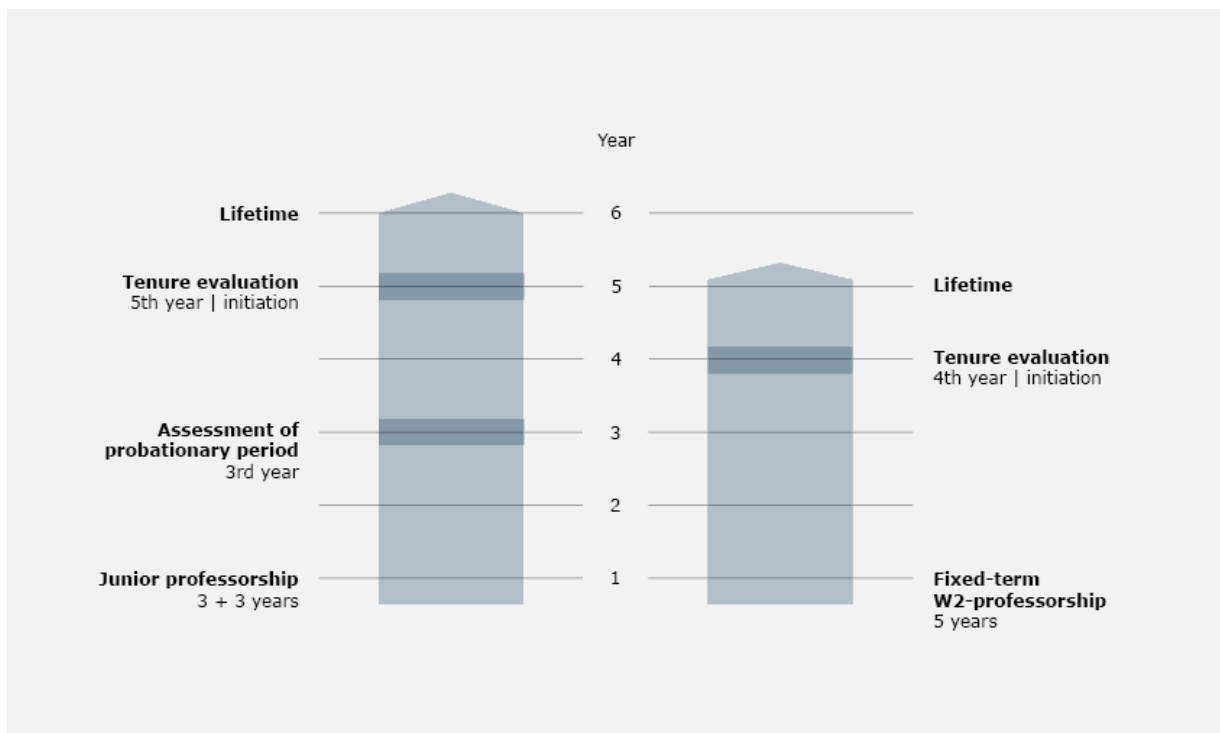




The Tenure Track Procedure at HU Berlin

The tenure-track professorship enables researchers in the early stages of their professional career to conduct independent research and teaching. At the HU Berlin, junior professorships are appointed for 6 years with tenure track, and fixed-term W2-professorships for 5 years respectively. Both have the prospect of transitioning immediately to a permanent professorship (*tenure*), once they have successfully completed the probationary phase. The salary level of the follow-up position is already fixed at the time of job posting. The transition to a permanent professorship depends solely on successfully passing the tenure evaluation of the achievements and responsibilities that were defined at the time of appointment.

Junior professors undergo an interim assessment in the third year. If the result is positive, the employment contract is extended for three further years. The completion of the probationary period is assessed in accordance with the [Guidelines \(Rules of Procedure\) for the Interim Assessment of Junior Professorships](#).



