

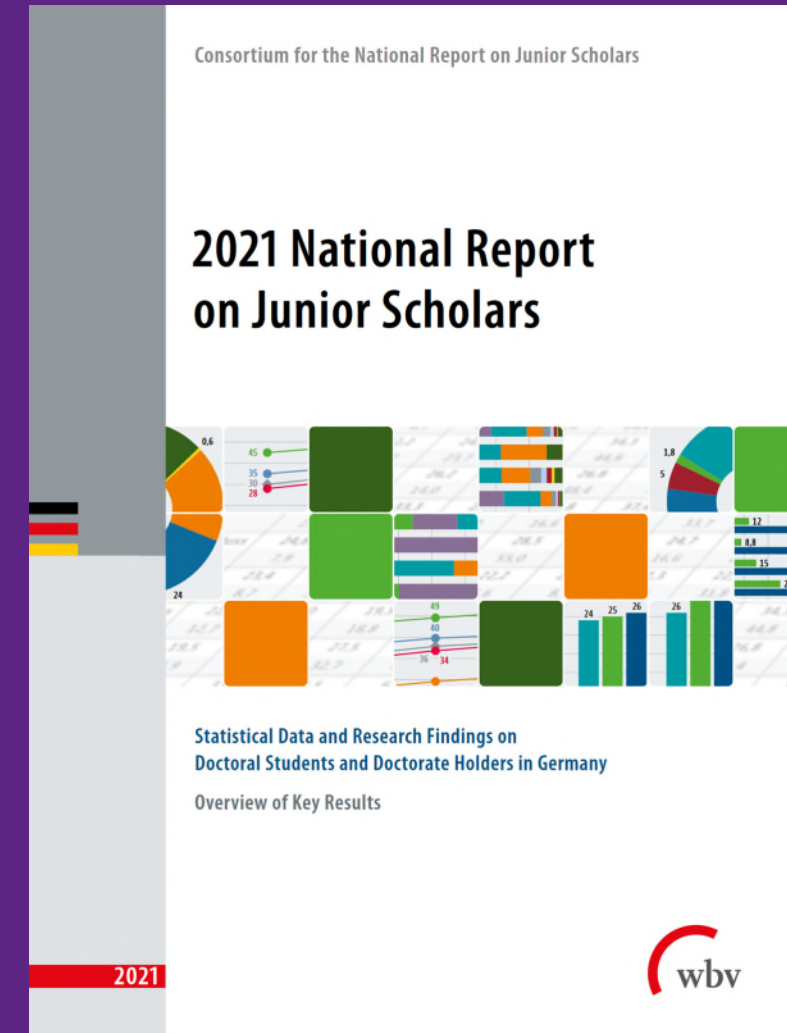
The German Tenure-Track Programme

The **Tenure-Track**
Programme

Dr. Martin Grund, Project management agency for
the Federal Ministry of Education and Research

Status quo: Early Career Researchers in Germany

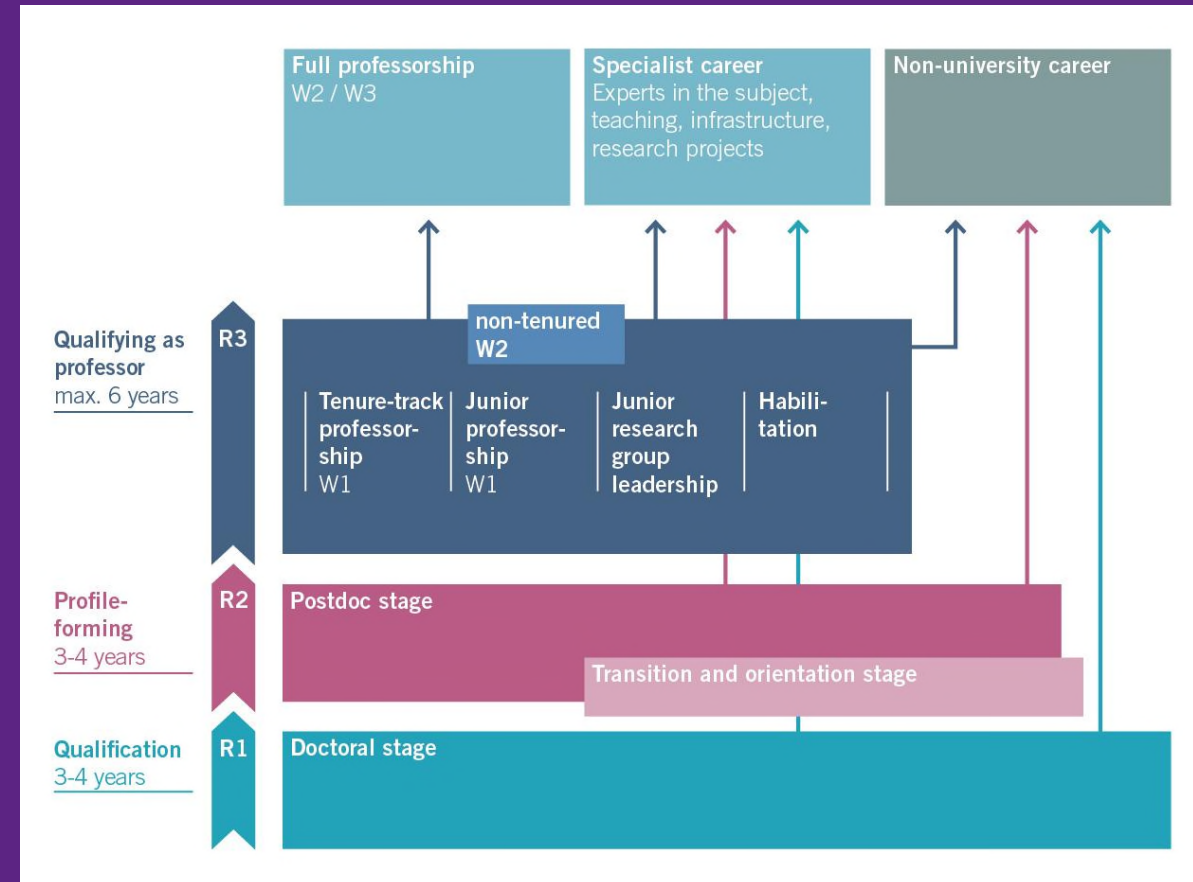
- 2005-2018, number of ECRs at German HEIs has increased (R1: +78%; R2: +43%).
- Number of professors has increased by 27%.
- Most ECRs are employed on fixed-term contracts (R1 = 98%; R2 = 77%).
- Median contract duration for R1 = R2 (24 months).
- More fixed-term contracts for R2 (5) than R1 (3).
- For more details: www.buwin.de



