

**ETH** zürich

# life

ETH community magazine  
October 2017

**TIME FOR A  
FULL STOP.**

**LIFE EXPLAINS  
WHY.**

Anniversary exhibition

## 50 years of gta

For half a century, the Institute for the History and Theory of Architecture (gta) has been researching and teaching at the interface between theory and practice, history and the present. The institute's anniversary exhibition, running from 28 September to 20 December, features projects, exhibition concepts and publications illustrating research specialisms and current discourse subjects.

[www.gta.arch.ethz.ch](http://www.gta.arch.ethz.ch) →

ETH helper pool

## Helping hands as we approach year-end

Around 200 students have signed up for the ETH helper pool organised by the Services department. Student helpers can take on a wide range of roles both behind the scenes and "front of house", including helping out at year-end social events, putting together Christmas mailings or working as extras for photo shoots and filming sessions.

[www.ethz.ch/helpers](http://www.ethz.ch/helpers) →

kihz Foundation

## New childcare facilities on Zentrum campus



Photo: Colourbox

After a successful launch year, the kihz Foundation is now in a position to extend its flexible care for children aged between four months and seven years: alongside its offering on the Hönggerberg campus, kihz will also provide childcare facilities on the Zentrum campus from October 2017. Parents can register their children for these services online at short notice and without committing to a contract.

[www.kihz.uzh.ch/en.html](http://www.kihz.uzh.ch/en.html) →

Industry Day 2017



Photo: Oliver Bartschlagel

## Business meets science

This year's Industry Day on 29 August gave around 600 business and industry representatives the chance to find out about future research trends and spin-off activities at ETH Zurich. This year the focus was on mobility and energy, construction and production, information and communication, as well as health, nutrition and environment.

[www.ethz.ch/industry-day-en](http://www.ethz.ch/industry-day-en) →

Digital Day

## Spotlight on digitalisation

On 21 November, it's all about digitalisation: the National Digital Day in Switzerland will show the Swiss people the opportunities offered by the digital transformation as well as the challenges to be overcome. ETH will be playing its part with interactive exhibits at Zurich's main railway station and programming workshops for school classes.

[www.digitaltag.swiss](http://www.digitaltag.swiss) →

### Publishing information

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### Editorial office

Anna Maltsev (head), Karin Köchle (deputy head), Norbert Staub, Felix Würsten, Giulia Adagazza, Meryem Riahi, Anna Focà

### Layout

Evelyn Graf

### Proofreading

Beate Marder (German), Lilian Dutoit (English)

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Louise Killeen Translations Limited

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### Contact

*life* magazine, ETH Zurich, HG F41, 8092 Zurich  
Email the editors: [life@hk.ethz.ch](mailto:life@hk.ethz.ch)  
Further information: [www.ethz.ch/life](http://www.ethz.ch/life)

### Cover

Evelyn Graf



## Emergency preparedness

In the event of serious campus violence, ETH Zurich will alert its members using the Information and Alarm Tool (IAT). The tool, which provides information via email, mobile phone and landline, will be tested on 26 October 2017 to ensure that it functions properly. All students and staff will be contacted and asked to provide a reply. The Safety, Security, Health and Environment department requests that all ETH members take part in the test. Participants will be eligible to participate in a prize draw.

[www.ethz.ch/safety](http://www.ethz.ch/safety) →

### New publication

## Führen in Hochschulen (Leadership in Universities)

This book (in German) provides concrete approaches and valuable suggestions for day-to-day management activities. In the chapter "Vernetzung von Frauen in Führungspositionen an Hochschulen" ("Connecting women in leadership roles at universities"), Ursula Keller, ETH Professor and Director of the NCCR MUST, explains what motivated her to found the ETH Women Professors Forum (WPF) and describes her experiences of setting up the network.

