

Minutes of the Executive Board Meeting held on January 19, 2019

Location: Petersgraben 45, basement meeting room

Time: 12:15 pm – 1:45 pm

Present: Philippe Hofstetter, Christopher Klenk, Butrint Aliu, Ulrike Unterhofer, Nathalie Schicktzanz

Absent: Nesina Grütter, Patricia Hertel

Minutes: Patricia Eiche

Agenda:

1. **Approval of the minutes of the executive board meeting held on September 12, 2018**
2. **avuba PhD & Postdoc survey**
3. **Possibility of extending employment contracts in the event of motherhood**
4. **avuba alumni meeting for avuba executive board members and co-presidents**
5. **actionuni position paper**
6. **Next avuba executive board meeting**

Item 1: Approval of the minutes of the executive board meeting held on September 12, 2018

The minutes of the executive board meeting held on September 12, 2018 are approved and thanks are expressed.

Item 2: avuba PhD & Postdoc survey

avuba has analyzed the quantitative data from the avuba survey and summarized the most important findings in a short report. The report is being discussed with the President's Office of the University of Basel and will be published once this process is complete. Publication is planned in spring 2019.

Item 3: Possibility of extending employment contracts in the event of motherhood

At the avuba General Meeting on December 3, 2018, avuba's head of administration was tasked with clarifying whether the HR regulations, which are currently being revised, can be amended to state that fixed-term assistant contracts – regardless of how they are funded – will be automatically extended by at least the Swiss statutory maternity leave period (14 weeks at 80% of salary) provided that a replacement has not been hired for the maternity period.

A meeting on this topic was held with the central HR team on January 17, 2019.

The HR team believes it would not be appropriate to introduce automatic extension: On the one hand, contracts would then be extended for people who do not wish their contracts to be extended. On the other hand, the University only has the ability to extend contracts for structural posts. After speaking to the faculties, avuba has found out that extending contracts is generally a mere formality for structural posts. However, if an assistant receives external funding, the project manager must request approval for an extension from the external funding provider.

Assistants can identify from their contract whether they are funded by the University (structural funding). If they are, the words “subject to public law” (*öffentlich-rechtlich*) will appear in the contract. If an assistant receives external funding, the words “under private law” (*privatrechtlich*) will appear.

HR has explained that the University’s approach enables doctoral students to complete their dissertation successfully despite motherhood. If the four years stipulated in the [regulations for academic staff](#) (in German only) prove insufficient, the qualification phase may be extended by a maximum of one year in accordance with the regulations, regardless of the source of funding. Most assistants require just a few additional months; in all cases, clarification is required as to how this period will be funded and/or whether the assistant will be required to complete her research work without pay, while still granted access to the University’s infrastructure.

Assistants requiring clarification on maternity and/or employment contracts can contact the [local HR team](#) or the relevant central HR specialist teams ([team 1](#) or [team 2](#)).

For more information on work and family or employment, go to:

<https://www.unibas.ch/en/Staff/Family-Health/Family-Services/Working-and-Having-a-Family.html>
or <https://www.unibas.ch/en/Staff/Employment.html>

Item 4: avuba alumni meeting for avuba executive board members and co-presidents

The avuba executive board welcomes the idea put forward by the co-presidents to organize an alumni meeting for current and former avuba executive board members and co-presidents in 2019.

Item 5: actionuni position paper

actionuni, the association for teaching and research assistants at Swiss universities, of which avuba has been a member since 2013, has approved a position paper by majority vote at a meeting of delegates in Bern on June 7, 2018. This position paper addresses the concerns of universities of applied sciences, schools for teacher education, and universities.

The final version of the “position paper on promoting young academics at Swiss universities” is now available [online](#).

Item 6: Next avuba executive board meeting

The next meeting is expected to take place in March 2019.

Basel, January 30, 2019



Christopher Klenk



Philippe Hofstetter