Status quo: Career progression in academia

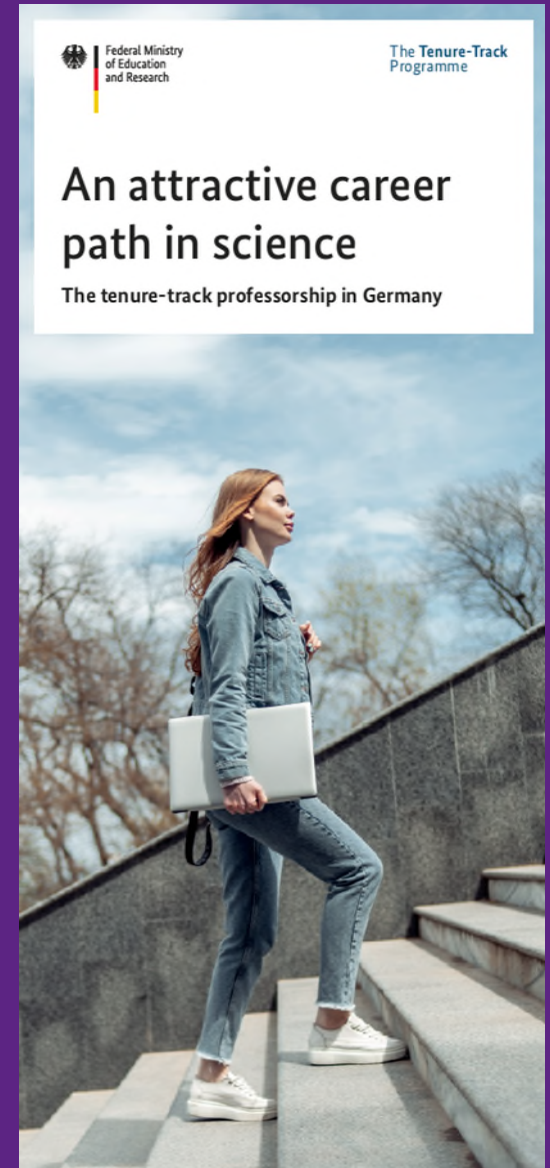
- Age of doctoral degree: 30.5 years
- Age of first appointment as professor (W2/W3): 41.7 / 43.2 years
- -> Appointment as professor more than 11 years after doctorate
- For more details: www.buwin.de

Example: University of Heidelberg Career progression framework



The German Tenure-Track Programme - Overview

- Higher Education = Task of Federal States -> Joint programme by the Federal Government and the 16 Länder
- Programme goal: **More predictable and transparent career path** (R3) to permanent position as professor (R4)
- 2017-2032, the Federal Government is providing **up to 1 billion Euros** to establish a total of **1.000 tenure-track professorships at 75 public universities in Germany.**
- Programme monitoring: Reports are published by the Joint Science Conference (GWK): www.gwk-bonn.de/dokumente/materialien-der-gwk (latest report from 2023: [Heft 87](#))



Funding scheme details

- Federal Government is **funding newly established tenure-track professorships for up to 6 years.**
- In addition, funds are provided for
 - **extension for up to a maximum of 2 years in the event of birth / adoption of a child** (1 year per child)
 - **extension for up to 1 year** if the result of the tenure evaluation (or the interim evaluation) is negative
 - **first 2 years of a permanent professorship** after positive evaluation (after that, the Länder are responsible for funding)
- **118.045 Euro per position per year** (incl. personnel and equipment expenses, as well as a strategy component to promote next to the implementation the cultural change and the further development of the personnel structure)

The Tenure-Track
Programme

Current status of Tenure-Track Programme

- **971 new tenure-track (TT) professorships** were created until May 2023
- Appointments during early career phase; average age: **35.9 years**
- **49.1%** of appointed TT professors identify as **female**
- Universities created TT professorships beyond funded positions and made self-commitments regarding the fraction of new appointments via TT (cultural change)

The Tenure-Track
Programme

Thank you for your attention

Dr. Martin Grund

Consultant
Department Education and Research

VDI/VDE Innovation + Technik GmbH
Steinplatz 1
10623 Berlin
Germany
Tel.: +49 (0)89 51089630-605
martin.grund@vdivde-it.de
www.vdivde-it.de

Tenure-Track Programme Office

www.tenuretrack.de/en

tenuretrack@vdivde-it.de

The **Tenure-Track**
Programme