[www.springer.com/shop](http://www.springer.com/shop) →

### Hönggerberg ice rink

## Ice skating in Advent

There is a real treat in store for ice skating fans: the ETH Hönggerberg campus will be home to an ice rink this December. Entry is free, you will be able to hire ice skates at the rink and there will be mulled wine to get you in the festive spirit. The ice rink is being organised by the Association of Students at ETH Zurich (VSETH).

[www.eisbahn.ethz.ch](http://www.eisbahn.ethz.ch) →



Photo: Colourbox

### Singapore-ETH Centre

## New director

Professor of Information Architecture Gerhard Schmitt is set to become the new director of the Singapore-ETH Centre on 1 October 2017. The centre hosts more than 120 researchers, mainly working on its two major programmes, the Future Cities Laboratory and Future Resilient Systems. Schmitt will also head up Cooling Singapore, a joint project with partners including MIT and the Technical University of Munich.

Another research programme in medicine is also being planned.

[www.sec.ethz.ch](http://www.sec.ethz.ch) →



Photo: Carlina Teteris

### Campus Channels

## Advertising for your event

ETH members can take advantage of Campus Channels, a new service provided by the university's Services department, to advertise their own activities with a range of measures including posters, flyers and screen advertising in the ETH Link bus service. Campus Channels offers free advice on how best to plan and implement effective advertising measures on campus.

[www.ethz.ch/campuschannels-en](http://www.ethz.ch/campuschannels-en) →

### Key figure

# 1,500,000

Every day, IT Services' central filter keeps up to 1.5 million unwanted emails away from ETH computers. Most of the emails are malware, phishing and spam messages. There has been an enormous increase in the number of emails that have to be filtered out: in 2015, "only" 880,000 emails were blocked over the entire year.

# ETH is built on respect

**The Executive Board is launching a new campaign to encourage respectful behaviour and personal responsibility among ETH members.**

**Text** Anna Maltsev

"Time for a full stop." These words, which appeared recently on large, colourful dots on entrance doors, in the foyer of the main building and on numerous screens on the Hönggerberg campus, gave rise to lots of questions – precisely as intended. "The aim of this campaign was to attract the attention of our students and employees," explains Lukas Vonesch, Head of Human Resources at ETH Zurich.

This attention was then directed towards ETH's new Respect campaign, which was launched on behalf of the Executive Board on 25 September. The explanation behind the mysterious dots came two weeks later in the form of flyers and posters saying things like "Let's discuss it later. In bed." and "You're smart. For a woman." These provocative slogans all have one thing in common: a full stop separates a neutral statement from a disrespectful one. But the point at which a neutral comment becomes disrespectful can vary from case to case and needs to be discussed, according to Vonesch. "Whether or not a statement is understood as discriminatory or offensive is a somewhat subjective matter. The important thing is that everyone knows their own boundaries and communicates them to other people – it's about knowing where to stop," says the Head of HR.

## **ETH-wide Code of Conduct**

This is precisely the aim of the new Respect campaign. "With this campaign, we are hoping to reinforce the culture of respect at ETH and the personal responsibility of ETH members," explains

Renate Schubert, Professor for Economics as well as Associate Vice President for Equal Opportunities and Head of Equal! at ETH Zurich. Since 2008, the Equal Opportunities VP has been working to ensure that men and women are equally able to enjoy and succeed in their studies, research and work at ETH. Together with the HR department, the Safety, Security, Health and Environment department (SSHE), Corporate Communications and an external agency, Schubert is responsible for the design and implementation of the Respect campaign.

The idea for the campaign came from the last employee survey, which indicated that the working environment at ETH was mostly regarded as positive and respectful, but that problems needed to be dealt with more openly and solution strategies illustrated more clearly. Various measures are now being put in place to tackle these issues. Alongside workshops, videos and a dedicated campaign website, a university-wide Code of Conduct on respect will be published by the start of 2018. This Code of Conduct provides guidelines on respectful behaviour towards other people ►



**“Respect cannot be decreed  
from above. Respect has to  
be sustained and practised by  
each and every individual.”**

Lino Guzzella  
President of ETH Zurich



► and states the kind of behaviour that will not be tolerated at ETH. At the moment, only three departments have conduct recommendations of this nature in place. These were introduced following the last Respect campaign in 2010, which used various pictograms to draw attention to appropriate and inappropriate behaviour in day-to-day work.

