



AVETH

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

AVETH NEWS '23



Editorial

For the ETH community, 2022 was marked by return to on-campus work, in-person events and meetings. Rebuilding bridges, collaborations and friendships was as joyful as it was challenging. It was also a year of big changes to the AVETH board. We saw many of our colleagues step down, as they moved forward in their careers and left ETH. We are thankful for their guidance and legacy. In the spirit of renewal, we started strengthening connections with our Departmental Associations (DAs) with biyearly DAs Networking and Apéros, where we discussed common challenges and new ideas for interdepartmental initiatives such as restarting the Hõnggergames.

Unfortunately, the year 2022 also brought major challenges for the upcoming years. We are following the war in Ukraine and the civil protests in Iran with great concern. AVETH stands against violence, oppression, discrimination and the violation of fundamental human rights. Besides official statements of support for Ukrainian and Iranian communities at ETH, we co-organized collection points for humanitarian aid for Ukraine, and offered counselling services. The energy crisis and rising inflation are affecting the entire ETH community. With project rETHink coming to an end and all the lessons learned during lock-downs, ETH is preparing suitable strategies

to maintain its excellent teaching, working and research environment despite these and ETH-internal issues like growing student numbers, sustainability and budget limitations. AVETH is involved in all these discussions to advocate the interests of the scientific staff.

We are looking with hope and optimism towards 2023. We will continue the fruitful conversations with the ETH Executive board and other stakeholders. With our events and campaigns, we will focus on strengthening bonds within the ETH community by providing meaningful opportunities for networking and promoting a friendly, inclusive culture. We hope to inspire new generations of motivated volunteers to join our AVETH family and get involved in making ETH an even better place for scientific staff.

We would like to end on a warm thank you to the thousands of scientific staff who chose to contribute to AVETH this past year. You give us the means to pursue our mission of making ETH a better place to learn, teach and do research!

With warmth and kindness,
Charles & Dorota

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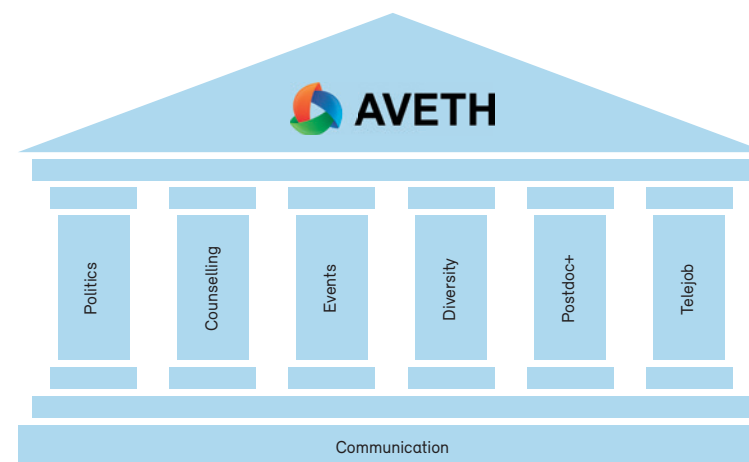
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What is AVETH?

The Academic Association of Scientific Staff at the ETH Zurich (AVETH) represents all doctoral students, research assistants, postdocs and higher scientific staff excluding professors and lecturers. AVETH has over 2000 members and is organized in 18 associations across all departments of ETH.

Our mission is to make ETH a better place to learn, teach, research and live. AVETH organizes the political representation of the scientific staff at ETH, brings people together by holding a variety of events, and offers supporting services for the community.

Our activities revolve around three fundamental tasks: representing scientific staff, bringing people together, and providing support. We represent the scientific staff in the governance of ETH by voicing opinions, concerns and contributing to discussion leading to important decisions. We



do this by meeting regularly with different stakeholders within ETH, such as the Executive Board members and participating in a variety of commissions. We also participate in debates about strategic issues and decision-making processes, and contribute to the rETHink project. We bring people together by regularly organizing events through our Events Team, Postdoc+ Team and Diversity Team. They don't just organize events for relaxation and fun but also provide networking opportunities and deeper understanding about inclusive behavior. Telejob organizes specialized events through their PolyHACK, poly-E-fair and newly started polyPITCH, and run the graduate job portal "ETH get hired" together with the ETH Career Center to provide job and networking opportunities. We provide support through our updated 'survival guide' which holds a wealth of tips and tricks and basic information for doctoral students and newcomers to ETH. In addition, our peer-to-peer Counselling Team offers a listening ear, support and guidance for whomever contacts them. We are also involved in recognizing the accomplishments of people who contribute to AVETH's mission. Once a year, in collaboration with ETH Diversity, we organize the ALEA Award for leaders who enable advanced and innovative working conditions and who promote and actively support the reconciliation of work, family and avocational engagement.

Our organization is an independent association, which is recognized by the School Board as the official representation of scientific staff at ETH.

Our Communication Team is responsible for the fundamental work of communicating to our members via a bi-weekly newsletter, yearly AVETH News, social media and our website.

Our organization is an independent association ("Verein"), which is recognized by the School Board as the official representation of scientific staff at ETH. Like many other associations, we have a board that leads day-to-day operations. The board is elected at one of our two General Assemblies each year. All AVETH members can attend and vote at both General Assemblies. Have a look at our bylaws, which you can find on our website, if you want to know more about our legal structure. Our board is organized into different working groups (Politics, Counselling, Events, Diversity, Postdoc+, Telejob and Communication) which are responsible for our various areas of activity. A coordinator leads each team and

oversees the work done in their group of volunteers, while taking responsibility for its activities. The President, the Vice President, the Secretary-General and the Treasurer are responsible for the overall organization and for long-term strategies of AVETH. Our secretary Michèle is the rock and foundation of the AVETH

organization with her many years of experience. She is responsible for administrative work and the membership database. Once a month we have a

board meeting, where all current issues are discussed. Once every summer we get together for a weekend retreat, and every Christmas we host an end-of-year dinner for the board and special guests.

The Departmental Associations (DAs) each organize their own activities through representation in departmental conferences, organize department-specific events and provide help through their helpdesks and diversity teams. Find your Departmental Association in the coming chapters and have a closer look at what they can do for you and how you can join them.

AVETH Membership fee is only 4 CHF/month and will give you automatic membership of your Departmental Association. Half of this money will go directly to your DA and the other half enables us to represent, organize various events and provide support for you. Although all scientific staff benefit from our activities, only AVETH members get the full benefits and communication of upcoming activities.

Ready to get involved? Just write us an email to info@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 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. Our members are core to successful representation at ETH - the more people we represent, the more we can achieve for them.

If you are not yet a member, join the AVETH family by registering either on myStudies, on our website (scan the QR code below) or using the form on the back of this booklet. Thank you!

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!

scan me to
join AVETH



AVETH Coordination Team



Charles Ledoux
President



Dorota Maria Pfizenmaier
Vice-President



Nikolaus Porenta
Secretary General



Dilara Perver
Treasurer



Michèle Grieder
Administration



Katie Platt
Telejob President



MaryJialu Chen
Telejob Vice-President



Peter Belcak
Telejob Treasurer

Coordinators



Anca Denise Ciuta
Coordinator Events



Andrea Blankenship
Coordinator Diversity



Tobias Neef
Coordinator Politics



Chahan Kropf
Coordinator Postdoc+



Lisa Leist
Coordinator Counselling



Annina Stahl
Coordinator Communication &
Deputy Postdoc+

Regular Board Members



Eric Michael
Deputy Events



Lukas Spiekermann
Deputy Politics



he/
him

Arnor Elvarsson
Politics & Diversity



she/
her

Miriam Kleinhenz
Deputy Diversity



Mercedeh Sadat Hosseinaliour
Deputy Counselling



Cyprien Hoelzl
Presidential Support



Wan Ri Ho
Presidential Support



Nikolai Püllen
Presidential Support



Emily Baadsvik
Politics



Rose Bang-Soerensen
Welcome Packs



Magda Plaga
Communication



Anastasiia Shynkarenko
Events



Danylo Matselyukh
Events



she/
her

Cecilia Salah
Events



Mahsa Bazrafshan
Events & Counselling

Politics



One of AVETH's main functions is the political representation of doctoral students and higher scientific staff at different levels of ETH. The Poli-tics 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 all 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).

Departmental level:

Under the AVETH umbrella, the scientific staff is represented by Departmental Associations (DAs) in each ETH department. This gives us the opportunity to be involved in the departmental commissions, e.g. departmental conferences, 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 of ActionUni - the Swiss organization for scientific staff.
- EuroDoc - an organization for doctoral students across Europe.

In 2022, we worked on the following projects:

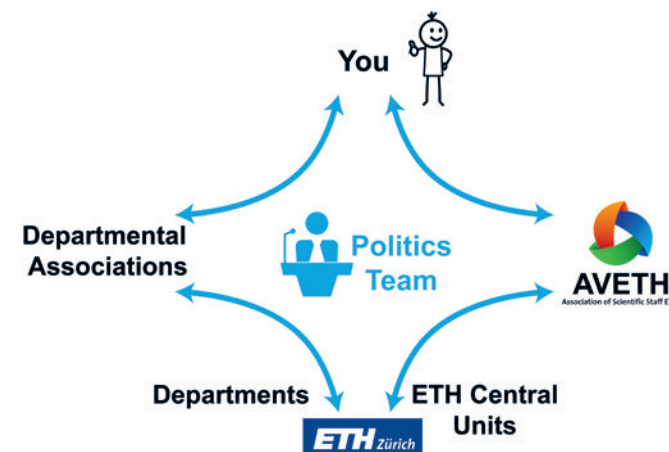
- Student number growth: ETH's experienced and expected growth regarding student numbers is a major challenge considering budget limitations and increasing costs in upcoming years. We voiced our concerns since AVETH members take a key role in tackling future education challenges. The topic focused especially on areas involving BSc/MSc students, e.g. the future of teaching, supervision of semester/BSc/MSc projects, and practical laboratory coursework.
- Professors of Practice: A new title for external persons with exceptional expertise in their fields. Professors of Practice mainly work in education. Upon agreement, involvement in research and innovation activities is possible if their expertise supports the projects.

In addition, AVETH was asked for its opinion on various projects at the ETHZ or ETH Domain level.

As such, we discussed the following topics during the Politics Team meetings in 2022: teaching load distributions across departments, inflation impact on doctoral students, transparency, and lack of information regarding doctoral salary levels.

The feedback we got from our members through email exchange and through Politics Team meetings was put together and transmitted as a statement from AVETH to the relevant bodies. We also actively promoted a continued association of Switzerland in Horizon Europe.

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 email: politics@aveth.ethz.ch.



Involvement of the AVETH Politics Team.

Politics – The commissions

University Assembly

In the University Assembly, all four university groups are equally represented. The students, the teaching faculty, the technical and administrative staff, and us from AVETH. It meets about 10 times per year and its job is to ensure fair political representation of all bodies at ETH. The University Assembly sits right next to school's executive board on the organigram, has privileged access to important decision-making processes, and even has the ear of the ETH Board. It has regular contacts with its EPFL counterpart, and the two assemblies meet in person once a year.

