

## § 100

### **Employment requirements for professorships**

(1) In addition to general administrative requirements, the minimum employment requirements for professors, with the exception of junior professors, include

1. A university degree
2. Educational aptitude usually acquired through teaching experience or training
3. Particular aptitude in academic achievement usually proven by an outstanding doctorate or a particular aptitude in artistic work
4. In addition, other achievements depending on the requirements of the position
  - a) Additional academic or artistic achievements or
  - b) Special achievements in the application or development of academic findings and methods in a minimum of five years professional experience, of which at least three years must have been gained outside the higher education environment.

When filling vacant positions at universities whose main focus is teaching, pedagogical suitability is particularly significant. Proof of several years of teaching experience or extensive educational training will be taken into account.

(2) The additional academic achievements according to paragraph 1, no. 4, letter a, are usually earned as part of a junior professorship, moreover particularly as part of duties as a research assistant at a university or another research institute, or from academic duties in the private or public sector at home or abroad. Item 1 applies to the appointment of a first professorship only. The additional academic achievements according to paragraph 1, no. 4, letter a, are not be the subject of an investigation, provided they were not earned as part of a junior professorship. The quality of the additional academic achievements required for fulfilling the post of a professorship is assessed explicitly and entirely in tenure procedures.

(3) Only applicants who submit proof of three years teaching practice will be appointed to a position which provides educational or didactic duties in teacher training. Professors at universities and professors for vocational studies at other colleges of higher education must meet the employment requirements according to paragraph 1, no. 4, letter b. In duly justified exceptional circumstances, applicants can be employed under the provisions of paragraph 1, no. 4, letter a.

(4) Notwithstanding paragraphs 1 to 3, an applicant can be appointed as professor if proof is submitted of outstanding professional achievement in practice and pedagogical suitability, provided the nature of the discipline and the requirements of the corresponding position are met.

(5) Professors in medical, dental or veterinary fields must also provide proof of certification in the respective medical, dental or veterinary area, provided the appropriate training is

required by the particular subject field. The qualifications referred to in item 1 are equal to such training which has been approved by the medical council, dental association or veterinary medical association in the scope of the Basic Constitutional Law as equivalent.

(6) Until 31.12.2020, the additional academic achievements under paragraph 1, no. 4, letter a, are usually earned as part of a junior professorship or substantiated by a habilitation.