

N/réf : SW/AR

Procès-Verbal de la 343^{ème} séance de l'Assemblée d'Ecole du vendredi 6 octobre 2023

Présences Aleksandra Radenovic, Ens
Antoine Hoffmann, CI
Baptiste Lecoeur, E
Basile Morier, E
Consuelo Antille, CAT
Emad Oveisi, CI (futur membre au 01.11.2023)
Franz-Josef Haug, Ens
Lena Vogel, E
Marco Picasso, Ens
Marta Divall, CAT
Nicola, Spoletini, E
Pamina Winkler, CI
Sandrine Gerber, Ens

Kristin Becker, Déléguée des 2 AE au CEPF
Sabrina Wuilleret, Assistante administrative AE

Excusé-es Evangelos Belias, CI
Frédéric Dreyer, CAT
Marcia Gouffon, CAT

Absences Frédéric Rauss, Mediacom
Maria Sivers, CI

Ordre du jour

Membres AE; la séance débute à 13h15

- Accueil
- Adoption de l'ordre du jour
- Adoption du PV de la 342^{ème} séance
- Discussion avec notre Déléguée au CEPF
- Communications du Bureau de l'AE
- Consultations
- Divers et propositions du jour

Membres AE et Invité (13.15-14.15)

- Echange avec Prof. Jan Hesthaven - Provost, Vice-président Académique.
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1. Accueil

Séance en hybride ouverte à 13h15 par Aleksandra Radenovic, Présidente de l'AE.

2. Adoption de l'ordre du jour

L'ordre du jour est adopté.

3. Validation du PV de la séance 342

Le PV est adopté par l'ensemble des membres présents.

4. Discussion avec notre Déléguée au CEPF

ETH Board meeting September 20 & 21

Structure of the ETH Domain

Big discussions since about 2 years, different models are being looked at. Currently KB cannot say much about it, but from mid-October the research institutes and the WBKs will be informed about the status of the work, then KB can also inform more.

Interim evaluation of the ETH Domain

As you know, the ETH Board's responses to the experts' recommendations were intensively discussed by the ETH Board in the July retreat and have now been approved in a second reading. They will be sent to SERI, who will publish the report before the end of the year.

Consultation ERI Message 2025-2028 and Budget 2024

The ETH Board was very pleased that the AEs and VSETH & AGEPoly participated.

Joint Initiatives

A second call for proposals for "Human Health", "Advanced Materials and Key Technologies" and "Responsible Digital Transformation" has been launched, with expected expenditures of up to 20 million CHF for the years 2025-2027. The process discussed at the Domain meeting in August was unclear, and could be clarified by a discussion before and during the meeting. Only ideas for joint initiatives that receive institutional support before October 18 can submit a pre-proposal (deadline December 13; Full proposal 4.2.24). At EPFL, Louise Couton from the Research Office is handling the call (internal EPFL deadline was September 25, at ETH October 5).

In 2024, there will be a third call for proposals in the areas of "Energy, Climate and Sustainable Environment" and "Engagement and Dialogue with Society" with CHF 10 million starting in 2026.

Avenir - Interim report

The company Avenir was mandated by the ETH Board to make an external evaluation of the personnel management and development 2021-2024 in the ETH Domain. The aim of this evaluation is to see if the ETH Domain fulfills the goals set by the Federal Council. An interim report was submitted to the ETH Board, 199 pages in German only. The report contains a lot of useful information, seems quite complete and shows that the goals are globally reached and proposes some measures that KB thinks are relevant and implementable, but also contains inaccuracies. It is not entirely clear who was involved - for example, the Equal Opportunity Office of EPFL did not know about it although there are two chapters on diversity and women, at ETH Peko was not involved. KB pointed this out and asked that for the final report all relevant persons and services are being involved and that it is clearly stated who was involved. The final report should be available in 2025.

Dual Career

The ETH Board has decided to make available 1 MCHF per year from the reserve for dual career measures, distributed proportionally among the institutions. For 2023 this will be 250 kCHF, from 2024 1 MCHF, until the re-association of Switzerland to Horizon Europe.

5. Communication du Bureau AE

- JSP impressions
- “Semaine des associations”: AE had a stand at « Journées des services EPFL » on Sept. 26.
- AE Christmas meal: will be organized early 2024. A survey will be sent to get your preferences for date/time.
- Tokamak visit for AE members: will take place on Dec. 1st.
- Joint meeting of the Universities Assemblies on Nov. 21, 2023 :
 1. Implementation of cost saving measures at the two institutions
 2. Implementation of sustainability measures at the two institutions
 3. Participation at the two institutions & PEKO at EPFL
 4. Chair - Kristin Becker van Slooten: preparation of topics for the dialogue with the ETH board // discussion regarding the election of the UA delegate for the next term
- Liste d'invités aux séances AE 2024.

