

Mittelbauorganisation der Universität Luzern (MOL)

Mid-level academic staff of the University of Lucerne

## **Annual Report 2024/2025**

**Period: May 2024 – May 2025**

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## 1 Elections and Finances

### 1.1 Elections: Board members

The following individuals were elected at the General Assembly in 2024:

- Joshua Schibli has been elected at the seat of the Faculty of Theology (TF) until July 31, 2026.
- Johannes Saal has been elected at the seat of the Faculty of Humanities and Social Sciences (KSF) until July 31, 2026.
- Andrea Aegerter has been elected at a non-faculty seat until July 31, 2026.
- 1<sup>st</sup> auditor: Aline Leimann has been elected until July 31, 2026.

The following changes occurred during the reported period:

- Tess Bardy (VPF) left the University of Lucerne in October 2024. Alejandra Rodríguez Morales (WF) has taken over the seat at interim until the General Assembly in 2025.

### 1.2 Elections: Representatives on University Level

The following individuals were elected at the General Assembly in 2024:

- None

The following changes occurred during the reported period:

- Senate – Markus Schreiber stepped back End of February

### 1.3 Elections: Representatives in Commissions

The following individuals were elected at the General Assembly in 2024:

- ULEKO – teaching commission: Angelo Breda has been elected as substitute until July 31, 2026.
- FoKo – research commission: Andrea Aegerter has been elected as substitute until July 31, 2026.
- QS – quality commission: David Betzing has been elected as substitute until July 31, 2026.
- Mensa – Mensa Echogroup: Lea Keller has been elected as representative until July 31, 2026.

The following changes occurred during the reported period:

- FoKo – research commission: Sarah Mantwill stepped back in December 2024. Andrea Aegerter (Substitute) has taken over as representative from December 2024 until the General Assembly in 2025.
- GLK – equal opportunities commission: Tatjana Graf stepped back in May 2024. Katharina Dölp (Substitute) has taken over as representative as from May 2024 until the General Assembly in 2025.
- ULEKO – teaching commission: Aline Leimann stepped back in October 2024. Angelo Breda (Substitute) has taken over as representative as from November 1<sup>st</sup>, 2024 until the General Assembly in 2025.
- QS – quality commission: Antonia Steigerwald stepped back in March 2025. David Betzing (Substitute) has taken over as representative from March 2024 until the General Assembly in 2025.

## 1.4 Financial report

The financial reports (i.e., annual financial statements and budget) will be presented at the General Assembly on May 21, 2025, by the treasurer Lea Keller.

The financial report was reviewed by the MOL auditors, Noel Ackermann and Aline Leimann. The auditors' report for 2024 was created and signed by both auditors on April 22, 2025.

## 2 Activities of the MOL board

### 2.1 Board and MOL Meetings

This chapter will focus on the meetings and activities of the board and its interaction with MOL members.

**Monthly Board Meetings:** The board meets monthly to discuss current topics, plan, and coordinate its activities. These meetings provide a platform for board members to stay informed about the organization's operations and make strategic decisions.

**MOL Board Retreat:** The MOL board has made regular retreats a key element of its strategic work. The first retreat in August 2024 focused on redistributing responsibilities, following significant changes in board composition. It also provided an opportunity to review internal processes, ongoing projects, and future priorities. A follow-up retreat in January 2025 served to deepen these discussions and further strengthen collaboration within the board. Particular attention was given to ongoing activities and the question of how to better engage mid-level staff in the work of the MOL. These retreats play a central role not only in setting strategic objectives, but also in distributing responsibilities across the semester and ensuring effective knowledge transfer within the team.

**MOL Meetings:** The board also organizes informal meetings with MOL members throughout the semester. These gatherings offer space for discussion, networking, and collaboration. The monthly MOL meetings have become a regular feature during the semester and continue to attract new participants. Invitees include MOL representatives, board members, assistants, faculty representatives, and anyone interested in MOL-related topics (e.g., members of a working group). The meetings are announced on the MOL website and via InfoMail, ensuring broad accessibility. While participation remained relatively low for much of 2024, a series of new formats introduced in the spring 2025 significantly boosted engagement, leading to noticeably higher attendance and renewed momentum in informal exchange.

