

Sujet: nouveau statut des doctorants

De: micha.hersch@epfl.ch

Date: Fri, 16 Mar 2007 17:11:57 +0100 (MET)

Pour: jocelyne.vassalli@epfl.ch

Bonjour,

J'ai tiens a vous faire part de ma réaction concernant le nouveau statut des doctorants (cf ci-dessous).

Meilleures salutations

Micha Hersch

L'ancien statut permettait aux doctorants engagés à 75% de compléter leurs revenus en exerçant une activité professionnelle annexe. Avec le nouveau système, cela ne sera plus possible car le taux d'engagement sera de 100%, sans pour autant qu'une hausse de salaire significative ne vienne compenser ce manque à gagner. Dans le système actuel, le bas niveau des salaires (en comparaison avec l'industrie) est compensé par une plus grande liberté dans les horaires de travail, liberté qui s'exprime sur le contrat par un engagement à 75%. Cette liberté disparaît avec le nouveau système.

Le nouveau système, réduit aussi la liberté des professeurs, qui ne peuvent plus décider de leur pratique salariale concernant les doctorants. Certains laboratoires ont suffisamment de moyens pour engager les doctorants à 100% et au salaire correspondant et souhaitent pouvoir utiliser cette possibilité pour augmenter leur attractivité par rapport à l'industrie. Notamment en cas de hausse de la demande en ingénieurs, les entreprises du privé vont augmenter les salaires des diplômés de l'epfl, et il sera plus difficile pour les laboratoires d'attirer les diplômés à fort potentiel. Ceci risque de créer une baisse du niveau de la recherche à l'epfl.

Enfin, la volonté d'uniformiser la condition des doctorants part peut-être d'une intention louable, mais le système proposé ne conduira pas à une égalité de traitement des doctorants. En effet, la charge de travail, la flexibilité des horaires, l'enseignement et autres activités non directement liées à la thèse varient considérablement d'un laboratoire à l'autre. Il me semble donc inadéquat d'imposer des salaires uniformes, pour des conditions de travail très diverses.

Ainsi, cette réforme ne fait qu'imposer une rigidité supplémentaire au système salarial, imposant de nouvelles contraintes aussi bien aux doctorants qu'aux professeurs. Ces nouvelles contraintes n'apportent aucune garantie supplémentaire aux doctorants et aux professeurs et ne feront donc que nuire à la bonne gestion et au bon déroulement de la recherche.

De : Buri Hans ulrich
Envoyé : mardi, 20. mars 2007 08:21
À : Rene Bugnion
Objet : consultation harmonisation des salaires

Prise de position :

Pour des personnes hautement qualifiées, ce nouveau règlement diminue fortement l'attractivité de venir faire une thèse à l'EPFL. Déjà actuellement pour un jeune diplômé les salaires du secteur privé Suisse sont beaucoup plus attractifs. Dans ces conditions il sera difficile de convaincre de bons étudiants du master à s'engager de faire une recherche à l'EPFL. Il faudra alors se résoudre à engager des étudiants qualifiés de l'étranger avec toutes les difficultés que cela comporte.

Cette nouvelle directive est très nuisible pour les futurs doctorants mais surtout pour les directeurs des laboratoires dont la marge de manœuvre sera limitée et qui auront de la peine à trouver des chercheurs qualifiés. Avec la baisse des rémunérations des doctorants, dans un marché de plus en plus concurrentiel, la conséquence est malgré tout que l'on puisse penser une diminution de la qualité de la recherche.

C'est pour cette raison que je désapprouve fortement cette directive.

Hani Buri

Collaborateur scientifique

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----- Original Message -----

From: "Giovanni De Micheli" <giovanni.demicheli@epfl.ch>

To: <enseignants.ic@epfl.ch>; <enseignants.sti@epfl.ch>

Sent: Friday, March 30, 2007 10:34 AM

Subject: salary differential - action needed

> Dear All,

>

> I am just following up with the discussion on the salaries.

