

To: The Executive Board

**Date**

08-07-2021

*By email*

**Subject**

New Compensation for the UC Members  
– right of initiative

**Our reference**

UR/MH/38468

**Your reference**

-

**Page**

1/2

**Enclosure**

-

**Department**

University Council

**Visiting address**

Burgemeester Oudlaan 50  
3062 PA Rotterdam  
A2-07f

**Postal address**

P.O. Box 1738  
3000 DR Rotterdam  
The Netherlands

**T** +31 10 408 8758

**E** [university.council@eur.nl](mailto:university.council@eur.nl)

**W** [www.eur.nl/uraad/](http://www.eur.nl/uraad/)

Dear members of the Executive Board,

During the last year, a task force in the University Council has been discussing with René Karens and the ABD team the responsibilities of the University Council members and the compensation they get. We have agreed that the EUR University Council is an active body in the community, that strives for excellence, participation and collaboration with the EB, and that the last few years have been a good example of the good things that can come of that collaboration.

As you know, as part of initiatives like the reflection on Recognition and Rewards, Universities in the Netherlands are currently rethinking the way in which we value work at the university. One of the pillars is of course management and participation. We believe that this is a good moment for the EUR to set a high standard of compensation, showing by this the compromise of the University with co-creation and collective decision making.

Our proposal at this point is not to overhaul the full compensation system at the UC but consider two add-ons that are necessary for a fairer system in our view:

1. Under the current system, student members are not sufficiently rewarded. Since we have a unified council, we suggest that they should have the same compensation (a 0.2 fte) through a contract of student assistant. This would improve the conditions and allow a more diverse pool of students to join, since even if they need to work to sustain themselves, they can do that job in the council. Also, by arranging a student assistant contract, it will be possible to compensate students differentially considering their participation in diverse task force/internal roles.
2. Currently, we have a blanket 0.2 fte for all staff members as compensation. There are however some roles, like the presidium or the HeQA working group that require extra dedication and as such are compensated with an extra 0.1 fte.

Page

2/2

Our reference

UR/MH/38468

Your reference

-

Besides this extra compensation, we would like to ask you to consider a possible "final bonus" in either holiday days or extra ftes for members that take part in special committees whose workload varies dramatically year to year, for example, the Confidentiality Committee or Special ones like the one built this year for Proctoring or a few years ago for analysing the Allocation System at the University. In collaboration with the Chair and the clergy, this extra compensation could be given retroactively at the end of each academic year.

In addition, at the level of the Faculties, we have found that there is no single central policy with rules of compensation for Faculty Councils and Programme Committees. We urge you to make it a requirement for all the Faculties to have a clear written policy on it, that can be shared with incoming council members, and reinforces the value that our University gives to participation.

We appreciate your attention to this topic and also your compromise for a recognition of the work of the UC and all participatory bodies.

We look forward to receiving your response.

Kind regards,

On behalf of the University Council,

H. B. van den Berg  
University Council Chair

L.H. van Steenberg  
University Council Clerk