

HIGH COUNCIL DECISION N. 6/2022

of 2 December 2022

amending the Conditions of Employment of Teaching Staff of the European University Institute (EUI) on Financial Incentives for Teaching staff with additional teaching tasks

THE HIGH COUNCIL

Having regard to the Convention setting up a European University Institute (EUI), in particular Article 6(5)(c),

Having regard to the Protocol on the Privileges and Immunities of the European University Institute, and in particular Article 12 thereof,

Having regard to the Conditions of Employment of Teaching Staff of the EUI (CETS) laid down by High Council Decision No 7/2014 of 5 December 2014,

Having regard to the Staff Regulations applicable to Permanent Staff Members and Conditions of Employment of Other Servants of the European University Institute laid down by High Council Decision No 6/2014 of 5 December 2014,

Having regard to the High Council Decision No 4/2018 of 7 December 2018 amending the CETS regarding the rules and conditions for Deans,

Having regard to the need to amend the Conditions of Employment of the Teaching Staff (CETS) with regards to the specificities of the teaching staff category and the developments in universities worldwide,

Having regard to the favourable opinion of the Budget Committee IUE 561/22 (CS 18)) during its meeting on 27 October 2022.

Whereas:

(1) The creation of the EUI Executive Master and increased lifelong executive education will rely on teaching and training by existing EUI teaching staff. The involvement of internal faculty members would be welcome as it would strengthen ties between the academic units

(2) For internal teaching staff, this may occasionally involve additional teaching, which would need to be remunerated if the staff member in question has already fulfilled her contractual obligations.

(3) A system of financial incentives sourced in the generated executive education income should be put in place for internal teaching staff with tasks. Therefore, these measures should not result in any additional expenditures for Title I of the EUI Budget

(4) It is the duty of the Institute to offer an attractive teaching and research environment for current contract holders and future recruitments while developing the Executive Education Programme, the decision will be valid for all forms of teaching in another academic unit than the one the professor is affiliated to. It should apply to the organisation of a course as well as to actual teaching, in any executive education programme.

(5) This would be valid only for faculty members who have already fulfilled all their contractual obligations, notably teaching obligations.

(6) To encourage cooperation between academic units and interdisciplinarity, this option should be open to teaching staff accepting additional teaching tasks in another academic unit.

(7) Financial incentives will be subject to the EUI taxation system.

(8) The decision will apply to full time faculty members, and not to external instructors and part-time professors.

Therefore, the CETS needs to be amended,

HAS DECIDED AS FOLLOWS:

Article 1

After Article 34 of the Conditions of Employment of Teaching Staff the following provisions shall be inserted:

“Article 34a

Full-time professors having fulfilled all their contractual obligations and:

- performing other organisational and teaching tasks in any executive Education programme, or
- performing any other forms of teaching in another academic unit than the one the professor is affiliated to

are eligible to the system of financial incentives defined in Article 34b.

Article 34b

a) The system of financial incentives uses as reference point the disposals of Article 29 as follows:

- A contract holder performing the additional tasks defined in article 1) up to 2 hours a month will receive a monthly allowance equal to 5% of the highest basic salary applicable to contract holders as defined in Article 28,

- A contract holder performing the additional tasks defined in article 1) up to 4 hours a month will receive a monthly allowance equal to 10% of the highest basic salary applicable to contract holders as defined in Article 28,
- A contract holder performing the additional tasks defined in article 1) up to 6 hours a month will receive a monthly allowance equal to 15% of the highest basic salary applicable to contract holders as defined in Article 28,
- b) The allowance can be allocated for more months in case the number of hours will be higher than 6 in one or more months.
- c) At the beginning of every calendar year the system will be communicated transparently to the EUI academic community listing the updated minimum hourly net value per hour.

Article 34c

The decision to recognize a right to receive financial incentives is taken by the President on the basis of a proposal introduced by the competent Dean.”

Article 2

None of the changes introduced by this Decision may result in additional expenditures for Title 1 of the EUI budget.

Article 3

This Decision shall enter into force on 1 January 2023. President’s Decision no. 15/2018 shall be repealed at that date.

Done in Florence, 2 December 2022

For the High Council

The President

(original signed)

Frans van Vught