

# Faculty Recruiting at ETH

16 October 2013



# ETH Zürich – Facts and Figures (2012)

- STEM university → homogeneity
- 445 professors (plus 5% 2011)
  - 365 tenured (8.9 % women)
  - 80 assistant professors (29% women)
  - 39 new appointments 2012 → 18% women
- 17'781 students, incl. 3'807 PhDs
- 7'662 FTE, incl. 6'572 in research & teaching
- Small administration, flat hierarchies

# International outreach - ETH

## Non-Swiss employees in 2012:

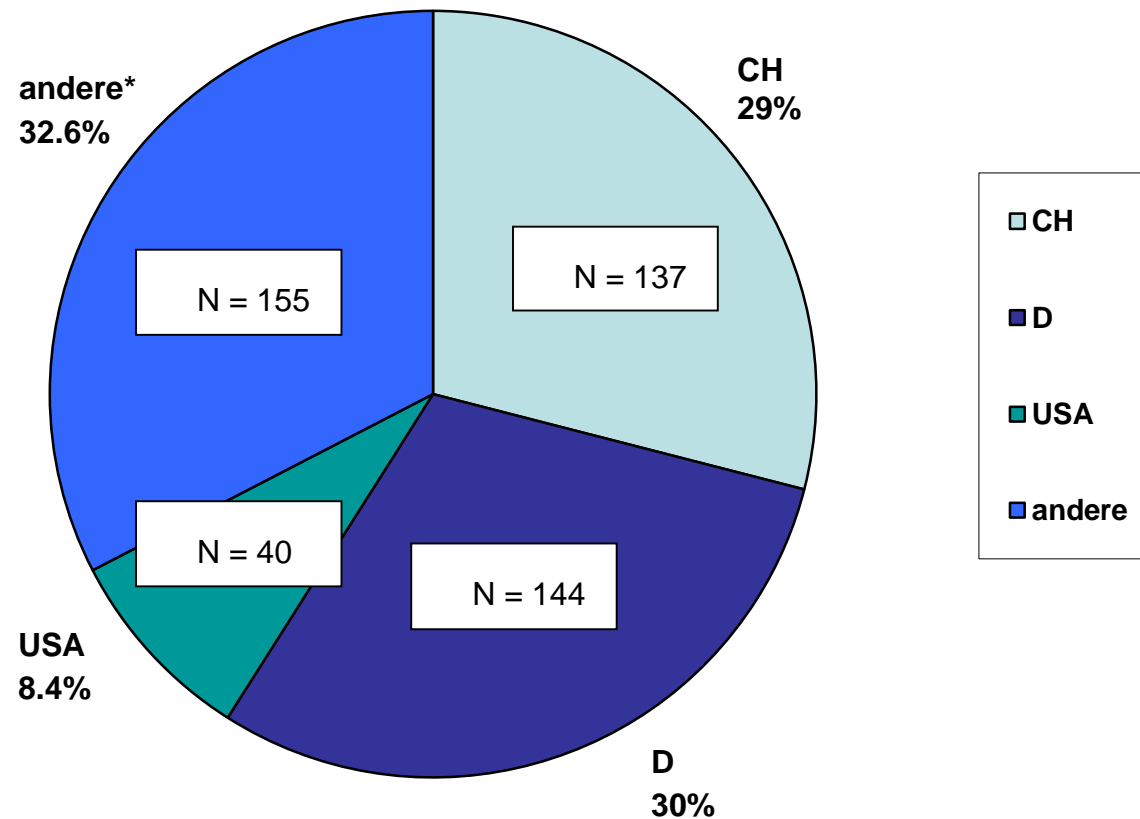
- Faculty: **66%** (1969 **12%** / 1989 **34%**)
- Students: **37%** (31% women)
- PhDs **63%** (32% women)
- Scientists: **64%** (29% women)

# Nationality

\*

Austria	24
France	23
Ukraine	18
Benelux	16
Italy	12
Scandinavia	8
Greece	6
Canada	6
Israel	5
Spain	5
India	4
Croatia	4
Turkey	4
Hungary	3
Indonesia	2
Ukraine	2
Argentina	1
Brazil	1
China	1
Ghana	1
Ireland	1
Korea	1
Liechtenstein	1
New Zealand	1
Russia	1
Serbia	1
Singapore	1
Slovakia	1
Czech Republic	1

