

Resolution of the 19th  
General Meeting of the  
German Rectors' Conference  
(HRK) on 10 November 2015  
in Kiel

**Key points for the design  
of a pact for early career  
academics**

**HRK** German Rectors' Conference

The Voice of the Universities

Ahrstraße 39  
53175 Bonn, Germany

Tel.: +49 (0) 228 887-0  
Fax: +49 (0) 228 887-110

post@hrk.de  
www.hrk.de

The 19th General Meeting of the HRK calls on the federal government to take account of the following key points in the design of a pact for early career academics:

- As stated in the guidelines for the advancement of early career researchers in the post-doctoral phase and for the development of academic career paths in addition to that of a professorship: in order to fulfil their complex mandate in teaching, research, early career support, career development and services, the universities require additional personnel on permanent employment contracts with different levels of qualification to work in positions which do not lead to professorships. These might be in research management, positions in core facilities or in research-based infrastructure support, for example.
- Tenure track models are a helpful addition and can facilitate planning of career paths. However, they must not result in compromising the capability of universities to appoint strategically. Universities must be able to respond flexibly to developments in science (it should also be possible to realise them as advanced appointments, amongst others).
- An early career pact from the federal government must not be aimed only at staff and subject-related structures at the universities; the choice of funding instruments must take account of the situation and framework conditions of all the other types of higher education institution.
- Full cost financing is necessary with all the funding models. They must not be a burden on future generations. When professorships are created, their funding must also be taken into account in financing.