

Junior Professors and Their Occupational Destination

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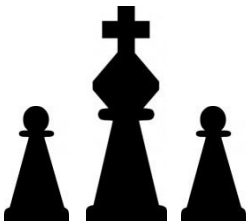
- I. Background
- II. Theoretical Framework
- III. Data
- IV. First Results
- V. Questions to Discuss



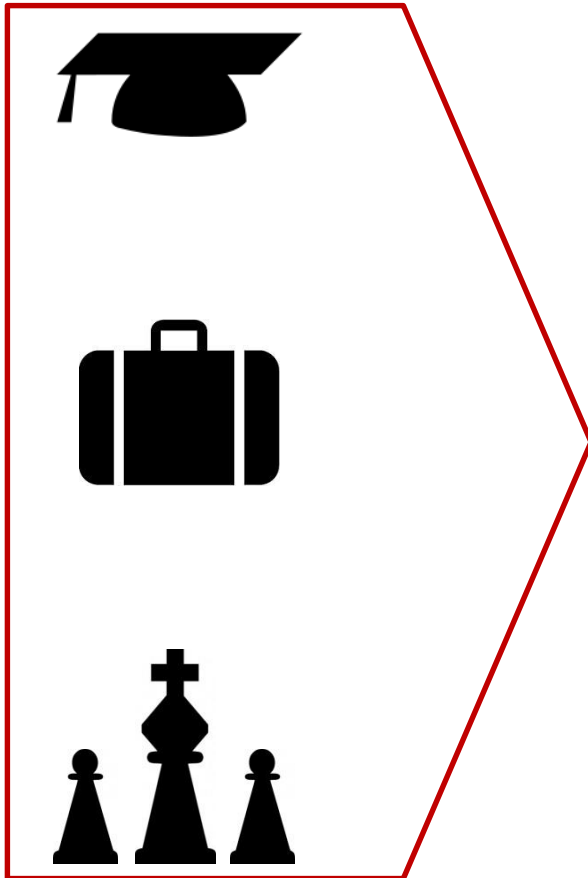
Habilitation as requirement for access



Ban on internal appointments



Chair system („Lehrstuhlprinzip“)