## New Faculty 1998 – 2012 (476):

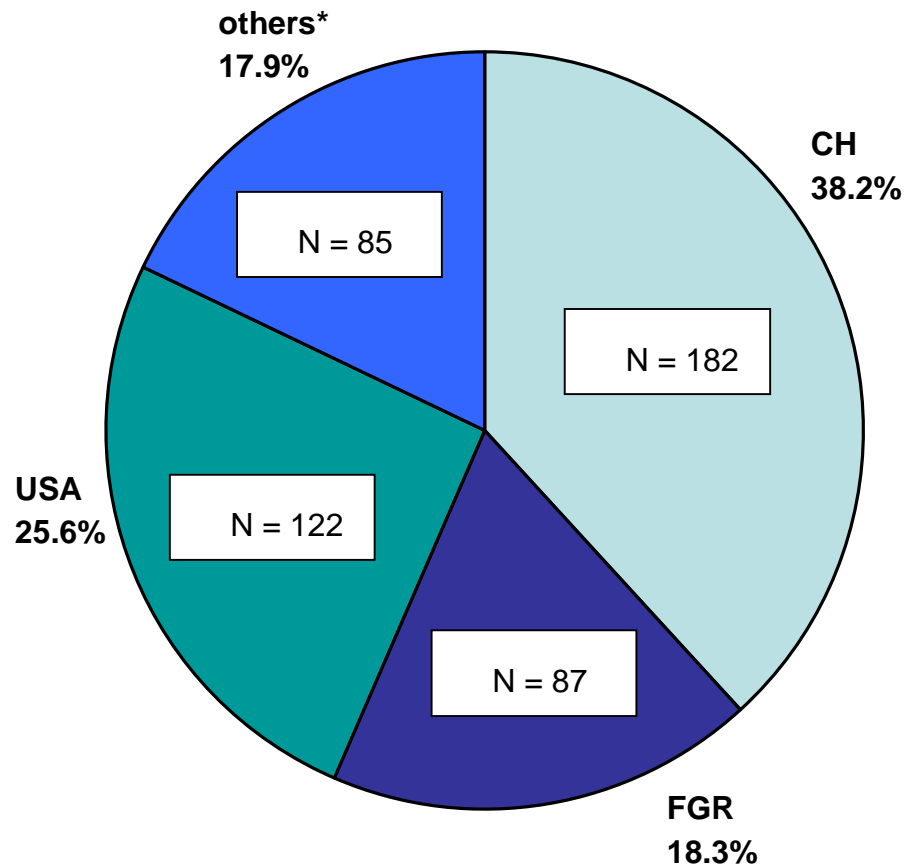


# Recruited from

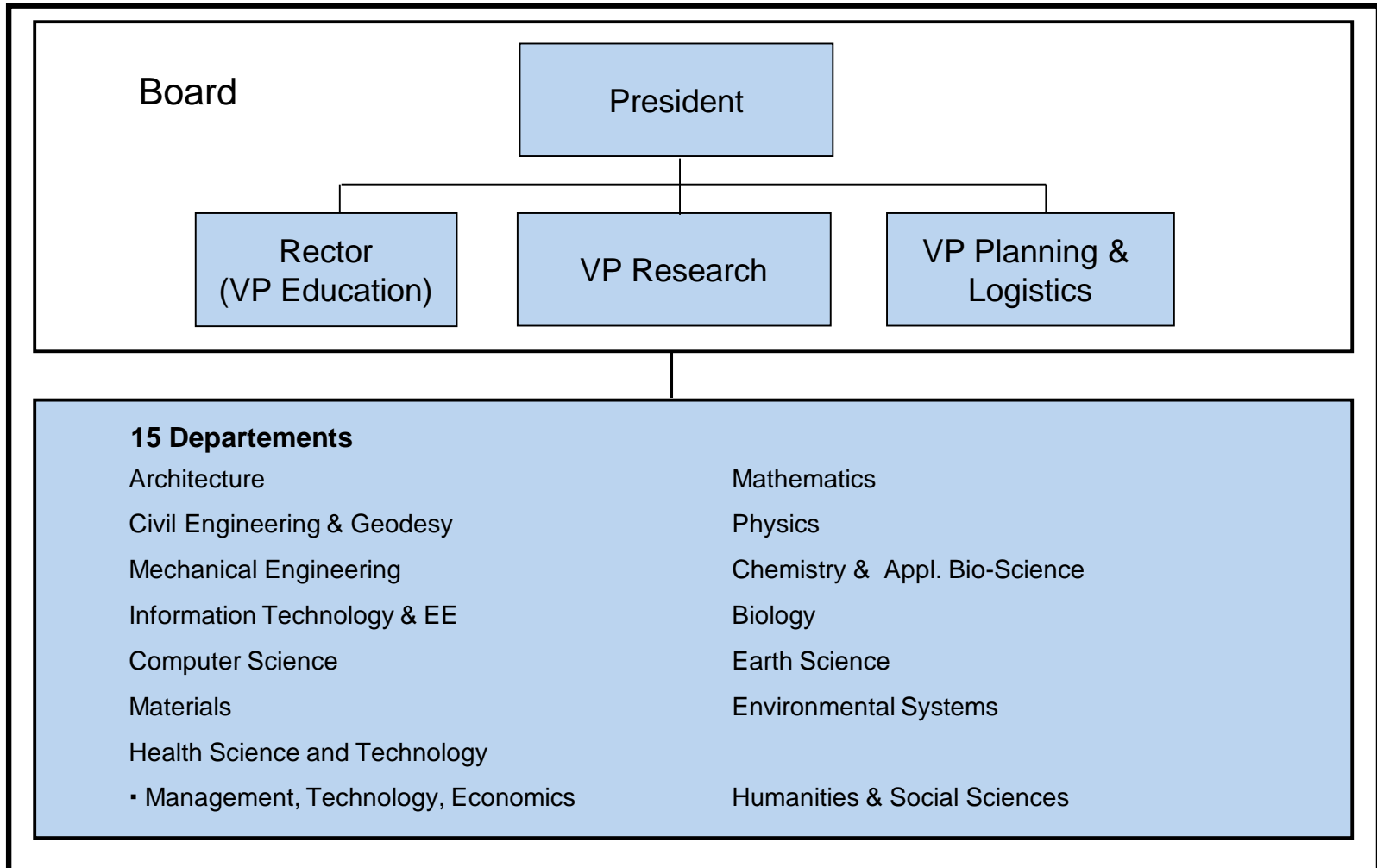
## New Faculty 1998 – 2012 (476):

\*

UK	18
France	15
Benelux	10
Canada	9
Scandinavia	9
Austria	8
Italy	3
Greece	2
Israel	2
Japan	2
Singapore	2
Spain	2
Ethiopia	1
Cech Republic	1
Turkey	1



# Organisation ETH Zürich



# Centralized Recruiting System

- president = the professors' boss / main HR officer
- **the** decision maker in the faculty hiring process
