

## Principles for calculating the net academic age of assistant professors at ETH Zurich

For assistant professors, an appointment at an early career stage is sought. When comparing the performance of candidates, the respective net academic age is taken into account.

1. As a rule, the net academic age of assistant professors at ETH Zurich is determined by the period since the doctoral examination (e. g. defence of the dissertation or oral examination); this period should not exceed eight years at the time of application for the assistant professorship.
2. Certain periods which could not be spent on academic research or equivalent academic activities, or only to a limited extent, may be deducted from the time since the doctoral examination, in some cases partially. Reasons for such a deduction are:
  - a. Birth of a child: For women, the period from the birth of a child to twelve months thereafter is deducted.
  - b. Nursing and care periods: Up to 24 months may be deducted pro rata in accordance with the reduction in the level of employment for the care and support of children in the employee's own household or of close relatives, provided this was accompanied by a reduction in the level of employment.
  - c. Illness or accident: If you were unable to work for a period of more than six weeks due to illness or an accident, this time minus six weeks can be deducted. In the case of partial incapacity for work, the deduction is made on a pro rata basis.
  - d. Compulsory service: Periods of compulsory military service or alternative (national) service can be deducted.
  - e. Voluntary work in the service of society: Up to 12 months can be deducted for periods spent doing voluntary work in the service of society with an officially recognised organisation (e. g. voluntary social year, voluntary ecological year, federal voluntary service, voluntary service abroad, European voluntary service, or exercising a political mandate).
  - f. Professional activity: Periods of professional activity that did not contribute to the academic qualification for the professorship can be deducted at 50 %. The maximum deduction is 36 months.
3. A double deduction of periods in which there were several reasons for a deduction shall not be made.
4. The selection committee or the President of ETH Zurich is free to exclude periods from the calculation of net academic age in other justified cases.