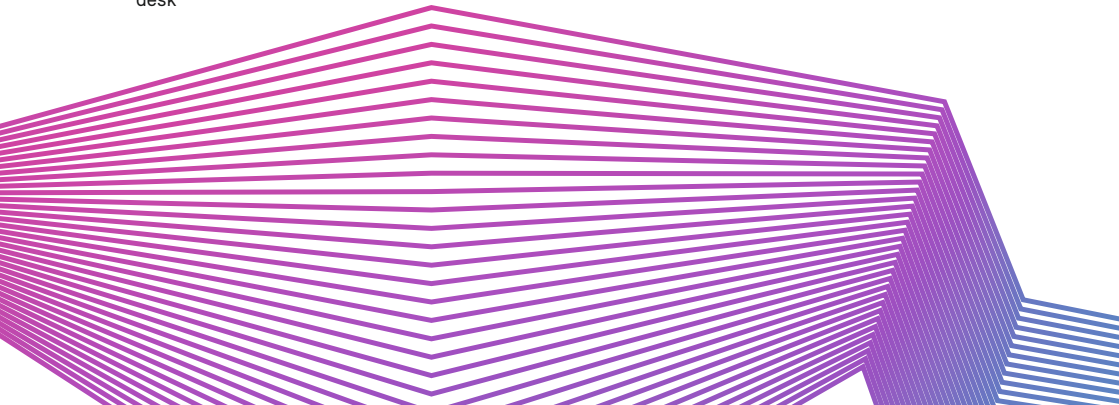
**Interested in improving diversity @ETH?  
Join Diversity Team @AVETH  
For more info: [diversity@aveth.ethz.ch](mailto:diversity@aveth.ethz.ch)**

# Counselling

The year 2019 was a year of growth and change. The coordination of the team changed hands, and 9 new counsellors joined the team. Since its first steps in 2011, the group has grown from two to a total of 14 active counsellors from several different departments at different locations within ETH. This large group and the two year average active participation in the team pose several challenges in the domain of knowledge retention. To address the knowledge transfer toward the new counsellors, the more experienced counsellors share their knowledge in an advisory role after they step down from their active role. Beyond this informal channel, AVETH counselling is now organising regular workshops. These are run by external professionals and specifically target the soft skills useful for counsellors. There have already been two workshops (Fall 2019) and the next is scheduled for early 2020. Reviving an old initiative counselling is trying to integrate more closely with the department helpdesks. The goal for the next year is to implement a helpdesk in every department to lower the barrier for those who want to ask for help. The helpdesk

counsellors have already shown great initiative in tailoring their advice to the specific inner workings of their departments. We aim to have more workshops throughout the next years which will again be open to the members of the helpdesks. These training session will improve our knowledge of the tools of counselling, among them, mediation, implicit bias awareness, and conflict resolution through constructive communication.

A cultural change is taking place throughout ETH and it is our mission to support those who would like to create a better place, for everyone, in their group or department. We provide help, assistance and guidance to anyone who needs it. We further provide a confidential ear to those who just want a confidential discussion to clarify their thoughts. ETH as a university has expressed interest and support to the work that the AVETH counsellors do which is very rewarding for the team. We aim to help and support whoever contacts us ([counselling@aveth.ch](mailto:counselling@aveth.ch)) and will always answer, meet and assist with any reasonable request.



# Communication

Communication starts the ball rolling in terms of gathering information from a range of sources about various activities of AVETH that need a communication platform to make them more effective. It is a core-working group that acts as a direct bridge between the elected board members and the member community of AVETH, representing their interests, issues and values. The communication team upped its ambitions in 2019 also with a detailed plan for reaching to the existing members and expanding our community for thought and exchange. The plan involved taking our biweekly newsletter to as many members as possible, improving our presence on our website ([www.aveth.ch](http://www.aveth.ch)) and a leg at every corner of social media including Twitter (@AV\_ETH), Instagram (@av\_eth), Facebook (@avethz) and LinkedIn; look for us on these channels to stay current on events and happenings!

Around Christmas 2018, a new and improved version of the AVETH Biweekly Newsletter was unveiled. With a clean new look, mobile functionality, and a user-friendly interface, it is now easier than ever to stay informed. In addition to general information about AVETH, the newsletter provided news on events, projects, services, ways to get involved, and more from more than 35 clubs and societies within ETH. Our biweekly newsletter is only distributed to AVETH members, so we encourage you to become a member now (see the 'Become an AVETH Member' section in this booklet).

Our AVETH Survival Guide (digital version available from our website), which contains in-

formation on life as a graduate student and a wealth of practical tips for living and working in Zürich to help incoming doctoral students and postdocs with their transition. We encourage you to check out the services we offer on our website. We are continually expanding our 'AVETH Welcome Pack' program. This initiative was launched in late 2016 in close partnership with a selection of Department Associations. The concept is to personally welcome incoming scientific staff with a warm smile, information about AVETH and its subsidiaries, and a few small gifts. We hope that this early communication will create an inclusive culture, provide useful information about available resources at ETH Zürich, and encourage involvement in AVETH, the Department Associations, and Telejob.

AVETH relies on a community of members and volunteers. If you'd like to be involved, whether as a contributing board member or as simple as passing along a helpful idea, please contact us: [communication@aveth.ethz.ch](mailto:communication@aveth.ethz.ch) We're always looking for ways to improve our services. Best wishes in 2020 from our team!

Facebook (@aveth)  
Instagram(@av\_eth)  
Twitter(@AV\_ETH)  
LinkedIn(@aveth)

# Postdoc+

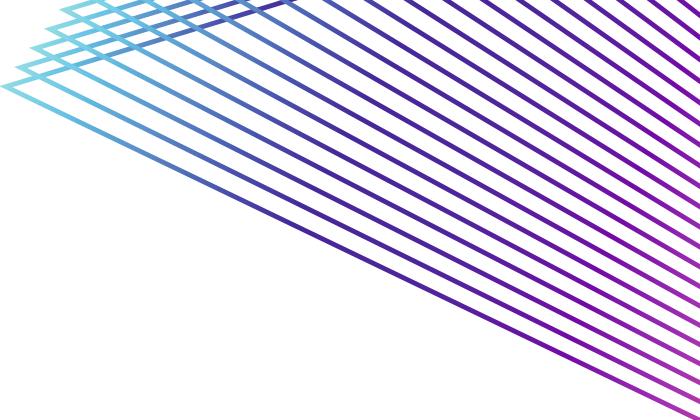
The AVETH postdoc+ team addresses the needs of the senior academic staff, from postdoc and up, in terms of career, networking, and politics at ETH. Postdocs+ are in general at a later stage of career planning and personal life than doctoral students and thus have specific needs and interests within ETH. Many postdocs and senior scientists come to ETH as a transition

to find suitable careers inside and outside of academia, and some move to Zürich with their families. As such, postdocs and senior scientists may feel the need to network with colleagues at a similar stage of life for career and family related matters.

In 2019, the postdoc+ team developed a survey to investigate whether ETH is a good



*Funding opportunities for Postdocs*



place for postdocs+ to launch a career inside or outside of academia. This survey will be disseminated in early 2020. Additionally, together with the office of Research and HR, the team set up a pilot welcome event dedicated to new postdocs+ arriving at ETH. The pilot took place in October and was an overwhelming success. Therefore, it was decided to continue the event every two months.

Additionally, the team organized several successful career and networking events. The largest, with close to 300 registered participants, was aimed at late stage doctoral students, postdocs and senior scientists interested in acquiring own funding. This event took place 15. April at the Hnggerberg campus, and consisted of four talks providing an overview of Swiss and EU funding sources, in addition to an overview of the support EU GrantsAccess and Office of Research in the funding application process, and from successful grant holders. The event closed with an informal pero for networking with peers and the speakers.

On the networking side, the postdoc+ team organized the traditional "Wine & Cheese" events twice, once on each campus. Additionally, the team joined in setting up the "Swiss Young Researcher Network" to increase the collaboration and interaction between temporary staff at ETH and other research institutions, such as PSI, WSL, Eawag, Agroscope and Empa.

