



INVITATION

The President of Freie Universität Berlin

Prof. Dr. Günter M. Ziegler

The President of Humboldt-Universität zu Berlin

Prof. Dr. Julia von Blumenthal

The President of Technische Universität Berlin

Prof. Dr. Geraldine Rauch

The Chief Executive Officer of Charité – Universitätsmedizin Berlin

Prof. Dr. Heyo K. Kroemer

cordially invite you to the

KICK-OFF EVENT OF THE 18TH ROUND OF THE PROFIL PROGRAMME

Reform of Career Paths and Staffing Structures in Academia: Scopes for Action between Excellence Requirements and Budget Cuts

The event will be held in German with simultaneous interpretation into English.

8 July 2025 from 5:00 pm

Humboldt-Universität zu Berlin, Senatssaal 1st Floor
Unter den Linden 6 · 10099 Berlin

SPONSORED BY THE

Berlin University Alliance

Funded under the Excellence Strategy of the Federal Government
and the Länder by the Berlin University Alliance



Federal Ministry
of Research, Technology
and Space

BERLIN



Senate Department
for Higher Education
and Research,
Health and Long-Term Care

INTRODUCTION

Since 2004, the ProFiL Programme of Freie Universität Berlin, Humboldt-Universität zu Berlin and Technische Universität Berlin has been very effectively promoting women academics on their way to professorships. The programme focuses on two main areas: on the one hand, the individual career development of high-performing women academics, and on the other hand, the advancement of leadership, management, and strategic competencies at the interface between human resources and organizational development to contribute to an excellence and gender equality-driven transformation and to strengthen the future viability of these universities. In the context of the Berlin University Alliance (BUA), the number of programme places has been significantly increased and an English-language ProFiL line for international women researchers has been established.

On 8 July 2025, a kick-off event will launch the 18th ProFiL round. Thematically, the event will address the question of what scope for action Berlin's universities may use to sustainably reform academic career paths and staffing structures under the currently critically shifting political and financial conditions. The aim is to create career perspectives that are better plannable and more permanent positions that match the qualifications of high-performing academics. The spectacular reform initiative launched by the State of Berlin in 2021 – through the Amendment of the Berlin Higher Education Act that meant to provide permanent contracts for postdoctoral researchers upon reaching the qualification goal of professorship eligibility – was conclusively repealed in 2024. Additionally, due to massive budget cuts by the Berlin Senate, the university contracts for 2024–2028 and the respective planning security for universities have also become obsolete.

At the federal level, the planned reform of the Wissenschaftszeitvertragsgesetz (Academic Fixed-Term Contract Act) and the Bund-Länder-Programm (Tenure Track Programme) for more permanent academic positions beyond professorships were also eventually not implemented. As a result, important higher education policy organisations have taken the initiative. In June 2024, the Hochschulrektorenkon-

ferenz (German Rectors' Conference) and the Junge Akademie (Young Academy) jointly adopted "Guidelines for Permanent Positions at Universities beyond the Professorship" and the Wissenschaftsrat (German Science and Humanities Council) is currently working on recommendations for designing attractive, competitive personnel structures with an effective system of permanent positions. It remains to be seen to what extent the reform of the German Balanced Budget Amendment (the co-called debt brake) and the special infrastructure funds will lead to relief and thus to greater financial leeway for the federal states in the university sector as well.

At the same time, the Berlin University Alliance is currently undergoing evaluation this year and next, preparing for a possible second funding phase within the Exzellenzstrategie (Excellence Strategy). In this context, the aim is to defend the excellence status through compelling results and successes from the first funding phase and ambitious development goals for the next phase.

During the kick-off event, we aim to discuss with decision-makers and experts how the universities' scopes of action in this complex setting can be assessed. What losses in professorship and staff positions can be expected if further budget cuts are implemented? Under these conditions, will there be an increase in tenure-track professorships and new permanent positions such as researchers, lecturers and academic managers? What should the profiles of such new positions look like so that they would be considered qualification-appropriate, attractive, and internationally competitive under excellence requirements? Another topic will be the current reform path of the Department of Philosophy at Humboldt-Universität zu Berlin. Through the introduction of a departmental structure, the institute has created more W1 tenure-track professorships and more permanent academic positions. What experiences have been gained with this reform approach so far and what advantages and disadvantages are associated with it? And last but not least: What requirements regarding a culture change are implied by these reforms?

PROGRAMME

5:00 – 5:15 pm

Welcome

Prof. Dr. Julia von Blumenthal

Chairperson Landeskonferenz der Rektor*innen und Präsident*innen der Berliner Hochschulen (Rectors' and Presidents' Conference in Berlin) and President Humboldt-Universität zu Berlin

5:15 – 6:45 pm

“Reform of Career Paths and Staffing Structures in Academia: Scopes for Action between Excellence Requirements and Budget Cuts”

- **Dr. Roland Bloch**

Center for School and Educational Research,
Martin-Luther-Universität Halle-Wittenberg

- **Prof. Dr. Julia von Blumenthal**

Chairperson Landeskonferenz der Rektor*innen und Präsident*innen der Berliner Hochschulen (Rectors' and Presidents' Conference in Berlin) and President Humboldt-Universität zu Berlin

