Welcome to UZH!

UZH Welcome Day, 7 September 2022
Today’s agenda

Host: Barbara Dolanc, Coaching and Team Development, HR Department, UZH

8:30am Welcome to UZH
Michael Schaepman, Prof. Dr., UZH President

9:20am Your Employment at UZH
Barbara Dolanc, Coaching and Team Development, HR Department
Sandra Maurer and Ron Steiger, HR Consultants, HR Department

9:50am Short Break

10:00am UZH Research - “How do we recognize and treat cellular stress?”
Michael O. Hottiger, Prof. Dr., Department of Molecular Mechanisms of Disease, UZH

10:30am Info Market and Refreshments

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

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Prof. Michael Schaepman, President
1833: "Universitas Turicensis"

1840: Elise Siedler: first female auditor

1867: Nadesda Suslova: first woman to receive a PhD

1868: Marie Heim-Vögtlin: first Swiss 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 in a Nutshell

- Largest and most diverse comprehensive 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
→ Cooperation
→ Complexity
Students by Faculty and Academic Level

28,121 students

Faculty of Theology
- PhD candidates: 78
- Masters: 96
- Bachelor's: 308

Faculty of Law
- PhD candidates: 571
- Masters: 776
- Bachelor's: 3,920

Faculty of Business, Economics, and Informatics
- PhD candidates: 342
- Masters: 1,515
- Bachelor's: 4,101

Faculty of Medicine
- PhD candidates: 1,607
- Masters: 1,073
- Bachelor's: 4,090

Vetsuisse Faculty
- PhD candidates: 1,279
- Masters: 2,599
- Bachelor's: 10,012

Faculty of Arts and Social Sciences
- PhD candidates: 1,586
- Masters: 983
- Bachelor's: 4,924

Faculty of Science
- PhD candidates: 14,731
- Masters: 1,934
- Bachelor's: 2,435

5,659 PhD candidates
7,229 Master's students
14,731 Bachelor's students
502 Teaching diploma candidates
Women and Men at UZH

16,473 women

11,648 men
President

Origin of Students

23,059 students from Switzerland

5,062 students from abroad (by country of origin)

11,073 → Zurich
2,544 → Aargau
1,881 → St. Gallen
930 → Lucerne
906 → Thurgau
841 → Ticino
700 → Grisons
665 → Zug
646 → Schwyz
591 → Bern
430 → Solothurn
365 → Schaffhausen
276 → Baselland
201 → Basel-Stadt
159 → Appenzell A.Rh.
141 → Vaud
129 → Glarus
111 → Valais
97 → Geneva
88 → Fribourg
76 → Nidwalden
72 → Uri
67 → Obwalden
38 → Appenzell I.Rh.
25 → Neuchâtel
7 → Jura

1,432 → Germany
621 → China
381 → Italy
182 → Austria
166 → Liechtenstein
156 → USA
123 → Russia
106 → France
106 → India
102 → Turkey
99 → Spain
97 → Greece
92 → UK
89 → Poland
63 → Netherlands
63 → Iran
51 → Ukraine
50 → Brazil
45 → Canada
1,038 → other
$9,896$ employees
$7,187$ full-time-equivalent positions (FTEs)

$5,822$ FTEs
Non-professorial academic staff, junior researchers, and senior researchers and teaching staff

$3,407$ FTEs
Administrative and technical staff

$735$ FTEs
Professorships

The deviation in the total number of employees is due to people with multiple employment.
5 Campuses

- Oerlikon
- Irchel Campus
- City Campus
- Lengg
- Schlieren
Income Statement 2021

1.50 billion CHF total turnover

Income in 2021 (in CHF):
- 620 million (41%) Canton of Zurich
- 320 million (21%) other basic financing and operational funds
- 345 million (23%) projekt funding
- 211 million (14%) services and other operational income
- 8 million (1%) financial yield

Expenditure in 2021 (in CHF):
- 972 million (64%) staff costs
- 545 million (36%) other operating expenses
- 2 million (0%) financial expenditure
University Structure

- President
- People of the Canton of Zurich
- Parliament of the Canton of Zurich
- Government of the Canton of Zurich
- Board of the University
- Appeals Commission
- Senate
- Internal Audit
- Executive Board of the University
- Extended Executive Board of the University

University
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
Outlook

• 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. In this context, 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
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.
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).