- at all stages: just proposals submitted to him
- regulations secure the president's crucial role and further allow for maximum flexibility
- Office for Faculty Affairs

# Preparations (I)

- Departement provides profile paper for the position
  - => basis: 4 yrs. strategic planning:
    - strategic environment
    - profile
    - Centers of excellence, role models
    - resources
- bi-annual meetings



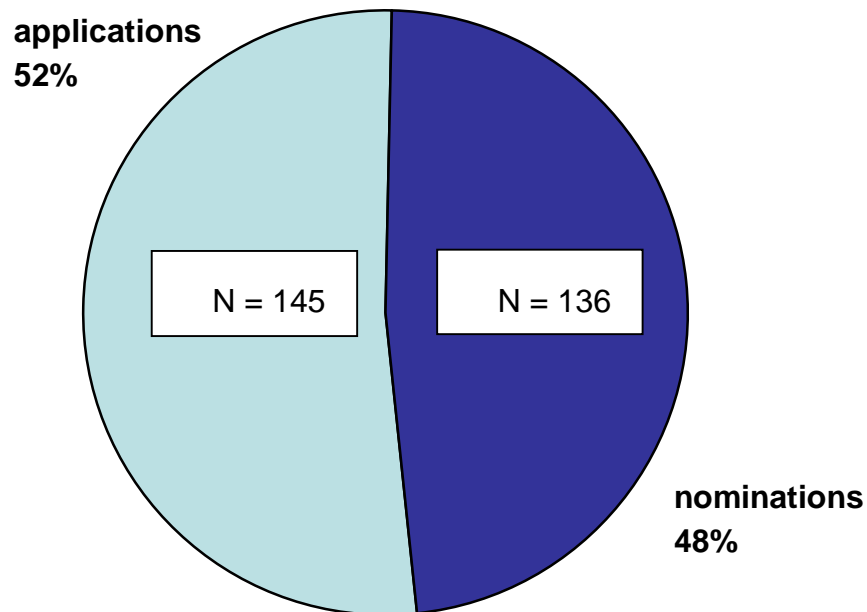
# Preparations (II)