If you would like to participate in our activities, please join AVETH. If you have ideas for activities or if there are issues relevant to post-

docs and senior scientific staff that you would like to discuss, please contact us. And finally, if you want to join the Postdoc Team, please contact us at [postdocs@aveth.ethz.ch](mailto:postdocs@aveth.ethz.ch).

We look forward to seeing you in our upcoming events in 2019!

# Telejob – connecting students and academics with industry

2019 is another remarkable year for Telejob where we move on to enhance our existing projects such as ETH get hired: the largest online job platform of ETH Zürich as well as working on new projects like poly-E-fair. Through these, Telejob continues to connect ETH students and academics with industry and carry out our mission: "We help finding dream jobs since 1989."



## The enhanced ETH get hired

In spring, ETH get hired has launched its third version since its establishment in 2013. The new ETH get hired comes with a modern design and new functions such as VIP ad positioning for companies and improved search engine for job seekers. With more appealing look and new features, it continues to be an exceptional platform to attract and recruit Swiss talents.





Visit [www.eth-gethired.ch](http://www.eth-gethired.ch) to browse through various job offers or advertise a position in your group (such as student internships) for free! It will only take you around 5 minutes to set up a secure account and upload the job offer you would like to advertise.



### Special year for Telejob

This year Telejob celebrated 30 years of success in connecting the ETH Domain with the industry. In spring, Telejob hosted a special Career Day & Anniversary Network Gathering, where we have invited industry experts to share their experiences on a wide range of topics including strategies on job application, securing a residence permit in Switzerland, start-up experiences from the perspective of both founders and investors and career sharing from a Telejob member from the early 2000s who now works at the pharmaceutical industry.

On the other hand, Telejob has continued to organize informative seminars about health insurance system and financial planning in Switzerland to carry on its mission to support ETH students of all origins. This year, Telejob has also involved in events in ETH-domain institutes, such as the Empa PhD Symposium, to boost our projects' visibility beyond ETH Zürich.

### Telejob's latest endeavors

In recent years, Telejob has transformed from a single project organization to a team passionately working on bigger endeavors. In addition to being the co-host of ETH get hired, Telejob is now the proud organizer and co-organizer of two other activities: poly-E-fair and PolyHACK, which gradually become the signature events of ETH Zürich.



### poly-E-fair, the virtual career fair of ETH Zürich

On 9<sup>th</sup> and 10<sup>th</sup> April 2019, Telejob launched together with Forum&Contact by VSETH and the ETH Alumni Association the first virtual career fair of ETH Zürich called poly-E-fair. 15 exhibitors including Swiss and international companies presented themselves in virtual booths. Company representatives could contact visitors of poly-E-fair in audio, video and messenger chats. In addition to interacting with the exhibitors, participants had the chance to learn more about job market and career building in keynote seminars offered by six renowned speakers from ETH Zürich and the industry. Last but not least, the ETH Alumni Association offered an additional chatroom in which ETH members could connect to more senior ETH alumni in order to learn and profit from their experience.

# Telejob – connecting students and academics with industry

With 751 registered participants, the event was a major success. Over 90% of participants are holding at least a Bachelor's degree. Together with the variety of participants' profiles, it shows the popularity of poly-E-fair among advanced students and graduates with different backgrounds.

Virtual career fairs are well-known for benefits such as ecological friendliness due to reduced travel activities and the easy access of the fair from anywhere in the world. Having considered these benefits as well as the international affiliates of ETH together with the success of the first staging, poly-E-fair will be held again on May 5th, 2020. Telejob together with AVETH and other partner organizations are excited to continue the establishment of poly-E-fair: the unique virtual career fair of ETH Zürich. For more information and updates, please check the website [www.polyefair.ch](http://www.polyefair.ch) and follow our social media channels on Facebook, Twitter and LinkedIn.



## **PolyHACK 2019 – hack the future of aerospace technology**

PolyHACK, the acclaimed hackathon of ETH Zürich, tasked talented students with real-life programming challenges for the third time this year. This time we aimed for the stars with the

theme "Aerospace". In the last weekend of October, 60 students, representing almost 20 different education backgrounds of all education levels, divided into teams of 4 students at maximum to tackle one of the three challenges below within 24 hours:

### **The Aurora Swiss Aerospace "Bring flying taxis to the present" challenge:**

Optimization of a flight schedule for flying taxis in a network of vertiports with changing demand for transportation.

### **The ESA Business Incubation Centre "Save the bees" challenge:**

Development of an app to indicate threats to the bee population in different areas of Switzerland based on satellite data and data from UP42: the open platform and marketplace for Earth data and analytics.

### **The ELCA "Rescue mission on Mars" challenge**

Finding a ducky driving autonomously in a mars-like environment using a lidar sensor and a camera for orientation.

During the event, participants also got the latest updates of aerospace technology and how to give a good pitch through three keynote speeches delivered by Aurora Aerospace Switzerland, NASA and McKinsey & Company. Like every year, Telejob has participants' food, drinks and entertainment covered throughout PolyHACK with the generous support of multiple sponsors.

PolyHACK, having established itself as a staple event in the ETH events calendar, will

return in 2020 with a brand new exciting topic, continually bringing challenges and amazing atmosphere to the most ambitious ETH students. Stay tuned and visit our website [www.polyhack.ch](http://www.polyhack.ch) to learn more!

**Feeling inspired?**

If you find our activities interesting and think that Telejob is a place for you, join us! See our website, [www.telejob.ch](http://www.telejob.ch), or drop us an email at [info@telejob.ch](mailto:info@telejob.ch). With us you can expand your skills, meet interesting people and help ETH-community!

# ALEA AWARD 2019

In 2019, interpersonal competences were the main part of the open dialog at ETH. Supervision and diversity have been addressed widely at many levels at ETH.

The year already started with a very exciting and productive workshop "the supervision symposium" in February. As a participant of the supervision symposium, I was walking into this lecture hall to take a seat that day. Targeting a line of mainly free seats, I was surprised to see last year's ALEA main awardee sitting there. And sure, after talking to her, it made totally sense: The superpower of an open mind is interest. We are allowing ourselves to study and learn science, but what we sometimes forget is that any skill must be acquired, developed and nurtured. In that line, ETH is expanding the offer of their courses in interpersonal competences. Moreover, the discussion continued all year round with workshops, panels and debates in many different departments. In AVETH, a new working group "diversity" was formed and at the same time, the Counselling team was invigorated by training how to support supervisees.

On the ALEA Award Ceremony at the Christmas Aperó on December 17<sup>th</sup>, we had the opportunity to close this year with honoring three persons, succeeding in their interpersonal competences. The reports of their happy group members show, how supervision can and should look like. In 2019, the jury was composed of G. Tröster (ETH Ombudsperson), C. Käppeli (ETH Human Resources), J. Müller-Gantenbein (ETH Staff Commission), L. Wehner (AVETH), D. Hansen (Equal!) and an external specialist

T. Oberli (Fachstelle UND). As part of this jury, I personally enjoyed reading the applications with all this wonderful example of successful positive adaptive leadership. It was very exciting to have received three outstanding applications. It is amazing, what they are doing.

## **Leadership:**

- with respect, open doors, time and commitment to their employees
- by example as family person, dedicated researcher and kind person
- by being supportive and understanding in research but also as a mentor of the future career and in different private and family situations
- by creating an inspirational environment
- by investing in a healthy working environment
- by promoting dialogue and conciliation by mediating
- by offering new perspectives and insights
- by promoting freedom and giving support, while maintaining high standards

43 ETH supervisors at ETH Zürich were nominated by their employees. The three finalists - all female - are Ursula Müller, Consuelo De Moraes and Gabriela Hug. Have a look into the groups and their working atmosphere with the links below. It is always super hard to really choose one distinct winner from all the good applications, and before I continue, I want to emphasize the high appreciation for the contribution to a great ETH of all three finalists.

On the award ceremony, together with Jöel Mesot and Ulrich Weidmann, I had the pleasure to hand the ALEA Award 2019 to Gabriela Hug. As a group leader, she is kind, knowledgeable, encouraging, supportive and considerate. It has been a real pleasure to meet the three finalists

for the ALEA Award 2019. They are real role models to me! Thank you for contributing to a respectful and diverse environment at ETH!