More info: <https://ethz.ch/en/the-eth-zurich/organisation/boards-university-groups-commissions/hochschulversammlung.html>

Representatives:

AVETH Members: Lukas Spiekermann (Member of the Extended Committee) | Tobias Neef (VP & Member of the Committee) | Arnór Elvarsson | Julian Förster | Natasha Kiper | **AVETH Deputies:** Linos Hecht | Dorota Pfizenmaier

Strategy Commission

The ETH Zurich Strategy Commission advises the Executive Board on strategic issues. The Strategy Commission consists of eleven to thirteen members, who are elected by the Executive Board. It consists of eight to ten professor representatives and one representative of each of the three non-professorial university groups (students, scientific staff, technical-administrative staff). The strategy commission holds five meetings per year. This year, we discussed how ETH can handle growing student numbers in the future and dedicated a workshop to discuss issues that are most likely to drive change in the higher education space in the coming decade.

Representatives:

Daniel Kwasnitschka | Yingqiang Gao (deputy)



Actionuni

Actionuni der Schweizer Mittelbau represents the interests of the mid-level staff of Swiss universities at the national and international level. There are currently 17 member organisations, of which AVETH is among the largest. Actionuni has representatives in several official commissions, for example the Swiss National Science Foundation, the Swiss Higher Education Conference, the Swiss Accreditation Council, swissuniversities and Eurodoc. The Actionuni member organisations meet annually to receive updates on the activities of the Actionuni board and commission representatives, and to discuss future activities.

Representatives:

Emily Baadsvik | Mahsa Bazrafshan | Pascal Bleuler | Tobias Neef | Timo Niepel

Teaching Commission

The Teaching Commission is an advisory body of the Executive Board of ETH. We meet 6 times a year and discuss possible topics that teaching at ETH should focus on, analyze the applications for a funding by Innovedum and advise the Executive Board on their final decision. These projects range from study program revisions, restructuring lectures to newly created lectures. There are 6 lecturers, the vice-rector for curriculum development, 2 VSETH members and 1 AVETH-member in the commission. If you have ideas to improve teaching at ETH, feel free to visit the website <https://ethz.ch/staffnet/en/organisation/boards-university-groups-commissions/teaching-commission.html> and consider the requirements for a project proposal.

Representative:

Mojgan Hosseinzadeh

Politics – The commissions

ETH Talent advisory board - Think Tank for Teaching and Learning Spaces

The ETH Talent advisory board supports the rector's staff in (1) raising awareness and promoting a more holistic set of competences, (2) empowering students to actively shape and develop their competences, and (3) introducing feedback systems on learning and teaching of competences for both students and teaching staff. Through the ETH Talent project, ETH hopes to maintain and strengthen its position in the educational landscape.

This year, the competence framework developed last year was implemented in myStudies. In addition, my.path.ethz.ch integrated the competence framework for extracurricular activities and initiatives, allowing students and staff to track their competence engagement.

Representatives:

Jerome Sieber (since October 2022)
Rosa Visscher (2020 until October 2022)

Didactic Training Commission

The Conference on Education in Didactics ("UK Didaktische Ausbildung") at ETH is concerned with the advanced training programmes for secondary school teachers ("Lehrdiplom") and further education of adults ("Didaktik-Zertifikat"). Members are the Chair for Research on Learning and Instruction, and representatives of the programmes. The committee meets twice a year and discusses all aspects of administrating and promoting the programmes.

Representative:

Mojgan Hosseinzadeh

Excellence Scholarship

Every year, ETH Zurich provides a few Master's students with the merit-based Excellence Scholarship that supports scholars with not just study and living costs, but also mentorship and networking opportunities. These students come from all around the world and have excellent academic records and research proposals. AVETH representatives help the ETH academic departments select the scholars by reviewing and summarising all the applicants' profiles and research plans. This year, two representatives - Dominic Egger (D-CHAB; Excellence Scholar 2019) and Prabhat Joshi (D-BAUG; Excellence Scholar 2017) were appointed as new AVETH representatives. They will meet with Dr Barbara Elisabeth Hellermann (Head of Financial Aid Office) in March 2023 to discuss the next selection processes.

Representatives:

Dominic Egger | Prabhat Joshi

Disciplinary Committee

The Disciplinary Committee is headed by the Rector of ETHZ and consists of 1 representative and 1 deputy. The conversations are mostly in German and are organized whenever there is a sensitive case to be discussed. All conversations and transcripts are completely confidential which is why the members are selected from the Counselling Team.

Representatives:

Ed Bracey | Lisa Leist

Politics – The commissions

Arbitration Committee for Doctoral Studies

The Arbitration Committee for Doctoral Studies is only convened whenever a situation occurs in which a doctoral student needs to have an official mediation between themselves and their professor. This committee and all their activities are completely confidential, which is why the members are selected from of the Counselling Team.

Representatives:

Ed Bracey | Lisa Leist

Psychological Counseling Committee

The Psychological Counseling Committee is a direct communication between the Psychologische Beratungsstelle at UZH and they comprise of one representative and one deputy. The meetings are organized bi-yearly and are mostly in German with the possibility of English. All conversations and transcripts are confidential which is why the members are selected from the Counselling Team.

Representatives:

Ed Bracey | Julia Maschler

Insight Forum

The aim of the Insight Forum is sharing information about the activities of other ETH internal units and networking. The discussion topics cover a broad spectrum of events and initiatives that may be of interest to the ETH community. The Insight Forum meets 6 times per year and is moderated by Dr. Chris Luebke. Guests are welcome to present their initiatives.

Representative:

Dorota Pfizenmaier

ASVZ board

ASVZ is the organization providing sports opportunities to students and employees of Zurich's universities, including ETH. The ASVZ board has members across several universities and university organizations in Zurich, one of which is AVETH. Our representatives take part in regular board meetings, which take place four to six times a year, and advise and decide on long-term strategies. We are also contact persons for AVETH members regarding ASVZ-related questions, ideas or complaints. The highlight of this year was the return to normal operations after two rather difficult years.

Representative:

Tobias Esswein

Politics – The commissions



Housing Commission

WohnbauKommission (WOKO; housing commission) is one of the biggest student housing providers in Zurich with almost 4000 rooms offered in and around the city. AVETH is one of the cooperative's members, and our representatives take part in regular meetings, which happen three to four times a year, elect the members of the board and bring in ideas and opinions of AVETH members. The opening of the new large student accommodation at Rosengartenstrasse was a highlight in the recent past.

Representatives:

Tobias Esswein | Arnor Elvarsson

ETH Store AG Executive Board

The board of directors of the ETH Stores AG consists of members from AVETH, VSETH, Alumni, ETHZ and the Student Board. We meet around 12 times during the year.

The highlight in 2022 was the cooperation with the bookseller Orell Füssli Thalia AG which is taking over the management of two ETH Stores. The collaboration promises better conditions for the students, a large distribution network, and a better online shop including e-books. We are also implementing the much needed new Enterprise Resource Planning (ERP) software which will go live as of 1st January 2023.

Representative:

André Hofstetter

ETH Store Student advisory board

The ETH Store Student advisory board advises the ETH Store AG and consists of members of VSETH and AVETH. This board wants to close the gap between the needs of users and what the store offers. Last year, Valora (avec) entered partnership with the ETH Store at Höggerberg, which led to more income for the store. This additional finance flow allowed investments into services and the online store.

Do you have good ideas for ETH merchandising? Let us know!

Representatives:

2021/2022 Rosa Visscher | Alexander Viand

2022/2023 Zhongke Mei | Alexander Viand

Other commissions:

Forum Nachwuchsförderung

representative: Andrea Blankenship

Critical Thinking Advisory Board

representative: Andrea Blankenship

Student project house advisory Board

representative: Jasper Clarysse

Catering Commission

representatives:

Stefan Stanko | Jörg Scheuermann

Events

The year 2022 has been a successful one for the Events Team, in which we organized various engaging and entertaining events. We want to extend a warm «Thank you!» to our past and current members for their active contributions and for being part of the Events Team.

The first events of 2022 were online due to COVID-19 restrictions, but from March on, we were able to host in-person events. One difficulty with the online format is the lack of engagement and interaction between participants. Therefore, we organized an Online Cooking Class in which participants simultaneously prepared Sicilian desserts and shared their experiences and results at the end of the class. Due to the popularity of the event, we organized an Online Board Game Night and later this year held a board game night in person, too.

Our events represent an opportunity for the participants to meet and befriend fellow ETH members and to learn more about Zurich culture, life, and, of course, rules. Newcomers had the chance during the New in Zurich Tour to learn about the various aspects of life in Zurich, from taxes and recycling to cultural specificities. Also, we took part in the traditional Sechseläuten, visited the Swiss Post, learned about carbon dioxide air capture technology at Climeworks, and tasted delicious chocolate at the Lindt Chocolate Museum. We tried our bowling and Salsa dancing skills, enjoyed the summer blockbusters, and got inspired by beautiful art at Monet's Immersive Garden.

We recently launched two new regular events: Shut Up & Write and the AVETH Bookclub. The former event takes place three times a week, when members meet online to write alongside each other. This format has been successful and has helped one of the participants finalize their PhD thesis. The members of the book club meet once a month in-person to discuss and exchange opinions on relevant non-fiction books such as «Civilized to Death» by Christopher Ryan or «Man's Search for Meaning» by Viktor Frank.

Organizing diverse, engaging, and fun events is no easy task, and to ensure we are always successful, we hold monthly team meetings in a hybrid format. In addition, we hold internal team events to promote teamwork and foster a collaborative environment.

We are looking forward to many exciting events in 2023. If you would like to join our team, organize an event in collaboration with us, or suggest what kind of event you would like to attend, please contact us via email at events@aveth.ethz.ch. We hope that you have an eventful and exciting 2023!



Some members of the Events Team during a warm autumn hike.



Night at the Movies



Lindt Chocolate Museum Tour



Zurich Airport Tour



Climeworks tour - learning about the carbon dioxide air capturing technology.

Counselling

AVETH counselling currently consists of seven active members who are PhD students, postdocs and a scientist from different departments across ETH and PSI. This variety of members allows us to provide excellent support to the ETH scientific community.

As in previous years, the counselling team has been a safe place for all PhD students and postdocs not only to share thoughts and concerns confidentially, but also to get peer-to-peer advice to handle challenges that come their way. The counselling team has successfully helped more than 30 ETH members in 2022. Most of the topics were related to conflicts with PhD supervisors, working contracts and personal difficulties, such as time and stress management.

As the goal of the team is to perform as professionally as possible, we hold regular training sessions throughout the year. In 2022, we organized two fruitful workshops: one on "Counselling One-On-One" and the second on "Collegial Coaching". In the latter, we were happy to have Department Association (DA) Helpdesk members with us. This provided a great opportunity for Helpdesks to get to know their peers in other departments and to exchange among themselves and the counselling team.

The counselling team also benefits from regular meetings with a PBS (Psychologische Beratungsstelle) representative, who helps us increase our knowledge and become better in counselling sessions.

One of the achievements of the team in 2022 was the stronger connection to the DA Helpdesks. The counselling team and some active Helpdesks started organizing a platform for setting up new Helpdesks.

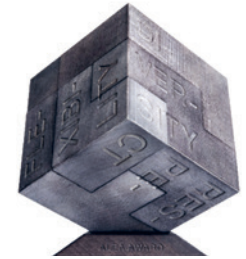
The team also organized poster campaigns aimed at improving work-life balance and raising awareness of the counselling team.

