

# Annual Report of avuba 2025

To the attention of the Rectorate and avuba General Assembly

**Date:** April 13, 2026  
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**Co-Presidency 2026:** Tomás Sousa, Micha Bigler

**Information:** This document will be submitted to the avuba General Assembly for approval in November or December 2026.

1. 2025 Financial Statements
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## 1. 2025 Financial Statements

<i>in CHF</i>	2025	2024
Salaries (Co-Managing Directors and Co-Presidency)	163,131	155,797
Fees	70	1,541
<b>Personnel expenses</b>	<b>163,201</b>	<b>157,338</b>
Communication expenses (50% of the Compass website plus DeepL Pro)	540	492
Office supplies (including printing toner and postage)	640	358
avuba laptop	0	1,472
Travel expenses	335	132
avuba events (lunch meetings, writing retreats, workshops, happy hours, welcome day, BBQ, action days against cost-cutting measures, General Assembly, board meetings)	14,185	32,049
City tour, Christmas dinner and gifts for board members	2,550	3,176
avuba membership fee to actionuni	300	300
Co-financing of free legal advice (skuba clinic)	2,000	2,000
Co-financing of mid-level staff projects	7,158	9,699
<b>Operating expenses</b>	<b>27,708</b>	<b>49,678</b>
<b>TOTAL EXPENSES</b>	<b>190,909</b>	<b>207,016</b>
Income from membership fees	114,620	114,554
Income minus expenses = annual result before University funding contribution	-76,289	-92,462
Income from University funding contribution	79,000	79,000
<b>Effective annual result</b>	<b>2,711</b>	<b>-13,462</b>

## 2. Funding

The funding of the Assistants' Association of the University of Basel comes, on the one hand, from membership dues and, on the other hand, from financial support provided by the University of Basel:

- avuba membership fees: 20 Swiss francs per member per semester. The number of avuba members remains unchanged at around 3,200, with first-semester doctoral researchers continuing to be exempt from the avuba fee.
- Structural funding contribution from the University: 79,000 Swiss francs annually (75,000 Swiss francs according to the service agreement, with inflation adjustments applied in 2023 and 2024).

	2025	2024
<b>FUNDING</b>	<i>in CHF</i>	<i>in CHF</i>
Income from membership fees	114,620	114,554
Income from the University funding contribution	79,000	79,000
<b>TOTAL INCOME</b>	<b>193,620</b>	<b>193,554</b>

## 3. 2025 Reserves and Assets

The avuba reserves consist of the annual surpluses and deficits from 2022 through 2025 and amount to 38,624.10 Swiss francs as of December 31, 2025.

	<i>in CHF</i>
Surplus 2022	15,554.00
Surplus 2023	33,821.00
Deficit 2024	-13,462.00
Surplus 2025	2,711.10
<b>Total reserves as of Dec. 31, 2025</b>	<b>38,624.10</b>

The reserves correspond to avuba's assets:

	Assets in CHF			Liabilities in CHF	
	2025	2024		2025	2024
Cash	38,624.10	35,913.00	Reserves	38,624.10	35,913.00
<b>Total assets</b>	<b>38,624.10</b>	<b>35,913.00</b>	<b>Total liabilities</b>	<b>38,624.10</b>	<b>35,913.00</b>

The current service agreement with the Rectorate dated February 1, 2022, states: "The Rectorate reserves the right to make any reductions to the annual fixed amount should avuba's reserves, arising from the transfer of unused University funds, exceed the amount of CHF 50,000."

#### 4. Expenses

In 2025, avuba's total expenses amounted to 190,909 Swiss francs. Of this amount, 85% was attributable to personnel expenses and 15% to operating expenses.

##### Personnel expenses – 163,201 Swiss francs

Personnel expenses totaled 163,201 Swiss francs in 2025. This figure includes regular salaries, overtime pay for the managing directors, and the employer contributions to social insurance that avuba is required to pay as an employer. These contributions amounted to 19,028 Swiss francs in the reporting year.

The avuba Co-Presidency continued to be compensated at the DOC2 rate for a 20% workload each.

Operational management was handled by the two Co-Managing Directors: Amancaya Formica and Patricia Eiche, both of whom were employed on a 50% workload basis.

In addition, a fee of 70 Swiss francs was paid to an avuba board member for participating in an inter-faculty committee meeting.

##### Operating expenses – 27,708 Swiss francs

###### *Communication expenses – 540 Swiss francs*

The avuba and skuba boards have decided to jointly contribute to the costs of the COMPASS website.

avuba covered 50% of this cost, amounting to 240 francs. This contribution covers the annual license ("Business" subscription) for the [COMPASS Mind](#) website. Additionally, communication expenses include the annual subscription to [www.deepl.pro](http://www.deepl.pro), which is used for translating texts from German to English and costs approximately 300 francs for 12 months.