Linda Wehner  
ALEA Award Manager







**THE  
DEPARTEMENT  
ASSOCIATIONS**

# Association of Assistants at the Department of Architecture

**The AAA is the Association of Assistants at the Department of Architecture. The department's mix of practitioners, teachers and researchers builds the foundation for an eclectic and interdisciplinary community.**

The AAA thus represents more than 400 members with a variety of job profiles: practicing architects who are working as design instructors in our design studios; doctoral students who are both researching and contributing to the many teaching tasks within the curriculum; full-time scientific staff and senior researchers who work on long-term research projects; lecturers who extend and support the department's teaching spectrum; or the scientific staff and respective experts who work for the many postgraduate programs (MAS) that our Department offers. The AAA has a respectable opportunity to engage with department politics: being part of the Departementsausschuss (DA), the Departementskonferenz (DK), the Unterrichtskommission (UK), the Diversity and Parity Kommission (DPK), as well as the Berufungskommissionen, our delegates can officially place their voices and votes for ongoing processes and future directions.

Apart from our ongoing engagement for parity and diversity at our department – the Diversity and Parity Kommission (DPK) initiated by us and the students' association is now officially operational by reporting problems and progress, as well as introducing measures to increase

parity and diversity at every Departementskonferenz – this year, we also had a significant part to play in the department's evaluation that took place over the summer and concluded with a 3-day visit of the evaluation committee end of September. Naturally, the assistants vastly contributed to the presented teaching and research efforts through their work within the different chairs and institutes. To identify these efforts, we gathered – for the first time – all measurable work, awards, impacts, etc. with principal involvement by assistants of our department. Through this experience, we realized that the independent identification and exposure of assistants' work could have a positive impact in making our work and careers more visible and accurately represented. We therefore think about establishing an ongoing process and platform that secures the accumulation and visibility of assistants' work for the future. Apart from that, we also had the opportunity to directly discuss our achievements and challenges with the evaluation committee. Here, we primarily focused on the issue that our department greatly lacks of junior – or mid-career – positions, creating a large gap between postdocs and fully tenured professors. We thus urgently addressed





ASSOCIATION OF ASSISTANTS AT  
THE DEPARTMENT OF ARCHITECTURE

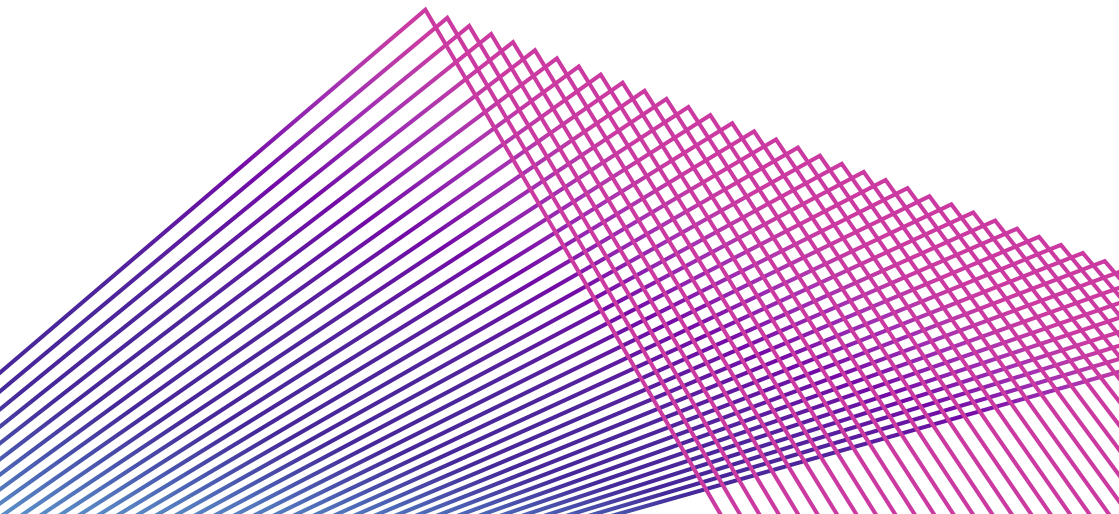
the importance of investing into assistant professorships, guest lectureships, and senior scientist positions, in order to create independent career opportunities for young and promising teachers and researchers. To our satisfaction, the committee's resulting report shared this concern, which means that – after years of somewhat unsuccessful lobbying through different available channels – the department is now officially notified about this situation and is hopefully taking real action.

As of December 2019, we also have a new president and we have finally and officially changed our statutes to setup a new structure of our association that expands the board to five

positions – each with a specific responsibility as well as representing one of the department's five institutes. Partly informed by the aforementioned survey that revealed incredible amount of work without a common place of exposure, we hope that this new structure can additionally help to better include people from all institutes and can improve contacts and potential collaborations between our members across the department.

We wish all AVETH members a successful year 2020!

Contact: [www.aaa.arch.ethz.ch](http://www.aaa.arch.ethz.ch)



# Scientific staff association of the Biology Departement DBIOL

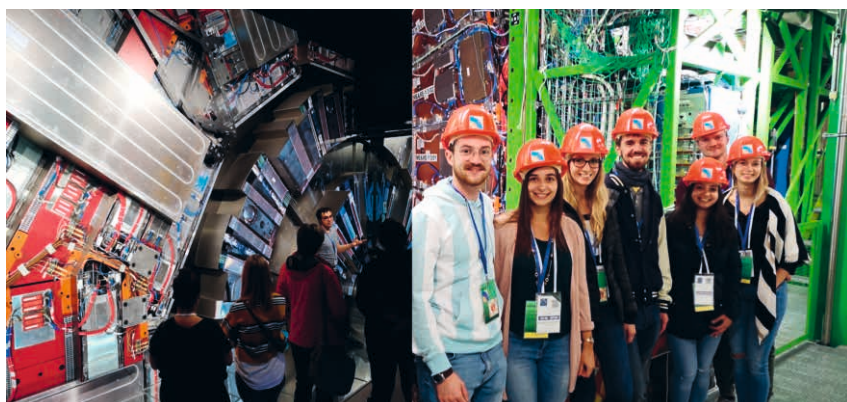
AMB serves as the voice of scientific staff at the departmental and professor conferences, connects members from different institutes via our social events, as well as educates and informs through scientific and career events.

## Politics

At D-BIOL, the scientific staff can take an active part in decision making at a departmental level through AMB. AMB has delegates at both the department and professor conference, as well as the teaching and library commissions. In addition, since 2018 all professorship recruitment committees include representatives of scientific staff.

## Scientific and career events

Beyond its political task, AMB is providing support and a platform for the organization of scientific and career events. In 2018, AMB has successfully launched a Post-Doc mentoring programme. The programme supports Post-Docs in their career and personal skill development by pairing them up with mentors from academia and industry. The programme is very



AMB at CERN

well received from both mentees and mentors and a new sign-up cycle is planned for next year.

As per tradition, in 2019 AMB together with AMP organised the Biology meets Physics lab-tours. In this edition, scientists discovered both the ins and outs of an ion beam physics and stem cell biology lab. Let's hope for more exciting lab-tours in the future!

This year AMB also visited CERN, where participants were able to gain insight into the exciting work of particle physics and even catch a glimpse of the famous CMS (Compact Muon Solenoid) detector.

Next year AMB is planning to organise more career related events in collaboration with LSZYSN.



*AMB Volleyball Tournament*

### **Social events**

AMB promotes departmental networking by organizing social events, such as the legendary AMB Happy Hour, the Summer Volleyball Tournament or the casual Newcomer's Pizza event. This year to the list of our many social events, we have added a well-received Ping-Pong tournament, as well as monthly board game nights, that allow you to test your strategy skills and cunning through many fun games.

To foster communication and cooperation at D-BIOL, AMB also maintained "Lunch-mates", where people from various institutes are randomly mixed in small groups to have a bi-weekly lunch together.

### **Future events**

- Newcomer's Pizza event January 31, 2020
- Career panel with LSZYSN, March 2020
- Hoenggergames 2020 (Participation from other department associations in the organization are very welcome. Please contact us if you are interested to join this event.)
- ... and many more

If you want to join AMB or if you have more ideas you would like to promote, please contact [amb@biol.ethz.ch](mailto:amb@biol.ethz.ch) or visit <http://amb.ethz.ch>.