We had the chance to meet with the ombuds and prorektor on a seasonal basis to discuss general issues about the working situation of PhD students and employees of ETH.

The first Helpdesk beer event happened in December 2022 with lots of positive feedback. In future these events will facilitate engagement of new members and help them exchange ideas. Within the team, Ed stepped down as a coordinator and we're happy to welcome Mercedeh to the coordination team.

All scientific employees of ETH are welcome to contact the counselling team for concerns related to their PhD, research, work and working contract, personal crisis, personal management and studies. Our goal is to provide the best help possible in a completely confidential manner. We are always happy to have new members. If you are interested to become part of our motivated team, please contact us at counseling@aveth.ch.

ALEA AWARD 2022



The Art of Leadership Award (ALEA) honors people who have shown exemplary leadership in their work at ETH. Acting consciously, being inclusive, caring for the well-being of their staff, treating them with respect and appreciation as well as fostering progressive forms of working and technologies. These are the values that the jury will be looking for in the nominees.

Starting this year, the award will be given in cooperation together with ETH, showing that outstanding leadership is not only important to employees, but to ETH as a whole. This enables us to open applications to more people, honoring leadership not only for academic, but also for technical and administrative staff.

An interdisciplinary jury consisting of scientific, technical, administrative staff and HR representatives goes through all nominations, taking new leadership guidelines from ETH into consideration to choose the nominee who embodies them best.

The award ceremony will be held on the 17th of March 2023 hosted by AVETH and ETH VPPL. Not only will the award be presented to the winner, there will also be a discussion held about leadership skills and how to incorporate them.

Do you know someone who meets the criteria for exemplary leadership and whom you think deserves recognition? Then please submit your nomination using the online form and send it by 3 February 2023 to alea@sympa.ethz.ch.

We are looking forward to getting your nominations and celebrating leadership at ETH together!

Postdoc+

The AVETH Postdoc+ Team addresses the needs of the senior academic staff, postdocs and scientists (called postdoc+) in terms of career, networking, and politics at ETH. As postdocs+ are at a later stage of career planning and personal life, they thus have different needs and interests than doctoral students. For many postdocs and senior scientists, ETH serves as a transition for their further careers, inside and outside of academia, while some of them move to Zurich with their families. As such, postdocs and senior scientists may want to network with colleagues at a similar stage.

Starting in 2019, the Postdoc+ Team developed and launched an extensive survey describing the concerns of postdocs and scientific assistants at ETH and identifying further interests and needs of the academic staff, which is used as a foundation for future initiatives and events. The results of the survey revealed key concerns of the postdoc+ community such as life planning, career development and working conditions.

An in-depth understanding of such issues materialized in the annual Postdoc Career Week - in 2021 and in 2022 - where several hundred participants could follow different talks and seminars on career planning in academia and industry. In addition to that, events had several roundtables with ETH VPs and representatives on facilitating the discussion for future development of the postdoctoral career phase in the ETH.

Additionally, in 2021-2022 the Postdoc+ Team initiated a series of smaller career events, dedicated to such topics as "how to find your vocation" and "transition from industry back to academia". The events were highly appreciated by the community and had a solid number of approximately one hundred participants.

Quick integration and socialization of new postdoc+ ETH employees are another big concern for us. In previous years, after the successful start of "Postdoc Welcome!" together with the



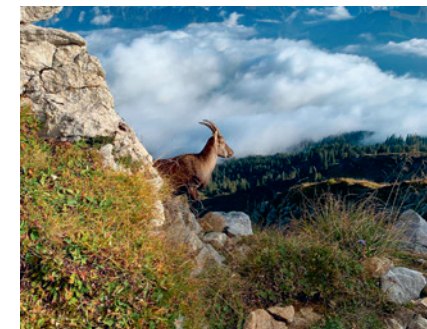
Christmas dinner in December 2022



Annual BBQ for 200 Postdoc+



Team members and friends



Team activities capture typical Swiss moments



Panel discussion "From Industry to Academia"

office of Research and Human Resources of ETH, the event for newly arrived postdocs has been continued every two months and successfully transferred online. This allowed us to continuously support postdoc+ newcomers with information they need for a successful start at ETH, while also providing a bridge to the existing postdoc+ community.

It has already become a tradition that the Postdoc+ Team organizes an annual autumn BBQ for all postdoc+ members, where participants cannot only enjoy the sunshine, grills and beverages together, but also hear the success stories of former ETH postdocs. In 2022, we estimate that around 200 people joined the barbecue, which is almost twice as many as in 2021.

The Postdoc+ Team has grown substantially in 2021 – 2022 and keeps growing further, continuing to serve and represent the interests of the postdoc+ community. If you have ideas for activities or if there are relevant community issues you would like to discuss, you are always welcome to contact us. Of course, you are always welcome to join AVETH and, specifically, our Postdoc+ Team. Contact us at aveth.postdocs@sympa.ethz.ch and join our Telegram channel.



Join our Telegram channel!

Diversity

The Diversity Team of AVETH works to promote social justice and equitable opportunities at ETH Zurich. Our goal is to improve inclusion and well-being for all, especially those from under-represented backgrounds in science, technology, engineering, and math. Our initiatives include the development and advocacy for policies that promote inclusion and accessibility, such as the newly enacted Barrier-Free project and the currently in-development ETH Diversity Strategy. We also create educational opportunities for our community, through the organization of events such as the Social Justice Seminar Series with a yearly theme focused on a specific aspect requiring open discussion within our institution. We envisioned these seminar series to help individuals become deliberately more inclusive in their teaching, mentoring, and research by deepening their awareness and knowledge of social justice. We also provide funding opportunities for diversity practitioners at ETH through the Diversity Fund and the AVETH Diversity Award. We support and collaborate closely with student organizations on campus to further amplify the efforts of students, scientists, and staff in making ETH an inclusive community. Examples of projects we have supported in the past year through the Diversity Fund include "Material Girls Night" by SAM in D-MATL, a mental health talk and Q&A by MeWell, a salary negotiation workshop to address the gender pay gap by WiNS, and many more. As a new initiative, we developed the foundation for Switzerland's first network of "First Generation" students that we plan to further expand in the upcoming year.

Contact us at diversity@aveth.ethz.ch if you want to:

- Request up to 500 CHF in funding for a diversity-related project
- Make us aware of diversity issues at ETH
- Receive updates on our events
- Make ETH more diverse and inclusive by joining our team



Tayssir Liman Tunisia awarding the members of Wall of Scientists the first place group award.

Diversity Award

This year, AVETH Diversity organized the second annual Diversity Award aimed at recognizing the efforts of community members who have demonstrated excellence at promoting social justice and diversity at ETH Zürich and beyond. The award is entirely based on nominations from community members at ETH Zürich and has an individual and group category. The first place individual and group winners each receive CHF 500. This year, we received over 35 excellent nominations that represented tremendous activities and approaches by ETH-affiliated individuals and organizations to promote diversity, equity, and inclusion.

On June 8, 2022, we recognized the winners of this year's award at the annual diversity award celebration. The event was kicked-off with a keynote address by Dr. Claudia Kasper, co-founder, pod co-coordinator, and networking coordinator



Tayssir Liman Tunisia, winner of last year's diversity award, announces the winner of first place. Dr. Jurgita Slekiene is shown accepting the award on behalf of our first-place individual winner, Professor Elizabeth Tilley.

of the 500WS Bern-Fribourg pod, a grass-roots, non-profit organization that supports networking of female-identifying individuals and gender minorities in STEM. Dr. Mark Anthony, Coordinator of Diversity for AVETH, and co-planner of the 2022 ETH Diversity Award, also created a video showcasing the many efforts of ETH organizations to promote diversity and inclusion.

In the individual category, Prof. Elizabeth Tilley of D-MAVT received the first place prize, recognizing the many ways she used her power to promote diversity and inclusion in various ways such as citing from diverse researchers and journals, hiring and teaching open science and open access, and more. The second and third place prizes were awarded to Dr. Lavinia Heisenberg of D-PHYS and Dr. Enriqueta Vallejo-Yagüe of D-CHAB respectively. In the group category, the first prize was awarded to Wall of Scientists, an exciting new platform and compilation of inspiring scientists throughout history that creates awareness of a worldwide historical injustice that is both the cause and consequence of society's racial and gender biases. You can visit the wall either physically on the ground floor of the HCI O building or virtually at <https://www.wallofscientists.com/>. The second and third prizes were awarded to MeWell and LIMES (Ladies in Mechanical and Electrical Studies).

The 3rd Annual Diversity award will take place in Autumn 2023. Contact us at diversity@aveth.ethz.ch if you are interested in joining the organizational team.

Communication

Our team publishes news, events, hints, reminders, funding opportunities, surveys and all other content by the different AVETH teams and initiatives as well as by ETH and external partners.

Our main channel is the biweekly newsletter, which each member of AVETH receives automatically. In addition, we are active on social media and post on Twitter, Instagram, LinkedIn and Facebook. News and all other information about AVETH and its activities can be found on our website. If you want us to include your content in our channels, please contact us via news@aveth.ethz.ch.

One of the most important sections of the website is the survival guide, which informs new PhD students and postdocs on how to get started at ETH, life in Zurich, where to get support, how to finish a PhD, social life, clubs and associations, and many other topics.

We use analytics on social media to keep track of how many people we reach with our content. We have 659 followers on Instagram, 27 percent more than last year. On Facebook, we have 678 followers, 457 followers on LinkedIn, and 1118 followers on Twitter.

Our team consists of three core members who are responsible for the main channels, as well as three associated members from the presidency team who edit the website and the annual AVETH News. We are always happy to have new members! In case you are interested in becoming

part of the communication team, contact us at communication@aveth.ethz.ch.



Survival Guide



Please subscribe to our social media channels to stay up to date with the latest news and events for the PhDs, postdocs and other scientific staff at ETH!»



Facebook

Instagram

LinkedIn

Twitter

Website

Telejob – the entrepreneurial-driven unit of AVETH



2022 was yet another successful and exciting year for Telejob. We advanced our external mission, to help ETH members find their dream jobs, through the continuation of our core projects, ETH get hired and poly-E-fair.

We took a break from polyHACK this year (returning in 2023), to focus on executing a totally new project, polyPITCH, which was a huge success. Internally, our mission is to help our team members gain valuable soft skills and enjoy being part of a fun, dynamic team. Through our board meetings, project meetings, group retreats, and social activities, we were able to have fun together while giving back to the ETH community. The Telejob family is always looking for new 'telejobbers' so if you have any interest, please contact us at: info@telejob.ch.



ETH get hired

ETH get hired (ETHGH) is our online job platform, run in collaboration with the Career Centre, dedicated to helping the ETH community find jobs. In 2022, we reached new heights by breaking two ETHGH records. We had more than 500 active job listings and over 100 industrial organizations using the platform at one time, both more than ever before! This is partly attributed to our team's

commitment to marketing ETHGH on campus. Perhaps you noticed our ETH get hired banners at the ETH dome and ETH Hönggerberg campus? Or maybe you used one of the ETH get hired napkins in the mensas, or received a free ETH get hired goodie bag at one of our semi-annual distribution events? We hope to interact with students in even more ways in 2023, hopefully including a fun promo video to help portray how ETH get hired can be the perfect gateway to your dream job.



