

Minutes of the Executive Board Meeting held on 14 September 2022

Location: In-person meeting and via Zoom

Time: 10:06 am – 12:16 pm

Present: Marga Burri, Tolga Daniel Dittrich, Galya Iseli, Séveric Yersin, Ali Darudi, Elena Pauli, Sven Kraus, Lars Fluri, Thomas Messerli, Amancaya Formica

Absent: Esther Maria Meyer, Anna Viola Bleichenbacher, Butrint Aliu, Ulrike Unterhofer

Total present: 10, eligible to vote: 8

Minutes: Lars Fluri

Agenda:

1. Approval of the agenda for the executive board meeting on 14 September 2022
2. Election of minute taker
3. Election of vote counter
4. Approval of the minutes from 20 April 2022
5. Reports from
 - a) the President's Office meeting in June 2022
 - b) the Swiss Young Academy (SYA) conference
 - c) the Better Science (BS) conference
 - d) the actionuni delegate assembly
6. Activity report from the general manager and co-presidents
7. Pending business
8. Measures to increase personnel resources
 - a) Part-time position for Patricia Eiche until the end of 2022
 - b) Request to President's Office to increase the capacity of the avuba general manager in the long term
9. Financial audit responsibilities Q3/Q4 2022
10. skuba clinic – free legal advice
11. Organization of an assembly for 7-11 November 2022 postponed until 2023
12. avuba's tax status
13. Miscellaneous

Item 1: Approval of the agenda for the executive board meeting on 14 September 2022

The agenda for the executive board meeting is approved unanimously.

Item 2: Election of minute taker

Lars Fluri is unanimously elected to take the minutes.

Item 3: Election of vote counter

Thomas Messerli is unanimously elected to count the votes.

Item 4: Approval of the minutes from 20 April 2022

The minutes of the executive board meeting held on 20 April 2022 are approved unanimously and thanks are expressed.

Item 5: Reports from a) the President's Office meeting in June 2022, b) the Swiss Young Academy (SYA) conference, c) the Better Science (BS) conference, and d) the actionuni delegate assembly

- a. Comments on the President's Office meeting: The avuba co-presidents and the general manager report on the topics discussed at the President's Office meeting on 20 June 2022:
 - i. Increase in the workload percentage of the avuba general manager: Proposal will be submitted to the President's Office in September 2022
 - ii. Developments in the family-friendliness of the University of Basel: Discussions are ongoing between avuba, GRACE and the Diversity Office
 - iii. Pilot project on voluntary time logging for assistants at the University of Basel: The avuba executive board will not play an active part at cross-faculty level because the needs of the various faculties vary too greatly. Proposals and solutions on this topic should be developed within the faculties.
- b. Séveric Yersin reports on the Better Science Initiative conference held on 9 June 2022 and proposes that avuba sign up to the Better Science Initiative.
- c. Séveric Yersin also reports on the Swiss Young Academy conference held on 13 June 2022 and recommends that avuba maintain an active exchange with the SYA.
- d. Sven reports on the actionuni extraordinary assembly in Bern. During this assembly, the actionuni bylaws were adjusted to improve its ability to take action.

Item 6: Activity report from the general manager and co-presidents

At the request of the avuba executive board, the co-presidents present an activity report for January to September 2022.

Item 7: Pending business

Due to the change in the co-presidium and the departure of the former avuba general manager, three new people had to be inducted into all of avuba's processes, administration and business in 2022. For this reason, various tasks – some of which had already been postponed from 2021 to 2022 due to lack of resources – have not yet been dealt with in full.

The co-presidents briefly explain to the avuba executive board the following pending business:

- **Recruiting additional administrative personnel to support the general manager and co-presidents** (in progress)
- Measures to **make it easier to combine work and family** (ongoing)
- **Improving working and research conditions for assistants** (ongoing)
- At the meeting on 14 September 2021, the avuba executive board decided to submit a proposal to the President's Office by the end of 2021 **that additional posts be created between postdoctoral research positions and professorships**. (pending)
- **Working conditions at the Faculty of Humanities and Social Sciences** (ongoing)
- **Feedback from the President's Office on the measures for areas with need for action identified by the 2020 postdoc survey** (in progress)
- **Pilot model for logging working hours** (see item 5; avuba will inform the Faculty of Humanities and Social Sciences of its decision not to play an active role at cross-faculty level)
- Provision of information for assistants on their **contractually regulated rights** (via HR during the recruitment process, will be mentioned by GRACE at the Welcome Day in September and during the regular avuba lunchtime meeting on "Tips & Tricks for a Successful Doctorate")
- **Better Science Initiative** (avuba has decided to sign up)
- **Intensifying exchange with the Group III representatives** on the University's cross-faculty committees (pending)
- **Regular panel discussions** for assistants led/moderated in collaboration with GRACE (planned for 2023 onward in cooperation with GRACE)
- **Improving the avuba website and maintaining the avuba social media channels** (Twitter and LinkedIn – pending)
- **Exchange with other Swiss assistants' associations on the topic** of best practices (pending)

Item 8: Measures to increase personnel resources

- a. Part-time position for Patricia Eiche until the end of the year:
The executive board approves the creation of a part-time position for Patricia Eiche until the end of 2022 with 6 votes.
- b. Request to President's Office to increase the capacity of the avuba general manager in the longer term:
The executive board agrees to submit the request to the President's Office (to increase the capacity of the avuba general manager by 50% in the longer term).

Item 9: Financial audit responsibilities Q3/Q4 2022

The quarterly financial audit has previously been performed by Esther Maria Meyer. The general manager will contact her regarding the Q3/Q4 financial audit.

Should Esther Maria Meyer be unavailable, Marga Burri has already declared that she is willing to stand in temporarily.

Item 10: skuba clinic – free legal advice

The executive board agrees unanimously to provide the skuba clinic with financial support for another year. This costs CHF 1000 per semester and CHF 2000 up to September 2023.

Item 11: Organization of an assembly for 7-11 November 2022 postponed until 2023

Due to the limited capacity of the avuba general manager, the organization of an assembly for the 2022 financial year is postponed until 2023 and will be conducted in collaboration with GRACE.

Item 12: avuba's tax status

According to information from the Basel City Financial Administration on 22 February 2022, avuba is liable to tax as of 1 January 2022. The reason given for this is that avuba, in a fiscal sense, is classed as a for-profit organization rather than a non-profit organization. Self-help organizations cannot be non-profit. Therefore, it does not fulfil the requirements for tax exemption and cannot be exempted from direct tax.

The University of Basel's legal services wrote a statement on this subject on 22 August 2022 because the University does not share the opinion of the tax authorities. avuba is constituted on the basis of public law (University of Basel Statutes dated 3 May 2021) and has a public purpose rather than pursuing profit.

avuba awaits a response from the Basel-Stadt tax authorities.

Item 13: Miscellaneous

- **Planning future executive board meetings:**

The half-yearly bilateral meetings between avuba and the President's Office usually take place in May/June and September/October. Executive board meetings are convened two to three weeks beforehand so that the topics for these meetings can be discussed with the avuba executive board in advance.

- The meeting is concluded at 12:16 pm.
- The next meeting is expected to be held in January 2023.

Basel, 17 September 2022



Sven Kraus
avuba co-president



Lars Fluri
avuba co-president