Welcome to UZH!

UZH Welcome Day, 13 September 2023
Today’s agenda

Host: Dr. Karin Bertschinger, Leader Human Resources Department

08:30am Welcome to UZH
Prof. Dr. Michael Schaepman, President

09:20am Your Employment at UZH
Dr. Karin Bertschinger, Leader Human Resources Department
Caroline Bärtschi, HR Consultant, HR Department

09:50am Active Break

10:00am UZH Research - «Anti-Littering Irchelpark»
Dr. Robert Tobias, Senior Research Assistant, Institute of Psychology

10:30am Info Market and Refreshments

11:30am End of Event
Introduction of Prof. Dr. Michael Schaepman, President

- 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
Welcome at the University of Zurich!

UZH Welcome Day

Michael Schaepman
13 September 2023
History of the University of Zurich

1833
Universitas Turicensis

1867
Nadesda Suslova, first woman to receive a PhD

1868
Marie Heim-Vögtlin, first female physician

1892
Emilie Kempin-Spyri, first female lecturer

1914
UZH main building

1982
Verena Meyer, first female president

1998
Autonomy

2020
Gabriele Siegert, president a.i.
1905: Albert Einstein receives his PhD from UZH

12 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)
UZH is the largest and most diverse university in Switzerland

7 faculties, 150 institutes, over 100 courses of studies

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

Creativity, Complexity, Cooperation
Students by Faculty

27 895 Students

5 618 PhD candidates

7 430 Master’s students

14 353 Bachelor’s students

494 Teaching diploma candidates

Source: UZH Annual Report 2022

16 473 (59%) Women
11 648 (41%) Men
Origin and Exchange

Students by Origin
2022

27,895 Students

81% Swiss
19% Foreign

Exchange Students
2021 – 2022

Incoming

HS 2022
- 33 CH-Unimobil
- 317 Exchange Programs in Europe (SEMP)
- 76 Exchange Programs Outside of Europe
- 217 Visiting Students
- 40 Federal Excellence Scholarship
- 20 Double Doctorate

Outgoing

- 20 CH-Unimobil
- 229 Exchange Programs in Europe (SEMP)
- 82 Exchange Programs Outside of Europe
- 13 Double Doctorate

2021
2022

22,668 Switzerland
5,227 Foreign countries
Staff

Staff by Employee Group
2022

10 018
Staff

- 7% Professorships
- 35% Non-professorial Academic Staff
- 58% Administrative and Technical Staff

Staff by Organization
2022

- 127 Faculty of Theology
- 514 Faculty of Law
- 675 Faculty of Business, Economics and Informatics
- 2 636 Faculty of Medicine
- 800 Vetsuisse Faculty
- 1 909 Faculty of Arts and Social Sciences
- 1 687 Faculty of Science
- 394 Strategic Programs
- 1 439 Central Services
UZH Campuses

1 City Campus
All but Science

2 Irchel Campus
Natural Sciences

3 Oerlikon
Arts and Humanities

4 Schlieren
Medical / Startup

5 Lengg
Medical
Income Statement

Revenue 2022
in Mio. CHF

1.578 m

Revenue

- 679 Mio. Canton Zurich
- 318 Mio. Other Basic Financing and Operational Funds
- 366 Mio. Third-party Project Funding
- 208 Mio. Services and Other Operational Income
- 7 Mio. Financial Yield

Expenses 2022
in Mio. CHF

1.575 m

Expenses

- 991 Mio. Staff Costs
- 580 Mio. Other Operating Expenses
- 4 Mio. Finance Expense
Organization
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. Christian Schwarzenegger**
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
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
Challenges ahead

We are facing a kind of multi-crisis situation. At UZH, we do our best to help mitigate the consequences.

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.