> I have two recent documents in front of me:

>

> EPFL - salaries 2007: 46.700/48.500/50.300 for 1st, 2nd, 3rd years

> ETHZ - salaries 2007: 62.745/66.790/70.840 for 1st, 2nd, 3rd years

>

> I was under the impression that the new salary structure was an ETH

> board policy.

> Since ETHZ is allowed to pay more than we do, we should have a mechanism

> to increase salaries of special meritorious persons we want to attract.

> Otherwise we'll loose them to ETHZ.

>

> Thus, I am asking the deans on how we can use such a mechanism to be

> competitive with Zurich.

>

> As an example, I just interviewed and I&C possible candidate who

> received a bourse.

> He told me he felt uncomfortable to be underpaid as compared to Zurich.

> Keep in mind that perspective students know these figures very well.

>

> Best regards

>

> nanni

>

> --

> Giovanni De Micheli

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>

----- Original Message -----

From: "Philippe Renaud" <philippe.renaud@epfl.ch>

To: "Giovanni De Micheli" <giovanni.demicheli@epfl.ch>

Cc: <demetri.psaltis@epfl.ch>; "Aude Billard" <aude.billard@epfl.ch>

Sent: Friday, March 30, 2007 11:18 AM
Subject: RE: salary differential - action needed

Dear Nanni,

Your remark is relevant.

However, we should rather compare the salaries of our PhD student to the rest of the world (then we see that we are competitive!)

Second point: the attractiveness of our projects for PhD students should be based on the high level of our research (and education), the reputation of EPFL. I would be very worried if the salary is the main motivation to choose to come at EPFL (for PhD student and post-docs).

When young people come here, they are "investing" for their future career and the added value is not on the salary they get now (which is anyway good in global standards) but the money they will make later (having the best positions...).

In summary: we should rather find a mechanism to lower the salaries at ETHZ and be sure to attract the best people on scientific motivations.

Best regards,

Philippe

----- Original Message -----

From: "P  n  lope Leyland" <penelope.leyland@epfl.ch>

To: "Aude Billard" <aude.billard@epfl.ch>

Cc: "Giovanni De Micheli" <giovanni.demicheli@epfl.ch>; <enseignants.ic@epfl.ch>; <enseignants.sti@epfl.ch>

Sent: Friday, March 30, 2007 11:44 AM

Subject: Re: salary differential - action needed

> Dear Aude and all

>

> My comment is very simple

>

> It is hard enough to get good students - especially from Europe - to do Ph.D

> nowadays as there are many other opportunities around for them

>

> EPFL had a lot of high level Ph.D students because they were paid correctly

- >
- > They also have a strong role in teaching and give high level tutition
- >
- > If EPFL transforms PhD students into "students" with grants then with also the
- > constraints that are put on them with the Doctoral School and teaching and so on
- > - then we will loose many high level people.
- >
- > Of course we may be able to fill up with people from emerging countries who are
- > used to living on a lower level - but then we are training high powered
- > scientists that may not feedback into our system later on (i.e will not stay in
- > the European context)
- >
- > Switzerland is working hard on bilateral agreements, to be in Europe and
- > EPFL/ETHZ have a high reputation - also our students - but we must be careful to
- > not hinder the level of our "local" Ph.D students by loosing the european ones
- > who later are "feed" into the European academic research field (sometimes after
- > a stay in the US or else for prestige and so on..)
- >
- > With respect to Zurich -living in Zurich can be more expensive that is a fact
- > but not in such a way that the discrepancy between the two EPFL and ETHZ is so
- > high
- >
- > If we loose good Ph.D candidates to Zurich it is because we are not competitive
- > with respect to Zurich and salary is an important part of the definition of
- > competitiveness.
- >
- > Pénélope Leyland
- > STI/ISE/LIN
- > Station 9
- > EPFL
- > 1015 Lausanne
- >