# Association of non-faculty scientific staff at the Physics Department of ETH Zürich

AMP is the association of non-faculty scientific staff at the Department of Physics at ETH Zürich. We represent the interests of doctoral students, postdocs, and other non-faculty scientists within the organs of the department. In addition, we run a Helpdesk which offers confidential counselling and helps with both minor questions and serious issues.

In 2019, a large part of our political work was related to the planned changes in doctoral supervision at ETH. In this context, we have extended our politics team and intensified our collaboration with AVETH. We also maintain

a regular and productive exchange with the department's administration.

All year-round we organize a wide range of events aiming at fostering social and scientific interaction within the department. Our aca-





demographic events include lab tours, peer mentoring events and company visits. In 2019 we visited X-Rite, a manufacturer of color measurement and management products. In addition, we started the Physics on Tap event series, in which doctoral students and postdocs present their research to their colleagues in a relaxed environment.

Our social events cover a broad range of tastes and interests: we regularly host our end-of-the-month Friday beer. This year we also held a wine tasting event with raclette and played a round of Eisstockschiessen at the Zürcher Wienachtsdorf at Bellevue. Our two largest events are the Summer BBQ and the Boltzman cup, our legendary football tournament, which both took place every year since

AMP was founded in 2007. Twice a year, we invite all members of the department to our Welcome Apéro organized with the financial support of the department: newcomers get a short introduction to AMP, AVETH and to doctoral studies at the department, and everyone gets to know each other around a glass of wine and some tasty finger food.

In recent years we have also strengthened our collaboration with other department associations. Together with VAC we organize an annual St. Patrick's Day Party and during our Labtours commonly organized with AMB we visit one lab each from both the physics and biology department. In 2020 we are looking forward to extending our common activities with other DAs.

# The Association of Scientific Staff at D-BAUG (ASB)

**The Association of Scientific Staff at D-BAUG (ASB) is the official representative association of the scientific staff at D-BAUG. Founded in 2013, it is now the voice of the staff at both internal and external platforms. It strives to serve as a hub for collective opinion making on pertinent issues.**

## **Social and cultural program**

ASB also supports the exchange between its members and serves as the point of contact for general questions regarding the scientific staff at D-BAUG. It organizes social and scientific activities for its members – such as the annual “Meet & Share Your Research Day” at D-BAUG in October 2019. This event provides a platform for the scientific staff to present their research to their peers. We also organize Lab tours to

explore the research of the various D-BAUG institutes. In 2019, we visited the Structural Timber Engineering Lab and the Lab of Sustainable Construction.

On a more entertaining side, we organize a “Start-of-Semester Apéro”, in February and a summer BBQ, in July, as friendly get-together events. These are nice opportunities for members to interact with their department colleagues, and of course to make new friends!



*Meet and Share your Research Day*



ASB Board: (from left to right) Dr. Helge Fuchs, Alina Galimshina, Antonia Nousiou, Firehiwot Nesro Kedir (co-president), Kunkun Tu, Sebastian Davidis (co-president), Dr. Andrea Gonzalez

## Politics

ASB has several important tasks. Primarily, it acts as the official representative of the scientific staff at D-BAUG. It plays a pivotal role in collecting and consolidating the opinion of the scientific staff and in officially conveying their opinion to the appropriate administrative levels. The ASB General Assembly elects the scientific staff representatives to the DK (Department Conference), the UK (Teaching Commission) and e.g. the Gender and Diversity Commission.

## Interested?

All scientific staff (scientific assistants and staff, doctoral students, Postdocs, senior assistants, and higher scientific staff) at D-BAUG are

automatically represented by ASB. However, as we receive funding from AVETH, all the scientific staff at D-BAUG who also registered with AVETH (and hence pay AVETH membership fee) are contributing to ASB as well. We therefore strongly encourage you to register with AVETH. These official members are eligible to vote at our General Assembly.

If any of these activities have caught your interest and you want to get involved, please get in touch with us and tell us about your ideas! Stay informed about events and projects on our website (<https://asb.ethz.ch>) and do not hesitate to say hello, and talk to us ([asb@ethz.ch](mailto:asb@ethz.ch))

*We look forward to meeting you at the D-BAUG!*

# AsETH (Association of Scientific Staff ETH Singapore)

AsETH (Association of Scientific Staff ETH Singapore) is the official association of non-faculty scientific staff (wissenschaftlicher Mittelbau) at the Singapore-ETH Centre for Global Environmental Sustainability (SEC), consisting of doctoral students, teaching and research assistants, postdoctoral fellows, and senior researchers. SEC is home to two research programmes – the Future Cities Laboratory (FCL) and Future Resilient Systems (FRS), and many SEC-hosted projects. Together, these programmes combine over 100 researchers from diverse backgrounds and academic fields, such as architecture, economics, social sciences, engineering, and physics.

## Who we are

AsETH's current executive board consists of two co-chairs and a treasurer. The chairs are involved in many office-related issues and activities and stand in close contact with the management as representatives of the academic staff. The chairs act as mediators, listen, and help on current issues affecting our members. Also, AsETH encompasses several working groups, focusing on topics such as professional development and teambuilding. All researchers at the SEC are encouraged to contribute to these groups.

## 2019 in brief

In February, AsETH co-organised a two-day career and professional development workshop, featuring various career-related seminars and conflict management training. Two smaller

events were organised later in 2019: a workshop on "Hard Conversations for Team Building" facilitated by Ms Felicia Tan from Entrepreneur First on the 7th of May; a session on "Resumes & Interviews - How to Write an Effective CV and Perform Well in Interviews" shared by Valentino Wüthrich from Google on the 3rd of December.

AsETH has initiated and chaired two major working groups through 2019. The first is a working group on workplace culture, which consists of two researchers, the two AsETH co-chairs, and the two scientific directors in SEC. This working group intends to develop a set of shared values and practices that the SEC workplace should aspire to uphold. This vision recognises the diverse cultural, disciplinary, lifestyle, and institutional affiliation differences at the SEC.



The second working group was set up following the results of the SEC feedback survey conducted by AsETH in December 2018. Thirty-three researchers responded to the survey, sharing their experiences with the administration, supervision, and management at the SEC. The survey results have been analysed by the working group through a series of open meetings over the past six months. Underlying problems have been identified and shared with the AsETH members; possible actions to resolve these issues have also been identified. Work in the working groups is still in progress. However,

the teams are working towards drafts that can be discussed with the SEC management and community.

### Looking ahead

This year will be a time of transition, with the start of the FRS2 and future health technologies programme, affecting the composition of AsETH membership and office dynamics. We are planning a transition roadmap for AsETH and reevaluating the roles and responsibilities of AsETH in the upcoming new programmes.



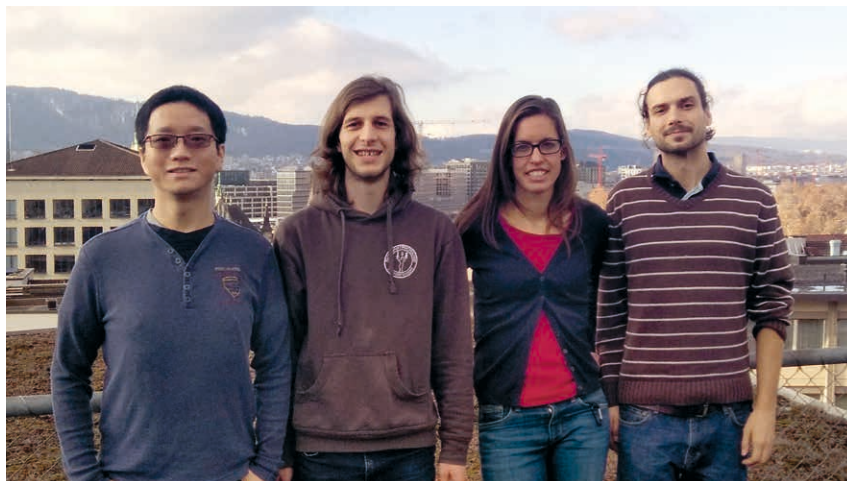
Workshop on "Hard Conversations For Team Building"

# The Association of Scientific Staff (ASST)

**The Association of Scientific Staff (ASST) provides a platform for about 300 doctoral students, postdocs, and further scientific staff at D-GESS to meet and exchange scientific ideas, and receive help with issues related to work and supervision.**

The ASST represents the voice of the scientific staff in departmental politics and aims to facilitate and improve communication between the department's scientific employees and the professors as well as the administration. Given the great diversity of disciplines at D-GESS,

including political science, economics, psychology, philosophy, law, and history, one of ASST's main goals is to enable and encourage networking and scientific exchange between members of the department's different research groups.