Phase model | Tenure Track



Clear requirements from the outset

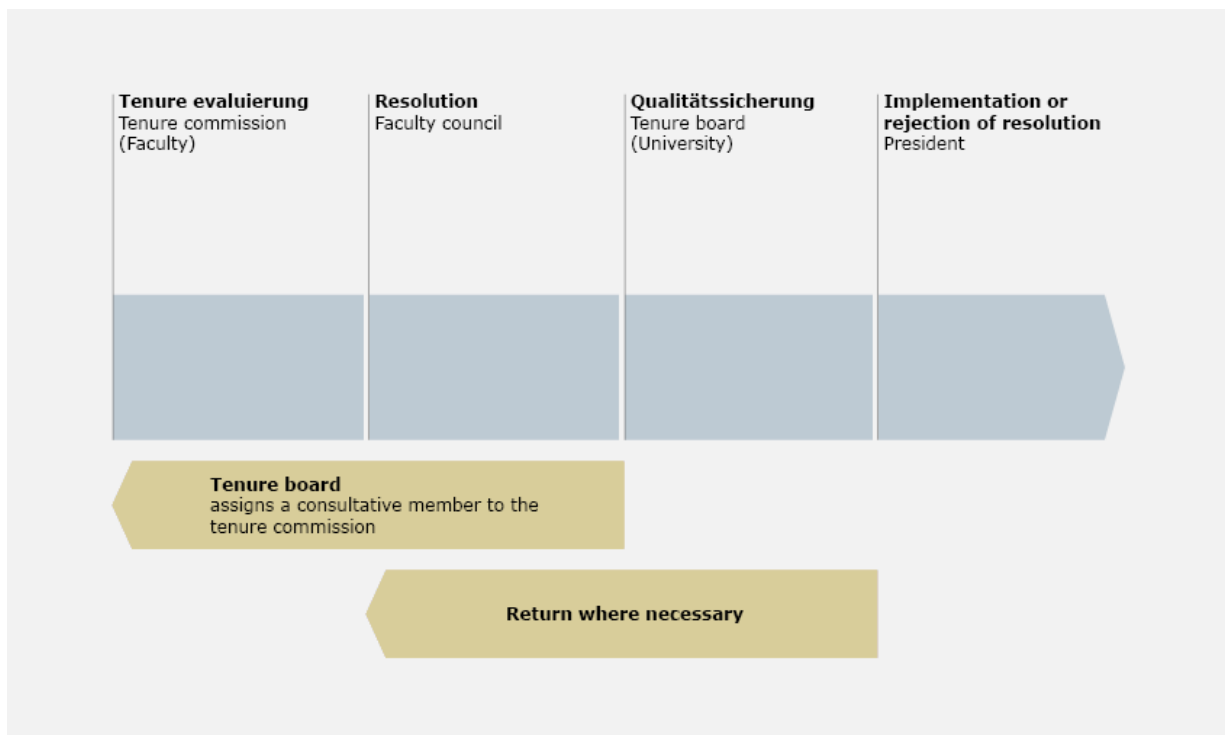
Once the tenure-track professor is appointed, the university concludes a joint target agreement that enumerates the achievements. The concrete achievements in reference to the specific professorship are defined beforehand in the course of the appointment procedure on the basis of the university-wide applicable [framework](#).

Support and assistance throughout the entire qualification phase

The tenure track phase shall qualify for a lifelong professorship. During this time, the appointees are given the opportunity to enhance their scientific profile by carrying out their own research projects and teaching. Furthermore, they gain experience in academic self-administration and in supervising students and doctoral students. The holders receive targeted support in their scientific development from mentors and through further training provision.

A transparent procedure of reviewing the achievements on completion

The tenure-track professorship concludes with a tenure evaluation, which is initiated at the latest 15 months prior to the end of the contractual relationship. Here, a tenure commission at faculty level assesses whether the achievements that were jointly agreed upon with the appointed candidate have been reached. If this is the case, the tenure-track professor will transition to a lifelong professorship. If the outcome is negative, the evaluated tenure-track professor may apply for an extension of the contract for a transitional period of up to one year, in order to give them the possibility to find a new career path. A permanent and transdisciplinary tenure board monitors the execution of the tenure-track appointments and tenure evaluations.



Tenure evaluation