#### **“We will not tolerate disrespectful behaviour”**

According to ETH President Lino Guzzella, regular Respect campaigns are particularly important at institutions like ETH: “Students, and many of our employees and researchers, only stay at ETH for a short time. It is therefore important that we remind people of our values on a regular basis.” The different nationalities and cultures at ETH are what make the university’s research and teaching outstanding, but they also bring with them different ways of behaving and, in some cases, a divergence of values. This is why we need to establish a common understanding of the correct way to behave towards each other, according to the President. “The Executive Board will not tolerate disrespectful behaviour. If this kind of behaviour is identified, it is important to deal with those involved professionally and respectfully,” says Guzzella.

**“Whether or not a statement is understood as offensive is a somewhat subjective matter. The important thing is that everyone knows their own boundaries and communicates them to other people – it’s about knowing where to stop.”**

Lukas Vonesch  
Head of Human Resources

ETH offers various contact points for anyone who is affected by or witnesses disrespectful or discriminatory behaviour. To date, there have not been all that many reported cases of bullying, violence, harassment or discrimination, but each case is taken very seriously. “Anyone who witnesses unfair behaviour should speak to those involved and try to help rather than turning a blind eye,” says Vonesch. The way the incidents are handled varies from case to case and is always agreed with those involved. Anonymity can be preserved if desired.

#### **Hypersensitivity should be avoided**

Employees who experience discrimination and defend themselves are also protected against dismissal by equality legislation. If students report discriminatory behaviour, ETH will ensure that they are not disadvantaged in any way with regard to the continuation of their studies.

Vonesch is pleased that the discussion of discrimination and harassment has become more widespread in the media and among the general public in recent years. At the same time, though, he is keen to avoid hypersensitivity. “It’s always best if





“With this campaign, we are hoping to reinforce the culture of respect at ETH and the personal responsibility of ETH members.”

Renate Schubert  
Head of the Office of  
Equal Opportunities

those involved can resolve the situation between themselves as far as possible. Often, the problem is simply caused by misunderstandings.” This makes it all the more important to encourage open, honest and direct communication between people – a further aim of the new Respect campaign.

Fundamentally, however, the culture at ETH is excellent and the environment is characterised by diversity, helpfulness, commitment, motivation and tolerance, according to President Guzzella. To ensure that newly arriving ETH members internalise this culture of mutual respect as quickly as possible, the Code of Conduct will be presented and handed out at welcome events in future. Furthermore, the second phase of the Respect campaign is planned for spring 2018. The aim of this phase is to include employees and students more actively in the implementation of the campaign. Ultimately, says Guzzella, the campaign will only work if ETH members engage with it: “Respect cannot be decreed from above. Respect has to be sustained and practised by each and every individual. What we need to do is promote this personal responsibility.”

[www.ethz.ch/respect](http://www.ethz.ch/respect) →



#### Points of contact

If you experience or witness inappropriate behaviour, trained experts are on hand to help. You can contact them at the following specialist units:

##### **Sexual harassment and discrimination**

Office of Equal Opportunities for Women and Men (Equal!)  
[discrimination@ethz.ch](mailto:discrimination@ethz.ch); +41 44 632 62 76

##### **Bullying**

Human Resources; Personnel and Organisational Development  
[personal-organisationsentwicklung@ethz.ch](mailto:personal-organisationsentwicklung@ethz.ch); +41 44 632 20 38

##### **Threats and violence**

Safety, Security, Health and Environment (SSHE)  
[www.ethz.ch/security-en](http://www.ethz.ch/security-en); +41 44 632 30 30

# Keep your feet on the ground

Researchers are connected by global networks which frequently involve air travel. ETH Vice President Ulrich Weidmann wants members of the university to find alternatives wherever possible, as air travel is by far the biggest source of emissions at ETH.

