



Universität
Zürich^{UZH}

Human Resources

Welcome to UZH!

UZH Welcome Day, 9. September 2026



Today's agenda

Host: Karina Giberman, Head of HR Communications, Human Resources

8.30am Welcome to UZH

Prof. Dr. sc. nat. Michael Schaepman, President

09.20am Your Employment at UZH

Karina Giberman, Head of HR Communications

09.50am «Active Break»

Phil Bertschi, ASVZ

10.00am UZH Research: «Human Biology in Forests and Cities: Environmental Mismatch in Modern Life»

Dr. Colin Shaw, Head of the Human Evolutionary Ecophysiology Research Group, Department of Evolutionary Anthropology (IEA), UZH

10.30am Info Market and Refreshments

11.30am End of Event

Introduction Prof. Dr. Michael Schaepman

Since 1 August 2020: President

2017-2020:

Vice President Research

Since 2009:

Professor of remote sensing, Department of Geography at UZH

2003:

Appointment of Professor of geographic information science,
Wageningen University (Netherlands)

1998:

Doctoral degree, Department of Geography of UZH

Research priorities: Earth observation, remote sensing, and
spectroscopy to measure biodiversity





Universität
Zürich^{UZH}

President

Welcome at the University of Zurich!

UZH Welcome Day

Michael Schaepman
9 September 2026



History of the University of Zurich (UZH)



1833

Founding year
Universitas Turicensis



1910–1914

Construction of UZH
main building



1998

Autonomus status from
Canton of Zurich



2025–2030

New landmark building
(Herzog & de Meuron)



1867

Nadesda Suslova,
first woman to
receive a PhD



1868

Marie Heim-Vögtlin,
first female physician



1874

Lydia Sesemann,
first female chemistry
PhD worldwide



1892

Emilie Kempin-Spyri,
first female lecturer



1982

Verena Meyer,
first female president



2020

Gabriele Siegert,
second female
president

1905: Albert Einstein receives his PhD from UZH

13 Nobel Prizes awarded to UZH scientists

- 1901: Wilhelm Conrad Röntgen (physics)
- 1902: Theodor Mommsen (literature)
- 1913: Alfred Werner (chemistry)
- 1914: Max von Laue (physics)
- 1921: Albert Einstein (physics)
- 1933: Erwin Schrödinger (physics)
- 1936: Peter Debye (chemistry)
- 1937: Paul Karrer (chemistry)
- 1939: Leopold Stefan Ruzicka (chemistry)
- 1949: Walter Hess (medicine)
- 1987: Alex Müller (physics)
- 1996: Rolf Zinkernagel (medicine)
- 2019: Abhijit Banerjee & Esther Duflo (economics)



Vidar Helgesen, Director of the Nobel Foundation with Prof. Michael Schaeppman, President of the UZH



UZH is the largest and most diverse university in Switzerland

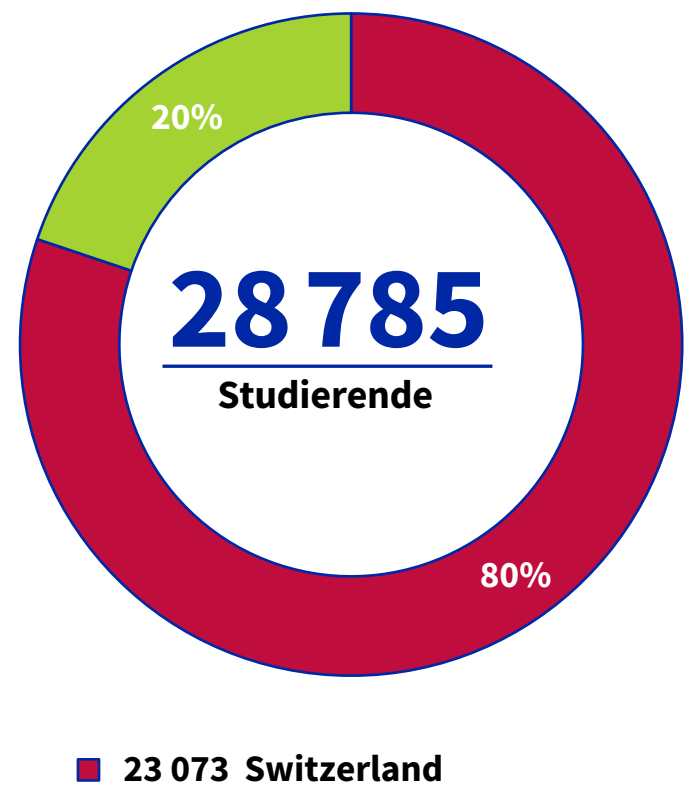
7 faculties, 150 institutes,
over 200 courses of studies

Research and student exchange
agreements with more than
1000 partner institutions worldwide
(including Switzerland)

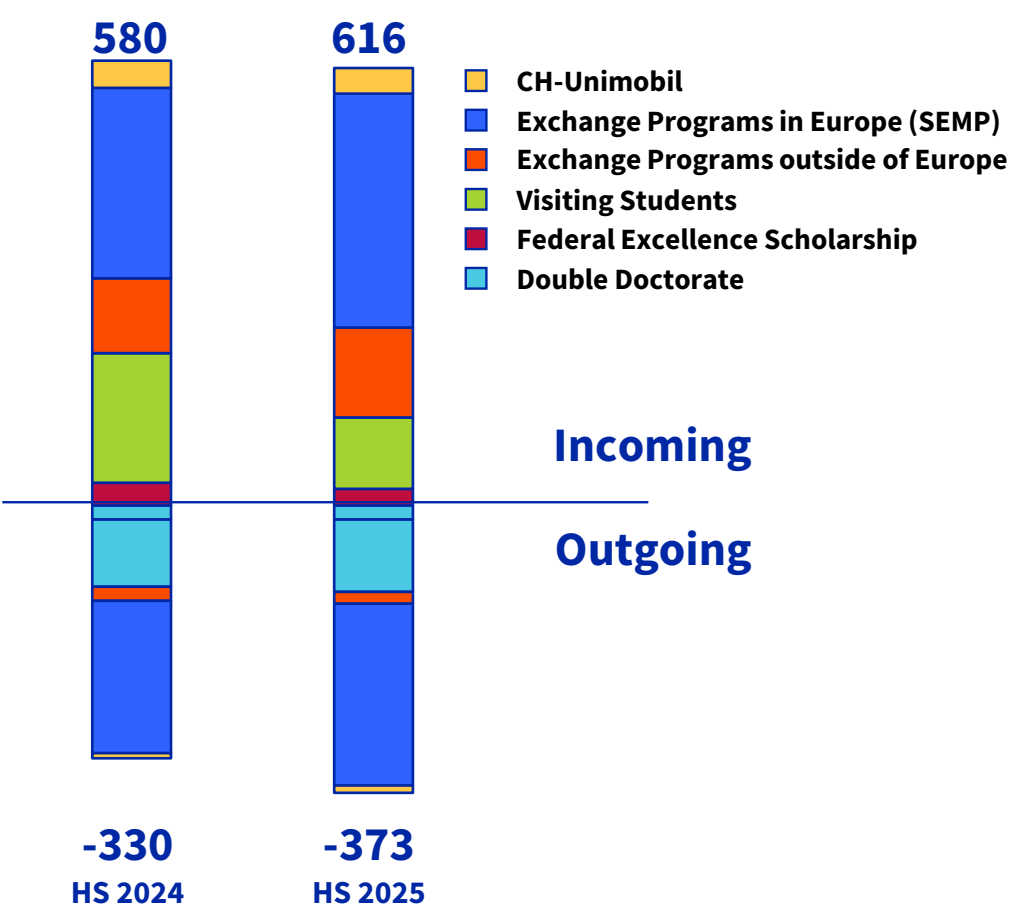


Student Numbers 2025

Students by Origin



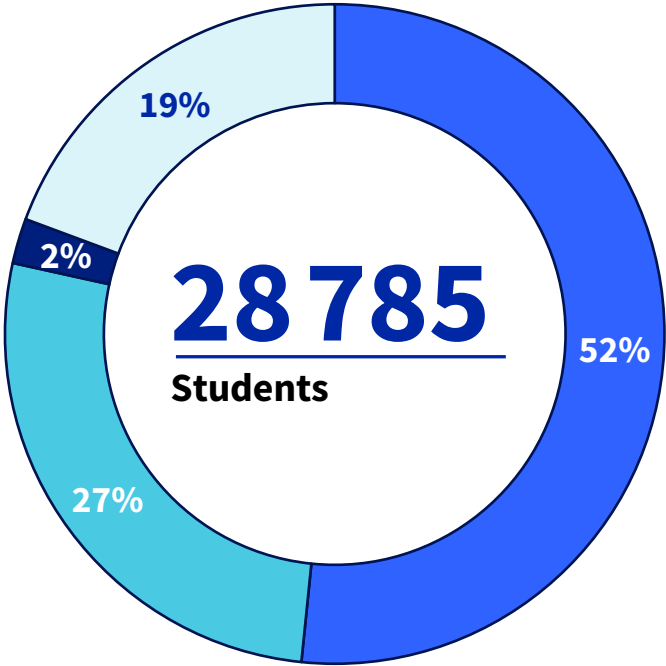
Student Mobility 2024 - 2025



Source: Annual Report 2025

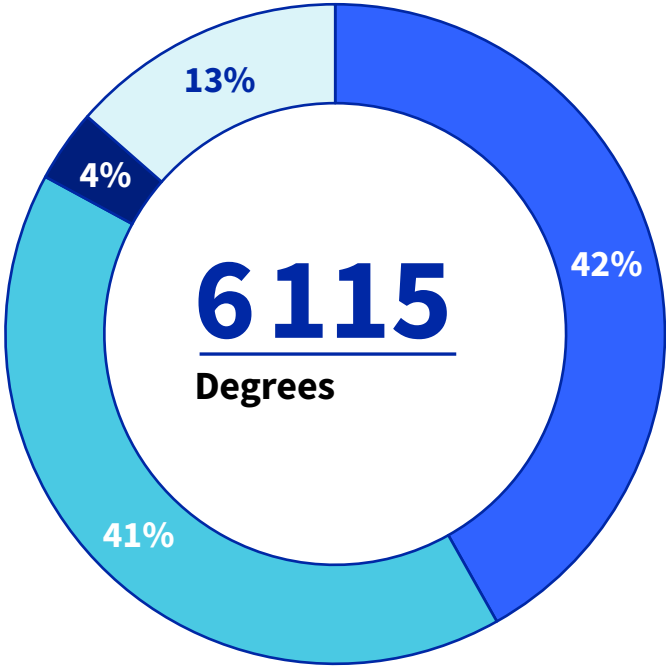
Student Numbers 2025

Students by Degree



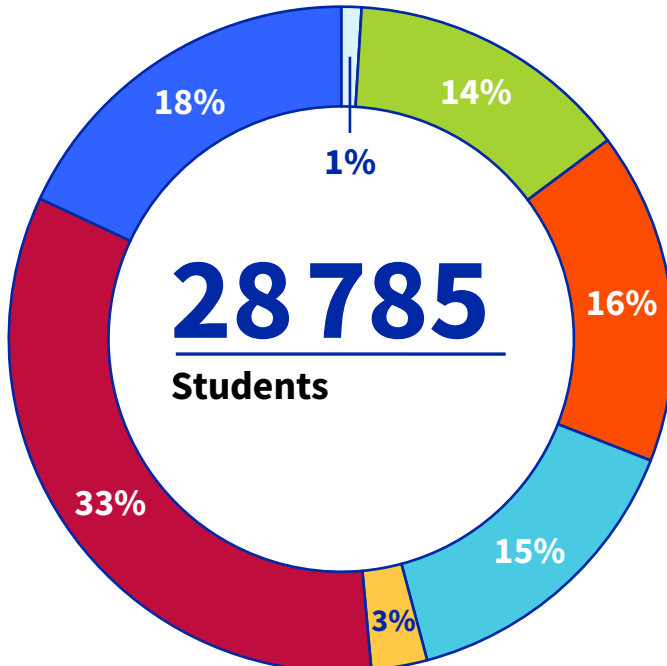
- 14 857 Bachelor
- 7 727 Master
- 635 Teaching diploma
- 5 566 PhD

Degrees by Level



- 2 559 Bachelor
- 2 511 Master
- 217 Teaching diploma
- 828 PhD

Students by Faculty

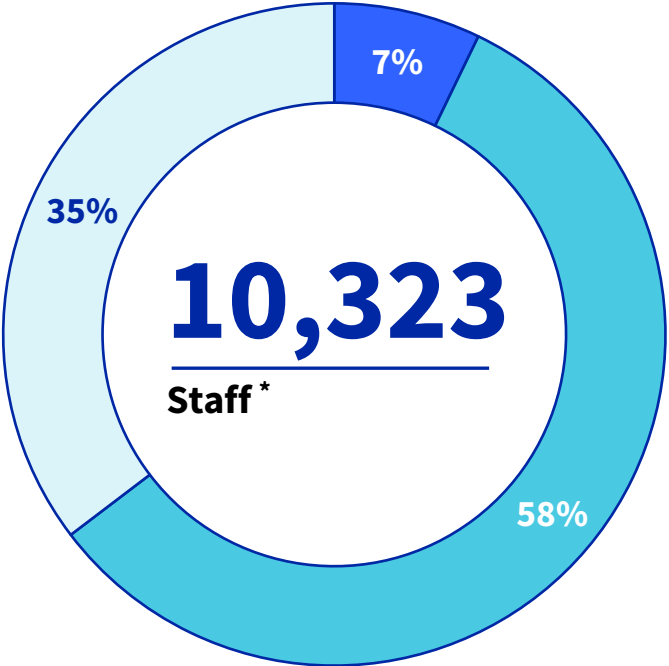


- 282 Faculty of Theology and the Study of Religion
- 3 977 Faculty of Law
- 4 651 Faculty of Business, Economics and Informatics
- 4 284 Faculty of Medicine
- 782 Vetsuisse Faculty
- 9 611 Faculty of Arts and Social
- 5 198 Faculty of Science