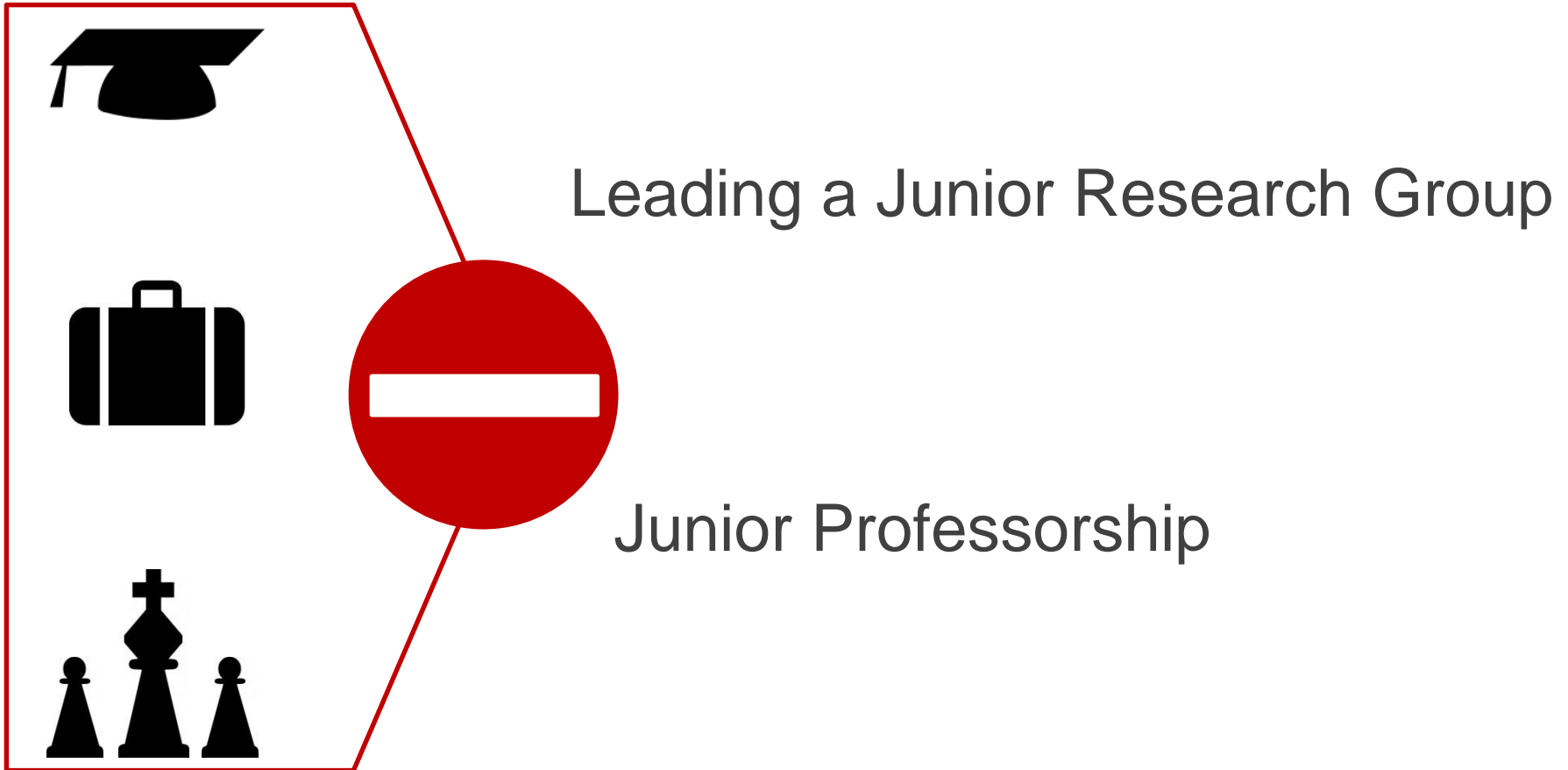


Consequences for Junior Staff

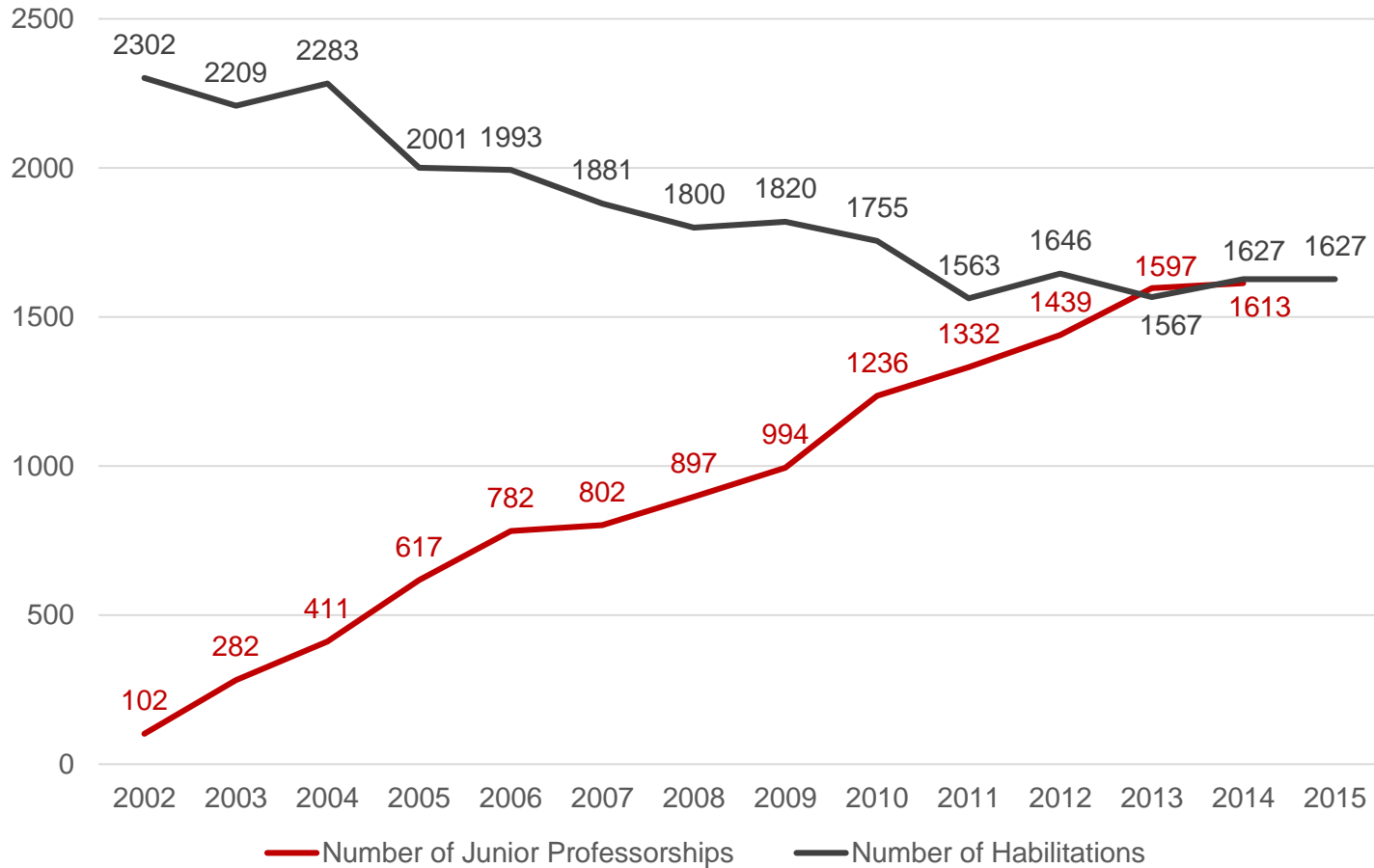
- Extensive period of qualification
- Dependence in research and teaching
- High uncertainty about career opportunities
- No planning security

Consequences for Universities

- Uncertainty of appointing relatively unknown professors on a permanent basis
- Lack of compatibility for outstanding international young scholars
- Brain drain from German universities



