

To: University Council

Date

27 september 2021

Subject

New compensation for UC members

By email

**Our reference**

CvB/EB/ft/289.601

**Your reference**

38468

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**Appendix**

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Executive Board

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Dear members of the University Council,

Thank you for your letter in which you express your willingness to set an appropriate compensation for University Council (UC) members. Indeed, the UC and ABD discussed the compensation of UC members last year.

First, we would like to point the fact that students and employees are compensated *differently* for their participation in the UC. Employees have a labour appointment, for which the university compensates their department with 0.2/0.3 (indeed, depending on the activities you mentioned in your letter). On the other hand, for students this is perceived as an extracurricular activity resulting in a possible study delay – for which the university has its own compensation arrangements. Student members receive a similar compensation as fulltime board members of student associations. Additionally, students receive attendance fees. Although the compensation agreements have been adapted several times during the past years, last year the UC was asked to take inventory how other Dutch Universities compensate student members in UC's. This would give us an idea what an average compensation would be and how the EUR compensation scheme compares to other universities. We haven't received this overview yet.

Furthermore, you ask us to consider a "final bonus" in either holiday days or extra fte's for members that take part in special committees whose workload varies dramatically year to year. We would like to state that varying workload is connected inherently with being a council member. More on a practical note it is up to members themselves how much time to invest in being a councillor. Providing bonuses to student members would, moreover, also lead to some practical and perhaps ethical concerns as it might either be an incentive for members to participate in additional committees, or might be perceived as inappropriate influencing of the work these members do in those additional committees by the EUR. A base compensation should suffice to enable members to carry out their work as they see fit. We believe the current scheme offers this.

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In your letter you suggest appointing student members as student assistants (SA). According to the collective labour agreement SA's are perceived as employees and therefore, after a few extensions (re-election or working at EUR), SA contracts need to be converted into a permanent employment contract (unless they assist directly in research or education). Therefore, it is not a conforming alternative. Moreover, this would go against one of the earlier mentioned principles of our compensation policy for UC members.

Your point on unified central policy with rules of compensation for Faculty

Councils and Programme Committees is something we support. Although the size, scale, and complexity of these various councils and committees vary over Schools, a more transparent policy for this would be useful. The Executive Board will act on this matter.

The Executive Board of Erasmus University Rotterdam,

Prof.dr. H. Brinksma  
President