Source: Annual Report 2025

Staff 2025

Staff by Employee Group

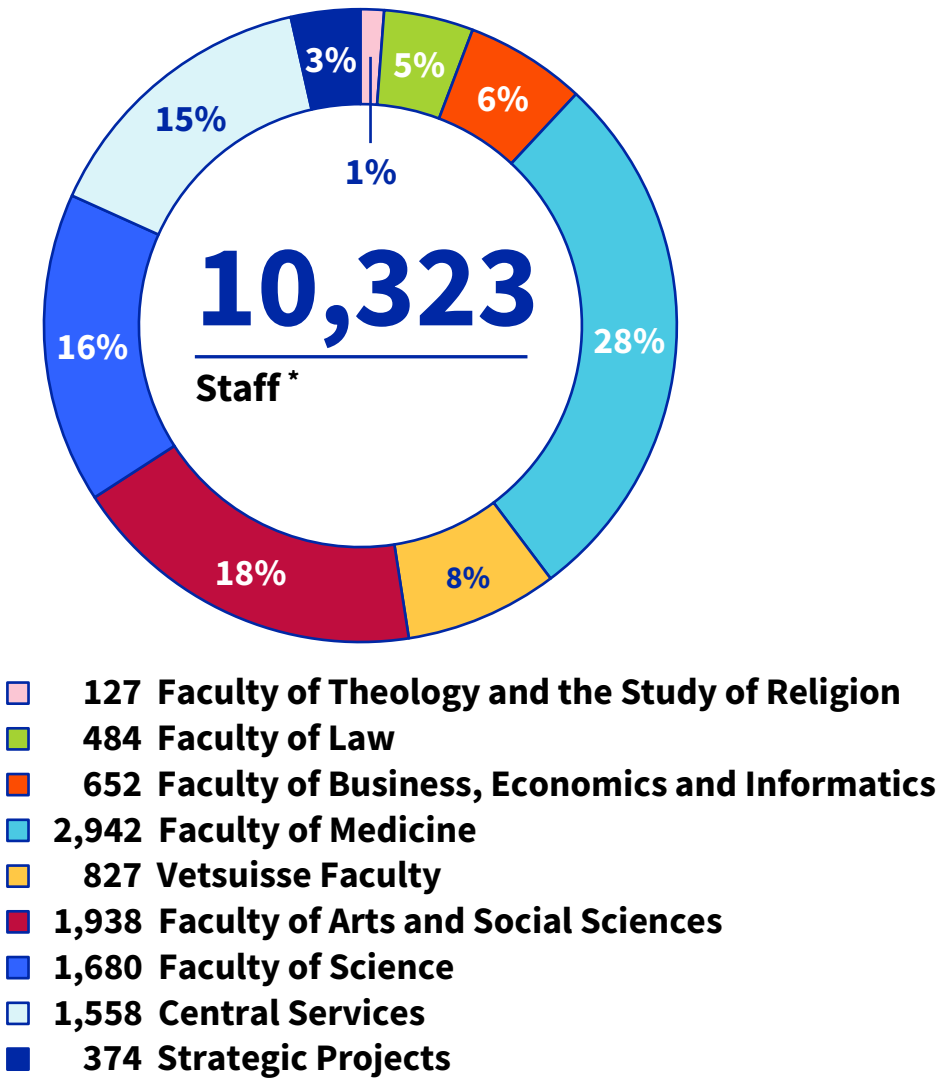


- 745 Professorships
- 5,975 Non-professorial Academic Staff
- 3,674 Administrative and Technical Staff

* 10 323 headcount (7 882 FTE)

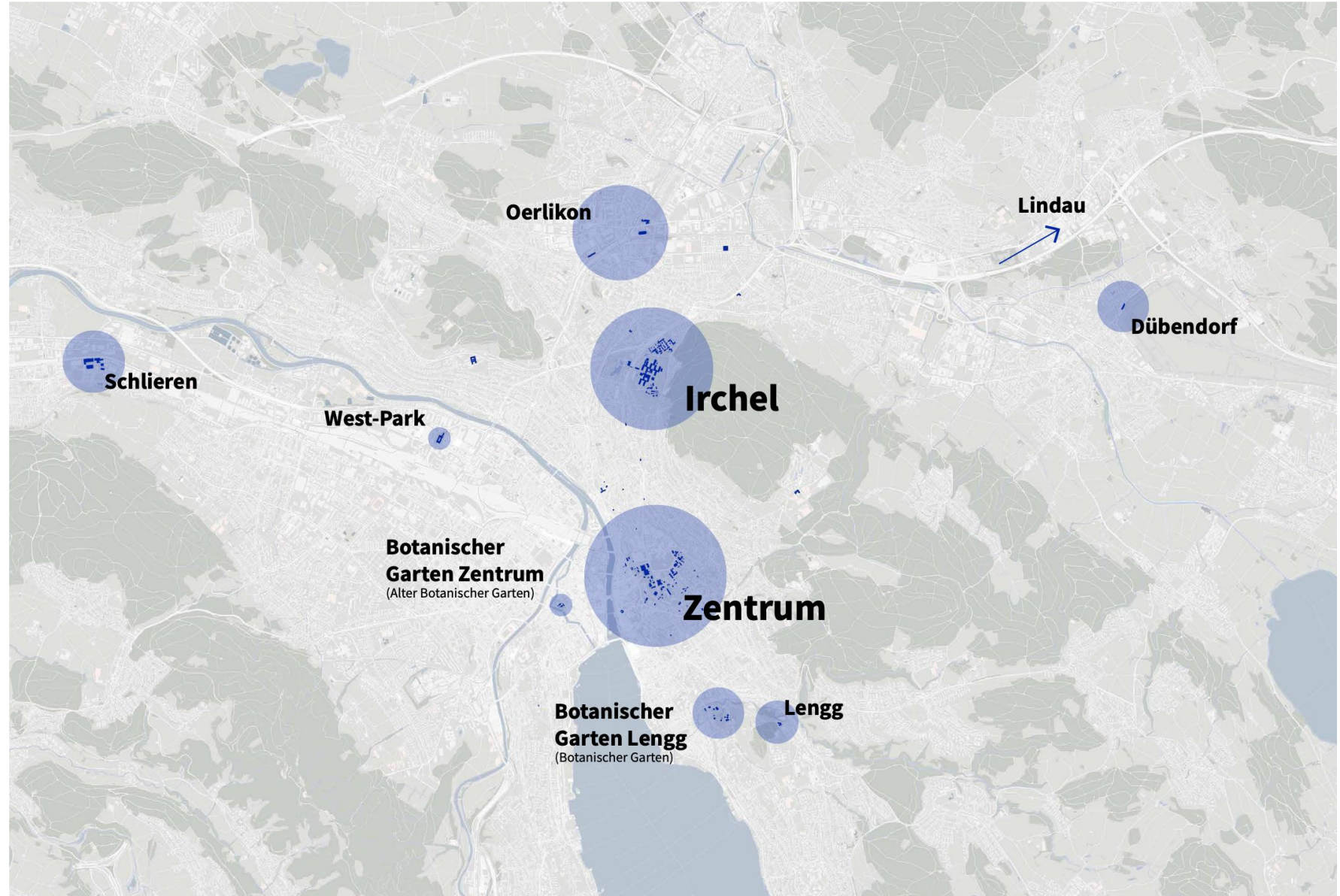
Source: Annual Report 2025

Staff by Organization



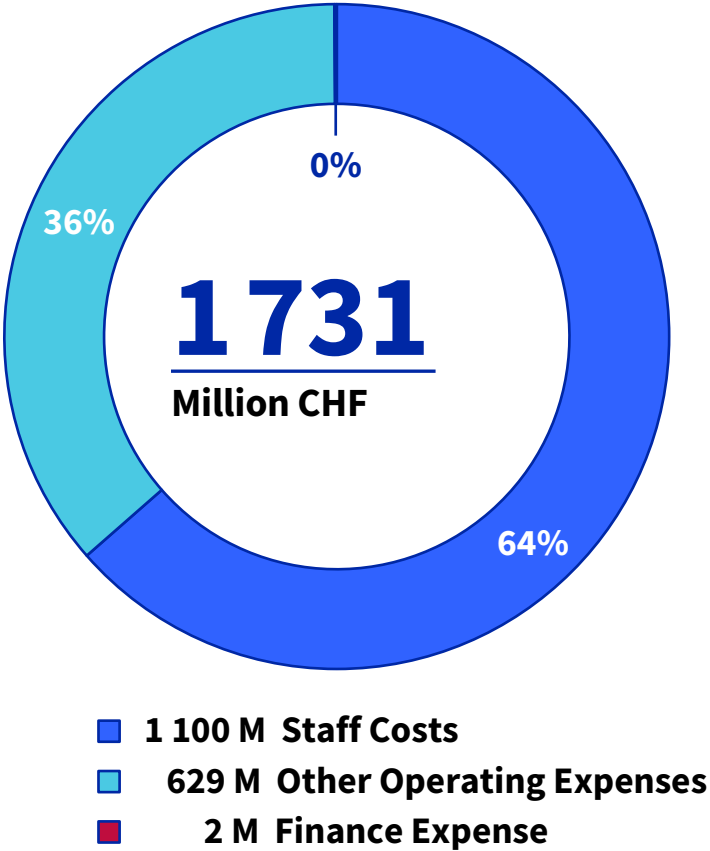
- 127 Faculty of Theology and the Study of Religion
- 484 Faculty of Law
- 652 Faculty of Business, Economics and Informatics
- 2,942 Faculty of Medicine
- 827 Vetsuisse Faculty
- 1,938 Faculty of Arts and Social Sciences
- 1,680 Faculty of Science
- 1,558 Central Services
- 374 Strategic Projects

Locations

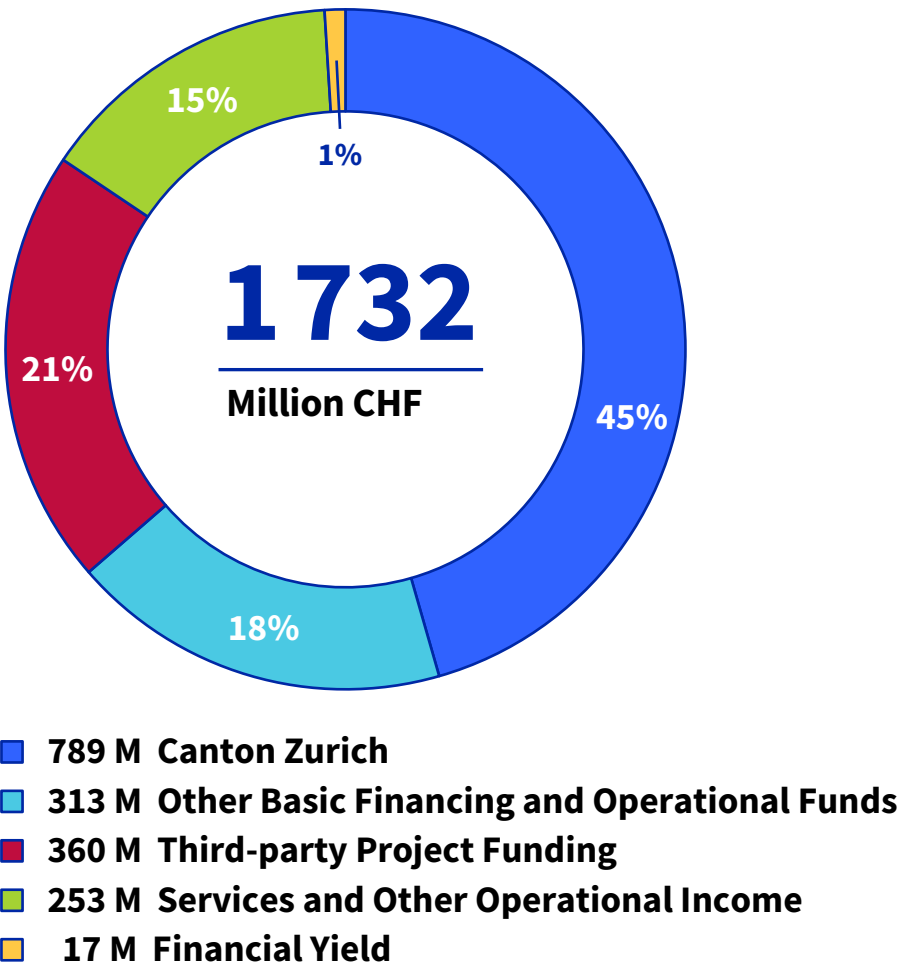


Annual Financial Statements 2025

Revenue in CHF



Expenses in CHF



Source: Annual Report 2025

Canton of Zurich grant 789 (46%)

Grants from other cantons 146 (8%)

Federal grant 151 (9%)

Other operational funds 17 (1%)

SNSF project funding 165 (10%)

EU project funding 22 (1%)

Other public project funding 47 (3%)

Endowments 73 (4%)

Private donations 29 (2%)

Private sector 24 (1%)

Service revenue Faculty of Medicine 119 (7%)

Service revenue Vetsuisse Faculty 36 (2%)

Other service revenues 39 (2%)

Revenue

Basic funding 1102 (64%)

Project funding 360 (21%)

Service revenues 194 (11%)

Tuition fees 35 (2%)

Other revenues 42 (2%)

1732 Million CHF
Total Revenue UZH

Expenses

Personnel costs 1100 (64%)

Operating expenses 379 (22%)

Infrastructure 222 (13%)

Other expenses 30 (2%)

Faculty of Theology & the Study of Religion 12 (1%)

Faculty of Law 48 (3%)