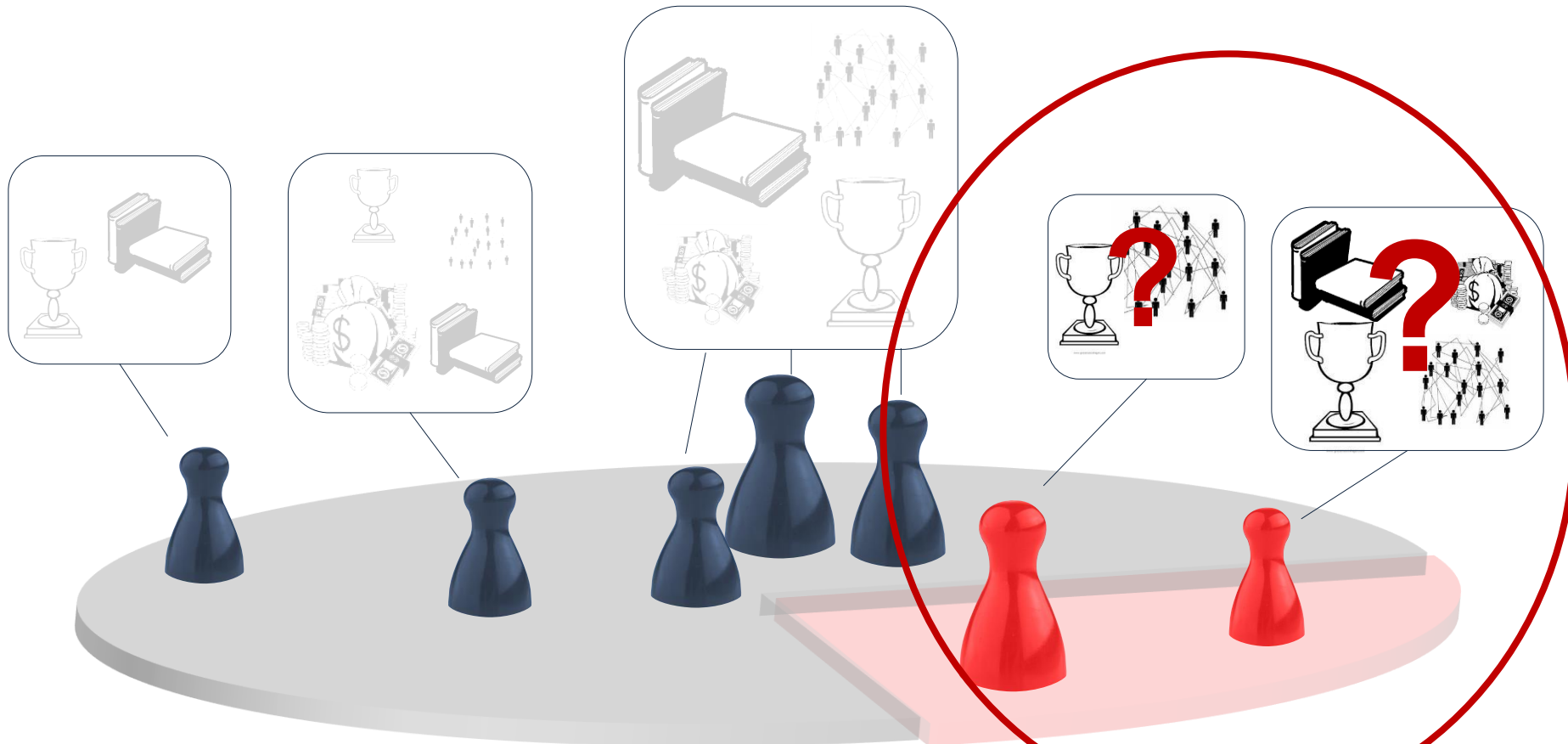
Number of Junior Professorships and Habilitations from 2002 to 2015 in German Academia (in Persons)



Data from German Federal Statistical Office; cf. Nickel, S./Püttmann, V./Duong, S. 2014: Was wird aus Juniorprofessor(inn)en?. Zentrale Ergebnisse eines Vergleichs neuer und traditioneller Karrierewege in der Wissenschaft, Gütersloh; Statistisches Bundesamt.

Who becomes a junior professor?

... and who gets a full/tenured professorship
after their junior professorship?