----- Original Message -----

From: "Olivier Lévêque" <olivier.leveque@epfl.ch>

To: <aude.billard@epfl.ch>

Sent: Friday, March 30, 2007 11:59 AM

Subject: prise de position

- Bonjour Aude,
- >
- > Merci pour ton message! Voici une prise de position supplémentaire:
- >
- > En tant que membre du corps intermédiaire de la faculté I&C, ayant

- > de surcroît la responsabilité de diriger une thèse, j'aimerais faire
- > les remarques suivantes sur la nouvelle ordonnance sur l'engagement
- > des doctorants à 75%.
- >
- > 1) La recherche n'est pas qu'une vocation: ça n'est pas parce que les
- > doctorants sont moins bien payés ailleurs qu'il faut dégrader la
- > situation volontairement chez nous. L'argument "si on paye moins bien,
- > alors seuls les motivés restent" est faux. La réalité est que si on paye
- > moins bien les doctorants, les bons éléments vont dans l'industrie.
- >
- > Après tout, on pourrait aussi demander aux doctorants de payer pour
- > faire une thèse: on serait certain alors de rester avec les plus motivés
- > des motivés... Soyons sérieux!
- >
- > 2) Il n'est pas interdit à un doctorant d'avoir une famille, non?
- > Dans ce cas, un salaire de 75% est limite...
- >
- > 3) L'argument de la concurrence internationale est très important.
- > Quoiqu'on dise, la Suisse n'est pas les Etats-Unis, et nous avons
- > besoin d'arguments pour rester attractifs. Il me semble que pour
- > les professeurs, on n'hésite pas à allonger la monnaie... Pourquoi
- > pas pour les doctorants?
- >
- > Concernant le sujet de la concurrence internationale, je pense
- > aussi que les membres du corps intermédiaire sont plus touchés
- > par cette mesure que les professeurs, pour des raisons évidentes.
- >
- > Meilleures salutations,
- >
- > Olivier
- >

----- Original Message -----

From: "Giovanni De Micheli" <giovanni.demicheli@epfl.ch>

To: "Herve Bourlard" <bourlard@idiap.ch>

Cc: "Jacques Lemaitre" <Jacques.Lemaitre@epfl.ch>; "Pénélope Leyland" <penelope.leyland@epfl.ch>; <enseignants.ic@epfl.ch>; <enseignants.sti@epfl.ch>

Sent: Friday, March 30, 2007 5:02 PM

Subject: Re: salary differential - action needed

- Dear Herve
- >
- > the point is not that US students are paid worse than in Switzerland.
- > The point is that Zurich pays better than us, as for this year, and this
- > hurts us.

>
> nanni
>> Dear All,
>>
>> Just for general information, and as a few reference points, here are
>> the PhD student
>> "salaries" (usually called stipends) applied in some of the US
>> universities:
>>
>> 1) University of Berkeley (which is a reasonable university, and where
>> the
>> cost of living is not that low): the PhD student salary is 2'000
>> USD/month (and 4'000 USD/month
>> during July and August, since they don't take courses and hence have
>> more time to do more
>> work).
>>
>> 2) CMU (not too bad either), the current stipend (they don't call it
>> salary) in ECE is \$1950 US per month,
>> slightly lower than Berkeley since the cost of living in Pittsburgh is
>> lower than Berkeley.
>>
>> 3) Columbia University (New York City): \$2200 US per month, slightly
>> higher than Berkeley, because
>> of the cost of living in NYC.
>>
>> For 2) and 3), students are usually encouraged to do internships in
>> industries (which is
>> good for their training) during July and August (which gives some free
>> time to the professors to catch up on
>> work, etc), where they can usually make between \$5000 and \$6000 US per
>> month.
>>
>> If you want, I am happy to provide reference points for many other
>> universities if someone is interested.
>>
>> --Herve Bourlard
>>
>> =====
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>>
>>

