



Universität
Zürich^{UZH}



Welcome to UZH!

UZH Welcome Day, 11. September 2024



Today's agenda

Host: Barbara Dolanc, Expert in Coaching and Team Development, Human Resources Department

08.30am Welcome to UZH

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

09.20am Your Employment at UZH

Barbara Dolanc, HR Development, Human Resources Department

09.50am «Active Break»

Luca Reinhart, ASVZ

10.00am UZH Research: «Astrophysics with Gravitational Waves: Continuing Einstein's legacy at UZH»

Prof. Dr. Marcelle Soares-Santos, Physics Institute, 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
11 September 2024



History of the University of Zurich



1833
Universitas Turicensis



1868
Marie Heim-Vögtlin, first female physician



1914
UZH main building



1998
Autonomy



1867
Nadesda Suslova,
first woman to receive a PhD



1892
Emilie Kempin-Spyri,
first female lecturer



1982
Verena Meyer,
first female president



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)



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



UZH is the largest and most diverse university in Switzerland

7 faculties, 150 institutes,
over 100 courses of studies

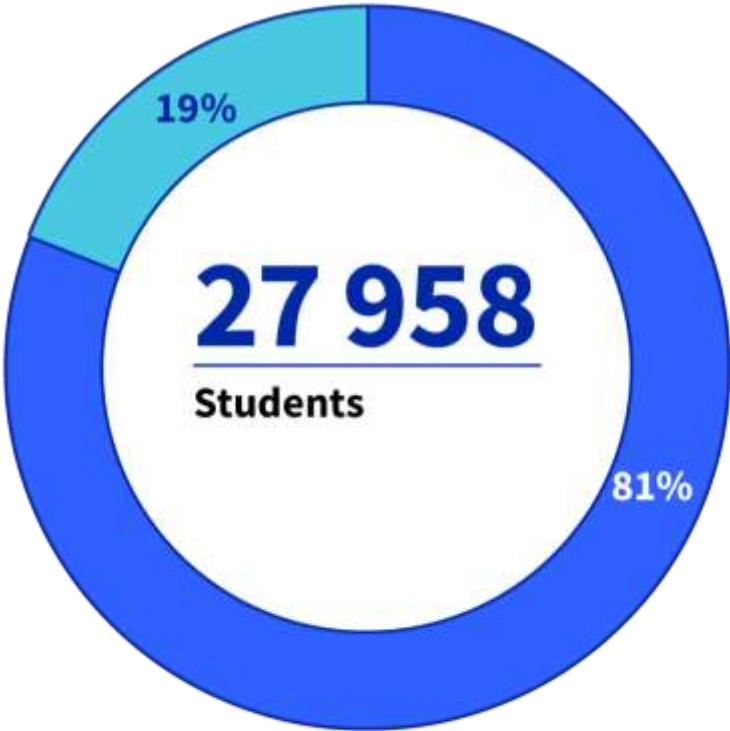
Research and student exchange
agreements with more than
1000 partner institutions worldwide
(including Switzerland)

Creativity, Complexity, Cooperation



Student Numbers 2023

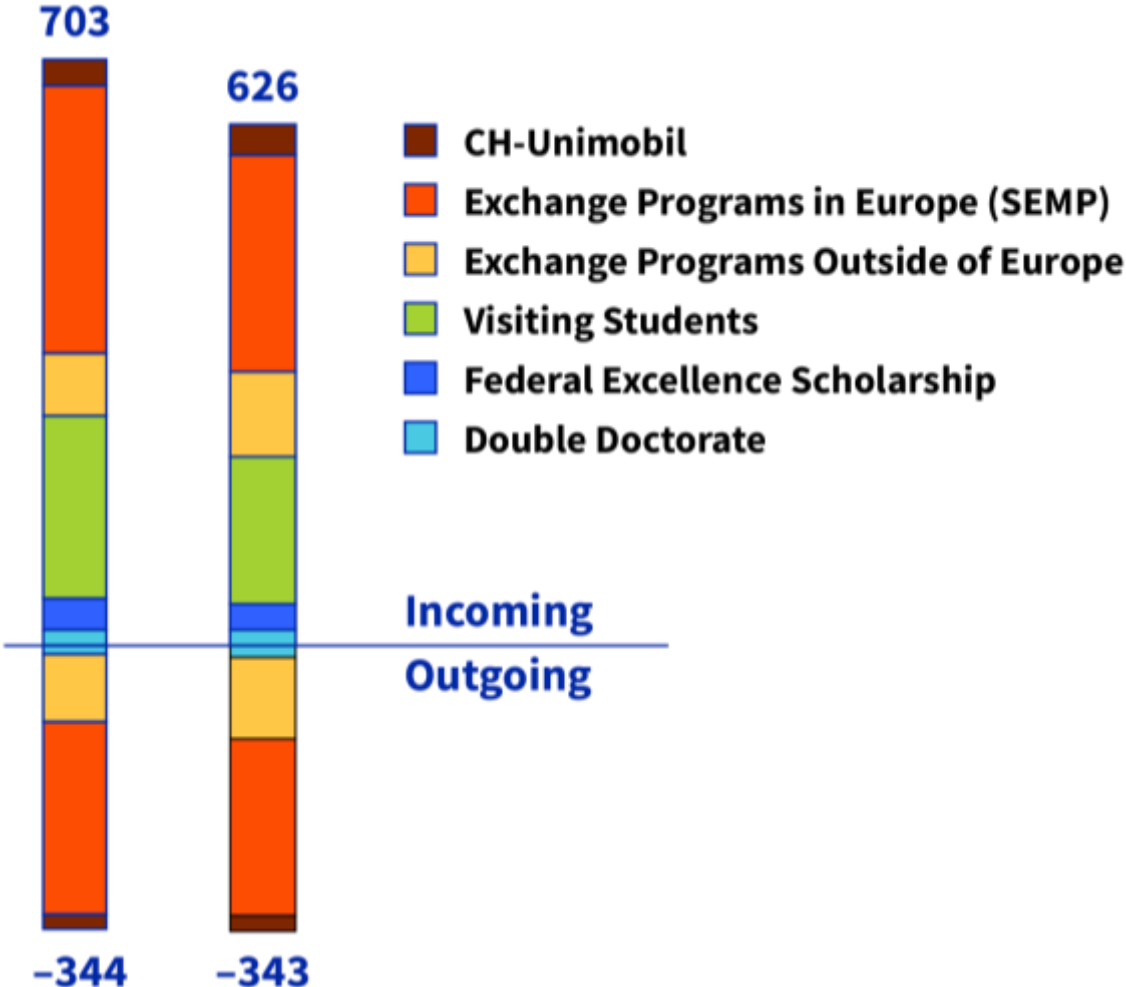
Students by Origin



■ 22 606 Switzerland
■ 5 352 Foreign countries

Source: Annual Report 2023

Student Mobility 2022 - 2023



Staff 2023

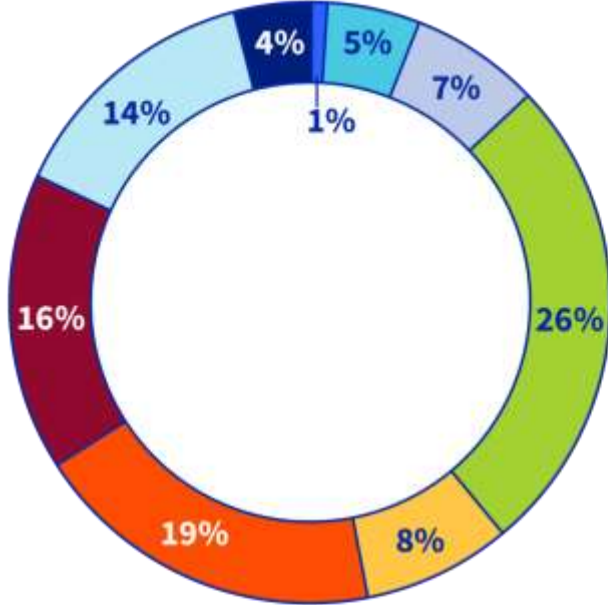
Staff by Employee Group



- 738 Professorships
- 5 846 Non-professorial Academic Staff
- 3 523 Administrative and Technical Staff

* 10 073 headcount (7 340 FTE)

