

Minutes of the General Meeting of November 27, 2023

Location: Kollegienhaus (main building), lecture hall 116
Time: 18:00 - 20:40 followed by an aperitif
Present: 31 participants physically, 2 participants online
Minutes: Patricia Eiche

Agenda items:

1. Welcome
2. Election of minutes taker
3. Election of vote counter
4. Approval of the agenda of the General Meeting of November 27, 2023
5. Approval of the minutes of the General Meeting of November 30, 2022
6. Approval of a) the annual report 2022 and b) the corresponding report of the auditors
7. Activity report 2023
8. Discharge of a) the executive board, b) the co-presidium, c) the general managers and d) the auditors
9. Outlook 2024
10. Approval of a) the 2023 projection (consultative) and b) the 2024 budget
11. Elections for 2024: a) Additional board member(s), b) co-presidium and c) auditors
12. Varia: a) "Mittelbaureform" at the Faculty of Humanities b) Overview of the three most important problems of the assistants per faculty, c) Miscellaneous

Agenda item 1: Welcome

Sven Kraus and Antonia Vogler welcome all those present and thank the assistants for taking the time to attend this General Meeting.

All avuba members received the agenda for today's meeting on Tuesday, October 24, 2023, in the email entitled "avuba General Meeting November 27, 2023: invitation and agenda. Apply to become co-president 2024!". Everyone will receive a paper copy of the agenda.

As not everyone present speaks German, the meeting is held in English.

Agenda item 2: Election of minutes taker

Antonia Vogler explains the voting procedure: Resolutions are passed by a simple majority of those voting, unless the bylaws stipulate otherwise; i.e. the majority of voting members must be in agreement for an application to be accepted. The General Meeting decides on amendments to the bylaws with a 2/3 majority of the members present and entitled to vote. As there is no vote on amendments to the bylaws today, a simple majority is sufficient for all votes.

Each avuba member present has one vote for each voting and has received a green card for "yes" and a red card for "no". The two avuba general managers are not avuba members, i.e. they are not entitled to vote and therefore did not receive any voting cards.

For practical reasons, the avuba board decided in advance that only avuba members present in the room would be able to discuss, ask questions and vote, while those participating virtually would only be able to follow the discussion passively. The main reason for this decision was that when people leave the Zoom room, the number of voters present changes - maybe without anyone noticing. This also changes the number of votes required for each vote. If it cannot be ensured that the number of voters present online remains constant at all times, the current number of avuba members present would have to be identified before each new vote and the corresponding votes for a majority would have to be recorded.

- Question 1: To determine the number of persons entitled to vote, the first question to the General Meeting is: "Are you entitled to vote? If yes, please raise your hand and show the green card."
://: -> The number of persons present with voting rights is 28; i.e. 15 votes are required for a majority of those voting.

Patricia Eiche, co-general manager of avuba, puts herself forward as minutes taker.

- Question 2: "Will you be voting for Patricia Eiche for tonight's minutes?"
://: -> Those present vote unanimously in favor. The elections are accepted with 28 yes, 0 no and 0 abstentions.

Agenda item 3: Election of vote counter

Amancaya Formica, co-general manager of avuba, puts herself forward as vote counter.

- Question 3: "Will you vote for Amancaya Formica as tonight's vote counter?"
://: -> Those present vote unanimously in favor. The elections are accepted with 28 yes, 0 no and 0 abstentions.

Another person with voting rights enters the lecture hall. The number of persons present with voting rights is therefore 29 from now on. The number of votes required for a majority decision is still 15.

Agenda item 4: Approval of the agenda of the General Meeting on November 27, 2023

The executive board asks for approval of the agenda of today's avuba General Meeting.

- Question 4: "Do you approve the agenda of today's avuba General Meeting?"
://: -> The majority votes in favor. The elections are approved with 28 yes, 1 no and 0 abstentions.

The avuba member who does not agree with the present agenda would also like to speak about the media discussion on urban studies and the Middle East conflict this evening. New items can no longer be added to the agenda. It is pointed out that the subject "Urban Studies: Freedom of expression and academic integrity - should avuba respond to the latest developments?" is already planned in under "12. Varia".