----- Original Message -----

From: "Daniel Thalmann" <Daniel.Thalmann@epfl.ch>
To: "Giovanni De Micheli" <giovanni.demicheli@epfl.ch>; "Herve Bourlard" <bourlard@idiap.ch>
Cc: "Jacques Lemaitre" <jacques.lemaitre@epfl.ch>; "P  n  lope Leyland" <penelope.leyland@epfl.ch>; <enseignants.ic@epfl.ch>; <enseignants.sti@epfl.ch>
Sent: Friday, March 30, 2007 5:23 PM
Subject: RE: salary differential - action needed

Dear all,

I always paid PhD students 75% of an assistant position plus X.
X was determined by some more duties as system management, video responsibilities etc...

I don't see now how we will have the same salary for everybody as I don't believe that the duties will be the same for everybody.

I think that the proposed salary should be seen as a basic salary with possibility of giving extras. To pay everybody the same reminds me a system that was proven to fail ...

Daniel

----- Original Message -----

From: "Adrian Ionescu" <adrian.ionescu@epfl.ch>
To: "Aude Billard" <aude.billard@epfl.ch>; "Giovanni De Micheli" <giovanni.demicheli@epfl.ch>
Cc: "Michel Declercq" <michel.declercq@epfl.ch>; "Demetri Psaltis" <psaltis@sunoptics.caltech.edu>
Sent: Friday, March 30, 2007 12:08 PM
Subject: Re: salary differential - action needed

Dear Aude and Giovanni,

I have the same opinion as Giovanni - especially, in Engineering we take the high risk of not being competitive compared to offers from both Swiss industry and ETHZ. The mechanism of a tunable salary exists *today* at EPFL and let a professor to pay a PhD salary between 75% to

100% of a certain class, based on merit, tasks and available funds. In my opinion, this is a good and very flexible system.

Note that we also need to encourage more Swiss students from EPFL to pursue a PhD and not only students from abroad, who can accept much lower salaries; again, this is especially critical in Engineering, where we need to keep the PhD salary competitive and mirroring the general level of salaries in Switzerland.

Aude: I have a lot of remarks concerning this consultation and I am rather against unifying at 75% the PhD salaries without taking into account the ETHZ and industry offers in Switzerland. We might implement a system that starts at equivalent of 75% and, based on merit (with well defined criteria), let the door open to increase up to 100%.

Best regards,
Adrian

Sujet: Fw: salary differential - action needed

De: Aude Billard <aude.billard@epfl.ch>

Date: Sun, 01 Apr 2007 22:10:29 +0200

Pour: ae.epfl@epfl.ch

Une prise de position supplementaire du M. Declercq, qui etait le dean de STI jusqu'au 31 dec. 2006.

----- Original Message ----- From: "Michel Declercq" <michel.declercq@epfl.ch>
To: "Giovanni De Micheli" <giovanni.demicheli@epfl.ch>; <willy.zwaenepoel@epfl.ch>;
<enseignants.sti@epfl.ch>
Sent: Sunday, April 01, 2007 3:42 PM
Subject: Re: salary differential - action needed

Dear Nanni, Dear All,

The proposal for the new salary policy for PhD students was presented at a Dean's Conference at the end of last year. The position expressed by the deans was clear : a salary competition from ETHZ would be unacceptable, and care should be taken to have the same policy in Zürich before applying any new rules for salaries in EPFL. I am therefore surprized that this has not been taken into account.

Best Regards

Michel

At 10:34 30.03.2007, Giovanni De Micheli wrote:

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Thus, I am asking the deans on how we can use such a mechanism to be competitive with Zurich.

As an example, I just interviewed and I&C possible candidate who received a bourse. He told me he felt uncomfortable to be underpaid as compared to Zurich. Keep in mind that perspective students know these figures very well.

Best regards

nanni

--

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