



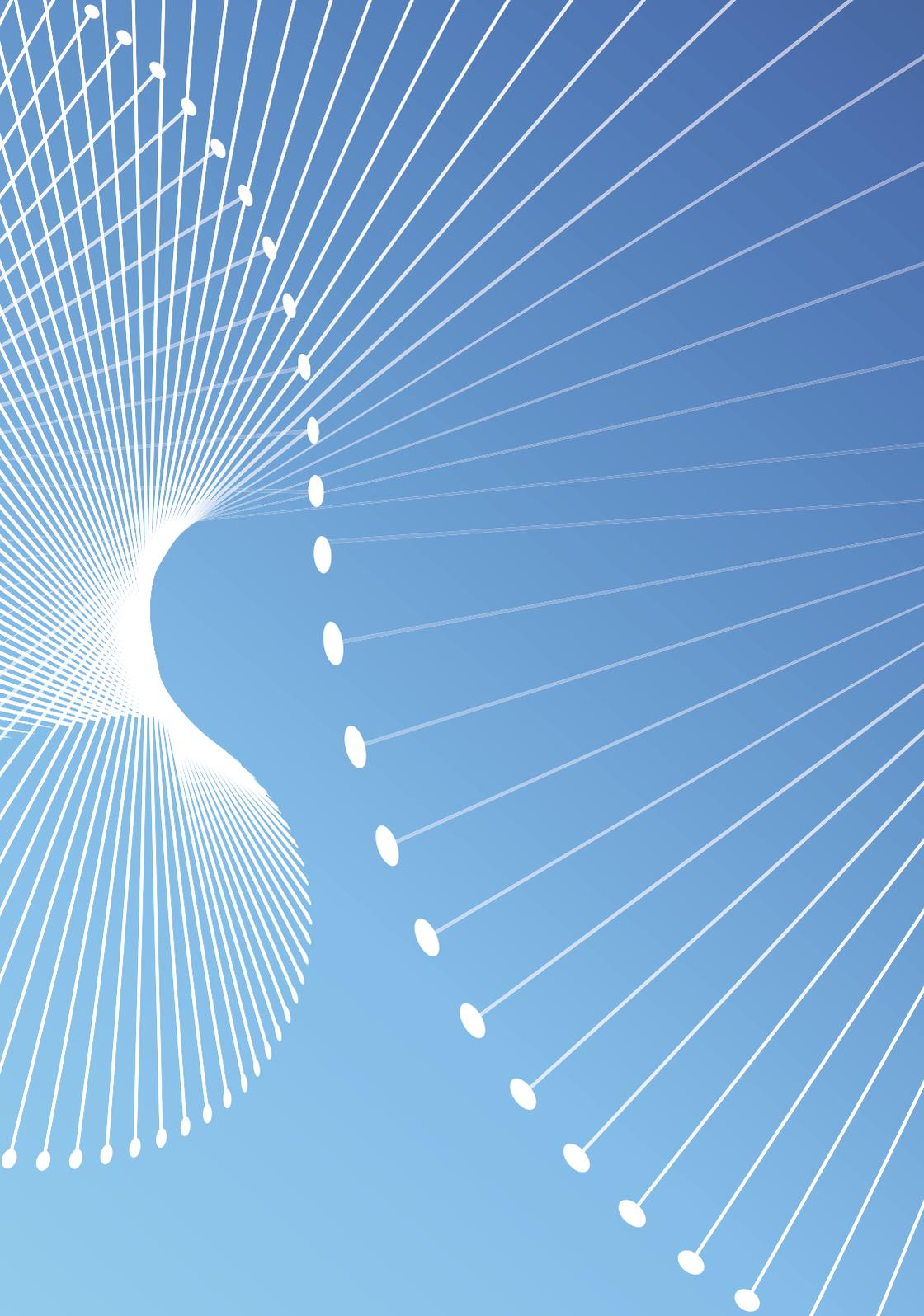
AVETH

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

AVETH

NEWS

‘25



Editorial

Committed, engaged, and eager to drive change, - the scientific staff at ETH in 2024 demonstrated a strong commitment to understanding and improving processes. It was a year of challenges and progress, where we navigated discussions on university policies, advocated for transparency and clear communication, and strengthened our role in shaping the academic environment. Issues such as security screenings, salary adjustments, and mental well-being remained at the forefront of our efforts. Despite external uncertainties, we worked to ensure that scientific staff received the recognition, support, and resources they need to thrive. Building bridges—across departments, within ETH leadership, and beyond—has been central to our approach.

As we look toward 2025, our focus will be on deepening these connections and promoting a more inclusive and transparent academic environment. We will continue enhancing our participation in decision-making, participating in working groups and commissions, and maintaining regular exchanges with various ETH bodies. By staying informed and engaged, we aim to contribute to a work environment where everyone feels secure, valued, and supported.

We also recognize the broader role of ETH in society. As geopolitical tensions rise, we stand by our belief that universities must remain open spaces for knowledge exchange and dialogue. We will continue working to ensure that ETH remains a place where diverse perspectives are valued and where researchers can work without barriers to innovation and collaboration.

Moving forward, we hope to inspire great involvement from our community. AVETH is not just a representative body—it is a network of dedicated volunteers who invest their time to make ETH a better place. None of our efforts would be possible without these incredible people, whose commitment and hard work drive meaningful change. We invite all scientific staff to take a role, whether by joining discussions, contributing ideas, or becoming part of our team. Even a small contribution is highly appreciated, and everyone is welcome to participate as much as their time allows. Together, we can strengthen the academic landscape and foster a supportive environment.

