

Information from the MVUB in the spring semester 2024

Dear intermediate staff members

The University of Bern Intermediate Staff Association (MVUB) is a professional organisation committed to representing the interests of all intermediate staff.

As a member of the MVUB, you are entitled to free initial counselling on employment issues and conflicts in the work context. You can register for free membership [here](#).

We would also like to share the following important information with you:

- The MVUB celebrates its 30th anniversary in 2024
- New MVUB services: conflict counselling and silent advisory board
- Catalogue of measures for the promotion of young researchers
- Digitization projects of young researchers
- MVUB events
- New board members and committee delegates wanted

The MVUB celebrates its 30th anniversary in 2024

The University of Bern Intermediate Staff Association (MVUB) has been an independent organization since 1994. However, its roots go back to 1937. Even then, the assistants were already resisting a pay cut due to their precarious situation. To make its voice heard, the association joined the Bern University Association (BSPV) as a sub-association in 1946. The purpose of this association was to "safeguard the professional, economic and social interests of its members". In 1994, the association, now renamed "Assistentinnen- und Assistentenverband der Universität Bern, AVUB", was dissolved and left the BSPV. As a successor organisation, the University's Intermediate Staff Association, MVUB, was founded as an independent association on 24 November 1994. In addition to promoting the interests of assistants and improving salary and employment conditions, a new focus was now added: the co-determination of intermediate staff and participation in university committees. The founding of the MVUB was triggered by the announcement of the new university law, which for the first time provided for an intermediate staff association.

Even though the fundamental challenges have not changed over time, improvements in employment conditions, support and funding opportunities have been achieved and the participation of intermediate staff faculty has been institutionalized. The MVUB is currently working to improve counselling options in particular.

Various events are planned in connection with the anniversary. **The party on 31 October 2024 in the Stellwerk** (Bar/Club) is open to everyone (information will follow on the website and via [newsletter](#)).

New services offered by MVUB: conflict counselling and silent advisory board

In addition to legal advice, MVUB now offers its individual members conflict counselling in the event of tensions and conflicts in the workplace. In a personal meeting, you will receive professional support in finding a good internal and external way of dealing with stressful situations and in developing an individual solution strategy.

You can also contact the MVUB if you are facing a challenging discussion with the ombudsperson's office and would like the MVUB to accompany you in the form of a silent advisory session. Both offers exclude an active role for the MVUB in the conflict.

[Further information](#)

Catalogue of measures for the promotion of young talent

In 2023, the University of Bern reviewed its measures for promoting young talent based on a wide range of data sources and in-depth discussions with the faculties and the Association of Intermediate Staff Faculty. All levels of academic qualification from doctorate, postdoctorate, lectureship and assistant professorship were taken into account. The review resulted in a comprehensive catalogue of measures and recommendations, which are now being implemented by the faculties and the central division (depending on responsibility).

In the near future, all faculties will set out their principles of good practice for supporting doctoral and postdoctoral students in a public document. These standards will specify the current regulations and allow subject-specific conditions to be taken into account. At the same time, a low threshold contact point for questions (with an advisory function) is to be set up at all faculties.

For the qualification phase of the doctorate, the principle of independence of the dissertation supervisor and second supervisor as well as the (partial) separation of supervision and assessment should be anchored even more firmly.

At the postdoc level, the applicable standards must be specified, such as the protected research time (50% in absolute terms), the standard duration of employment (usually 3+3 years) and the authorization to supervise doctorates by advanced postdocs and senior research assistants. The university management has also stipulated that the usual minimum level of employment for postdocs remains 80% (the reasons for a lower level of employment are set out in the postdoc regulations, as are other key points). For people with caring responsibilities, the application of the 120% Care Grant has been extended.

The doctoral and postdoctoral agreements will be revised on the basis of the evaluation (and the employee appraisal interview form will be separated from the respective agreement and the guidelines for the potential interview). At lecturer and assistant professor level, the current regulations have basically proved their worth, but questions that arise in practice need to be clarified with guidelines. For example, the implementation of the DORA declaration (i.e. moving away from purely journal-based metrics) needs to be intensified.

This text was written by Matthias Hirt for the MVUB. The MVUB refers questions on the measures and recommendations to him.

Digitization projects by young researchers

Message from the Mittelbau Forum focus group:

The Forum Mittelbau is a focus group of the University Digitization Commission, to which we belong as MVUB delegates. The focus group represents the digital interests of intermediate staff faculty and evaluates digitization projects by young researchers. Last year, we received 36 applications; the University of Bern ultimately funded 14 outstanding projects. If you are also active in the field of digitalization and are planning a conference or a networking project, would like to develop a course or are active in research, you can submit your own application for up to CHF 20,000 to us by 20 September 2024. Further information on the focus group and the perspective projects can be found at the following link: [Implementation: Focus group Forum Mittelbau - Digitalization at the University of Bern \(unibe.ch\)](https://www.unibe.ch/mittelbau/digitalization)

On June 10, 2024, 13:00-15:00, we will be holding a networking event at UniS followed by an aperitif to promote exchange among intermediate staff faculty members. Anyone who would like to find out about previous projects and get to know other interested parties at the university in the context of digitalization in the intermediate staff faculty is cordially invited. You can find the program and registration information here: [Events: Current Events - Digitalization at the University of Bern \(unibe.ch\)](https://www.unibe.ch/events/current-events-digitalization)

MVUB-Events

The following events are planned and further details will follow on the website:

Gelateria di Berna (Gelato for members)	23.05.2024
Fotoshooting for applications	18.06.2024
Welcome Event Docs & Postdocs	17.09.2024
Lunchtalk healthy Uni Bern	22.10.2024
Lunchtalk compatibility (family and work)	05.11.2024

Coffeebreak MVUB

Dates for the fall semester 2024 will follow

New board members and commission delegates wanted

Due to the temporary employment of intermediate staff employees, there are always vacant seats on the MVUB Executive Board. What does the board do? How much time do I have to invest? You can find information on the tasks and workload of a board member [here](#).
(Information is in german)

Commission delegates are also always being sought. The current vacancies can be found [on the website](#). At the end of the year, for example, there will be vacancies on the canteen committee and the canteen operations foundation.

If you are interested in joining the Board or a committee, please contact [Sandra Zumbrunn](#).

Kind regards



Bettina Zimmermann

Co-President MVUB



Florian Bochen

Co-President MVUB

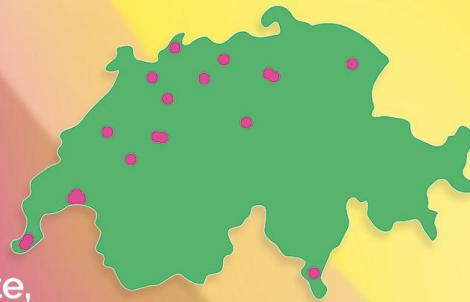
actionuni 

Swiss-Wide Mental Health Survey Among Mid-Level Staff

How do you experience
your academic life?
How do you envision it?

Together for a thriving
and healthy academia!

If you are a PhD candidate,
postdoc, or other mid-level
academic staff,
take the mental health
survey today!



anonymous, quick and easy!



<https://bit.ly/SWiMS24>