General Assembly
19 March 2021 (online)
<table>
<thead>
<tr>
<th>time</th>
<th>what</th>
<th>who</th>
</tr>
</thead>
<tbody>
<tr>
<td>13.00-14.00</td>
<td><strong>Formal General Assembly</strong> - business</td>
<td>Rizlan Bernier-Latmani</td>
</tr>
<tr>
<td></td>
<td>• Approval of the minutes and of the agenda</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Re-election/Election of Executive Board members and Officers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>➢ Election Veronique Michaud as member</td>
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<tr>
<td></td>
<td>➢ Election of Rizlan Bernier-Latmani as member</td>
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<td></td>
<td>➢ Re-election of Hatice Altug as member</td>
<td>Election of Elizabeth Tilley as member</td>
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<td></td>
<td>➢ Election of Eleni Chatzi as Chair</td>
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<tr>
<td></td>
<td>➢ Re-election of Carlotta Guiducci as co-vice-Chair</td>
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<tr>
<td></td>
<td>➢ Election of Marcy Zenobi-Wong as co-vice-Chair</td>
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<tr>
<td></td>
<td>• Reporting of the Executive Board</td>
<td>Lenny Winkel</td>
</tr>
<tr>
<td></td>
<td>➢ Brief overview/history</td>
<td>Maria Schönbächler</td>
</tr>
<tr>
<td></td>
<td>➢ Annual Report</td>
<td></td>
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<tr>
<td></td>
<td>➢ Budget</td>
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<tr>
<td></td>
<td>➢ Audit</td>
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<tr>
<td></td>
<td>• Decisions:</td>
<td></td>
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<tr>
<td></td>
<td>➢ Inclusion of senior scientists in social activities</td>
<td></td>
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<tr>
<td></td>
<td>➢ Waiving of fee for Emerita members</td>
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<tr>
<td></td>
<td>➢ Change statutes to allow online voting for Executive Board members</td>
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<td></td>
<td>• Other business:</td>
<td></td>
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<tr>
<td></td>
<td>➢ Thanks to Renate Schubert (Executive Board <em>ex officio</em> 2012-2021)</td>
<td></td>
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<tr>
<td></td>
<td>• Varia</td>
<td></td>
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<tr>
<td>14.00-16.00</td>
<td><strong>Discussion with VPs from EPFL and ETHZ:</strong></td>
<td>All</td>
</tr>
<tr>
<td>14.00-14.40</td>
<td>• Short presentations (8 min) by VPs:</td>
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<tr>
<td></td>
<td>➢ Gisou van der Goot, VP for Responsible Transformation (EPFL)</td>
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<td></td>
<td>➢ Julia Dannath-Schuh, VP for Personnel Development and Leadership (ETHZ)</td>
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<td>➢ Ursula Oesterle, VP for Innovation (EPFL)</td>
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<td></td>
<td>➢ Vanessa Wood, VP for Knowledge Transfer and Corporate Relations (ETHZ)</td>
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<td></td>
<td>• Open discussion</td>
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</tr>
</tbody>
</table>
Structure of the Executive Board 2020

**Chair**
R. Bernier-Latmani

**Co-vice-Chair**
Eleni Chatzi (ETHZ)

**Co-vice-Chair**
Carlotta Guiducci (EPFL)

Hatice Altug (EPFL)

**Co-vice-Chair**
Olga Sorkine-Hornung (ETHZ)

**Equal Opportunity office representative**
Helene Fueger (EPFL)

**Equal! representative**
Renate Schubert (ETHZ)
Sara van Leeuwen (ETHZ)

**Treasurer**
Lenny Winkel (ETHZ)

**Auditor**
Maria Schönbächler (ETHZ)

1-year term (alternate EPFL/ETHZ)
1-year term (renewable)
2-year term (renewable)
2-year term (renewable)

Ex-officio
Elections (Executive Board)

Election/re-election of member(s)
- Veronique Michaud (EPFL)
- Rizlan Bernier-Latmani (EPFL)
- Elizabeth Tilley (ETHZ)
- Hatice Altug (EPFL) re-election

Election / re-election of officers
- Eleni Chatzi (Chair, ETHZ)
- Carlotta Guiducci (co-Vice Chair, EPFL)
- Marcy Zenobi-Wong (co-Vice Chair, ETHZ)
Structure of the Executive Board 2021 (if elected)

**Chair**
Eleni Chatzi (ETHZ)

**Co-vice-Chair**
Carlotta Guiducci (EPFL)

**Hatice Altug** (EPFL)

**Veronique Michaud** (EPFL)

**Rizlan Bernier-Latmani** (EPFL)

**Treasurer**
Lenny Winkel (ETHZ)

**Auditor**
Maria Schönbächler (ETHZ)

**Co-vice-Chair**
Marcy Zenobi-Wong (ETHZ)

**Olga Sorkine-Hornung** (ETHZ)

**Elizabeth Tilley** (ETHZ)

**New member** (ETHZ)

**Equal Opportunity office representative**
Helene Fueger (EPFL)

**VPPL representative**
Sara van Leeuwen (ETHZ)

**VPPL representative**
Sara van Leeuwen (ETHZ)

Need a volunteer!!
Requirements to be part of EB

We need one volunteer from ETHZ or the Research Institutes!

