

**DEUTSCHER
HOCHSCHUL
VERBAND**

Career Paths for a Professorship

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Overview

- Career Goal: Professorship
 - Career Path: Habilitation
 - Career Path: Junior Professorship
 - Career Path: Junior Research Group Leader
- Overview application/recruitment process

Legal framework

- Basic Law „Grundgesetz“: Freedom of research and teaching (Art. 5 III GG)
- 17 Higher Education Acts (LHG)
 - Job related tasks; basic rules for selection process; recruitment requirements; etc.
- By-laws of the universities
 - Further rules/details compliant with the relevant Higher Education Act

Professorship (II)

Types and tasks of different universities

- **Cultivation and development** of the sciences and arts through **research, teaching, study and further education** + preparation for professional activities and tasks for which the application of scientific knowledge and scientific methods or the ability to create art is necessary or useful (common tasks)
- Further development of the sciences through research, provision of scientific training with the aim of enabling the independent application and development of scientific methods and findings + **training of young scientists** (University)
- Providing education on a scientific or artistic basis with the **aim of preparing for professional fields of activity** that require the independent application of scientific methods and knowledge or the ability to create art + **performing practice oriented research and development tasks** (University of Applied Sciences)

Professorship (III)

Job-related tasks

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- Research
- Teaching
- Further education

- Examining students
- Study counselling
- Course reforms
- Self-administration
- Support of up-and-coming academics

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Professorship (IV)

„Appointability“ – Professorship (W2, W3)

University degree + Quality of a doctorate
+ Pedagogical aptitude

+

Additional academic achievements
(at least habilitation equivalent)

Habilitation

Junior-
Professor-
ship

Academic
position
(academia)

Academic
position
(industry)

Subject-specific features

- E.g. in Medicine - § 36 I Nr. 2 HG NRW (Higher Education Act)

In addition, professors with medical or dental responsibilities must be recognised as regional medical practitioners (“Gebietsarzt”) or regional dentists (“Gebietszahnarzt”), insofar as the relevant statutory provisions provide for corresponding further training in the specialist area in question.

Habilitation (I)

- Formal procedure to acknowledge aptitude
- Usually employee with fixed-term contract or temporary civil servant
- Habilitation thesis and habilitation lecture
- Qualification to teach (in German „Lehrbefähigung“) + permission to read (in German „Lehrbefugnis“)
- „Privatdozentur“ and „außerplanmäßige Professur“

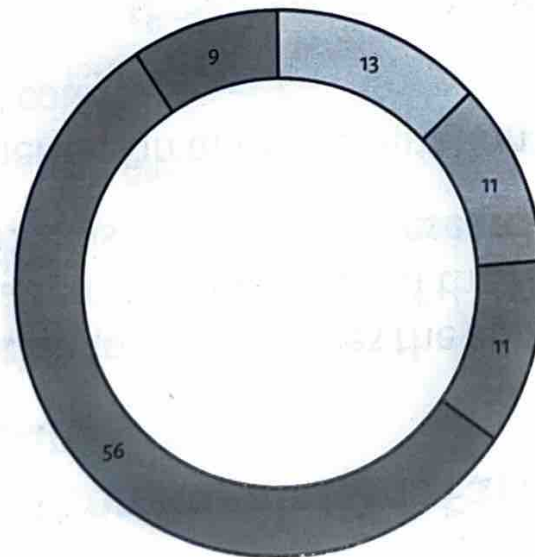
Habilitation (II)

Example: Habilitation Regulations Faculty of Educational Sciences, University Duisburg-Essen

- §1: The habilitation formally proves the applicant's ability to independently represent an academic subject area of the Faculty of Educational Sciences at the University of Duisburg-Essen in research and teaching.
- § 5: The implementation of the habilitation process is the responsibility of the department council.
- § 7 / § 12: Habilitation thesis/ oral habilitation examination
- § 18: Award of the authorisation to teach
- § 19: Withdrawal of the authorisation to teach

Habilitation (III)

1.621 Habilitationen in 2021



- Humanities 13%
- Law, Economics and Social Sciences 11%
- Mathematic, Natural Sciences 11%
- Medicine/Health Sciences 56%
- Further subjects 9%

Juniorprofessorship (I)

- Exercising research and teaching independently
- Two phases (usually 3 + 3 years or 4 + 2 years)
- Usually temporary civil servant
- Selection process and evaluation
- Recruitment requirements
- Age limits?