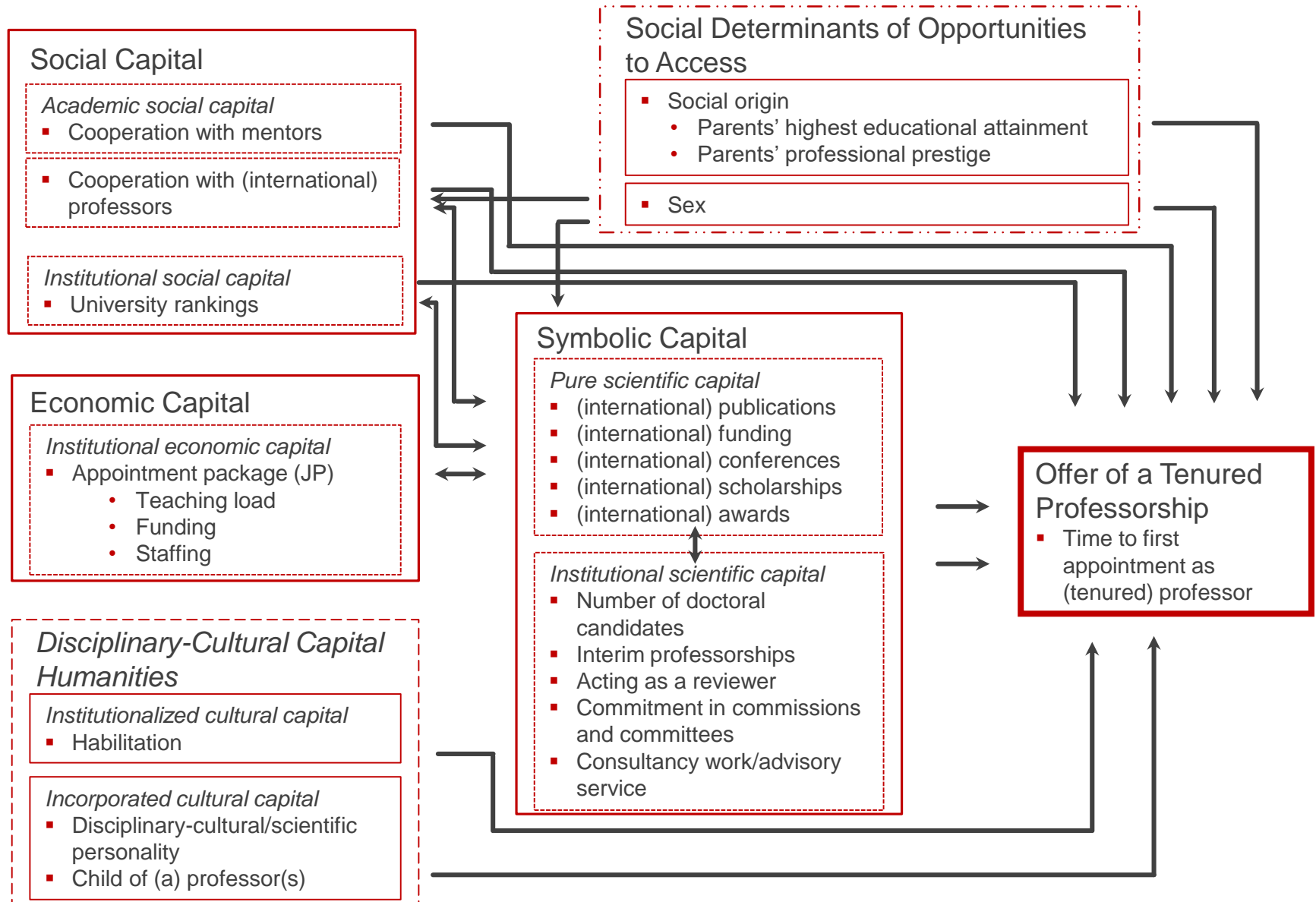
1. What capital are junior professors equipped with (capital structure) and how much capital are they equipped with (capital volume)?
2. Which type of capital is crucial for junior professors in order to occupy a full/tenured professorship?

Bourdieu, P. 1992: Homo academicus, Suhrkamp: Frankfurt a. M.

Bourdieu, P. 1998: Vom Gebrauch der Wissenschaft. Für eine klinische Soziologie des wissenschaftlichen Feldes, UVK: Konstanz.

II. THEORETICAL FRAMEWORK

Analytical Model



Method

Standardized survey (mixed-mode-design: paper-pencil, online, phone), English or German

Population

Every former and current junior professor, who holds or held this position between the introduction of the career path in 2002 and June, 01, 2015, in Hesse, Rhineland-Palatinate, or Saarland



Advantages

- Constant parameters with regard to the specific state conditions
- Hesse, Rhineland-Palatinate, and Saarland largely cover the German university system in general
- Population can be determined precisely
 - A possible survivor bias can be determined

University	University Data, 1 st Request	University Data, 2 nd Request & my own Investigation (Reference Date 06/01/2015)	Addresses found
Mainz	102 (05/16/2013)	112	110
Kaiserslautern	86 (04/14/2014)	92	91
Koblenz-Landau	35 (11/12/2014)	35	35
Trier	22 (01/07/2015)	23	23
Frankfurt	107 (03/27/2015)	110	78
Marburg	39 (01/27/2015)	40	40
Gießen	25 (01/26/2015)	25	25
Kassel	19 (01/15/2015)	19	19
Darmstadt	61 (03/24/2015)	61	61
Saarbrücken	41 (06/01/2015)	41	-
	537	558	482

University	University Data	Addresses found	(known) Population	Response (Rate)
Mainz	112	110	111*	68 (61,3%)
Kaiserslautern	92	91	92	51 (55,4%)
Koblenz-Landau	35	35	34**	22 (64,7%)
Trier	23	23	23	14 (60,9%)
Frankfurt	110	78	110	49 (44,5%)
Marburg	40	40	40	22 (55,0%)
Gießen	25	25	25	13 (52,0%)
Kassel	19	19	19	13 (68,4%)
Darmstadt	61	61	61	37 (60,7%)
Saarbrücken	41	-	41	20 (48,8%)
	558	482	556	309 (55,6%)

* One person was offered two professorships simultaneously and accepted the other one.

** One former junior professor died in March 2015.

	Status		Branches of Science					Sex		
	active	inactive	H ¹	SoSc ²	Law/ ECON ³	NS/M/ MED ⁴	ES ⁵	female	male	N/A
Population	237 (42,6%)	319 (57,4%)	88 (15,8%)	105 (18,9%)	71 (12,8%)	209 (37,6%)	83 (14,9%)	190 (36,3%)	334 (63,7%)	32
Response	146 (47,2%)	163 (52,8%)	58 (18,8%)	62 (20,1%)	35 (11,3%)	108 (35,0%)	46 (14,9%)	109 (35,3%)	200 (64,7%)	
Response Rate	61,6%	51,1%	65,9%	59,0%	49,3%	51,7%	55,4%	57,4%	59,9%	