[Excerpted from the Statutes]

• Female full or associate professors who are employed at ETH Zurich and EPFL

• Up to four female adjunct professors who are employed at from ETH Zurich and EPFL

• Female researchers holding the title of Full or Associate professor at a Swiss Higher Education Institution who are employed at an ETH Domain’s research institution
March 2012: established as an independent association with membership open to women professors at ETH Zurich.

2016: the membership was expanded to include women professors at EPFL.

2017: the membership was expanded to include women scientists at the Research Institutes of the ETH Domain who hold professorial titles at a Swiss University.

2020: statutes updated to limit the term of the Chair and co-chair to one year (co-chair renewable once)
History (continued)
Former members of WPF Executive Board

- **Prof. Dr. Silvia Dorn**
  Member (2012-2014)

- **Prof. Dr. Gudela Grote**
  Member (2012-2013)

- **Prof. Dr. Janet Hering**
  Founding vice-Chair (2012-2016), Chair (2016-2020)

- **Prof. Dr. Marcella Carollo**
  Member (2012-2013)

- **Prof. Dr. Ursula Keller**
  Founding Chair (2012-2016)

- **Prof. Dr. Viola Vogel**
  Vice-Chair (2016-2018)

- **Prof. Dr. Renate Schubert**
  Member (2012-2021)

- **Prof. Dr. Kristina Shea**
  Member (2013-2019)

- **Prof. Dr. Ruth Signorell**
  Member (2014-2020)

- **Prof. Dr. Sarah Springman**
  Member (2013-2014)

- **Prof. Dr. Elisabeth Stern**
  Member (2016-2018), Vice-Chair (2018-2020)

- **Prof. Dr. Kfytchla (Effy) Vayena**
  Member (2018-2020)
General effort to streamline running of Association (invoices, member list, recruitment)

Letter of support for availability of menstrual products (Sept 2020)

Letter of support for paternity leave (Sept 2020)

Establish regular meetings with EPFL president and VPT and ETHZ Schulleitung (first in Jan/Feb 2021)

Social lunch event (March 2021)

Sponsorship of events organized by women students and/or faculty (DRAG-lab at EPFL)

Grievance procedures (see next slide)

Communication within the WPF (see next slide)
Grievance procedures:

Meeting with presidents of EPFL, ETHZ and ETH Board and two members of ETH Board (Sept 2020)

Establishment of working group on grievance procedures (Oct 2020)

Feedback on new procedures for scientific misconduct at EPFL (Nov 2020)

Proposal for procedures for scientific misconduct at ETHZ (Jan/Feb 2021)
Grievance procedures:

1. Ombudsperson service
   - listen and understand the complainant
   - guide and coach the complainant
   - facilitate informal resolution

2. Evaluation Committee
   - decide if complaint valid
   - investigate the case
   - seek amicable resolution

3. Commission of Inquiry
   - report and recommendation

Role
- accused
- complainant

Decision-making
- President

Disciplinary or administrative inquiry
- yes
- no

Neutral-no decision-making
- yes
- no

Proposed by WPF
Communication within WPF:

Intranet

Mailing lists

12

Communication within WPF:

Intranet

Mailing lists

Working group on grievance procedures

The ETH WPF has set up a working group to develop detailed proposals for the ETH Board and the ETH institutions regarding dispute resolution, grievance procedures, and scientific misconduct. This working group will make use of the resources available from other institutions to assemble a best-practice portfolio. Using this information, the working group will suggest specific measures to the relevant institutions to address remaining issues with these procedures as well as interface with the ETH Board to involve it in the process when needed.

- November 6th, 2020: First meeting. Discussion of the 'Scientific misconduct procedures' at EPFL and ETHZ.
  Submission of Recommendation [document](#) to EPFL.
- December 9th, 2020: Second meeting. Strategy to ensure the review of ongoing cases by an external group.
  Submission of Recommendation [document](#) to ETHZ (on December 8th).
- January 6th, 2021: Third meeting. Consultation/Input on legal feasibility of the proposed framework.
- January 25th, 2021: Discussion on preparation of letter to ETHZ on request of a one-time review committee. The letter was prepared and put to a vote by the membership on February 1st, 2021.
- February 5, 2021: After majority approval vote, the second letter was forwarded to the ETHZ president and members of the Executive Board (Prof. Sarah Springman, Dr. Julia Dannath).

