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Key points for an initiative on behalf of early career researchers in higher education

Yesterday in Kiel, the General Meeting of the German Rectors' Conference (HRK) discussed the coalition parties' current deliberations on a personnel initiative for early career researchers and formulated some key points for an early career pact from the federal government.

The HRK made clear that the universities need personnel with different levels of qualification, particularly in addition to professorships. This applies for example to research management or research-based support for infrastructure.

The tenure track models, in which policy makers are currently particularly interested, could help to make it easier to plan career paths. However, they should not result in a more rigid appointment system and thus prove a burden to future generations of academics. The strategic ability of the universities must be retained.

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.

According to HRK President Prof. Dr. Horst Hippler: "More short-term funding through an early career pact will not achieve the objective of sustainable long-term employment for early career researchers. We need a long-term personnel initiative for higher education staff who are not on the career path towards a professorship."

Go to the text of the resolution