As far as the institutional challenges of UZH are concerned, the main ones to mention are the ever-increasing student numbers and extensive construction projects.
Many thanks for your attention and much success and satisfaction at UZH!
Your Employment at UZH
**Staff numbers in FTE (Full Time Equivalent)**
(per 31.12.2022)

<table>
<thead>
<tr>
<th>Category</th>
<th>Total (FTE)</th>
<th>Of which non CH nationalities* (%)</th>
<th>Of which part-time (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>UZH total</td>
<td>7 262</td>
<td>44</td>
<td>55</td>
</tr>
<tr>
<td>Professorships</td>
<td>710</td>
<td>49</td>
<td>5</td>
</tr>
<tr>
<td>Non-professorial Academic Staff</td>
<td>3 830</td>
<td>55</td>
<td>67</td>
</tr>
<tr>
<td>Administrative Technical Staff</td>
<td>2 722</td>
<td>23</td>
<td>51</td>
</tr>
</tbody>
</table>

*44 % of the staff represent over 100 different nationalities

Source: Annual Report 2022
A wide variety of professions at UZH

<table>
<thead>
<tr>
<th>Academic Staff</th>
<th>Administrative and Technical Staff</th>
<th>Apprenticeships</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Professorships</td>
<td>• Department, Team, Projekt Leaders and Managers</td>
<td>The University of Zurich offers over 100 apprenticeship positions in 13 different professions</td>
</tr>
<tr>
<td>• Non-professorial</td>
<td>• Teaching and Learning Representatives</td>
<td></td>
</tr>
<tr>
<td>Academic Staff</td>
<td>• Media Relations Officers</td>
<td></td>
</tr>
<tr>
<td>• External Instructors</td>
<td>• Controllers</td>
<td></td>
</tr>
<tr>
<td>Academic positions:</td>
<td>• IT Consultants</td>
<td></td>
</tr>
<tr>
<td>• Teaching and Research</td>
<td>• Administrative Assistants</td>
<td></td>
</tr>
<tr>
<td>Assistants</td>
<td>• Laboratory Technicians</td>
<td></td>
</tr>
<tr>
<td>• PhD Candidates</td>
<td>• Dental Assistants</td>
<td></td>
</tr>
<tr>
<td>• Postdoctoral Researchers</td>
<td>• Animal Caretakers</td>
<td></td>
</tr>
<tr>
<td>• Senior Teaching and</td>
<td>• Carpenters</td>
<td></td>
</tr>
<tr>
<td>Research Assistants</td>
<td>• etc.</td>
<td></td>
</tr>
</tbody>
</table>

13 September 2023
Please note

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

› 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
› Accident
› Afterwork
› AHV / IV / EO
Leadership and Management Principles

- 8 principles aiming to promote UZH's shared understanding of good leadership
- specific recommendations for leaders and managers
- ideas to reflect on own leadership style and behavior

Implementation of the Leadership and Management Principles

- Content in UZH Leadership development courses
- Feedback from UZH employee surveys (since 2019)
- Etc.
Learning and Development

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

– In-House Continuing Education for UZH Staff
  – Center of Lifelong Learning
  – 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
HR Development

A team of experts supports personnel and leadership development at the University of Zurich.

We offer:

- Coaching
- Team Development
- Communication Training
- Change Management
- Leadership Consulting
- Continuing Education Opportunities
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

For further consulting
  - Employee Assistance Office
  - Psychological Counseling Services of UZH / ETH
  - Office for Gender Equality and Diversity
  - Protection against Sexual Harassment
  - Coaching and Mentoring für PhD candidates

More Information:
  - HR Department
  - «health» website
Working Hours and Absences

Administrative and technical staff
- is required to maintain a working time table (Excel sheet)
- time table must be checked and signed by the supervisor on a monthly basis
- submission to the Human Resources Department at the end of the year

Academic staff
- is not required to maintain a working time table, but has the right to do so
Employee Benefits (1/2)

Food and Beverages
- Several canteens and cafeterias (employee rates)
- Lunch-Check card (except of UZH enrolled employees):
  - Over 8,000 participating restaurants all over Switzerland, 7 days a week
  - UZH contributes half of the balance (max. 125 CHF/month) of the Lunch-Check Card

