UAS7
German Universities of Applied Sciences

Building Practice Experience:

Routes for Academics to Qualify for UAS7 Professorships

Professors at German Universities of Applied Sciences (UAS) need more than academic excellence: specifically, credible candidates need to show at least three years of professional experience outside of higher education in an area relevant to their future professorship. Industry or other sector-experience is a demanding prerequisite for many postdocs, especially early-career. To address this, nearly all UAS7 universities created split-role professorships that combine academic teaching roles with non-academic experience in different models, to help you gain the necessary experience that maybe missing from your stellar academic CV. Some of them are postdoc positions at the university with qualifying add-ons, others structured like junior professorships leading directly into tenure-track. Here you see the most important models:

University	Program	Description
Bremen City University of Applied Sciences	**Postdoc-Tandemposition**	Acquisition of professional experience in business, industry or non-university research institutes as well as teaching experience; duration of position fixed-term 36 months; working hours distributed across 50% university, 50% partner in practice; employment status as salaried employee (research assistant) on a fixed-term contract, remuneration according to EG 13.
Hamburg University of Applied Sciences	**Tandem Position**	Acquisition of professional experience outside academia as well as teaching skills, research experience, and collaborative project competencies at the university; duration of position fixed-term 36 months; working hours distributed across 50% university, 50% partner institution, such as non-university research organizations or hospitals; employment status as salaried employee (research assistant) on a fixed-term contract, remuneration according to EG 13.
TH Köln - University of Applied Sciences	**Tandem position**	Acquisition of professional experience in business, industry or non-university research institutes as well as teaching skills, research experience, and collaborative project competencies at the university; duration of position up to 60 months; working hours are distributed proportionally between the employment at the university and the partner in practice; employment status as a research associate, remuneration according to EG 13 TV-L.
HM Hochschule München University of Applied Sciences	**[Nachwuchsprofessur]**	Acquisition of professional experience outside academia as well as teaching skills, research experience, and collaborative project competencies at the university; duration of position between 36 to 72 months; working hours distributed across 50% university, 50% partner institution, such as non-university research organizations or hospitals; employment status as salaried employee preferably civil servant status (W1 level), after successful tenure-track evaluation transition to a tenured faculty position (W2 level). The Nachwuchsprofessur is established in Article 64 of the Bavarian Higher Education Innovation Act.

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FH Münster University of Applied Sciences	**Trainee Professorship (typical case)**	Acquisition of professional experience in business, industry or non-university research institutes as well as teaching experience; duration of position fixed-term and usually 36 months; working hours distributed across 50% university, 50% company or other non-university institution; employment status as lecturer with special duties on a fixed-term contract, remuneration according up to EG 14, analogous to TV-L, depending on personal qualifications and professional experience. The Trainee Professorship is to be enshrined in the Higher Education Strengthening Act of the State of North Rhine-Westphalia (as amended).
	Trainee Professorship (followed by an appointment to a W2-professorship)	This form of trainee professorship constitutes an exceptional case. It may be granted within the framework of a regular appointment procedure for a W2 professorship in cases of outstanding suitability and fit of a candidate, or for the purpose of long-term retention of high-potential individuals, if the non-academic professional experience required for appointment to a W2 professorship has not yet been acquired. In such cases, the provisions outlined above for the standard model of the trainee professorship apply without modification. Upon completion of the trainee professorship and once the required non-academic professional experience has been obtained, the candidate will, subject to a positive evaluation, subsequently be appointed to the originally advertised W2 professorship. This additional model of the trainee professorship is to be enshrined in the Higher Education Act of the State of North Rhine-Westphalia as a tenure-track procedure (currently under amendment).

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