*Part of the current ASST Board: Zhe Lue, Christian Thurn, Natasha Wunsch, Peter Edelsbrunner (missing: Angelica Serrano Galvis)*

### **Social and cultural program**

In 2019 we had the annual general assembly, where the new board and representatives in various commissions were elected. We combined the general assembly with the Christmas party, the traditional ending of the year during which old and new D-GESS members had the possibility to meet each other and brood about tough questions.

### **Politics**

2019 again saw the ASST get involved in a number of political issues and decisions. For example, the gender action plan of the department

was adopted, some measures have been initialized to ensure a sufficient number of female candidates on recruitment lists for new professorships, and doctoral committee regulations underwent a revision process which saw various stakeholders involved.

### **Interested?**

If we have caught your interest and you want to get involved, please get in touch with us and tell us about your ideas! We are currently looking for new members in our board!

Stay informed about events and projects on our website (<https://asst.ethz.ch/>) and do not hesitate to just pass by, say hello, and talk to one of the current ASST board members:

**Peter Edelsbrunner**

[peter.edelsbrunner@ifv.gess.ethz.ch](mailto:peter.edelsbrunner@ifv.gess.ethz.ch)

**Christian Thurn**

[christian.thurn@ifv.gess.ethz.ch](mailto:christian.thurn@ifv.gess.ethz.ch)

*We look forward to meeting you at the D-GESS!*



*The Annual ASST Christmas Pubquiz with Party*

# The AV-MAVT, association of the scientific staff at the MAVT department

**AV-MAVT, the association of scientific staff at the Department of Mechanical and Process Engineering, is in a position to look back on a successful and very active 2019.**

The AV-MAVT board and its active members are proud to represent at least 25% of the professorships in the department, with the aim to represent the diverse needs of the doctoral students and postdoctoral researchers in all political institutions of the department, namely the department conference, teaching-, room-, election-, and admission commissions.

Over the last year, AV-MAVT has been particularly active in the selection committees for new incoming professors in the department and in the consultation process about the new doctorate ordinance.

The social events of AV-MAVT are well established, attracted many people last year and now also facilitate interaction with the professors. The monthly "Roofchats" are frequently visited and they are now enriched by lab tours, games and quizzes. Moreover, they offer a platform to exchange research ideas and to build a solid social network. The "AV-MAVT Meets Professor" initiative, which offers a platform for Professors to exchange their perspectives and experiences with the students in an informal environment, was successful and it will continue to be held two times per semester.



*Visit to CERN*

The summer-time volleyball tournament was a continued success and held at ASVZ Fluntern with 70 enthusiastic players profiting from the sunny weather. The traditional summer BBQ on the CLA rooftop terrace was complemented with a Glühwein event in early December.

This year, AV-MAVT celebrated its 20th anniversary with two special events: in May we visited CERN in Geneva, and we had the opportunity to attend an inspiring lecture by ETH physics professor Günther Dissertori and visit the particle accelerator tunnel underground. In September, we had a proper "birthday celebration" at the Alumni Pavilion, where we offered a handmade traditional pizza, baked fresh on-site, to all the participants! This year, we spent some effort to try to reach doctoral students and post-docs that have just started at D-MAVT, to warmly welcome them, and to offer them a platform to socialize and build a network. For these reasons, we have distributed the AVETH welcome bags personally to most of the incoming students and we have started the Lunch Mixer program, where the participants are randomly matched with three other participants with whom we suggest to go and have lunch together.

We encourage you to join the AV-MAVT board, contribute to the political discussions in the department or help us organize events! Keep an eye out for the sign-ups to our volleyball tournament, summer hike and summer BBQ in our newsletters! A good occasion to get to know us is during our monthly board meetings or the AV-MAVT general assembly on 25.2.2020. We are looking forward to seeing you there!



*Summer BBQ*



*AV-MAVT volleyball tournament*

# The D-HEST Association of Scientific Staff (HAS)

**We are the official scientific staff association of the Department of Health Science and Technology (D-HEST) representing all non-faculty academic staff including doctoral students, postdoctoral fellows, senior scientists, and teaching and research assistants within D-HEST.**

## **Our main objectives are**

- to ensure equal representation of our members in the department conferences (DK), study commissions (UK), and selection committees for open faculty positions, and
- to promote interaction between its diverse scientific members, who work all over Zürich: from Hönggerberg, Schwerzenbach, Irchel, and Zentrum campuses to Balgrist, Psychiatry, and University Hospitals.

Therefore, following its foundation on 2013, as HAS, we have been organizing engaging events to promote professional exchange and social interaction among its scientists such as leadership and communication workshops, seminars, meetings, career talks, welcome events, BBQs, and many more social gatherings.

In 2019, supervision of doctoral students has been put on focus we have organized our first ETH-wide symposium "Supervision of Scientific Success" to contribute the increasing consciousness and appreciation for good supervision practices and mentoring of young aspiring scientists. Remarkable speakers of

the symposium were Prof. Dr. Joan A. Steitz, Lasker awardee 2018 from Yale University, Prof. Dr. Michael N. Hall, Lasker awardee 2017 & Nakasone awardee 2019 from Basel and Prof. Dr. Laura Nyström, ALEA awardee 2018 from ETH Zürich. Speakers shared their wonderful scientific achievements and perspectives as successful scientific leaders regarding mentorship, work atmosphere and productivity. Aim of this symposium was to raise awareness for excellent supervision practices and the importance of the inspiring leading example for scientific accomplishments.

Related to the symposium, we also organized a number of social events such as "Welcoming Dinner" and "Pre-Symposium Lunch" and "Symposium Aperó" to foster the networking and exchanging ideas among students, academic staff, professors, sponsors and the invited speakers.

Moreover, in this year, HAS contributed the consultation process on enhancing the doctorate at ETH Zürich by joining related discussions in the DK and providing comments to tasks and recommendations on the consultation measures

concerning doctoral students' recruitment, research plan and admissions colloquium, supervision, education and training, academic progress report, duration of employment, funding, salary, scholarship and doctoral examination.

As it was in last years, the welfare of the D-HEST scientific staff was one of our priorities and HAS continued to give support to its members via "Support!Desk" which is a strictly confidential mediation service where we aim to listen and provide advice in case of conflict, as well as follow-up long term in case this is necessary.

Additionally, within D-HEST, we worked on the cultivation of "Annual Progress Report" which HAS implemented it in last year together with the professorial administration to bring doctoral students and supervisors together to discuss all conflicts and resolve them in the form of an official form.

For all of our activities and events please visit us at [www.has.ethz.ch](http://www.has.ethz.ch). If you are interested in joining us or have ideas, or questions please get in touch with us via [haoss@ethz.ch](mailto:haoss@ethz.ch).



*HAS Symposium '19 Speakers and the Organization Team after the Symposium '19 Supervision for Scientific Success (from left to right): Prof. Dr. M. Hall, Dr. Olivier Lambercy (HAS treasurer), Dilara Perver (HAS President), Anne Jomard, Prof. J. A. Steitz, Christian Röhrig, Prof. Dr. Viola Vogel, Johanna Mehl, Paulina Pacak, Daniel Hoces.*

# The PhD and Postdoc Association at the Paul Scherrer Institut (PPA)

**The aim of the PhD and Postdoc Association at the Paul Scherrer Institut (PPA) is to provide a platform for social and interdisciplinary scientific activities for the academic community (especially that of PhDs and postdocs) at the Paul Scherrer Institut.**

In order to fulfill our obligations as listed above, we maintain a high level of visibility and we plan and execute events, which cater to both scientific and social interests of the academic staff at PSI.