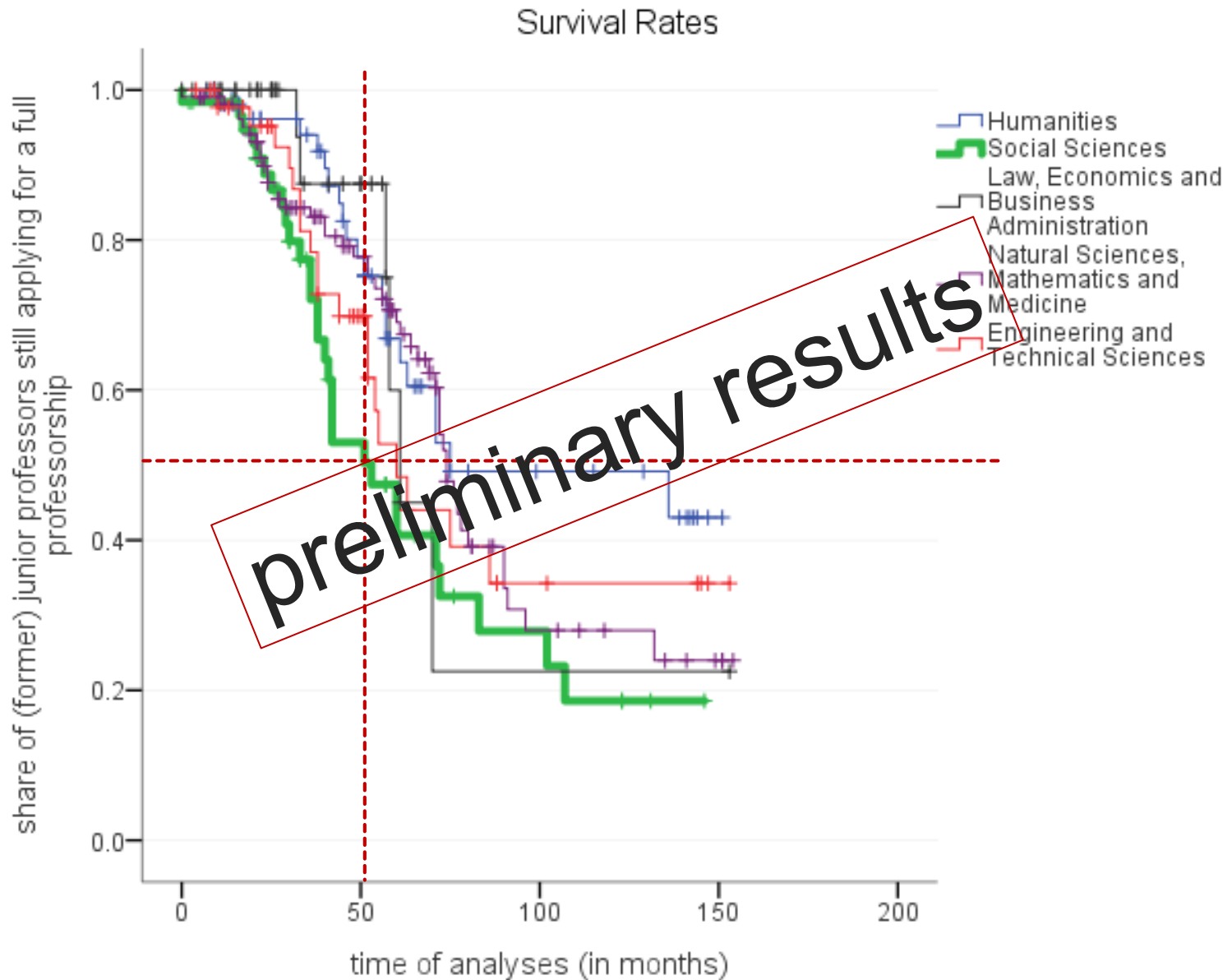
¹ Humanities; ² Social Sciences; ³ Law, Economics, Business Administration;