Text Norbert Staub

Photo Oliver Bartenschlager

**Professor Weidmann, at the moment ETH members are flying around 5,000 kilometres on average per year. Are you planning to limit researchers' freedom of movement?**

Not at all – global research networks are key to ETH's success! But intellectual, rather than physical, agility is the crucial factor. We – the Executive Board – are convinced that communication between researchers does not always need to involve flying thousands of kilometres and that we can save a great deal of time and money by cutting down on meetings.

**Some people would say that there is no substitute for a face-to-face meeting.**

Young doctoral students need to present their research at conferences in order to establish themselves within the community. But a team of researchers who know each other well do not necessarily need to meet in person. The same goes for doctoral examinations, which can be carried out successfully using video conferencing. But ETH's policy is clear: the priority is always ensuring the best possible development opportunities for researchers.

**So reducing air travel doesn't impact research performance?**

I'm sure it doesn't. And we can also make a big difference by reducing air travel a little. Transport accounts for 60 percent of ETH Zurich's greenhouse gases – more than for heating and ventilation! And 96 percent of that is down to air travel.

**Has something in particular triggered the Executive Board's current focus on air travel?**

The global community made a commitment to climate protection in Paris, and ETH Zurich is at the forefront of climate research. I was also pleased that students from Swiss universities, particularly ETH, called on the universities to play an active role in climate protection during the 2016 and 2017 Sustainability Weeks. It is precisely this kind of behaviour – responsibility coupled with a willingness to ask difficult questions – that we want to encourage in our engineers and scientists.

**How do you intend to reduce ETH's carbon footprint?**

By means of the bottom-up approach that epitomises the ETH philosophy – personal responsibility rather than a decree from above. Each department should define the contribution it wants to make and the measures to be used based on its own expertise and needs. The ETH mobility platform offers a range of support services in this regard, including a programme of workshops. I am confident that ETH Zurich can reduce its CO<sub>2</sub> emissions by 20 percent by 2024.

**Do you have any concrete ideas in mind?**

I don't want to get ahead of myself. But video conferencing will definitely play a key role. There are lots of options, from simple Skyping to a full virtual conference. It is equally important to have a conscientious approach to research and teaching. We need to think honestly about

whether a particular experiment or study trip really has to take place overseas or whether we can achieve the same objective within the diverse European environment. And a third approach would be a fund for climate-oriented research, potentially for teaching and transfer as well. The advantage here is that the money stays where taxpayers want it to be: in the ETH system. This shows that, while we are considering other methods of exchanging information in the first instance, what we really want to do is initiate a cultural change.

**So air travel has the most potential in terms of sustainability. What is the picture like for other forms of transport?**

Very positive. 80 percent of ETH members travel to work on public transport, 15 percent on foot or by bike, five percent by car. Our aim with the mobility platform is to extend the reach of sustainable mobility wherever possible. For example, there are currently various app-based e-bike sharing platforms which ETH members in Zurich can test out and which we hope will encourage sustainable mobility. ■

[www.ethz.ch/mobility](http://www.ethz.ch/mobility) →

## Info event on air travel

All members of ETH are invited to attend the internal information event "Reducing air travel at ETH", organised by Ulrich Weidmann, on **25 October 2017** from 5–6.30 p.m. The event will be followed by a panel discussion. You can register by sending an email to [mobilitaetsplattform@ethz.ch](mailto:mobilitaetsplattform@ethz.ch) →



"Intellectual,  
rather than physical,  
agility is the crucial  
factor."

