

Statement by the Assistants' Association of the University of Basel (avuba) on the Inclusion of Group III Representatives on Search Committees

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As a body representing the interests of doctoral students and postdoctoral researchers at the University of Basel, avuba has prepared a statement on the "inclusion of Group III representatives on search committees". Naturally, avuba welcomes the inclusion of Group III representatives at all possible levels of the relevant university self-management processes – including search committees.

avuba is aware that the passage on "*proper group representation*" in Section 4 of the University of Basel appointment regulations dated April 25, 2013, does not guarantee Group III any fundamental claim to participation. For various reasons, avuba believes the removal of Group III from ongoing search committees in favor of other groups to be imprudent. The points listed below explain how including Group III enhances the quality of appointment procedures.

The central function of the search committees is to assess candidates based on the following criteria: Research skills, teaching skills, and social and management skills. avuba believes that Group III representatives can make a significant contribution here.

- Research skills: Group III plays a major role in research and in conducting basic work. Assistants can contribute specific questions on these matters to the assessment process.
- Teaching skills: The strong involvement of Group III in various aspects of teaching allows assistants to make a qualified assessment of candidates' teaching skills.
- Social and management skills: In avuba's opinion, committee representatives from lower hierarchical levels (Groups III and V) are particularly useful when assessing these skills. If these groups are not included in the process, the committee runs the risk of overlooking essential points.

avuba is convinced that including one or more Group III representatives expands assessment perspectives and helps to ensure that no criteria are neglected. This enhances the quality of appointment procedures. With this in mind, avuba recommends that "*proper group representation*" be ensured at all times by including teaching and research assistants as group representatives.