This past year has been particularly eventful for our organization and we are very proud of what we have accomplished

Externally: We hosted 10+ tours - the Beznau Power Plant, ZWILAG, SwissFEL, SINQ (2 times), SLS, and Proton Therapy. We hosted

various community development programs including a career center event, presentation club (over 20 meetings), BBQ's (3 times), the 2019 Chinese New year, and helped host 6 rock/music concerts at PSI! We also hosted ETH Zürich, EMPA, and EAWAG for a large-scale facility tour at PSI in collaboration with AVETH events.

Internally: We made and accepted provisional statutes, held our first elections, and completed an organizational restructuring. Moreover, we hosted our first annual retreat in Linthal



*Picture from our ZWILAG tour.*



*Picture from the BBQ after our large-scale facility tour at PSI.*



Switzerland! Furthermore, we overhauled our communication channels, automated our email list of PhD and Postdocs at PSI, established a monthly event news pamphlet, and designed/ approved a website for our association.

We are very excited to as we move onto next year and look forward to hosting many of these successful events again! Our goals for next year are to promote further visibility to

1. Ensure that the community we represent has access to us as much as we have to them and
2. Ensure we have enough active members to sustain our association onto the next generation.

New members and collaborations are extremely encouraged and if you are interested in joining, or want further information please do



*Picture from hiking after our 1st annual Association retreat. From left to right (including association positions at the time of the picture) Stephan (presentation), Gesara (Scientific), Max (Social), Eric (Pres), Karl (PR-committee), Rodrigo (Scientific), Kathrin (VP), Sebastian (Postdoc taskforce).*

not hesitate to contact members of our board or visit our website at [www.psi.ch/en/ppa!](http://www.psi.ch/en/ppa!)

**Operative Board Members:**

Lubomir Bures | President  
[lubomir.bures@psi.ch](mailto:lubomir.bures@psi.ch)

Gesara Bimashofer | Vice President  
[gesara.bimashofer@psi.ch](mailto:gesara.bimashofer@psi.ch)

Tym de Wild | Scientific Committee head  
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Kathrin Ebner | Green Team head  
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Stephan Allenspach | Careers Committee head  
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Justus Diercks | Webmaster  
[justus.diercks@psi.ch](mailto:justus.diercks@psi.ch)

Many others contribute very much to the success of our organization and are not listed here despite their high level of responsibility.

# The Pharmaceutical Scientists' Association (PSA)

The Pharmaceutical Scientists' Association (PSA) represents all non-faculty academic staff of the Institute of Pharmaceutical Sciences (IPW).

## Who We Are

Membership is open to doctoral students, research assistants, postdocs and all other scientific employees of the institute. PSA was established in early 2006, when we became independent from the general D-CHAB association and became an official sub-organization of AVETH.

## What We Do

Do you want to get involved into departmental decision making? PSA represents its members

in various decision-making bodies such as the Teaching Committee or the Department Conference.

Thinking about your life after ETH? The Career Opportunity committee of PSA is responsible for the organization of alumni events, educational sessions and workshops. In order to facilitate the transition from academia to industry, we arrange visits to Roche, Novartis and other various life science companies inside and outside of Switzerland. Do you want to meet new people outside of your lab? In an



*Skiweekend  
2019*



*The PSA board*

effort to promote exchange, PSA organizes various events throughout the year including a ski weekend, a soccer tournament, aperos and barbecues. In addition, we support new members of the institute by hosting newbie events and aim at promoting interactions with other institutes of the department with joint social events like the Burger Event together with VAC.

#### **How to Contact Us**

Are you interested in joining PSA? Visit our TGIF every last Friday of the month at the PSA lounge

or check out us out on Facebook, LinkedIn or our website ([www.psa.ethz.ch](http://www.psa.ethz.ch))

#### **Upcoming events 2020**

January	PSA Skiweekend
April	Spring Break Party, Newbie Event
May	Career Symposium
June	PSA Soccer tournament
September	PubQuiz, Newbie event
October	Halloween party
November	Company visit

TGIF every last Friday of the month

# Scientific Staff Association at the Department of Materials

We are the "Scientific Staff Association at the Department of Materials" – but you can call us "SAM".

We represent doctoral students and postdocs at D-MATL. Besides representing our members' political interest within the department at the UK (study commission) and DK (department conference), it is our dedicated goal to create a stimulating and motivating working atmosphere and social environment. On the scientific side, we have been organizing the Materials Colloquium since 2017: a series of talks covering materials-related research across ETH and beyond. This event has brought together more than 50

speakers from different departments and universities over the past three years. On the social side, we organize and host social events several times a year such as BBQs, the Material Girls Night, the SAM poker tournament or the Feuerzangenbowle (in 2019 as a joint event with Materials Alumni). In 2019, we organized the D-MATL PhD and Postdoc retreat for the third time: a three-day-getaway including social activities, science, soft-skills workshops and some partying. This combination of scientific

*The SAM board:  
in the back,  
from left to  
right: Nicolas,  
Linda, Chia,  
Martina, Jona,  
Tobias, and  
Vladimir. In the  
front, from left  
to right: Muri-  
elle, Stefano,  
and Viktor.  
Cameron is not  
present.*





*Participants of the workshop held during the 2019 PhD and Postdoc Retreat in Trin, Switzerland.*

and social get-togethers gives our “SAMies” the possibility to get in touch with their colleagues in D-MATL, meet people in a laid-back atmosphere and become part of the Materials community at ETH Zürich.

Are you new at ETH? Are you wondering what is going on regarding Materials research at ETH? Come and attend the next Materials Colloquium ([vz.ethz.ch/327-6100-00L](http://vz.ethz.ch/327-6100-00L)).

Are you new at the department? Come join our next event, make some friends or find the answers to questions that have been bugging you concerning administrative issues! We look forward to seeing you. Do you want to become a SAM member? Sign up for AVETH! Half of your monthly contribution to AVETH goes to SAM. Want to get more involved in the departmental affairs? Want to know how the “behind the

scenes” of D-MATL looks like? Join the SAM board! Just email us via [sam@mat.ethz.ch](mailto:sam@mat.ethz.ch) or approach one of us during our next event.

Find more about us on [www.sam.ethz.ch](http://www.sam.ethz.ch) or [www.facebook.com/sam.eth.zurich](https://www.facebook.com/sam.eth.zurich) and follow us on Twitter [@SAM\\_at\\_ETH](https://twitter.com/SAM_at_ETH).

# The Association of Scientific Staff at D-MTEC (ScSt@MTEC)

**The Association of Scientific Staff at D-MTEC (ScSt@MTEC) is the official representation of the assistants, doctoral students and scientific employees at the Department of Management, Technology and Economics.**

Our mission is to support the scientific staff by organizing events and actively contributing to departmental politics. We operate in close cooperation with AVETH, the association of scientific staff at ETH.

To represent the interests of the scientific staff, we have two delegates in the departmental conference and in the teaching commission. We are also active in a variety of working groups, including search committees for new professors. Each summer we hold a general meeting for the election of representatives and for information about past and planned activities of the organization. Moreover, we hold bimonthly meetings

to keep track of ongoing projects and discuss current issues. The main event this year was certainly the visit of Lino Guzella at our department. Each chair had the possibility to present their work on a research poster on ongoing research. We as ScSt@MTEC had the unique opportunity to talk with him about current challenges and future opportunities of the scientific staff at MTEC.

Besides politics, we organize events that are of interest to the scientific staff. For instance, we organize an annual hiking trip. This year, we went to Berglimatt in Glarus in autumn. As seen in the image above, this event was well received by the participants of the scientific staff. We are happy



*Hiking trip to Glarus in autumn 2019.*



*Current board  
members of the  
ScSt@MTEC*

to continue this tradition also next year and want to encourage the participation. We are also happy to see a constant interest in our other events, such as the traditional Thursday get-togethers on the roof-top terrace in the WEV building or the recent Christmas Apéro. We are planning again to participate in the SOLA run 2020 and looking forward for a joint event.