6. Consultation

- Nouvelle LEX 65+ et révision de la LEX PH (4.2.6)
GT : Sandrine, Pamina, Marcia, Baptiste (deadline 06.11)

7. Divers et propositions du jour

La manière dont les plaintes formelles sont traitées à l'EPFL (discussion à l'AE, initiée par le corps étudiant) :

- Explications du corps étudiant: discussion ouverte sur les mesures que nous pourrions prendre à l'avenir pour améliorer la prise en charge des victimes présumées. Cela toujours autour des 2 points qui posent encore problème (après changements de LEX de 2022 qui étaient davantage tournées sur le signalement de cas) :
 - a) l'incompatibilité présumée entre l'apport de soutien aux victimes et la défense de l'EPFL (et de ses professeurs) et
 - b) le fait que la décision finale appartient au Président de l'EPFL, ce qui présente un conflit d'intérêt évident. Certaines associations ont écrit une prise de position à propos de l'article paru récemment dans la presse.
- L'AE suggère d'ouvrir un canal de communication avec la Direction. On introduit le groupe (association) à la Direction pour une discussion en interne (plutôt que d'envoyer une lettre aux Médias). => suggestion validée.
- L'AE va inviter Emmanuel Noyer - RCO (Respect Compliance Officer) début 2024 pour en discuter.
- AR rappelle les directives EPFL
https://www.epfl.ch/about/overview/wpcontent/uploads/2023/06/LEX-1.8.3_EN.pdf
& https://www.epfl.ch/about/overview/wp-content/uploads/2019/09/1.8.1_dir_whistleblowing_en.pdf
et les lois suisses : https://www.epfl.ch/about/overview/wpcontent/uploads/2023/06/LEX-1.8.3_EN.pdf
https://www.epfl.ch/about/overview/wp-content/uploads/2019/09/1.8.1_dir_whistleblowing_en.pdf
et des Nations Unies : <https://www.un.org/en/about-us/universal-declaration-of-human-rights>
Problème : le RCO est investigateur mais la décision relève de la Direction (processus : acte de médiation – ensuite RCO - plainte – goulot d'étranglement => M. Vetterli décide). Plainte gérée en interne (problème) => solution : plainte directement gérée par l'externe : juridique // conséquence : impression que le processus récemment mis en place est inutile – le manque de confiance de la communauté dû au manque d'explications du processus.
- Est-ce qu'il ne pourrait pas y avoir un comité qui prend cette décision ?
Est-ce que l'AE peut faire part de son insatisfaction et proposer la création d'un comité ? => Non, car légalement c'est le président qui en répond/qui prendra LA décision. Comité = suggestion et non décision. La décision appartient toujours au président. C'est la loi.
- La Commission de recours existe.
Une nouvelle version vient d'être créée.
On doit informer les gens et ne pas dire que cela ne fonctionne pas. Il faut laisser le temps de l'évolution.
- Demande des associations : les nouveaux changements ne sont pas suffisants par rapport à la prise en charge des victimes (que par rapport au signalement des cas) – La prise de décision dépend du Président de l'EPFL. Il devrait y avoir une entité juridique indépendante qui évalue les cas et les partis concernés.

- Association des professeurs : en a beaucoup discuté – c'est nouveau pour l'EPFL - un professionnel (juge) serait mieux à même de trancher et traiter (que le Président EPFL) car c'est son métier – l'EPFL apprend à gérer cela.
- Files are open years. We are losing ourselves in very complex situation, procedures.
- L'EPFL doit être proactive étant internationale car la diversité des nationalités implique des connaissances et une éducation très variée au sujet du harcèlement et des lois. Il faut éduquer la communauté. On ne peut pas mettre la pression sur des gens connus pour être sujets à problème - présomption d'innocence : on ne peut pas dénoncer (doyen. nes ne peuvent pas le faire).
- Continuer à suivre la procédure même si on manque de confiance envers le système - les gens parlent de manière confidentielle mais ne font pas la démarche officielle (plainte). L'EPFL ne peut pas faire grand-chose.
- External organ to which people can talk anonymously or file complaints – psy fr/en is at disposal any time.
- Mentoring for PhD: PhD has to talk to the supervisor, both have to write a report, etc. all the goal is to solve problems immediately. That has been done for the last few years.
- Satisfaction survey: looking forward to see the results. How do we ensure that the head of the unit will share it? Reminder that the chief of the financial unit (by financial center) will receive it (and not the direct chief). What will EPFL do with those results ? We all should have access to the results of our concerned unit, but it depends on our superior.