Sports and Leisure
- Academic Sports Association Zurich ASVZ (membership costs CHF 300 per year)
- 10 % off entry to the Alpamare, Switzerland’s largest water park
- Special rates for hotel bookings in and outside Switzerland (coming soon)

Child care at the Foundation kihz
**Employee Benefits (2/2)**

**Hardware and Software**
- The IT Department offers hardware and software of various brands to purchase at low prices for private use

**Mobile**
- Mobile subscription for private use at special rates

**Mobility**
- Special offers to employees for
  - short- and long-term UZH parking spaces
  - car sharing and car rental
Getting involved

Representative Bodies at the UZH

- Junior Researchers (VAUZ)
- Senior Researchers and Teaching Staff (VFFL)
- Administrative and Technical Staff (V-ATP)

Personal commitment

- Sustainability Initiatives and Networks (Sustainability Team)
- Safety and Environment (Safety, Security and Environment Department)
Please feel free to ask questions!
Active Break (ASVZ)
Introduction of Dr. Robert Tobias

– Senior research assistant at the chair of Social Psychology, Institute of Psychology, University of Zurich

– **Previous positions**
  – 2002 – 2015: (Senior) research assistant at Eawag (Dübendorf)
  – 2008 – 2009: Post-Doctorate at Arizona State University (USA)
  – 1995 – 2006: Master & PhD studies in psychology (University of Zurich)
  – 1993 – 1996: Consulting engineer at Heierli AG (Zurich)
  – 1985 – 1989: Master study in civil engineering (ETH Zürich)

– **Professional focal topics**
  – Designing, implementing, and evaluating behavior-change campaigns for health & environment
  – Communication & cooperation; risk perception & trust; habits & norms; moral decisions & corruption
  – Agent-based computer simulation; statistical modelling; questionnaire design
Why do people litter - and how can we find out?

Dr. Robert Tobias¹, Nicole Moraz¹, & Barbara Degenhardt²

¹University of Zurich, Department of Psychology, Social Psychology
²University of Zurich, Irchel Campus Usage Management
Littering as environmental problem

- Littering is a ‘minor’ but huge **problem**:  
  - Aesthetic issues that reduce recreational and property values  
  - Indicator of absence of care & acceptance of norm transgressions  
  - Health / environmental hazards: cause injuries / poisoning, attract vermin, decompose to dangerous substances

- Most **investigation** and proposed **solutions** are **structural**: Setting up garbage bins more conveniently and cleaning up litter as quickly as possible. → Very expensive!

- Little research on **psychological determinants** of littering, mostly focus on norms.

- **This study** investigates psychological determinants of littering / litter reduction.
Investigating littering

- **Littering** is mostly **unintentional and situational** → difficult to investigate with questionnaires or in the laboratory.

- Solution: **Field-experiment** with interventions targeting *various specific* psychological processes → Impact as estimate of importance of determinant for littering / litter reduction.

- ‘**Dimensions of behavior determinants**’ used to separate and combine established constructs in a way that each intervention can target one specific (group of) processes – and not others.

<table>
<thead>
<tr>
<th>Pre-conditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feasibility (F): Being able to perform behavior</td>
</tr>
<tr>
<td>Awareness (A): Knowing, remembering, etc.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instrumental Evaluation (IE): ‘Rational’ costs &amp; benefits</td>
</tr>
<tr>
<td>Affective Evaluation (AE): Emotions related to behavior</td>
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</tbody>
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</thead>
<tbody>
<tr>
<td>Norms &amp; Goals (NG): ‘References’ for behavior</td>
</tr>
<tr>
<td>Needs &amp; Tensionstates (NT): Push to / away from behavior</td>
</tr>
</tbody>
</table>
Methods
Study site and intervention zones
Experimental manipulations 1

IE: Information provision

Did you know?
Garbage outside the garbage bins is a threat to humans and animals – even if it is packed, because animals can scatter it. Please always dispose of garbage in the garbage bins. Thank you!