ETH WPF General Assembly 19.03.2021
Communication within WPF:

**Intranet**

**Mailing lists**

### WPF Mailing lists

The principal mailing lists for Women Professors Forums are:

- the mailing list for ETHZ members of ETH WPF
- the mailing list for EPFL members of ETH WPF
- the mailing list for ETH WPF members at associated research institutes
- the mailing list for all WPF members

These lists should be used for:

- news of a general nature (e.g., information of potential interest to all members)
- WPF official business (events, votes)
- congratulations to members for awards, nominations, etc...

As a reminder, these lists are unmoderated. You are responsible for the content that you provide. Executive Board members will share official WPF business on these mailing lists only. Please refrain from back-and-forth on the above lists.

In addition, there is a mailing list for discussions and specific topics. There, members can discuss their opinions, share their insights, and engage in back-and-forth discussions. It includes all members except those who have actively unsubscribed. Views shared by WPF members are their own. You can manage your subscription, access to digests, and consult emails from this list (even if unsubscribed) on the discussion mailing list page.

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**Search**

[Search here...]

---

**Awards + Honors**

**Prof. Olga Sorkine-Hornung named ACM Fellow**

D-INFK Professor Olga Sorkine-Hornung has been named an ACM Fellow for her ...
[Read More...]

---

**Prof. Nicola Spaldin elected as a member of the ERC Science Council**

The European Commission has elected Professor Nicola Spaldin (Chair of Materials Theory, ...
[Read More...]
Report of the Executive Board (cont.)
Activities and accomplishments (2020)

Communication within WPF:

- Intranet
- Mailing lists

### WPF Discussion Mailing list

You can subscribe or unsubscribe the WPF discussion mailing list here, or change your subscription to a daily or weekly digest.

<table>
<thead>
<tr>
<th>Mailing List</th>
<th>Status</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>WPF Discussion list</td>
<td>Subscribed</td>
<td>Digest (No digest)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Unsubscribe</td>
</tr>
</tbody>
</table>

- [All Emails](#)

### Example Mail

**Subject:** Dissemination of documents

- [Equal] "Good to know" by Equal! – 2nd Edition of 2021 (on the occasion of International Women’s Day)
- 500WS Kangaroo Goes Science (KGS): Activity for teenage girls
- This is a test

**Sender**

- rizlan_on_sabbatical@epfl.ch
- chatzi@ibk.baug.ethz.ch
- fueger@epfl.ch

**Date**

- 13. March 2021
- 11. March 2021
- 9. February 2021

ETH WPF General Assembly 19.03.2021
### ETH Women Professors Forum - Financial Sheet 2020

<table>
<thead>
<tr>
<th>Description</th>
<th>Postfinance</th>
</tr>
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<tbody>
<tr>
<td>Description</td>
<td>SPENDING in CHF</td>
</tr>
<tr>
<td>(A) Member fees</td>
<td>5450.00</td>
</tr>
<tr>
<td>(B) Account interest</td>
<td>0.00</td>
</tr>
<tr>
<td>(C) Other contributions/revenues</td>
<td>10.00</td>
</tr>
<tr>
<td>(D/E) Scientific lunches (catering and other)</td>
<td>0.00</td>
</tr>
<tr>
<td>(F/H) General Assembly (catering and other)</td>
<td>0.00</td>
</tr>
<tr>
<td>(I) Other events</td>
<td>-2'883.53</td>
</tr>
<tr>
<td>(J) Travel expenses</td>
<td>0.00</td>
</tr>
<tr>
<td>(K) Admin Support</td>
<td>0.00</td>
</tr>
<tr>
<td>(L) Public Relations (prints, webpage, translations) and IT services</td>
<td>-92.40</td>
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<tr>
<td>(M) Operating costs (insurances, bank fees, advisory costs, taxes)</td>
<td>-170.00</td>
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<tr>
<td>(N) Other material</td>
<td>0.00</td>
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<tr>
<td>(O) Sponsoring and support/participation of other related organizations</td>
<td>-150.00</td>
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<tr>
<td>(P) Other</td>
<td>0.00</td>
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<tr>
<td><strong>Total</strong></td>
<td>-3’295.93</td>
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</table>

**Profit / Loss 2020**

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<tr>
<th>Postfinance 61-106412-5</th>
<th>Calculated (CHF)</th>
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<tbody>
<tr>
<td>Balance (01.01.2020)</td>
<td>53’185.69</td>
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<tr>
<td>Spending</td>
<td>-3’295.93</td>
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<tr>
<td>Income</td>
<td>5’460.00</td>
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<tr>
<td>Balance (31.12.2020)</td>
<td>55’349.76</td>
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</tbody>
</table>
Report of the Executive Board (cont.)