One of our most important objectives is to foster the connection and knowledge exchange between the scientific staff. The remaining year mainly focused on the knowledge exchange between students over all chairs at our department. In the upcoming year, we want to further work on the knowledge with previous scientific staff at MTEC. Therefore, we are currently planning and developing an alumni network for the scientific staff at the department of MTEC. This shall en-

hance the exchange between current and former researchers at our department to strengthen the bonds and organize events.

We welcome new and current members to become directly involved in the activities of the association. If you are interested or would like to have further information, please do not hesitate to contact the members of the current board and to visit our website.

**Co-Presidents:**

Nicolas Banholzer | Rafael Lorenz

**Board members:**

Julian Müller (Treasurer) | Sven Januszek (Controller) | Omid Maghazei (Event Manager) | Maricela Connie Arellano Caro | Bernhard Kratzwald | Stefan Naef

# The VAC | Union of the Assistants at the Chemical Laboratories of ETH Zürich

The VAC officially represents together with our sister association PSA the scientific staff at the Department of Chemistry and Applied Biosciences (D-CHAB).

## Who We Are

Currently the VAC represents more than 200 doctoral and postdoctoral students as well as senior scientists. Our board reflects the diversity of D-CHAB with representatives from four different institutes (organic, inorganic, physical chemistry, chemical and bio-engineering).

## What We Do

The VAC is involved in the administrative decision process which impacts all student and staff

at the D-CHAB. We represent the scientific staff in the departmental and teaching commissions and keep close contact with the head of the department, the administrative staff, the safety-and-environment group, and the student organization (VCS). Furthermore, the VAC is currently in the process of setting up a helpdesk to provide assistance to its members facing hardship.

In addition to our political engagement, we organize a wide variety of events. These range



*The current VAC board.*





from scientific exchange through our Open Labs to career events including our Career Beer series and organization of a yearly two-day company fair Chemtogether (with VCS). Moreover, we provide important D-CHAB community development opportunities for our members to meet and socialize. Both our traditional St. Patrick's Day Party and the Burger Event (with PSA) are very popular. We also maintain close contact to the alumni of our department (VECS) by hosting each year VECS on the Grill (with VCS). On a more regular basis, our weekly lunch roulette Lunchmates matches up random groups of four to meet and enjoy lunch together every Thursday – thereby fostering a diverse and social lunchtime community.

VAC makes an effort to welcome new doctoral and postdoctoral students at D-CHAB by personally handing over AVETH Welcome Bags and inviting them to our biannual Newbie event, which provides all relevant information by D-CHAB administration, HR, SGU, doctoral administration and Infozentrum representatives.

All of VAC's efforts are intended to help you get in touch with people from other research groups and to create an enjoyable and inspiring working atmosphere at D-CHAB. Our VAC lounge, particularly during the summer, is a great place to do exactly this. It is located on top of the second finger of the HCI building and offers a beautiful view over Zürich – Friday beers and cider are served biweekly in the summer season. Our lounge is also available for rent, both for official and personal events via mail: [webmaster@vac.ethz.ch](mailto:webmaster@vac.ethz.ch).

Beside the lounge, it is also possible to rent ten caquelons (for 6 people each) from VAC.

#### **How to Contact Us**

In case you would like to join our board, help organize an event or just get to know us, feel free to contact us at [president@vac.ethz.ch](mailto:president@vac.ethz.ch). We always enjoy getting in touch with new people!

To find out about our upcoming events, visit our website [www.vac.ethz.ch](http://www.vac.ethz.ch) and/or like us on Facebook [www.facebook.com/VACETHZ](http://www.facebook.com/VACETHZ).

#### **Agenda 2020**

(Only representative events, keep updated via our web/facebook page)

January	Mulled Wine & Waffles
February	Skiday
March	Carnival Party, St. Patrick's Day Party
April	Open Lab, Newbie Event
May	Hiking, D-CHAB Sommerfest
June-August	Burger Event, VAC Lounge (every other Friday), VAC Hike, Hönnggergames
September	Newbie Event
October	VECS on the Grill
November	General Assembly, Chemtogether
December	Open Lab

# The association of Scientific Staff D-BSSE

**The VMB – also known as the association of Scientific Staff D-BSSE – is the official voice of both doctoral and postdoctoral researchers as well as scientific assistants at the department of Biosystems Science and Engineering (D-BSSE) in Basel.**

## **What do we do?**

The VMB represents the interests of the scientific staff of the D-BSSE regarding departmental politics and contributes to an attractive work environment with both scientific and social events.

## **Politics**

In the past year, the VMB has tried to raise the voice of the scientific staff at D-BSSE with a dedicated survey. The results of this survey will be conveyed to the department's leadership to implement new measures that address any issues raised by the respondents. Our politics team also aims to promote equality and diversity in our department with the help of the elected Mittelbau representatives, who participate in the Departmental Conference (DK) to bring in the perspective of the research personnel. Currently, the VMB is working towards a more fair and transparent departmental organization with increased presence of Mittelbau representatives in decision-making processes.

## **Events**

Besides politics, the VMB organizes events to improve the scientific, professional and so-

cial atmosphere in the department. Weekly intra-departmental seminars promote the interaction between different research groups and allow researchers to benefit from each other's expertise in our interdisciplinary environment. In addition, the VMB has started a Basel-wide network called TWIST, Towards more Women In Science and Tech, that organizes regular seminars and workshops with the aim to create an environment that will inspire and empower women in the field of science and technology. Furthermore, the association subsidizes German courses for its international peers through the voluntary contributions to AVETH, helping newcomers from all over the world to hit the ground running when coming to Switzerland.

We also organize and support social and sports events such as football, beach volleyball, Tabata, ski weekends, pub-crawls and beer brewing where people have plenty of opportunities to get to know their colleagues.

## **Counselling**

A subgroup of the VMB is dedicated to support and advise scientific staff (PhDs, Postdocs...) in situations of academic, administrative or per-

sonal conflict. They offer confidential help and act as mediators with the department's leadership to improve the staff's working conditions and prevent future cases of misconduct and other problems. Feel free to approach them in person, using our newly installed Letter Box or by protonmail.

#### How to contact us?

If you have ideas or suggestions or if you would like to get involved in one of teams and want to contribute to making the D-BSSE a better working place, do not hesitate to get in touch with any of the board member via the following address: [vmb@bsse.ethz.ch](mailto:vmb@bsse.ethz.ch)



*VMB board and active members 2019*

# The Department of Computer Science at ETH Zürich (D-INFK)

**Our mission is to contribute to making the Department of Computer Science at ETH Zürich (D-INFK) an exceptionally attractive place for teaching and conducting research.**

VMI represents the interests of the scientific staff in D-INFK's decision-making bodies, provides information and support to its members, and fosters collaboration among members of the scientific staff.

## **Building Connections Across Groups**

VMI organizes social and scientific events across the year that aim to connect D-INFK

members across different groups and institutes. In 2019, the department and VMI have continued to grow significantly and become more geographically spread out.

Our biggest annual event, the VMI Summer Retreat, took place in Interlaken in 2019 and featured technical talks, master classes, and recreational activities by members from many different units. The participants shared their





professional expertise and got to know many new colleagues, creating potential for synergies.

VMI also continued to host a series of informational events for our very new members, as well as for those who are about to take a new step in their career. Our traditional Welcome Apéro provided information on the organization of the doctoral program, introducing the students to their rights and duties.

Here at D-INFK, we also take fun seriously. The unforgettable social events speak for themselves: beautiful mountain hikes, a series of board game nights, a BBQ by the river, snow shoeing, and many more. In 2020, we are planning to continue keeping up with the pace of our

vibrant computer science department. We hope that our new members will become regular participants of VMI events — and maybe even organize new types of events with us. Get in touch!