NGdi: Norm activation
descriptive and injunctive

Glad you are part of it!
4 out of 5 guests of Irchelpark dispose of their waste in the waste containers and would like others to do the same.

NGr: Norm activation
reciprocity

For you, we clean the park – 4 hours a day. Thank you for the time you gave us by disposing of trash in the garbage cans.
University of Zurich, maintenance team
Experimental manipulations 2

**AE**: Inducing positive emotions

Bitte keinen Abfall verschwenden!

Bitte, füttern Sie unsere hungrigen Abfallbehälter!

Please do not waste any garbage!
Feed our hungry garbage cans!

**NT**: Disgust reduction

Seien Sie schneller!

Entsorgen oder verpacken Sie Ihren Abfall, bevor der Ekel kommt.

Be faster!
Dispose or pack your waste before the disgust comes.

**AE-IE**: Positive emotions & information provision

Volltreffer!

Abfall bitte in den Abfallbehältern entsorgen. Danke!

Bull's eye!
Please dispose of waste in the waste garbage container. Thank you.
Not next to it. Not on top.
### Experimental plan

<table>
<thead>
<tr>
<th>Weeks</th>
<th>Zone 1</th>
<th>Zone 2</th>
<th>Zone 3</th>
<th>Zone 4</th>
<th>Zone 5</th>
<th>Zone 6</th>
<th>Zone 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td></td>
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</tr>
<tr>
<td>3</td>
<td>Control</td>
<td>IE</td>
<td>NT</td>
<td>Control</td>
<td>Control</td>
<td>AE</td>
<td>Structural measure</td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Control</td>
<td>NGdi</td>
<td>NGr</td>
<td>Control</td>
<td>Control</td>
<td>IE</td>
<td>Structural &amp; AE-IE</td>
</tr>
<tr>
<td>2</td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Control</td>
<td>NT</td>
<td>AE</td>
<td>NGdi</td>
<td>Control</td>
<td>NGr</td>
<td>AE-IE</td>
</tr>
</tbody>
</table>

**IE**: Information provision  
**NT**: Disgust reduction  
**AE**: Inducing positive emotions  
**NGdi**: Activating descriptive and injunctive norms  
**NGr**: Activating reciprocity norms  
**Structural measure**: Second container for cardboard  
**AE-IE**: Positive emotions & information
Data gathering & analysis

- On 119 of 147 days, volume of litter on 1 m² of 55 measurement points measured in the evening.
- Distribution of data did not allow standard statistical methods (82.9% no litter, 0.7% > 1 l, up to 277 l).
- Approach: Bootstrapping differences of changes of average amount of litter in intervention zones compared to control zones.

![Graph showing short-term and long-term effects and potential]