Faculty of Business, Economics & Informatics 92 (5%)

Faculty of Medicine 529 (31%)

Vetsuisse Faculty 112 (6%)

Faculty of Arts & Social Sciences 209 (12%)

Faculty of Science 200 (12%)

Strategic Programs 42 (2%)

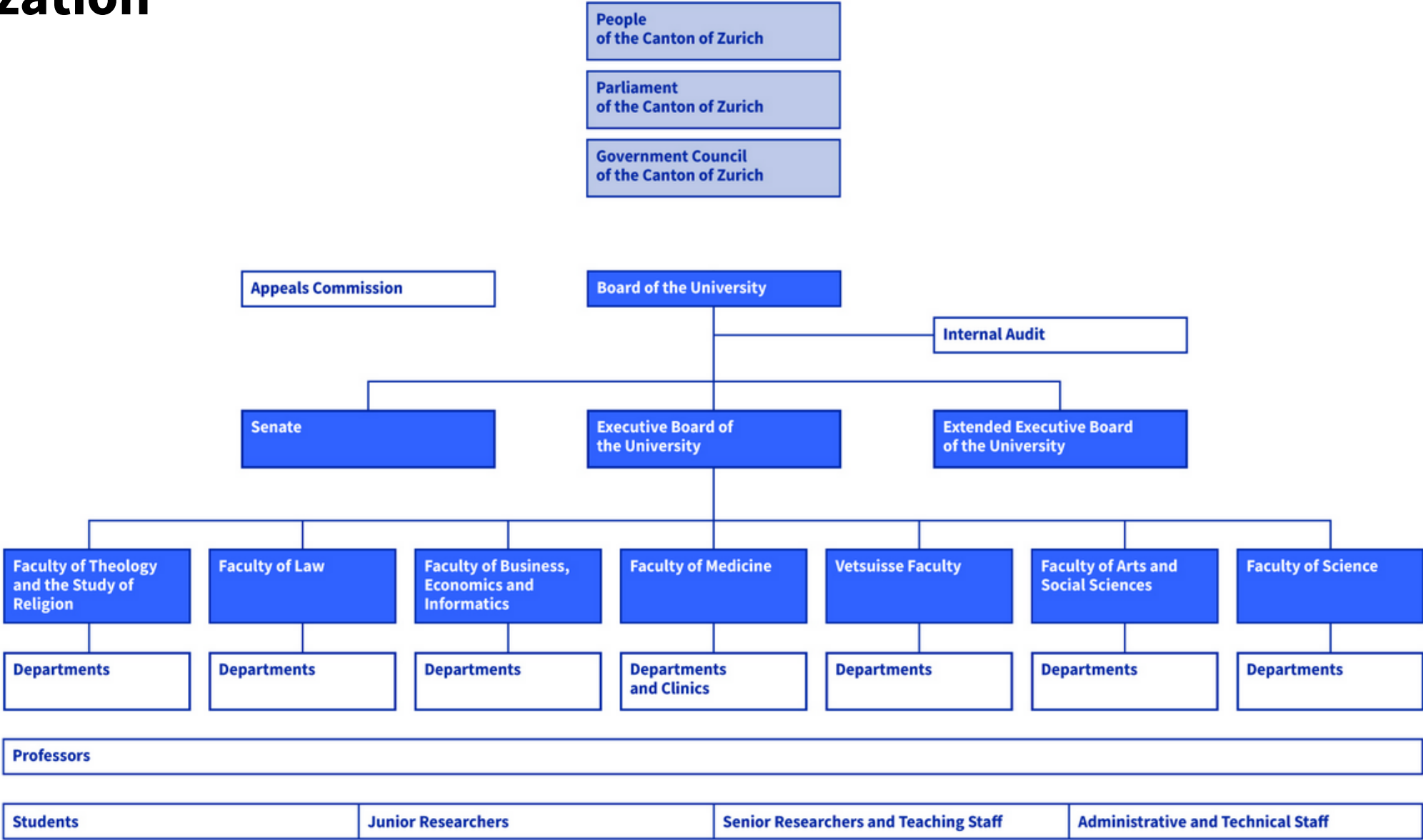
Central Services 237 (14%)

Facilities 53 (3%)

Rent 125 (7%)

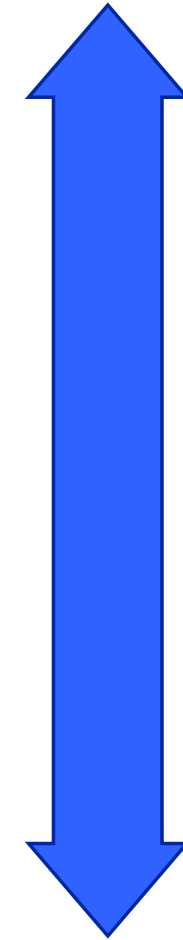
Maintenance 44 (3%)

Organization



10 Strategic Principles

- 1 Research and Innovation
- 2 Teaching and Learning
- 3 Equal Opportunities, Diversity and Sustainability
- 4 Academic Career Development
- 5 Organizational Culture and Staff Development
- 6 Cooperation with Third Parties and Internationalization
- 7 Academic Medicine (UMZH) and One Health
- 8 University and Society
- 9 Infrastructure and Administration
- 10 Finances



Creativity

Cooperation

Complexity

Our Principles for Working Together

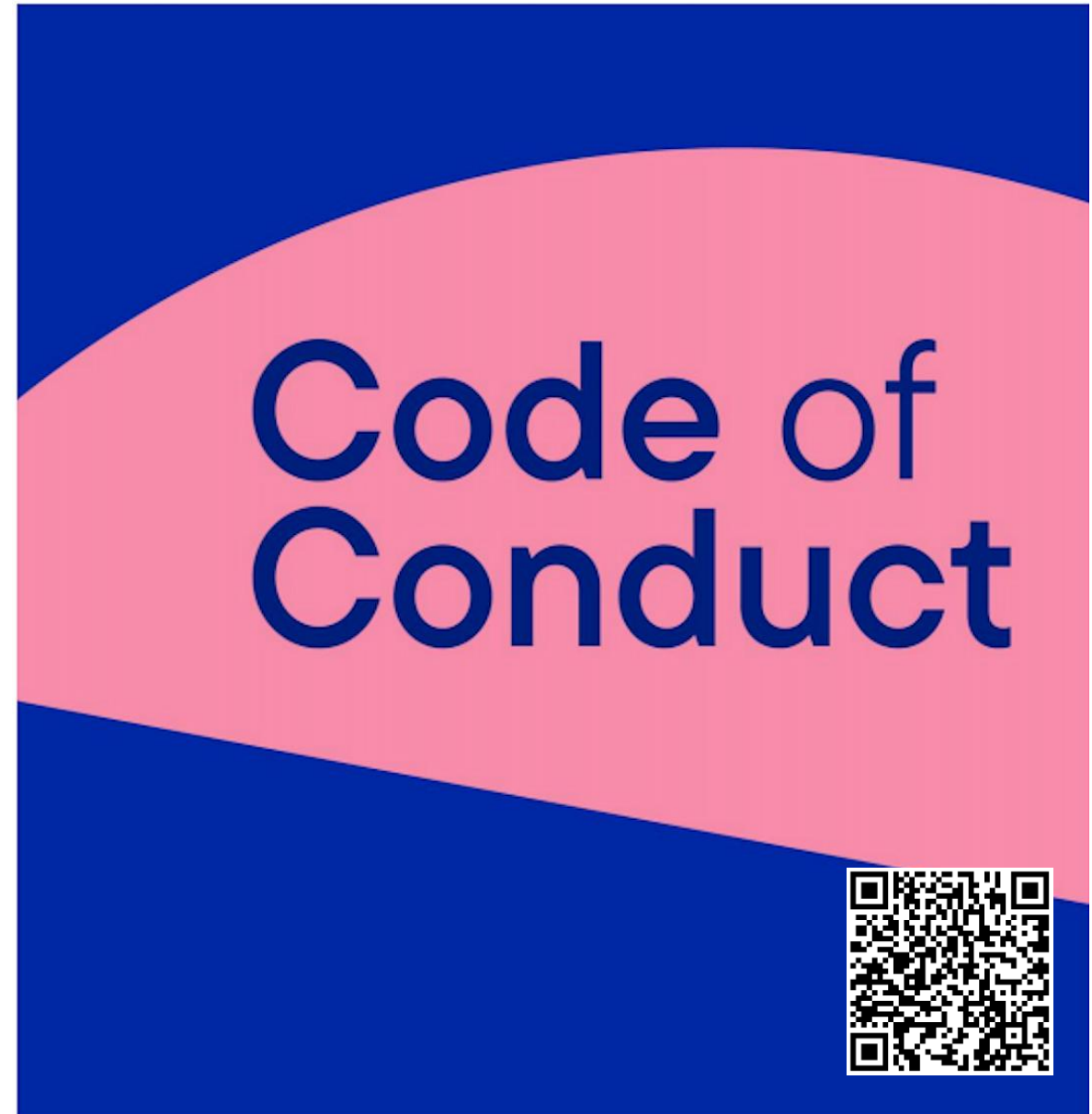


CommUNITY provides an overview of the principles that guide how we interact with one another at UZH, as well as information on related projects and support services.

The **Code of Conduct (CoC)** applies to all members of the university and their guests. Its aim is to foster a positive campus culture based on respectful dialogue and open discourse.

Our principles:

- **We are a responsible community.**
- **We value and uphold integrity.**
- **We demand and champion respect.**
- **We support and advise members of the UZH community.**



Executive Board of the University



Prof. Michael Schaepman
President



Prof. Gabriele Siegert
Deputy President and Vice
President Student Affairs



Prof. Elisabeth Stark
Vice President Research



Prof. Ralph Ossa
Vice President Faculty Affairs and
Scientific Information



Prof. Beatrice Beck Schimmer
Vice President Medicine

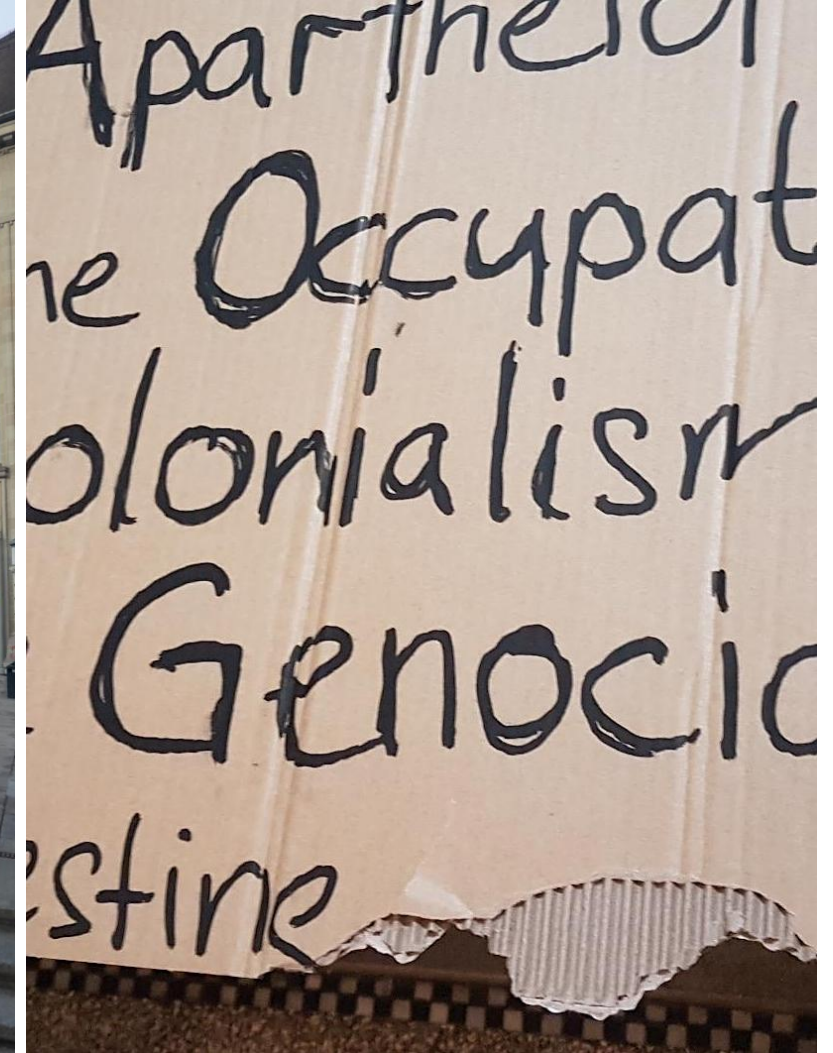


Daniel Hug
Director Finance



François Chapuis
Director Real Estate and
Facility Management

Tension between Freedom of Expression, Polarization and Society



Outlook

We find ourselves in a situation with multi-layered challenges (also known as multi-crisis). UZH mitigates and softens their impact through good governance, high ethical standards and continuous exchange and discussion.



Societies worldwide are confronted with a variety of new social phenomena such as microaggressions, cancel culture or outrage culture. UZH positions itself as a place where different opinions may be expressed openly, but with due respect and tolerance.



Institutional challenges also affect UZH. Institutional excellence helps to minimize the influence of structural effects. Loss of autonomy, rising student numbers, independent construction, increasing regulatory density and polarization in everyday life challenge our operations.





Universität
Zürich^{UZH}

President

**Thank you very much
for your attention!**

And: enjoy your new workplace
and the UZH community.



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Universität
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Human Resources

Your Employment at UZH

Human Resources Department

Karina Giberman, Head of HR Communications

9 September 2026



Welcome

Introduction by Karina Giberman, Head of HR Communications

More than 135 new employees are attending!

«Who is in the room today?»

