Minutes of the Board Meeting of June 11 2026

Location: Kollegienhaus, Meeting Room 206
Time: 12:15 – 1:45 p.m.

Attendees: Kathrin Knapp (online), Anna Sophia Roth, Micha Bigler, Valentin Waibl, Alexander Wiese (online), Tomás Sousa, Fabio Carbone, Alexandra Campana (online), Patricia Eiche

Absent: Claartje Ille, Felix André Erb, Sepideh Alassi, Nadia Bellardi, Sergej Maul, Carlo Tschopp, Antonia Vogler

Total: 9 present, of whom 7 are eligible to vote

Minutes: Alexandra Campana

Agenda:

1. Approval of the agenda for the board meeting on June 11, 2026
2. Election of the minute taker and election of the vote counter
3. Approval of the minutes of the last board meeting on March 9, 2026
4. Election of two auditors for avuba's 2025 financial report in the extraordinary general meeting on June 11, 2026
5. Personnel
   a) Current situation and situation from September onward
   b) Status of excess hours and holidays
6. Finances
   a) Circular resolution of the Board
   b) Board's decision on extension of maternity leave benefits
7. Current status of ongoing avuba business
   a) Reform of employment and working conditions for doctoral and postdoctoral researchers
   b) Personal integrity / Prevention of abuse of power
   c) Cost-cutting measures
   d) Mental Health
   e) Participation in university self-governance
8. Vegan mensa – decision of the board
9. Miscellaneous
10. Next avuba board meeting

Agenda Item 1: Approval of the agenda for the board meeting on June 11, 2026

The agenda for the board meeting on June 11, 2026, is approved unanimously.

Agenda Item 2: Election of the minute taker and election of the vote counter

Alexandra Campana is unanimously elected as the minute taker and Patricia Eiche as the vote counter.

Agenda Item 3: Approval of the minutes of the last board meeting held on March 9, 2026

The minutes of the board meeting of March 9, 2026, are approved unanimously.

Agenda Item 4: Election of two auditors for avuba's 2025 financial report in the extraordinary general meeting on June 11, 2026

In the extraordinary general meeting on June 11, 2026, Tina Ternes (doctoral researcher at the Faculty of Humanities) and Céline Fürer (doctoral researcher at the Faculty of Medicine) are elected as avuba auditors for avuba's 2025 financial report (see separate minutes).

Agenda Item 5: Personnel, a) Current situation and situation from September onward, b) Status of excess hours and holidays

a) Current situation and situation from September onward
Micha Bigler explains that co-general manager Alexandra Campana will go on maternity leave in October and step down in January/February, and Stephanie Lawrence will start as her successor on 1st September.

b) Status of excess hours and holidays
Patricia Eiche currently still has roughly 80 excess hours plus holidays, all of which she plans to have compensated for and used by the end of January. No additional costs for avuba will arise.

Agenda Item 6: Finances, a) Circular resolution of the board, b) Board's decision on extension of maternity leave benefits

a) Circular resolution of the board
Micha Bigler explains that as of May 11, 2026, the board approved an increase in personnel expenses of CHF 9,929 due to unforeseen costs related to the upcoming maternity leave of co-general manager Alexandra Campana and the planned overlap period with her successor. The board agreed to enable the recruitment of the successor from September 1, 2026, to ensure continuity of operations and a smooth handover during the transition period.

b) Board's decision on extension of maternity leave benefits
The board agrees that avuba shall grant 16 weeks of paid maternity leave at 100% salary, in line with the policy of the University of Basel. In addition to the benefits provided under Swiss law (14 weeks of maternity leave compensated through the EO at 80% of salary, subject to the legal maximum), avuba will cover the salary top-up from 80% to 100% during the statutory maternity leave period, two additional weeks of paid maternity leave at 100% salary, as well as the related employer social security contributions and employment costs. The resulting additional costs will apply from 2027 onwards.

Agenda Item 7: Current status of ongoing avuba matters: a) Reform of employment and working conditions for doctoral and postdoctoral researchers, b) Personal integrity / Prevention of abuse of power, c) Cost-cutting measures, d) Swiss-wide Mental Health Survey, e) Participation in university self-governance

a) Reform of employment and working conditions for doctoral and postdoctoral researchers
Project coordinator Patricia Zweifel, who has been invited for this agenda item to the avuba board meeting, outlines what has happened since the last board meeting:

- On April 16, 2026, a comparison between all the comments received and avuba's own statement was presented at an avuba lunchtime meeting.
- The detailed report on the comments was submitted to the Rectorate in March.
- In May, ten projects were submitted to the Rectorate and approved for priority implementation. The deans were subsequently informed of this at the Rectorate Conference.

Communication measures are currently being developed to provide information on the implementation of these ten projects. A phased implementation is planned: five projects will start in the 2026 fall semester, and the remaining five projects will begin in the 2027 spring semester. All ten projects are scheduled to be implemented by the end of 2028. The Rectorate is briefed once per semester by the relevant Rectorate member on the progress of the individual projects.

A second project phase, in which cost-related measures will be discussed and reviewed, is still planned. However, the amount of available funding has not yet been determined. Patricia Zweifel expects this issue to be resolved in the course of the second half of 2026.

b) Personal Integrity / Prevention of abuse of power
A meeting with all involved parties including skuba took place on May 28, 2026, and previously started conversations have been continued.

c) Cost-cutting measures
Micha Bigler reports that even though some cost-cutting measures have been approved by parliament as part of the Relief Package 27 (EP27), the University of Basel does not plan to implement an increase in study fees at the moment. This decision may be revisited in future. There are currently also no concrete plans on cutting personnel costs as a consequence of the reduced budget.

d) Mental Health
Compass have moved their monthly Wellness Café event to the café at the main library, and feedback in terms of attendance is positive.

Alexandra Campana reports that avuba have successfully applied for funding through the Bottom-up Initiative by GRACE, and will be able to offer two 8-hour workshops on "Fighting Imposter Syndrome in Academia" online, led by Prof. Maria Douneva from SRH University, in the fall 2026 semester. One workshop will be aimed at advanced doctoral researchers, the other at postdoctoral researchers.

e) Participation in university self-governance
In order to better understand in what university self-governance bodies assistants are represented at the faculty and department levels, Antonia Vogler is compiling a map of all the

different bodies, their election procedures, and number of seats given to assistants. Results are expected to be presentable in summer.

Based on the structure of assistants' associations at other institutions (e.g., AVETH in Zurich and MVUB in Bern), avuba envisage a more active assistants' involvement at the faculty level. We will prepare some proposals for the General Assembly on November 23, 2026, on how self-governed assistants' associations at the faculty level could be financially supported by and integrated into the overall governing structure of avuba. The board supports the measures, but questions whether enough motivated people for these positions may be found.

Agenda Item 8: Vegan mensa – question from plant based universities to avuba

The board decides to deny the request received by unissa (United for Sustainable Student Action). Hence, avuba will not open a vote for the assistants on the question of whether they prefer an exclusively vegan diet to be served at the University.

Agenda Item 9: Miscellaneous

The board decides that a WhatsApp group for the avuba board shall be started.

Agenda Item 10: Next avuba board meeting

21st or 22nd September 2026 (Doodle poll in progress).

Basel, June 12, 2026

Tomás Sousa
avuba Co-President

Micha Bigler
avuba Co-President