⁴ Natural Sciences, Mathematics, Medicine; ⁵ Engineering and Technical Sciences

response rate in total: 55,6%

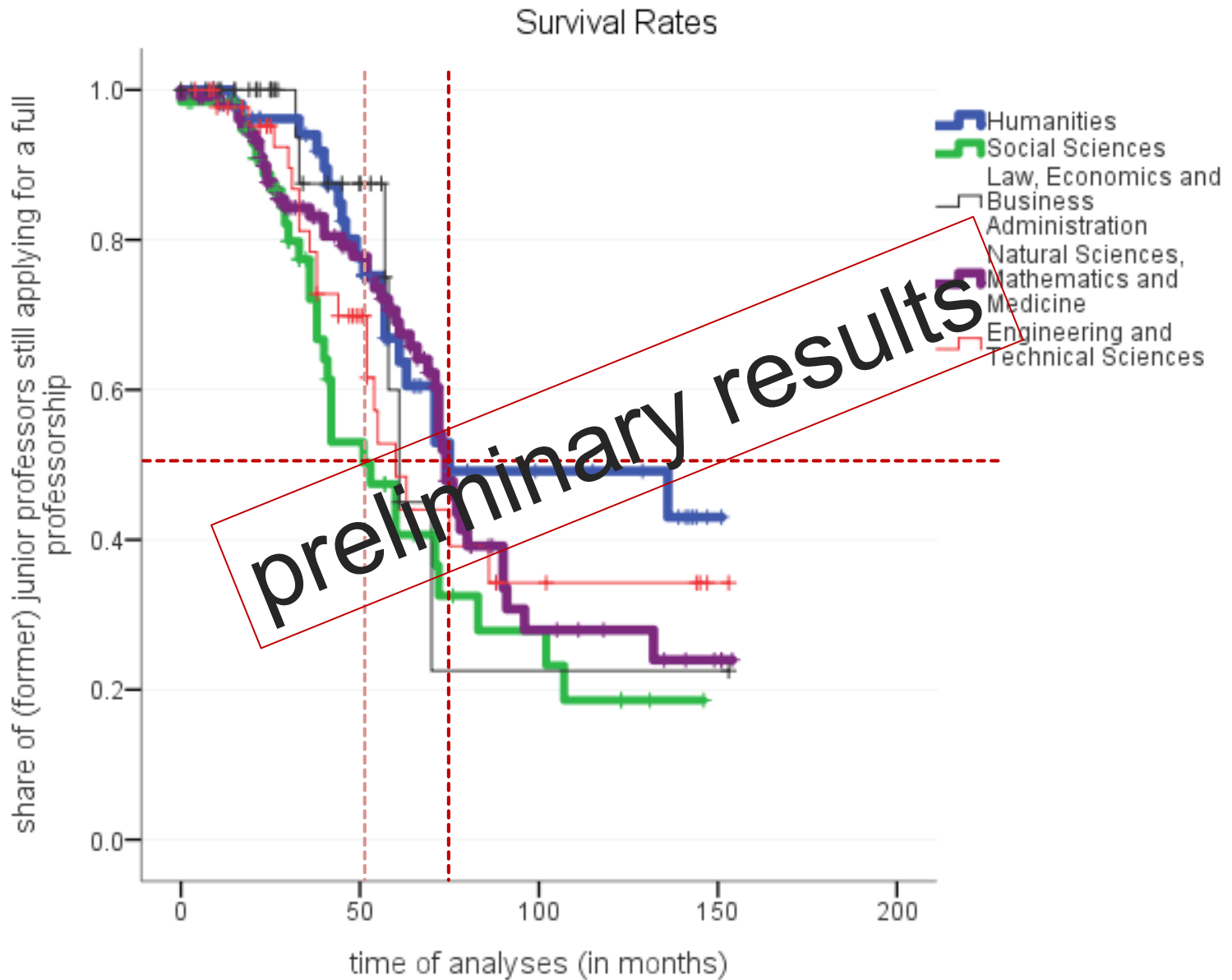
IV. FIRST RESULTS

Survivor Function: Branches of Science



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Survivor Function: Branches of Science



Many thanks for your attention.