With warm regards,
Arturo, Anastasiia, Cara



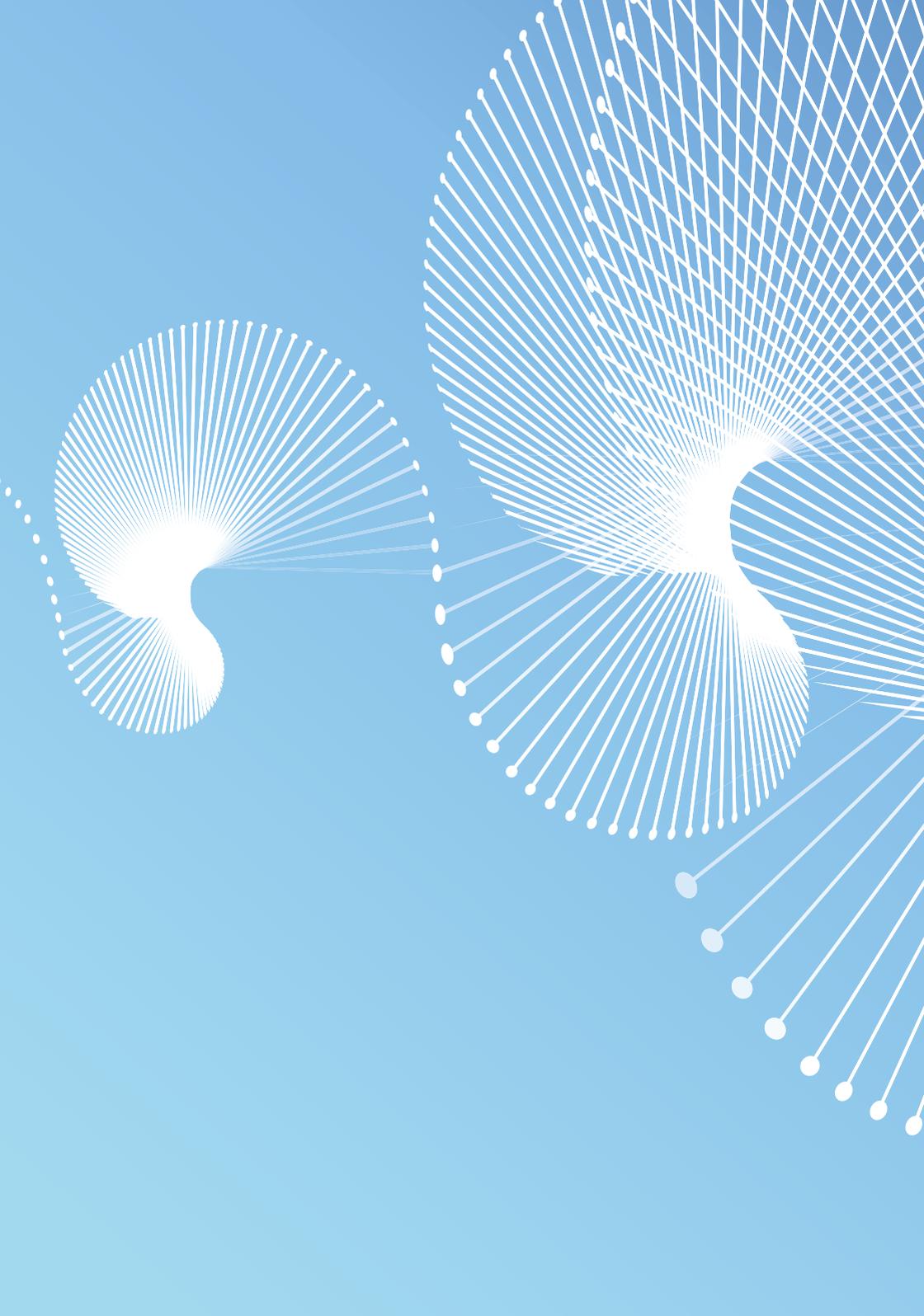
Content

About AVETH

What is AVETH?	7
The AVETH Board	10
AVETH Presidency – teamwork makes the dreamwork	13
The Department Associations - we are all in this together!	15
Department associations Overview	16
Memorylane	20

Last but not least

Impressum	42
Become a member	43



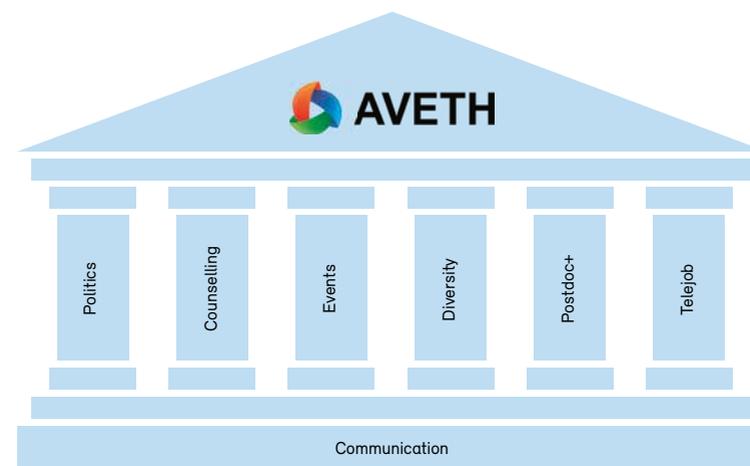
What is AVETH?

The Academic Association of Scientific Staff at ETH Zurich (AVETH) represents all doctoral students, research assistants, postdocs, and higher scientific staff (excluding professors and lecturers), which amount to almost 7000 people. AVETH has over 2000 members and is organized in 18 associations across all departments of ETH.

Become Part of AVETH: Shape Our University and Its Future

At the Academic Staff Association (AVETH), we believe in empowering the academic staff to play an active role in shaping the environment and policies of our university. One of our main tools

for this is the commission system. Commissions are boards or advisory groups within various institutes where elected AVETH representatives act for the interests and voices of academic staff, directly influencing decisions across a broad spectrum of topics. From improving campus



facilities to addressing housing needs, AVETH's impact extends across nearly every aspect of university life, giving you a unique opportunity to be part of something transformative.

