General Assembly
29 March 2017
<table>
<thead>
<tr>
<th>time</th>
<th>what</th>
<th>who</th>
</tr>
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</table>
| 13.00-14.30| **Formal General Assembly**<br>• Approval of minutes<br>• Reporting of Executive Board<br>  
  ➢ Brief overview / history<br>  
  ➢ Annual Report, Budget<br>  
  ➢ Audit<br>• Election of new Executive Board member(s)<br>  
  ➢ Hélène Füger (EPFL, Head Equal Opportunity Office)<br>  
  ➢ Carlotta Guiducci (EPFL, [http://clse.epfl.ch/](http://clse.epfl.ch/))<br>• Election of Catherine Brun as the official taker of the minutes (Protokollführerin)<br>• Revision of the statutes<br>• Discussion of further activities and/or projects for 2016-2017, e.g.,<br>  
  ➢ Measures to improve the recruiting of women faculty (including dual career policy)<br>  
  ➢ Preliminary discussion of critical issues for women professors at EPFL and ETHZ and concept for survey | Janet Hering<br>Lenny Winkel<br>Janet Hering<br>Rizlan Bernier-Latmani |
| 14.30-15.00| **Photo and coffee break**                                            |                         |
| 15.00-16.00| **Presentation by women members of the ETH Board and discussion**<br>  
  • (in Zurich) Barbara Haering, Beatrice Pasana<br>  
  • (in Lausanne) Beth Krasna, Kristin Becker van Slooten |                         |
Report of the Executive Board

History

The ETH WPF was initiated as an outreach activity by the NCCR MUST. It was established in March 2012 as an independent association with membership open to women professors at ETH Zurich. In 2016, the General Assembly voted to expand the membership to include women professors at EPF Lausanne.

WPF Executive Board

- Current membership: Janet Hering, D-USYS, ENAC and Director of Eawag (Chair since 2016, Vice Chair 2012-2016), Viola Vogel, D-HEST (Vice-Chair since 2016, member since 2012), Rizlan Bernier-Latmani, ENAC (Vice-Chair since 2016), Ulrike Kutay, D-BIOL (since 2014), Renate Schubert, D-GESS and Associate Vice President for Diversity (since 2012), Kristina Shea, D-MAVT (since 2013), Ruth Signorell, D-CHAB (since 2014)

ETH Women Professors Forum

You are on our temporary website; our website www.eth-wpf.ch is coming soon.

Latest News and Publications

Our member Sarah Springman was nominated as the new ETHZ Rector! We are delighted about her nomination and congratulate her! Due to her new duties, Sarah Springman stepped down from the Executive Board of ETH Women Professors Forum at the General Assembly on 12 May 2014. Also Silvia Dorn, one of the ETH WPF founding member, stepped down from the Executive Board due to retirement.

We welcome our new members of the Executive Board: Ruth Signorell (Chemistry) and Ulrike Kutay (Biology)!

Find the latest publications and articles on page "ETH WPF downloads".

Our Members

Over 80% of women professors at ETH Zurich are member of the ETH Women Professors Forum.

The ETH Women Professors Forum was established in March 2012 and formally became an association/verein in May 2012. The seven member Executive committee was voted into office by a group of 20 professors at the first Assembly Meeting. The Forum aims to develop collegiality, make visible the scientific excellence of ETH women professors, organize scientific and social events, and gain influence within the ETH environment.
Report of the Executive Board (cont.)

Goal

“The Women Professors Forum wants to be part of ETH’s efforts to attract young girls and women to science, retain women scientists, and promote excellent individuals to the highest level of the university.”


The WPF thanks its supporters:

- ETH Board: in-kind staff support (2016 to present)
- NCCR MUST: in-kind staff support (2016 to present)
- ETH Zurich Office of the President: staff support (2014-2015) with appointment in the Equal! Office
- ETH Zurich Office of the Rector: seed funding (50K CHF) in 2012
- NCCR MUST: in-kind staff support and initial website (2012-2013)
- Eawag: in-kind staff support (2012-2013, 2016 to present)
- WPF members
Report of the Executive Board (cont.)

Selected activities and accomplishments (2012-2015)

Networking and knowledge exchange
- Scientific lunches – 2012 (3), 2013 (8), 2014 (5), 2015 (4)
- Lunch & leadership – 2014 (2), 2015 (1)

Outreach
- Website
- Flyer
- Presentations and articles by Ursula Keller and Janet Hering

Business meetings
- General assemblies (including thematic discussion with invited guests)
- Executive Board meetings

Consultations
- Conference of ETHZ Department Heads (2013, 2014)

Recommendations ([https://eth-wpf.ch/portrait/recent-recommendations/](https://eth-wpf.ch/portrait/recent-recommendations/))
- Improving the faculty search process
- Improving the rate of acceptance of offers for faculty positions
Activities and accomplishments (2016)

Networking and knowledge exchange
• Scientific lunches (ETHZ) – Spring (2), Fall (3)
• Lunch and discussion about encouraging women to pursue academic careers with Prof. Polly Arnold (Univ. of Edinburgh) at EPFL
• General Assembly

Recruitment of members from EPFL

Formal deposition of revised statutes
• In-kind support NCCR MUST

New revision of the statutes
• In-kind support ETH Board Stab legal office

Current membership: 64 (ETHZ, 2 emerita), 32 (EPFL, 1 emerita)
Ambitions (2017 and beyond)

Networking and knowledge exchange
- Including ETHZ-EPFL exchange

Re-initiate outreach activities
- Participation in diversity events
- New flyer
- Outreach through columns, etc.