Let's get to know each other. Answer four quick questions:

www.menti.com

Code: 5391 9300

View the results:

[UZH Welcome Day September 2026 - Ergebnisse | Mentimeter](#)



Staff numbers in FTE (31.12.2025)

	Total (FTE ¹)	Of which non CH nationalities ² (%)	Of which part-time (%)
UZH Total	7 882	43.59	55.9
Professorships	721	49.26	5.5
Non-professorial Academic Staff	4 276	55.20	66.7
Administrative Technical Staff	2 886	23.43	52.4

¹ FTE = Full Time Equivalent
² In 2025 staff member represent 117 different nationalities

Source: UZH Annual Report 2025

A wide variety of professions at UZH

Academic Staff

- Professorships
- Non-professorial Academic Staff
- External Instructors

Academic positions:

- Teaching and Research Assistants
- PhD Candidates
- Postdoctoral Researchers
- Senior Teaching and Research Assistants

Administrative and Technical Staff

- Department, Team, Project Leaders and Managers
- Teaching and Learning Representatives
- Media Relations Officers
- Controllers
- IT Consultants
- Librarians
- Administrative Assistants
- Laboratory Technicians
- Dental Assistants
- Animal Caretakers
- Carpenters
- ...

Apprenticeships

The University of Zurich offers over 100 apprenticeship positions in 14 different professions.

UZH for Staff — My Employment

My Employment

The website "My employment" provides information about employment at the University of Zurich. Here you will find guidelines and directives based on legal and university principles, as well as useful fact sheets and all the forms you will need. You can also find out about development opportunities and other benefits for UZH employees.



Welcome to UZH →

- A Few Words from Our President
- UZH as an Employer
- UZH Welcome Day
- Virtual Info Market

Working Hours and Absences →

- Working Hours
- Absences

Conflict! What to do? →

Expenses →

Index →

Employment →

- Employment Staff
- Employment Professors
- Employment Instructors
- Employment Apprentices

Learning and Development →

- Continuing Education
- HR Development
- Vocational Education

Discounts and Offers →

- Lunch-Check Card

Open Positions →

UZH for Staff — My Employment

Index

Please note

The search terms with Rep./LM in brackets are relevant for HR Representatives (Rep.) and Line Managers (LM).

The search terms with HR in brackets are relevant for HR Staff.

→ [A](#) → [B](#) → [C](#) → [D](#) → [E](#) → [F](#) → [G](#) → [H](#) → [I](#) → [J](#) → [K](#) → [L](#) → [M](#) → [N](#) → [O](#) → [P](#) → [Q](#) → [R](#) → [S](#) → [T](#) → [U](#) → [V](#)
→ [W](#) → [X](#) → [Y](#) → [Z](#)

A

→ [Academic Guests](#)

→ [Academic Positions \(Compensation\)](#)

→ [Academic Positions \(Employment\)](#) (Rep./LM)

Sustainability at UZH and offerings of the Sustainability Hub



The Sustainability Hub coordinates the implementation of the Sustainability Policy. It advises and connects UZH members and initiates projects.



The Sustainability Newsletter offers you monthly news about sustainability at UZH (de/en).



At www.sustainability.uzh.ch/en you will find, among other things, Factsheets and tips for sustainable action.



We are happy to advise you on the integration of sustainable development into research and teaching.



We are happy to support you in strengthening sustainability in your everyday working life, for example regarding catering, business trips or purchasing.



We look forward to hearing from you:
info@sustainability.uzh.ch
www.sustainability.uzh.ch/en

Accessibility at UZH

- UZH is committed to promoting equal opportunities for its employees and enabling them to fulfill their potential to the fullest. UZH provides an accessible working environment by adapting workplaces and working conditions to the specific needs of its employees.
- Leaders and managers at UZH promote gender equality, equal opportunities and inclusion (UZH Leadership and Management Principles).
- Support and advice services are available to employees and line managers who are part of or lead a team that has a member with a disability or a chronic health issue.
- UZH has a Commission for Disability Inclusion and a Disability Inclusion Delegate (Prof. Dr. Rolf Sethe).
- Contact details:
 - Office for Equality, Diversity, Inclusion (EDI) 
 - UZH Commission for Disability Inclusion 
 - UZH Disability Inclusion Delegate: rolf.sethe@ius.uzh.ch
 - General Manager, Commission for Disability Inclusion: benjamin.boerner@edi.uzh.ch



UZH Leadership and Management Principles

Leadership Principles

- 14 Leadership and Management Principles
- Binding for all Leaders and Managers
- Concrete descriptions of expected behavior
- Links to basics and support/further training offers

Implementation of management principles, including

- Contents of UZH Leadership Development Courses
- UZH employee surveys

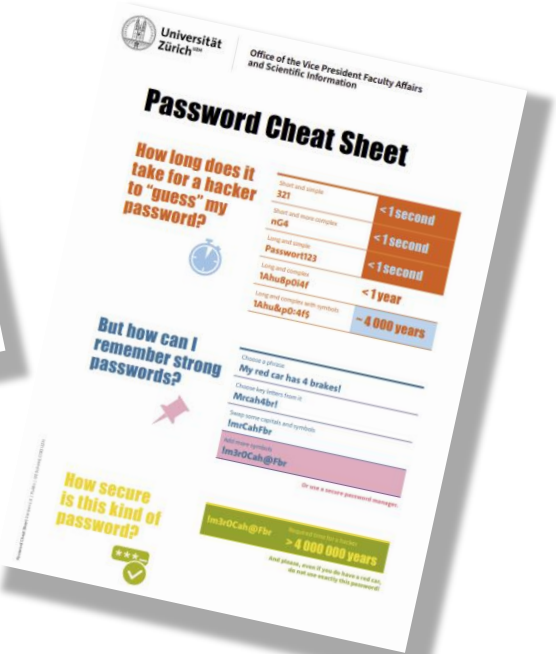


A good leadership culture emerges as a collaborative development process between managers and employees.

Information Security

Information and an explanatory video:

Informationsecurity.uzh.ch
infosec.uzh.ch



Universität Zürich

Information security

Home | Contact | Deutsch

For Employees (with edu-ID) | Topics | Latest News (with edu-ID) | Regulations | Strategy | Organization | About Us

Information Security

News

- [Guide to Using AI Systems](#)
- ["KI im Arbeitsalltag" on June 9th 2026](#)
- [Security when traveling](#)

Top Ten IT Security rules →

explainer videos →

- [Why Do We Need MFA?](#)
- [Why Do We Need NAC?](#)
- [What's a crypto locker?](#)
- [Social Engineering](#)

Latest version of the self assessment →

Topics →

- [Information security vs. IT security](#)
- [Cooperation](#)
- [Awareness](#)
- [Courses](#)
- [Information security when traveling](#)

For employees (with edu-ID) →

- [All Employees](#)
- [What Can I Do?](#)
- [Manager](#)
- [Information Owners](#)
- [IT and IT Security](#)

Latest news (with edu-ID) →

- [Collection of information assets](#)
- [Cybersecurity Resilience Overview](#)
- [Enhance Cybersecurity Resilience](#)

Strategy →

- [Information Security Strategy](#)

Regulations →

- [Information Security Regulations](#)
- [Information Security Guidelines](#)
- [Information Security Concepts](#)

Employee Consulting Services: Your contacts

For questions about your employment

- Line manager
- HR representative of your organisational unit

For questions about Leadership and Management

- HR Business Partner of the central HR Department [🔗](#)
- Personnel and leadership development [🔗](#)

Subject matter expert consulting

- Employee Assistance Office (MBS)
- Psychological Counseling Services of UZH / ETH (PBS)
- Office for Equality, Diversity, Inclusion (EDI)
- Protection against Sexual Harassment (RSB)
- Coaching and Mentoring für PhD candidates (Graduate Campus)
- Information Security: Risk Management Office

«health@UZH» [🔗](#)

Conflict
Management
at UZH [🔗](#)

CommUNity [🔗](#)

Learning and Development

The University of Zurich supports the professional and personal development of its employees:

- In-House Continuing Education for UZH Staff
 - Continuing Education at the University of Zurich 
 - Leadership & Governance Academy 
 - Specialized Training in Finance, HR, IT, Gender Equality and Diversity, Safety, Security and Environment, Graduate Campus
 - Language Courses at the Language Center of UZH and ETH Zurich
- Public Lectures and UZH Events
- Continuing Education Program of the Canton of Zurich



Employee Benefits

Work-life balance

- Childcare (kihaz Foundation)

Food

- Several canteens and cafeterias (employee rates)
- Lunch-Check card: More than 9'000 participating restaurants all over Switzerland, 7 days a week

Digitalization

- Mobile subscription for private use at special rates
- The IT Department offers hardware and software of various brands to purchase at low prices for private use

Education

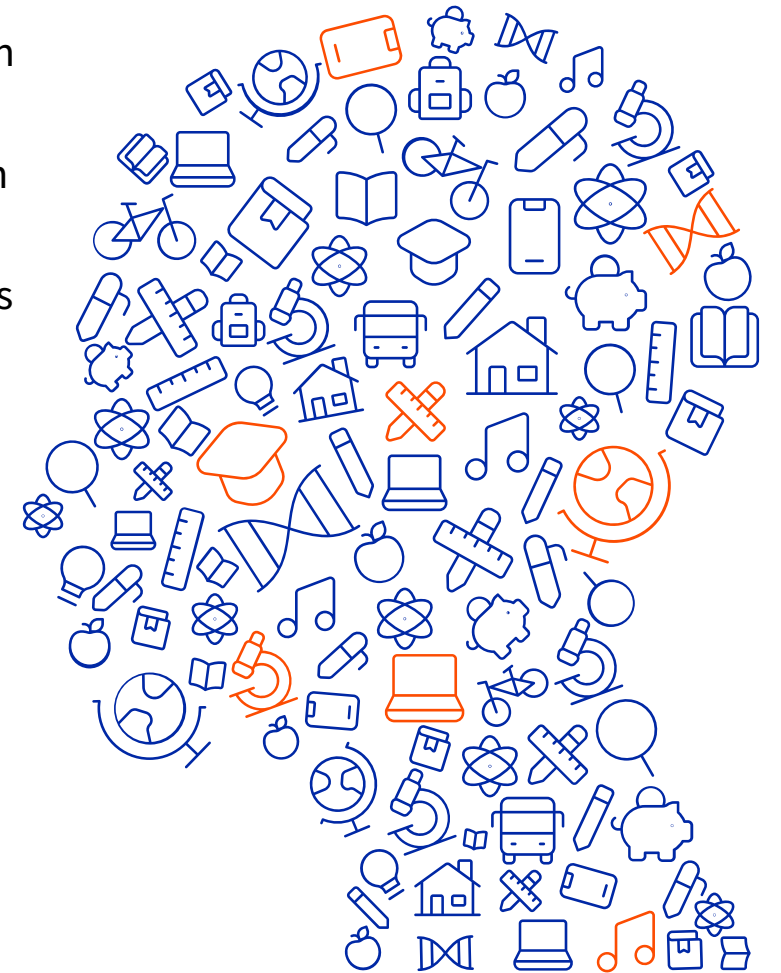
- Wide range of in-house continuing education courses
- The Language Center of UZH and ETH Zurich offers a range of language courses/services
- Training and continuing education programs of the canton of Zurich can be attended

Mobility

- Special offers to employees for
 - Short- and long-term UZH parking spaces
 - Car sharing and car rental
 - Bike-sharing and bike subscription offers

Healthcare

- Academic Sports Association Zurich (ASVZ) offers a range of exciting sports at attractive rates
- Free flu shot



Getting involved

Representative Bodies at UZH

- Association of Academic Mid-Level Faculty Staff of the University of Zurich (VAUZ) 
- Senior Researchers and Teaching Staff (VFFL) 
- Administrative and Technical Staff (V-ATP) 



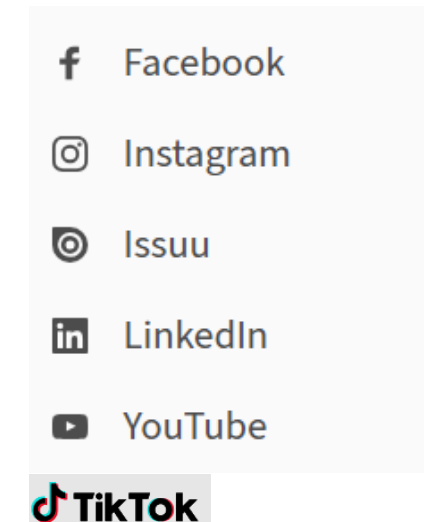
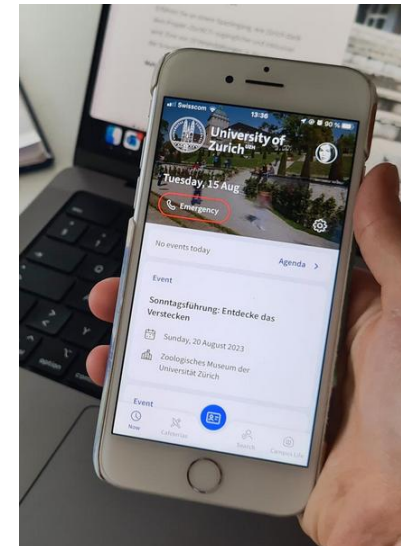
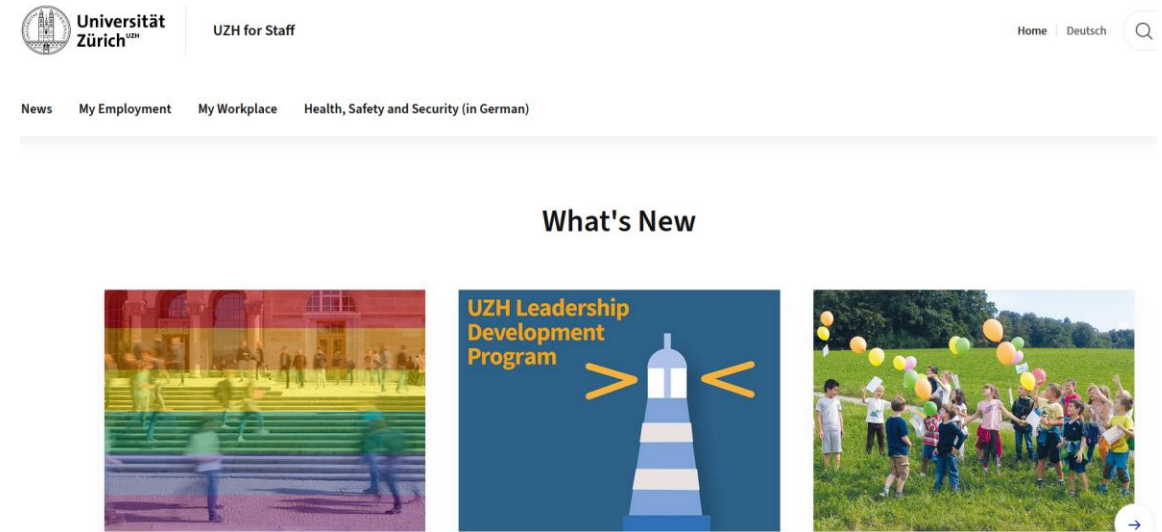
Stay up to date

Inform yourself using the channels:

- Website UZH for Staff [🔗](#)
 - UZH now App [🔗](#)
 - “UZH Inside” newsletter for UZH employees [🔗](#)
- register here for the Newsletter [🔗](#)

Follow, if you like, the UZH on Social Media:

- Facebook [🔗](#)
- Instagram [🔗](#)
- LinkedIn [🔗](#)
- You Tube [🔗](#)
- TikTok [🔗](#)



Q&A

Please feel free to ask questions!