- Short-term
- Long-term
- Garbage collected
- Phase I-1
- Phase I
- Phase I+1
- Control zone
- Intervention zone
Results
<table>
<thead>
<tr>
<th>Intervention</th>
<th>Zone</th>
<th>Phase</th>
<th>I</th>
<th>C</th>
<th>Pot.</th>
<th>Est.</th>
<th>LL</th>
<th>UL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>IE: Information</strong></td>
<td></td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1.36</td>
<td>-0.61</td>
<td>-1.95</td>
<td>1.02</td>
</tr>
<tr>
<td><strong>IE: Information</strong></td>
<td></td>
<td>4</td>
<td>6</td>
<td>5</td>
<td>0.07</td>
<td>0.03</td>
<td>-0.17</td>
<td>0.19</td>
</tr>
<tr>
<td><strong>NGdi: Norms - descr. &amp; injunct.</strong></td>
<td></td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>-0.15</td>
<td>1.40</td>
<td>0.55</td>
<td>2.15</td>
</tr>
<tr>
<td><strong>NGdi: Norms - descr. &amp; injunct.</strong></td>
<td></td>
<td>6</td>
<td>4</td>
<td>5</td>
<td>0.04</td>
<td>0.01</td>
<td>-0.16</td>
<td>0.19</td>
</tr>
<tr>
<td><strong>NGr: Norms – reciprocity</strong></td>
<td></td>
<td>4</td>
<td>3</td>
<td>1</td>
<td>5.23</td>
<td>-4.60</td>
<td>-8.79</td>
<td>0.47</td>
</tr>
<tr>
<td><strong>NGr: Norms – reciprocity</strong></td>
<td></td>
<td>6</td>
<td>6</td>
<td>5</td>
<td>-0.02</td>
<td>0.09</td>
<td>-0.06</td>
<td>0.23</td>
</tr>
<tr>
<td><strong>AE: Affect</strong></td>
<td></td>
<td>6</td>
<td>3</td>
<td>1</td>
<td>-0.11</td>
<td>0.21</td>
<td>-0.21</td>
<td>0.52</td>
</tr>
<tr>
<td><strong>AE: Affect</strong></td>
<td></td>
<td>2</td>
<td>6</td>
<td>5</td>
<td>0.18</td>
<td>-0.12</td>
<td>-0.26</td>
<td>0.05</td>
</tr>
<tr>
<td><strong>NT: Tension states – disgust</strong></td>
<td></td>
<td>6</td>
<td>2</td>
<td>1</td>
<td>-0.04</td>
<td>0.34</td>
<td>-0.09</td>
<td>0.71</td>
</tr>
<tr>
<td><strong>NT: Tension states – disgust</strong></td>
<td></td>
<td>2</td>
<td>3</td>
<td>1</td>
<td>1.98</td>
<td>-0.77</td>
<td>-3.06</td>
<td>1.46</td>
</tr>
<tr>
<td><strong>Structural</strong></td>
<td></td>
<td>2</td>
<td>7</td>
<td>5</td>
<td>0.15</td>
<td>-0.08</td>
<td>-0.20</td>
<td>0.05</td>
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<tr>
<td><strong>Structural &amp; AE-IE: Affect + information</strong></td>
<td></td>
<td>4</td>
<td>7</td>
<td>5</td>
<td>0.07</td>
<td>-0.07</td>
<td>-0.16</td>
<td>0.05</td>
</tr>
<tr>
<td><strong>AE-IE: Affect + information</strong></td>
<td></td>
<td>6</td>
<td>7</td>
<td>5</td>
<td>0.02</td>
<td>0.09</td>
<td>-0.26</td>
<td>0.23</td>
</tr>
</tbody>
</table>
# Bootstrapped differences of changes of measured litter: long-term