###### *Office supplies – 640 Swiss francs*

Expenditures for office supplies totaled 640 francs in 2025. This includes 184 francs for printer toner at the avuba office and 17 francs for postage costs. An additional 439 francs was spent on various office supplies such as binders, folders, pens, and other work materials needed for the day-to-day operations of the office.

###### *avuba Laptop (IT Consumables) – 0 Swiss francs*

In 2025, there were no costs for IT supplies. The two existing laptops belonging to avuba's co-managing directors remained fully functional, so no replacements were necessary.

###### *Travel expenses – 335 Swiss francs*

In September, Amancaya Formica attended two workshops at ETH Zurich on the topic of "University Drop-In and Counseling Centers" on behalf of avuba. avuba was billed 290 Swiss francs for travel expenses incurred using a private vehicle. Additionally, in December, avuba covered the cost of Patricia Eiche's 45-franc train ticket to the actionuni general meeting.

###### *avuba Events – 14,185 Swiss francs*

The costs reported under this item relate to expenses for food and beverages during avuba-organized events, as well as for refreshments at board meetings and a gift basket as a farewell gift for Amancaya Formica in the amount of 143 Swiss francs.

The organized events and meeting refreshments cost 14,042 Swiss francs and included twelve lunchtime meetings – several of which focused on mental health topics – as well as twelve writing retreats to support

writing projects. In addition, three workshops and eleven mental health cafés were held. Six happy hours were organized to encourage informal interaction. Other events included a Welcome Day in collaboration with GRACE, a Summer BBQ, and the regular General Meeting. Furthermore, avuba participated in two days of action against cost-cutting measures in higher education and the education sector: in April together with skuba and VPOD, and on October 1 together with skuba and dozuba. avuba contributed to the participants' meal costs. The invoice for the X-Mas party at Verso bar in December sent to skuba was mistakenly paid twice. The amount of 1,000 Swiss francs will be credited to avuba in 2026.

#### *Gifts to the avuba board – 2,550 Swiss francs*

The faculty representatives of the assistants and their deputies are ex officio members of the avuba board and perform their duties without remuneration.

In recognition of this commitment, as well as to bid farewell to several board members and to the co-managing director Amancaya Formica, avuba organized a joint city tour followed by dinner at the end of the year. Invited were the avuba board members, including one guest each, as well as the avuba co-presidium and the co-managing directors. The costs for this amounted to 370 Swiss francs for the city tour and 1,000 Swiss francs for the dinner.

In addition, each of the 13 volunteer board members received an 18-month gift card from [prozentbuch.ch](https://prozentbuch.ch) worth 85 Swiss francs as a Christmas gift. This digital gift card can be used in several Swiss cities for dining, nightlife, and leisure activities; thanks to the “2-for-1” principle, discounts of up to 50% are possible. Including shipping and VAT, the total cost for this was 1,180 Swiss francs.

#### *avuba membership fee for actionuni – 300 francs*

avuba paid the annual membership fee of 300 Swiss francs to actionuni – the umbrella organization of Swiss mid-level faculty associations.

#### *Co-funding of free legal advice (skuba-Clinic) – 2,000 Swiss francs*

Avuba's participation in the skuba-Clinic costs 2,000 Swiss francs for one year (September 2025 to September 2026). This participation entitles avuba members to receive legal advice free of charge.

#### *Co-funding of mid-level faculty projects – 7,158 Swiss francs*

avuba supports projects by and for assistants that promote community building and expand the mid-level faculty network. Grants of up to 500 Swiss francs can be requested for faculty-level projects, and up to 1,000 Swiss francs for cross-faculty projects. Applications were reviewed and approved by the avuba board at the beginning of June and the beginning of December. Payment is typically made after the project has been completed.

In 2025, a total of 15 [mid-level faculty projects](#) were supported with a total amount of 7,158 Swiss francs. This corresponds to an average grant of approximately 477 Swiss francs per project.

## **5. Activity Report**

The following activity report was presented to the avuba General Assembly on November 24, 2025.

### University Self-Governance

- avuba ensured continuity in cross-faculty committee positions and organized meetings and events with University representatives.
- avuba maintained regular communication with key stakeholders such as skuba, dozuba, VPOD, actionuni, and actionuni members.

## Lobbying

- Abuse of power
  - Following the *Kassensturz* report of November 5, 2024, avuba, together with skuba, called on the Rector's Office to strengthen victim protection and take decisive action to prevent abuse of power. In several meetings with the Vice Rector for People & Culture, they presented proposals that led to a revision of the regulations on personal integrity. Starting in December 2025, a mandatory, bilingual online training course on raising awareness of sexual harassment and abuse of power will also be introduced for all employees in Groups I–IV; students may participate voluntarily.
  - avuba has positioned itself as a key stakeholder in lobbying against abuse of power and plans to continue this commitment, among other things, as part of the “Mid-level Faculty Reform” project.
  