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Active break

ASVZ



Source: ASVZ

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Introduction Dr. Colin Shaw

Since 2021: Senior Lecturer in the Department of Evolutionary Anthropology at UZH

- Leads the Human Evolutionary EcoPhysiology research group.
- Curator of the Evolutionary Anthropology skeletal and wet specimen Collection housed at UZH.
- Board member of the Thousand Year Trust – a charity that aims to regenerate Temperate Rainforests across Britain.





Humans in the 21st century: an evolutionary mismatch?

Dr. Colin Shaw
Department of Evolutionary Anthropology
University of Zurich

Hominin Evolution & Changing Environments



~7–4.4 Mya

Pre-Australopithecines



~4.5–2 Mya

Australopithecines



~2.7–1.2 Mya

Paranthropus



~2–0.3 Mya

Early Homo / H. erectus



~250–40 Kya

Neanderthals



~300 Kya–300 years ago

Homo sapiens



Dense woodland



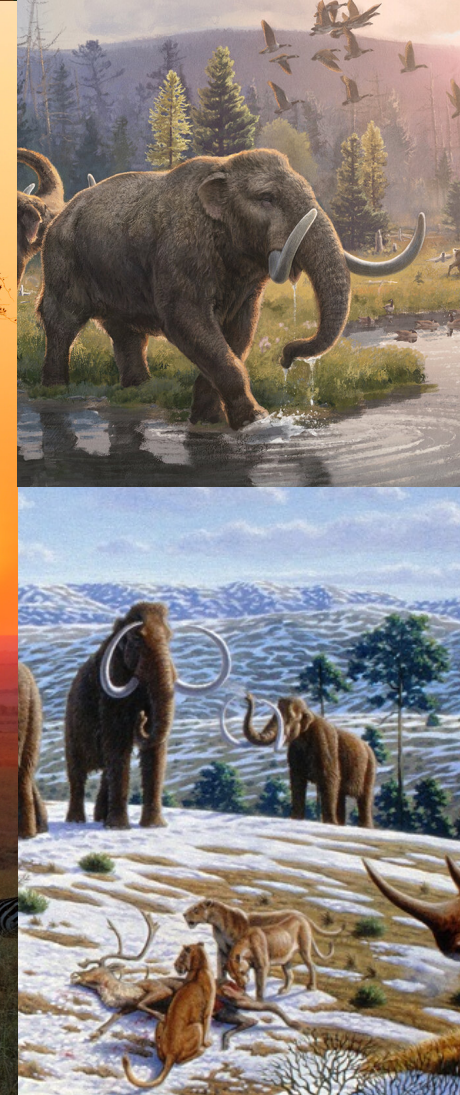
Mixed woodland / riparian



Open woodland & bushland



Open grassland & savanna

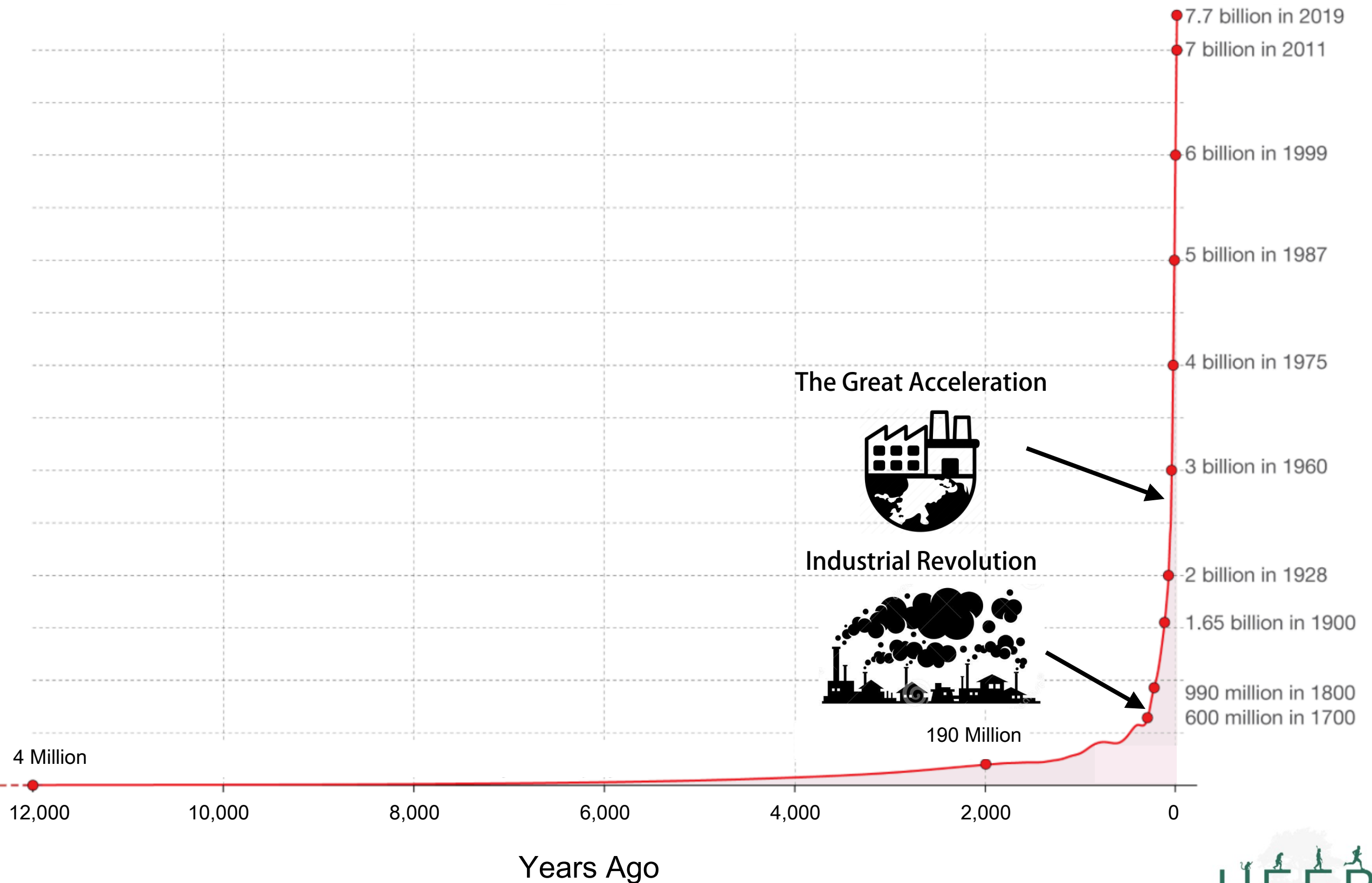


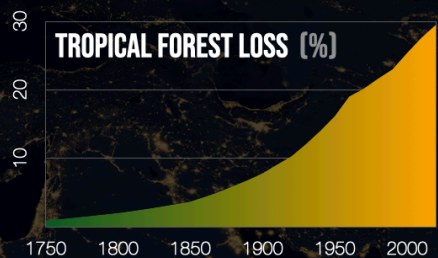
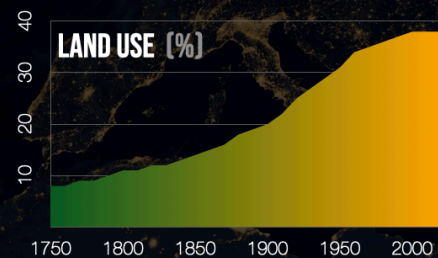
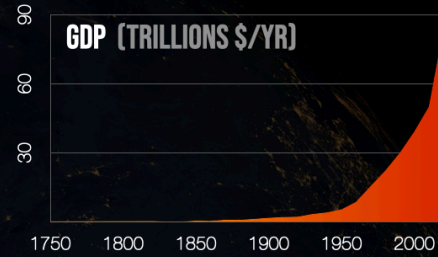
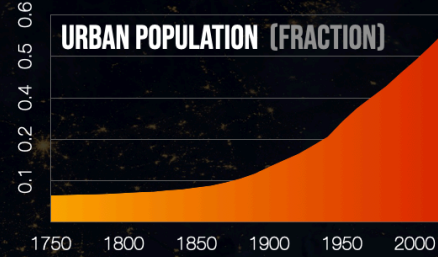
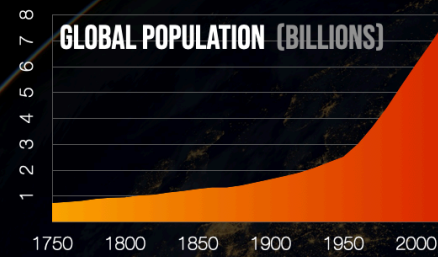
Glacial / Interglacial forest mosaic



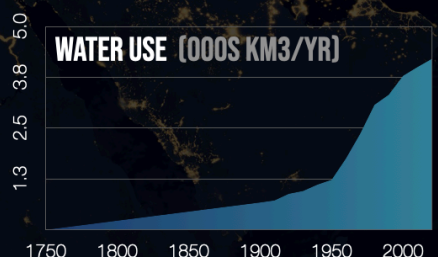
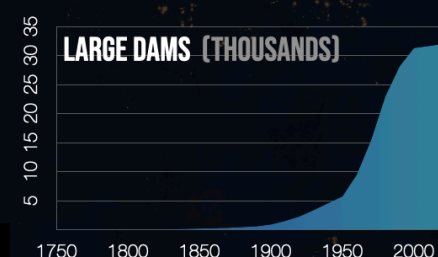
Diverse — all biomes

Global Population





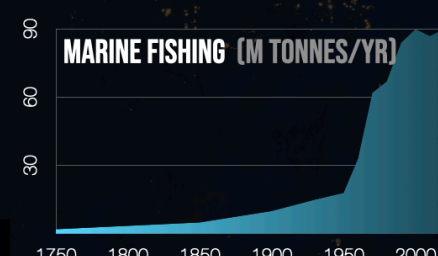
ECOSYSTEMS



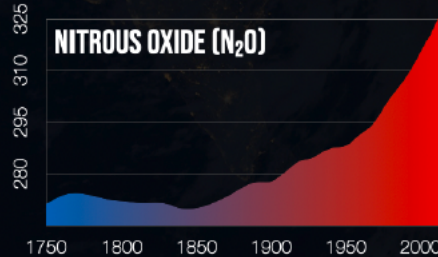
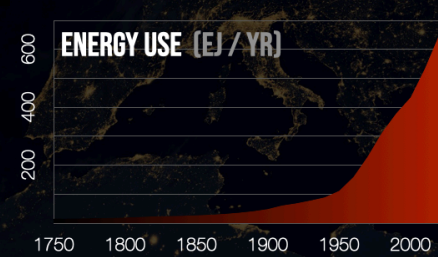
WATER USED



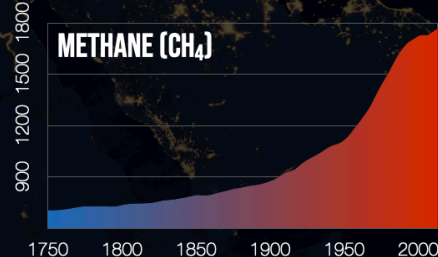
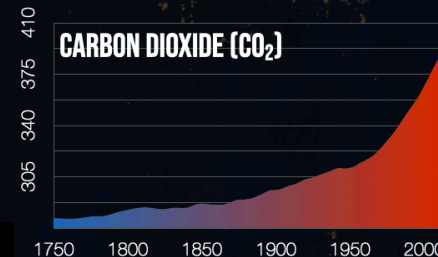
WATER QUALITY