Commissions: A Broad Impact Across Campus Life

AVETH commissions engage in diverse areas of university life, from housing and sports to campus dining and sustainability. For instance, we have representation on the board of WOKO, a cooperative responsible for managing student apartments in Zurich. In collaboration with WOKO, AVETH advocates for the accommodation needs of academic staff and students, aiming to secure fair and accessible housing options. Beyond WOKO, we have a presence on boards dealing with campus sports facilities (ASVZ), dining services, and much more. Each commission allows us to shape our campus experience, ensuring it aligns with the needs of the academic community.

Real Examples of Our Work and Successes

Through our work on various boards, AVETH has actively advocated for and addressed the needs of our community, driving efforts to bring improvements to the university environment. Here are just a few recent examples:

1. **Affordable Campus Dining Options:** At the start of the year, there was a proposal for a uniform price increase across all campus dining options. This would have raised the cost of even the most affordable meals, impacting students and staff. However, thanks to AVETH's efforts within the Gastro commission, alongside our partner organization VSETH, we successfully advocated for a more balanced approach. As a result, the increase was smaller for lower-cost options, ensuring that affordable dining remains accessible.
2. **Preserving Wellness Facilities at ASVZ:** When ASVZ announced plans to close its wellness facilities, AVETH took immediate action. We brought the issue back to the discussion table, highlighting the importance of psychological and physical recovery for academic staff. Although the final decision was made to close these facilities to make room for new gym spaces, our advocacy initiated a critical discussion, and we hope now to find some alternative offer to dampen the future closure of the Höggerberg offer. Especially since neither the students nor the academic staff associations of Uni Zürich and ETH supported this reduction. This experience has also underscored the urgent need for additional sports space on the Höggerberg campus, and we will continue advocating for this cause on behalf of the academic community.
3. **Contributing to ETH Net Zero Goals:** One of the most ambitious projects AVETH is part of is the "ETH Net Zero" program, an initiative aimed at achieving ETH carbon neutrality. As part of this effort, AVETH participates in the Sounding Board, a group that supports the integration of ETH's Net Zero goals within the community. Meeting twice yearly under the guidance of the Vice President of Infrastructure, the board reviews and discusses the progress of transformative projects, each dedicated to reducing greenhouse gases and enhancing energy efficiency on campus. Through the Sounding Board, AVETH contributes directly to the discussion on sustainability, advocating for an ETH that leads to climate responsibility and sustainable development.
4. **International Collaboration through the Enhance Alliance:** AVETH also participates in the Enhance Alliance, an initiative fostering collaboration between European universities. Through this alliance, we exchange ideas with partner institutions, collectively innovating solutions to common challenges faced by academic communities across Europe. The Enhance Alliance expands our influence beyond the ETH campus, creating a platform for exchange and cooperation with leading academic institutions.

Conclusion: Shape the Campus and Beyond with AVETH

AVETH is committed to making a meaningful difference, not only on campus but also in broader contexts. Our work touches on housing, sustainability, campus facilities, and international collaboration. By becoming part of AVETH, you can actively contribute to shaping ETH Zurich and enhancing the academic experience for all. Whether you have specific ideas or simply a desire to be involved, we invite you to join our efforts. Connect with our commissioners or reach out to us in the AVETH presidency – we'd love to hear from you!

scan me to join AVETH



AVETH Board

Our mission is to make ETH a better place to learn, teach and do research.

The elected board of AVETH consists of motivated volunteers who organize the political representation of the scientific staff at ETH, bring people together by holding a variety of events, and offer counseling and other services for AVETH's members.

The AVETH board's structure and active engagement have led to notable achievements in representing academic staff, from policy influence to fostering a thriving, connected, and supportive community at ETH Zurich. Through these initiatives, AVETH ensures that the voices and well-being of researchers, PhD candidates, and postdocs are continuously supported and valued within the ETH community.