- Mental Health
  - In the area of mental health, avuba expanded its collaboration with COMPASS (Creating Openness and Mental Health Promotion Amongst Scholars in Switzerland), coordinated and provided financial support for events on the topic of mental health as well as for the regularly held Wellness Cafés.
  - In addition, Patricia Eiche has been representing avuba on the actionuni project team “Swiss-wide Mental Health Survey” since 2023. The survey, in which assistants from 13 Swiss universities participated, was conducted in the fall of 2024. On December 1, 2025, [actionuni](#) published [the Swiss SWiMS 2024 Report](#) and avuba published the [Mental Health Report 2024 for participants at the University of Basel](#). The reports comprise 200 pages. avuba prepared an [executive summary of the UNIBAS Mental Health Survey Report 2024](#), highlighting key metrics, and submitted it to the Rectorate. This summary identifies key areas where targeted measures could yield the greatest benefits and includes a detailed list of potential steps the University can consider to improve the situation.
  - Participation was voluntary, which may result in potential bias, as certain groups or opinions may be over- or underrepresented. Demographic comparisons are limited by missing or incomplete baseline data (e.g., gender categories, caregiving responsibilities, departmental affiliations). For this reason, the results should be understood as a snapshot of the mental health of assistants at the University of Basel rather than a fully representative picture.
  - The survey results show that assistants at the University of Basel – regardless of age, gender, research discipline, or position type – are under stress:
    - 20% perceive their overall mental health as poor;
    - 27% feel burned out at least once a week;
    - 70% experience stress due to uncertainty about their next career steps;
    - 38% feel stressed by uncertainty about the funding of their position;
    - 52% are stressed by an excessive research workload.
  - avuba has positioned itself as a key stakeholder committed to improving mental health at the University. In 2026, avuba will disseminate the results and incorporate them into the “Mid-Level Faculty Reform” project.

- Reform of Employment and Working Conditions for Doctoral and Postdoctoral Researchers
  - In the fall of 2024, avuba submitted a detailed list of measures regarding the reform of employment and working conditions for doctoral and postdoctoral researchers. These measures were based on the avuba guidelines and demanded, among other things, that
    - contractual workloads and Protected Research Time is adhered to;
    - dependence on the supervisor is reduced by separating the combined roles of “hiring, supervision, and evaluation”;
    - assistants are equally prepared for both academic and non-academic careers;
    - permanent academic-level positions below the professorship are established;
    - academic careers are compatible with family obligations;
    - high-quality research is promoted, and assistants receive sufficient support in applying for grants;
    - good, fair, and healthy working conditions prevail;
    - personal integrity is protected;
    - the participation of assistants is guaranteed;
    - research assistants from abroad are integrated.
  - Since then, avuba has been in constant contact with project manager Patricia Zweifel.
  - The proposed measures were discussed internally at the University and resulted in a 14-page document titled “Overview,” which contains the current 30 cost-neutral proposals for university-wide consultation and covers the following areas:
    - Employment contract;
    - supervision and mentoring;
    - career development;
    - Protected Research Time, teaching obligations, and academic self-governance;
    - family-friendliness, equality, and inclusion;
    - personal integrity and mental health;
    - monitoring.
  - In order to solicit as broad a range of feedback as possible, avuba has condensed the 30 measures into a shorter version. In November 2025, avuba sent this condensed version – containing only the measures relevant to each group – to the three groups of assistants. All employed doctoral researchers, all employed postdoctoral researchers, and all doctoral researchers enrolled exclusively as students each received a link to their EvaSys questionnaire. The survey closed on December 12, 2025. All assistants were able to evaluate the measures relevant to them by selecting: “This measure would improve, worsen, or not change my situation.” At the end of the questionnaire, they could also add further comments, remarks, or suggest missing measures.
  - In addition, avuba board members, assistants’ representatives in interfaculty bodies, and assistants’ representatives in faculty committees and assemblies received a link to the German or English version of the survey so they could provide qualitative feedback there.
  - avuba also incorporated the findings of [the 2018 avuba PhD & Postdoc Survey](#) and the [2020 avuba Postdoc Survey](#) into its feedback. avuba prepared a comprehensive statement, which was submitted on January 9, 2026.
  - avuba expects the Rectorate to comment in spring 2026 on all the measures that have not been implemented. Furthermore, avuba hopes that the cantons of Basel-Stadt and Basel-Landschaft will provide additional funding so that, in a subsequent step, measures with financial implications can also be discussed.
  - As always, avuba will continue to advocate for a university where doctoral and postdoctoral researchers can thrive in a fair, inclusive, and well-supported academic system that promotes professional development and a healthy work-life balance.