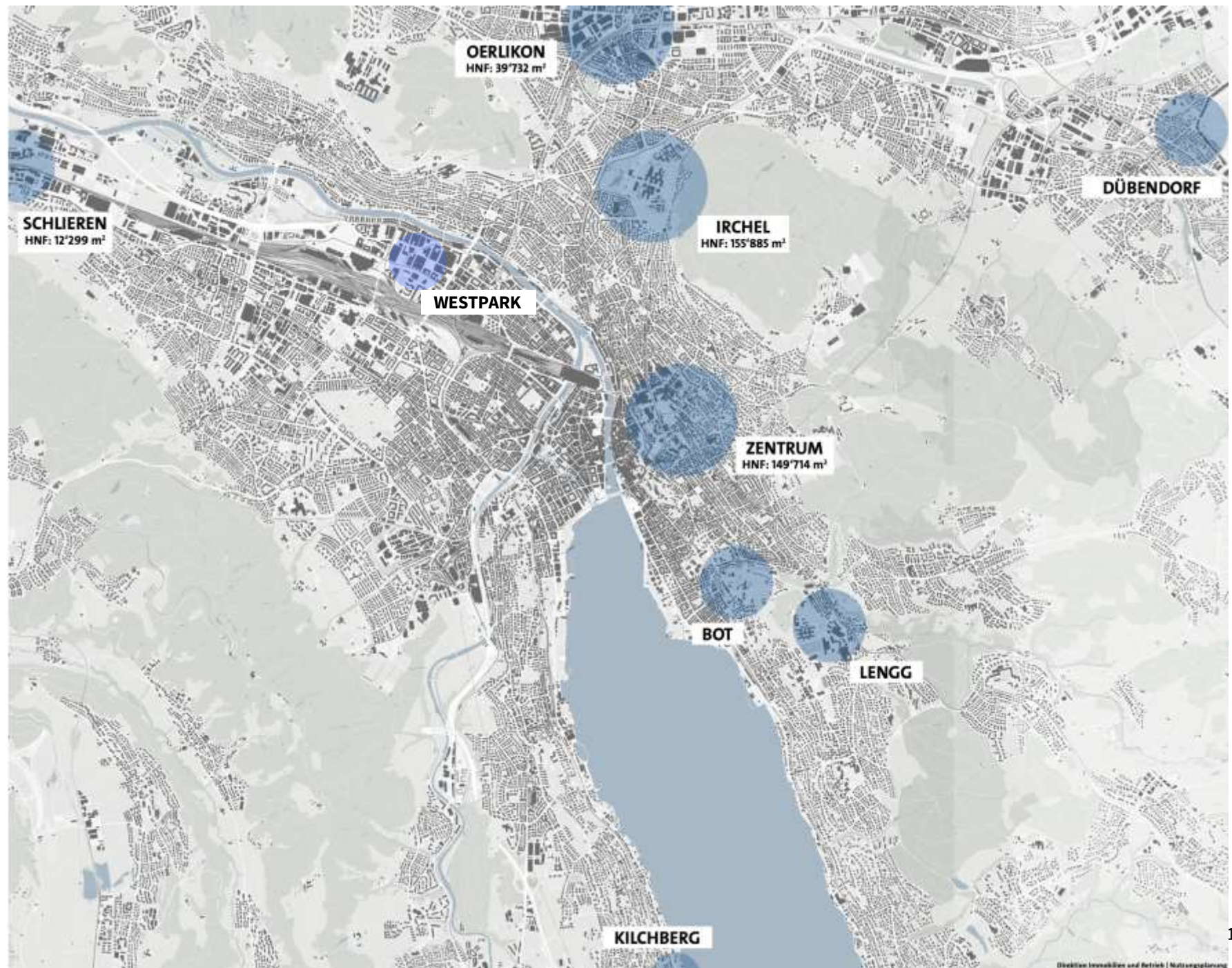
Staff by Organization



- 109 Faculty of Theology and the Study of Religion
- 519 Faculty of Law
- 675 Faculty of Business, Economics and Informatics
- 2 692 Faculty of Medicine
- 826 Vetsuisse Faculty
- 1 908 Faculty of Arts and Social Sciences
- 1 690 Faculty of Science
- 1 473 Central Services
- 413 Strategic Programs

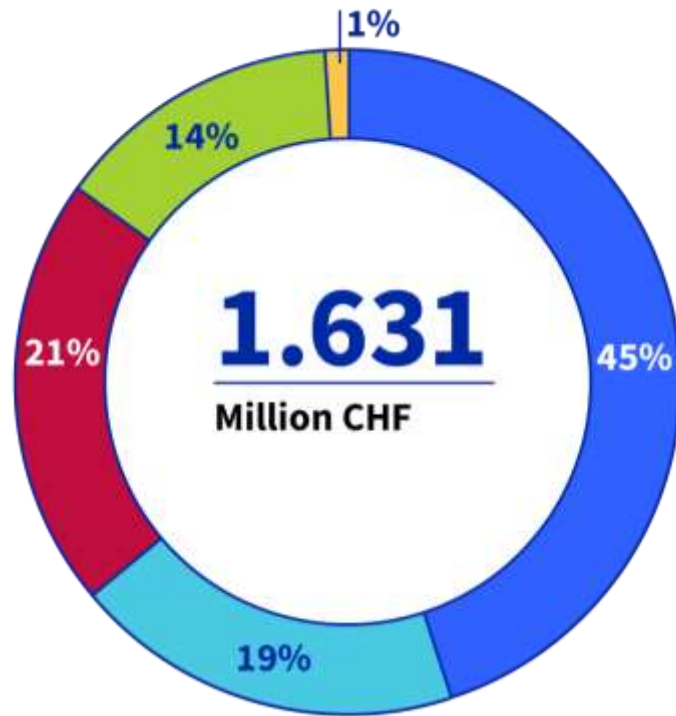
Source: Annual Report 2023

Locations



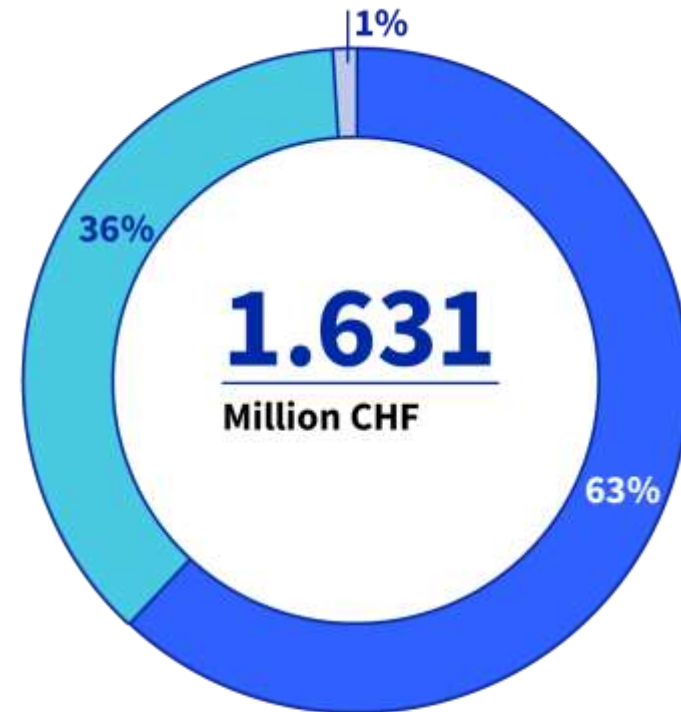
Annual Financial Statements 2023

Revenue in CHF



- 731 M Canton Zurich
- 313 M Other Basic Financing and Operational Funds
- 344 M Third-party Project Funding
- 231 M Services and Other Operational Income
- 11 M Financial Yield

Expenses in CHF

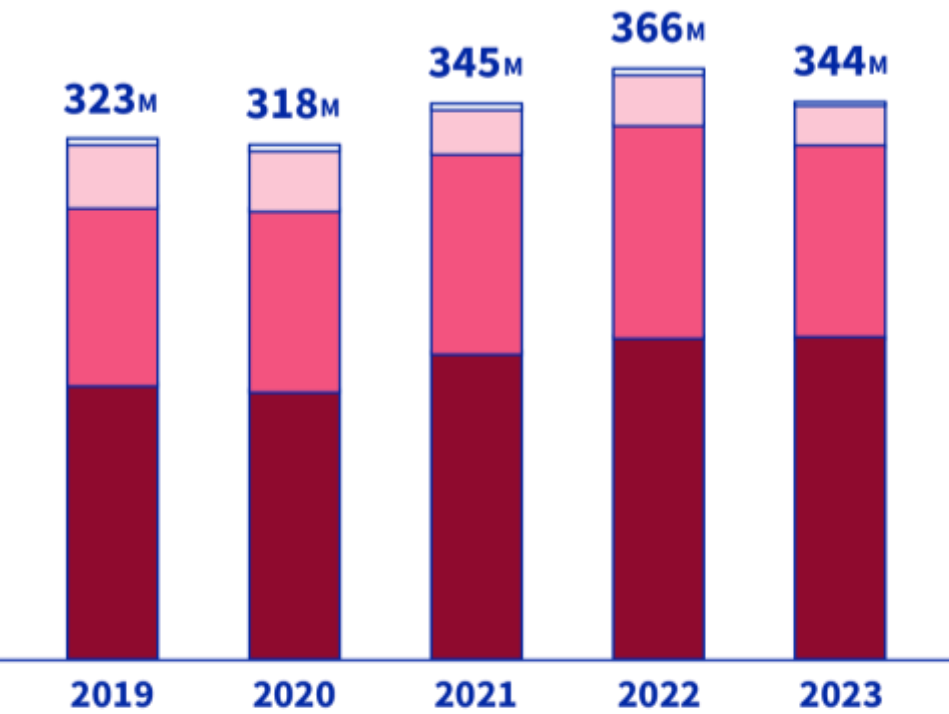
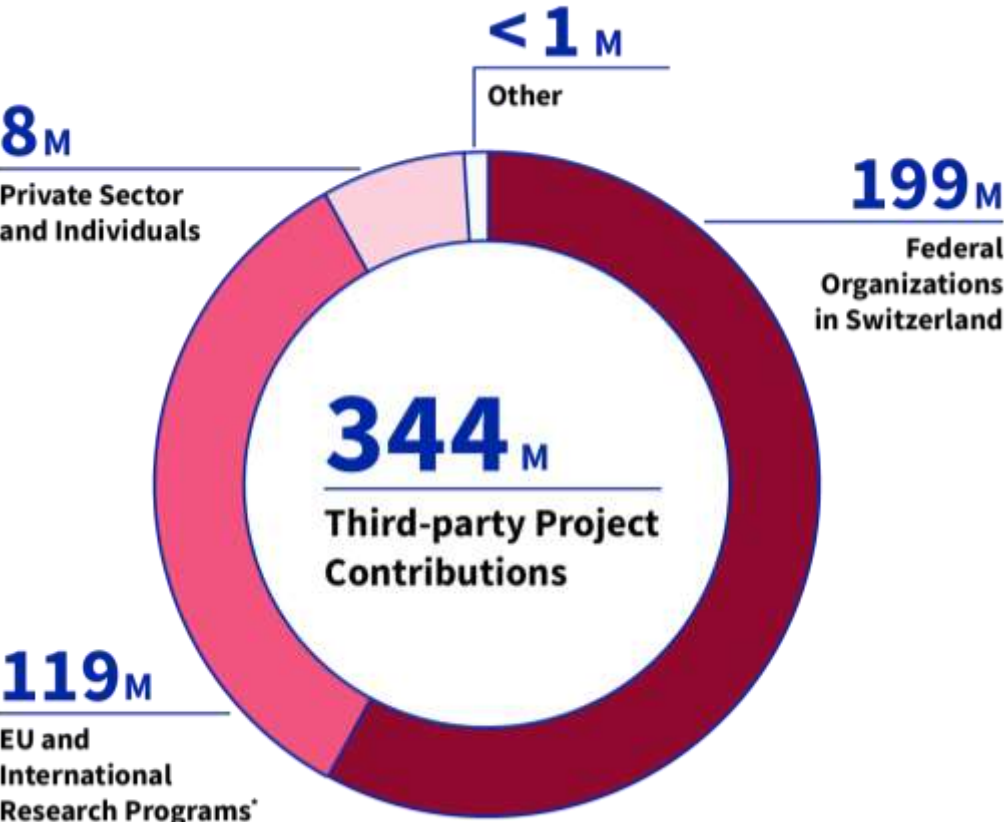