Structurally, AVETH board consists of:

- Coordination Team: Presidency, Treasurer, Secretary General, Telejob Presidency and Treasurer
- Working Teams and their Coordinators: Communication, Counselling, Diversity, Events, Politics, Postdoc+, Sustainability,
- Regular Board Members

Each board member is dedicated to supporting the academic and social needs of scientific staff. Board members ensure the continuous operation and decision-making of AVETH. The board meets every month to discuss the activities of AVETH and set a roadmap for future goals and activities. Twice per year, the board reports to AVETH members at the General Assembly.

The main responsibilities and activities of the working teams include but are not limited to:

1. Politics Team focuses on ETH university politics and is at the forefront of AVETH's advocacy efforts, representing the interests of scientific staff in ETH's decision-making processes. Key achievements of the team include salary discussions and salary increase, public discussions with the school board regarding admission procedures.
2. Events Team is organizing a range of events that foster community and connection among scientific staff. Social and Networking events organized by the team help AVETH members better integrate within the community and build friendships.
3. Diversity Team works towards more welcoming and inclusive environment across ETH and focuses on gender equality, anti-discrimination policies, and support for underrepresented groups. Diversity team is actively involved in ALEA and Diversity Awards, discussion of the "Leaky Pipeline in the Science".
4. Counselling Team provides completely confidential and independent advice on academic, administrative, and personal issues. In particular, they provide advice, guidance, assistance, and coaching to those who seek help.
5. Postdoc+ Team addresses the needs of the senior academic staff, from postdoc and up, in terms of career, networking, and politics at ETH. The team is responsible for welcoming new postdocs and ETH and supporting them throughout their employment here.
6. Sustainability Team aims to accelerate and facilitate sustainability by/at/for ETH by raising awareness and sparking discussion, as well as facilitating and contributing to the initiatives of others.
7. Communications Team manages AVETH's communication channels, including newsletters, social media, and event promotion, ensuring that ETH Zurich's academic staff stays informed about events and initiatives.

AVETH Presidency

Teamwork makes the dreamwork

The presidency of AVETH is the central governing body responsible for overseeing the overall direction and management of the organization. It ensures that the association's mission, goals, and policies are effectively implemented. The presidency generally consists of several key members, including the President (or Co-Presidents), Vice President, General Secretary, and Treasurer. The presidency works closely with the board, working groups, commission delegates, and presidencies of the department associations.

To break down the key members' main focuses:

The President is the primary spokesperson of the association. They guide strategic planning, preside over meetings, and represent the association at events.

The Vice President assists the President and oversees specific projects and committees in agreement with the President. In the absence of the President, the Vice president takes over.

The General Secretary is responsible for maintaining official records and documenting meetings, managing e-mail lists, and ensuring compliance with legal and organizational guidelines.

The Treasurer oversees the financial management, including budgeting, accounting, and financial reports. They ensure financial transparency and the responsible use of funds.

The core responsibility of the presidency is to represent the association on different levels:

Department level:

- o Keep a strong connection to all department associations

ETH level:

- o Regular information exchange with rector and president, VPPL (Vice-President for Personnel Development and Leadership), and VPF (Vice-President for Research)
- o Support the working groups and department associations
- o Introduce AVETH at newcomer and orientation events for PhDs and PostDocs
- o Meet new members and advertise the association's work
- o Stay in continuous exchange with VSETH

Swiss and European level

- o Keep a strong connection to networks like TradeUnions, ActionUni, and UZH.

Here is an article outlining the work of the presidency in 2024/2025:

<https://ethz.ch/staffnet/en/news-and-events/internal-news/archive/2025/01/aveths-leadership-team-unveiled.html>

Department Association

We are all in this together!

The Departmental Associations (DAs) serve as the representative bodies for each department and operate under the umbrella of AVETH, making us all part of one big family. Each DA has its leadership team and organizes activities tailored to its department, such as participating in departmental conferences, hosting department-specific events, and providing support through helpdesks and diversity initiatives.