Agenda item 5: Approval of the minutes of the General Meeting of November 30, 2022

The executive board asks for approval of the minutes of the General Meeting of November 30, 2022.

- Question 5: "Do you approve the minutes of the General Meeting of November 30, 2022?"
://: -> The majority votes in favor. The minutes are approved with 24 yes, 0 no and 5 abstentions.

Agenda item 6: Approval of the 2022 annual report and the associated auditors' report

6. a) Annual report 2022

The expenses of avuba for 2022 amounted to CHF 131,280. Its own revenues amounted to CHF 96,933. As avuba did not receive a deficit guarantee from the University for the first time in 2022, but instead received a fixed amount of CHF 50,000, the year-end result was CHF 15,554, which has since been carried forward to 2023.

The annual reports of avuba are publicly accessible at www.avuba.unibas.ch under "Formalities" -> "Minutes and [annual reports](#)".

The executive board asks for approval of the 2022 annual report.

- Question 6 a): "Do you approve the avuba annual report 2022?"
://: -> The majority votes in favor. The annual report is approved with 27 yes, 0 no and 2 abstentions.

6. b) Report of the auditors

At the General Meeting on November 30, 2022, Ann-Sophie Look, doctoral researcher at the Faculty of Psychology, and Markus Bardenheuer, doctoral researcher at the Faculty of Humanities, were elected as the 2023 auditors to examine the 2022 avuba annual report in 2023.

Ann-Sophie Look and Markus Bardenheuer examined the avuba annual report 2022 on April 4, 2023. They have written an auditor's report. It contains the following comments:

- We have audited the income statement of the Assistierendenvereinigung der University of Basel "avuba" dated 1.1.2022 until 31.12.2022.
- The balances reported in the income statement correspond to the documents available. The documents for the randomly audited postings are filed appropriately.
- We request the General Meeting to approve the income statement 1.1.2022 - 31.12.2022 as presented and to discharge the general managers, the co-presidium and the executive board.

The executive board asks for approval of the auditors' report on the 2022 annual report.

- Question 6 b): "Do you approve the auditors' report related to the avuba annual report 2022?"

://: -> The majority votes in favor. The auditors' report is approved with 28 votes in favor, 0 against and 1 abstention.

Agenda item 7: Activity report 2023

Sven Kraus and Antonia Vogler present avuba's activities in 2023:

- January: avuba board meeting, preparation of important questions for the assistants in the faculty support groups at faculty level as part of the "Doctoral researcher survey at departmental level" project;
- February: avuba newsletter sent out, 1st meeting of the Doctorate & Postdoctorate Forum (subjects: "Third Space positions and prospects for mid-level academics" and "Authorship and integrity in research"), first development of a questionnaire on "Semester fees and assistants' salaries" (survey results still pending), preparation of the 2022 annual report;
- March: Participation in Welcome Day, internal financial control Q1;
- March to November: Collaboration in the Switzerland-wide "Mental Health Survey" project of actionuni;
- April: avuba board meeting, Google Forms application for avuba events set up;
- May: avuba newsletter sent out, bilateral discussion with the President's Office, resolution and signatures "no child support allowances for avuba general managers";
- May to November: Collaboration on the paper "Participation - suggestions for improvement from the perspective of Group III", together with the Head of Quality Development;
- May-August: Revision of the avuba website, development of the new avuba newsletter, gaining Twitter (X) followers (from approx. 100 to 400);
- June: 2nd meeting of the Forum Doctorate & Postdoctorate (subjects: "Academic integrity with a focal area of co-authorship" and "Postdoctorate: Third Space"), drafting of a welcome email for new avuba members (to be sent twice a year from now on), submission of documents on tax exemption (response still pending), meeting with the Dean of the Faculty of Humanities, Veronika Sossau (Gr. III Phil.Hist.) and Maria Tranter (vpod) regarding "Mittelbaureform", internal financial control Q2;
- August: Creation of the avuba communication concept and the avuba guidelines;
- September: avuba board meetings, dispatch of avuba newsletter, participation in the panel discussion "Zukunft Mittelbau?", bilateral discussion with the President's Office, welcome day for doctoral researchers and postdocs, potluck BBQ, internal financial audit Q3;
- October-November: Compilation of a document with all important information on all cross-faculty university committees, actionuni General Assembly, meeting with two people from the Dean's Office of the Faculty of Humanities regarding "Mittelbaureform", 3rd meeting of the Doctorate & Postdoctoral Forum (subjects: "Permanent positions in mid-level academics", "Current status of the Faculty of Humanities' Mittelbaureform" and "Job description and protected research time"), meeting with the Head of HR (in the future, an avuba information sheet for assistants will be enclosed in addition to the contract documents), preparation of the avuba General Meeting, the "actionuni's Swiss wide mental health survey" project team finalizes the questionnaire and prepares the documents for the ethics committee, finalization of the proposed measures "Improving the right to participate of assistants at the University of Basel" (Rectorate proposal), internal financial audit Q4;

