

Activity of D-PHYS professors beyond retirement age

Background

A revision of the ETH law is foreseen to be enacted in Fall 2021. Unfortunately, the procedure has been somewhat delayed by interventions in the parliament as well as by the Corona Pandemic. As announced in our PK retreat, the rules concerning professorships will be adapted and a consultation will be done during spring 2021. The new law will make the transition to the retirement more flexible. Despite not being fully finalized, the future law will very likely have general features similar to the present-day situation, such that

- A. The flexibilization of the retirement age should not be accompanied by detrimental effects on the new generation of professors.
- B. Probably still preserve the two possibilities: either a contractual agreement "Mandatsvertrag" or an actual change in the retirement age.
- C. Associate the continuation beyond retirement age to strong requirements in excellence and added value for the institution.

Proposal from D-PHYS

The goal of this document is to provide a first framework defining the policy of the Physics department concerning these possibilities. A chaired professor has, in D-PHYS, both resources and authority. Specifically, he/she has

- A. Besides his/her salary, a running budget that can be used to fund personnel, travel and equipment.
- B. Laboratory and office space.
- C. Voting rights and eligibility in all the relevant D-PHYS councils.
- D. Right to teach and supervise Ph.D. theses.

In general, while a contractual agreement (as it is the solution chosen for ERC grantees that are allowed to continue their research) will only affect A and B, a delayed retirement affects A – D.

In order to protect the access of the younger generation to resources, D-PHYS proposes that the following rule applies:

Any prolongation request for a full professor should be accompanied by a plan showing how resources (budget and lab/office space) released before the legal age of retirement will compensate the one used after. In terms of funding, it is understood that any such prolongation will be cost-neutral for the department; in terms of space it is the integrated area-time.

Procedure

- For a Mandatsvertrag that implies budget or lab space allocation, the Ausschuss decides on a proposal that must be supported by the relevant institute before it is forwarded to the ETH President.
- For a delay of the retirement age, the proposal (that includes a plan concerning resources) should be made by the institute. It must be first approved by the Ausschuss (for the resources) before the draft of a request to the ETH President, that includes the plans concerning the resources, is voted on by the PK.

Accepted by the Departmentskonferenz on March 5, 2021

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