Telejob team members distributing goodie bags during our ETHGH marketing weeks.



poly-E-fair

Poly-e-fair is our annual virtual career fair, which we organize together with ETH Alumni and Forum&Contact. Our career fair took place on March 31st, with 31 companies, 15 company livestreams, and over 1100 participants. It was a great success, allowing many companies and students to connect. Participants had the chance to gain company insights at virtual booths and livestream presentations, network with company representatives in video chat rooms, and gain career advice through seminars and CV checks.



The 2023 poly-E-fair preparations are already underway, and the team hopes to build an even better fair, with a focus on bringing more diverse international companies to campus through our eco-friendly virtual platform. We hope to see you there!



The ETH Hauptgebäude is recreated in our virtual fair world

Telejob – the entrepreneurial-driven unit of AVETH



polyPITCH

A totally new event for 2022, polyPITCH, was a startup pitching night, aimed to help ETH mittelbau interested in the entrepreneurial career pathway. The Telejob team did an excellent job getting this project up and running. We had six amazing startups pitch their ideas to compete for 8000 CHF worth of prizes. Representatives from both the ETH and outer Swiss entrepreneurial communities presented the endless resources that they can provide, as well as joined a nice networking apéro. The partners included ETH Entrepreneurship, ETH Student Project House, ETH Entrepreneur Club, Wingman Campus Fund, Ven-

tureLab, and TalentKick. Planted and Sensirion also attended to present their stories and inspire students as they heard about what a successful ETH spinoff can become. Everyone was very impressed with the event outcome, and we plan to add polyPITCH to our portfolio of annual events, so be on the lookout for polyPITCH 2023!

Looking forward to finding more dream jobs in 2023!



Snapshots from the first ever polyPITCH, including the winning teams and organizing committee

Dandelion Award

For the second year in a row, the Dandelion award celebrated professors throughout ETH for their contributions to entrepreneurship. The award aims to further promote entrepreneurship at ETH Zurich.

Over several weeks all members of the ETH community had the chance to vote for their top picks, and each department had a winning professor. Additionally, a special award is presented to a professor who champions the values of interdisciplinary collaboration and entrepreneurship was chosen.

The ETH Entrepreneurship Club and the ETH AI Center initiated the award in 2021. It continues to be announced at their annual event called 'Launch', which occurred on October 14th, 2022. This year, AVETH (Jake Casselman), ETH Juniors (Philipp Binkert), the ETH Entrepreneurship Club (Joni Rakipi), and ETH Student Project House (Lucie Rejman) were the jury members, charged with deciding each of the winners based on the vote submissions.

As a second installment, this year's finalists were highly competitive, with hundreds of submissions for the ETH community. Our winning professors include Eleni Chatzi (D-BAUG), Andreas Hierlemann (D-BSSE), Andrea Burden (D-CHAB), Jörn Piel (D-BIOL), Achim Walter (D-USYS), Dirk Helbing (D-GESS), Alexander Mathys (D-HEST), Martin Vechev (D-INFK), Janos Vörös (D-ITET), Donat Fäh (D-ERDW), Siddhartha Mishra (D-MATH), Markus Niederberger (D-MATL), Marco Hutter (D-MAVT), Torbjörn Netland (D-MTEC), and Rachel Grange (D-PHYS). Finally, the special award for championing the values of interdisciplinary collaboration and entrepreneurship was given to Alexander Mathys (D-HEST).

To thank the professors for their hard work in a more personal way, the organizing committee held an apéro and awarded each professor with a small trophy. AVETH gladly supports such initiatives and looks forward to continuing this new tradition. Highlighting leaders in the entrepreneurship realm not only celebrates those who put in the extra time beyond teaching to help make it possible, but also helps students and the Scientific Staff of ETH to pursue entrepreneurship. Overall, we hope this award will continue to grow and promote the entrepreneurial spirit at ETH for years to come.



Dandelion Award Winners for 2022



**THE
DEPARTMENTAL
ASSOCIATIONS**

DA Networking and Apéro

AVETH is organized into 18 Departmental Associations (DAs) that form an important part of the community, represent scientific staff in their respective departments, and organize department-specific events. To foster a collaborative and open environment within AVETH, the Events Team organized the first «DA Networking and Apéro» event in 2022, in which the DA representatives and members from the WiNS and AVETH teams met to network, present their work, and discuss current challenges and future directions.

The «DA Networking and Apéro» event was organized in the form of a structured workshop where participants discussed different aspects of the DA work and role of AVETH. In general, the DAs accomplish building a positive community at ETH through networking, career development, or general social events either within their own department or through interdepartmental collaborations. Examples include lab tours (ASP or AMB-AMP interdepartmental events), the annual Raclette event (MTEC), the Boltzmann Cup (AMP), or raising money through a charity lunch (VMUSYS), to name a few. Overall, everyone was enthusiastic to resume the in-person social activities.

In addition to social and engaging activities, DAs work on important initiatives with long term impact, such as the fair distribution of teaching workload (VAC) or the collection of anonymous

feedback on important aspects such as salary expectations, areas of satisfaction or dissatisfaction from the academic staff and sharing it publicly with the professors (AVMAVT).

Furthermore, we were interested in learning about the current challenges that DAs face and their possible solutions. Recruitment of new active members, transfer of knowledge, and outreach, especially to postdocs, were the points raised by DAs that recurred the most. Some of the proposed solutions include advertising to PhD students the possibility of receiving credit points for volunteering, setting up platforms where all the relevant information is centralized, and easily accessible, and organizing family-friendly events.

Following the networking event, we set up a common communication channel for all DA represent-

atives, and have been using it to post questions, network, or advertise their departmental events. Currently, we are in the process of organizing next year's event, where we hope to have the ETHZ rector and Vice President for Personnel Development and Leadership present. Regarding the AVETH support, we learned that DA representatives are overall satisfied with the financial support offered by AVETH and the Help-Desk initiative. Furthermore, the DA representative considered the discussions fruitful and noted that they identified common interests on which they could collaborate in the future.

In summary, eleven of the eighteen DAs joined the "DA Networking and Apéro" event, where we discussed key aspects, including interdepartmental collaborations, challenges, and how AVETH could better support DAs. We hope to hold this event annually with ETH leadership present to continue building a positive environment for the scientific community.

AAA (D-ARCH)



The Association of Assistants at the Department of Architecture (AAA) is the association of the scientific staff representing over 400 employees at the Department of Architecture (D-ARCH): assistants, doctoral students, postdoctoral researchers and senior researchers.

Organisation

2022 has seen an important transition, with many new delegates and a new president. The organisation of the AAA has been refined into three pillars: Board, Commissions and Working groups.

Politics

The AAA has worked on several fronts in 2022, to improve the working conditions and career perspectives of scientific staff at D-ARCH. In particular, the issue of contracts limited to one year is being actively confronted, in collaboration with professors and human resources at the department of architecture. The lack of support of ETH to its Iranian employees is being addressed, in collaboration with AVETH. Other issues of equity – in particular concerning women, parents, and/or non-Swiss employees – are an ongoing topic on the agenda of the AAA and are addressed both by the board and the commissions.

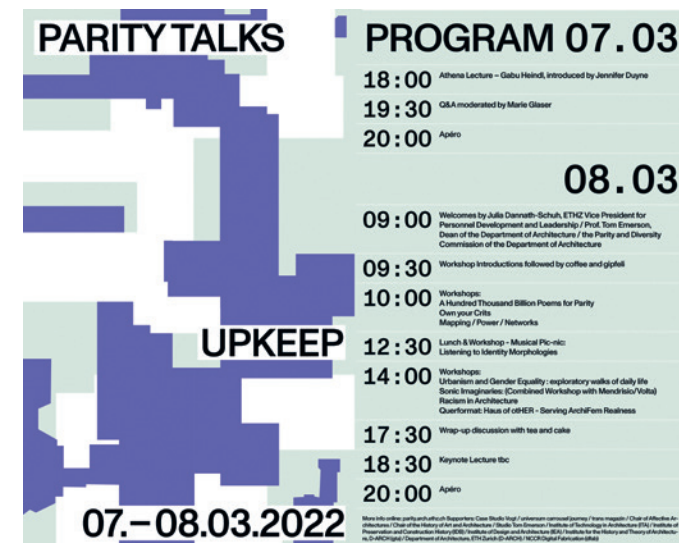
Commissions

The representatives of the AAA in the different commissions of the department play a central role in transforming and improving the department. At the teaching commission, they have

been working on a revision of the curriculum and a new strategy paper for the department, among other topics. Delegates at the parity and diversity commission have brought up and addressed a variety of matters around equity and have helped organize the annual Parity Talks, along with the affiliated Parity Group. In the Mental Health Commission, the AAA delegates have helped to put mental health in the agenda of the department's direction, and to enable everyone to reflect, exchange and address their own condition.

Working groups

Several working groups have been active for varying periods this year. An important current endeavour is that of the working group on the change of function descriptions at the department. Together with the service of human resources, this group aims to clarify the different positions, levels, perspectives and requirements for the scientific staff and so bring greater transparency to different forms of employment. In collaboration with Vera Kaps, the educational developer of the department, another set of AAA members have initiated a series of exchanges between colleagues on the topic of teaching



Poster of the Parity Talks 2022

titled 'How We Teach'. Early in the year, another group took part in the last steps of the revision of the doctoral ordinance, in its detailed stipulations for D-ARCH.

Events

The AAA was finally able to set up a series of open apéros, that take place twice per semester. These events have been key in getting to know each other and strengthening the community of the scientific staff in the light of the challenges it is

facing, by offering a space to bring up issues in an accessible way. The board is now organising an event with our colleagues from the ASB, the departmental association of D-BAUG, to bring the two departments (who share the same building) together.

Website and contact

Website: <https://aaa.arch.ethz.ch/>

President: Sarem Sunderland

Contact: aaa@arch.ethz.ch

AMB

(D-BIOL)



The Scientific Staff Association of the Biology Department (AMB) serves as the voice of scientific staff at the departmental conferences of D-BIOL. With various scientific and social events, we connect members from different institutes in our department.

In March 2022, AMB hosted the General Assembly which was a chance for all members of AMB to meet and discuss future plans. We also introduced our new board members, with Nina Bösch (boeschni@biol.ethz.ch) becoming the President and Lucie Kralickova (kralickova@imsb.biol.ethz.ch) the Vice-President.

Politics:

The results of the ETH employee survey helped AMB to become aware of issues in D-BIOL including mental health, holiday regulations, extensive workload, and low PhD salaries. We continued to take actions to improve the circumstances at D-BIOL in conversations with the departmental executive committee, and in joint efforts with AVETH and other DAs.

Our newly founded AMB diversity commission organized a workshop on effective communication in multicultural settings in collaboration with WINS and VAC. In a similar collaboration, the diversity commission investigates and raises awareness about persistent imbalances at D-BIOL and aims to make D-BIOL a more inclusive place to work in, cherishing and promoting diversity.

Events:

In collaboration with the Open Innovation in Life Sciences (OILS), we organized the Networking Apéro as part of the annual OILS conference to foster connections between scientific staff and alumni of the field. To also strengthen the connections between different departments, we again hosted a joint lab-tour event with AMP to get insights into different research areas.