**MOL Survey:** In 2024, the MOL launched its second comprehensive survey – this time not only focusing on general working conditions and job satisfaction but also including a dedicated section on IT services while focusing on different needs for PhDs and Postdocs. Many of the results mirror those from the first round, but we were also able to detect some positive shifts. For us, this confirms that we are addressing the right issues and focusing on the needs that matter most to MOL members. At the same time, the results highlight where there is still room for improvement. The survey continues to shape the priorities of the board – both in its daily work and in setting future goals. Its findings are taken seriously: by the rectorate, by faculties, and by various university groups. It remains a key tool for aligning our efforts with what truly matters to the mid-level university community.

### 2.2 Regular exchange with faculties, representatives, and other bodies of the university

The board actively engages in dialogue with various university bodies, including the Student Organization (SOL), the Administrative and Technical Organization (ATOL), MOL

representatives, the IT and Communications Department, and the Graduate Academy. To support and maintain these exchanges, the MOL organizes regular meetings – typically once per semester – with each of these groups. In addition, the board meets with University Management and central administration to ensure that the concerns and perspectives of mid-level staff are heard and represented at institutional level.

### **2.3 National activities**

The MOL's activities extend beyond the University of Lucerne and include active participation in national initiatives. The MOL continues to actively support the activities of ActionUni and contribute to concrete projects such as Petition Academia, the Better Science Initiative, and the national launch of the Mental Health Survey. In this context, the MOL was also represented at this year's ActionUni general assembly.

### **2.4 Past, ongoing, and future projects**

The work of the MOL focuses on four closely related areas of action, shortly described hereafter. This section also gives an overview of past, ongoing, and future projects in the respective fields, which are carried out in addition to the MOLs regular activities in.

**Participation in Decision Making:** This area of work focuses on enhancing the involvement of the MOL board and its members in decision-making processes within the university. Efforts are made to improve the quality of decision-making, streamline administrative procedures, and ensure that the voices of early-career researchers are heard on key academic issues.

- **Ongoing:** The MOL collaborates closely with the university's Quality Management Commission to strengthen research quality and its evaluation. This includes regular meetings with key stakeholders and the provision of constructive feedback, such as addressing PhD dropout rates. The MOL also plays an active role in recruiting representatives for various internal and external bodies, including ActionUni, the Senate, WF, VPF, and FoKo. Currently, several issues are at the forefront of our work. One key topic is Research Infrastructure, a need highlighted in our 2024 survey. Additionally, we actively contribute to the PgB project "Nachwuchsförderung" by Swissuniversities, aimed at improving working conditions and career prospects for postdoctoral researchers. Lastly, the MOL is involved in shaping the new Room Policy, contributing to a more transparent and equitable use of university spaces in the future.

**Represent & Engage:** This area focuses on representing and engaging with stakeholders both within and outside the university. It involves advocating for the recognition of the MOL's contributions, fostering relationships with faculties and administrative bodies, and offering opportunities for MOL members to engage in meaningful academic and administrative work.

- **Past:** The MOL Board has worked to enhance the recognition of its efforts by higher university bodies. It also initiated the creation of job reference letters to acknowledge the valuable contributions of its representatives and board members in support of their career development. Additionally, the MOL has advocated for the implementation of the Swiss National Fund's (SNF) 10% rule, which encourages academic engagement alongside administrative responsibilities. In recent years, the MOL has made active efforts to engage the Faculty of Economics and the new Faculty of Behavioral Sciences and Psychology. These efforts are now yielding results, as both faculties will be represented on the upcoming MOL board.
- **Ongoing:** The MOL actively promotes engagement with all faculties and their members, administrative bodies, and working groups. This strategy includes regular informal meetings. The MOL also seeks to increase its visibility, for example, through inclusion in

the university's annual report. In Winter 2025, the MOL co-organized a well-received event on career opportunities beyond academia after the PhD. The positive feedback underscored the relevance of the topic and strengthened collaboration between the MOL and the Graduate Center. Another notable success is the monthly MOL-Apéro. This informal format has proven highly effective in regularly bringing together a diverse group of MOL members, fostering interfaculty exchange in a relaxed setting.

