



UNIVERSITÄT  
ZU KÖLN

# EVALUATION TENURE TRACK-SYSTEM



# First evaluation of the tenure track system at the University of Cologne successfully completed

The University of Cologne has committed to conduct an external evaluation of the tenure track procedures as part of the application to participate in the Federal and State Programme for the Promotion of Young Scientists (BLP-WISNA). On November 23, 2024, an on-site visit was carried out by a group of reviewers who, with a wide range of expertise, prepared an evaluation of the tenure track procedures at the University of Cologne and formulated recommendations for further development. The aim of this first evaluation was primarily process control and specific procedural improvement. A second evaluation focusing on the quality of appointment and evaluation outcomes is planned for 2026.

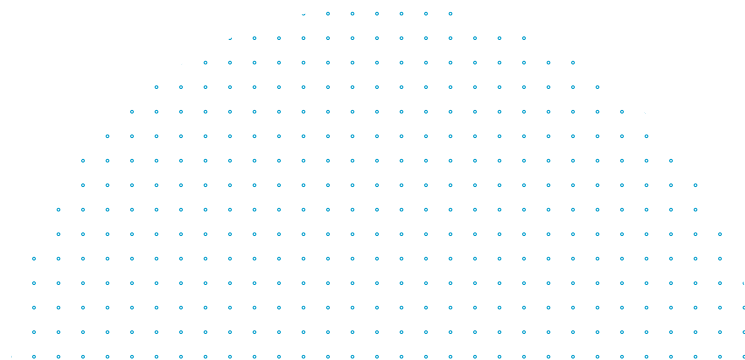
In preparation for the evaluation, the four reviewers were provided with a self-assessment report by the Vice-Rectorate for Academic Career and Staff Development (until 30.09.2023 Vice-Rectorate for Academic Career and Equal Opportunities) along with appendices. During the on-site visit, discussions were held with various stakeholders involved in the tenure track system at the University of Cologne; with the Rectorate, members of the Rectorate Tenure Commission and the Faculty Tenure Commissions and the responsible Vice Deans, administrative staff from the Faculties and central administration, as well as tenure track candidates and professors who have completed the tenure track at the University of Cologne. For the self-assessment report, these

University stakeholders were asked for feedback on the tenure track procedures and the accompanying support program. The input was compiled in discussion groups with the Vice-Rectorate and in the form of a survey.

In their evaluation report, the reviewers assess the process and organization of the tenure track procedures at the University of Cologne as very successful overall and praise the high level of commitment of all those involved in the procedure. The recommendations for further development include the strategic strengthening of the tenure track career path; the further development and university-wide harmonization of procedures and assessment parameters as part of the evaluation process; increasing the attractiveness of the working environment, e.g. by supporting onboarding, networking and further integration of tenure-track professors at the University of Cologne.

The Vice-Rectorate for Academic Career and Staff Development would like to thank the experts and all participants of the University of Cologne for their commitment in completing this evaluation. The Vice-Rectorate is guided by the valuable impulses of the experts in regards to the further development of the tenure track at the University of Cologne.

If you have any further questions, please contact the ***Vice-Rectorate***.



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