While departments may face unique challenges, there are often common questions or shared efforts among multiple DAs. This year, we made a concerted effort to strengthen our connection to the DAs. By doing so, we aimed to stay in touch more effectively and make communication easier. Additionally, we have focused on fostering communication and collaboration between different DAs, ensuring they can share knowledge, exchange ideas, and work together on shared goals.

These stronger ties help us all act as a united force when addressing issues at the ETH level, ensuring that every department contributes to collective solutions and benefits from mutual support.

In the overview below, you'll find everything you need to know about your Departmental Association (DA): where to find them, how to contact them, and how to get involved. Whether you are interested in attending events or taking an active role, there is a place for you!

Become a part of AVETH!

Even if you are not ready to be active just yet, becoming a member is easy and rewarding. AVETH membership is only 4 CHF/month, which includes automatic membership in your DA. Half of your contribution directly supports your DA's activities, while the other half enables AVETH to organize events, represent you, and provide essential support. While all scientific staff benefits from what we do, AVETH members get the full benefits at our events and communication of upcoming activities.

If you are ready to take the next step and become an active part of AVETH, we would love to hear from you! Simply email us at info@aveth.ethz.ch, and we will arrange a meeting or invite you to a casual get-together. It is a great opportunity to meet the team and join our efforts to make ETH a better place for scientific staff.

Joining us is easy and no special requirements are needed, just an interest in our mission and a bit of motivation! You can start small, choosing activities and a level of commitment that work for you. Your involvement makes a real difference: the more members we represent, the stronger our voice and the greater our impact.

Let's shape the future of AVETH and ETH together!

Department associations

Overview

Department	Dep. Abbr.	Association Abbr.	DA E-Mail	DA Website
Architecture	D-ARCH	AAA	aaa@arch.ethz.ch	https://aaa.arch.ethz.ch
Civil, Environmental and Geomatic Engineering	D-BAUG	ASB	asb@ethz.ch	https://asb.ethz.ch
Biosystems Science and Engineering	D-BSSE	VMB	vmb@bsse.ethz.ch	https://bsse.ethz.ch/department/D-BSSE-Initiatives/VMB.html
Computer Science	D-INFK	VMI	vmi-contact@lists.inf.ethz.ch	www.vmi.ethz.ch
Information Technology and Electrical Engineering	D-ITET	VMITET	vmitet@ee.ethz.ch	www.vmitet.ethz.ch
Mechanical and Process Engineering	D-MAVT	AV@MAVT	avatmavt@sympa.ethz.ch	https://avmavt.ethz.ch
Materials	D-MATL	SAM	sam-board@sympa.ethz.ch	https://sam.mat.ethz.ch
Biology	D-BIOL	AMB	amb@biol.ethz.ch	www.amb.ethz.ch
Chemistry and Applied Sciences	D-CHAB	VAC / PSA	president@vac.ethz.ch psa@pharma.ethz.ch	www.vac.ethz.ch www.psa.ethz.ch
Mathematics	D-MATH	VMM	vmm@math.ethz.ch	www.math.ethz.ch/vmm
Physics	D-PHYS	AMP	amp@phys.ethz.ch	https://www.phys.ethz.ch/the-department/amp.html
Earth and Planetary Sciences	D-EAPS	VAME	vame@eaps.ethz.ch	www.vame-erdw.ethz.ch
Health Sciences and Technology	D-HEST	HAS	haoss@ethz.ch	https://hest.ethz.ch/en/department/student-academic-associations/hest-association-of-scientific-staff-has.html
Environmental Systems Science	D-USYS	VMUSYS	vmusys@usys.ethz.ch; board.vmusys@sympa.ethz.ch	https://usys.ethz.ch/en/department/organisation/mittelbau/vmusys.html
Management, Technology and Economics	D-MTEC	ScSt@MTEC	mtec-scientific-staff@ethz.ch	https://mtec.ethz.ch/research/scientific-staff.html
Humanities, Social and Political Sciences	D-GESS	ASST	asst@gess.ethz.ch	https://asst.ethz.ch



IMPRESSIONS

Memorylane

Discovering the AVETH Community Through Events and Activities

This year, the AVETH community came alive through a wide variety of events and initiatives, both on and off campus. These moments, captured in photos, highlight the vibrancy and diversity of our members and activities.