- **Future:** The MOL will continue its ongoing initiatives with a continued focus on promoting young academics at the University of Lucerne. A newly launched funding initiative invites MOL members to submit ideas for workshops, networking events, or other formats that strengthen interfaculty exchange and community building. Proposals can be submitted on a rolling basis and are supported with up to CHF 1,000. The aim is to encourage low-barrier, self-initiated projects that foster dialogue, collaboration, and a vibrant mid-level academic culture across the faculties.

**Communication & Coordination:** Effective communication and coordination are essential for the smooth operation of the MOL. This area focuses on maintaining transparent communication channels, disseminating information to members through various means such as goodies and hoodies, and exploring opportunities for sponsorships and alumni engagement to support MOL activities.

- **Past:** The MOL designed branded giveaways – such as glasses cleaning cloths – to increase its visibility within the university and to engage and thank its members in a practical, low-key way. A particularly notable achievement was the successful launch of a Teams channel for MOL. This long-awaited platform now enables efficient communication, facilitates exchange among members, and brings together all relevant information in one easily accessible space.
- **Ongoing:** The MOL continues to strengthen its communication and visibility efforts across multiple channels. New mid-level academic staff receive targeted information about their roles and rights; flyers with key information are in development and will be distributed across the university. The MOL also works on improving its website – including the availability of English-language content – and remains active on LinkedIn to highlight ongoing initiatives. The MOL Newsletter, published several times per semester, provides timely updates on projects, events, and opportunities for engagement. In addition, the newly established Teams channel has become an important platform for internal communication and exchange, offering a centralized space for sharing news, documents, and discussions.

**Working Conditions:** This working area concentrates on improving the working conditions of the mid-level academics of the University of Lucerne. It involves conducting surveys and informal exchanges to identify and address issues related to equality across faculties, the allocation of resources, and exploring other career-relevant opportunities, such as a postdoc sabbatical, that contribute to career development and work-life balance.

- **Past:** The MOL remains committed to improving the working conditions of mid-level academics at the University of Lucerne. A key tool in this effort has been the MOL survey, first conducted at the end of 2022 and followed by a second edition in 2024. While many results remained consistent, the 2024 survey showed some improvements, indicating that our advocacy is making an impact. At the same time, the results reaffirm areas where further action is needed. Partly as a result of our efforts, leadership training courses for professors have been introduced, which we hope will improve supervision practices and create a more supportive working environment. In collaboration with the Human Resources department, the MOL also helped create an information sheet for new

employees outlining their rights and available support. Additionally, we are working with HR to promote transparency in salary structures and clarify how wages are determined.

- **Ongoing:** The MOL works on developing a Competence Center for young academics (position paper) with the Graduate Academy. The MOL collaborates with other university bodies (SOL/ATOL) on reactions to budget cuts and harmonization of IT service among others. The MOL is further involved in meetings with the communication department and the IT department to answer the needs of the MOL members (wrt. the MOL survey). Additionally, the MOL has been in close contact with human resources to clarify the PhD discrepancies in salary levels.
- **Future:** A key priority for the coming months will be to communicate the results of the 2024 MOL survey to relevant university stakeholders and to translate these insights into concrete measures. By doing so, the MOL aims to ensure that the concerns and perspectives of mid-level academics directly inform institutional developments and lead to tangible improvements.

### 3 MOL administration office

The office of the MOL has been instrumental in providing administrative support to the board. With the assistance of Christina Bolliger, who holds this position on a 10% workload basis, the board has been able to carry out its duties more effectively, particularly in communication and supporting intermediate staff. In consultation and collaboration with the board, the office handles crucial tasks that contribute to the success of the MOL's mission.