OCEANS



CLIMATE

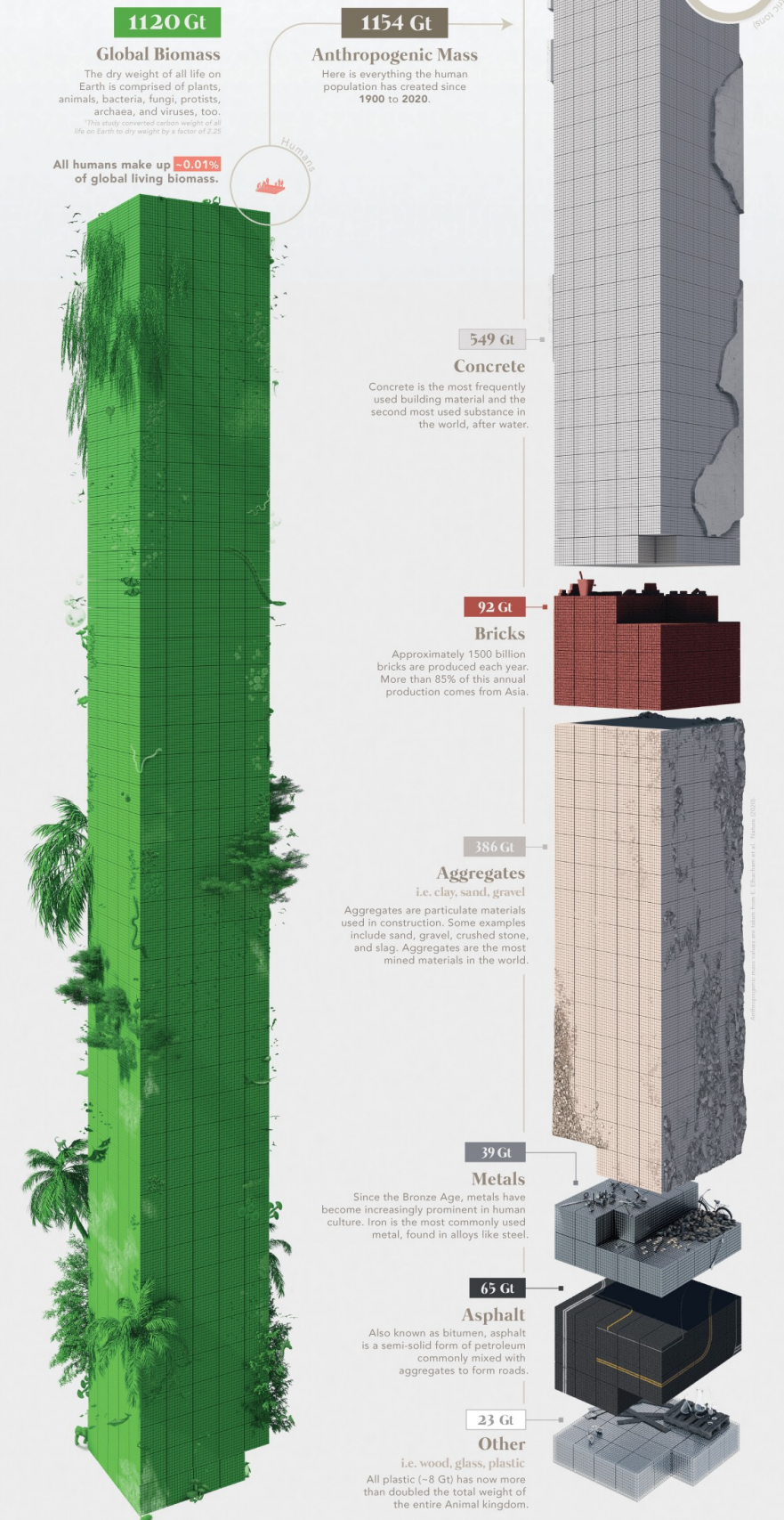


Visualizing the Scale of Anthropogenic Mass

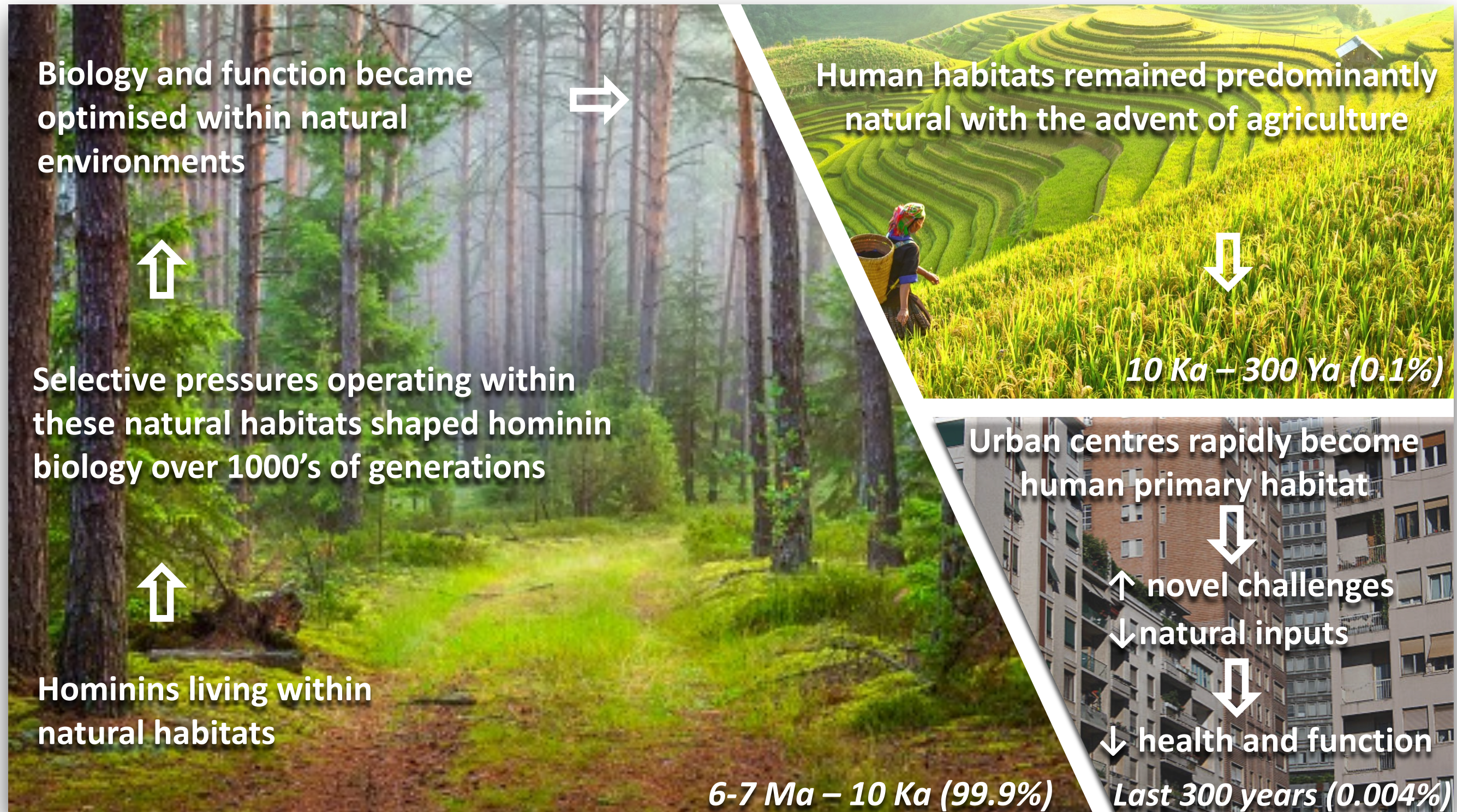
Anthropogenic mass, or human-made mass, refers to the materials embedded within inanimate solid objects that are made by humans.

In 2020, the amount of anthropogenic mass exceeded the weight of all global living biomass.

As humans continue to dominate Earth, questions surrounding our material output are increasing. We break down the composition of all human-made materials and the rate of their production.