- 1032 M Staff Costs
- 597 M Other Operating Expenses
- 2 M Finance Expense

Source: Annual Report 2023

Development of Third-party Project Contributions 2023

in CHF

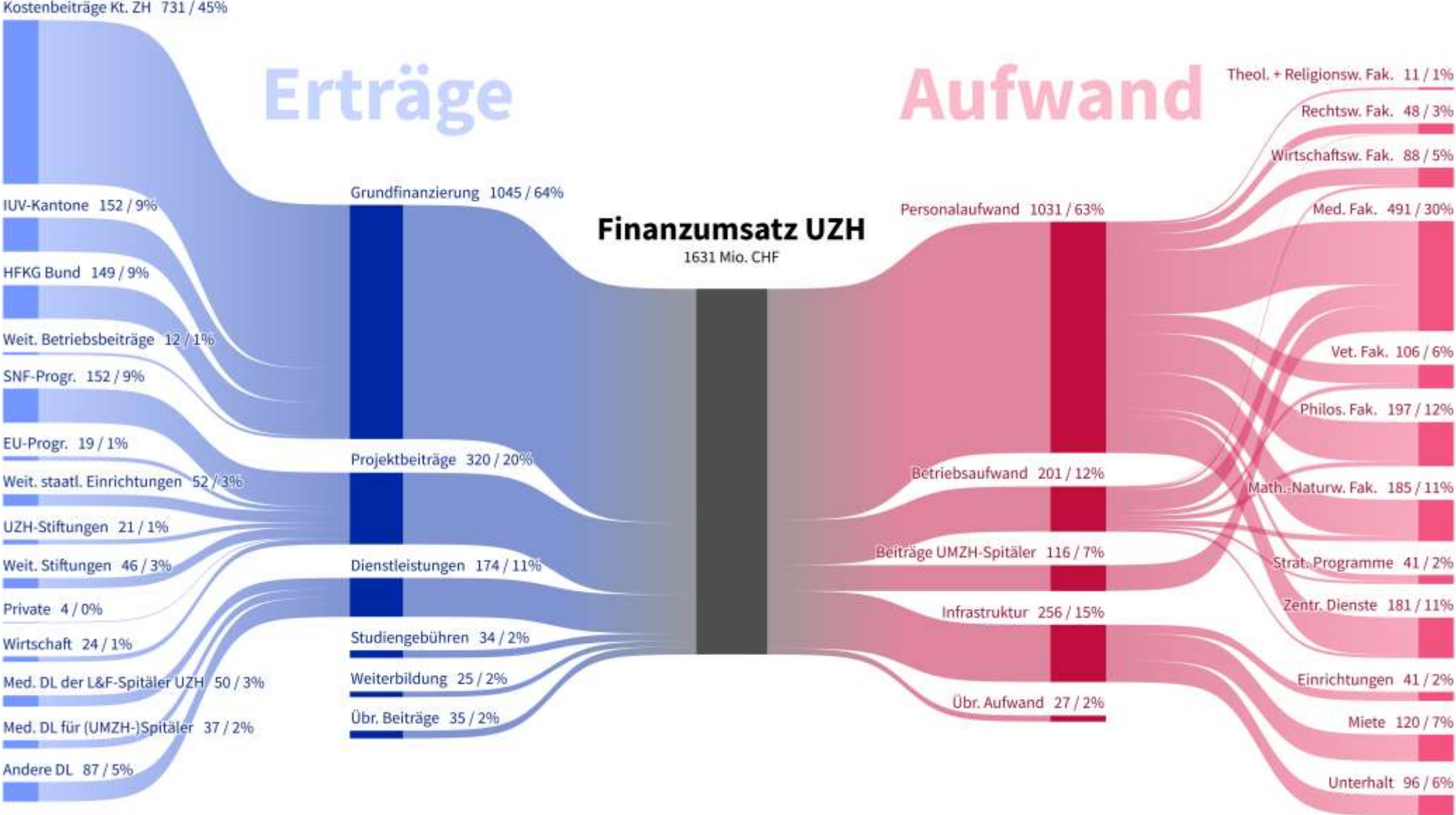


- Federal Organizations in Switzerland
- Private Sector and Individuals
- EU and International Research Programs*
- Other

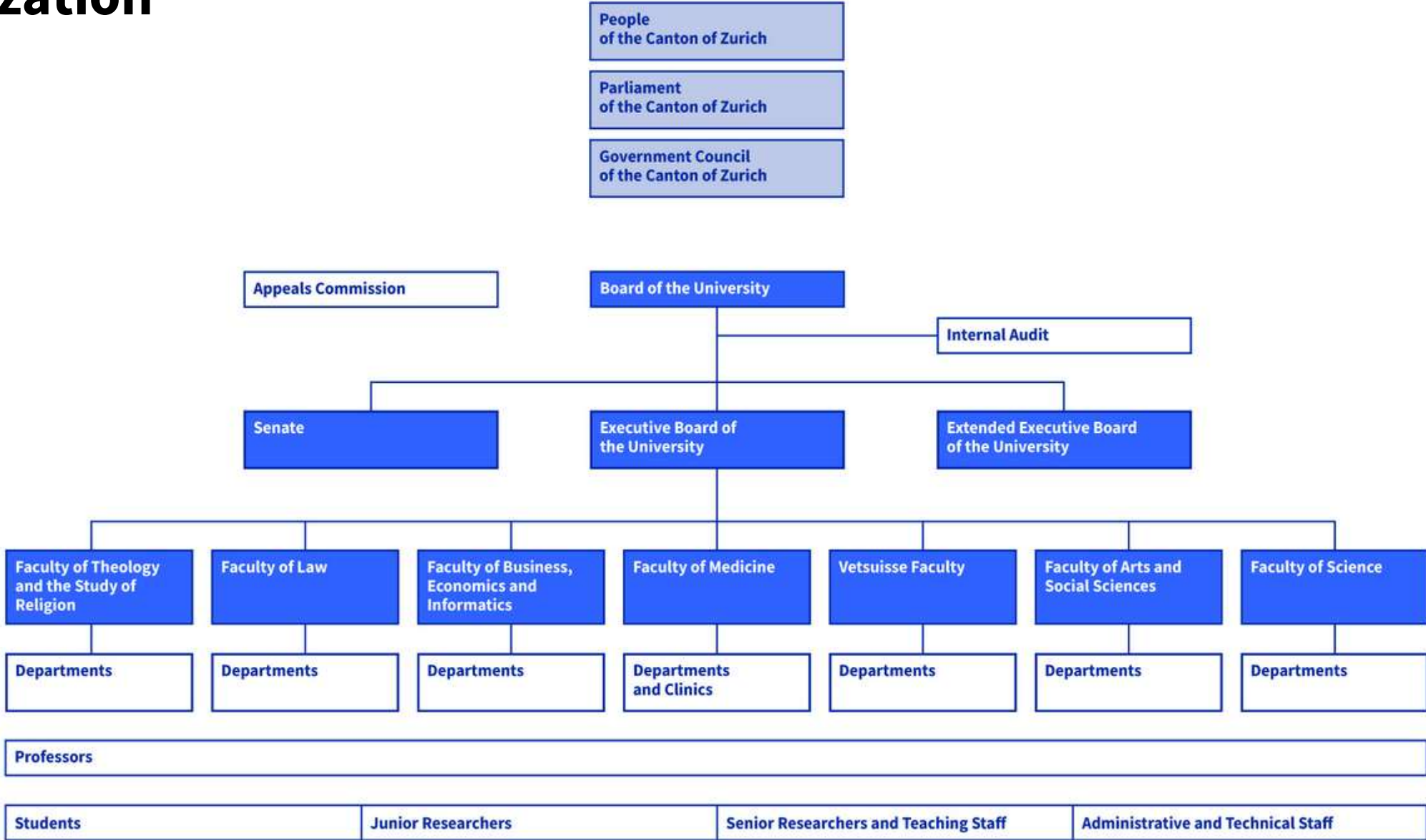
* Includes SBFI funded transitional measures for Horizon packages

Source: Annual Report 2023

Financing the University of Zurich



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

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

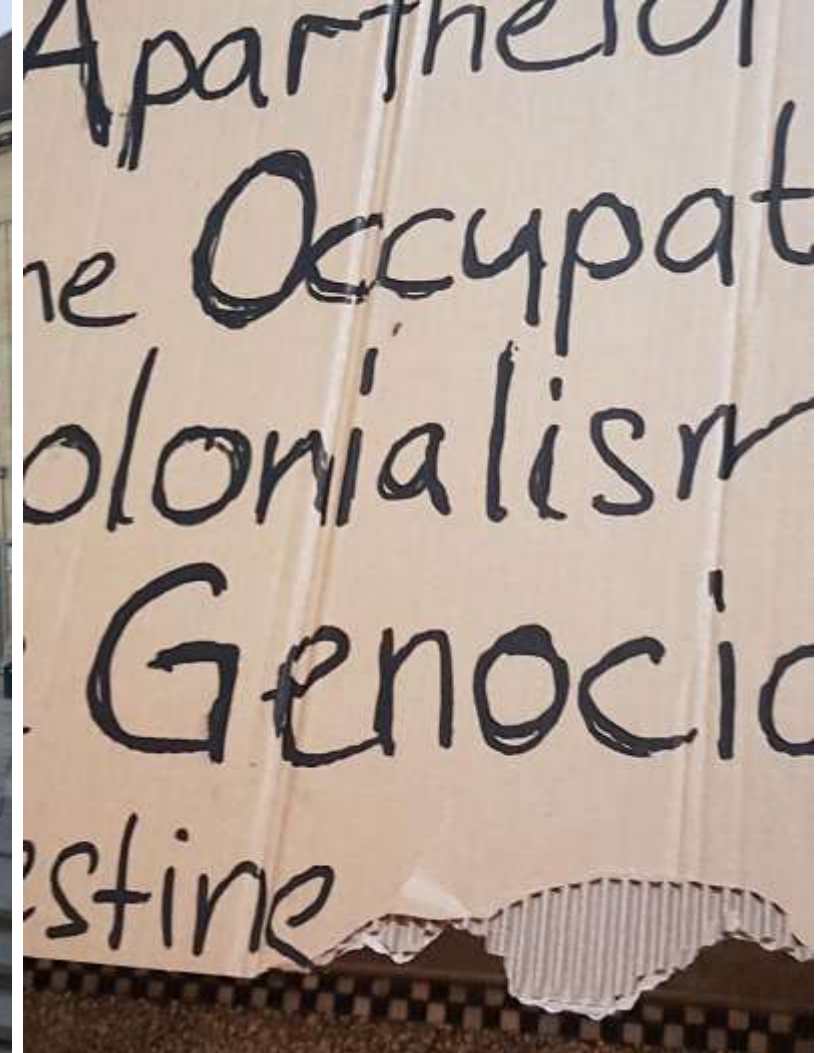


Daniel Hug
Director Finance



François Chapuis
Director Real Estate and
Facility Management

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 is mitigating and softening their impact based on 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.