Additionally, due to the improved pandemic situation, more in person events were again allowed. We hosted monthly board game nights on the Hönggerberg campus, bringing board game enthusiasts from the whole department together. We also hosted two Happy Hours in the context of our annual End of Summer Volleyball Tournament and a Karaoke Party. At the end of our social year, we hosted a Pub quiz to test everyone's trivia knowledge.

Follow us on Facebook, Instagram or LinkedIn to keep up-to-date! Find contact details at

www.amb.ethz.ch or directly contact us via amb@ethz.ch

Workshop: How to communicate effectively in multicultural settings

Have you ever felt like speaking English is not enough to get your point across?

Do you want to reduce the time spent in solving miscommunication issues in your team?

Are you interested in how communication varies across cultures?

Virtual Workshop May 3rd 09:00 -13:00

Mark Moser
Intercultural Competence and Conflict Management coach

WINS AMB VAC AVETH

Registration required

Scan the QR code

Workshop organized in collaboration with WINS and VAC

AMB Board Game Night

6.30 pm
social room HPM
monthly, last Wednesday
Free snacks, drinks and games!

Wanna play? Register!

SCAN ME

AMB
Scientific staff association of the Biology Department (DBIOL)

Monthly board game night organized by AMB

AMP

(D-PHYS)

AMP is the Association of non-faculty scientific staff at the physics department (D-PHYS) of ETH Zürich. We represent the interests of doctoral students, postdocs, and other non-faculty scientists within the department. In addition, we host many different events and run a helpdesk, which offers confidential counseling.

Political representatives of AMP actively take part in the "Ausschuss", the Teaching Commission (UK), the Departmental Commission (DK) as well as in appointment committees for new professors. In our collaboration with AVETH, we send representatives to several working groups and round

tables. We also maintain a regular and productive dialogue with the department's administration, as well as with the students' association VMP. The political year of 2022 was dominated by the implementation of the new doctoral stipulations in our department and discussions about teach-



Despite poor weather conditions, the 13 teams participating in the Boltzmann cup showed full commitment.



The extended AMP board at a hybrid board meeting.

ing loads to match increasing student numbers. Additionally, we continued to play an active role in the formative phase of the two newly established departmental committees for sustainability and for gender, inclusion, and diversity.

As for everybody, 2022 was a year of life starting to normalize again and learning to live with the pandemic. In that spirit, we were able to slowly ramp up our in-person events over the year. Apart from our popular monthly Friday Beers, we hosted the Summer BBQ, a Welcome Apéro, a St. Patrick's Day party in collaboration with VAC, joint lab tours with AMB, and the Boltzmann Cup. The football tournament, normally hosted annually by AMP, saw 13 teams enthusiastically participate in the 2022 edition.

In addition, AMP hosted two "students' choice" Zurich Physics Colloquium speakers: Hélène Seiler (Fritz Haber Institute Berlin, hosted by Larissa Boie) and Angela Wittmann (Johannes Gutenberg University Mainz, hosted by Eliane Merki and Sebastián Guerrero).

In 2023, we are looking forward to maintaining our active political involvement and the valuable exchange with the department's administration. We hope to continue providing opportunities to foster social and scientific exchange between the members of the scientific staff in the physics department, while also strengthening the collaborations with our sister associations like AMB and VAC.

For more information, please contact:

Shobhna Misra (shmisra@phys.ethz.ch),
President

Natasha Kiper (nkipper@phys.ethz.ch),
Vice President

Website: <https://amp.phys.ethz.ch/>

Email: amp@phys.ethz.ch

ASB

(D-BAUG)

The Association of Scientific Staff at D-BAUG (ASB) takes great care and pride in officially representing the scientific staff of the Department of Civil, Environmental and Geomatic Engineering.

This means we collect and consolidate the opinions of the scientific staff and later convey this information to the administration. At the ASB General Assembly, scientific staff representatives for the Departmental Conference (DK), Teaching Commission (UK), and other commissions like the Gender and Diversity Commission are elected.

In 2022, ASB held several social events to bring scientific staff together, like a spring apéro on St. Patrick's Day, another Apéro on the rooftop of the HIL building before Summer Break, another Fall Apéro at the beginning of the Fall semester, and a volleyball tournament in between.

ASB also brought back lab tours so that staff members could get some insights into what the groups are working on. We first visited VAW's Laboratory of Hydraulics before heading over to the Design++ Immersive Design Lab. We also organized ASB's largest, most important event: Meet and Share Your Research Day. For the first time, all 10 D-BAUG institutes were represented, and 10 PhD candidates gave short presentations about what they were currently working on - topics from avalanche mapping to route

choice estimation for bicycles and interventions for resilient systems. We also had two of the department's professors share their work at two keynote lectures. This unique event hosted over 60 of our colleagues and professors, and was a platform for everyone to learn about what other research the groups at the department are involved in and enjoy a lively Apéro to tie it all together.

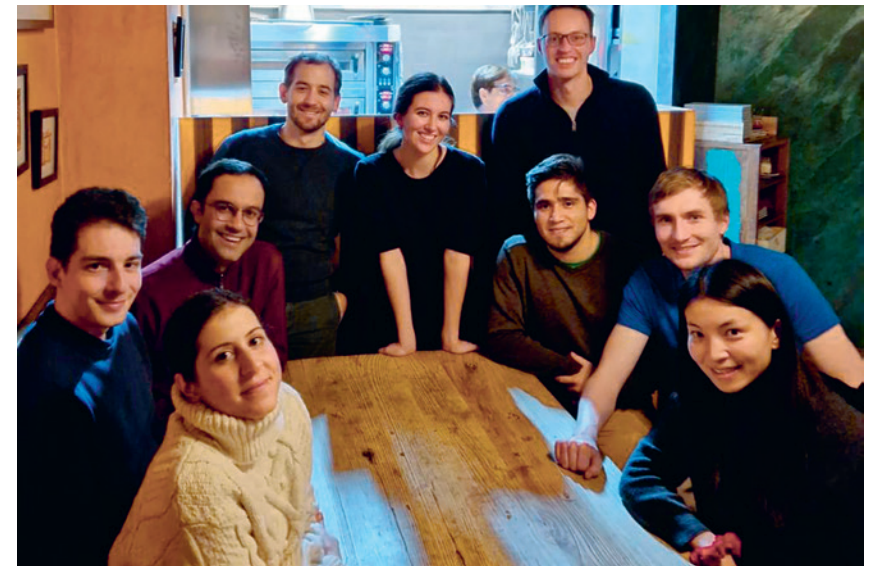
If you are interested to join ASB: All scientific staff (scientific assistants and staff, doctoral students, postdocs, senior assistants, and higher scientific staff) at D-BAUG are automatically represented by ASB. However, as we receive funding from AVETH, all the scientific staff at D-BAUG who also registered with AVETH (and hence pay AVETH membership fee) contribute to ASB as well. We therefore strongly encourage you to register with AVETH. These official members are eligible to vote at our General Assembly. ASB continuously strives to protect our members' interests and find solutions on a general and individual basis. We plan to organize more events to bring the scientific staff of D-BAUG closer together in 2023. To get involved, please get in touch with us and tell us about your ideas.



Website: <https://asb.ethz.ch>

Email: asb@ethz.ch

Current board (starting at the middle, clockwise):
Caroline Winkler and Dieter Baumgartner
(co-presidents), Robert Kroyer, Sergio Reyes,
Patrick Pfändler, Karin Yu, Antonia Nousiou,
Stefan Martinolli, Hossein Nasrazadani, Sophie
Koch (not pictured)



ASB Board 2022/2023

AsETH (SEC)



The Singapore-ETH Centre (SEC) Association of Scientific Staff (AsETH) represents all non-faculty academic staff at SEC. Our main objectives are to promote networking, collaborative exchanges and a positive working environment for all those in Singapore!

We represent three main labs: Future Cities Laboratory (FCL), Future Resilient Systems (FRS) and Future Health Technologies (FHT). Since 2021, we also welcomed smaller research groups such as those working on micro-algae, black soldier flies. We strive to unite SEC despite our vastly differing research and cultural backgrounds.

After an extensive lockdown in Singapore, we are working hard to bring back all initiatives and more to SEC! We are currently re-igniting a speaker series, bringing in speakers from around the world to share their work on cutting edge, sustainable solutions that can help shape our cities and societies as we know them. Professional development courses and networking sessions will also strengthen inter-SEC researchers and open doors to new collaborations.

Socially, we have brought back our monthly inter-SEC breakfasts which have been a tremendous success! It has been great to finally meet fellow researchers in person, after months of online meetings. We look to also organize events such as Trivia, Olympics, Dragon Boating and more!



Paper plane contest

We're still trying to figure things out, so we don't have a fancy logo or email address, but feel free to contact any of the co-presidents in the meantime if you have any questions, comments or suggestions!

We look forward to hearing from you.

Natalie (FHT, natalie.tanczak@sec.ethz.ch)

Yuhao (FCL, yuhao.lu@sec.ethz.ch)

Lawrence (FRS, tinghsiang.tseng@sec.ethz.ch)



First AsETH Breakfast after Covid



Weekend hiking at Southern Ridges in Singapore

ASST

(D-GESS)

The Association of Scientific Staff (ASST) provides a platform for about 300 doctoral students, postdocs, and other 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, professors and the administration. Given the great diversity of disciplines at D-GESS, including political science, economics, psychology, sociology, 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.

Social and cultural program

To encourage lively social exchanges within our diverse department, ASST organized several apéros in 2022. These were often attended by new people and therefore provided opportunities for networking across research groups. If you missed them, feel free to come next time! If you've already been, tell your colleagues how good it was and come again!

In addition to socializing, the ASST helped integrate new faces into our department by sending out welcome emails with tips and tricks for upcoming doctoral students and informational materials about ASST and Society for Women in



Impression of the GESS Day 2022, organized collaboratively by WIDE, SWISH, ASST, GESS Who! and the department coordinators.

Social Sciences and Humanities (SWISH), as well as distributing welcome bags to new D-GESS researchers. The fall semester began with our annual general meeting, where the new ASST board and representatives to various committees for teaching and department-wide developments were elected.

Politics

At the political level, we focused on two main issues: doctoral salaries and the current atmosphere in our department. We are trying to advocate for an increase in doctoral salaries in our department. To this end, we are using our position at the departmental conference and our contacts with other ETH administrators to develop a strategy on how to achieve this. Another big focus was the mental health survey in collaboration with the WIDE group in our department and GessWho!. We discussed the survey results intensively in our group and the department conference and continue to work on implementing changes in the department step by step to improve our situation within the D-GESS. Interested in this or our other activities?

If we have caught your interest and you want to get involved, please get in touch with us (asst@gess.ethz.ch) and tell us about your ideas! We are always 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 us.

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



Packing of the welcome bags in the hallway. They contained a lot of useful stuff, such as the AVETHnews.

AV-MAVT

(D-MAVT)



AV-MAVT, the Association of Scientific Staff at the Department of Mechanical and Process Engineering (D-MAVT), can look back at a successful year full of events and active engagement in departmental decision-making and responsibilities.