- **President**
  - advertisement
  - nomination of committee chair
  - nomination of an international committee
- **Departement**
  - active search for candidates

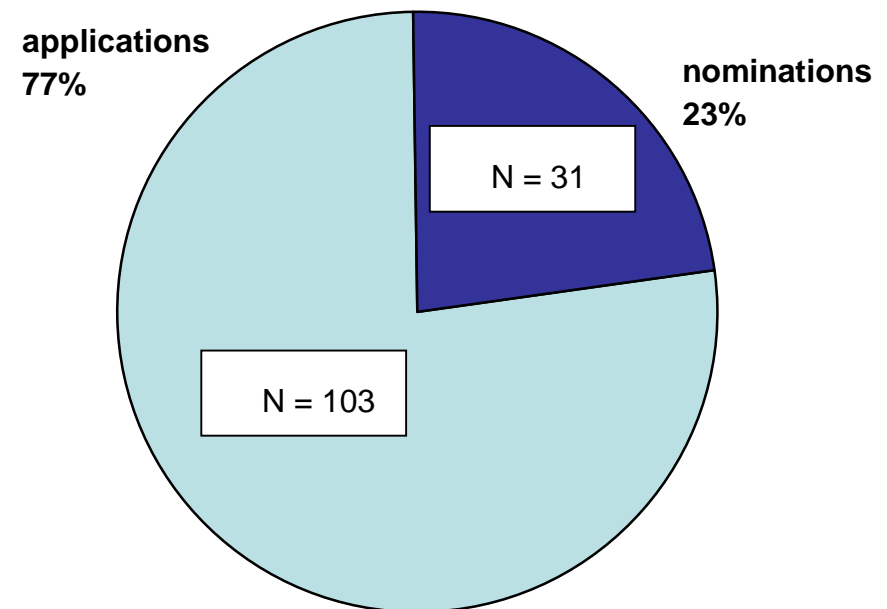
# Nominations - Applications

## New Faculty 1998-2011:

tenured professors



assistant professors



# Evaluation of candidates

- application tool
- instruction meeting
- hiring committee:
  - evaluation of the applications
  - active search for additional candidates
  - invitation of +/-5 candidates for a public lecture and an interview with the committee
  - ranked list with three top candidates submitted to the president

# Evaluation criteria

- track record
- junior faculty: potential
- excellence in teaching and research
- peer in the field
- creativity and innovation potential
- charisma and enthusiasm
- letters of reference (optional)

# List

- **Committee chair:**  
explains the committee's recommendation of the president
- **President:**  
decision (immediate or after a meeting with the top candidates)
- **Rector/VP Research:**  
information on recommendation

# Negotiations

- President:
  - salary & pension plan
  - fringe benefits
  - start-up
  - dual career advice

## Negotiations (II)

- **Departement:**
  - positions
  - running costs
  - lab & office space (constructions)
  