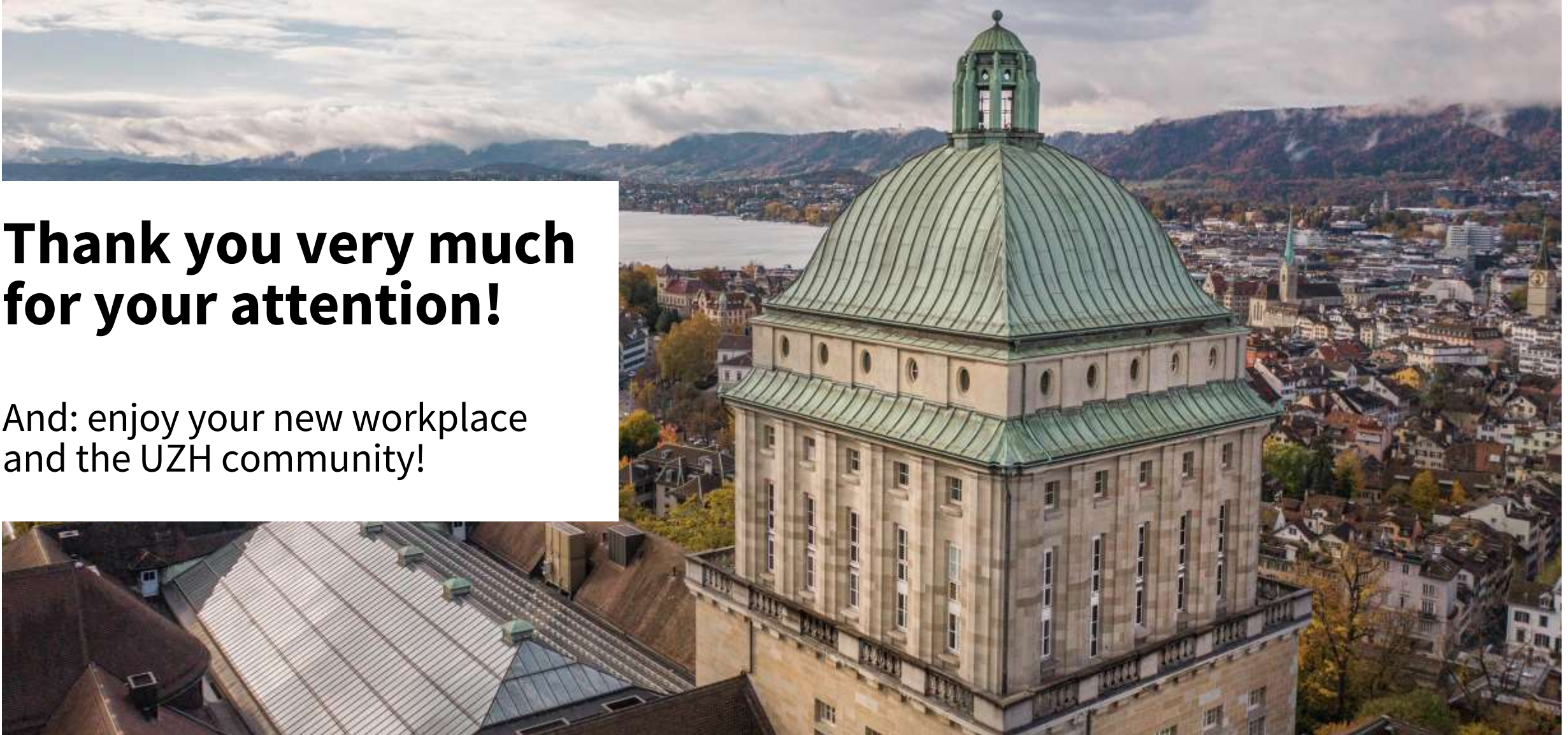
Institutional challenges also affect UZH. Institutional excellence helps to minimize the influence of structural effects. Loss of autonomy, rising student numbers, independent construction, increasing regulatory density and polarization in everyday life challenge our operations.





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

And: enjoy your new workplace
and the UZH community!



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Universität
Zürich^{UZH}

Your Employment at UZH

Human Resources Department

Barbara Dolanc

Expert in Coaching and Team Development

11 September 2024



Staff numbers in FTE (31.12.2023)

	Total (FTE ¹)	Of which non CH nationalities* (%)	Of which part-time (%)
UZH Total	7 339	44	55
Professorships	711	49	4.7
Non-professorial Academic Staff	3 867	55	66.7
Administrative Technical Staff	2 760	24	51.5

¹ FTE = Full Time Equivalent

² In 2023 staff member represent 121 different nationalities

Source: UZH Annual Report 2023

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 13 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 →

- [UZH as an Employer](#)
- [UZH Welcome Day](#)
- [Virtual Info Market](#)

Employment →

- [Employment Staff](#)
- [Employment Professors](#)
- [Employment Instructors](#)
- [Employment Apprentices](#)

Working Hours and Absences →

- [Working Hours](#)
- [Absences](#)

Learning and Development →

- [Continuing Education](#)
- [HR Development](#)
- [Vocational Education](#)

Conflict! What to do? →

Expenses →

Index →

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 \(Employment\) \(Rep./LM\)](#)
- [Accident](#)
- [AHV / IV / EO](#)

UZH Leadership and Management Principles (1/2)

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

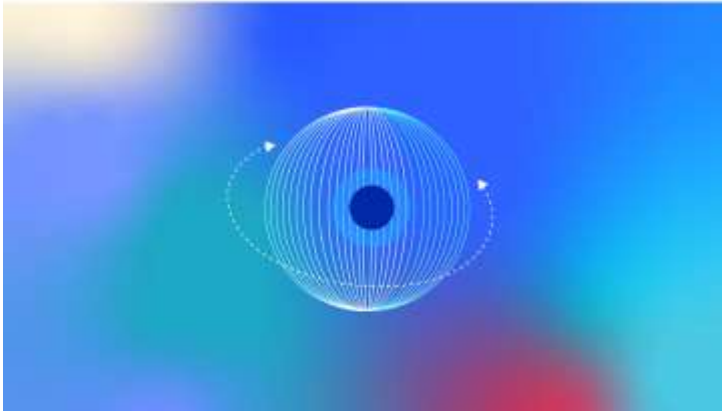
- Contents of UZH Leadership Development Courses
- UZH employee surveys



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

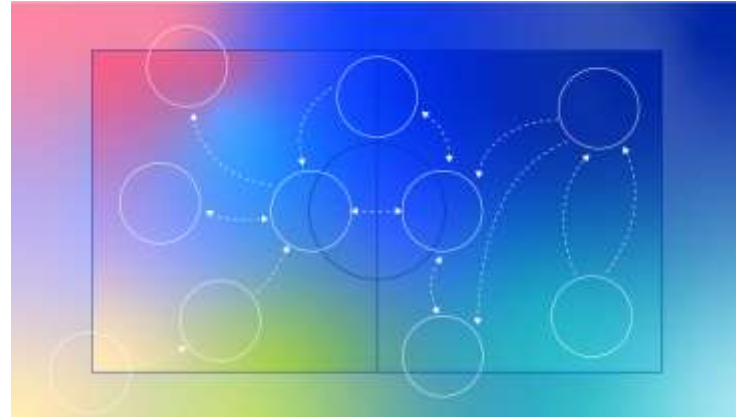
UZH Leadership and Management Principles (1/2)

Leading Yourself



- Leaders and managers perform their roles in line with UZH values
- Leaders and managers take personal responsibility and ownership
- Leaders and managers practice appropriate self-leadership
- Leaders and managers anticipate change and shape the future

Leading Others



- Leaders and managers act proactively
- Leaders and managers communicate clearly, positively and effectively
- Leaders and managers foster a feedback culture
- Leaders and managers focus on solutions
- Leaders and managers take a participatory approach
- Leaders and managers promote gender equality, equal opportunities and inclusion

Leading and Managing Organizational Units



- Leaders and managers take an integrated approach to their area of responsibility
- Leaders and managers create the right framework
- Leaders and managers think ahead
- Leaders and managers use resources sparingly

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



Learning and Development

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

We offer:

Coaching

- Team Development
- Communication Training
- Change Management
- Leadership Consulting
- Continuing Education Offerings



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

More Information:
«health@UZH» [🔗](#)

Conflict
Management
at UZH [🔗](#)

More Information:
CommUNITY [🔗](#)

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
- Is only entitled to unused vacation credit or compensation for a positive working time balance if a working time recording has been kept and this has been checked and approved by the person in charge

Employee Benefits

Work-life balance

- Childcare (kihZ Foundation)
- Reduced rates on hotel bookings

Food

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

Digitalization

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

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

Healthcare

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



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) [🔗](#)

Do you want to contribute to a sustainable UZH?