The year started with a successful general assembly where we appointed a board which includes scientific staff members from nine different research groups in ten board positions. This helps us to include the opinion of a wide part of the scientific staff, which is essential to represent everyone's opinion in the decision-making bodies of the department such as the teaching-, room-, and the newly formed sustainability commission, and the departmental conference.

One of the main challenges of 2022 was the return of our scientific staff to their workspaces. For us at AV-MAVT that also meant we could

organize events again in person without big restrictions. Events such as our monthly roofchats, the Summer BBQ, our AV-MAVT Hike, and the various sports tournaments helped to bring our community at D-MAVT back together again after two long years of hardship. This return to the workplace was also complemented by our biannual Happiness Survey, where we try to locate concerns or problems our community is facing, which we then bring up to the departmental leadership to search together for possible solutions.

We also had many successful collaborations with other departmental associations of AVETH. This included two successful barbeques in the summer that brought us closer to VMITET and our colleagues at D-ITET, the "scientific speed dating" with VAC where we discussed how D-CHAB and D-MAVT members could collaboratively tackle sustainability issues, and our annual Glühwein event which we held together with VMM and our neighbors at HG. These events help to strengthen the cohesion between the many departments of ETH and their scientific staff. Therefore, we at AV-MAVT want to definitively continue or even extend these collaborations in 2023.



The annual AV-MAVT Summer BBQ took place on the 4th of August.



AV-MAVT members went to the mountains for a hike on the Pizol Five Lake Trail.

AV-MAVT is looking forward to continuing their work in 2023 and bring a mix of established events and new project ideas to the scientific staff community at D-MAVT. A major undertaking by our support and diversity working group will be on the topic of sexual harassment. By spreading awareness for this topic which affected many of us already directly or indirectly, we hope that our community can grow stronger and support each other more efficiently. Also, the networking group

will try to come up with new event ideas to bring people in the department together. We hope to see you all at AV-MAVT events in 2023!

E-Mail: av@mavt.ethz.ch.

Webpage: <https://avmavt.ethz.ch/>

HAS

(D-HEST)



The D-HEST Association of Scientific Staff (HAS) represents all non-faculty academic staff of the Department of Health Sciences and Technology (D-HEST). Its members are distributed all over Zurich: from Höggerberg, Schwerzenbach, Irchel, and Zentrum campuses to Balgrist, Psychiatry, and the University Hospitals.

Our main objectives are:

- to foster exchange and networking between our diverse scientific members by regularly organizing workshops, symposiums, and social events.
- to ensure equal representation of our members in the Departmental Conferences (DK), Study Commissions (UK), and Selection Committees (SK) for open faculty positions.

News from HAS

HAS underwent large structural reorganization in 2021/2022 and a lot of new members joined positions on all levels, including a new president, secretary, and team-leads for events, finances, communication and counselling. We are still looking forward to new members to expand our teams and would be happy to hear from you in case you would like to learn more about becoming an active member of HAS.

Counselling

The welfare of D-HEST scientific staff was and is one of our priorities and HAS continued to give

support to its members via the "Support!Desk".

This 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 if necessary.

Social, Scientific & Professional Development Events

Our current focus is on strengthening the network between postdocs in our department as well as building bridges between all scientific staff in the various work locations of D-HEST. Stay tuned for events to foster social and scientific interaction and to further develop your professional skills with HAS!

Please find out more here: <https://has.ethz.ch/> and contact us directly at haoss@ethz.ch to start your HAS journey!



Winner of our image contest Work & Life at D-HEST. Image Credit: Louise Larsson.

PSA

(D-CHAB – IPW)



The Pharmaceutical Scientists' Association (PSA) has had a great year of collaboration with its sister associations, VAC and SAM, as well as its other members. We have worked together to promote exchange and foster relationships between our members, while also creating unforgettable memories.

At PSA, we have been able to provide many opportunities for our members to develop their career paths and create meaningful connections with the industry. We have organized visits to both local and international life science companies, Lonza, Carbogen Amcis, Blue Matter

consulting, and Roche – with more in the pipeline. We have also hosted educational sessions and workshops, alumni events and continued to develop our online presence via our website and LinkedIn.



Lonza visit in Basel



The Summerfest was organized in collaboration with VAC and SAM

Importantly, we have continued to participate in the D-CHAB counselling helpdesk, which provides confidential support, advice and assistance to members of the department. We have also stayed involved in university politics by representing our members in various decision-making bodies such as the Teaching Committee or the Departmental Conference. In addition to this, we made sure our members have plenty of opportunities to socialize. To this end, we organized monthly TGIF apéros as well as sports competitions between research groups, including a hike, ski weekend (coming up), and games tournament. Overall, we have had a great year of activities, collaborations and events. We have worked hard to ensure our members have

access to the resources they need to succeed while also having the opportunity to enjoy their time at the institute. We are proud of our highly engaged member base, with almost half of our members having an active board function. We look forward to the new year and all the exciting possibilities it holds.

The current board is led by Sebastian Sjöström (President) and Olivia Bucheli (Vice President). Would you like to know more or are you interested in joining PSA to enrich your life with active participation in one of our teams? Visit our monthly TGIF, check out our LinkedIn page or website (www.psa.ethz.ch) and drop us a message (psa-president@pharma.ethz.ch)!

SAM

(D-MATL)



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 Department Conference and Teaching Conference, we try to provide a stimulating social and working environment for the staff of D-MATL.

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. We have organized over 85 speakers from across the materials community to present in our department.

On the social side, we organize and host social events several times a year. These have included BBQs, Pub Nights, the SAM poker tournament, Feuerzangenbowle (together with the Materials Alumni), and the HCI Halloween and Summer parties organized with VAC and PSA. One of our biggest annual events is the D-MATL PhD and Postdoc retreat. Last year we went to Brienz for a three-day-getaway that included social activities, science, soft-skills workshops and networking. This combination of scientific 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 Zurich.

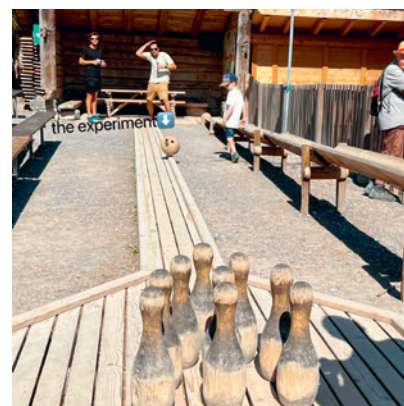
Are you new to ETH? Are you wondering what is going on regarding Materials research? Come and attend the next Materials Colloquium (www.sam.ethz.ch/mc2022).

Are you new to the department? Come join our next event, make some friends or find the answers to questions that have been bugging you concerning administrative issues and how the department works! We look forward to seeing you. Interested in becoming a SAM member? Sign up for AVETH! Half of your monthly contribution to AVETH goes to SAM. Want to get more involved in departmental affairs? Want to know more about the "behind the scenes" of D-MATL? Join the SAM board! Just email us via sam@mat.ethz.ch, approach one of us during our next event.

Find out more about us on our website www.sam.ethz.ch or follow us on Twitter [@SAM_at_ETH](https://twitter.com/SAM_at_ETH).



SAM summer retreat in Brienz



SAM summer retreat in Brienz



HCI Summerfest

ScSt@MTEC

(D-MTEC)

The Association of Scientific Staff at D-MTEC (ScSt@MTEC) is the official representation of 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 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 three delegates in the departmental conference and two delegates 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 information about past and planned activities of the organization. Moreover, we hold regular meetings to keep track of ongoing projects and discuss current issues.

This year, we launched our flagship event in collaboration with our Doctoral Committee "Future Ready Researchers 2022" to better prepare our current researchers with the necessary skills to excel in their next career steps, ultimately contributing to the betterment of society. It was a half-day event with a tremendously positive response and discussions from three curated panel sessions: careers in academia, careers in industry, and careers in entrepreneurship.

Additionally, we also focused on a variety of events to build the MTEC community, such as SOLA Run, feMTEC lunches, BBQ evenings, and Christmas Apéro!

Finally, we welcome new and current members to become directly involved in the activities of the association. If you are interested or would like further information, please visit our website <https://mtec.ethz.ch/research/scientific-staff.html> and do not hesitate to contact the members of the current board.

Co-Presidents:

Savindu Herath | Wan Ri Ho

Board members:

Christian Wagner (Treasurer) | Monica Hidajat (Controller) | Alberto Arca (Event Manager) | Arnau Aliana Guardia (Event Manager) | Sebastian Niederberger (Event Manager) | Stefani Stefanova (feMTEC) | Omid Maghazei | Oliver von Dzengelevski | Alina Gerlach

D MTEC | *Scientific Staff*



Scientific Staff Team 2022/23



Future Ready Researchers Event 2022



Future Ready Researchers Academic Panelists 2022

VAC

(D-CHAB)

The Union of Assistants at the Chemical Laboratories of ETH Zurich (VAC) represents the four institutes of organic, inorganic, physical chemistry and chemical and bio-engineering, from the department of chemistry and applied biosciences (D-CHAB).

With 2022 bringing an end to corona restrictions on events, VAC has been very happy to hold in-person events at D-CHAB again. Our biannual newbie events, organized together with PSA (our sister organization at the chemistry department) have continued to be a great opportunity to meet our newest colleagues and help familiarize them with the university.

The renewed availability of the Lochness bar in HXE allowed us to bring back our long-awaited parties. The campus-famous St. Patrick's Day party, organized in collaboration with AMP, was a great way to kick the year off. Additionally, we were very happy to partner up with our HCI neighbors, PSA and SAM, to organize two fantastic parties: HCI Summerfest featuring a delicious

BBQ, and HCI Halloween featuring a cutthroat costume competition. Last year's pumpkin carving contest also made a return and we were star-struck by the ever-improving pumpkin designs of our department.

The summer brought many opportunities to run events on our rooftop balcony, the VAC lounge, both for D-CHAB and in collaboration with other department organizations. Apart from our regular Friday events, one highlight was a collaboration with AV-MAVT, in which we organized a sustainability themed speed-dating hackathon. Together, we brainstormed solutions to some of the world's biggest problems, which we finished off with a live music performance. Our rooftop balcony is also available for private use, contact lounge@vac.ethz.ch for more info.

Of course, we have continued to take our responsibility of representing the scientific staff at D-CHAB very seriously this year. The new doctoral ordinance offered us the opportunity to push for transparency in salary and equal teaching requirements at our department. Thanks to the hard work of the politics team, anyone can now find out the salary policy of their institute from the institute secretary.

We rounded off this year with our annual General Assembly held in November, during which we elected our board and took advantage of the cold weather to start the fondue season. This year, Andrea Blankenship and Moritz Bernhardt were elected as co-presidents, and Jona Bredehoeft

was elected as vice-president. If you are interested in learning more about VAC, please write to us at president@vac.ethz.ch, visit our website www.vac.ethz.ch, or join one of our events in 2023.



The newly elected board of the VAC after our November 2022 GA



Enjoying post-Newbie event drinks at the Alumni lounge

VAME

(D-ERDW)

The Association of Scientific Staff at the Department of Earth Sciences (VAME) represents all non-professorial scientific employees in D-ERDW, including doctoral students, post-docs, Oberassistenten, senior scientists, and visiting researchers. VAME was officially founded in 2012 after a long period of unofficial representation of the scientific staff within D-ERDW.

