



# Innovative Policies for Fostering Academic Careers in Switzerland

## Policy Highlights

### **Association des Doctorant.e.s et Assistant.e.s en Sciences à l'Université de Lausanne (ADAS)**

#### **Motivation**

The scientific environment puts a lot of pressure on young researchers. While resources are being developed by many universities, the networking between doctoral students and postdoctoral researchers, as well as their career development remains of high importance. Building these connections between PhD students and postdocs is an aspect that cannot be fully addressed by the academic institution, and we see hence our main motivation in creating a vibrant social space that allows for exchange, building friendships and sharing ideas. In addition to that, specific topics, such as mental health, harassment, failure or detours along the scientific career are not given sufficient visibility, despite these questions being of utmost priority for many young scientists.

#### **Action**

To better connect young scientists at UNIL and beyond, ADAS is organizing various events, which generally focus on a specific topic at hand: We give PhD students and postdoctoral researchers the opportunity to present their work at a recurring 1-day symposium and strongly encourage junior researchers to profit from the career development provided by the Graduate Campus at UNIL. Furthermore, we organize a mental health day each year to raise awareness of the impact of pressure in academic research. We also launched a series of events called "Growing Up In Science", where we invite professors, and non-academic professionals to discuss detours and failures along their career path. We thereby strive to better visibilize that non-linear professional trajectories are common and can be enriching. In addition to these events, as well as providing various networking opportunities (yearly barbecue, a pubquiz every semester, networking apéros), we represent PhD students and postdocs in university commissions and advocate for their rights and better work conditions.

#### **Learning**

Representing a group as diverse as the collective of junior researchers can be challenging and requires compromise. Additionally, the initiatives we offer live from the dedication and motivation of our active members, who contribute all their energy in addition to their research, thesis and teaching obligations. We are therefore constantly striving to make ADAS more visible to attract new ideas, impulses and motivated members.

#### **Contact**

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