

Discussion: Third Space – Teaching and Research as a Collective Performance

Third space – practice-based examples from four institutions of higher education

22 March 2019

Outlook

- Current Situation of Third Space employees at ZHAW
- Definition of Third Space at ZHAW
- Possible future for Third Space employees at ZHAW

Current Situation of Third Space employees at ZHAW

- **Employees, who work in third space tasks as per definition in the ZHAW human resource development concept, are not referred to as third space employees.**

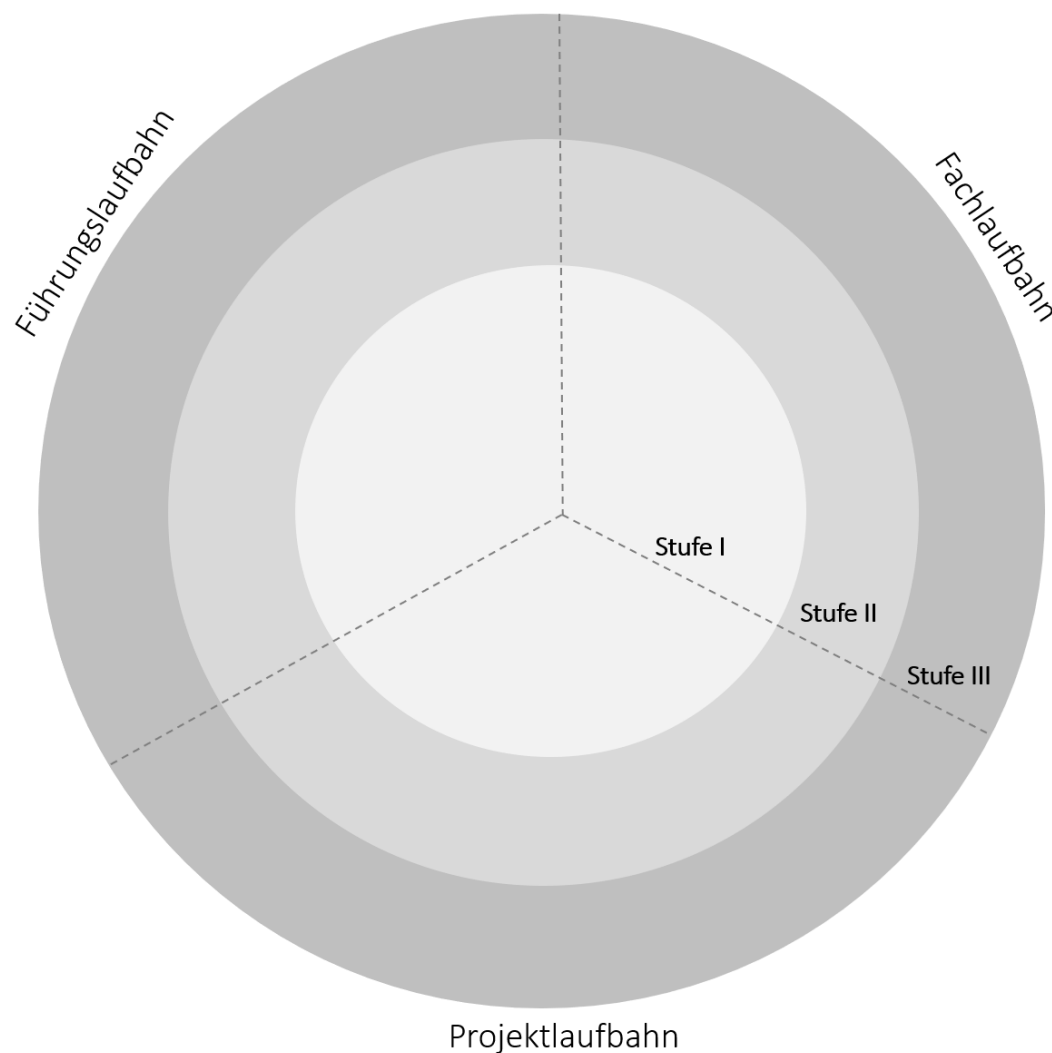
Personnel categories at ZHAW:

- Research assistant (Wissenschaftliche Assistierende),
 - Research associate (Wissenschaftliche Mitarbeitende),
 - Lecturer (Dozent/in),
 - Administrative and technical staff (Administrativ-technisches Personal)
- **Approx. 5 – max. 10% of employees**
 - **The discussion started with...**
 - ZHAW human resource development concept
 - New Version of PVF (PVF = employee regulation for the universities of applied sciences Zurich; not in effect yet)

Definition Third Space at ZHAW

- Typically third space employees have an university degree, but do not work in research or teaching.
- Their primary functions are in university management and higher education development.
- They prepare the basis for management decision-making and coordinate and organize tasks supporting academia.
- The third space domain is composed of reasearch associates in higher education development and university administration, e.g. in «Ressorts» and «Stabsstellen», quality management and knowledge management.
- Third space staff can belong to the personnel categories of administrative and technical staff or academic staff.
- For the administrative and technical staff these are typically employees of ICT or the library and for academic staff employees who shape the university service categories (research, teaching, further education and service provision), e.g. programm directors (Studiengangsleitungen).

Career model



- Management career
- Specialist career
- Project career

Possible future for Third Space employees at ZHAW: new PVF

- **Proposed: university service category «management support / governance»**
 - Providing support for the core university service categories
 - Ensuring and enhancing quality and performance (standards)
 - Knowledge transfer
 - Planning, strategic, conceptual and coordinative tasks in management support with a need for a high degree of expertise, a significant impact and a high degree of complexity
 - Positioning the service category «management support / governance» internally and externally
- **Valorisation of third space tasks due to possibility of development across all salary classes**

Thank you for your attention!