- December: Dispatch of avuba newsletter, X-mas Happy Hour @Verso, retreat for old and new co-presidium including the co-general managers;
- Ongoing: Filling the vacant Gr. III seats in cross-faculty committees;
- Organization of events: 13 lunches, 4 finance seminars, 6 happy hours, 4 faculty and 2 cross-faculty events;
- Financing of 14 academic and non-academic projects.

Sven Kraus and Antonia Vogler would like to take this opportunity to thank Amancaya Formica for the numerous events she has organized and carried out for the assistants.

Antonia Vogler adds the following information on the meeting with the Head of HR, Reto Jeker, in November 2023:

- It was agreed that avuba may forward to HR a supplementary sheet containing the most important terms of employment for assistants (protected research time, excerpts from the regulations for academic staff, etc.). This will then be sent electronically by HR to all assistants/project staff together with the employment contract.
- HR has also agreed to send avuba a monthly list of newly recruited doctoral researchers on request.

A member asks whether avuba can publish the measures submitted to the President's Office to strengthen the participation of assistants in academic self-government. Sven Kraus explains that all rectorate's decisions are available on the internet. This means that avuba will be allowed to publish which measures are implemented at the latest after the President's Office has made its decision. avuba will clarify with Olivier Binet whether it is allowed to communicate anything beforehand. avuba received the following response in this regard following the avuba General Meeting on 4.12.2023:

- The paper containing the measures is still being prepared and is not expected to go to the President's Office until January. No content can be published until the President's Office has decided on measures.

Agenda item 8: Discharge a) of the executive board, b) of the co-presidium, c) of the general managers and d) of the auditors

Explanation of the discharge resolutions:

The association's governing bodies are liable to the association and its members for any damage they cause through intentional or negligent breach of their legal or statutory duties. The association can release the individual members of the governing bodies from this liability by resolution of the general meeting.

Only association members without a board function are entitled to vote on the discharge resolutions. In addition, the auditors who examined the avuba annual report may not discharge themselves.

- Question 8 A): "Who is an avuba member but not an avuba board member?"
://: -> 18 attendees may participate in the next three votes. The respective motion is accepted if 10 or more avuba members vote in favor.

8 a) Discharge of the executive board

The executive board asks for the discharge of the executive board, the co-presidium and the general management.

- Question 8 a): "Do you discharge the executive board"?

://: -> The majority votes in favor. The avuba board is discharged by the members without board function (16 yes, 0 no and 2 abstentions).

8 b) Discharge of the Co-Presidium

- Question 8 b): "Do you discharge the co-presidium?"
://: -> The majority votes in favor. The avuba co-presidium is discharged by the members without a board function (16 yes, 0 no and 2 abstentions).

8 c) Discharge of the general managers

- Question 8 c) "Do you discharge the general managers?".
://: -> The majority votes in favor. The avuba general management is discharged by the members without a board function (15 yes, 0 no and 3 abstentions).

8 d) Discharge of the auditors

In addition to the avuba board members, the auditors may not discharge themselves.

