

## **Minutes of the General Meeting held on November 30, 2015**

**Location:** Fakultätenzimmer

**Time:** 6pm–7.30pm

**Present:** 18 avuba members

**Minutes:** Patricia Eiche

### **Item 1: Welcome**

Florian Kuhlmei, co-president of avuba, welcomes the members in attendance to the 2015 General Meeting.

After everyone present confirms that they understand German, Florian Kuhlmei decides that the General Meeting will be held in German.

### **Item 2: Election of vote counters and approval of the agenda**

Fiona Siegenthaler from the Faculty of Humanities puts herself forward as a vote counter.

As there are no requests to speak regarding the existing agenda, the agenda is deemed to have been approved.

### **Item 3: Approval of the minutes from the General Meeting on December 1, 2014**

The minutes from last year's General Meeting are approved and thanks are expressed.

### **Item 4: Finances**

#### 4.a) Membership fee

Executive board motion to the General Meeting:

- The current membership fee of CHF 15 per semester should be maintained.  
-> The motion is carried.

#### 4.b) Annual report 2014

Ivan Giangreco and Jan Overbeck (both from the Faculty of Science) reviewed the avuba annual report 2014 on March 16, 2015 and found it in order. The Rectorate approved the annual report 2014 on March 24, 2015.

Florian Kuhlmeier asks whether the people present have any more questions regarding the annual report. One member would like to know what is meant by cost type “49030 Contributions to private individuals”. Patricia Eiche explains that expenses for financing academic and non-academic projects are entered under this cost type. avuba cannot choose the account descriptions itself because the University’s finance department entered avuba’s income and expenses in the SAP system. This is based on the University’s chart of accounts, over which avuba has no influence.

Executive board motion to the General Meeting:

- Approve the existing annual report 2014 and express thanks.  
-> The motion is carried.

#### 4.c) Budgets 2015/2016

In accordance with the performance agreement with the Rectorate, avuba may avail itself of a maximum annual cost/revenue deficit of CHF 50,000 from the University.

To date, the University has balanced the following deficits for avuba: CHF 40,300 in 2013 and 17,624 in 2014. avuba anticipates a deficit of approximately CHF 31,000 for 2015 and around CHF 35,000 for 2016, which will have to be covered by the University. The budgets for 2015 and 2016 were approved by the Rectorate on November 3, 2015.

Executive board motion to the General Meeting:

- Approve the existing budgets for 2015 and 2016.  
-> The motion is carried.

### **Item 5: Progress reports**

#### 5.a) Progress report from avuba

Angela Heck leads this item.

Milestones 2015:

- Since February 2014: Strategic lead and participation in the avuba working group on appointment and employment conditions, including meetings of the informal working group on university management
- Events to the end of the year: Nine lunchtime meetings, one film evening, and the large event on April 22, 2015 on the future of early career researchers
- Conducting new Senate elections for fall semester 2015
- Association work: Three executive board meetings
- Funding more than 15 academic and non-academic projects

Representative duties of avuba in 2015:

- Progress meetings with
  - Marcel Lüdi (staff and organizational development)
  - Nicole Kählin (equal opportunity)
  - Agnes Hess (career advancement)
- Meetings with the Group III representatives on bodies and committees
- Meeting with the new Rector, Professor Schenker-Wicki, and the Vice Rector, Professor M. Hoenen

- Involvement in Uni-Nacht
- Co-Presidium 2016 – search for successors

#### 5.b) Progress report from the avuba working group (AAG) on appointment and employment conditions

Barbara Heer, project manager for the working group, leads this item.

##### Starting point:

- Reform objectives according to the Office of the Administrative Director
  1. Reduce diversity of and systemize employment/remuneration models based on objective criteria
  2. Adjust salaries for postdocs within the available budget (doctoral students have already received a salary adjustment)
  3. Introduce job descriptions, primarily to create clear terms of employment/expectations
- avuba objectives: Improve conditions of appointment
  1. More flexibility in models (not “one size fits all”) to ensure compatibility of different ways of life and career models (individual and faculty-specific)
  2. Minimize teaching and administration workload and prevent real and nominal salary reductions
  3. Involve Group III in implementation in organizational units
  4. Monitor implementation

##### Chronology of events to November 30, 2015:

- Starting point: “Impact” of position paper from 2014
  - Slower pace of reform: Intermediate target of implementation in 2016 (currently: 2017)
  - Appropriate timeframe for reform: Official working group established with C. Tschumi comprising four representatives selected from the working group
- 2015: Three meetings of the new working group led by C. Tschumi
  - For avuba: Angela Heck (postdoc, Psych., avuba co-president); Barbara Heer (PhD, Humanities, working group, avuba board); Julia Manzetti (PhD, Science, working group, avuba board); Marc Stalder (PhD, Law, working group) (minutes)
  - For the Office of the Administrative Director: Christoph Tschumi (Administrative Director); Ulrich Pfister (staff, Office of the Administrative Director); Reto Jeker (Human Resources, Office of the Administrative Director)
  - Three meetings in which the avuba representatives give feedback on C. Tschumi’s continually adjusted reform
  - Result: C. Tschumi sends the new reform model to avuba and the faculties for consultation in April 2015
- Four meetings of the working group on appointment and employment conditions
  - The new suggestions from C. Tschumi are discussed at the working group meetings, and the representatives report the results to the working group led by C. Tschumi
  - Working group members and the administration organize an event entitled “Propelled into an uncertain future!?” in April 2015
  - Working group proposes concept for event in 2016 (visions for the future of early career researchers)
- Consultation on new reform model April – Sept 2015
  - avuba formulates consultation response to new proposal
  - avuba members play a role in the consultation in their respective faculties

##### Outlook

- The new conditions of appointment will be implemented by fall semester 2017

Next meeting:

- All assistants with an active or passive interest in appointment and employment conditions are invited to the working group Christmas meal in Bodega on December 15, 2015 at 7pm. To sign up, please email [barbara.heer@unibas.ch](mailto:barbara.heer@unibas.ch).
- Anyone interested in a future avuba working group meeting for the exchange of information is welcome to attend. For more information, email [barbara.heer@unibas.ch](mailto:barbara.heer@unibas.ch).