Due to the limited 10% contract, an increasing number of additional tasks are being taken on by board members to maintain functionality within this workload. Examples include organizing apéros, compiling the annual report, and coordinating with UniKomm (e.g., flyers, goodies, etc.). It is important to note that, due to capacity constraints, the office cannot be involved in all necessary tasks, which may affect long-term knowledge transfer and preservation. Therefore, regular board retreats are vital in preventing potential knowledge loss by creating space for structured reflection, handover, and collective memory-building.

### 4 Reports from MOL representatives on University Level

The representatives themselves have written the following reports. The Board extends its heartfelt appreciation for the commitment of the MOL representatives.

#### 4.1 Senate

*MOL representatives: Désirée Waibel, Alexander Ort, Markus Schreiber*

The mid-level staff continued to hold three seats in the Senate in 2024. Throughout the year, the MOL representatives actively engaged in Senate deliberations, focusing on matters pertinent to the mid-level staff at the University of Lucerne. Key activities and outcomes included:

- **Advocacy on Employment Contracts:** Efforts were made to discuss employment conditions for mid-level staff, with an emphasis on improving job security and addressing contract durations for doctoral and postdoctoral researchers.
- **Policy Revisions:** Representatives contributed to the discussions on university policies directly affecting mid-level staff, such as the revision of the Fundraising Policy and the Regulations on Titles (December 2024).
- **New Academic Programs:** Support was given for the establishment of new interdisciplinary degree programs, such as the Joint Master in History Didactics in

collaboration with the PH Luzern (December 2024), reflecting a commitment to broadening academic opportunities.

- **Representation and Elections:** MOL representatives contributed to ensuring mid-level staff's voices were heard in decisions regarding appointments to university commissions and committees throughout the year.

## 4.2 University association

*MOL representative: Markus Schreiber*

The [University Association](#) is an institution that, among other things, politically supports the interests of Unilu. Since 2022, the mid-level staff has also been represented on the association's board. Members of the mid-level staff are likely to be familiar with the University Association mainly because of its present at the annual Dies Academicus.

During the reporting period, the focus remained on the future direction of the University Association, following the successful completion of one of the University Association's most important projects with the new University Act and the associated expansion of the University of Lucerne. The University Association's next major project was to support the Long Night of Science in Lucerne, which was originally planned for 2024 and was later postponed to the summer of 2025. According to the supporting association, the Long Night of the Sciences has now been cancelled due to the financial uncertainty of the project. However, consideration is being given to potentially reviving the already initiated collaboration between the universities and museums, among others, for a new event at a later date.

Since 2024, Markus Schreiber was only acting as an interim member on the Board as a representative of the mid-level staff after having been a regular member for two years. Now, he will definitely leave the board. We are looking for interested candidates to succeed him who would like to contribute to anchoring the University of Lucerne in Central Switzerland. Serving on the Board of the Association requires only a modest time commitment (so far, roughly one board meeting per semester) and is an excellent opportunity to network with personalities from politics, business and society.

All other mid-level faculty members can also express their solidarity with the University of Lucerne by becoming a member of the association. [Membership](#) in the University Association is extremely inexpensive with an annual fee of only CHF 25 and entitles members to participate in the General Assembly, among other things. The General Assembly not only passes the most important resolutions of the Association but also includes an interesting lecture each year. The next General Assembly will take place on Tuesday, May 6th, at 6 pm. Last year's contribution by Prof. Dr. Gisela Michel talked about the effects of child cancer on relatives.

## 5 Reports from MOL representatives in Commissions

### 5.1 Research commission (FoKo)

*MOL representatives: Sarah Mantwill and Andrea Aegerter*

The Research Committee of the University of Lucerne (FoKo) promotes research activities and coordinates research policy at the University. The newly established Grants Office supports the committee. Furthermore, a new Organizational Regulation is in force from January 1, 2025. The most significant and very positive change is that early-career researchers are now allowed to submit applications themselves.