ETH Vice President  
Ulrich Weidmann



# Data – the key to success

**Data permeates every aspect of our lives and forms an integral part of any research work. Data scientists collect, analyse and process enormous volumes of data. ETH Zurich plans to step up its activities in a number of areas to consolidate its strong position in this important field.**

**Text** Felix Würsten

**Illustration** Aurel Märki

As a society, we are producing data faster than ever before. This raises a number of obvious questions: What do we do

with all this data? How do we process it? What information can we obtain from it? And not least: how is this data secured and protected? If you can answer these questions, you have a crucial advantage in today's digital society. This is why the new interdisciplinary field of data science is becoming more and more important.

says ETH President Lino Guzzella. It is clear to him that ETH Zurich is going to play an active role in shaping the digital transformation that will dramatically change our lives in so many ways over the next few years. The university's contributions will help to make good on the social and economic opportunities offered by digitalisation.

## ETH Zurich's four research specialist areas

Over the course of this four-part series, we hope to give you an insight into four research specialist areas at ETH Zurich: data science, medicine, sustainability and manufacturing technologies. In the next instalment, we will be looking at the subject of medicine.

[www.ethz.ch/main-focus-areas](http://www.ethz.ch/main-focus-areas) →

## A great opportunity

Against this backdrop, it is no surprise that ETH Zurich plans to secure itself a prominent position in this key field as one of Switzerland's leading institutions for computer science – not least as a demonstration of its social responsibility. "Here in Switzerland, we have a unique opportunity to establish a high-performing industry in the IT sector which could be just as significant for our country as the pharmaceutical industry is today,"

As in other areas of life, the new possibilities of information processing are having an impact on the field of research as well. Situated at the interface between data management, statistics, machine learning, information theory and algorithms, the methods of data science find applications in numerous fields, from social and economic studies to health, environmental and engineering sciences. Researchers in all of these fields hope to









► gain new insights into previously undiscovered relationships by analysing large volumes of data.

### **Learning systems and data security**

In concrete terms, ETH Zurich is focusing on three areas: firstly, learning systems. Together with the Max Planck Society in Germany, ETH has founded the Max Planck ETH Center for Learning Systems, which studies the principles of the intelligent systems of the future. The work of the researchers at the center covers areas such as the statistical bases of complex systems, the development and control of autonomous systems, the intelligent behaviour of machines and reliable perception in complex situations. The center also researches the development of robots on micrometre and nanometre scales and studies artificial nerve systems.

The second important pillar is the Zurich Information Security and Privacy Center (ZISC), with which the university is hoping to make its mark in the field of data and information security. Collaborations with various industry partners are helping to ensure the success of this project. Recently, for example, the infrastructure service provider SIX and Swiss Post became partners of the center. The spectrum of topics studied at the ZISC is broad. It ranges from concrete issues such as the security of mobile phones to the ambitious SCION project (Scalability, Control, and Isolation on Next-Generation Networks), in which ETH researchers are aiming to achieve nothing less than the creation of a new, solid foundation for the internet itself.

### **Novel data processing and analysis**

ETH Zurich's third area of focus is the field of data processing and analysis. In collaboration with EPFL, the university opened the Swiss Data Science Center in February 2017. There will soon be 30 to 40 computer scientists and data scientists working there to make the findings and techniques from the field of data science accessible to other fields. The idea is to

close the gap between those who produce data, those who develop data analysis tools, and those who could potentially benefit from this work.

For the researchers at the center, the first step is to develop an innovative cloud-hosted platform for analyses, known as the "Erkenntnisfabrik" ("Insights Factory"). This will provide a one-stop shop in which organised, calibrated, anonymised data can be hosted, studied and analysed. The researchers' project will also benefit from the existing infrastructure – for example, the Swiss National Supercomputing Centre (CSCS) in Lugano and the technology and service platform for Swiss universities (SWITCH).

### **New study opportunities**

The Swiss Data Science Center was founded as a result of the initiative for data science, which was launched by the ETH Board 18 months ago. The aim of the initiative is to expand the education, research and infrastructure opportunities available to scientists who work in the field of data science, and to guarantee the provision of these opportunities in the long term. It is also thanks to the initiative that a new Master's degree programme in data sciences was launched at ETH this September.

