



From 1 October, tasks in the areas of personnel and budget will be processed in one department

In the interest of the structural development of Humboldt-Universität, the administration is taking the next step: as of 1 October, tasks in the areas of personnel and budget will be processed in a joint department. Department Human Resources and Personnel Development (III) and Department Budget (IV) will become Department Budget, Human Resources and Personnel Development (III).

Ramona Wenau heads the new department

Ramona Wenau takes over the management of the new department and thus the responsibility for strategy and human resources management. A graduate in business administration, she has extensive experience in both human resources and budgeting. Uwe Eichner, who will concentrate on the operational implementation of personnel matters in particular, will act as the permanent substitute for the head of the department on a provisional basis. Uwe Eichner has been employed in the Human Resources Department at Humboldt-Universität for 27 years, most recently as Deputy Head of Department III, whose previous head Matthias Weiß is moving to the Brandenburg Ministry of Science, Research and Culture. Over the past three years, he has been successfully responsible for the modernisation of the Human Resources Department. The University management deeply regrets his departure and wishes him every success in his new position.

Financial releases of fixed-term employment from a single source

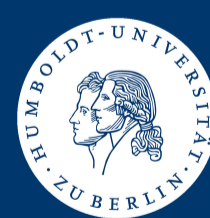
A total of about 120 employees will be organised in the new Department III. The pooling of their competencies and resources aims, among other things, at a systematic acceleration of personnel and continued employment processes. In future, financial releases of temporary employment from budget funds will be made from a single source. Budget-financed and specially financed projects with personnel cost shares, such as within the framework of the management of special budgets or special financing such as Virtual Campus or QIO, can be handled more quickly and easily, and errors in the financial mapping of salary postings can be identified or corrected more quickly. In addition, this step will enable a holistic management of the University's main reserves in the future.

Processes should become simpler and faster

Human resources and finance are also closely linked at Humboldt-Universität. Around two thirds of Humboldt-Universität's budget is spent on personnel. In the past, the separation of the two areas has repeatedly had a negative impact on individual work and process flows. On various occasions, members of the university, particularly in the faculties and institutes, have criticised the cumbersome nature of procedures and called for processes and procedures to be accelerated and simplified. The merger of the two departments is intended to be an important step in this direction and towards systematic improvements. The university management links its decision to the expectation that the number of technical and organisational interfaces in the administration will be reduced in the future, that the processing of procedures - wherever possible - will take place from a single source, and that the processes will become more transparent and, above all, faster. For example, with regard to the release of funds from temporary positions, budget-financed and specially financed projects or also budget settlements.

Additional resources are available

The merger of the two departments is explicitly not associated with a reduction in resources. On the contrary, in the context of the merger of the two departments, operational clerical support will be provided temporarily over the next few months, especially to reduce backlogs that arose in the context of the pandemic and also the introduction of SAP and to integrate the necessary workflows into the new administrative system. For the organisational development of the new Division III, additional resources are available to provide professional support in setting up the internal organisation wisely.



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Photo: Matthias Heyde

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