

# Cover note University Council

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| Details   |  |   |
|---|--|---|
| Topic   |  | Compensation staff members participation                      |
| To be discussed before                          |  | 26/3/2024   |
| Author / Section                                |  | Knotschke/AA  |
| Handled by (to be invited to the Task Force TF) |  | Oskar Knotschke, policy advisor Education & Quality Assurance |
| Date  |  | 21-3-2024   |

Please note: All of the received and sent documents of the Council are public.

If some documents are confidential, please contact the Clerk of the UC. The Council can refuse to accept a document or item on the agenda as confidential.

Public YES      All documents linked to this cover note can be made public.

| Context / Reason  |
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| The University Council submitted a proposal for centrally regulating compensation of participatory bodies in 2022. The Executive Board has discussed the matter with the faculties during the spring bilos of 2023, and in the following summer an overview of the current state of participation compensation was made. In November of 2023, the Executive Board came to a decision about the compensation for student members of Faculty Councils and the University Council. Currently, a decision has been made regarding the compensation of staff members. In consultation with the ELC and the faculties, it was decided to stick to the University Council's initial proposal as far as possible regarding the compensation of staff members. |

| Jurisdiction UC / Question to the UC   |
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| <p>To respond to the UC's request, the Executive Board has come to a decision on the compensation for staff members of participatory bodies. The UC is asked to advise on the following.</p> <ol style="list-style-type: none"><li>1. Establish a minimum compensation in time for staff members of Faculty Councils of 0.1 fte. Chairs of Faculty Councils will receive a minimum additional 0.05 fte. This compensation will be paid by faculties in accordance with the discussions in the Faculty-CvB bilos, with faculties having room to further adjust the compensation at their own discretion, whereby the minimum time allowance may be adjusted upwards, based on the size of the faculty and the volume of work.</li><li>2. Establish a minimum compensation in time for staff members of Program Committees of 0.05 fte. Chairs of Program Committees will receive at least 0.05 fte extra. This compensation will be paid by faculties in accordance with the discussions in the Faculty-CvB bilos, with faculties having room to further adjust the compensation at their own discretion, whereby the minimum time allowance may be adjusted upwards, based on the size of the faculty and the volume of work.</li><li>3. Requesting faculties to carefully consider this within the faculty.</li></ol> |

**Short Summary**

Participatory bodies are highly valued within the EUR and widely used as a strategic sparring partner. From the perspective of co-creation, both central and faculty participation are crucial to our policymaking. This strong positioning of participation, both central and decentral, should be accompanied by the corresponding recognition and appreciation from boards. This requires adequate support. In terms of information provision and professionalization, for example, but also administratively and financially. This support must be sufficient to ensure that participatory bodies remain accessible to all. Therefore, the Executive Board will implement a central regulation for participation compensation, as previously requested by the University Council.

**Follow-up process**

Faculties will be informed and instructed on implementing the new guidelines for compensation for student and staff members of participatory bodies.

**Specifics**

The compensation for student members of program committees is discussed in a separate cover note, for clarity.

**Documents to be attached**

Previous proposal from UC  
Previous decision from EB