VAME's main goals are (a) representing its members' interests within the department at an official level and (b) contributing to a positive interpersonal and social environment at D-ERDW. We achieve these goals by running a variety of activities led by volunteers within the department.

VAME representatives were active in both Departmental Conference (DK) and Teaching Commission (UK) at D-ERDW, promoting the interests of the scientific body. Also, VAME representatives provide constant feedback to the department regarding professional requirements for the scientific body (e.g. PhD Standortgespräch structure). For more information about VAME and its representatives please visit <https://www.vame-erdw.ethz.ch> and <https://erdw.ethz.ch/personen/mittelbau.html>.

One of the most influential service of VAME is the VAME Helpdesk, an internal and strictly confidential mediation service founded in 2017 and offered to both students and supervisors at

D-ERDW. It has shown itself to be an important departmental resource for providing support and helping to resolve conflicts between students and supervisors. The Helpdesk can be confidentially contacted at: vame-helpdesk@erdw.ethz.ch.

The Doctoral Retreat, a get-together event for all doctoral students of the D-ERDW was restarted in 2022 after a two-year break due to COVID-19.



The T-shirt logo of the D-ERDW Doctoral Retreat 2022.



The Logo of the D-ERDW Doctoral Retreat 2022.

The doctoral retreat committee organized a three-day-long event in Bernau im Schwarzwald in Germany. The focus of this event was to allow the PhD Students of the department to network, enjoy, but also to present their research to students from other institutes of the department.

Lastly, the Friday beer, the weekly get-together continues to take place at the rooftop of NO building at the end of the week.

Through these initiatives, VAME is aspiring to keep the Mittelbau visible and represent its members' interests within D-ERDW and beyond. If you

are a new D-ERDW PhD student or research staff and you are interested in joining VAME or any of the organizing committees please feel free to contact the co-chairs of VAME at sofia.michail@sed.ethz.ch and franziska.glueer@sed.ethz.ch.



Group picture of the participants of the D-ERDW Doctoral Retreat 2022.

VMB

(D-BSSE)



The Association of Scientific Staff at the D-BSSE (VMB), 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.

Politics

One of the highlights of the past year is that we managed to ensure that every research group in our department has a VMB contact person. This allows us to better assess the needs of all groups and disseminate our messages more widely. More technically, but equally important on a day-to-day basis, we have managed to move the smoking area away from the food kiosk. Finally, we are in the process of creating a regular survey to more closely track job satisfaction in the department over time.

Events

We are convinced that great and productive research needs a great surrounding. Therefore, we organize scientific and social events to foster exchange between the whole department, to promote a sense of unity and belonging, improve the well-being and happiness of all researchers as well as support scientific creativity and scientific spirit. With the Monday Morning Coffees, VMB Seminars and Lunch Lottery we tried to promote exchange within the department, while interdepartmental events such as BSSE meets Biocenter aimed at building contacts with our neighbors in Uni Basel. And to make sure that

no one was short of fun, activities, friends, and drinks, we organized hikes, barbeques, a pub quiz, newcomer-pubcrawls, our Knödel-Pint, football and our weekly volleyball matches. Thanks for making these events so great! We are already looking forward to a new year full of amazing events, and one of our upcoming highlights is the ski weekend in February.

VMB retreat:

We are super excited about having our first time ever VMB-internal retreat this year, where we will think broadly about our goals and set up an action plan for the coming year!

Counselling:

The Persons-of-Trust are a subgroup of the VMB dedicated to supporting and advising scientific staff in situations of academic, administrative or personal conflict. They offer confidential help and act as mediators with the department leadership, aiming to improve working conditions and prevent misconduct. You can contact the Persons-of-Trust in person, anonymously through our letter box (WRO-1058, next to room P.64), or via Protonmail (personsoftrust@protonmail.com).

Contact:

If you want to know more reach out to Gabriel (Gabriel.senn@bsse.ethz.ch) or Sophie (Sophie.seidel@bsse.ethz.ch) or check out our website (<https://bsse.ethz.ch/department/D-BSSE-Initiatives/VMB.html>)!



This year's VMB&SIB Veggie BBQ



The new VMB team 2022

VMI

(D-INFK)

The Association of Scientific Staff of the Department of Computer Science at ETH Zurich (VMI) represents the interests of all non-faculty scientific staff at D-INFK, including doctoral students, postdocs and research assistants.

We host an array of social and networking events to strengthen connections and collaborations across our department, provide information and support to our members, and represent them in the department's decision-making bodies. In particular, VMI played a role in this year's department evaluation, sharing our experiences as D-INFK researchers with external evaluators.

Social and Networking Events

After a long couple of years, we were very excited to hold in-person events again, including our ever-popular paint and sip night, running dinner,

and board game nights! We expanded our welcome event for new scientific staff with talks catered to both doctoral students and postdocs, and introduced new events such as karaoke, SuperKondi, and lunches for women researchers in collaboration with CSNOW, the network for women in computer science.

A highlight of our calendar is the VMI Summer Retreat, where we take two groups of ~30 scientific staff to a beautiful location in Switzerland for scientific exchange, socialising, and adventuring. This year we had a great time in Interlaken,

learning about each other's research through talks and workshops, exploring the mountains and valleys through hiking and canyoning, and much more.

For our members thinking about career paths once they leave ETH, we introduced a new addition to our events lineup: the VMI Career Evening. We invited speakers from academia and industry to share their insights on careers in computer science research, through a panel discussion and meet-and-greets with our members.

Mental Strength

As part of our Scientific Excellence and Mental Well-Being initiative, we hosted a variety of workshops on topics such as student supervision, procrastination, prioritisation, and stress management. We launched a "Hands-on Research Skills" workshop series to help our members with the many facets of academic life, such as writing and reviewing papers, or coming up with research ideas.

Contact us

We're excited to continue working hard to make D-INFK a supportive, inclusive and fun place to work! Have a look at our website vmi.ethz.ch to see what we're up to, or drop us an email at vmi-contact@lists.inf.ethz.ch if you want to get in touch.

Board members

Matilda Backendal (President), Linard Arquint (Vice President), Karel Kubiček (Treasurer), Felix Linker, Anu Unnikrishnan, and Bogdan Ursu



Hikers at the VMI Summer Retreat in Interlaken



The VMI board at our kick-off event

VMITET

(D-ITET)

We represent the scientific staff to 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 Departmental Conference (DK) and the Teaching Commission (UK). Should you have any problem at work, don't hesitate to contact us for advice!

What do we do?

Representation is an important part of VMITET, but it does not stop there. We also organize regular social events, like our VMITET Monthly Apéro and the bi-annual Welcome Event for Doctoral

Students, co-organized with the department.

This past year we also hosted, in conjunction with AV-MAVT, an interdepartmental barbeque with great success.



VMITET is organizing regular social events»

vmitet

Verein des Mittelbaus am D-ITET

VMITET also aims to organize some 'personal development' events, though there has been little demand in the past years. Regardless, we are interested in financially sponsoring PhDs or postdocs who are interested in attending professional development workshops offered by ETH or UZH. We are also happy to support any ideas the community puts forth.

VMITET is a partner of the D+ITET (Diversity and Inclusion at D-ITET) group, which aims to foster an open, inclusive, and non-discriminatory environment at D-ITET, such that students, staff, and faculty thrive and achieve their highest potential. In the last year, we held a panel discussions on "Overcoming Bias in Academia» to spread awareness and encourage discussion about challenging topics

Together with D+ITET and AVETH we have updated the members of our counseling service, the VMITET HelpDesk. The HelpDesk is a 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 we host one! Other events are irregular, but we always announce them by e-mail.

Get in touch!

You can contact us at vmitet@ee.ethz.ch and find information about VMITET on our website: www.vmitet.ethz.ch

See you around!

Presidents

Sean Weaver: weaver@biomed.ee.ethz.ch

Virginie de Mestral: vdemestral@iis.ee.ethz.ch

Treasurer

Christian Günthner: guenthner@biomed.ee.ethz.ch

VMM

(D-MATH)

VMM is the Association of the mid-level academic faculty at D-MATH (VMM abbreviates the German „Verein des akademischen Mittelbaus“). It was founded in January 2011 to protect the interests of doctoral students, postdocs and senior scientists at D-MATH and to represent them both internally and externally.

Representatives of the VMM participate in various committees of the department, such as the department conference (DK) and the teaching commission (UK), as well as 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 discussions in the DK and UK and also in several working groups, VMM representatives ensure that the interests of the mid-level faculty are heard and protected, for example with regard to the high working load caused by teaching responsibilities.

Members of VMM also run a helpdesk, which was founded in summer 2021. The VMM Counseling Helpdesk is an independent safe space for everyone in the mid-level academic faculty at D-MATH to ask questions and to share concerns

in a strictly confidential environment. They assist in mediation and provide answers to department- or employment-related questions and are there to support you in difficult times. For more information visit <https://math.ethz.ch/intranet/doctorate/vmm/vmm-helpdesk.html>

In addition, VMM organizes social activities such as aperós or game nights. On October 28, all doctoral students and postdocs were invited to the very first D-MATH (Post)Doctoral Welcome Day, a new event aimed at familiarizing both old and new employees with everything that D-MATH has to offer. In the first part of the afternoon, the confidant and representatives from ISG, MathBib, ZGSM, Respect@D-MATH, Department Administration, Doctoral Committee and VMM explained to the attendants how they can help with problems and questions about administration, research, technology and personal matters. In the second part, eight doctoral students from diverse research areas gave a short introduction to their research at D-MATH. The event concluded with a networking reception.

☺! VMM



VMM executive board at the (Post)Doctoral Welcome Day



Presentation at the (Post)Doctoral Welcome Day

To become a member of VMM and AVETH, tick the box "New AVETH Membership" when enrolling for the next semester, or register at <https://www.aveth.ethz.ch/joinus/>.

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. Last but not least, check out our website, <https://math.ethz.ch/vmm>.

VMUSYS

(D-USYS)



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

The D-USYS department is very diverse because it includes 6 institutes at several locations in and outside Zurich. Our mission is to connect all the scientific staff members at D-USYS so we can represent them politically in our department, enhance knowledge and information exchange among our community and establish a social atmosphere of belonging. In this way, we operate along our three pillars: politics, communication, and events.

2022 began with some challenges regarding Covid cases and regulations, making it difficult

for the board to get larger amounts of the community together. As the situation eased, we were all very eager to get back to work, and our drive was fueled by the shocking events occurring in Ukraine, as we were made very aware of our many community members which were affected. Our events team organized a Humanitarian Aid fundraiser for all those effected or relocated by the war in Ukraine. We were truly touched at the ability of the department to come together, and raised 5000 CHF which we donated to local charities working with refugees from the war.



