

<b>BMBF – support measure</b>	<b>The Joint Federal Government-Länder Funding Programme for Junior Academics (Tenure-Track Programme)</b>
<b>Project</b>	Establishment of Tenure-Track Professorships at the Osnabrück University
<b>Grantee</b>	Universität Osnabrück Neuer Graben 29/Schloss 49074 Osnabrück
<b>Project management</b>	Prof. Dr. Susanne Menzel-Riedl email: praesidentin@uni-osnabueck.de
<b>Number of approved professorships</b>	9
<b>Subject groups</b>	Humanities; Art; Sports
<b>Project term</b>	01.12.2019 – 31.03.2030

### **Brief information**

The project "Tenure-Track-Konsequent" will substantially improve the predictability of scientific careers in the long term, structurally establish the tenure track as a quality-assured model throughout the university and ensure scientific innovation in the different disciplines. In order to achieve this, Osnabrück University will introduce a new model of appointment-planning. With this model, the tenure-track-professorship is structurally established and at the same time used to strengthen disciplinary profiles. In the future, all vacant W2 professorships will be transferred to a central appointment-pool, which will be used exclusively to establish tenure-track-professorships. Thus, the tenure-track-professorship is implemented consistently and in all disciplinary areas of the university. Finally, to strengthen research at least six tenure-track-professorships will be established in strategic profile areas of the university. From 2020 to 2032, at least 19 tenure-track-professorships will be established through this model.

A new appointment procedure will ensure the quality-assured selection of tenure-track professors as well as their interim-evaluation and tenure-evaluation by explicitly and compulsorily involving external and international expertise.

Parallel to the permanent reorganization of the appointment-planning, an innovative qualification model will be established for scientists in the R3 phase. Special focus areas are:

- the implementation of a proactive recruitment-policy aiming at identifying the best candidates and further increasing the proportion of female professors,
  - the strengthening of leadership skills concerning the aspects of gender and diversity,
  - the support of decisions in early career stages,
  - the intensive promotion of early academic independence of postdocs as well as
  - support for the career-transition-phase with a focus on career goals.