As well as providing in-depth information about analysing and handling large volumes of data, this course will also provide specialised knowledge in a particular field of application. "We want our students to learn how to exploit the potential of large data volumes effectively and responsibly in different application contexts," says Andreas Krause, Professor at the Institute for Machine Learning and Academic Co-Director of the Swiss Data Science Center. A central element is therefore the Data Science Laboratory, where students solve problems that arise in interdisciplinary applications. This gives them first-hand experience of how challenging it is to obtain meaningful insights from a huge mountain of real data. ■



# Part-time lifesavers

**Text** Meryem Riahi

**When there is an emergency at ETH, the voluntary first-aiders are usually the first on the scene.**

With almost 20,000 students and over 11,000 employees, ETH Zurich is bound to be the site of accidents from time to time. In emergency situations, the university's first-aiders know exactly how to tend to injured ETH members – treating people quickly and correctly can save lives. At ETH, all employees who work at least 50% and have been employed for at least a year can train to become a first-aider. “But you need to have strong nerves and be comfortable with the sight of blood,” says Monika Wanner, who works in the Höggerberg Information and Service Centre and is a first-aider at ETH Zurich.

If their application is accepted, new starters attend a first-aid refresher course and/or a course in chest compression

and defibrillation. All first-aiders also attend two one-day or half-day training courses every year. “Before, the courses were mainly dry theory. Now we simulate practical examples and share ideas and experiences,” explains Wanner, who has been attending the courses for over ten years. ETH also offers special courses for particular fields of work – for an emergency in a chemistry lab, for example, or other areas with specific accident risks.

So what happens in an actual emergency? In the event of health problems or accidents, the first-aiders are called directly or mobilised via the Emergency Desk. The Emergency Desk can be contacted 24/7 – on 044 342 11 88 for external calls or 888 internally. “It is important to act quickly, but it is just as important to pass the patients on to the doctors and paramedics after administering first aid. We can provide initial care, but we are emergency helpers, not paramedics,” stresses Wanner. The proximity of ETH

to the University Hospital Zurich and the Waidspital hospital is therefore a key advantage, especially in the event of eye injuries where the patient needs to be examined in the University Hospital's eye clinic.

Around 160 employees from all areas of ETH work part-time as volunteer first-aiders, divided into 18 medical service sectors. Each year, there are around 100 accidents reported which require first-aid services. First-aiders generally spend around 1 to 2 percent of their working hours on first-aid activities. In most cases, the work involves treating minor injuries such as cuts and burns. ■

## Become a first-aider

Are you interested in becoming a part-time first-aider? The Safety, Security, Health and Environment department welcomes enquiries: [www.ethz.ch/first-aiders](http://www.ethz.ch/first-aiders) →



Part-time first-aiders attend regular training courses, where they learn to handle incidents based on examples drawn from real-world experience. [Photo: Colourbox]





**Linda Schädler**  
Head of the Graphische Sammlung ETH Zürich

## The art of enthusiasm

**Text** Giulia Adagazza **Photo** Florian Bachmann

Linda Schädler is not a private art collector, and in fact you will hardly find any works of art at all in her home. But this is in no way down to a lack of enthusiasm for art – quite the contrary: “I am already surrounded by exquisite art every day at work – we have around 160,000 outstanding artworks on paper,” says the head of the university’s collection of prints and drawings. In addition to her day-to-day work, Schädler spends a lot of her free time visiting artists’ workshops, private gallery viewings and museums. These activities blur the line between her private and professional

passion for art. “Talking to people and viewing originals is extremely important if you want to keep your finger on the pulse,” says Schädler. During exhibitions in the Graphische Sammlung ETH Zürich, the art historian actively encourages dialogue. “The public can come to us to discover art and, at the same time, speak to our staff, artists and researchers at events.” One thing that Schädler particularly loves about her work is the opportunity to present works of art to a wide audience. How does she do that? “Using my own enthusiasm. That’s the easiest way to inspire a love of art in other people,” she says. ■

