

Tenure Track Professorships – FAQs

Who is eligible?

Which universities and higher education institutions are eligible to apply?

German universities, educational colleges (Pädagogische Hochschulen) that hold university status as well as private German universities that are members of the Hochschulrektorenkonferenz (the German Rectors' Conference) are eligible to apply. The Foundation will also accept applications from other private universities and higher education institutions if they are accredited in Germany, recognized by the German government, and are leading research bodies. If this concerns your institution, please contact the Foundation.

Is it possible to apply for funding for an appointment arranged jointly by a university and a non-university institution?

Only German universities, educational colleges (Pädagogische Hochschulen) that hold university status as well as private universities are eligible to apply. A joint appointment will only be accepted if such an institution submits the application and shares no more than 49.9% of the entire funding amount with their non-university partner.

Can a single university submit multiple applications?

No. A single university may only submit one application for each program and for each call.

Candidates

What are the eligibility criteria for researchers?

Universities can submit an application for an international scholar whom they want to appoint to a tenure track professorship. The applying university runs a formal check to assess the candidate's eligibility for a tenure track professorship in accordance with the provisions of federal state law.

An offer must have already been made. It is also possible to obtain funding for researchers who hold a German passport; however, all candidates must have been living and working outside of Germany for at least three years at the time of application. Candidates must not return to the institution where they obtained their doctorate.

Can I submit an application for candidates who are currently head of a Starting Group or non-permanent professors with tenure track eligibility?

Yes, if their position is comparable to a tenure track phase, i.e. if the candidate is offered a permanent professorship at the start of their contract. As in tenure track procedures, their appointment to a permanent post may depend on a positive evaluation. Please contact our head office should you have any queries regarding a candidate's eligibility.

Can I apply if the candidate has already accepted a professorship?

No. At the time of application, an offer must have been made but not yet accepted.

How much teaching experience should the candidate have?

Teaching experience is not quantitatively evaluated. Rather, the application should give compelling evidence as to how the candidate will benefit the university's teaching activities in the medium and long term and how research findings will be incorporated into teaching.

Funding application and use of funding

How much funding can I apply for?

The maximum amount of funding available is €1 million (for a five-year tenure track phase) and €1.2 million (for a six-year tenure track phase).

When applying for the full funding amount, the university's matching contribution is €900,000 for a five-year tenure track phase and €1,080,000 for a six-year tenure track phase. University overheads do not count towards the university's contribution.

For instance, if the university applies for €400,000 from Wübben Stiftung Wissenschaft, the university will have to match this amount and equally contribute €400,000. In addition, Wübben Stiftung Wissenschaft will make available €40,000 to the tenure track professor in the form of discretionary funds.

Must the university's financial contribution towards the post be drawn from its regular budget?

No. Universities can access third-party funding to match the financial support provided by Wübben Stiftung Wissenschaft.

How can the funding provided by the program be used?

You can apply for funding to cover the professor's salary, the professorship's staff and equipment expenses as well as dual career and onboarding measures. Wübben Stiftung Wissenschaft understands "onboarding" to mean all measures that are specifically designed to meet the needs of researchers and to help scholars quickly and easily settle into their new place of work.

Such funding can therefore be used to cover expenses such as the candidate and their family's relocation costs and to help them settle into life in Germany. This includes costs to cover temporary accommodation or realtor services, one-on-one language courses or services such as accompanying individuals to appointments or helping with other administrative tasks, childcare expenses or dual career measures for the researcher's partner. Equally, these funds can be used to integrate the researcher into their new professional setting, covering expenses such as one-on-one coaching, mentoring programs, or further training.

For which dual career measures can the funding be used?

Funding can be used to cover expenses for career coaching sessions, recruitment agency services, or costs for staff based at the university or other research institutions.

Can funding be used to cover staff expenses?

Funding can be used to create posts that benefit the research project or to cover costs associated with dual career measures. Please note that staff indirectly funded by Wübben Stiftung Wissenschaft must be employed in full-time positions. If the university applies for funding for a part-time position, it must either ensure that it has access to top-up funding to create a full-time position, or it must show that the employee in question does not wish to be employed full time.

Am I eligible to apply for/continue to receive other funding if I'm already being funded as a tenure track professor?

Yes. If you have received approval or applied for any other third-party funding, or intend to submit a specific funding application in the future, please include this in your application.

What isn't covered by the funding?

Funds **cannot** be used to cover the cost of basic equipment or overheads. Costs for investments will only be awarded if the application clearly states that the investments in question are required solely for the professorship stated on the application.

Submission and application procedure**How many funding rounds does Wübben Stiftung Wissenschaft have per calendar year?**

Calls for applications will be made once a year. The current deadline can be found on the Foundation's website.

Can I also submit applications in German?

No. Applications may be submitted in English only.

Who should take the lead in preparing and submitting the application – the president's office, the rectors, the faculty, or the institute?

This is up to the applying university to decide. Please ensure that the contact person named in the application has the authority to provide Wübben Stiftung Wissenschaft with further information and speak on behalf of your institution.

How is a funding decision reached?

The scientific sections and the onboarding and dual career measures are reviewed separately. A scientific evaluation is carried out by external reviewers. All applications' onboarding and dual career measures will be assessed and ranked by a group of experts on international mobility. The Research Board assesses applications based on their external reviews and produces an interdisciplinary ranking of eligible submissions. In the final ranking, the Research Board's vote is weighted at 80% and the international mobility experts' vote at 20%. The Foundation bases its decision on this ranking and the availability of funds.

How long will it take for a decision to be made?

The Foundation's funding decision will be announced five to six months after the closing date.

Are there funding quotas for certain disciplines, subjects, universities, federal states, etc.?

The Research Board's funding recommendations are science-driven and based on the evaluations provided in the expert reviews.

Will I receive feedback if my application is unsuccessful?

If the evaluation and decision-making processes result in feedback that could be useful for future submissions, the Foundation will pass on this information to the applying university.

When is the deadline to accept funding or begin the professorship?

The appointment must be accepted no later than three months after funding has been approved and the professor must take up work within the subsequent nine months.

Uncategorized**Can you offer me advice as a researcher on how to negotiate with the applying university?**

Wübben Stiftung Wissenschaft can only provide guidance on joint applications with a university as part of this program. If you wish to contact us, please do so either by telephone or email. We suggest contacting organizations such as the **Deutscher Hochschulverband** or the **German Scholars Organization** for advice on negotiating with universities.