A
- Academic Guests
- Academic Positions
- Accident
- AHV / IV / EO
- Apprentices
- Apprenticeships
- Authorizations to Enter Switzerland (Rep./LM) (in German)

B
- Benefits and Allowances
Leadership at UZH

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 survey
- Etc.
Learning and Development

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

– **Leadership development courses**
  – Leadership Development Program, in English and German, 10 days
  – Leadership at UZH, in German, 1 day
  – Introduction to performance appraisals, in German, 1 day

– **Specialised training (examples)**
  – Finance (SAP, reporting), HR (SAP HR, HR topics), IT (UZH365, Windows 10)

– **Language courses at the Language Center of UZH and ETH Zurich**
– **Public lectures and UZH events**
– **Vocational Education (over 100 apprentices in 13 professions)**
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 Consultant of the central HR Department

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

More Information:
- HR Department
- «health» website

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Working Hours and Absences

Administrative and technical staff (ATP)
- 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

Scientific staff
- is not required to maintain a working time table, but has the right to do so
- Employees are only entitled to unused holiday entitlements or compensation for a positive working time balance if they keep a time table which is checked and signed by their supervisor
Employee Benefits (1/2)

Food and Beverages
- Several canteens and cafeterias (employee rates)
- Lunch-Check card:
  - 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

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

Mobile (private use)
- Mobile subscription for private use with digitec connect at special rates
Employee Benefits (2/2)

Sports, Leisure and Culture
- Academic Sports Association Zurich ASVZ (membership costs CHF 210 per year)
- Free admission to all museums of the University of Zurich
- 15% off entry to Alpamare, Switzerland’s largest water park

Parking, «Mobility» Car Sharing and Car Rental
- Special offers to employees for
  - short- and long-term UZH parking spaces
  - «Mobility» car sharing
  - «Europcar» 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)
Short Break
Introduction Michael O. Hottiger, Prof. Dr.med.vet et phil. II

- 2015: Appointment as shared professor and faculty member, Science faculty of UZH
- 2014: Head of Department of Molecular Mechanisms of Disease of UZH
- 2001: Appointment of professor of Molecular Biology and Biochemistry, Vetsuisse faculty of UZH
- 1996-98: Research Fellow, Howard Hughes Medical Institute, University of Michigan, USA
- 1995: Doctoral degree (PhD), Institute of Molecular Biology II of UZH
- 1991: Doctoral degree (DVM), Institute of Veterinary Biochemistry of UZH
- Research priorities: molecular regulation of cellular stress and inflammation
UZH Research "How can we recognize and treat cellular stress?"

Michael O. Hottiger, Prof. Dr., Department of Molecular Mechanisms of Disease, UZH
Info Market and Refreshments at Lichthof
Info Market — Participants (1/2)

- **Representative Body Associations/Unions**
  - VAUZ (Junior Researchers)
  - VATP (Administrative & Technical Staff)
  - VPOD (Public Employees)

- **Research/Funding**
  - EU GrantsAccess
  - UZH Grants Office
  - Graduate Campus
  - Strategic Research Platforms Department
  - Open Science

- **Continuing Education**
  - Continuing Education
  - Language Center of UZH and ETH Zurich

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

- Further Services
  - Career Services
  - UZH Central IT Department
  - Communications Office
  - Finance Office
  - kihz Childcare
  - University Library Zurich
  - Safety, Security and Environment
  - Logistics
  - Strategic Procurement

- Pension Funds
  - BVK
  - VSAO
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!