8. Echange avec Prof. Jan Hesthaven - Provost, Vice-président Académique

Summary of Q/R:

- The RCO (Respect Compliance Office) entered into force June 1. We now have a respect compliance officer, an ombudsperson, and a person of trust. What should everybody know about this?
 - The RCO is not under AVP. VPT has been the main force behind the creation of this position - perhaps it would be more useful to discuss your concerns with one of them.
 - Response: webpages of the RCO are pretty good.The Respect Compliance Officer is a coordination person who has the first mission of avoiding conflicts internally.
The ombudsperson is external and can make recommendations.
Both have the right to make recommendations to Direction (M. Vetterli will have to take the decision whether actions are taken or not).
The person of trust is external: for any concern you can have (fully confidential), to give you advice.
You can choose the one you prefer.
Confidentiality: during a complaint process, the 4 people who will be informed are EPFL President, Director of EPFL legal department, the general secretary and myself / the person who is accused has the right to have access to the reports. This is the law. While the accusers do not have access to those documents. The accusers can share whatever they want.
Accusers have the right to appeal to CRIEF (within ETH domain) or to federal court.
- Does EPFL consider being 9th in Europe when ETH-Z is second successful, we acknowledge that the rankings are arbitrary but some comment on the trend/s would be helpful? Response: how fridge those rankings are - not taking into account fields - it's not an exact science. Our trend is flow (not down). Eastern countries invest a lot in ranking. We decided not to invest more in it. We recently decided to invest a little bit more (not much). If we are in the top ten in Europe, globally we are doing pretty well.

ETH has twice the money that we have. I have never heard that ETH was chosen instead of EPFL due to a ranking reason (for other reasons yes).

Does the ranking affect the attraction of EPFL to hire new professors? It never came up.

Actually, EPFL cannot be part of Europe : the younger candidates are touched. We can look at the founding average: no change now. Eventually we will see a decrease - not a big concern but for some of the younger candidates it can be.

- NCCRs help and coordination from EPFL? How transparent is the process of supporting some initiatives over the others? NCCR=National Centre of Competence in Research. Response : remember that the very first step is a letter of intent with a deadline in February. If you are successful with NCCR, it will start at the earliest in Spring 2026. Actually, one of the tasks of the academic committee (with elected members. Deans are in the committee) will basically give feed-back on how they believe the proposals should be ranked. This will play an essential role in the Direction deciding which ones to support enough. At the same time, there will be a dialog with ETH and Geneva in order to make sure that among ourselves we understand what's coming up, what should be coordinate, etc. / anyone can submit a letter of intent / feedback is coming from the academic committee (Ambrogio Fasoli) / There will be a selecting process and a decision made by Direction.
- Where are we with the Lex PoP (*Directive concernant l'octroi du titre de professor of practice à l'EPFL*)? When will the corrected version be spread out? Is the model of working contract ready with HR? The process is still not very clear or differently interpreted. Response: it is public, following the law and clear. (Architecture has a hard time to figure out that somebody who's a professor somewhere else cannot be a professor practice here.)
- Could JSP be organized at the STTC as an effort to cut the costs? It might enable more professors to participate, would be more family friendly for young faculty members with kids, and would concentrate the time without travel. (Consuelo) Response: the idea to organize it outside campus is a "24hours together" – opportunities to speak to anyone, share, communicate and very often boost projects/ideas and resolves problems - Intend is a compromise – if the event takes place in Lausanne, people will find it very difficult to immerse themselves and participate fully over the day/evenings, as they will be tempted to leave the premises for other missions (work, personal). In the past, it's been done in the town of Fribourg but it wasn't successful due to delocalization (different hotels) and public transports during the day. In the future: once in Valais and then in Lausanne and then alternating between a location close to EPFL and the following year far away.

AE: would it be possible to suggest (somewhat thorny) subjects that would raise differences of opinion?

Response: topics are chosen by the faculties (vote). But yes, it could be interesting.

- We have a problem with forming the Faculty council of CDH. Can you help us? Explanations: Direction must confirm its approval of the creation of a College Council in accordance with LEX 1.2.1 (and thus cancel the current LEX 1.2.8 (Règlement d'organisation du Collège des humanités de l'EPFL). Response: I confirm that the CDH Council can be activated and function like the other Faculty/College Councils (LEX 1.2.1 will take precedence).

Note après séance : la Direction a validé la création du Conseil CDH lors de sa réunion du 10 octobre 2023

- There have been some adaptations in the quality of communication policy to respond to requirements for the last evaluation of EPFL and we were wondering if there will be a bigger emphasis on communication strategies to strengthen the EPFL community in the upcoming year(s)? If so, would you explain what strategies are considered and in planning? Response : we are unique in Switzerland to have a conditional accreditation (due to a lack of communication about the quality policy, that we do have !). We have been required to communicate about it. Steps have been taken on that particular issue. We have to demonstrate by May, that we are doing quality control and that we are communicating. We are going through this process.

Is there a large plan for increasing internal communication? Response: some people will say that we do not communicate enough and some others exactly the opposite. It has to be meaningful. We can always think

about what, where and when communicating – there are so many things happening on the campus / Deans and Directors could communicate, sections too , etc.: all have to take their responsibilities.

- L'AE lui a demandé s'il avait une question à nous formuler => Comment avoir d'avantages de votants aux élections ? Réponse de l'AE : faire une campagne de communication – un membre propose de changer de nom car le mot « Assemblée » n'est pas clair pour la communauté – avoir une visibilité durant l'année (ce qui a été fait en 2023 à Vivapoly, semaine des associations, journées des nouveaux étudiants) - trouver avec le secrétariat général un moyen pour que l'on soit inclus à une centralisation - Newsletter générale de la direction.

Fin de séance à 14h20.