Environmental Mismatch Hypothesis

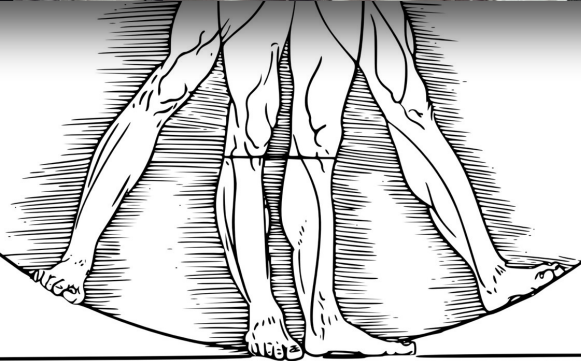




Genetic Variation
Stress



Cognitive Function



Physical Function



Immune Function

Reproductive Function





T.R.E.E. Project

Transdisciplinary **R**esearch on human **E**volutionary **E**cophysiology

Locations



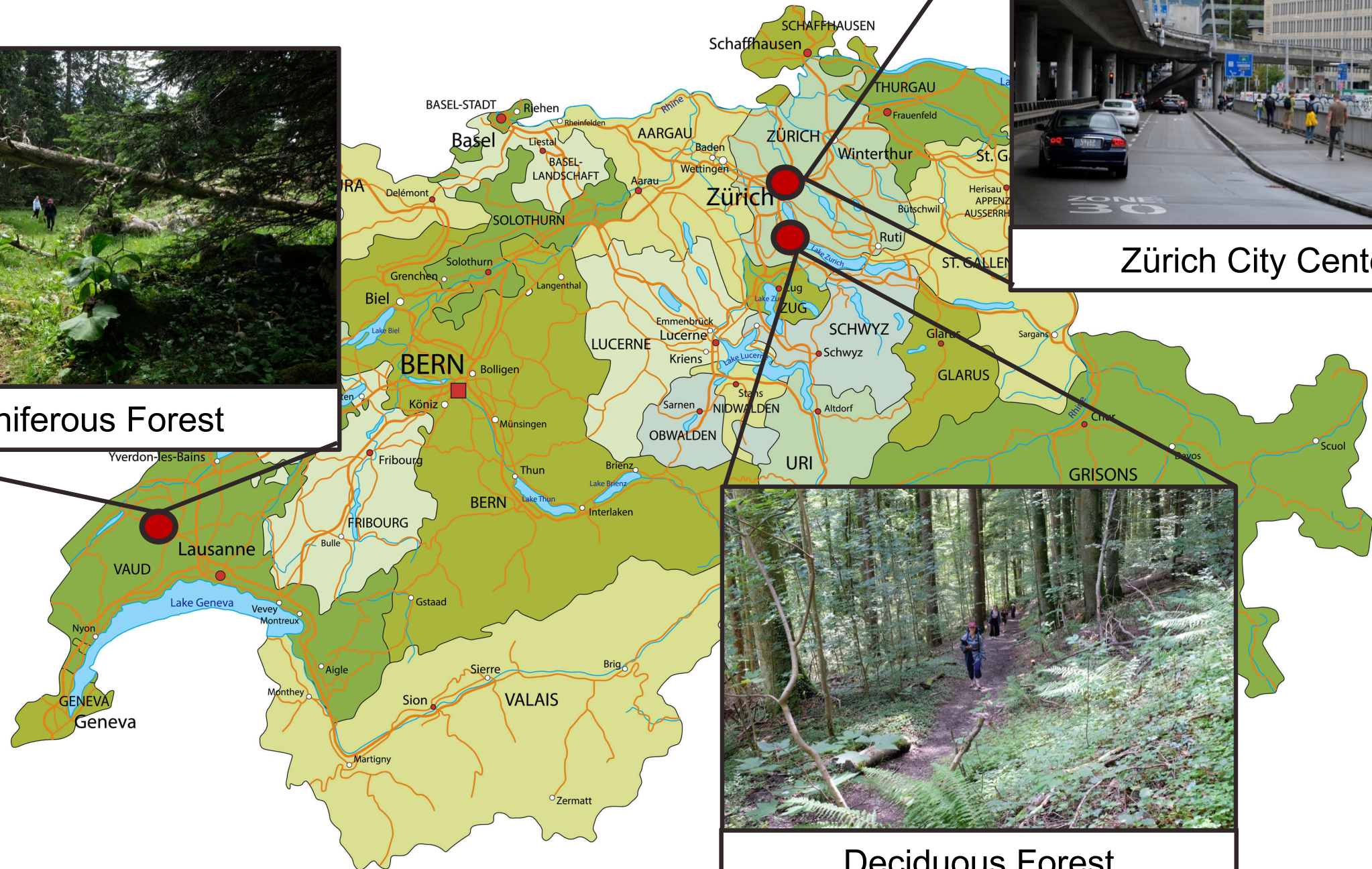
Coniferous Forest



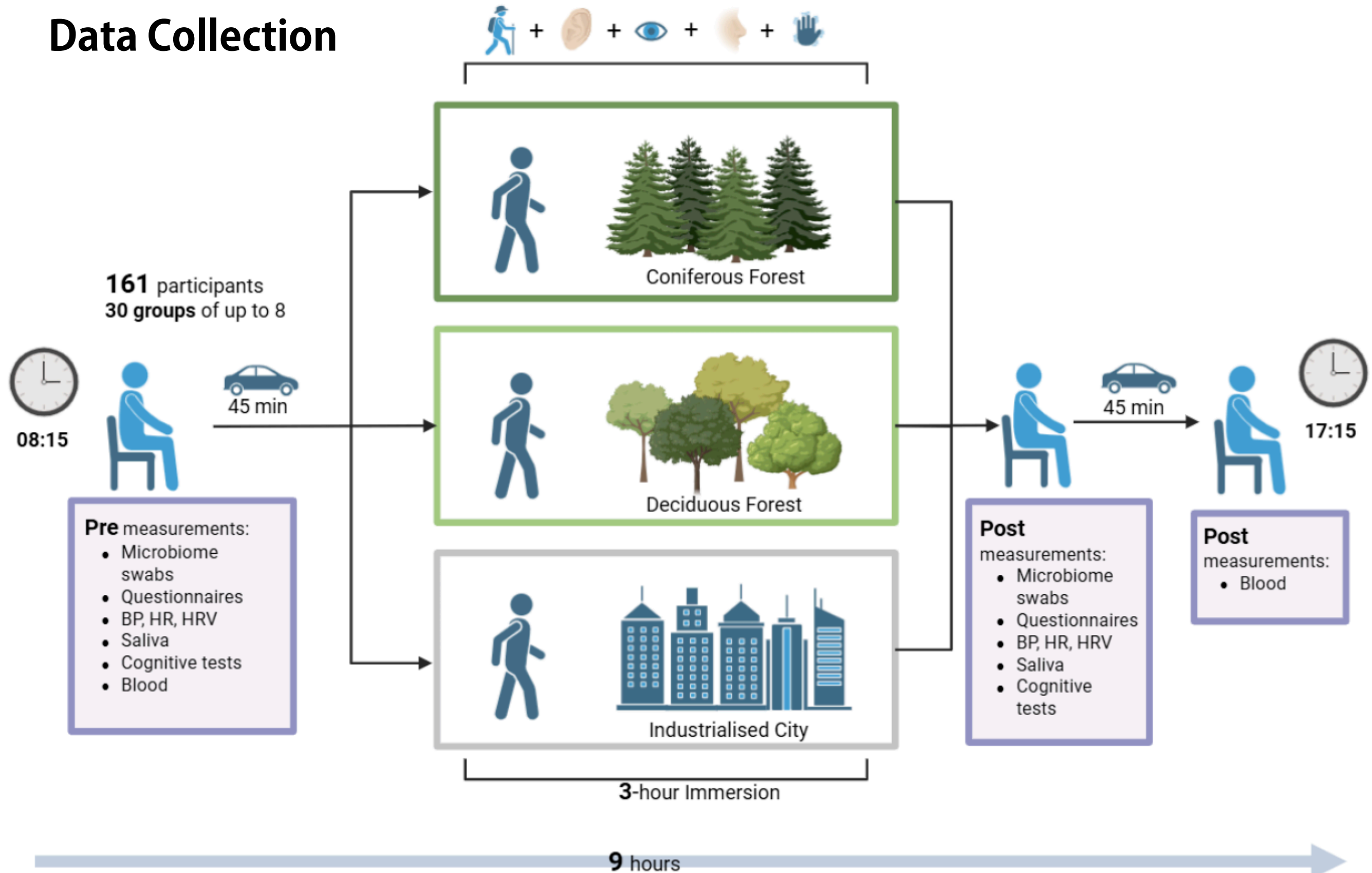
Zürich City Center



Deciduous Forest



Data Collection



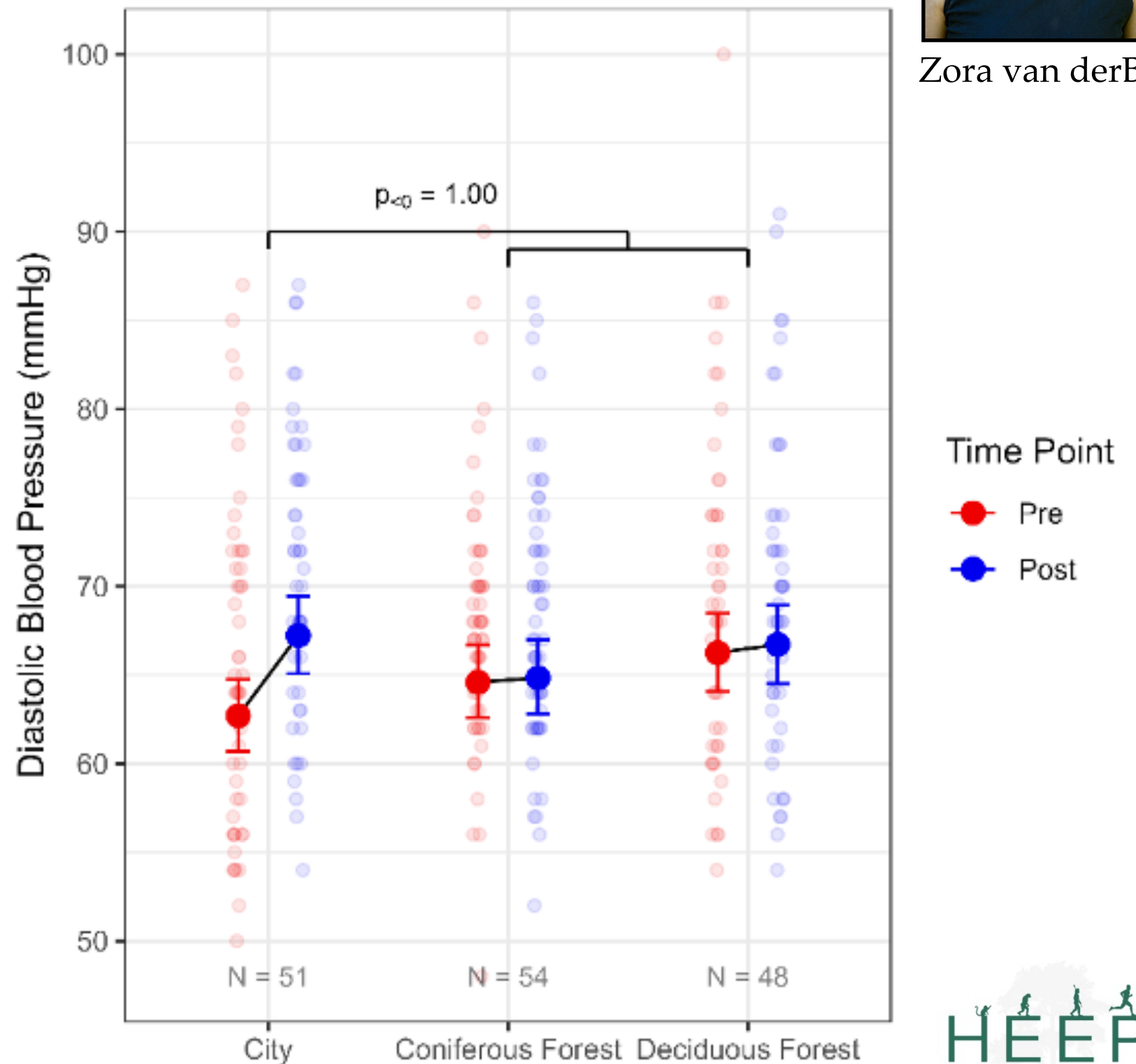
Physiological ("Stress") State



Zora van derBie



Blood Pressure



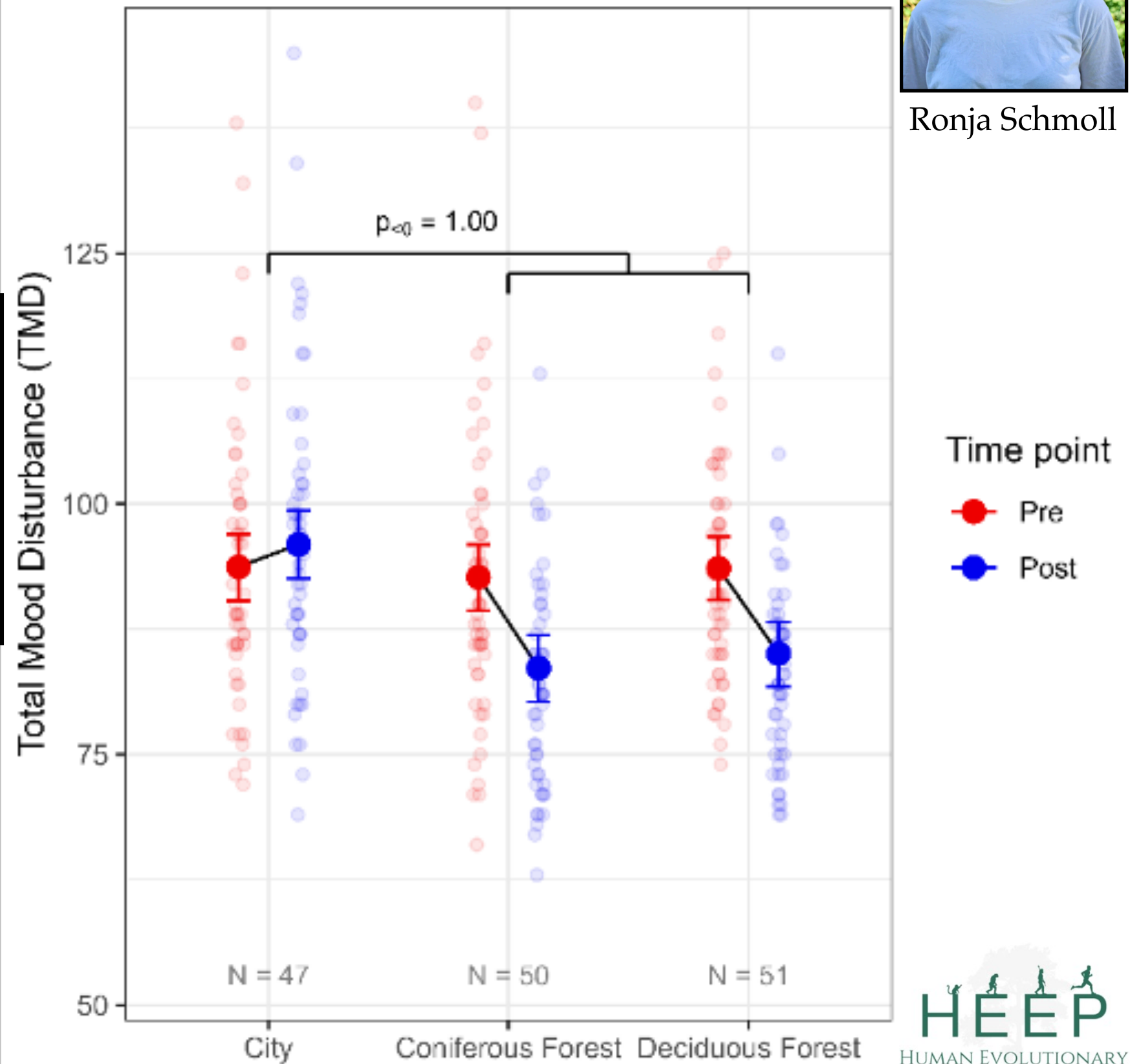
Psychological ("Stress") State



Ronja Schmoll



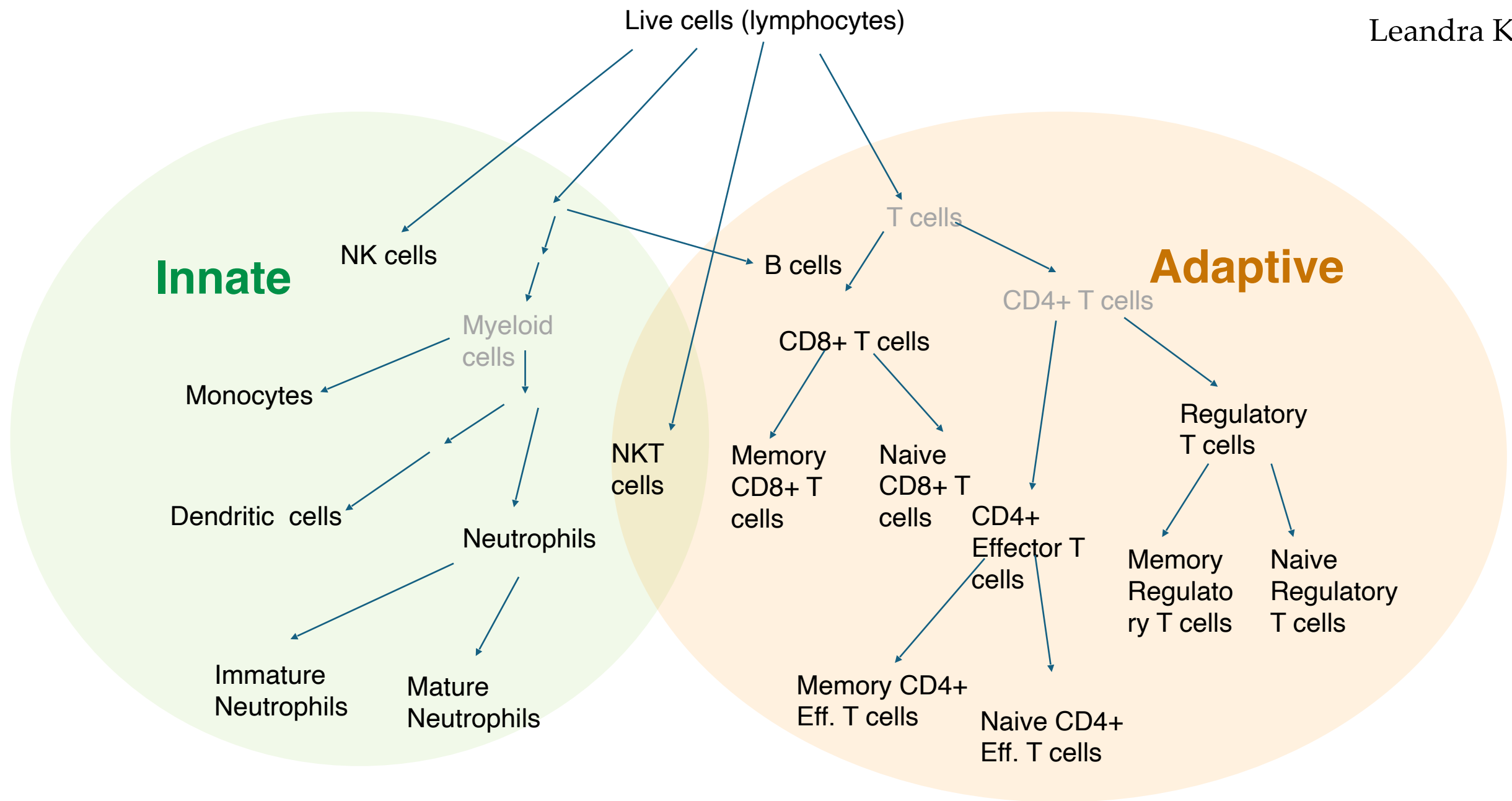
"Mood"