According to FoKo regulations and guidelines, the Research Committee is responsible for the following tasks:

- Administration of the research fund of the University of Lucerne
- Assessing applications for support from researchers at the University of Lucerne and awarding research funding through various funding schemes
- Scientific assessment of applications for mobility and dissertation completion grants from doctoral students, in collaboration with the Graduate Academy
- Development and coordination of research strategy and policy at the University of Lucerne

During the reporting period, the Research Committee held two sessions, as is customary. Detailed information on decisions and funding allocations can be found in the annual report of the Research Committee.

## 5.2 Equality opportunities commission (GLK)

*MOL representatives: Tatjana Graf and Katharina Dölp*

The Equality Commission (GLK) advises and supports the organs of the university on equality issues, develops equality measures, and decides on the allocation of financial resources to equal opportunity projects. The Commission promotes transparency in appointment procedures and initiates equality controlling. Moreover, it introduces issues of strategic importance related to equality into the committees of the University of Lucerne. The Commission members meet four to six times a year

Since June 2024, the GLK has prioritised the coordination of an implementation plan for the Diversity Strategy 2025-2028. The main objectives of the GLK are to promote academic careers for women, to make the University of Lucerne more inclusive, to strengthen gender and diversity competence and to reconcile work and family life.

At the next AGM, we are therefore looking for a mid-level faculty representative to ensure that the interests of mid-level faculty are continuously represented within these topics.

## 5.3 University Teaching Commission (ULEKO)

*MOL representatives: Aline Leimann and Angelo Breda*

Report not yet available

## 5.4 ActionUni (Mid-level Association Switzerland)

*MOL representative: Natalie Messerli*

### 6.4.1 Advocacy and Political Engagement

Anti-Austerity Campaign (2024–2025). Core Concern: Significant federal budget cuts (~CHF 500 million/year) to education, research, and innovation (ERI) sectors, based on the Gaillard report. Key Actions:

- Convened an Anti-Austerity Meeting (Jan 2025) with member associations to coordinate strategies.
- Outlined nine main arguments against the cuts, emphasizing economic, societal, and educational impacts.
- Formed a dedicated anti-austerity committee to organize mobilization and develop a position paper in four languages.
- Planned campus actions and General Assemblies, social media campaigns, leaflet distribution, and demonstrations, including collaboration with student unions and trade unions (e.g., SSP/VPOD).

- Participated in consultations and follow-up dialogues with federal stakeholders and organizations like Netzwerk Future and swissuniversities

#### **6.4.2 Institutional Representation**

Maintained or gained representation and influence with:

- SNSF (Swiss National Science Foundation): Advisory delegate roles and collaboration with Careers Department.
- Swiss Accreditation Council: Contributed to the drafting of new accreditation standards.
- Swissuniversities Teaching Delegation (DeL): Participated in discussions on PgB fund distribution, digital teaching, and vocational education titles.
- SHK (Swiss Higher Education Council): Continued dialogue and contributed to discussions on postdoc career stability.

#### **6.4.3 Research and Surveys**

Swiss-wide Mental Health Survey (SWiMS)

- Conducted in mid-2024 at 12 Swiss universities with 2,500+ responses.
- Planned for institution-specific and national descriptive reports in mid-2025.
- Reports will be shared with member associations and potentially the press.

#### **6.4.4 Organizational Development**

- IT and Communications: Approved modernization of IT infrastructure, logo, and website. Began migrating services to Infomaniak and merging with the "petition academia" site.
- Internal Tools: Continued use and regular updating of a worktime record spreadsheet for transparency.

#### **6.4.5 Community Building and Events**

- 25th Anniversary (2025): Planning a celebratory retreat and General Assembly to reflect on achievements and engage former members.
- In-Person Meeting (April 2025): Focused on discussing shared policy stances and fostering collaboration.

