

Date : 28 February 2022
Topic : Proposal for EUR-regulated compensation in Faculty Councils, Programme Committees and Service Councils

Considerations:

- The law (WHW) changed in 2017, creating more substantial participatory tasks for FC and PC.
- In many faculties and schools, there has been no adaptation to compensation since the change of law.
- Currently, there is no clear centralized regulation for participation in these bodies
- Some faculties have no compensation at all, others a little, and others still a little more
- Compensation for student members *is* regulated centrally, but at present it is unclear if all departments and faculties are aware of this
- Students should be able to afford to be a member of a participatory body and receive fair compensation to do their work. Intrinsic motivation is an outdated concept if it means receiving no compensation whatsoever and gives an unfair advantage to students from privileged backgrounds.

Tasks of the Faculty Councils, Programme Committees and Service Councils

Please note that the tasks here are summarised simply to give a quick indication. For the precise wording in legal terms and a more comprehensive list, please see the WHW and your Faculty regulations (if revised after 2017).

Faculty council

Right of consent: elements of the TER; main elements of the budget, the design of quality assurance, the Faculty Managements Instructions (Beheersplan); the faculty's yearly Policy plan.

Right of Advice: any business that has to do with the continuation and daily procedures in the faculty; intended decision on discharge or appointment in the management team; profile of members of the management team; establishing a complaints committee; organization and ways of working in the faculty; execution of CAO agreements.

Right of initiative on any matter that concerns the faculty

Right to be Heard (by the Dean) on the strategies for research and education, financial policy, personnel policy, student policy, marketing and ICT policy, and the appointment of an interim dean.

Time investment: (non-exhaustive, but this gives an indication):

Members: Meetings 9-12 meetings per year (average total: 40 hours), additional preparatory meetings, reading time for preparing the meetings; consultation and representation meetings,

taking part in ad hoc or semi-permanent taskforces; meetings and reading necessary to be informed; training and team building (average total: 120 hours)

Chair: writing letters of advice or consent, maintaining dialogue and contact with the department/faculty and EUR-wide; consulting legal counsellor, preparing meetings, overseeing tasks, writing the annual report, monitoring/organizing on-boarding (additional 80-160 hours depending on size of the faculty).

Programme Committees:

The tasks of the PCs are by law described as a) advising on the promotion and assurance of the quality of the education programmes; b). assessing the implementation of the Teaching and Examination Regulations each year; c). discussing assessment reports in the context of the accreditation audits.

PCs have consent on certain parts of the TERs and advice on other parts of the TERs. Overall, it has the right of advice and initiative on all matters relating to education in the programme. In practice, the task of the Programme Committee is to advise or make proposals to the education programme director, the vice dean of education and the Dean on all matters concerning education in the relevant programme, by request or at its own initiative. This includes changes in the educational programmes or the establishment of a new degree programme, as well as advice on ensuring the quality of the education and the educational programmes. In addition, the PC members can take part in relevant taskforces inside and outside the department/faculty. Furthermore, PCs are involved in the audits of the programme (contributing to the report for the audit committee, taking part in the audit).

Time investments:

Members; 6-9 meetings per year, reading time for preparing the meetings; consultation and representation meetings, taking part in ad hoc or semi-permanent taskforces; meetings and reading necessary to be informed; training and team building (average total: 80 hours)

Chair: maintaining dialogue and contact outside meetings; consulting the legal counsellor, preparing meetings, checking the minutes, overseeing tasks, writing the annual report, interviewing student representatives/organizing elections; monitoring/organizing on-boarding (additional 80 hours).

Service Council

There are three Service Councils representing the units General Administration Service (ABD), Professional Services (PRO) and University Library (UL).

Right of consent: The service council has the right of consent concerning the content of the reorganisation plan in the event of a reorganisation within the unit, following the Reorganisation Code EUR.

Right of Advice and initiative: The unit director shall give the service council the opportunity to consult and to give advice on intended measures within the unit regarding the way in which the terms and conditions of employment and service are applied; how the general personnel policy is implemented; security matters; health and well-being related to work; the organisation and working method; and the technical and economic service execution. The unit director needs the prior consent of the Service Council for any measure that the unit director may take on which the Service Council has given advice. The Service Council may also make proposals on its initiative concerning the above.

Time investment: (non-exhaustive, but this gives an indication):

Members: Meetings approximately 10 meetings per year (formal), additional 10 preparatory meetings (informal), reading time for preparing the meetings; consultation and representation meetings, training, and team building; taking care of the communication with the employees.

- Meetings: 60 hours per year
- Preparation, communication, and consultation: 100 hours
- Result 0,1 fte per member based on 1562 workable hours a year

Chair: writing letters of advice or consent, maintaining dialogue and contact with the Unit directors, Chair meetings EUR wide participatory bodies; consulting necessary advisors, legal counsellors, preparing meetings and writing the annual report.

- Additional 80 hour a year
- Result: 0,05 fte additional based on 1562 workable hours a year

Current compensation:

The current regulations for compensation are based on a comparative survey held by the UC in 2020-2021. The data obtained are not complete (see appendix one). The table below does not include meeting fees (€50-100 in ESPhil, ESSM, ISS) for attending FC meetings

Student Compensation

Faculty Council	Exceptions	Programme Committee	Exceptions
3 months board fee (ESHCC, ESPhil, ESSB, ESE)	ISS; ESL: meeting fee EMC, RSM: no information	3 months board fee (ESHCC)	No information for all the other faculties

Staff compensation

Faculty Council	Exceptions	Programme Committee	Exceptions	Service Council (Dienstraad)	Exceptions
0,1 fte (ESHCC, RSM)	EMC: 0,2 fte ISS: 0,05 fte ESSB, ESE: 0 ESL €500 to section ESHPM: no information	30 hours (ESHCC)	No information for all the other faculties	No compensation arranged.	

Compensation for Chairs

Faculty Council	Programme Committee	Service Council (Dienstraad)
Different in each faculty, ranging from <i>No Information</i> to 0 (ESE), €500 (ESL); 0,1 fte (ISS); 0,15 fte (ESHCC); 0,2 fte (RSM); 0,4 (EMC)	60 hours (ESHCC) 0,05 fte (ESL) No info on the other faculties.	No compensation arranged.

Proposal for compensation in decentralized participatory bodies at EUR
 Based on good practice to have proper compensation for carrying out the tasks of Faculty Councils and Programme Committees that are regulated by law, we suggest the following proposal for compensation for all participatory bodies at Erasmus University. In the proposal we set a minimum for compensation, leaving it to individual faculties to continue previous arrangements that regulate higher compensation given their particular position or tasks (EMC, ESHPM) or additional meeting fees (ESPhil, ESSM, ISS).

Note that for students, the UC website currently mentions a 3-month Board Year (bestuursjaar, profileringsfonds) both for the FC and the PC. For an FC that includes Programme committee tasks, it is 5 months – this is the case at ESHPM. <https://www.eur.nl/en/education/practical-matters/financial-matters/scholarships-grants/financial-aid/board-year-committee-or-council>

FC staff	FC student	FC chair	PC staff	PC student	PC chair	SC members	SC chair
0,1 fte	3 months Board fee	0,05-0,1* additional fte	0,05 fte	3 months Board fee	0,05 additional fte	0,1	0,05 fte additional

As indicated in the letter sent by the EB to the deans in relation to compensating tasks for UC council members; staff compensation has a direct relation to alleviation of individual tasks of the employee concerned (i.e., education, research, management, organization tasks), and the employee should have a say in how these tasks are compensated.

*Depending on size of the school or faculty.