Immune Function



Leandra Keusch

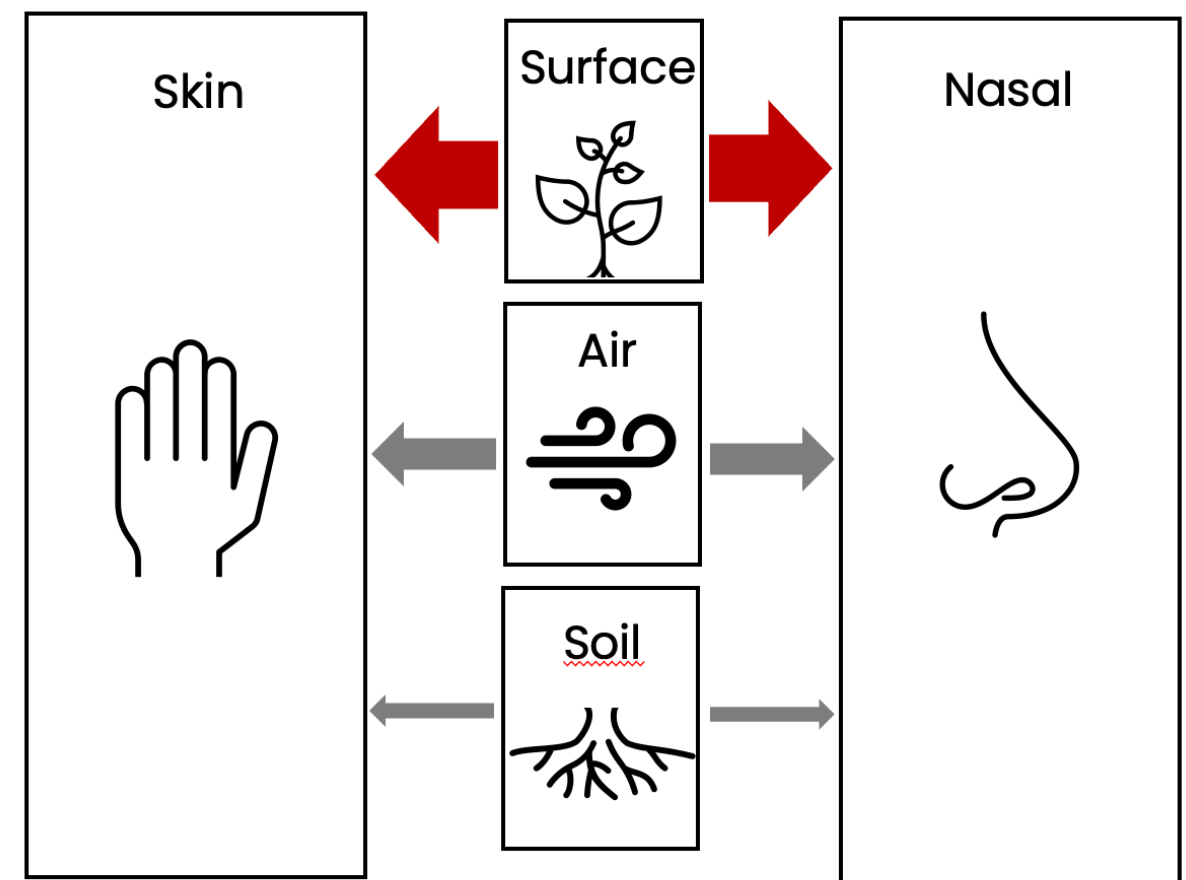
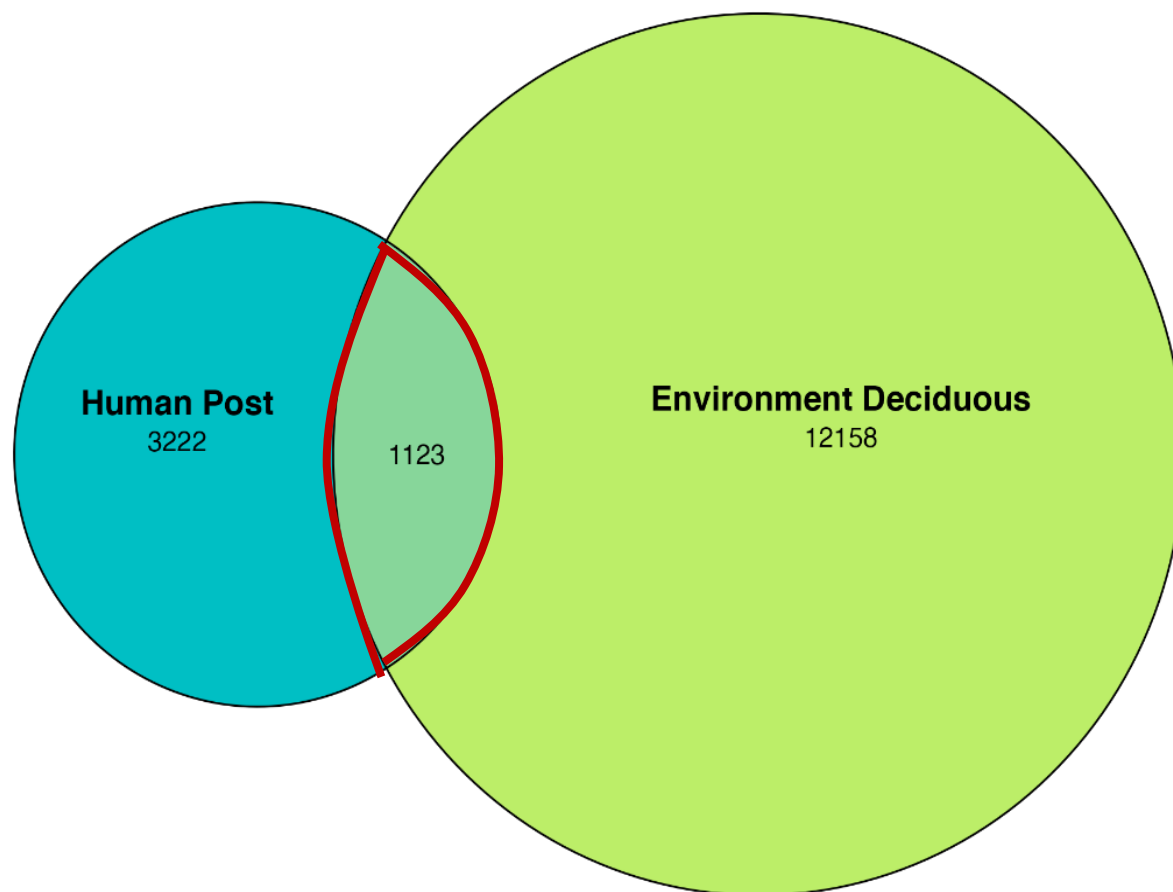


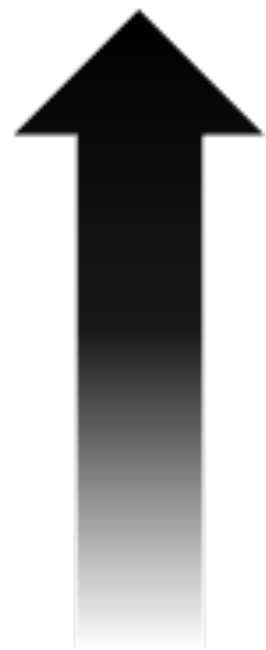
Microbial Transfer



Gina Sommacal

Deciduous Forest





Psychophysiological (“Stress”) State
Immune Function



Temperature
Atmospheric Pressure
Number of Ultrafine Particles
Anthropophony

Greenness
Size of Ultrafine Particles
 α -Pinene
Biophony



ECHO

(Summer 2026)



Mate Szazvai



Lisa Schütt



Ana Stojanovic



Martina Veronesi

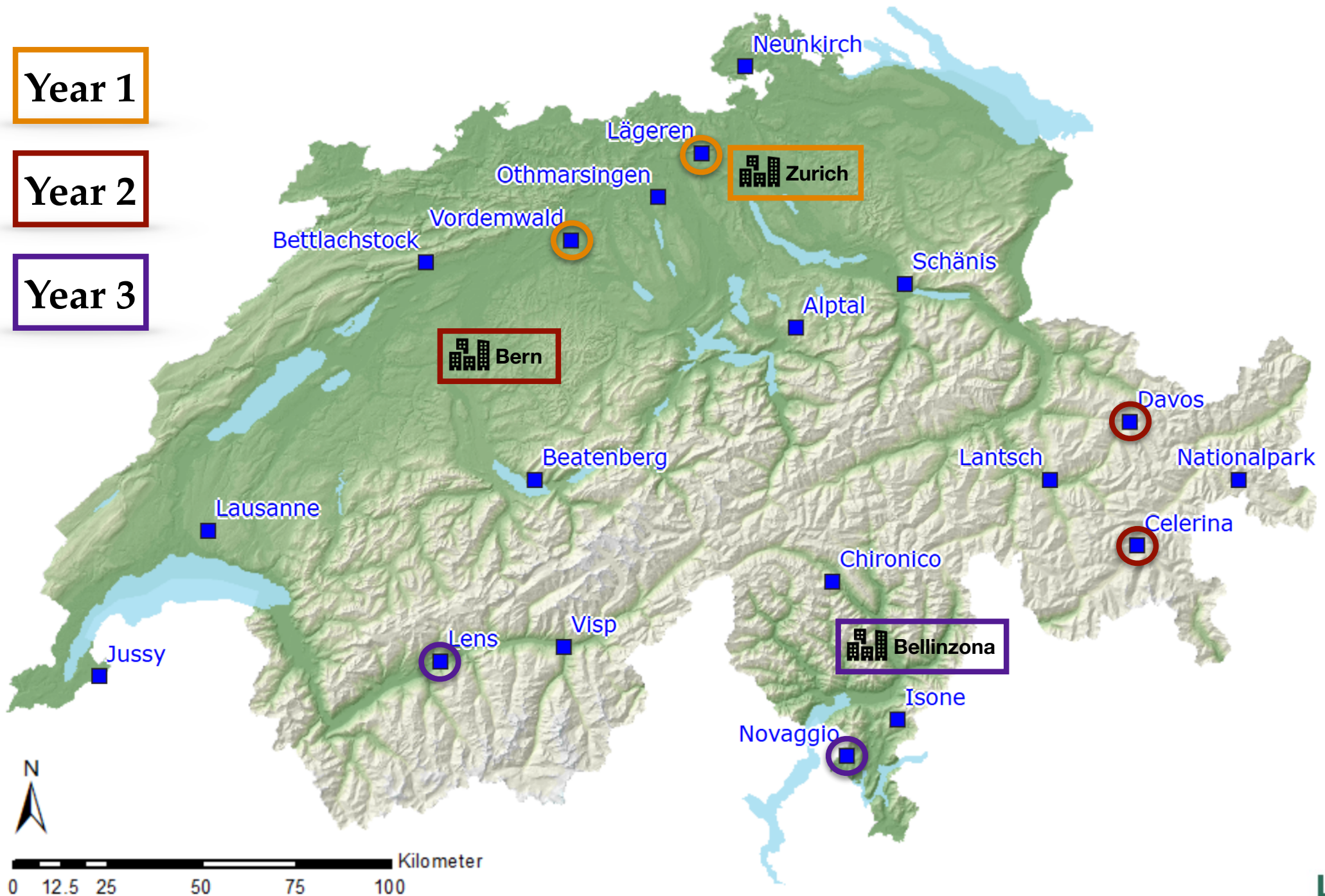


Samaa Abdelsattar



Matthew Putland

Next Steps (2028 - 2031)





University of
Zurich^{UZH}



Loughborough
University



Dr. Colin Shaw



Dr. Danny Longman



Yvanna Todorova



Matthew Putland



Mate Szazvai



Zora van der Bie



Gina Sommacal



Ronja Schmoll



Leandra Keusch



Lisa Schütt



Ana Stojanovic



Martina Veronesi



Samaa Abdelsattar



Manon Lussi

Thanks to the HEEPies!

Today's agenda

Host: Karina Giberman, Head of HR Communications, Human Resources

8.30am Welcome to UZH

Prof. Dr. sc. nat. Michael Schaepman, President

09.20am Your Employment at UZH

Karina Giberman, Head of HR Communications

09.50am «Active Break»

Phil Bertschi, ASVZ

10.00am UZH Research: «Human Biology in Forests and Cities: Environmental Mismatch in Modern Life»

Dr. Colin Shaw, Head of the Human Evolutionary Ecophysiology Research Group, Department of Evolutionary Anthropology (IEA), UZH

10.30am Info Market and Refreshments

11.30am End of Event

Info market and refreshments at the Lichthof



Source: previous UZH Welcome Days

Info Market 1/2

Representative Body Associations/Unions

- VAUZ (Mid-Level Faculty Staff)
- VATP (Administrative & Technical Staff)
- VFFL (Association of Senior Researchers and Teaching Staff)
- VPOD (Trade union for UZH employees)

Research/Funding

- Research & Grants Office
- Graduate Campus
- Strategic Research Platforms

Consulting Services

- Equality Diversity Inclusion
- Human Resources Department
- Career Services
- Sustainability Hub

Continuing Education

- Language Center of UZH and ETH
- Continuing Education

Pension Funds

- BVK



Info Market 2/2

Offerings

- kihz Foundation – Childcare
- University Library Zurich / Zentralbibliothek Zurich

Central Services

- Finance Office
- Communications Office
- Central IT Department
- Safety, Security and Environment
- Campuskultur
- Supply Chain Management



Your feedback is important to us

We would appreciate to learn from you whether this Welcome Day was informative and helpful.

You will receive a short electronic survey by e-mail following this event.

Thanks a lot for your attention and have a fabulous start at the University of Zurich.



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