



EPFL Postdoc Association

Consultation on the ETHB Strategic Plan 2029-2032

Main contributors: Philippine Milward, Salim Najib

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We thank the CEPF for the creation of this strategic plan, which does point out the different priorities which EPFL should focus on in the next few years.

Overall, we are concerned by the lack of concrete explanation on how this plan will be put into effect in the different universities and research centers under the CEPF, as project scales are rarely discussed. The overall impact and strategy concerning budget cuts and alternative funding options are also not mentioned, while this will massively impact our institutions.

To fully grasp the importance of this document, a report on the success or failure of the previous strategic plans is missing so that the reader can understand which are the most sensitive points. We would ask such a report to be added at the beginning of the plan or present in the consultation documents.

Despite the valued focus on academic freedom, the plan is missing some core components which are necessary to supplement academic freedom, such as academic integrity, institutional autonomy, participation of students and staff in higher education governance, public responsibility for higher education, and public responsibility of higher education, as stated in the European Higher Education Area. We are also concerned by the impact the predicted budget cuts will have on academic freedom, and we feel like this point is not clearly assessed in this plan. Moreover, on page 44, there is focus on the academic freedom of the CEPF, but not of the individuals inside, who are conducting their research and whose academic freedom should also be protected.

The accountability of the institutions to follow this strategic plan is not mentioned, while it is a necessary requirement to put different measures into place. The EPFL quality commission has for example, uncovered the fact that assessment groups do not have the



power to change the situations resulting in bad reviews. We therefore recommend creating a monitoring body, which could also be the one creating the report on the previous strategic plan.

International relations of the CEPF are well stated, but Horizon Europe should also be a focus to send a message of this partnership's importance.

Lastly, we demand that the mentions of Diversity, Equality, and Inclusion should be changed to Diversity, Equity and Inclusion, which corresponds to the actual meaning of [DEI](#).

One of the points mentioned by the previous strategic plan was inclusion of minorities, this seems to be lacking in this one. It is an important concern especially in light of the security screenings which have been introduced to EPFL and ETHZ.