Support advancement of women faculty
- Increasing visibility through nominations for awards, recommendations as keynote speakers, etc.
- Promoting appointments of women faculty to key committees and leadership positions

Support recruitment of new women faculty
- Talent-scouting

Cooperation with Equal Opportunity Offices of ETHZ and EPFL

Develop contact with ETH Board
Report of the Executive Board (cont.)

Budget overview

Main expense

• Website (significant changes with inclusion of EPFL)

Activities

• 5 lunch events at ETHZ, 1 at EPFL
• Recruiting of members from EPFL
• Revision of statutes (in-kind support from ETH Board Stab legal office)

Income

• None (no dues solicited because of organizational changes)

Spending

• CHF 20,993.20

Balance

• PostFinance: CHF 30,836.50 (01.01.16) CHF 25,525.35 (31.12.16)
• ETH Fonds: CHF 25,449.10 (01.01.16) CHF 9,767.05 (31.12.16)
Report of the Executive Board (cont.)

Budget details

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Total: 19'558 | 20'993.20 | 5'588 | 0.00

Profit / Loss 2016: -13'970 | -20'993.20

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2810 Postfinance 61-106412-5

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2850 ETH Fonds

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Report of the Executive Board (cont.)

Audit Report (Prof. Lenny Winkel)

Discharge of Executive Board responsibilities

https://s-media-cache-ak0.pinimg.com/736x/03/22/25/0322253eb181f4c4788b42862421a587.jpg
Report of the Executive Board (cont.)

Budget outlook 2017
(no formal budget decision)

Main expenses for operations
- Website
- Administrative support for lunches, etc. (gap after July)

In-kind support
- ETH Board Stab
- NCCR MUST (finances)
- Eawag

Income
- Dues

Activities
- Networking and knowledge exchange
Elections

Renewal of current member
• Prof. Kristina Shea (D-MAVT) member since 2013 → renewal through spring 2019

Election of new members
• Hélène Füger (EPFL, Head of Equal Opportunity Office) through spring 2019
• Prof. Carlotta Guiducci (EPFL, STI Laboratory of Life Sciences Electronics) through spring 2019

Election of minute-taker
• Dr. Catherine Brun (ETH Board Stab)

VOTE
ETH WPF Statutes
Total revision 2017

English translation based on SERI’s unofficial translation of the Swiss Civil Code
only the German version shall be binding
The new document is distributed in clear chapters, in a systematic way and as usual for association statutes. Some articles have been reorganized and completed.

I. Name, domicile and purpose
Art. 1: Name and domicile
Art. 2: Purpose

II. Members
Art. 3: Members
Art. 4: Active members
Art. 5: Associate members
Art. 6: Admission
Art. 7: Resignation
Art. 8: Exclusion

III. Funds
Art. 9: Association’s funds
Art. 10: Membership fees
Art. 11: Liability

IV. Organisation
Art. 12: Organs
Art. 13: General assembly
Art. 14: Authority of the general assembly
Art. 15: General assembly meeting
Art. 16: Association Committee
Art. 17: Authority of the Committee
Art. 18: Committee’s meeting and decisions
Art. 19: Auditor
Art. 20: Association’s year

V. Final clause
Art. 21: Dissolution and liquidation
Art. 22: Entry into force
Members

Art.4: Active members (with voting rights)
- Female professors (full or associate professors, assistant professors or adjunct professors) who are employed at ETH Zurich or EPFL.
- Professors from a Swiss Higher Education Institution (according to swissuniversities definition) who are employed at an ETH Domain’s research institution. (New as compared to previous statutes)
- Female Heads of the Equal Opportunities offices of ETH Zurich and EPFL (with or without a professor title).

Art.5: Passive members (without voting rights)
- Female professors (full or associate professors, assistant professors or adjunct professors) who were employed at ETH Zurich or EPFL.
- Professors from a Swiss Higher Education Institution (according to swissuniversities definition) who were employed at an ETH Domain’s research institution. (New as compared to previous statutes)
Committee, president and vice-presidents

Committee (= Executive Board)

- 1 Chairwoman
- 2 Vice Chairwomen (one from ETH Zurich and one from EPFL)
- up to 10 other committee members (ETH Zurich and EPFL equally represented or at least reflecting the representation of members from each institution)

- Female full or associate professors who are employed at ETH Zurich and EPFL
- Up to four female adjunct professors (two from ETH Zurich and two from EPFL)
- Full or associate female professor from a Swiss Higher Education Institution (according to swissuniversities definition) who are employed at an ETH Domain’s research institution
- Female Heads of the Equal Opportunity offices of ETH Zurich and EPFL

Note: there is only one committee. ETH Zurich and EPFL «Sub-fractions» can meet and organize meeting separately but decisions have to be taken together.
General Meeting of members (General assembly)

- The General Meeting of members is the supreme governing body of the Association. It consists of all active members of the Association.

- Meeting can take place in Zurich, in Lausanne, anywhere in between or both in Zurich and Lausanne with a video link.

- Every active member has one vote. Delegation to another member of the general assembly is allowed by written proxy.

- Decisions require a simple majority of the valid votes cast (present members and proxy) except for a resolution on the dissolution of the association (half of the active members MUST vote and a 2/3 majority is required).

- The General Meeting of members fix the member fees (used to be a task performed by the Committee)
Vote

Approval of changes to the ETH WPF Statutes

If approved, confirm that membership fees will remain at CHF 100 for 2018.
Discussion of further activities

Broader engagement by members welcome!
If interested, please talk with any member of the Executive Board.

Renate Schubert
Feedback on draft ETH Domain Strategy for Gender Balance and Equal Opportunities

Rizlan Bernier-Latmani
Measures to improve the recruiting of women faculty (including dual career policy)

Preliminary discussion of critical issues for women professors at EPFL and ETHZ and concept for survey