- Question 8 B): Who is an avuba member without a board function and not Ann-Sophie Look or Markus Bardenheuer?
://: -> 17 members present may participate in the next vote. The respective motion is accepted if 9 or more avuba members vote in favor.

The executive board asks for the discharge of the auditors.

- Question 8 d) "Do you discharge the auditors?"
://: -> The majority votes in favor. The above-mentioned auditors are discharged by the members without a board function (16 yes, 0 no and 1 abstention).

Agenda item 9: Outlook 2024

The co-presidium explains the activities planned for 2024:

- Discussion with the President's Office on how the precarious working conditions in the various faculties could be improved. Maybe this will also include the creation of third-space positions;
- Improving the participation of assistants in academic self-government:
 - Intensify the exchange with the representatives of Group III, in the cross-faculty committees and the faculty boards.
 - Drafting of election regulations and, in this context, clarification of responsibility for appointments to the Gr. III representative bodies.
- Further collaboration in the actionuni project team "Swiss-wide mental health survey";
- Continue existing commitments (lunch meetings, co-financing of academic and non-academic projects, communication with avuba members);
- Collaboration with GRACE on the subject of "Proposing measures to improve working and research conditions" in connection with the results of the doctoral researcher surveys at faculty level;
- avuba would like to follow its guidelines and advocate at the University of Basel that
 - the contractual workloads and protected research time are adhered to;
 - the dependency on the supervisor is reduced by unbundling the personal union "recruitment, supervision, assessment";

- (Post-)doctoral researchers are equally prepared for an academic and non-academic career;
- permanent, academic positions below professorship level should be established;
- an academic career is compatible with family commitments;
- high-quality research is promoted and (post)doctoral researchers receive sufficient support when applying for funding;
- good, fair and healthy working conditions prevail;
- personal integrity is protected;
- the co-determination of (post-)doctoral researchers is guaranteed;
- and (post-)doctoral researchers from foreign countries are integrated.

Sven Kraus explains that, from avuba's point of view, third-space positions are characterized by the following features:

- Positions below a professorship;
- Permanent employment contracts;
- Research and/or teaching-related;
- The prerequisite for obtaining such a position is a doctorate;
- However, third-space positions are not qualification positions; i.e. you can no longer apply for admission to a professorship from such a position.

Patricia Eiche adds that the subject has already been discussed at the "Forum Post_Doctorate" meetings. It is already possible at the University of Basel to employ people with a doctorate on a permanent basis. Enclosed are the figures from the minutes of the last meeting on November 21, 2023 (see also [University of Basel, Facts and Figures](#), and [Equal opportunities monitoring](#))

- University Lectureships: Total 33; 23 permanent and 10 temporary
- Academic staff: Total 566; 178 permanent, 388 temporary
- Professorships: 386

Two members would also like the following two subjects to be added to the list of activities for 2024:

- avuba should work to make it more transparent why someone is given a permanent position.
- Due to the rise in the cost of living, a cost-of-living adjustment would be necessary. *On Thursday, November 30, 2023, the University informed all employees that the University Council decided at its meeting on Monday, November 27, 2023, to grant employees (including assistants, including project-financed assistants) of the University of Basel a cost-of-living adjustment of 2 percent as of January 1, 2024.*

Agenda item 10: Approval of a) the 2023 projection (consultative) and b) the 2024 budget

The following table shows the details of the 2023 projection and the 2024 budget:

	Budget	Expected	Budget A	Budget B	Budget C
Swiss francs	2023	2023	2024	2024	2024
Expenditures on personnel costs	150'000	145'000	150'000	150'000	150'000
Translation costs (new: deepl.pro)	8'000	0	400	400	400
Office supplies, travel expenses (new: laptop)	400	400	2'000	2'000	2'000
Events incl. Happy Hours, BBQ, refreshments for lunchmeetings and other meetings	12'000	9'000	12'000	14'000	10'000
Co-Financing projects of assistants for assistants	6'000	6'000	10'000	8'000	6'000
Co-financing of skuba CLINIC (free legal advice)	2'000	2'000	2'000	2'000	2'000
Membership fee (actionuni)	600	300	300	300	300
Gifts to the avuba board incl. leadership course	1'000	2'700	2'700	2'700	1'000
Operating costs	30'000	20'400	29'400	29'400	21'700
Total costs	180'000	165'400	179'400	179'400	171'700
Income from membership fees (20 francs per semester)	105'000	97'000	97'000	97'000	97'000
Contribution from the University	75'000	75'000	75'000	75'000	75'000
Profit carried forward to the next year	10'000	15'554	22'154	22'154	22'154
Total income	190'000	187'554	194'154	194'154	194'154
Annual profit	10'000	22'154	14'754	14'754	22'454

10. a) Projection 2023

Antonia Vogler explains that in 2023, avuba took care of the documents from German to English itself for the first time - with the help of deepl.pro - due to more human resources, which meant that avuba was able to save almost the entire CHF 8,000 budgeted for translation costs. Furthermore, as the events did not cost as much as originally planned, avuba expects to make a profit of around CHF 22,000 at the end of 2023. This will be carried forward to 2024.

The executive board asks for consultative approval of the 2023 projection.

- Question 10 a) "Do you approve the projection for 2023 with an expected surplus of CHF 22,000 on a consultative basis?"
://: -> The majority votes in favor. The 2022 projection is adopted in a consultative vote with 29 yes, 0 no and 0 abstentions.

10. b) Budget 2024

Three budget proposals have been submitted, all of which assume that the avuba membership fees will remain at CHF 20 per semester. Budget A would increase the amount that avuba could allocate to academic and non-academic projects from CHF 6,000 to CHF 10,000. Budget B would mean that avuba could spend CHF 2,000 more on events and CHF 2,000 more on academic and non-academic projects. If budget C were adopted, no expenditures would be increased, but more money could be saved, which could be carried over to 2025.

Sven Kraus explains that the aim is, on the one hand, not to save too much so that the President's Office does not cut the contribution to avuba again and, on the other hand, not to spend too much to ensure that avuba does not generate a deficit. The latter would mean that avuba would have to take out a loan from the University.

The executive board asks for the membership fees to remain unchanged at CHF 20 per semester.

- Question 10 b1) "Do you agree that the avuba membership fees should remain at CHF 20 per semester?"
://: -> The majority votes in favor. The avuba membership fees of CHF 20 per semester are approved with 27 yes, 0 no and 2 abstentions.

The following votes will be carried out to determine the budget with which avuba will operate in 2024:

- Question 10 b2): "Do you want avuba to save money, i.e. do you vote for budget C for 2024?"
://: -> The majority rejects this. Budget C is rejected with 7 yes, 22 no and 0 abstentions.
- Question 10 b3): "Do you want avuba not to save any money, i.e. are you voting for budget A or B for 2024?"
://: -> The majority agrees. The choice between budget A and budget B is approved with 22 yes, 3 no and 4 abstentions.
- Question 10 b4): "Do you vote for budget A?"
://: -> The majority votes in favor. Budget A is approved with 24 yes, 2 no and 3 abstentions.

An avuba member asked whether it would be possible to increase the avuba membership fees in the future in order to become less dependent on the University of Basel. Patricia Eiche explains that avuba would like to address the subject of "Long-term financing of avuba" in 2024, among other things. This also includes the question of avuba's independence from the University. Since January 1, 2023, avuba has received CHF 75,000 from the University, which is CHF 25,000 more than for 2022. The President's Office agreed to this increase so that avuba could rehire Patricia Eiche. The University has also provided avuba with various services free of charge since 2013, such as IT support, personnel administration, membership fee collection, the use of an office and accounting support for bookkeeping. This is all set out in the performance agreement with the President's Office, which stipulates the mutual rights and obligations between avuba and the University of Basel. All of this must be taken into account in the future discussion on the financing and independence of avuba.

