



Eidgenössische Technische Hochschule Zürich
Swiss Federal Institute of Technology Zurich

Der Präsident

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Prof. Dr. Lino Guzzella

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per Einschreiben und
per Email mit Lesebestätigung

Persönlich/Vertraulich
Prof. Dr. Marcella Carollo

[REDACTED]
[REDACTED]

Zürich, July 11, 2017

Reprimand

Dear Prof. Carollo

After our various discussions during the last months in the context of your leadership role and the measures agreed upon and confirmed by me in writing on April 25, 2017, I was very much disappointed to learn about your behavior following a denial of a Hubble Space Telescope (HST) proposal.

In the enclosed emails to both internal and external collaborators of the proposal, you blame a former doctoral student of yours to be the (only) reason for not having been granted approval.

Such finger pointing to the weakest and most depending members of our ETH community is not acceptable at all. This is obviously not the behavior of a Professor and definitely not the behavior we expect from a professor at ETH Zurich. As a Professor, first of all you have to assume responsibility for the overall outcome of such processes and in no way and under no circumstances you are entitled to put the reputation of a student - be it an actual or former one - at stake.

I expect you to:

- Behave in accordance to generally accepted standards and basic principles, according to our compliance guide, i.e.
 - be conscious of the responsibilities of your leadership role,
 - lead by objectives and focus on development, rather than searching for rather cheap excuses to the detriment of students,
 - communicate openly and clearly which includes truly and fairly,
 - actively support personal development instead of working towards putting the reputation of students at stake,
 - promote team spirit instead of finger pointing to single members,
 - enable change and development of students, as well as yourself,
 - treat others with respect.

This is exactly the range of topics you have to address with your personal coach (see also my letter of June, 30 2017) and I expect you to develop your leadership behavior very rapidly upon having started your training with your coach.

- From the very moment onwards to not again show any similar behavior in the future.

Needless to say that, after the lengthy discussions you had with various colleagues and members of the Schulleitung in the context of your leadership role, I am personally disappointed having to learn about such emails of yours and by this, not seeing any willingness from your side, to adjust.

If you will continue to show a similar behavior and by this violating our overall principles and our compliance guide, I will see myself forced to initiate the procedure to terminate your employment according to Art. 13 ETH Professorial Ordinance (Professorenverordnung ETH).

Yours sincerely



Lino Guzzella

Enclosures: 2 emails of yours, dated June 27, 2017, forwarded by PhD-students to Prorektor Prof. Togni

cc: Personaldossier