- Tips for Sustainable Action [🔗](#)
- Platform for Voluntary Commitments [🔗](#)
- Factsheets and Recommendations [🔗](#)
- Get Active [🔗](#)



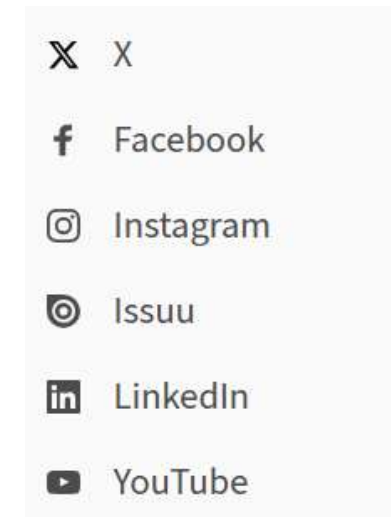
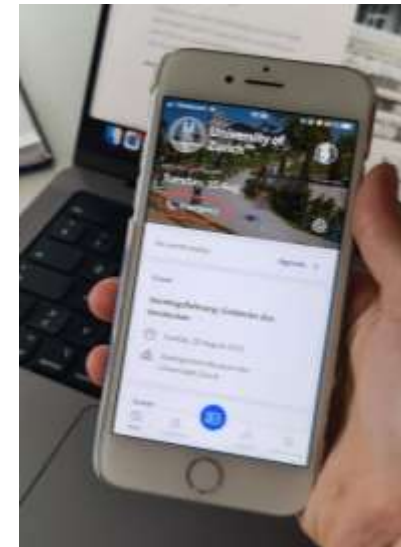
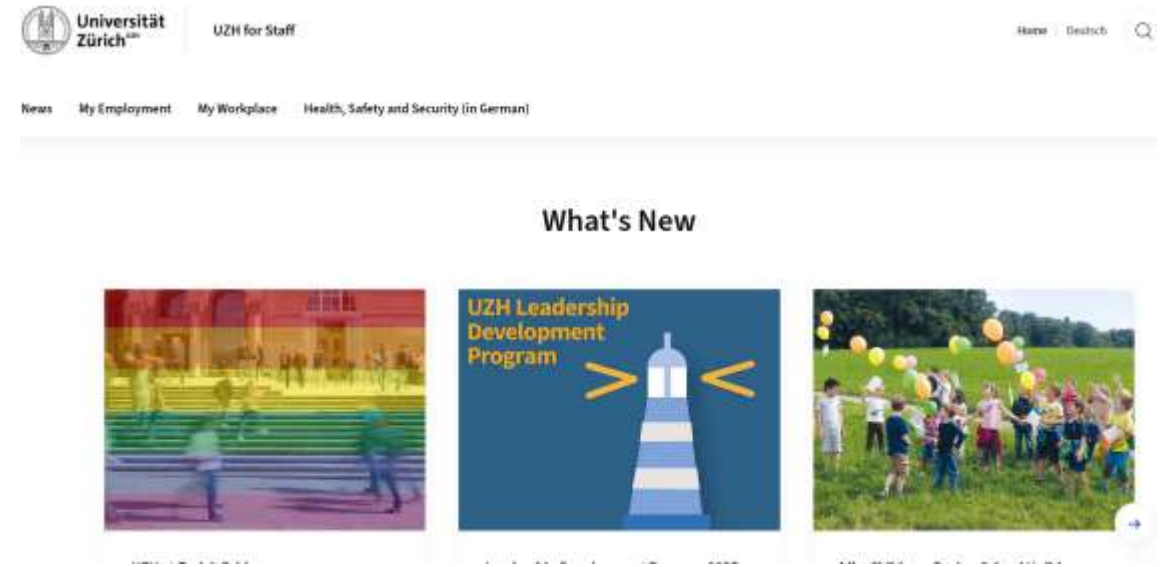
Stay up to date

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:

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



Q&A

Please feel free to ask questions!



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Active Break

ASVZ



Source: ASVZ

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Introduction Prof. Dr. Soares-Santos

Since January 2024, Soares-Santos holds the position of Full Professor of Astrophysics (Chair) in the Physics Institute at UZH

- Her research focuses on uncovering the nature of the accelerated expansion of the cosmos combining gravitational waves and traditional telescope observations.
- She contributed to the construction of the Dark Energy Camera, one of the largest telescope cameras in the world which she now employs to search for gravitational wave-emitting collisions of neutron stars and black holes.

2023:

She was awarded the prestigious 2023 American Physical Society Fellowship.

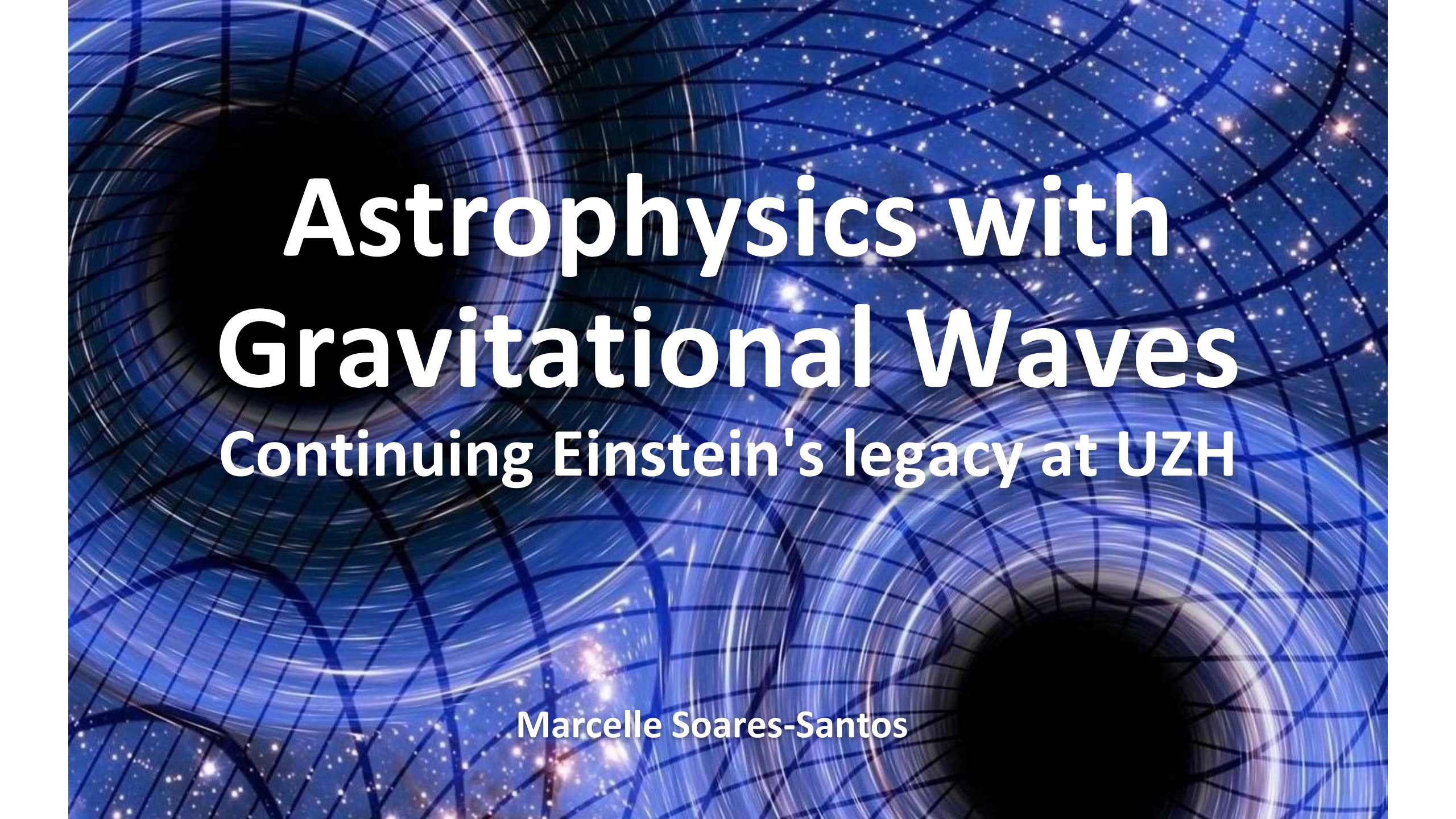
2021:

Cottrell Scholar Award

2019:

Sloan Research Fellowship



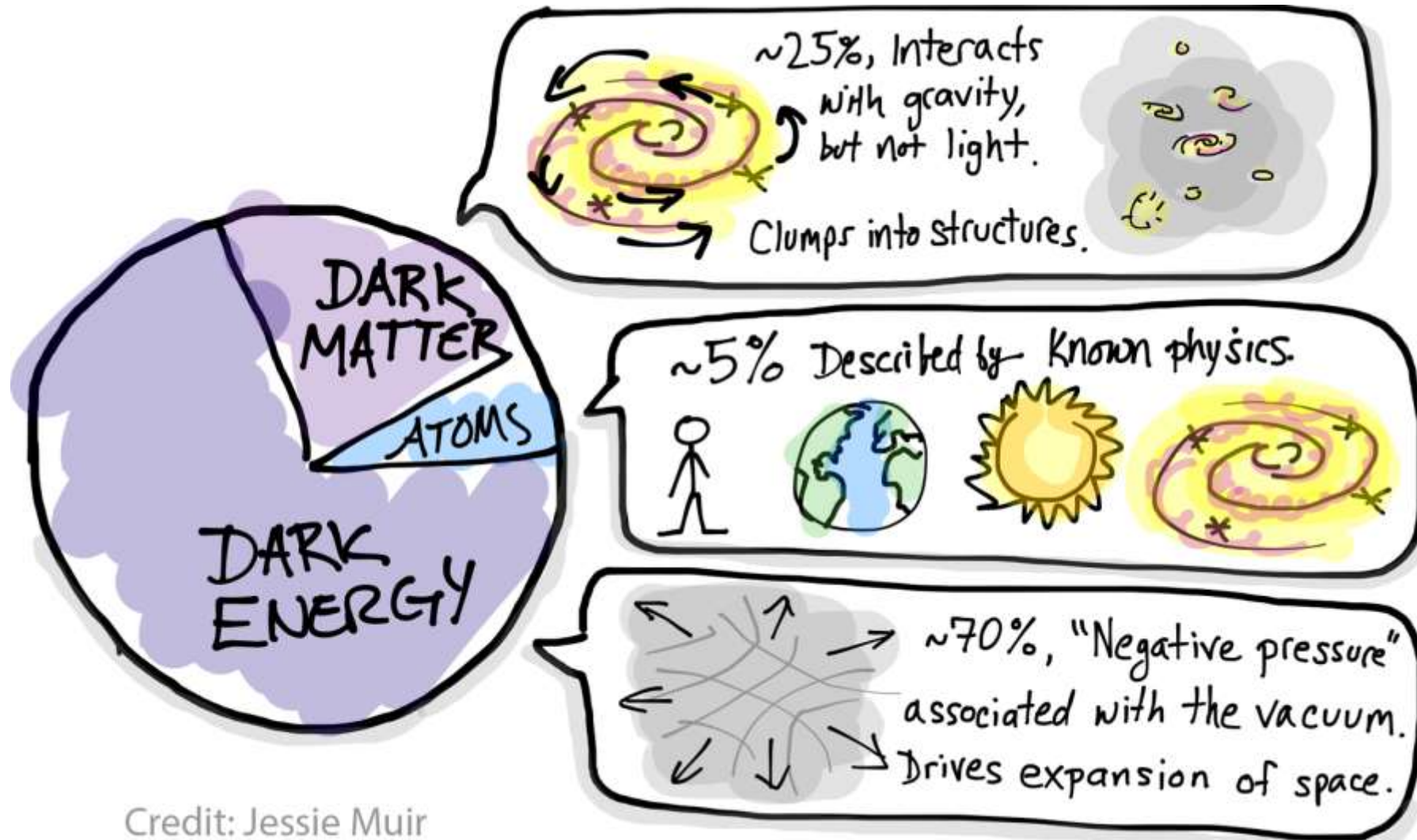


Astrophysics with Gravitational Waves

Continuing Einstein's legacy at UZH

Marcelle Soares-Santos

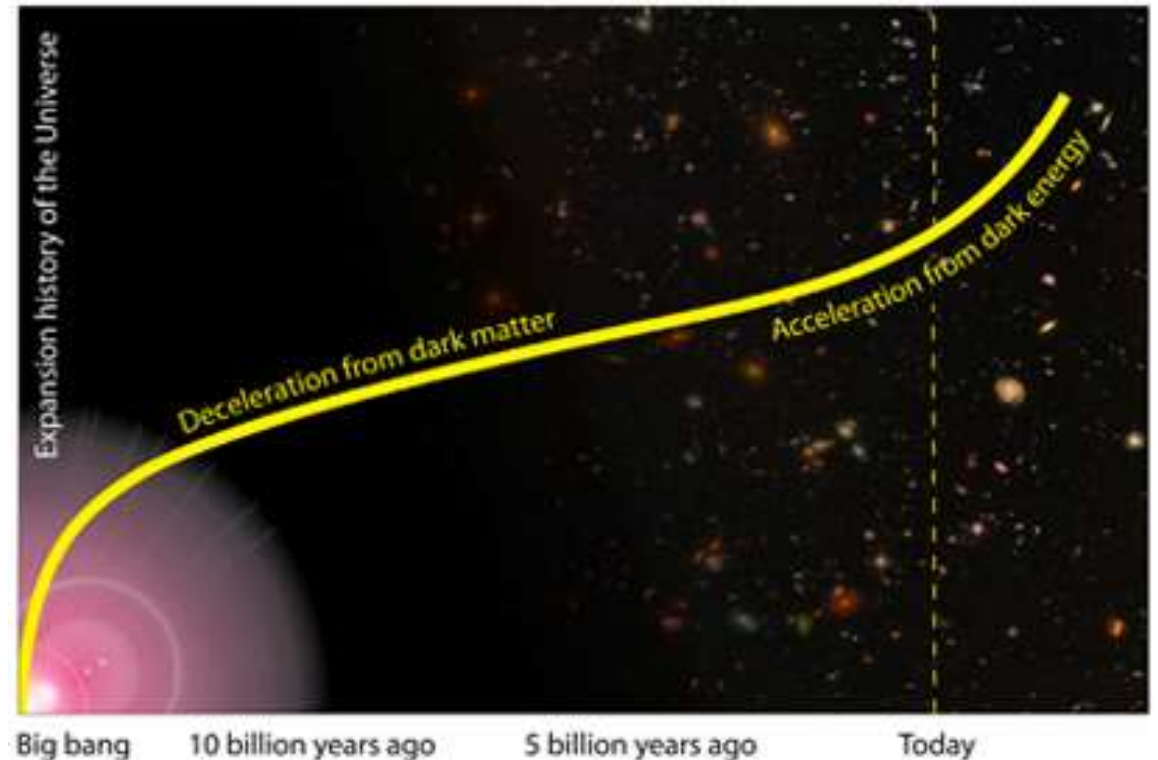
Dark Matter, Dark Energy: what is the difference?



Credit: Jessie Muir

How to study dark energy

1. Measure the expansion history of the universe (size as a function of time)
2. Measure the rate of growth of matter clumps as the universe expands
3. Check for consistency between observables sensitive to physics at different points in the history of the universe.



Tensions

Results from different observables for the present-day rate of expansion are in tension with each other.

The simplest dark energy model — the **cosmological constant** — is probably too simple!



Darkbites

Einstein's General Relativity



“Space tells matter how to move. Matter tells space how to curve.”

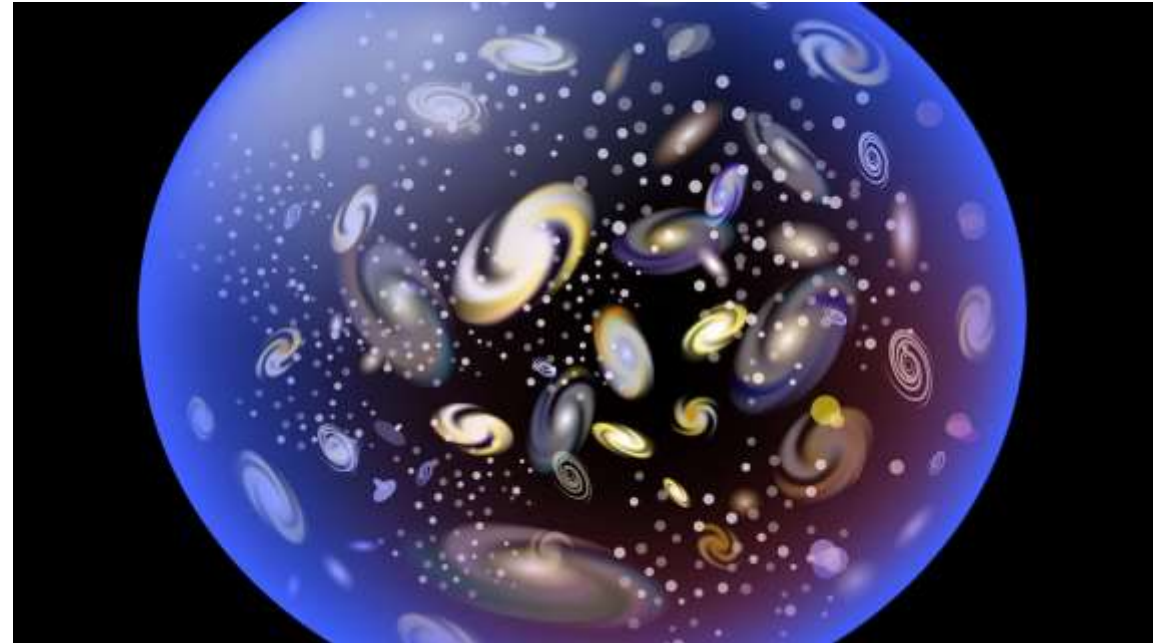
Einstein's blunder?

The expansion of the universe is a natural prediction of Einstein's theory. However, that was unsupported by the observations at the time.

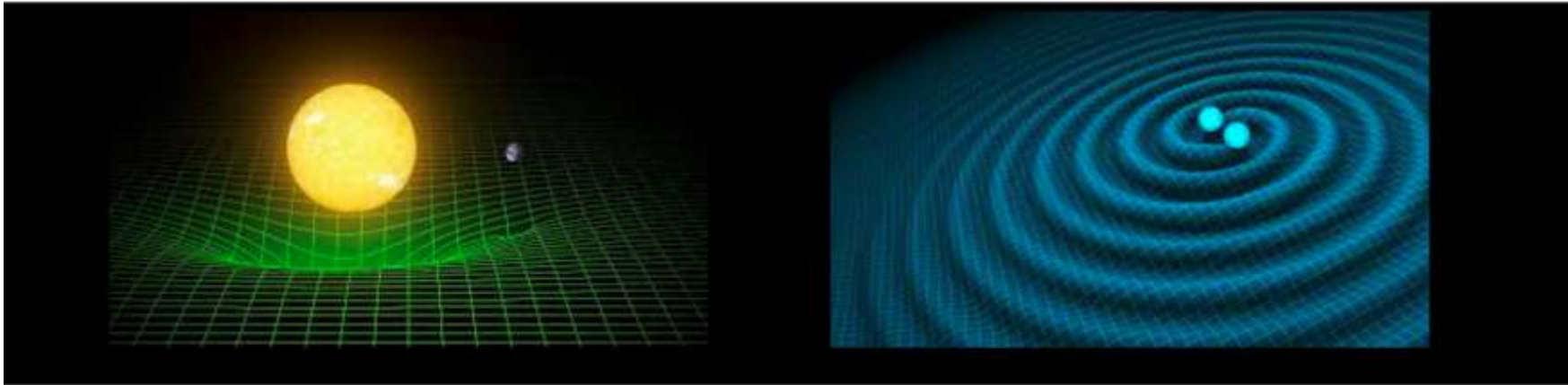
The **cosmological constant** was introduced, ad hoc, by Einstein to make it static.