Background information on financing and the personnel situation at avuba

To enable the avuba co-presidium and general management to focus less on administrative matters relating to the management of the association and more on representing assistant's interests, the avuba board decided in 2021 that additional funds should be allocated to personnel resources. To ensure that this could be realized, the avuba board has initiated the following measures over the past two years:

- In 2021, the avuba board decided to apply for the President's Office to convert the deficit guarantee granted by the University since 2013 of up to a maximum of CHF 50,000 per year into an annual fixed contribution of CHF 50,000. The President's Office approved this application and included it in the new [avuba performance agreement with the President's Office](#), which was revised in 2021.
- At the General Meeting on December 2, 2021, it was decided to increase the avuba membership fee, which has remained unchanged at CHF 15 per semester since 2013, by CHF 5 to CHF 20 in order to be able to hire more staff.
- In October 2022, the "Application by avuba for co-financing of an increase in personnel resources by the President's Office" was submitted. It stated that avuba required additional personnel resources for a 40-50% workload. By increasing the membership fees to CHF 20 per semester, avuba could cover half of the costs of a person similarly qualified to Amancaya Formica or Patricia Eiche. For the other half, avuba would have to rely on support from the University. The President's Office approved this application and wrote an [annex to the performance agreement](#) with the following content: *"In accordance with the President's*

Office resolution of November 1, 2022, the President's Office is releasing an additional CHF 25,000 to increase avuba's human resources from 2023. The annual fixed amount from 2023 is therefore CHF 75,000".

At the request of the General Meeting, avuba's personnel cost situation for 2023 is detailed here.

avuba personnel costs 2023						
	Workload	2023 Classification (salary class = SK, pay grade = PG = working experience in years)	2023 Monthly salaries	2023 gross annual wages	2023 Employer contributions to be paid by avuba (around 18% of gross wages)	2023 Total salary costs of avuba (incl. employer contributions)
Antonia	20	Doc2_4. year	1'425	17'100	3'078	20'178
Sven	20	Doc2_4. year	1'425	17'100	3'078	20'178
Amancaya	50	SK -12, PG-9	3'816	45'792	8'243	54'035
Patricia	40	SK -12, PG-20	3'378	40'536	7'296	47'832
Summe	130			120'528	21'695	142'223

In addition to the avuba wages, fees are paid to assistants who work for avuba on behalf of the avuba board at an hourly rate of CHF 35.

Agenda item 11: Elections for 2024: a) Additional board member, b) co-presidium and c) auditors

Antonia Vogler shows the current membership statistics.

	PhD	PhD_share	Postdoc	Postdoc_share	Total	Total_share
Natural Sciences	961	34%	277	58%	1'238	38%
Medicine	1'066	38%	70	15%	1'136	35%
Humanities	428	15%	81	17%	509	15%
Law	126	4%	4	1%	130	4%
Psychology	92	3%	17	4%	109	3%
Economics	73	3%	12	3%	85	3%
Cross-Faculty	46	2%	9	2%	55	2%
Theology	23	1%	5	1%	28	1%
Total	2'815	100%	475	100%	3'290	100%

Although the assistants of the Faculty of Science and the assistants of the Faculty of Medicine together make up 2/3 of avuba members, it is avuba's mission to represent the interests of the assistants of all seven faculties. For this reason, the avuba board consists ex-officio of the representatives of the seven faculties, who are elected by the (post-)doctoral researchers of the respective faculties. For this reason, the avuba board does not make any decisions that would help one group of assistants but disadvantage others.

These are the ex-officio avuba board members 2024 (as at 27.11.2023):

- Faculty of Theology: Esther Maria Meyer, deputy: vacant
- Faculty of Law: Anna Viola Bleichenbacher, deputy: Jannik Aurel die Gallo
- Faculty of Medicine: Galya Iseli, deputy: Vera Nina Looser

- Faculty of Humanities: Séveric Yersin, deputy: Johanna Fröhlich
- Faculty of Science: Boris Ševarika, deputy: Laura Rindlisbacher
- Faculty of Economics: Raul Hochuli, deputy: Ulrike Unterhofer
- Faculty of Psychology: Elena Pauli, deputy: Fabio Carbone

11 a) Additional member of the board

avuba has not received any applications (for admission) from assistants who wish to be elected as additional avuba board members today. Therefore, there will be no vote on this matter.