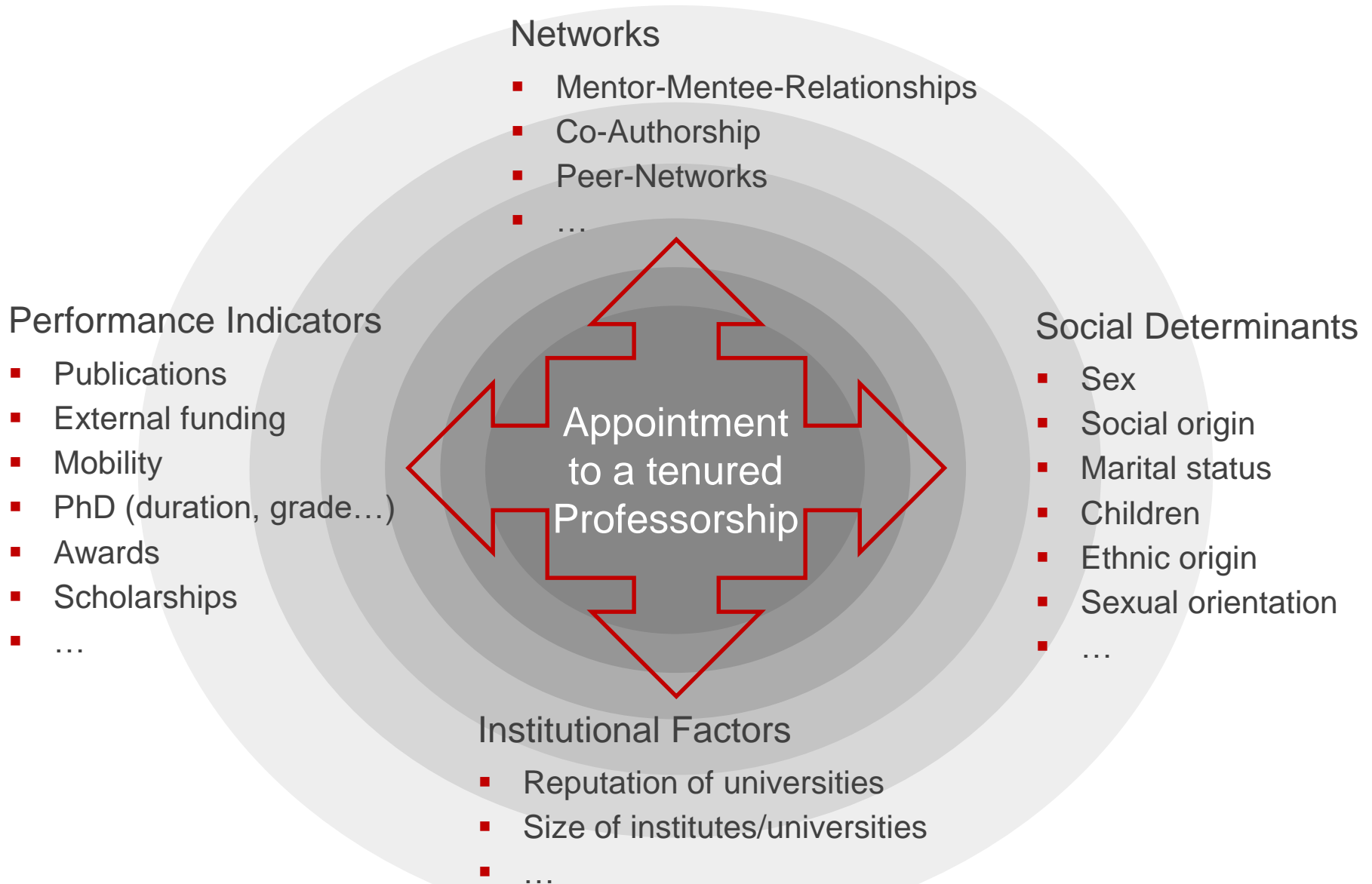
lena.zimmer@zq.uni-mainz.de

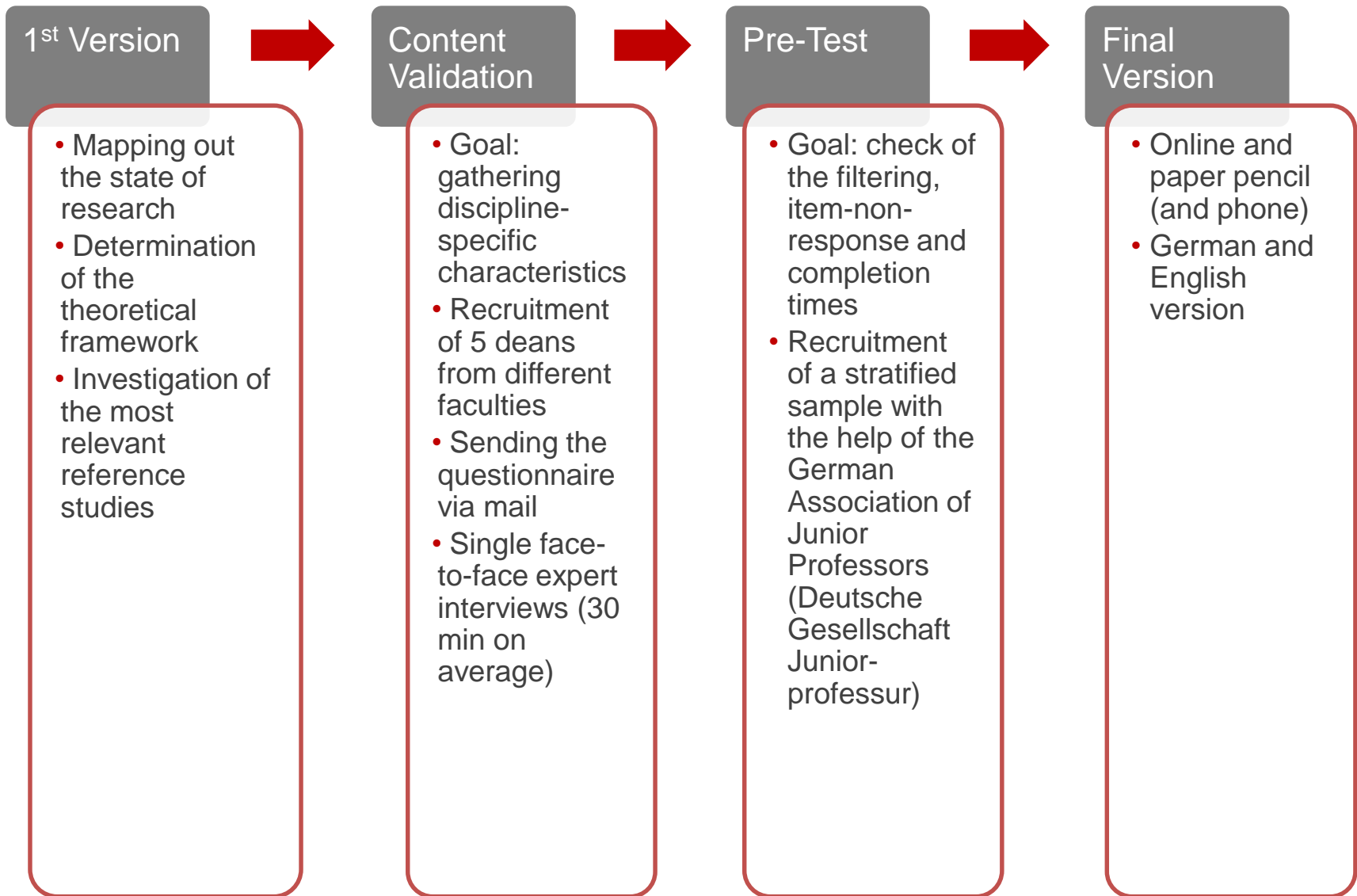
New Career Paths in German Academia

Leading a Junior Research Group

Junior Professorship

- *Introduction:* 5th Amendment to the Framework Act for Higher Education (HRG) (16.2.2002)
- *Funding:* Federal Government/Länder
- *Target Group:* outstanding PhD holders
- *Hiring:* universities/appointments committee
-> public advertisement
- *Funding Period:* 2 x 3 years
- *Chair endowment:* temporary appointment as a tenured German civil servant; heavily dependent on university, department or chair in particular
- *Tenure Track:* occasional (2008: 8-10%); funded by the Federal-Länder program until 2032





1. The Initial Invitation

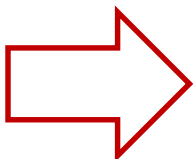
- 07/10/2015 (Frankfurt: 09/22/2015)
- Giving responses in a brief and engaging way to the following questions:
 - What were people being asked to do?
 - Why were they being asked to do it?
 - How should they do it?
 - What benefit would come from it?