To-do list for avuba & working group on appointment and employment conditions in 2016/2017, which is approved by the avuba members present:

- avuba/working group: Analyze the new conditions of appointment and provide detailed information to members so that they can get involved in the implementation phase in the organizational units
- avuba: Ensure that the implementation of the reform is evaluated by the University
- avuba: Clarify whether and in what form the proposal by the Office of the Administrative Director “to offer assistants a low-threshold advice service for conditions of appointment via avuba in collaboration with HR” can be implemented
- Continue to work on topic of conditions of appointment, for example with an event in 2016

#### 5.c) Progress report from actionuni – the association for teaching and research assistants in Switzerland

Florian Besthorn, avuba representative in actionuni, leads this item.

actionuni is the umbrella organization for associations of teaching and research assistants in universities, federal institutes of technology, schools of education, and universities of applied sciences. Its general tasks are:

- Build up and maintain a permanent network for information exchange and mutual support between associations for teaching and research assistants and doctoral students
- Establish contacts and channels of communication and consultation with academic, administrative, and political bodies in Switzerland and Europe

2015

- Seven executive board meetings and various meetings with higher education policy bodies (e.g. SNSF)
- Adoption of a new mission statement and discussion of the strategy for the coming years (to 2020) in order to serve as an organized and professionalized discussion partner for bodies such as swissuniversities and the SBFi in the next major cycle from 2021-2025
- The following central duties and objectives have been defined:
  - Develop position papers on central topics
  - Networks
  - Professionalization of the association – still relatively difficult due to a lack of funding

Outlook for 2016

- With the new team, call for early career researchers to join and/or have the right to be heard on as many bodies as possible, currently:
  - Member of the council of the Swiss National Science Foundation
  - Member of the Swiss University Conference
  - Member of the Swiss Accreditation Council
  - On the consultation list of the SBFi

Important:

- Send five avuba representatives to the delegate meeting in Bern on April 6, 2016 from 4pm–6pm. Anyone interested in representing Group III in Bern on April 6, 2016 should contact Florian Besthorn at [f.besthorn@unibas.ch](mailto:f.besthorn@unibas.ch) (expenses will be reimbursed).

## Item 6: Elections for 2016

Candidates for the 2016 co-presidium:

Angela Heck explains that the Co-Presidium has endeavoured to find a Presidium that, if possible, represents doctoral students and postdocs, different faculties, and both sexes. The first two criteria will be fulfilled by the end of 2016. Unfortunately, a woman could not be found to take on the post; however, the current co-presidents are certain that the two candidates will carry out their duties with pleasure and commitment, and thank them for standing for election.

- David Atwood, doctoral student in the Faculty of Humanities/Faculty of Theology (Religious Studies)  
-> David Atwood is unanimously elected.
- Lukas Hohl, doctoral student in the Faculty of Business and Economics (International Commerce and European Integration)  
-> Lukas Hohl is unanimously elected.

Candidates for the avuba executive board in addition to the current board members:

- No communications have been received.

Auditors:

- None of the avuba members present who are independent of the executive board and co-presidium put themselves forward.
- The December 2015 newsletter will therefore include a call for two people to audit the accounts at the end of February 2016.

Ex-officio executive board members 2016

- David Atwood, Faculty of Theology
- Sarah Stingelin, Faculty of Law
- Christopher Klenk, Faculty of Medicine
- Florian Henri Besthorn, Faculty of Humanities
- Sandro Sieber, Faculty of Science
- Anja Roth, Faculty of Business and Economics
- Annette Milnik, Faculty of Psychology

Additional executive board member for 2016 (as in 2015):

- Barbara Heer, Faculty of Humanities, project manager for the avuba working group (AAG) on appointment and employment conditions, puts herself forward for another year  
-> Barbara Heer is unanimously elected.

## Item 7: Outlook

A new Co-Presidium will take up their roles. We do not yet know how this breath of fresh air and new wealth of ideas will shape avuba's work. A few activities are however sure to feature on their agenda:

- Continuing existing commitments (around 10 lunchtime meetings, funding academic and non-academic projects)
- Regular meetings with
  - The Rectorate, the HR department, the Equal Opportunities Office, and the Office of Early Career Researchers' Development
  - Our group's representation on bodies and committees
- Organize a large event in 2016, possibly about visions and future plans for the University, academia, and researchers

## Item 8: Miscellaneous

The HR department at the University of Basel has informed avuba that 40 assistants in dental medicine will be leaving the University as of January 1, 2016 and moving to the Universitäres Zentrum für Zahnmedizin Basel (UZB) – Center for Dental Medicine.

-> The General Meeting acknowledges that they will be leaving the association.

Florian Kuhlmeiy thanks the dedicated avuba executive board for their unpaid work and thanks everyone for their trust and positive collaboration over the last three years.

David Atwood thanks the outgoing Co-Presidium for their excellent work in expanding avuba and is delighted that head of administration Patricia Eiche (the person behind [avuba@unibas.ch](mailto:avuba@unibas.ch)) will continue to provide the new Co-Presidium with the same level of support.

Florian Kuhlmeiy and Angela Heck thank those present for their attendance and invite them to the reception.

Basel, December 3, 2015



Angela Heck



Florian Kuhlmeiy