Juniorprofessorship (II)

Mid-term evaluation

- Establishment of an Evaluation Committee
- Self-report
- Obtaining external experts' opinions
- Recommendation of Evaluation Committee and decision by department council
- Application for extension of employment and decision by the head of the university

Juniorprofessorship (III)

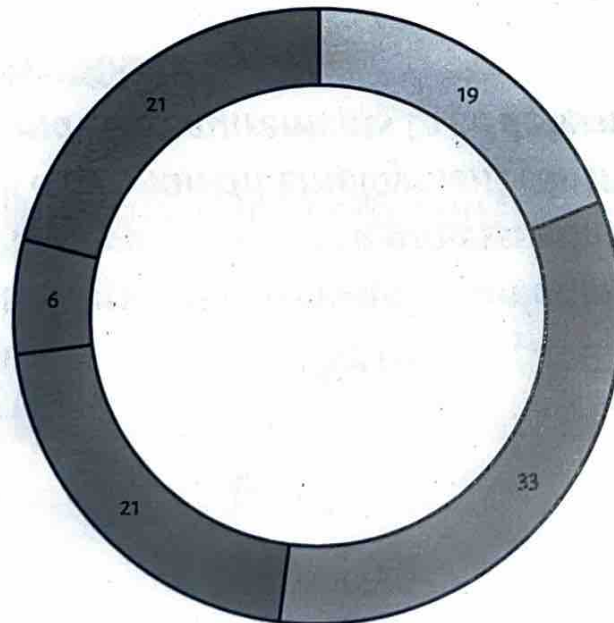
Tenure-Track

§ 38a I HG NRW:

In justified cases, universities can organise junior professorships in such a way that, when the position is filled, appointment to a professorship as a tenured civil servant or to a professorship with a permanent employment contract is promised on condition that quality and performance requirements to be determined in advance are met during the junior professorship (tenure track).

Juniorprofessorship (IV)

1.704 Juniorprofessorships in 2021



- Humanities 19%
- Law, Economics and Social Sciences 33%
- Mathematics, Natural Sciences 21%
- Medicine/Health Sciences 6%
- Further subjects 21%

Junior Research Group Leader (I)

- Exercising research independently
- Teaching load?
- Right to supervise PhD students?
- Work is defined and organised by employment contract
- Usually third party funded

Junior Research Group Leader (II)

Funded programmes

- Emmy Noether-Programme (DFG)
- Leibniz-Junior Research Groups
- Helmholtz Young Investigator Groups
- BMBF-Junior Research Group Leader
- Max-Planck-Research Groups

Optimization of chances (I)

	Advantages	Disadvantages
Habilitation	Broadly and deeply qualified Welfare Acceptance (by habilitated persons)	International comparison? Bound by instructions Planning uncertainty
Junior-professorhip	Independent & autonomous Contentment Planability?	Lack of care? Heavy workload
Junior Research Group Leader	Independent & autonomous Time for research Good equipment	Lack of care? Participation in teaching?