Welcoming the helpdesk and FLINTA organizations

We also held our 10-year anniversary party after our spring General Assembly which saw a large attendance and new chair and vice chair elected (Morgan Vallieres and Lucia Piro, respectively). The change in leadership also led to some new additions including a new logo, addition of a helpdesk to the VMUSYS department and a FLINTA* association to represent female, lesbian, intersex, trans and asexual people in the department, and also the creation of VMUSYS very own survival guide (<https://drive.google.com/file/d/1otu23XuYijtI3CCDo5nEHGE1ei7L-4ftS/view>). Finally, we also began a new seminar series in the fall which makes a first attempt at integrating professors by asking them to discuss how they got to their current position at ETH,

and sharing some stories from their bachelors until now, which was a great success! In 2023 we hope to continue implementing new activities which can truly connect all members within the D-USYS department. We would like to thank all those who showed support this year by showing up to events and contributing their ideas, we love to see the impact we have on department functions!

If you are interested in joining the team, contributing ideas or how to join events/mailling lists please email vmusys@usys.ethz.ch, follow us on social media platforms (@VMUSYS_ETH) or check out our website: <https://usys.ethz.ch/en/departement/organisation/mittelbau/vmusys.html>.



Our community throughout 2022



THE SCIENTIFIC STAFF COMMUNITY

AVETH collaborates with and supports many organizations and initiatives at ETH and beyond that are run by or provide service for the members of scientific staff. This section highlights some of them. We would like to thank all the other organizations and initiatives that are collaborating with us and serving our community but are not included in the limited scope of this section.

#StandWithUkraine

Since the start of the full-scale Russian invasion of Ukraine on February 24, 2022, AVETH has been trying to help the Ukrainian community both at ETH and in their home country.

In March, together with VSETH and «Friends of Ukraine», we organized collection points for humanitarian aid on the ETH campus. Thanks to the tireless work of many volunteers, we managed to keep the collection points open until the summer and collect and send tons of humanitarian aid to Ukraine.

To thank them for their work and welcome members of the Ukrainian community who recently arrived to ETH, VSETH and AVETH organized an open-air picnic with an authentic Ukrainian barbecue. At this picnic the idea of the Ukrainian Association at ETH was born, and on October 26, 2022, the Ukrainian Association of Students and

Academics in Zurich (UASAZ, <https://uasaz.org/>) was officially launched.

As winter approaches, AVETH has teamed up with «Ukraine Hilfe Graubünden» to collect warm and waterproof clothing and equipment for Ukrainians who have lost heating and electricity due to Russian airstrikes on their country's infrastructure. Over four days in October and November, almost half a ton of donations were collected and immediately sent to Ukraine.

We want to thank the entire ETH community for supporting Ukrainians and their freedom.



A picture from our "Friends of Ukraine" picnic, which brought together our volunteers and the Ukrainian community of ETH.

MeWell



Hello from MeWell, the Mental Wellbeing Community. We are a student and staff association at the universities of Zurich.

Our goal is to raise awareness and reduce the stigma around mental health. Each month we focus on a specific topic and organize a talk, workshop, or panel discussion on it. Further, we aim to build a community to promote an informal exchange on mental wellbeing in an accepting and open environment. We regularly have social events like hiking, barbecuing or board game nights. To improve access to professional help and reliable information, we list resources from ETH and other organizations on our website.

We are always looking for volunteers for the PR, events, or finance teams or someone who just wants to help out in general. Currently, the academic staff is underrepresented, so join us! The contact form is on our website.

Find all information on our upcoming events and get in touch with us on our website <https://mewellcommunity.ch>, via mail at contact@mewellcommunity.ch, or through our Instagram [@mewell_community](https://www.instagram.com/mewell_community).



Event Calendar 2023



JAN Winter Break	FEB Exam Season Break	MAR Frustration & Motivation	APR Taking Responsibility	MAY Aging & Mental Health	JUN Neurodiversity
JUL Summer Break	AUG Exam Season Break	SEP Imposter Syndrome	OCT Genetics & Mental Health	NOV Toxic Relationships	DEC Mental Balance

Topics calendar for 2023.

WiNS



Women in Natural Sciences (WiNS) represent all female scientists at D-CHAB & D-BIOL.

In 2014, WiNS was founded as the female association at D-CHAB and was joined by D-BIOL in 2021. We represent all female student and scientific members of the two departments. Our mission is to support female scientists via career engagement and creating a supportive environment. The year 2022 has been a most transformative year for our association. The start of the current board was set at our general assembly breakfast in March, where we welcomed our biggest crowd in WiNS history! Even though we are a female-led association, we welcome everyone interested in our causes to attend our events. The game-changing project that shed more light on our association and our causes was the all-round workshop series on implicit bias. Our monthly Career Series highlighting people from different job sectors with a background in natural sciences has become a WiNS classic. It has stayed part of our repertoire for two years now, and has proven to be an inspiring session for all our colleagues at ETH. We would be delighted to see you at our future events! If you would like to know more about our association or are interested to join, please visit us at wins.ethz.ch or write to us (wins@ethz.ch)! We are happy to hear from you!

Follow Us!



Would you like to join our motivated and dynamic team at **WiNS (Women in Natural Sciences)**?

contact us at:
wins@ethz.ch

visit our website:
wins.ethz.ch



Women in Natural Sciences (WiNS) represent all female scientists at D-CHAB & D-BIOL.

Wall of Scientists



The Wall of Scientists embraces the diversity among the scientific community and provides us with role models and great examples of inspiration and true grit.

Science and talent do not distinguish among sex, gender, place of birth, physical ability or cultural and ethnic background; and yet, historically, not everyone's achievements have been given equal recognition. Examples of this include scientists whose achievements were credited to others, like Alice Augusta Ball. Scientists who, despite being outstanding in their field, were denied a proper salary and position, like Emmy Noether. Scientists who, due to who they loved, were deprived of their freedom of thinking, like Alan Turing. And hidden geniuses, like Mileva Maric Einstein.

Today, the Wall of Scientists challenges this historical injustice with a new collection of great contributors to science and technology throughout history. This is a collaborative project, which benefits from voluntary authors and advocates, as well as from everyone's suggestions of names to add. Ultimately, the Wall of Scientists lives thanks to the extraordinary stories included in the collection and thanks to those who consult them and get inspired by them. 2022 the Wall of Scientists was awarded the Diversity Award.

Read more about the people to whom we owe the knowledge on our planet, our bodies, and

the magical world surrounding us at: www.wallofscientists.com or check out our posters at ETH Hönggerberg (near the entrance of Fusion coffee). For more info, feel free to contact info@wallofscientists.com.



Sample of the Wall of Scientists, and the team receiving the 2022 ETH Diversity Award.

EquipSent



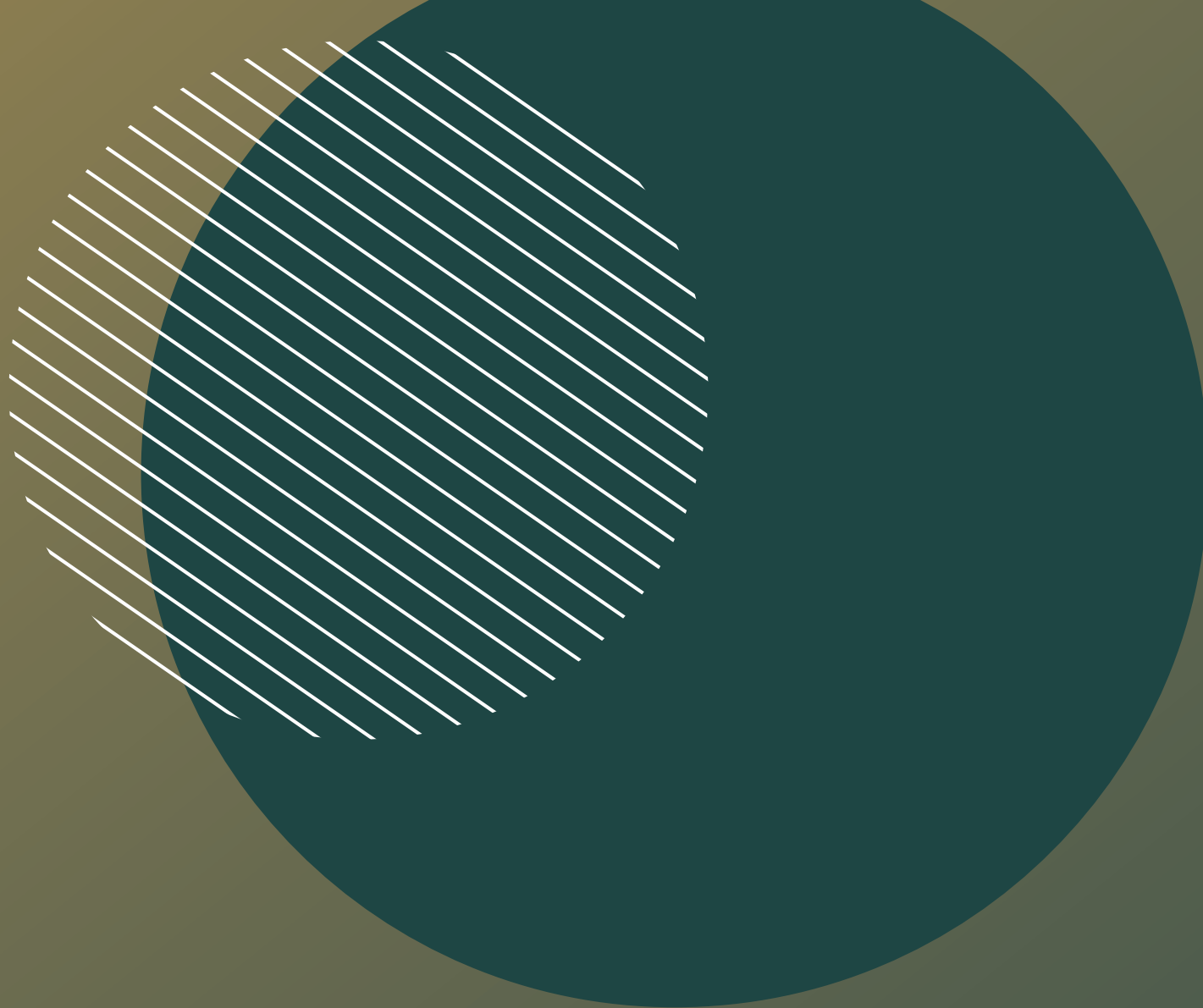
EquipSent is a volunteer based non-profit organisation founded by current and former members of ETH Zurich. We enable the transfer of out-of-use but functional laboratory equipment to low-income countries, where it can be given a second life for education and research. We aim to make the world a fairer and more sustainable place – and to enable education everywhere!

In the past, we have shipped equipment to destinations across the globe – for example to DR Congo and Bosnia, and most recently to Armenia and Argentina. From these donations over 800 students have profited at both universities and schools. Currently, we are completing new donations to Nigeria and Cameroon, and many more opportunities await!

We are always looking for equipment that is no longer needed in laboratories and that we can find a new home for. Don't hesitate to contact us on our website (<https://equipsent.org/>) if your lab has something to offer! And even more importantly, if you are interested in joining our cause, please scan the QR code, or reach out to us at info@equipsent.org – we are always looking for new motivated team members who want to get first-hand experience in project managing, marketing and many other topics.



Volunteer in a global team to complete equipment donations all over the world! Come join EquipSent and Enable Education Everywhere!



**LAST BUT
NOT LEAST**

Notes

Notes

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 organization of AVETH Board or specific Team

Comments

.....

Financial Matters

A membership fee (CHF 4.-) 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!

IMPRESSUM

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