Later, when the expansion of the universe was observationally confirmed, Einstein retracted the idea, his "greatest blunder".

Decades later, we realized that the cosmological constant might exist after all, but causing the universe to accelerate instead!



Gravitational Waves

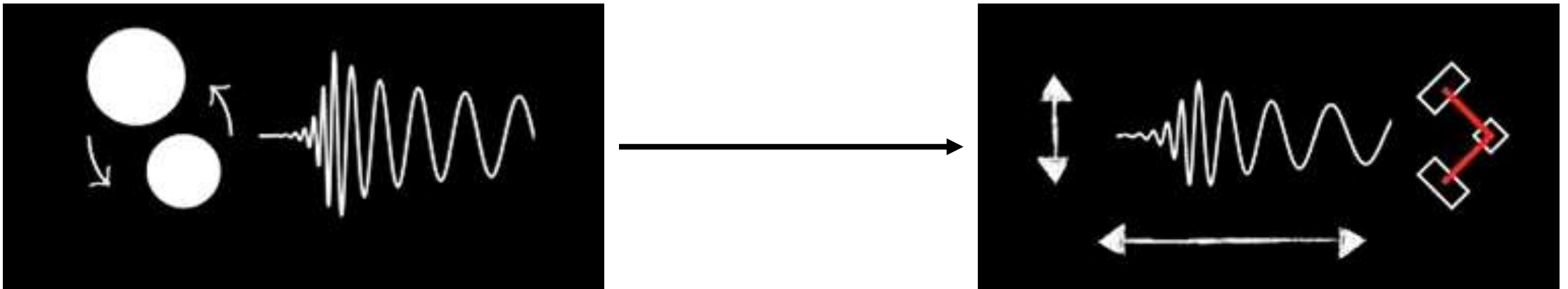


“Space tells matter how to move. Matter tells space how to curve.”

GW antennas: LIGO/Virgo

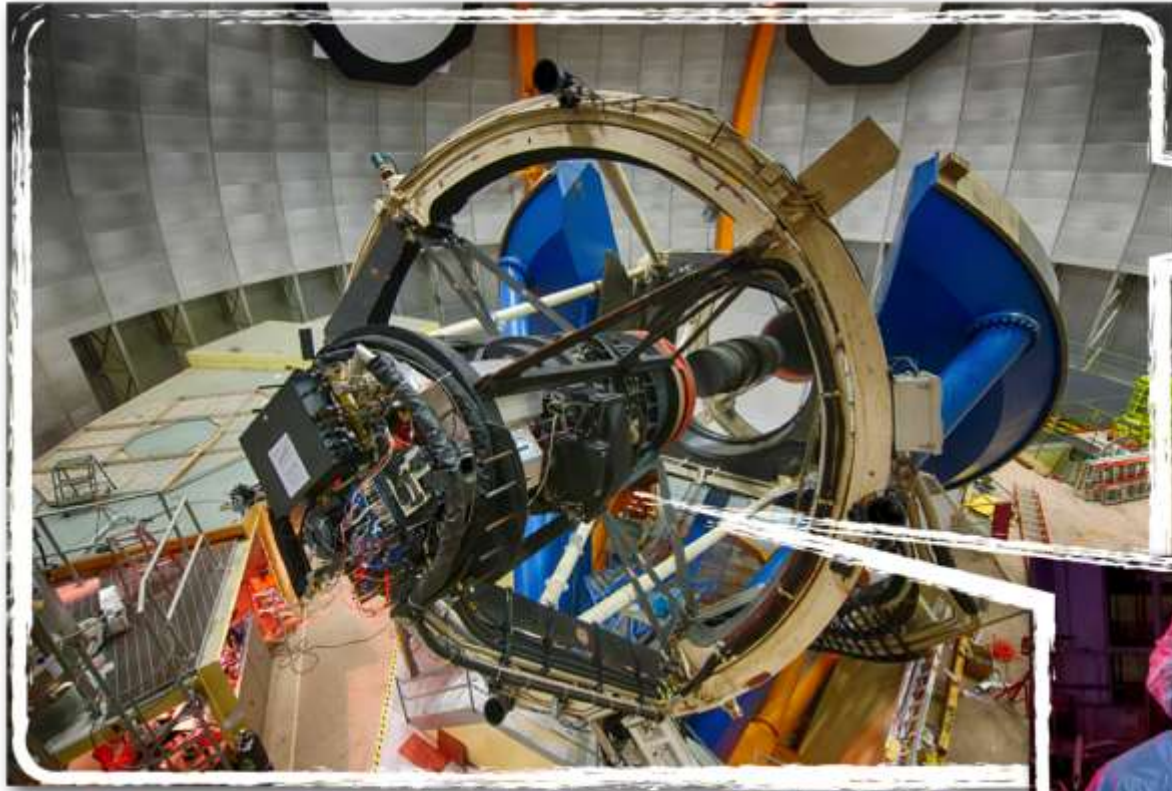


GW standard sirens can provide distances* for your distance-redshift relation



*That is the vertical axis on that early plot, what about the horizontal axis?

Dark Energy Survey (DES)

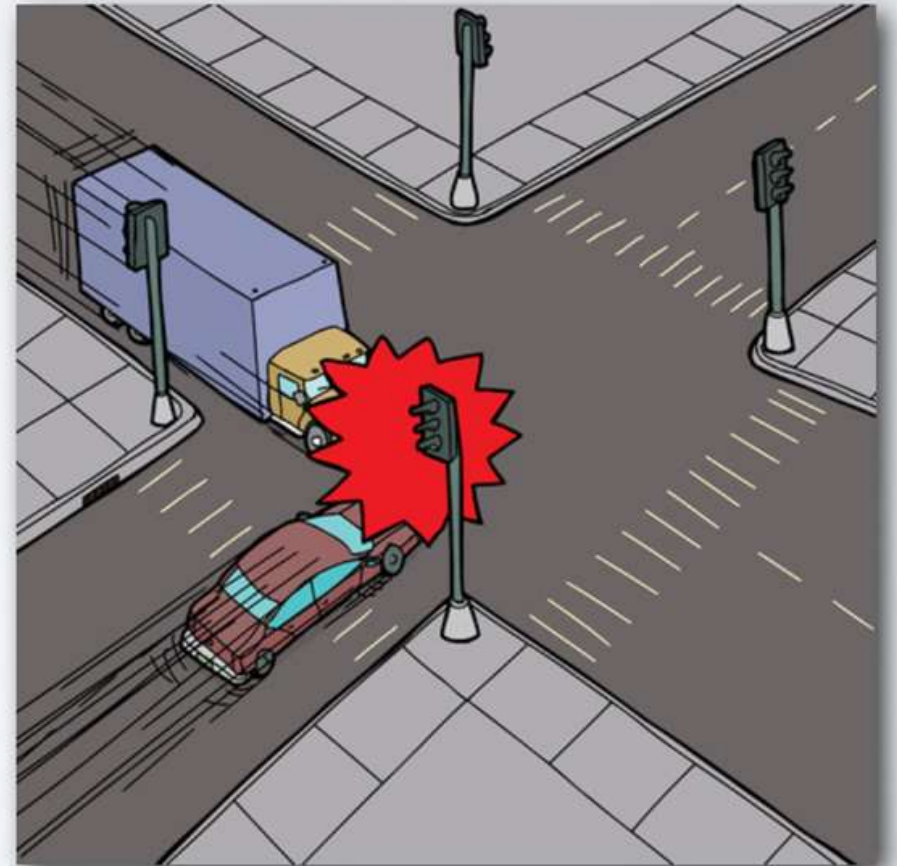


Multi-messenger science

Gravitational **W**aves + **E**lectromagnetic **W**aves
(“sound” + “light”)