<table>
<thead>
<tr>
<th>Intervention</th>
<th>Phase</th>
<th>I</th>
<th>C</th>
<th>Pot.</th>
<th>Est.</th>
<th>LL</th>
<th>UL</th>
</tr>
</thead>
<tbody>
<tr>
<td>IE: Information</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1.67</td>
<td>-1.47</td>
<td>-2.58</td>
<td>-0.06</td>
</tr>
<tr>
<td>IE: Information</td>
<td>4</td>
<td>6</td>
<td>5</td>
<td>0.14</td>
<td>-0.12</td>
<td>-0.22</td>
<td>-0.02</td>
</tr>
<tr>
<td>NGdi: Norms - descr. &amp; injunct.</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>0.04</td>
<td>0.16</td>
<td>-0.36</td>
<td>0.76</td>
</tr>
<tr>
<td>NGdi: Norms - descr. &amp; injunct.</td>
<td>6</td>
<td>4</td>
<td>5</td>
<td>0.05</td>
<td>-0.03</td>
<td>-0.21</td>
<td>0.17</td>
</tr>
<tr>
<td>NGr: Norms – reciprocity</td>
<td>4</td>
<td>3</td>
<td>1</td>
<td>5.43</td>
<td>-5.29</td>
<td>-9.59</td>
<td>-0.61</td>
</tr>
<tr>
<td>NGr: Norms – reciprocity</td>
<td>6</td>
<td>6</td>
<td>5</td>
<td>-0.02</td>
<td>0.11</td>
<td>-0.05</td>
<td>0.27</td>
</tr>
<tr>
<td>AE: Affect</td>
<td>6</td>
<td>3</td>
<td>1</td>
<td>-0.02</td>
<td>0.11</td>
<td>-0.42</td>
<td>0.46</td>
</tr>
<tr>
<td>AE: Affect</td>
<td>2</td>
<td>6</td>
<td>5</td>
<td>0.19</td>
<td>-0.18</td>
<td>-0.30</td>
<td>-0.02</td>
</tr>
<tr>
<td>NT: Tension states – disgust</td>
<td>6</td>
<td>2</td>
<td>1</td>
<td>0.05</td>
<td>1.88</td>
<td>-1.54</td>
<td>3.79</td>
</tr>
<tr>
<td>NT: Tension states – disgust</td>
<td>2</td>
<td>3</td>
<td>1</td>
<td>2.29</td>
<td>3.29</td>
<td>-1.87</td>
<td>7.87</td>
</tr>
<tr>
<td>Structural</td>
<td>2</td>
<td>7</td>
<td>5</td>
<td>0.16</td>
<td>-0.14</td>
<td>-0.23</td>
<td>-0.04</td>
</tr>
<tr>
<td>Structural &amp; AE-IE: Affect + information</td>
<td>4</td>
<td>7</td>
<td>5</td>
<td>0.14</td>
<td>-0.08</td>
<td>-0.18</td>
<td>0.02</td>
</tr>
<tr>
<td>AE-IE: Affect + information</td>
<td>6</td>
<td>7</td>
<td>5</td>
<td>0.03</td>
<td>0.15</td>
<td>-0.03</td>
<td>0.31</td>
</tr>
</tbody>
</table>
Discussion
Conclusions

- Quasi-experimental approach to find critical determinants of behaviors w/o questionnaires in-situ
- Often, littering was too small to be further reduced (6 of 13 changes with potential < 0.05 l)
- None of the interventions reduced litter significantly short-term (intervention – pre-intervention); activating descriptive & injunctive norms even increased litter significantly.
- Long-term (post- – pre-intervention), all interventions reduced litter (marginally) significantly (p < 0.05, 1-sided, expecting reduction), if potential > 0.05 l. Exception: disgust reduction (NT).
- Information provision (IE), inducing positive emotions (AE), and activating reciprocity norms (NG) were effective.
- Further studies required to confirm findings – ideally where a constant base-amount of littering can be expected.
- Follow-up campaign in 2022 reduced garbage deposited besides garbage bins by 1.54 l per bin (p < 0.10, one-sided, expecting reduction).
Thank you

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http://www.psychology.uzh.ch/en/areas/sob/sozpsy/Team/rtobias.html
Info Market and Refreshments at the “Lichthof”

Source: UZH Welcome Day, 8.2.2023 and 7.9.22
Info Market — Participants (1/2)

- **Representative Body Associations/Unions**
  - VAUZ (Junior Researchers)
  - VATP (Administrative & Technical Staff)
  - VPOD (Public Employees)
  - VFFL (Association of Senior Researchers and Teaching Staff)

- **Research/Funding**
  - EU Grants Access
  - UZH Grants Office
  - Graduate Campus
  - Technology Platforms
  - Open Science

- **Continuing Education**
  - Continuing Education

- **Consulting Services**
  - Employee Assistance Office
  - Gender Equality and Diversity
  - Protection against Sexual Harassment
  - Human Resources Department
Info Market — Participants (2/2)

- Further Services
  - Central IT Department
  - Communications Office
  - Finance Office
  - kihz Foundation - Childcare
  - University Library
  - Safety, Security and Environment
  - Logistics
  - Strategic Procurement
  - ASVZ
Outlook: UZH Afterwork

- Networking Event for New UZH Employees
- First Thursday of each month, from 5pm (next date: 5 October)
- Alternating between the UZH City Campus, Irchel Campus and Oerlikon Campus
- New employees (and those who feel "that way") in all faculties and Central Services units – no matter their language or background
- The event is free, and everyone pays for their own drinks
- No registration is necessary
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