- **Rector/VP Research:**
  - meeting with the top candidate

# Negotiations (III)

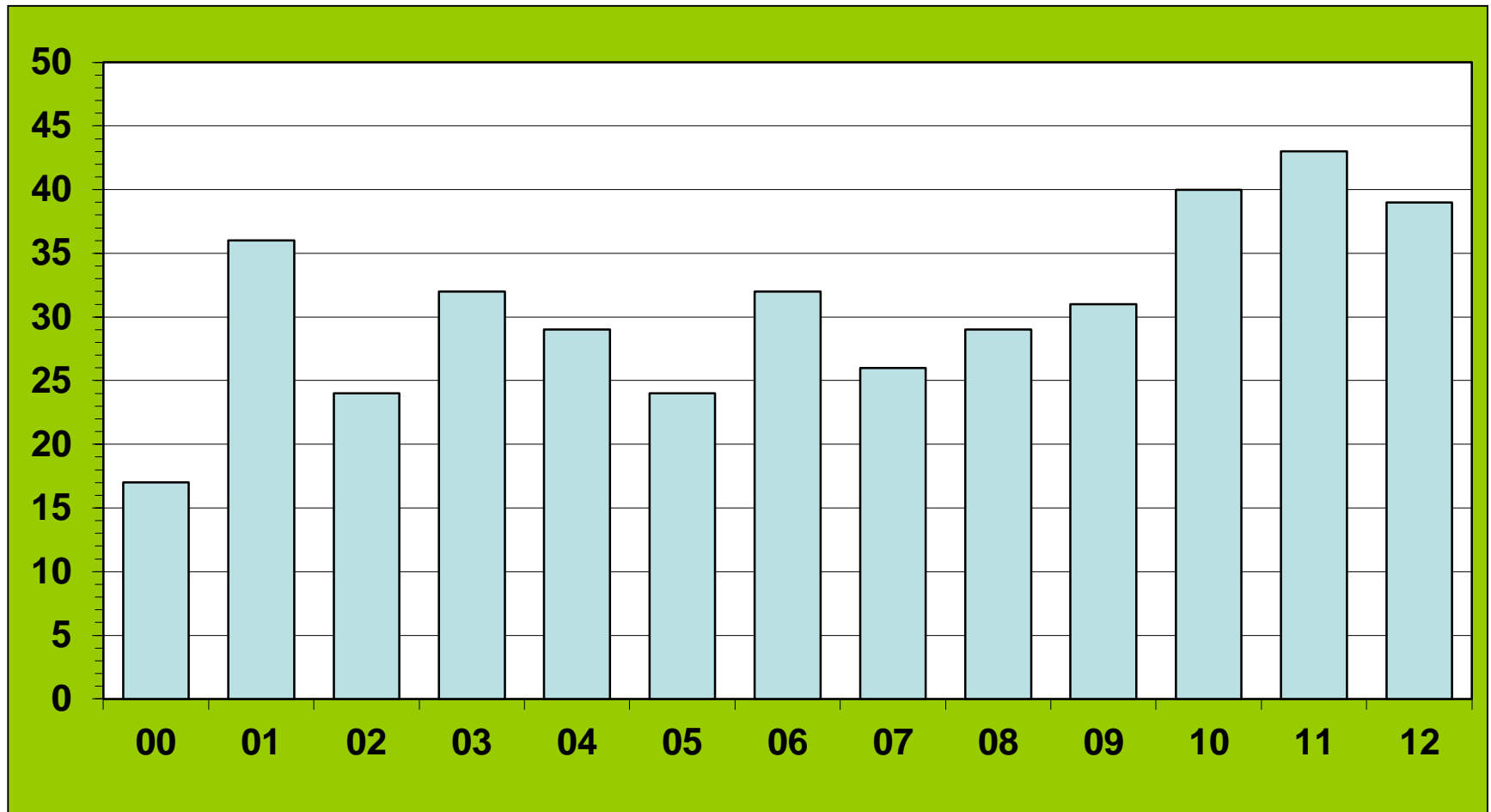
- President:
  - offer
  - nomination document submitted to ETH-Rat



# Office for Faculty Affairs

- one stop – one shop idea for candidates, departments and ETH administrative units
- both hiring and steady state (and retirement)
- monitoring the procedures
- accumulating experience/learning from mistakes
- adapt to upcoming needs and challenges
- new policies: gender & diversity
- guaranteeing the quality of procedures

# Hirings 2000 - 2012



# Hiring procedure - documents

- documents on our homepage:

[http://www.facultyaffairs.ethz.ch/index\\_EN](http://www.facultyaffairs.ethz.ch/index_EN)

- Faculty Handbook\*

\* [http://www.facultyaffairs.ethz.ch/docs/faculty\\_handbook\\_nov2011.pdf](http://www.facultyaffairs.ethz.ch/docs/faculty_handbook_nov2011.pdf)

# Outlook

- other scientific staff beyond faculty
- location within administration?
- Copenhagen model
- TANDEM project within EURAXESS
- ETH, CERTH, SAIA, Copenhagen, Tartu → modular system of DCIS