[www.gs.ethz.ch/en/](http://www.gs.ethz.ch/en/) →

**Birgit Kessler**  
Head of the Office for Faculty Affairs



Illustration: Kornel Stadler

## The “Trump effect” and its impact on faculty recruitment

Over the last few months, journalists have asked us on multiple occasions whether we are seeing a “Trump effect” – i.e. an increase in applications from the USA, as is the case in Canada according to media reports. We do of course have access to details about candidates’ countries of origin, but we have not made any attempt to evaluate these statistics because we do not regard this information as particularly relevant for us. Ultimately, what counts is not the number or origin of the applications, but ETH’s ability to recruit candidates successfully and find new researchers who are able to get involved in the local culture and integrate into ETH Zurich and Switzerland on a long-term basis.

At the end of last year, right after Donald Trump was elected, two sets of appointment negotiations with candidates from the USA (one of whom was originally from Europe) actually fell through – at a time when other Swiss universities were already announcing an increase in headhunting activity in the USA. Of course, there are more substantial reasons for changing university and returning to Europe than the political environment in the USA.

The latest statistics from mid-2017 show that out of the 25 appointments so far this year, only 4 people have been recruited from the USA (all at the assistant professor level), which is actually below the usual average of around 25 percent in recent years. This naturally raises

the question of why ETH Zurich is not actively responding to this opportunity and targeting top researchers from the USA. The answer is clear: ETH Zurich’s general recruitment policy for professors is based on a long-term strategy and not on political events in particular countries.

The appointment commissions appointed by the President are always instructed, regardless of the applications received, to seek out other high-flyers in the relevant field and encourage them to apply. It doesn’t matter where they come from. What matters is the scientific quality and innovative capacity of their research, together with excellent teaching abilities and a willingness to get involved in the new environment and in ETH culture. It remains to be seen whether the “Trump effect” will eventually have an impact on ETH Zurich’s recruitment statistics. ■

**Birgit Kessler**

### About the Office for Faculty Affairs

Birgit Kessler is Head of the Office for Faculty Affairs at ETH Zurich. The Office for Faculty Affairs supports the ETH President with the planning of professorships and the appointment of new professors and handles any concerns during their time at ETH right up until they retire.

[www.ethz.ch/faculty-affairs](http://www.ethz.ch/faculty-affairs) →

### AVETH

## ALEA – celebrating the art of leadership

What do Professor Nina Buchmann and Dr Giorgio Broggi, Head of the Software Services section in IT Services, have in common? They both provide particularly family-friendly working conditions for their staff. In recognition of their efforts, they have both received the Golden Tricycle award. Since 2007, AVETH and the Office of Equal Opportunities (Equal!) have awarded the Golden Tricycle annually to ETH Zurich management personnel who provide exemplary conditions for the best possible work-life balance.

After ten years, it was time to update the award for family-friendliness and expand the spectrum. In future, the award will recognise managers with a motivational leadership philosophy who create a working environment built around employee commitment, diversity and mutual respect – and where employee development and high levels of flexibility play a key role. The aim of the new award for exemplary management is to show that at ETH Zurich, top research and exceptional commitment lead to the greatest success when employees are given a flexible working environment which promotes development.

ALEA – the award for “The Art of Leadership” – will be presented to man-

agers by AVETH for the first time at the Executive Board’s Christmas reception this year, with the support of Equal! and Human Resources.



**Isabella Schalko,**  
AVETH project manager  
[www.aveth.ethz.ch](http://www.aveth.ethz.ch) →





## Solar-powered commuting

There is now an even more sustainable way for ETH members to get to work: the "solar.mobil-Pass" ensures that they can travel on the Zurich public transport network using Swiss solar power for an entire year. The solar power upgrade is a joint initiative from the city of Zurich's transport and electricity companies. ETH staff and students can purchase the pass for 10 Swiss francs instead of the usual 36 francs. This internal offer for ETH is limited to 400 passes for the time being.

[www.ethz.ch/mobility](http://www.ethz.ch/mobility) →