The German Tenure-Track Programme

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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)
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)
Thank you for your attention

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