- Cost-saving measures in the education sector at the federal level / Federal Act on the 2027 Relief Package
  - The Relief Package 27 (EP27) is a federal austerity package designed to reduce the federal budget by approximately 2.4 billion Swiss francs starting in 2027 and by about 3 billion per year starting in 2028/29, and it also affects education and research at universities. For universities – including the University of Basel – this would mean fewer federal funds for basic contributions, project funding, and research; more “user financing” (tuition fees); and, as a result, the threat of declining quality, job cuts, and an even greater burden on mid-level faculty.
  - avuba has taken a stand against these austerity plans, including through a joint [press release](#) with actionuni, the submission of an official [consultation response to the Swiss Federal Department of Finance](#), an [event with skuba and VPOD on April 28, 2025](#), and an [event with skuba and dozuba on October 1, 2025](#), in Basel. In addition, avuba Co-President Tomás Sousa gave an [interview to the Basler Zeitung](#) on October 1, 2025.
  - Through Patricia Eiche, avuba is part of actionuni’s “Anti-Austerity Working Group,” which has been coordinating national and local actions as well as communication with various partner organizations representing assistants and representatives since early 2025.
  - avuba plans to continue its campaign against austerity measures in 2026.
  
- Direct offers and services for avuba members include:
  - Regular updates via email, newsletters, and posts on [X](#) and [LinkedIn](#);
  - (co-) [funding of mid-level faculty projects](#);
  - [free legal advice](#) for avuba members;
  - personal [avuba Consultation](#);
  - in addition, Amancaya Formica organized and hosted a total of 50 events for avuba in 2025:
    - Lunches
    - Writing retreats
    - Workshops
    - Mental Health Cafés
    - Happy Hours
    - Welcome Day with GRACE
    - Summer BBQ
    - avuba General Meeting
  
- The association’s administration included:
  - Board meetings and circular resolutions by the avuba board;
  - quarterly financial reviews, financial reports, and audits;
  - development of avuba’s [mission, vision, and values](#);
  - modernization of the internal structure through the introduction of Notion as a daily work and planning tool, as well as increased use of SwitchDrive for collaboration;
  - Amancaya Formica, who had served as co-managing director for avuba since February 2022, left avuba at the end of 2025 because her family moved. Consequently, a recruitment process for her successor took place in October and November. A highly qualified candidate applied and took over the management of avuba alongside Patricia Eiche effective January 1, 2026.

## 6. Outlook

On November 24, 2025, the avuba General Assembly established the following priorities for 2026:

- Reform of employment and working conditions for doctoral and postdoctoral researchers
  - Submission of a detailed statement on the proposed measures by January 11, 2026;
  - support and participation in the next steps of the project.
- Internal administration and organization
  - Onboarding of the new co-managing director, Alexandra Campana;
  - development of materials for long-term team management and processes for the sustainable institutional knowledge transfer to new team members;
  - cost-neutral reduction of Patricia Eiche's overtime and vacation time.
- Improvement of university self-governance for assistants within the University
  - This includes taking stock of all bodies, commissions, and committees in which assistants are represented, establishing regular communication channels and onboarding new representatives, as well as defining election procedures and avuba election regulations;
  - avuba also wishes to continue and expand its internal collaboration with skuba and dozuba, as well as its nationwide collaboration with actionuni and other mid-level faculty organizations.
- Cost-saving measures in the education sector at the federal level
  - Continue the discussion on joint measures together with actionuni, its members, and skuba. A final decision by the parliaments is expected in the fall of 2026.
- Mental Health
  - Disseminate the results of the SWiMS survey at the University of Basel both bottom-up and top-down so that mental health and the improvement of psychological well-being become a priority in all departments and faculties of the University;
  - possible measures will be discussed with the Rectorate.
- Improving communication and the visibility of avuba for its members
  - This includes strengthening social media activities and raising awareness of avuba's services, such as free legal consultations;
  - the avuba board will also decide which social media channels avuba should use in the future.
- Continuation of existing services and offerings for avuba members
  - The existing services are to be maintained, though possibly in a reduced form due to the staff changes at the beginning of the year.

The avuba General Assembly also elected the following two co-presidents for the year 2026:

- Tomás Sousa, PhD candidate at the Faculty of Arts and Sciences (Department of Physics)
- Micha Bigler, PhD candidate at the Faculty of Medicine and researcher at the Swiss Tropical and Public Health Institute

Basel, April 13, 2026



Tomás Sousa  
avuba Co-President 2026



Micha Bigler  
avuba Co-President 2026