

# HIGH COUNCIL DECISION N. 3/2024

of 6 December 2024

## amending the Conditions of Employment of Teaching Staff of the European University Institute to introduce the role of Provosts

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### 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 Conditions of Employment of Teaching Staff of the European University Institute (CETS) laid down by High Council Decision No. 7/2014 of 5 December 2014;

Having consulted the Executive Committee on 8 October 2024;

Having consulted the Academic Council on 16 October 2024;

Having regard to the favourable opinion of the Strategic Standing Committee on 30 October 2024 and of the Budget and Finance Committee on 31 October 2024.

Whereas:

1. The EUI has grown significantly in scale and complexity, necessitating an evolution towards a more collegial academic governance structure to better support its mission and strategic objectives.
2. Faculty members' primary focus on teaching, research, and supervision will benefit from a streamlined governance model that reduces administrative responsibilities.
3. The President, during the High Council meeting on 7 June 2024, emphasised the importance of modernising academic governance to maintain the EUI's excellence and competitiveness.
4. The High Council, in meetings on 7 June 2019, 4 June 2021, and 2 December 2022, recognised the need to reassess the number, role, and structure of Deans in alignment with the Institute's priorities and governance evolution.

5. Universities globally include Provosts (Chief Academic Officers) in their governance structures to oversee academic policies and strategic activities in collaboration with institutional leadership.
6. The introduction of two Provost positions will enhance academic leadership, strengthen coordination across academic units, and equip the institution to address future challenges.
7. The new structure will better recognise and reward faculty contributions in research, supervision, education, and engagement within the EUI and with society, while reducing reliance on administrative roles for career progression.
8. Amendments to the Conditions of Employment of Teaching Staff (CETS) are necessary to align with global developments in university governance, with the Provosts assisting the President in academic governance.
9. The tasks of the Provosts will consolidate those of the six existing Deans and include additional key academic areas. While the roles of Deans will be abolished, the potential reinstatement of a Dean role will be reviewed one year after the adoption of this decision. The position of the Dean of Graduate Studies shall remain and assessed by the President within the first year of this High Council Decision's adoption.
10. No extra financial resources will be requested from the Contracting States for the creation of these two positions.

HAS DECIDED AS FOLLOWS:

Article 1 - Amendments to the CETS

The CETS of the EUI are amended as follows.

- (1) The current wording of Article 29a is replaced by the following:

Article 29a

1. Role of the Provosts
  - 1.1. The two Provosts support the President in the academic governance of the EUI by strengthening academic leadership, streamlining operations, and improving coordination across academic units.
  - 1.2. The two Provosts shall oversee and coordinate academic areas with specific emphasis on:

- a. *External relations*: funding and resources, outreach, engagement with society, capacity building and academic networking;
- b. *Research*: research support, scientific foresight, interdisciplinarity and collaboration, research infrastructure;
- c. *Institutional development*: institutional strategy, performance and accountability, EDI, ethical oversight, sustainability;
- d. *Education*: Master programmes, doctoral programme, postdoctoral programme and fellowships, executive education;
- e. *Academic staff development*: recruitment, career development & training, renewals, promotion and unpaid leaves for professional reasons.

1.3. The President shall allocate these responsibilities based on the successful candidates' expertise.

1.4. The two Provosts shall continue carrying out supervision responsibilities and may perform teaching activities.

1.5. The two Provosts shall participate and have voting rights in the Executive Committee and Academic Council and may chair, co-chair, or participate in other working groups and committees.

1.6. Provosts are under the direct supervision of the President and work in close collaboration with all the academic units and support services. Existing reporting lines remain unchanged.

1.7. There shall be no hierarchy between the two Provosts, except when delegation or substitution of the President is required, in which case responsibilities shall be formalised.

## 2. Selection procedure and nomination of the Provosts

2.1. The two Provosts are selected amongst full-time professors on the basis of an internal call for expressions of interest.

2.2. The President, after consulting the Academic Council, shall select and nominate the two Provosts for a four-year term.

Upon proposal of the President and after consulting the Academic Council, the mandate of the Provosts may be renewed for additional four years, for a maximum of eight years.

3. Substitution of the President

The Provosts may substitute the President at the latter's request, pursuant to applicable regulations, in matters related to the academic functioning of the EUI, including in Selection Boards and Renewal Committees.

4. Incompatibilities

The roles of Provosts and that of Head of Department shall be incompatible for any given period. Provosts cannot be seconded inside or outside the EUI.

5. Contractual terms and the termination of the mandate of the Provosts

5.1. Upon nomination of the two provosts their chairs as full-time contract holders are declared vacant. When the mandate of the Provosts ends or is terminated, the contract holder shall be reinstated in their post.

5.2. Full-time contract holders serving as Provost shall not be granted an extension to their full-time contract beyond the maximum period of service established in Annex IV, Article 1, of the Conditions of Employment.

5.3. Full-time contract holders serving as Provost shall continue to enjoy all their rights under these Conditions of Employment. They shall remain subject to all their obligations as contract holders of the Institute.

5.4. After consulting the Academic Council, the President may, by a reasoned decision, terminate the mandate of the Provosts with six months' notice after having given the person concerned the opportunity to present observations.

5.5. A voluntary resignation from their mandate as Provosts shall be submitted in writing to the President at least one year before the intended termination date, unless an alternative agreement is reached between the parties.

5.6. When the mandate of the Provost ends or is terminated they shall be reinstated into their Chair.

5.7. The President shall implement transitory measures to temporarily adjust the Teaching Staff establishment plan.

(2) In the following provisions of the CETS, the term "Dean(s)" shall be replaced by the term "a Provost":

- Article 34c;
- Article 77(1);

- Article 2 of Annex III;
  - Article 4 of Annex IV;
- (3) The term “Dean(s)” is deleted from the following provisions of the CETS and thus are amended as follows:
- Article 1 second indent of Annex IV:  
Extensions beyond the eight-year limit are provided for in Articles 29 and 29a of the CETS concerning Heads of Department.
  - Article 6(1) of Annex IV:  
A full-time professor’s contract may continue beyond 67 years of age only if it concerns a contract holder’s first mandate. This condition also applies to any extensions granted consequent to service as Head of Department or as Project Director.

#### Article 2 - Transitional provisions

- (1) The mandates of the Deans conclude on 28 February 2025 with the exception of the Dean of Graduate Studies. The first Provost will take office on 1 March 2025.
- (2) During the transitional period from 1 January 2025 to 28 February 2025, the former rules linked to Article 29a applicable until 31 December 2024 concerning the Deans shall remain in force until the first Provost assumes office on 1 March 2025.
- (3) The position of the Dean of Graduate Studies, regulated in Article 29a applicable until 31 December 2024, shall remain. The President shall be authorised to retain this position after the first year of the entry into force of this decision. All provisions of the Conditions of Employment of Teaching Staff applicable until 31 December 2024 shall remain applicable with respect to the Dean of Graduate Studies.

#### Article 3 - Entry into force

This Decision shall enter into force on 1 January 2025.

Done in Florence, 6 December 2024

For the High Council

*The President*

*[original signed]*

Łukasz Gruszczyński