#### **6.4.6 Membership and Governance**

- Held a General Assembly (Nov 2024) with participation from 9 of 14 member associations.
- Re-elected board members and confirmed delegates to national commissions.
- Approved the 2025 budget, emphasizing travel, IT investments, and the 25th anniversary.
- Encouraged recruitment of new board members and sustained leadership.

#### **6.4.7 Eurodoc and International Engagement**

- Active participation in Eurodoc's national associations meetings.
- Contributed to discussions on early-career researcher mental health and the upcoming Salzburg Recommendations anniversary.

In response to growing challenges in the academic landscape, we had a chance to support ActionUni actively mobilized to advance the interests of mid-level academic staff in Switzerland. Through coordinated advocacy against austerity measures, strengthened engagement with national and international stakeholders, and key initiatives such as the Swiss-wide Mental Health Survey, the MOL was able to support the organization's ability to amplify the voice of the academic community.

## 5.5 Ethics-Board

*MOL representative: Dr. Brigitte Hofstetter*

In November 2024, Professor Dr. Bettina Beer (Anthropology) was appointed as an additional member of the Ethics Board, increasing the total number of board members to six. As of this change, ethical approval requires the consent of at least four members to meet the quorum.

At the end of January 2025, the Ethics Board launched its new website, which provides comprehensive information on the application process, including a standardized application template. In accordance with university guidelines, all research projects in the field of human sciences conducted by members of the University of Lucerne in the context of their employment or academic training—provided these involve the processing of personal data, interventions on the human body, or psychological stress—must be submitted to the Ethics Board for review. Since the launch of the new website, there has been a notable increase in the number of submissions, particularly in the context of student theses. In order to manage this increased workload within the limits of existing resources, a fast-track procedure has been developed for Bachelor's and Master's theses.

## 5.6 Sustainability Commission (NHK)

*MOL representative: Lea Keller*

The Sustainability Commission (“Nachhaltigkeitskommission”) has met three times since June 2024.

The main topic has been the **revision of the sustainability strategy and the development of the action plan**. The target was adjusted from climate neutrality to “net zero”, with the timeframe for achieving net zero being postponed to 2040. An interim target of a 50% reduction in emissions by 2030 was set. The focus here is strongly on reducing Scope 3-Emissions, particularly in the areas of flights and waste. These measures should lead to a significant reduction in emissions, with neutralization / compensation efforts following later.

The **reduction of flight emissions** remains a key issue, as this is where the greatest potential for reducing emissions lies. In addition to the flight expense regulations, it was discussed that people who are “flown in” for the university, such as lecturers or speakers, should also be included in the regulations. It was also suggested that other universities could provide ideas for effective measures, such as faculties setting their own targets or compensation payments based on salary levels.

Another topic was sustainable **procurement**. For the university's accreditation, it is necessary to define clear criteria, especially for smaller purchases made by the university itself. A checklist for orders could help to take sustainability goals into account. This raises the question of whether this regulation should also apply to faculties and chairs and what an overall university regulation could look like.

The “**Raum-Policy**”, which is currently being developed, should also contribute to ecological sustainability, whereby the use of rooms by students was also discussed.

Another point was the evaluation of the **WWF rating**, in which the University of Lucerne achieved a mediocre result. The existing strategic foundations and structures as well as the progress made in the area of reporting and monitoring were rated positively. On the negative side, it was noted, among other things, that the goals and measures were not sufficiently verifiable and that there was a lack of greater involvement of the faculties and staff. The commission plans to improve these aspects. Greater involvement of faculty representatives in the commission is also planned.

The **Sustainability Report** 2023, including the analysis of flight data, was published at the end of November 2024. The report for 2024 is then expected to follow earlier in 2025.

## 5.7 Quality commission

*MOL representative: Antonia Steigerwald and David Betzing*

The Quality Commission (Qs Commission) develops the quality strategy and coordinates its implementation. It represents the most important departments, faculties and university groups. It also coordinates the development of the quality management system in the areas it represents and supports the review of the quality management system.

