



University homepage > Research Portal > Young scientists > Tenure track professorships

- » [Doing a PhD in Flensburg](#)
- » [Network for PhD students "D\[ok\]Net"](#)
- » **[Tenure track professorships](#)**

Tenure track professorships at EUF

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Since 2002, EUF has been appointing junior professors in order to further the professional development of early career researchers, making the junior professorship model an integral component of the university's career paths. Since 2010, the tenure-track model has been standard. Since 2024, the tenure-track option has been included in EUF's structural and development plans, as a goal that should be aspired to whenever structurally possible.

Documents on the appointment and evaluation of tenure-track and non-tenure-track junior professors

- » For information on the base salary for salary levels W1 to W3 in accordance with the Schleswig-Holstein Civil Service Remuneration Act (Annex 5, point 3), click [here](#).
- » For statutes on the structures, procedures, and characteristics of tenure-track professorships at Europa-Universität Flensburg (TTP Statutes), click [here](#).
- » For statutes on the interim and final performance evaluations of tenure-track and non-tenure track junior professors at Europa-Universität Flensburg (JunProfEvals), click [here](#).
- » For the statute on appointment procedures at Europa-Universität Flensburg (appointment statutes), click [here](#).
- » For the first amendment to the statute on appointment procedures at Europa-Universität Flensburg (appointment statute), click [here](#).

The Project "Promotion of Quality and Internationalisation of Tenure Track Professorships (FQI)"

Europa-Universität Flensburg will receive financial support from the Tenure Track Programme of the German Federal Government and the Federal States to support four new professorships. EUF was successful in the open, nationwide competition for a total of 532 tenure-track professorships and is one of 57 universities whose concepts are being funded.

A brief profile of the project

Funding: Tenure Track Programme of the German Federal Government and the Federal States

Duration: December 1, 2019 - November 30, 2032

Scope of funding: Approximately € 3.7 million

Program objective: The nationwide establishment of tenure-track professorships (TTP) as a potential career path to professorship

Project objective for EUF: To use the financial support granted by the Tenure Track Programme of the German Federal Government and the Federal States, and to test and further develop new funding approaches for TTP.

Planned tenure-track professorship appointments:

- » **Sports** science with a focus on **sports** sociology
- » Modern German Literary Studies
- » Sociological theory with a focus on conflict research in the European context

► Plural economics

Project phase: The job announcements were published and the deadline for submission was 16.04.2020.

Aims and contents of the project

Plannable career paths

EUF introduced junior professorships in 2002 and junior professorships with tenure track in 2010. The funding of these four professorships (start date: December 1, 2019) strengthens the university's existing project by establishing the tenure-track professorship as an additional career path at EUF, thereby strengthening our support of early-career researchers by enabling us to offer them more predictable career paths.

Family service, coaching, and a one-semester stay at a university abroad

EUF's approved project "Promotion of Quality and Internationalisation of Tenure Track Professorship" provides for a one-semester research and teaching stay at a university abroad as a standard requirement for junior professorships, an extended family and welcome service, further training opportunities in teaching and research; coaching opportunities, and the responsibility for one's own teaching units (modules), among other things.

Support and Internationalization

These funding approaches aim to help junior professors establish their own research area, and to promote the internationalisation of this career path at EUF.

The Tenure Track Programme of the Federal Government and the Länder

In 2016, the Federal Government and the Länder adopted the Tenure Track Programme of the German Federal Government and the Federal States, which aims to make the careers of early-career researchers at universities more predictable and transparent. The program seeks to anchor and permanently establish the tenure-track professorship as an independent career path, alongside traditional forms of qualification towards a professorship at German universities.

Funding approaches for subgroups of early-career researchers

Funding offers for early-career researchers at EUF are aligned with the specific needs of each career level, with respect to the development process leading to the next career level. The funding aims to help the researcher build up her or his own research field (doctoral students); to raise her or his research and teaching profile (postdocs and postdoctoral students); to develop and strengthen her or his own working area (junior professors with or without tenure track); and to develop a high-profile and internationally visible research focus (professors). In principle, the concept of structure-building support before personnel support applies to all funding programs. View [Overview of funding approaches for early-career researcher subgroups at EUF](#).

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[Back to top](#) [Page # 28308](#) [Permalink](#) 04/20/2020