Audit Report (Prof. Maria Schönbächler)

Discharge of Executive Board responsibilities

VOTE

https://s-media-cache-ak0.pinimg.com/736x/03/22/25/0322253eb181f4c4788b42862421a587.jpg

ETH WPF General Assembly 19.03.2021
### ETH Women Professors Forum - Proposed Budget 2021

<table>
<thead>
<tr>
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<tr>
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<tr>
<td>(B) Account interest</td>
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<td>(C) Other contributions/revenues</td>
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<td>(D/E) Scientific lunches (catering and other)</td>
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<td>(F/H) General Assembly (catering and other)</td>
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<td>(I) Other events</td>
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<td>(J) Travel expenses</td>
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<td>(K) Admin Support</td>
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<tr>
<td>(L) Public Relations (prints, webpage, translations) and IT services</td>
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<tr>
<td>(M) Operating costs (insurances, bank fees, advisory costs, taxes)</td>
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<tr>
<td>(N) Other material</td>
<td>0.00</td>
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<tr>
<td>(O) Sponsoring and support/participation of other related organizations</td>
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<tr>
<td>(P) Other</td>
<td>0.00</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>-11'400.00</strong></td>
</tr>
</tbody>
</table>

**Profit / Loss 2021**

610.00
Decisions

Proposal to include senior scientists in some activities

- Create a mailing list for senior scientists at EPFL, ETHZ and the Research Institutes
- Invite them to social and scientific activities
- No fees (since no official membership)
Proposal to waive WPF fee for Emerita members

- Emerita members do not have voting rights (according to the statutes)
- Should be able to participate without paying fees
Decisions

Proposal to change the statutes to allow online voting for members and officers of the Executive Board

• Change the statutes to allow voting for members of the Executive Board
• This allows voting for Executive Board members other than at the General Assembly

Article 15: General Meeting resolutions

1 All General Meetings that have been convened in accordance with the Articles constitutes a quorum, irrespective of the number of active members present (except for the resolution of dissolution of the Association according to Art. 15.3 below).

3 For a resolution on the dissolution of the Association, at least half (1/2) of the active members must be present or validly represented. A 2/3 majority of the votes of the present or represented active members is required for the resolution of dissolution.

4 All other General Meeting’s resolutions require a simple majority of the valid votes cast. In the event of a tied vote, the Chairwoman has the casting vote.

5 Voting for Executive Board members and officers can also take place electronically without the need for a General Meeting.
Decisions

Proposal to change the statutes to allow online voting for members of the Executive Board

- Change the statutes to allow voting for members of the Executive Board
- This allows voting for Executive Board members other than at the General Assembly
Other business

Thanks to outgoing Executive Board members and officers

• Renate Schubert (2012-2021)
Kangaroo Goes Science Event
100 top girls from the Swiss Kangaroo Math Competition are invited to spend a day at ETH. The girls are 12-13 years old, first year secondary school.

- Celebrating the girls’ math accomplishments
- Giving them an insight into wide range of opportunities in science before they decide which profile to follow
- Encouraging those students who may never have considered university studies

Program includes inputs from ETH women in STEM and visits to labs.

The girls' parents are also introduced to ETH through a public tour, a presentation, and a Q&A session with female scientists (students & faculty).
KGS 2021 virtual event: What we would like from you

• **3 virtual lab sessions** aimed at a group of 10 students ages 12-13, in German.
  - Labs take place on June 10\textsuperscript{th} between 13:00 and 15:00
  - Virtual lab session of 30 minutes
  - The lab session should be offered twice

• **2 minute videos** (in German) featuring a female student from your lab. To be uploaded to a space that all KGS girls can access. Videos show the wide range of female scientists at ETH.

• Support setting up and running a **virtual platform** for the June 10\textsuperscript{th} KGS event. Platform with break-out rooms, links to exhibit of videos, link to ETH virtual tour, etc...

DMATH Meike Akweld, meike.akveld@math.ethz.ch
Darcy Molnar, darcy.molnar@ifu.baug.ethz.ch
Varia

Varia
Varia

Membership numbers:
ETHZ WPF members = 103
EPFL WPF members = 54
RI WPF members = 4

Eligible ETHZ professors who are not members = 14
Eligible EPFL professors who are not members = 14