The Qs Commission met for the first time in summer 2021 in order to fulfil the requirements of the Higher Education Funding and Coordination Act (HFKG). Over the past three years, the focus has been on establishing a quality management system and fulfilling the requirements for institutional accreditation, which the University of Lucerne has received. Since 2024, this step has been completed and the university is now accredited under the HEdA without any further requirements.

Documents and further links

- Website of the quality management of the University of Lucerne:  
<https://www.unilu.ch/universitaet/dienste/entwicklung/qualitaet>
- Documentation of the quality management system (QMS):  
<https://www.unilu.ch/universitaet/dienste/entwicklung/qualitaet/dokumentation>
- Overview of the existing processes and contact persons:  
<https://www.unilu.ch/universitaet/dienste/entwicklung/qualitaet/prozesse/nachwuchsfoerderung>

## 5.8 Mensa Echogroup

*MOL representative: Lea Keller*

The “Echogruppe Mensa” has met twice since June 2024 and discussed various developments and measures:

Since the end of 2023, the “soul food-menu” with **optional meat** has been offered on Tuesdays and Fridays; the demand remains manageable. The ratio of “meat” to “vegetarian/vegan” on offer is approx. 30% to 70%; meat is the most expensive, so the focus remains on vegetarian/vegan. The introduction of the **self-checkout cash desk** was a great success, which was well received by guests and significantly speeds up processes. In terms of **communication**, it was found that information such as survey calls often do not reach the target group. To improve this, a university app and members of the “Echogruppe Mensa” are to be more closely involved in future. In addition, more use is to be made of the Welcome Days to introduce students and new employees to the Mensa and its services.

Customer surveys have revealed **potential for improvement**. For example, the range of sandwiches on offer, waiting times and the labelling of dishes - for example regarding vegan and vegetarian dishes or allergens. A menu pass has also been introduced to promote customer loyalty.

**Sustainability** remains a central theme. As part of the Food2050 initiative, a new layout was developed for the menu plan that provides interactive information and allows direct feedback on dishes. This supports the climate targets and promotes sustainable nutrition. Progress was also made with take-away tableware: sealable university coffee cups were introduced as a

welcome gift to encourage reusable solutions. These cups were distributed for the first time on Welcome Days.

The main challenge is the loss of sales due to competition from the **Baloo**. This could have an impact on the opening hours of the coffee box in the future (from summer 2025 at the earliest). At the same time, the possibility of offering leftover food such as sandwiches or salad bowls in the evening via snack-machines or the Baloo is being examined. However, questions regarding hygiene, cooling options and location are still unanswered.

## 6 Reports from MOL workgroups

The MOL Board continues to advocate for the establishment of various workgroups and supports their activities. These groups actively contribute to shaping the university by fostering networking and academic participation in university policies. They make the concerns of early career researchers visible and collectively advocate for their interests, often through political initiatives, thereby improving the conditions of daily academic life.

The MOL workgroups do not replace existing positions or committees within the University of Lucerne. Instead, they were created to address specific issues, such as sustainability and diversity. The workgroups (WG) aim, among other things, to use political initiatives to demand long-term and institutionalized solutions.

The Board extends its sincere appreciation for their dedication and contributions.

- **Sustainability:** The workgroup is inactive since the University's Sustainability Office (and the Sustainability Commission [NHK]) was established.
- **Women\* in Academia:** The workgroup is currently inactive. In July 2024, all members of the Executive Board left the group. As no successor could be found at the time, the workgroup was placed on hold. However, there are currently interested individuals eager to restart the group, and further updates will be communicated when appropriate.
- **Open Science:** Report not yet available.
- **Diversity:** The workgroup is currently inactive.
- **Postdocs:** The workgroup is currently inactive.
- **Working Conditions & Research Credit:** The workgroup is currently inactive.
- **Scientific Integrity & Transparency:** The workgroup is currently inactive.