11 b) Co-Presidium

Sven Kraus takes over the moderation of this agenda item as he is not standing again for the office of co-presidents.

Two people have applied for two seats on the avuba co-presidium:

- Antonia Vogler, doctoral researcher at the Faculty of Humanities (English seminar), avuba co-president 2023
- Lars Fluri, doctoral researcher at the Faculty of Business Administration and Economics (Controlling, Computational Economics and Finance), avuba co-president 2022

The avuba bylaws state under 9 Board:

Ideally, the Presidium comprises two equal presidents who are elected by the General Meeting. The presidents are elected for one year and can then be reelected. The Presidium is part of the Executive Board and ideally comprises one doctoral researcher and one postdoctoral researcher from different faculties. If possible, both genders should be represented.

Both candidates briefly introduce themselves, answer questions from the avuba members present and then leave the lecture hall.

Sven Kraus announces the results: Both Antonia Vogler and Lars Fluri receive 25 votes out of 27.

- The General Meeting elects Antonia Vogler as co-president 2024.
- The General Meeting elects Lars Fluri as co-President 2024.

11. c) Auditors

Two people are needed for the position of auditors, who will spend an hour in spring 2024 reviewing avuba's accounts together with Amancaya Formica. If no two assistants come forward tonight, avuba will have to advertise the positions in the upcoming avuba newsletter and, as soon as two people are available, organize an extraordinary General Meeting at which the auditors could be elected.

After another question to those present, the following persons put themselves forward for election:

- Tina Ternes, doctoral researcher at the Faculty of Humanities
- Lucien Käslin, doctoral researcher at the Faculty of Law

Application to the General Meeting to elect the two above-mentioned persons so that they can review the 2023 avuba annual report (financial) in spring 2024.

- Elections of Tina Ternes and Lucien Käslin as auditors.
://: -> Tina Ternes is elected with 28 yes, 0 no and 1 abstention.
://: -> Lucien Käslin is elected with 28 yes, 0 no and 1 abstention.

Agenda item 12: Varia

12. a) Mittelbaureform at the Faculty of Humanities

Sven Kraus explains the current status:

- The mid-level faculty reform was approved by the faculty assembly in October 2023.
- It provides for the assistant positions to be increased from 60% to 100%. The increase in the number of posts is also linked to an increase in salary. 87.5% is covered by the Doc-1 tariff and 12.5% by a teaching assignment. For doctoral researchers, the teaching assignment is for two semester hours per week, for postdocs for three semester hours per week. The salary increase associated with the reform is not proportional to the increase in workload from 60% to 100%.
- Assistants should still be able to reduce their workload at their own request.
- Chairs should have the choice of employing two doctoral researchers or one postdoc assistant. As two doctoral researchers are more expensive than one postdoc position, the "surplus" funds from hiring a postdoc should be used to cross-finance assistantships at other chairs.
- The financing of the reform is still unclear. The question of its financing is part of the upcoming development and structural plan process at the Faculty.
- The University is expected to find out from the two supporting cantons in spring 2025 what the global budget for the next performance period (2026-2029) will be. The parliaments, which have to approve the budget, will then discuss the matter in fall 2025.

avuba is critical of the reform plans for the following reasons:

- What happens to the salary component of the teaching assignment during research semesters? This would presumably no longer apply, as teaching is not possible during the research semester.
- The reform will only be carried out at the Faculty of Humanities, which would lead to inequalities between the faculties. From avuba's point of view, a reform of the mid-level positions should be carried out on a university-wide basis.
- The reform will probably result in fewer assistants but the same amount of work. This would mean that individual assistants would have to do more teaching, etc. than is already the case today. This would worsen mental health.

For this reason, avuba met with the Dean's Office of the Faculty of Humanities in November and discussed and agreed the following:

- Like the other representative bodies in Group III, avuba is kept informed of the progress of the reform by the Dean's Office.
- The Dean's Office takes note of avuba's reservations.
- The Faculty of Humanities will set up a monitoring process. The assistants' representative of the Faculty of Humanities, who is automatically a member of the avuba board, will be involved in this process.