Optimization of chances (II)

- Forward-looking selection of research foci
- Visibility in the discipline/collaborations with other scientists
- Gaining experience with third-party funding
- Gaining teaching experience, attending didactic training courses
- Commitment to the promotion of young academics
- Gaining experience in academic self-administration

Overview application/selection process

- Selection process
- Advertisement
- Application documents
- Committee interview
- Appointment committee

Selection Process (I)

- Decision to advertise professorship
- Appointment committee and public advertisement
- Invitations to trial lecture and committee interview
- Evaluation of academic achievements
- Preparation of and decision on appointment list
- Forwarding to senate and head of university

Selection Process (II)

- Offer of professorship
- Negotiations for professorship
- Acceptance/declining of offer
- Appointment and taking up office

Advertisement (I)

Public advertisement

- Legal requirement to advertise
- Waiver of advertisement

Find job advertisements

- Online
- Newspapers and magazines
- DHV mailing list

Advertisement (II)

Job advertisement

- University and faculty
- Field of research and teaching
- Academic specifications
- Formal conditions for appointment
- Salary grade
- Intended hire date

Application documents (I)

„Please send your application with the usual documents“

- Cover letter
- Curriculum vitae
- Attachments
 - Research and teaching statement
 - List of publications/courses taught/research projects
 - Certificates

Application documents (II)

Cover letter

- Current position and qualifications
- Research and teaching experience
- International experience and network
- Ability to acquire third party funding
- Leadership and management skills
- Opportunities of cooperation and interdisciplinarity

Application documents (III)

Curriculum vitae

- Photo?
- Personal data
- Education, academic and professional career
- Fellowships and grants
- Residencies abroad/international experience
- Research cooperations

Application documents (IV)

Curriculum vitae

- Memberships in relevant professional bodies
- Activities as an editor or reviewer
- Positions and activities in academic self-governance
- References and rankings from other selection processes
- Other skills relevant for the professorship

Application documents (V)

Attachements

- (Research and teaching concept)
- List of publications
- List of courses taught
- List of speeches and lectures at conferences
- List of supervised theses (doctoral, master, bachelor)
- List of grants and research projects

„Performance“ in front of Appointment Committee („Vorsingen“) (I)

Trial lecture

- No normative obligation
- University public
- Typically 20 to 45 minutes
- Scholarly discussion afterwards
- Subject?
- Form of presentation?

„Performance“ in front of Appointment Committee („Vorsingen“) (II)

Committee interview

- No normative obligation
- Typically 30 to 45 minutes
- Be prepared for typical questions!

„Performance“ in front of Appointment Committee („Vorsingen“) (III)

Typical questions during interview

1. What qualifies you for this job? Why did you apply for this position?
2. Please introduce yourself briefly.
3. What are your main research interests?
4. What is your research concept for the professorship?
5. What is your third party funding experience and what third party funded projects do you want to initiate here? Do you bring third party funding with you?
6. What is your publication strategy?

„Performance“ in front of Appointment Committee („Vorsingen“) (IV)

Typical questions during interview

7. Which cooperation partners do you have? With whom do you plan to cooperate here?
8. What teaching experience do you have? What is your teaching concept for this position?
9. Have you attended didactic training courses?
10. What do your student evaluations look like?
11. Do you have leadership experience? Describe your leadership style!

„Performance“ in front of Appointment Committee („Vorsingen“) (V)

Typical questions during interview

12. What equipment do you need for the professorship?
13. Did Covid-19 affect your research? How did teaching go during Covid-19? Will you continue using online/digital elements?
14. How are you committed to equality? Do you have experience with diversity?
15. How do you deal with failure?
16. Have you applied elsewhere?
17. Why should we choose you (and not X or Y)?

„Performance“ in front of Appointment Committee („Vorsingen“) (VI)

Typical questions during interview

18. Will your family also move to the university location?
19. Do you need dual career opportunities?
20. What do you want to earn here (salary-wise)?
21. Describe your strengths/weaknesses!
22. Do you have any questions?

Appointment Committee

- Professors, academic staff, students, equal opportunities officer
- Number of members, voting rights etc., regulated in university by-laws (appointment regulations)
- Faculty is responsible for selection process
- Appointment committee operates in advisory mode -> has broad discretion working out suggestions
- Suitability of candidates determined by scientific presentation, committee interview and expert opinions

„Forbidden“ Questions

- Are you married
- Are you pregnant
- Are you member of a party/union etc)

- BEWARE: „forbidden“ questions might become allowed within the process

Good luck on your career path!

Vielen Dank für Ihre Aufmerksamkeit!

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