**Contact**

Email: [vmi-contact@lists.inf.ethz.ch](mailto:vmi-contact@lists.inf.ethz.ch)

Web: [vmi.ethz.ch](http://vmi.ethz.ch)

**Social Media:**

[facebook.com/vmiethz](https://facebook.com/vmiethz)

[instagram.com/vmi\\_ethz](https://instagram.com/vmi_ethz)



*VMI Summer  
Retreat 2019 to  
Interlaken*

# The VMITET (Verein des Mittelbaus am D-ITET)

**The VMITET (Verein des Mittelbaus am D-ITET) is the association of representatives for the scientific staff at the Department of Information Technology and Electrical Engineering (D-ITET).**

We represent the scientific staff towards other groups and organizations both inside and outside the department. We also organize the election of representatives to the boards and committees of the department, such as the DK (Departmentskonferenz) and UK (Unterrichtskommission). The representatives compile short summaries that are posted on the VMITET website.

Should you have any problem at work, don't hesitate to contact us for advice!

## **What do we do?**

Representation is an important part VMITET, but it does not stop there. We also organize regular social events, like our famous VMITET Monthly Apéro and the bi-annual Welcome Event for Doctoral Students, co-organized with the department. We are also cooperating with the department to establish a similar Welcome Event for PostDocs.

VMITET also aims to organize some 'personal development' events, like the career talk series: ETH alumni come back for one evening and present their career path. In the past, we also hosted talks from the ETH Library on Open Access and Research Data Management.

VMITET is a partner of the recently created D+ITET (Diversity and Inclusion at D-ITET) group, which aims to foster openness, inclusiveness, and unbiased environment at D-ITET, such that students, employees and faculty thrive and achieve their highest potential. In the last year, there were invited talks, panel discussions, workshops and even a food bazaar to bring the scientific staff at D-ITET closer together, spread awareness, and encourage discussion.



*The welcome event for new doctoral students*

Together with D+ITET, we have also created a counselling service: The VMITET HelpDesk is a new and strictly confidential mediation service for students and scientific staff. Offered on a peer-to-peer level by volunteers, it is a safe place to discuss conflict and come about its resolution.

### What's next?

If you've read carefully, you already know about the VMITET Monthly Apéro. So join us next time! Other events are irregular, but we always announce them on our newsletter. Make sure you're signed up and don't miss out anything: <http://www.vmitet.ethz.ch/join>

### Get in touch!

You can contact us at [vmitet@ee.ethz.ch](mailto:vmitet@ee.ethz.ch) and find all relevant information about VMITET on our website: [www.vmitet.ethz.ch](http://www.vmitet.ethz.ch)

*See you around!*

### Co-Presidents:

Romain Jacob: [jacobr@ethz.ch](mailto:jacobr@ethz.ch)

Alexander Dietmüller: [adietmue@ethz.ch](mailto:adietmue@ethz.ch)

### Treasurer:

Messner Andreas: [amessner@ethz.ch](mailto:amessner@ethz.ch)



At the food bazaar hosted by D+ITET

# The VMM (Verein des akademischen Mittelbaus am D-MATH)

**VMM (Verein des akademischen Mittelbaus am D-MATH) was founded in 2011. It represents the scientific staff at the Department of Mathematics, which includes doctoral students, postdocs, and permanent scientific employees.**

Representatives of VMM participate in different committees of the department, such as the DK (Departmentskonferenz), the UK (Unterrichtskommission), and in hiring committees for open faculty positions.

VMM is primarily a point of contact for general matters regarding the scientific staff at D-MATH. It represents the interest of its members in the commissions and circulates information regarding the institute politics.

In the department commissions important aspects regarding the institute politics like the structure of the study program and the organization of the exam sessions are discussed. With the steadily increasing number of students, new challenges need to be addressed. During the past semesters, VMM regularly contributed to various solutions aimed to stop the increase of workload for PhD students during the exam sessions. As a result of this we may now employ students to help us grading written exams. Also, a one year long pilot project where professors have to create some of the higher semesters exams and contribute in their grading has started in fall 2019. We will closely observe this development hoping that this collaboration will be fruitful. Any feedback



*VMM game night*



E! VMM



*Hike to Albispass*

from PhD students involved in this pilot project is very welcome.

Besides these more formal functions, VMM also organizes different social activities. Every year there is a welcome apéro organized in particular for the new members who joined us during the past year. After the yearly general assembly in May there is the traditional pizza eating for the participating members and friends. Several times per year, VMM organizes social events, like Billiards, board games, and

more sporty events like hiking or laser tag. In order to become a member of VMM and AVETH tick the box "New AVETH Membership" when enrolling for the next semester, or by registering at [www.aveth.ethz.ch](http://www.aveth.ethz.ch)

If you would like to join the VMM board or suggest new events or if you are interested in shaping the department as a representative, please contact us at [vmm@math.ethz.ch](mailto:vmm@math.ethz.ch). Last but not least, check out our website, <https://www.math.ethz.ch/vmm>.

# The Association of Scientific Staff at the Department of Environmental Systems Science

The Association of Scientific Staff at the Department of Environmental Systems Science (VMUSYS) represents all non-professional scientific staff at D-USYS, which includes doctoral students, post-docs, OberassistentInnen and senior scientists.

VMUSYS represents the interests of the non-professional scientific staff at D-USYS regarding departmental politics, and contributes towards a healthy social atmosphere with intensive exchange between members of different institutes at USYS. We organize the elections for

the board members of VMUSYS, as well as the delegates who represent us at the department conference and commissions.

Politics are important to members of VMUSYS, where over 180 people completed our survey to help us better understand those whom



*In May, our biannual excursion was a guided tour in the Zürich Zoo about communication in the animal kingdom.*



we represent. We used this survey to inform a discussion with the president of ETH, and form an important dialogue on both what works well at ETH and where our members see room for improvement. VMUSYS also works closely with the executive board of D-USYS to ensure important aspects, such as a fair work-life balance within the department. This is carried out through our over 20 delegates and deputies, with a diverse representation from all 6 institutes at D-USYS.

Organizing events is also a key part of what VMUSYS does, and we offer various events each semester that are voted upon at our General Assembly. 2019 was a successful year, amongst

others, as we visited the Zürich Zoo, ran an internet security & privacy workshop and are all set for an upcoming leadership course. Many of these events were fully booked. Our monthly social drinks gatherings have also gained in popularity, having roughly more than doubled in attendance since the launch of the initiative.

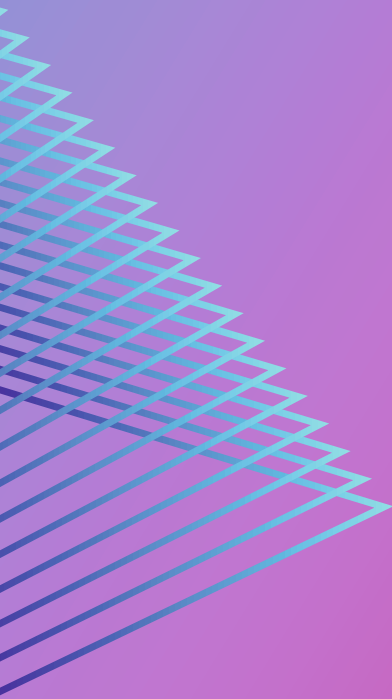
If you are interested in becoming a VMUSYS member, which could potentially include becoming a board member, representative, or just joining our events and contributing new and exciting ideas, please contact us at:

[vmusys@usys.ethz.ch](mailto:vmusys@usys.ethz.ch).



*A warm welcome to our monthly "VMUSYS drinks" – a measure to facilitate exchange among the scientific staff at USYS.*





**LAST  
BUT NOT  
LEAST**





# Notes

A series of horizontal dotted lines for writing notes.





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The AVETH news is published yearly by the AVETH board in cooperation with the department associations of ETH Zürich. Signed articles do not necessarily reflect the official organisation policy.

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# Become a member

First Name ..... Family Name .....

Institute ..... Building, Room .....

Street ..... Postal Code, City .....

Internal Phone Number .....

E-Mail .....

Department: D- .....

## Position

Doctoral student

Senior Scientist

Postdoc

Member of the Scientific Staff

I am an ETH employee.

I am interested to get involved in the organisation of AVETH (events, politics, board...).

## Financial Matters

A small membership fee will be deducted automatically from your salary by ETH.

If you are not paid by ETH you will receive a money transfer form.

.....  
Date

.....  
Signature

Cut out and send to AVETH:  
**SOL, B7, Sonneggstrasse 33, 8092 Zürich**

Within ETH you can send mail for free!

