

Information of the MVUB in the spring semester 2023

The Intermediate Staff Association (MVUB) has the following information for all members of the intermediate staff at the University of Bern for the spring semester 2023:

- What does it mean to become a mother in a qualification position? MVUB Co-President and PhD student Daniela Feller reports on her experiences
- Information from the digitalization commission
- Latest News: MVUB-Events
- The MVUB membership is still free of charge for all intermediate staff members of the University of Bern;
In addition, the MVUB legal counsel is available to members free of charge for an initial consultation on employment issues
- Why a collective membership of the MVUB is worthwhile
- Further information about vacant commission seats and starter kits

Parenthood on qualification positions

MVUB Co-President Daniela Feller is a doctoral student in the field of environmental law at the Institute for Public Law, Mlaw, notary public and research assistant. She is also the mother of 2 children aged 1 and 3 years. She reports on her experiences:

If you have a desire to have children, the question of the right time always accompanies you: Shouldn't you do further training first? Should you advance your career? Earn money? Travel? There is no right answer. For me, "now" would probably fit best. It's like jumping into the cold Aare river in early summer: if you spend ages thinking, standing on the bridge and watching the others, you spend a lot of time thinking and watching, without having any fun yourself. It is clearly a hard balancing act between work, dissertation, and private life when you welcome your first child (it doesn't get any better with the second either). Often one has the feeling that one is not enough: neither as a mother, nor as a scientific assistant, nor as a researcher or a woman. However, you have this ordeal everywhere and at all times, even outside of the university. For me, having children has proven itself during my scientific work at the University of Bern. As an employer, I have all the support I need from the university. I am flexible in my time management, absences can be announced at short notice, I can take advantage of funding opportunities and I get a lot of understanding when difficult situations arise. I would not have this in the private sector. Of course, when it comes to your own dissertation, you have to have a lot of stamina and a strong will with a certain amount of doggedness. I quickly learned that I have to assert myself and that the dissertation has to be treated like a "child": you have to create time for yourself and also make the effort to take it. Even if that means harnessing the

immediate family more often. However, the advantages of parenthood during the dissertation period clearly outweigh such disadvantageous, ambivalent situations.

As of January 1, 2023, the right to an extension of employment in the event of maternity was also introduced.

In the employment regulations of the University (https://www.unibe.ch/unibe/portal/content/e152701/e322683/e325053/e901473/ul_rgl_anstellung_final_en_ger.pdf) is stated in Article 79, paragraph 5:

"If maternity leave pursuant to Art. 60 PV was taken during employment as an assistant in accordance with Art. 50 UniV (subject to employment as a research assistant with no dissertation or student assistant), there is an entitlement to an extension of employment in the corresponding function for the duration of the maternity leave. The maximum duration of employment pursuant to Paragraphs 3 and 6 must not be exceeded overall. This also applies if there are several grounds for extension and extensions in different functions."

Paragraph 3 provides for the following: "In exceptional cases, the University Executive Board may extend the employment of teaching and research assistants for the following reasons: in the event of an accident, illness, pregnancy and familial care duties, military and civil service. It shall not be possible to extend the employment as a research assistant with no dissertation or as a student assistant."

In addition, paragraph 6: "The extension period is limited to two years for the entire assistantship duration."

Information from the digitalization commission

The University of Bern supports innovative projects from the intermediate staff on digitization with a contribution of up to 20,000 CHF! Do you have a great idea? You can submit your application to the "Focus Group Forum Mittelbau" using the application form until September 15, 2023. The call will be made soon. See [digitization](#).

Are you interested in advocating for digitization concerns in the focus group and gaining experience in evaluating proposals? Then please contact MVUB or the focus group spokesperson directly (patricia.zihlmann@unibe.ch).

Latest News: MVUB-Events

So far, the following events are planned in 2023:

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| 8x8'
young researchers talk | - Eight young researchers present the findings of their scientific work during eight minutes. |
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Workshop Mental Health	<ul style="list-style-type: none"> - 5. June 2023 - In the university building with an Apéro.
	<ul style="list-style-type: none"> - 16. June 2023 - A three-hour workshop with Philipp Schmutz of the Universities of Bern Counselling Centre, event is held in German. - A maximum of 16 participants
Lunchtalks 2023	<ul style="list-style-type: none"> - Parenthood during a qualification phase, date is not yet defined. - Lunchtalk with Daniel Spurk: “Planning career paths: is it possible and what do I need to look out for?”, event is in German, Tuesday, 13.06.2023 - Lunchtalk with Anita Haldemann: Departure into the culture landscape. From the University to a position/career in the culture industry, event is held in German, rescheduling date is still undefined. - More Lunchtalks for the fall semester are planned.
Regular Events	<ul style="list-style-type: none"> - Doc-Event: Welcoming the new doctoral students - Postdoc-Event: Welcoming the new post-doctoral students - «Autour d’un verre»: Networking event for the French speaking employees. Event is held in French

All current events and dates can be found under [University: Events - University of Bern \(unibe.ch\)](https://unibe.ch).

If you have an idea for an event or if you are concerned about a topic that should be discussed, please contact us at info.mvub@unibe.ch.

Free membership for the MVUB

According to a new decision of the General Assembly on March 28, 2023, membership in the MVUB remains free of charge for all members of the intermediate staff of the University of Bern. Through this measure, the number of members has increased significantly since 2022. Thus, the voice of the intermediate staff is gaining more and more weight. Register today if you are not yet a member: [Application form](#).

Members of the intermediate staff association (MVUB) also continue to benefit from a **free initial consultation on legal issues** related to their employment. Last year, nearly 20 individuals were assisted with legal advice. All inquiries are treated confidentially. Our MVUB legal advisor, Mlaw, RA Martin Widmer, also offers his services by telephone. On the last Wednesday of each month

between 16:00-17:00 he is available without appointment. You can find more information on our website under [Support](#).

Collectivemembership

The MVUB represents the interests of more than 1,000 mid-level faculty members through its collective membership. In addition, it offers a structurally secure connection between faculty representatives and the university level. Whole faculties, departments or even individual institutes can become collective members. If you have questions about collective membership or need support in organizing the intermediate staff in your work environment, you can contact the office at info.mvub@unibe.ch at any time.

For more information, see [Membership](#).

Each collective membership is represented by a contact person. This person receives all information from the MVUB for distribution to the collective members and can participate with voting rights in the board meetings of the MVUB. As a thank you for their commitment and for networking among themselves, a joint lunch is held annually.

Further Information

Under [Starterkits](#) you will always find the latest versions with everything you need to know to get started at the University of Bern. Under "[Handbook](#)" you will find further helpful links for members of the intermediate staff.

You want to get involved in a university-wide commission? Under [University: Commission representatives MVUB - University of Bern \(unibe.ch\)](#) you will find the vacant commission seats. The effort per seat is 3-5 hours per semester. If you are interested, you can contact sandra.zumbrunn@unibe.ch.

Kind regards



Daniela Feller

Co-President MVUB



Emmanuel Büttler

Co-President MVUB