Bringing People Together

On campus, our recurring events such as book clubs, pub quizzes, and paint-and-wine evenings created spaces for connection and creativity. Off campus, we explored new experiences together, from "Paint in the Dark" and pub crawls to a botanical garden tour, the WOW Museum, and even a Picasso tour.

Collaborating Across ETH

AVETH thrives on collaboration. Working closely with ETH groups like Diversity and Sustainability, we've hosted BBQs and lunches that foster inclusivity and shared values. Partnerships with Departmental Associations (DAs) have led to standout events, such as the popular "Sip and Paint Night" co-organized with D-MTEC. Also, a sporty event like the badminton tournament in cooperation with UZH was a great success.

Welcoming New Faces

In collaboration with the Doctoral Office, we've organized a "New in Zurich" town tour, welcoming new PhDs and postdocs to the city. Moreover, the welcome event for PhDs provided an opportunity to introduce AVETH, share resources, and answer questions, ensuring support from the start.

Celebrating Excellence

AVETH is also proud to support prestigious awards like the ALEA, Diversity and Dandelion Awards, recognizing exceptional contributions within our community.

A Memorable General Assembly

Our October General Assembly was a highlight, drawing a fantastic turnout. The event concluded with a lively standing apero, celebrating our achievements and getting to know the newly elected board.

Board Retreat

The board retreat in Baden, Switzerland, provided an invaluable opportunity for in-depth discussions on modernizing our regulations to address upcoming challenges.

Through these events and initiatives, AVETH isn't just a representative body; it's a thriving community. Let the photos tell the story of who we are and the connections we've built this year!



ALEA Award

Fotos: Stefan Schneller, ETH Zürich



ALEA & Diversity Winners



Dandelion Award



Pub Crawl



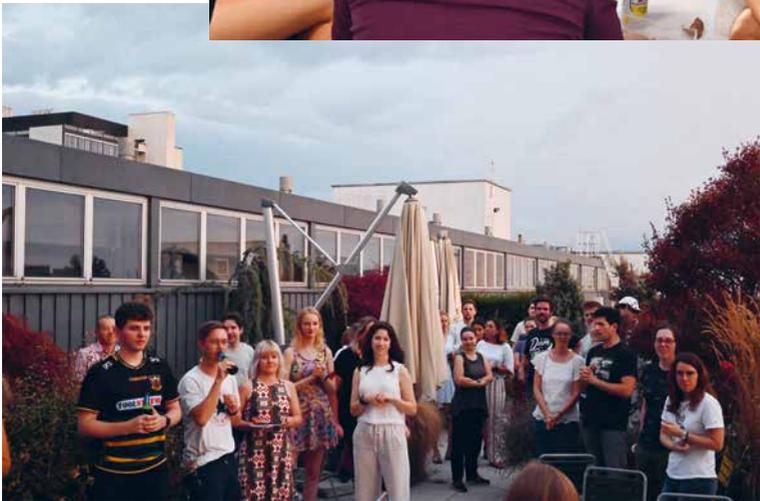
WOW Museum



General Assembly, October 2024



Pub Quiz



Counselling Workshop



Badminton Tournament



Christmas Bowling



Board Retreat



Sustainability Networking and Public Outreach





Newcomer PhD event, Autumn 2024



Botanical Garden



Newcomer PhD event, Winter 2025



Sustainability Summer Event



Paint In The Dark



Sip & Paint





**LAST BUT
NOT LEAST**

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

EDITORIAL TEAM

Editorial Team | AVETH Presidency

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