

BMBF – support measure	The Joint Federal Government-Länder Funding Programme for Junior Academics (Tenure-Track Programme)
Project	Establishment of Tenure-Track Professorships at the University of Duisburg-Essen
Grantee	Universität Duisburg-Essen Universitätsstr. 2 45141 Essen
Project management	Prof. Dr. Dr. Dagmar Führer-Sakel email: Fuehrer-Sakel.prorektorin@uni-due.de
Number of approved professorships	23
Subject groups	Humanities; Law, Economics and Social Sciences; Mathematics, Natural Sciences; Human Medicine; Engineering
Project term	01.12.2017 – 30.09.2028

Brief information

The support of junior academic staff is a core element of the University of Duisburg-Essen's (UDE) comprehensive human resources development. The implementation of three interactive career elements, i.e. the new human resources development concept (PEPlus), the new Graduate Center Plus (GCPlus) and the new Tenure-Track Programme (TTPlus) is directed to professionally promote career paths for junior academic staff and will fundamentally contribute to further the university's standing as an excellent research institution.

With TTPlus UDE offers exclusive tenure-track to outstanding young researchers, determined to pursue an academic career path towards professorship. Thus, integral elements of the new TT-professorships include competitiveness, individual targets and evaluation criteria that are transparent from the very start (appointment agreements). In addition, all TTPlus candidates will receive individual guidance within the GCPlus programme. Systematic and structural means were developed to aid sustainable implementation of TTPlus. Thus, the process leading to a TT-professorship continues to evolve in an innovative way. Furthermore, the creation of a central W1-pool and new W2-professorships, the defined financing of TT-professorships (W2/W3) and future TT-professorships (W1) that will be established following the same principles all contribute to guarantee sustainability at UDE. In addition, specific measures aimed at ensuring equality for female junior academic staff are continually developed. With such measures UDE is greatly strengthening its reputation as a "family-friendly university".

The university management's decision to establish new programmes for the comprehensive career development of junior academic staff, and the accompanying cultural change, are based on a broad consensus within the university, supported by the faculties, the Commission for Research, Career Development & Science Transfer, the Senate, and the University Council.