Produced from the same event
Provide complementary info

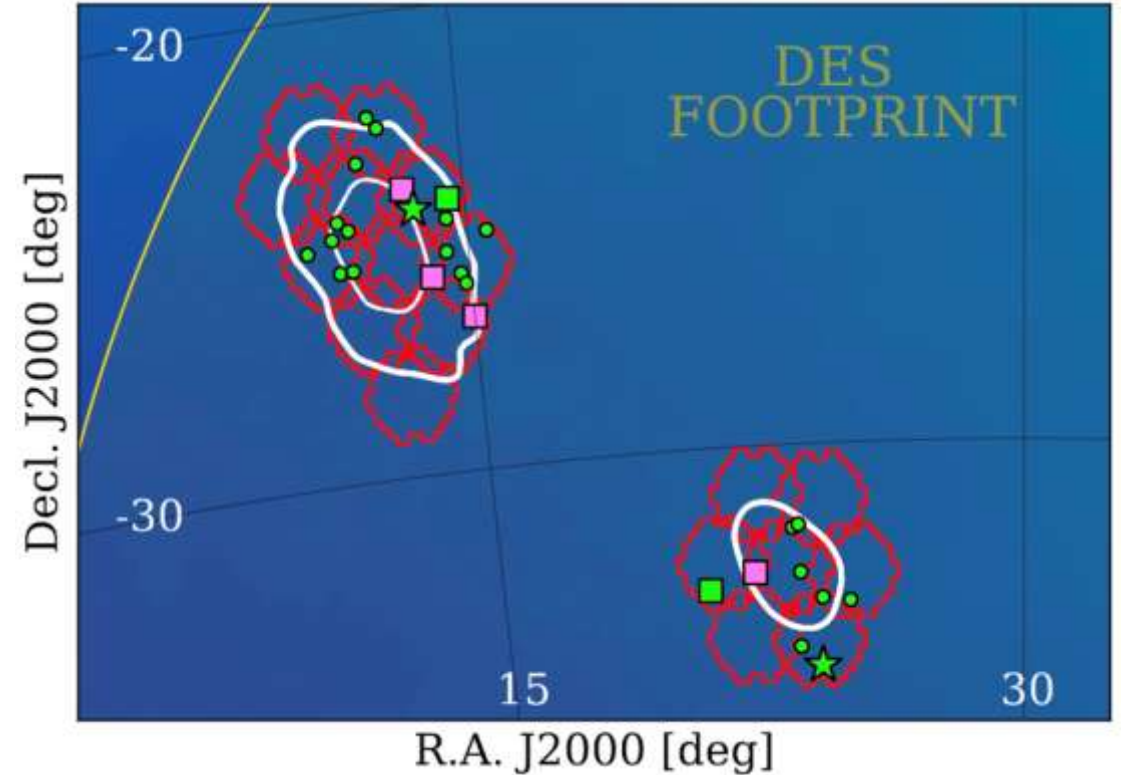
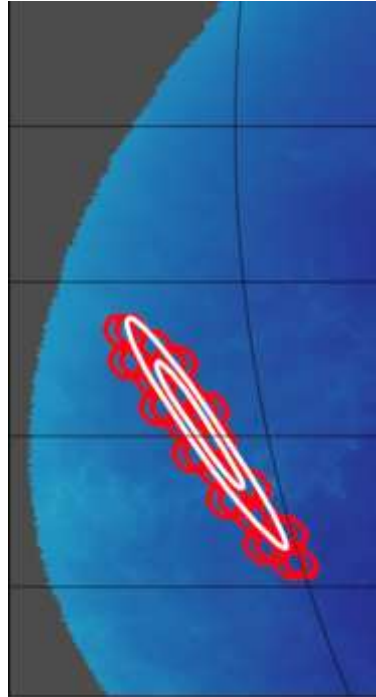
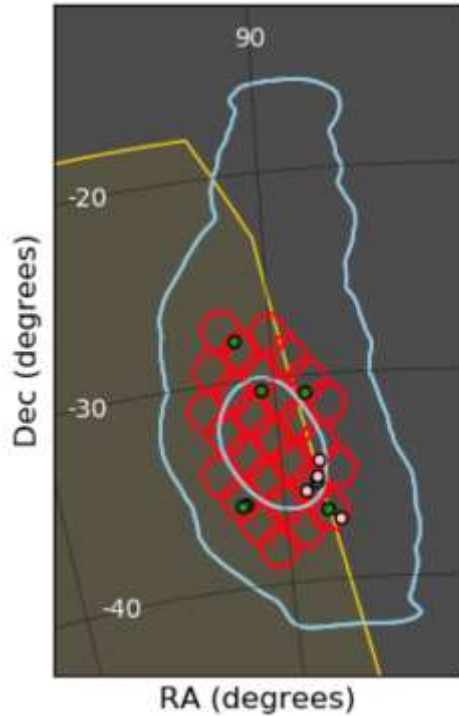
Traditional astronomy: EM only!
**Multimessenger
astronomy: GW+EM**



The right tools for the job



DESGW project - searching for needles in a haystack



DESGW discovery of GW170817

 **Re: All Eyes! G298048. Images will be downloadable here**

Ryan Chornock sent by owner-des-gw@listserv.fnal.gov

Sent: Thursday, August 17, 2017 at 7:42 PM

To: Sahar Allam; Berger, Edo; Douglas L Tucker

Cc: Philip S. Cowperthwaite; Dillon Brout; Marcelle Soares Santos; Dan Scolnic; des-gw

 decam_38.jpg (139.6 KB);  ps1-3pi.jpg (23.6 KB) [Preview All](#)

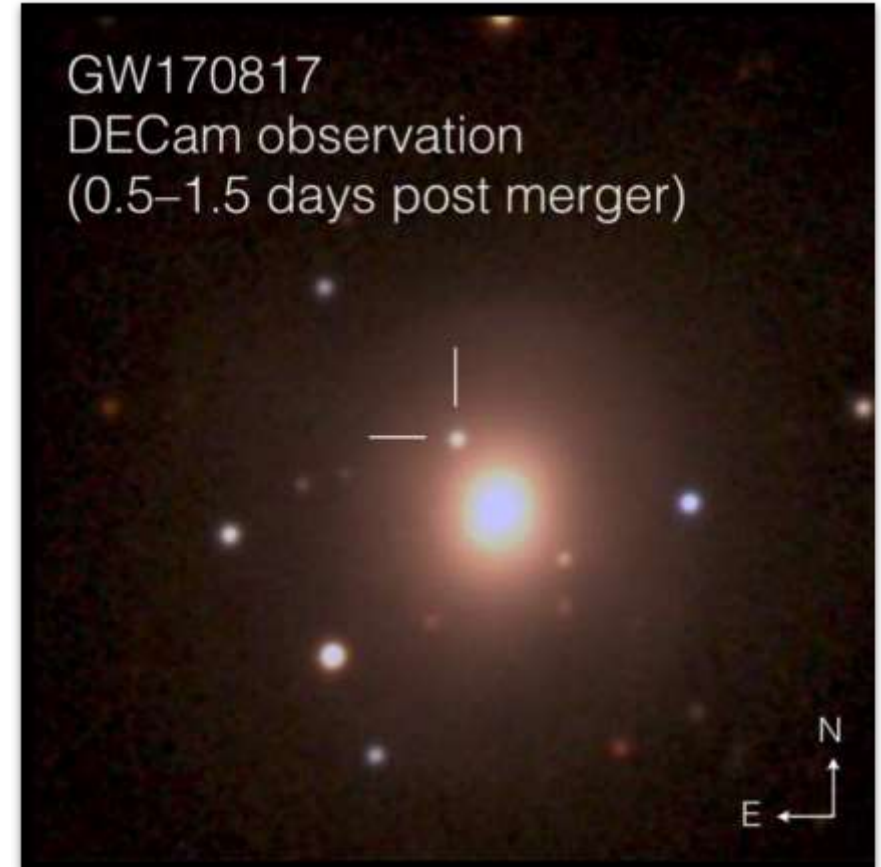
Holy .

Check out NGC 4993 in DECam_00668440.fits.fz[N5]

Attached is tonight's image + ps1-3pi.

Galaxy is at 40 Mpc.

-R



Soares-Santos et al. 2017

Launching the era of dark energy research with gravitational waves

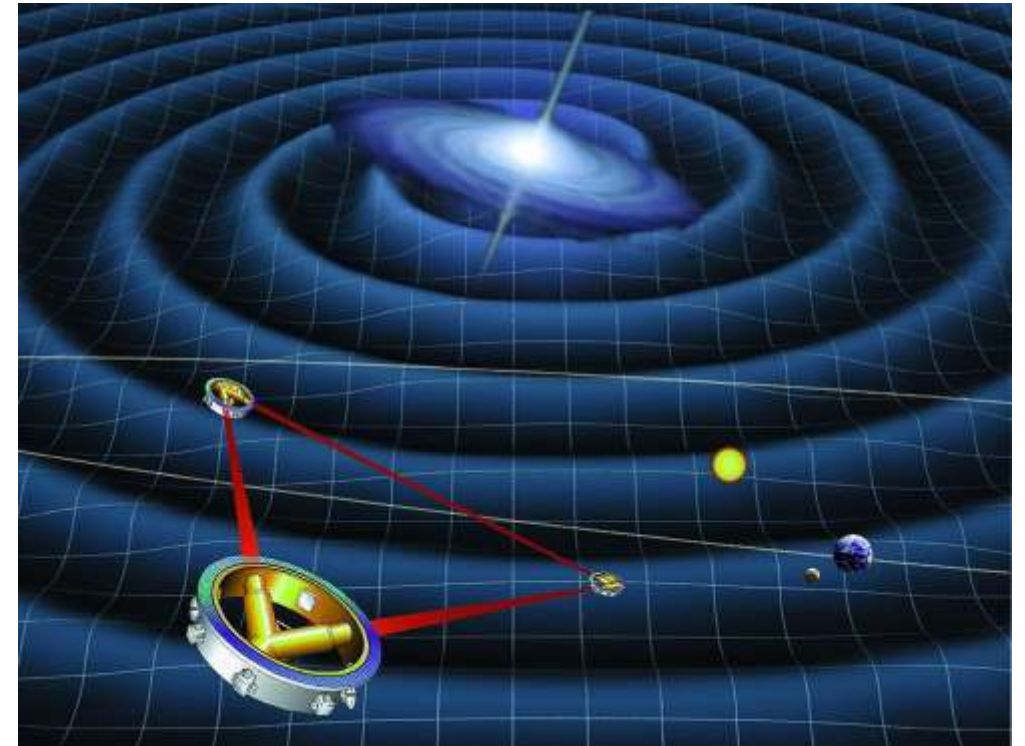
- GW170817 was a great start.
- To make a measurement relevant to the tensions debate we need more events!
- New searches are happening as we speak.
- **Stay tuned!**



Space: the final frontier

Laser Interferometer Space Antenna (LISA)

- 3 satellites
- 2.5 million km arms
- Orbit: 50 million km behind Earth
- Expected launch: 2035
- Sensitivity to low-frequency signals
 - Supermassive Black Holes
 - The early universe
 - ...and **much more!**



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Info Market and Refreshments at the “Lichthof”

Be welcome and join us!



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 Development
- Graduate Campus
- Innovation Office
- Open Science
- Technology Platforms

Consulting Services

- Employee Assistance Office
- Equality Diversity Inclusion
- Human Resources Department

Continuing Education

- Language Center of UZH and ETH
- University Library Zurich
- Continuing Education

Pension Funds

- BVK



Other areas

- Career Services
- Communications Office
- Central IT Department
- Finance Office
- Sustainability
- kihz Foundation - Childcare
- University Library
- Supply Chain Management
- Logistics
- President's Services
- Safety, Security and Environment



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.



Today's agenda

Host: Barbara Dolanc, Expert in Coaching and Team Development, Human Resources Department

08.30am Welcome to UZH

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

09.20am Your Employment at UZH

Barbara Dolanc, HR Development, Human Resources Department

09.50am «Active Break»

Luca Reinhart, ASVZ

10.00am UZH Research: «Astrophysics with Gravitational Waves: Continuing Einstein's legacy at UZH»

Prof. Dr. Marcelle Soares-Santos, Physics Institute, UZH

10.30am Info Market and Refreshments

11.30am End of Event