2. The Thank-You Reminder






- Followed 7 days after the initial invitation
- Very short and kind reminder -> forwarding the initial invitation

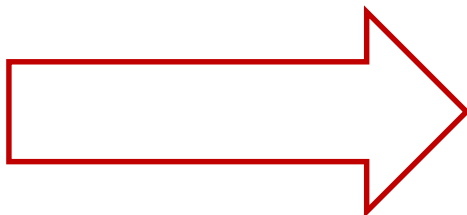
3. The Follow-up Reminder/Final Reminder

- 14 days after the thank-you-reminder
- Strongest form of personalization
- Emphasized the social usefulness of the study as well as the importance of a high response rate for its success



cf. for the approach detailed Dillman et al. 2014: Internet, Phone, Mail, and Mixed-Mode Surveys. The Tailored Design Method, p. 366ff.

		
	299	6
	2	0
	2	0



309 valid cases

Method

- Semi-parametric Cox proportional hazard models

Dependent Variable/Output

- Risk-time starts with the beginning of the junior professorship
- Duration measured in months from start of the junior professorship until...
 1. ... date of getting an appointment as tenured/full professor
 2. ... date of last application for a tenured/full professor (drop out)
 3. ... date of response to the survey (still applying for an appointment)



Advantages

- (Right) censored cases (especially the current junior professors) can be taken into account
- More variance on the dependend variable

BACK UP

Branches of Science: e.g. Humanities

01 Geisteswissenschaften

- 01 Geisteswissenschaften allgemein⁴⁾
004 Interdisziplinäre Studien (Schwerpunkt Sprach- und Kulturwissenschaften)¹⁾
090 Lernbereich Sprach- und Kulturwissenschaften²⁾
302 Medienwissenschaft
- 02 Evang. Theologie, -Religionslehre
161 Diakoniewissenschaft
544 Evang. Religionspädagogik, kirchliche Bildungsarbeit
053 Evang. Theologie, -Religionslehre
- 03 Kath. Theologie, -Religionslehre
162 Caritaswissenschaft
545 Kath. Religionspädagogik, kirchliche Bildungsarbeit
086 Kath. Theologie, -Religionslehre
- 04 Philosophie
169 Ethik
127 Philosophie
136 Religionswissenschaft
- 05 Geschichte
272 Alte Geschichte
012 Archäologie
068 Geschichte
273 Mittlere und neuere Geschichte
548 Ur- und Frühgeschichte
183 Wirtschafts-/Sozialgeschichte
- 06 Bibliothekswissenschaft, Dokumentation
022 Bibliothekswissenschaft/-wesen (nicht an Verwaltungsfachhochschulen)
037 Dokumentationswissenschaft

- 07 Allgemeine und vergleichende Literatur- und Sprachwissenschaft
188 Allgemeine Literaturwissenschaft
152 Allgemeine Sprachwissenschaft/Indogermanistik
284 Angewandte Sprachwissenschaft
018 Berufsbezogene Fremdsprachenausbildung
160 Computerlinguistik
- 08 Altphilologie (klass. Philologie), Neugriechisch
031 Byzantinistik
070 Griechisch
005 Klassische Philologie
095 Latein
043 Neugriechisch
- 09 Germanistik (Deutsch, germanische Sprachen ohne Anglistik)
034 Dänisch
271 Deutsch als Fremdsprache oder als Zweitsprache
067 Germanistik/Deutsch
189 Niederdeutsch
119 Niederländisch
120 Nordistik/Skandinavistik (Nordische Philologie, Einzelsprachen a.n.g.)
- 10 Anglistik, Amerikanistik
006 Amerikanistik/Amerikakunde
008 Anglistik/Englisch
- 11 Romanistik
059 Französisch
084 Italienisch
131 Portugiesisch
137 Romanistik (Roman. Philologie, Einzelsprachen a.n.g.)
150 Spanisch

- 12 Slawistik, Baltistik, Finno-Ugristik
016 Baltistik
056 Finno-Ugristik
206 Polnisch
139 Russisch
146 Slawistik (Slaw. Philologie)
207 Sorbisch
153 Südslawisch (Bulgarisch, Serbokroatisch, Slowenisch usw.)
209 Tschechisch
130 Westslawisch (allgemein und a.n.g.)
- 13 Außereuropäische Sprach- und Kulturwissenschaften
001 Ägyptologie
002 Afrikanistik
010 Arabisch/Arabistik
187 Asiatische Sprachen und Kulturen/Asienwissenschaften
- 015 Außereuropäische Sprachen und Kulturen in Ozeanien und Amerika
073 Hebräisch/Judaistik
078 Indologie
081 Iranistik
083 Islamwissenschaft
085 Japanologie
180 Kaukasistik
122 Orientalistik/Altorientalistik
145 Sinologie/Koreanistik
158 Turkologie
- 14 Kulturwissenschaften i.e.S.
024 Europäische Ethnologie und Kulturwissenschaft
173 Ethnologie
174 Volkskunde
- 18 Islamische Studien
292 Islamische Studien