12. b) Overview of the three most important problems of the assistants per faculty

The following overview is a compilation of the issues submitted to avuba in advance of the General Meeting by the senate's representatives of the Gr. III. The subjects and the further steps will be discussed at the next avuba board meeting in January 2024.

Faculty of Theology:

- Many tasks and offices distributed among a small number of assistants (problem: protected research time)
- Partially unequal resources for non-employed doctoral researchers compared to employed doctoral researchers

Faculty of Law:

- Protected research time is not adhered to
- Low salary compared to the private sector
- Short-term contracts (one year or less) create uncertainty and stress (family-unfriendly)

Faculty of Medicine:

- Stress due to sometimes high workload in teaching (the fact that not everyone has to do teaching is perceived as unfair)
- Uncertain career prospects -> during the doctorate, resources are needed to find subsequent financing and/or a future job
- Many assistants are employed at other institutions, such as university hospitals, which have different terms of employment to the University

Faculty of Humanities:

- Short-term contracts -> resources are used for job search instead of research
- Protected research time is not adhered to
- Dependence on the supervisor due to the personal union "Supervision & Evaluator"

Faculty of Science:

- Some heads of a research groups expect assistants to work more than 42 hours per week (and on weekends and public holidays)
- Large differences in working and research conditions (depending on supervisor and financing)
- Partially insufficient support for non-employed doctoral researchers

Faculty of Economics:

- Large differences in working and research conditions (depending on the supervisor)
- Current equipment (IT and data resources) limits good and efficient research
- Stress worsens mental health (workload, finance, salary, dependence on supervisor)

Faculty of Psychology:

- Stress due to high teaching workload and supervision of students
- Protected research time is not adhered to
- Delay in hiring new professors who could help with the workload (teaching and student support)

In addition to the subjects mentioned above, the following points are added by the assistants present:

- Faculty of Science:
 - Postdocs are employed 80%, but must be present 100% of the time
 - HR determines the salaries, i.e. the project managers who have acquired the external funding must allocate the workloads for the assistants in such a way that the financing is met (example: there are x francs left for a doctoral researcher. x/the salary of the HR equals the workload). The assistants still have to work a higher workload, but are not employed for this according to their employment contract.
 - In physics, the rule is that everyone - regardless of how they are funded - does the same amount of teaching, i.e. the workload is divided among more people.
 - Department of Biomedical Engineering: The department has started to introduce "floating desks".
- Faculty of Medicine:
 - Although third-party funded assistants are not allowed to do any teaching, they sometimes have to teach not just 3, but even 6-8 hours per week.
- All faculties:
 - The salaries of assistants are perceived as intransparent. Nobody knows who is classified how and what salary can be expected in the following year. The avuba should lobby for more transparency.
 - The assistants who are involved in the VPOD would like to achieve a university mid-level staff reform across all faculties.

12. c) Other

Séveric Yersin and Antonia Vogler sat at a table with other group representatives at the Dies academicus 2023. They would like to inform the President's Office that the Guild Master's speech did not respect the University's culture, as various statements in his speech were discriminatory.

An assistant would like to point out that the University's behavior towards a doctoral researcher in the Department of Urban Studies was not correct. Sven Kraus explained that avuba is politically neutral and will not take a position on this matter. avuba is committed to good working and research conditions for assistants at the University of Basel and to ensuring that the personal integrity of assistants is maintained in their research activities.

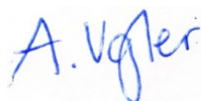
Antonia Vogler and Lars Fluri would like to thank Sven Kraus, who as avuba co-president over the past two years has played a key role in ensuring that avuba is now back on course and very well staffed following the departure of the former co-presidium at the end of 2021 and the long-standing general manager at the beginning of 2022.

Sven Kraus and Antonia Vogler close the meeting and invite everyone to an aperitif.

Basel, December 14, 2023



Sven Kraus
avuba co-president



Antonia Vogler
avuba co-president