- **Prof. Dr. Tobias Rosefeldt**

Chair of Classical German Philosophy, Humboldt-Universität zu Berlin

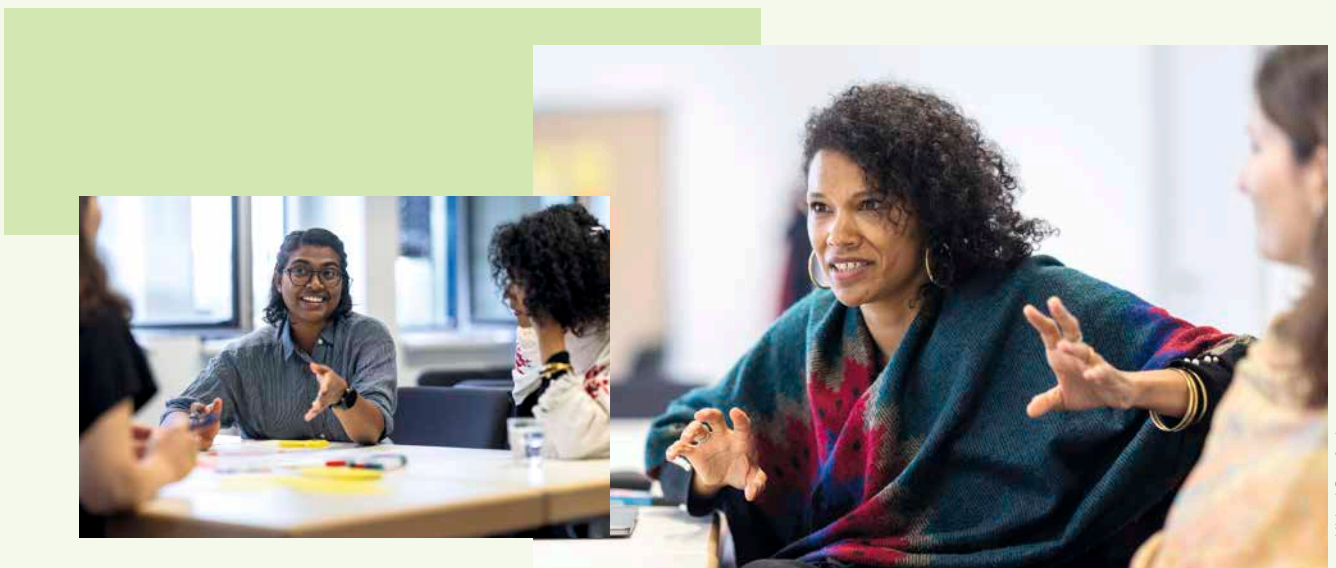
- **Prof. Dr. Doris Segets**

Speaker of the research group Science Policy at the Junge Akademie und
Chair for Particle Science and Technology, Universität Duisburg-Essen

Moderation: **Dorothea Jansen**, Head of the ProFiL Programme

From 6:45 pm

Reception in the Entrance Hall



Fotos: Michael Setzpfandt

THE GUESTS OF THE PANEL DISCUSSION AND THE HOST

Dr. Roland Bloch

Roland Bloch studied Political Science, Philosophy, and American Studies at Vanderbilt University (USA) and at Universität Leipzig, where he received his doctorate in 2008 from the Faculty of Social Sciences and Philosophy. From 2002 to 2014, he served as research associate at the Institute for Higher Education Research at Martin-Luther-Universität Halle-Wittenberg (MLU) and since 2014, he has been working at the Institute of Sociology of MLU. Between 2011 and 2017, he was a member of the DFG-funded research group “Mechanisms of Elite Formation”. From 2019 to 2020, Roland Bloch, in cooperation with Humboldt-Universität zu Berlin,

worked on the study “Development of Working and Employment Conditions in Academia: A Longitudinal Analysis (2007–2018)”, funded by the Max Traeger Foundation. From 2023 to 2024, he collaborated with Dr. Anne Krüger on the GEW study “Concepts for Permanent Positions at Universities”. Since 2024, Roland Bloch has been leading the BMBF-funded research project “Development of Personnel Structures at Universities: The Faculty as an Actor”. Roland Bloch’s research focuses on higher education and science research (including teaching, personnel and career structures, working and employment conditions as well as the digitalization of university teaching).

Prof. Dr. Julia von Blumenthal

Julia von Blumenthal studied Political Sciences, Law and Slavonic Studies in Heidelberg and Hamburg. In 2001, she received her doctorate and in 2007 her habilitation in Political Sciences from Universität der Bundeswehr Hamburg (today Helmut-Schmidt-Universität). After a visiting fellowship at the University of New South Wales, Canberra (AUS) and an interim professorship at Leuphana Universität Lüneburg, she held a professorship for German and Comparative Politics at Justus-Liebig-Universität Gießen. Julia von Blumenthal has been a Professor of German Politics at the Department of Social Sciences of

Humboldt-Universität zu Berlin since 2009. She has served as Dean of Studies and afterwards as Dean of the Faculty of Arts III. In 2014, she became Founding Dean of the Faculty of Humanities and Social Sciences. From 2018 to 2022, Julia von Blumenthal was President of Europa-Universität Viadrina Frankfurt (Oder). She has been President of Humboldt-Universität zu Berlin since October 2022. Julia von Blumenthal is President of the university alliance Circle U. and Chairperson of the Rectors’ and Presidents’ Conference in Berlin.

Dorothea Jansen

Dorothea Jansen studied General and Comparative Literature, Philosophy, Psychology and Theatre Studies at Freie Universität Berlin. She initially worked as a dramaturge in modern dance theatre before taking over the research and acquisition management at a&o research, an institute for labour and organisational research and consultancy. In 2000, Dorothea Jansen began working with the Europäische Akademie für Frauen in Politik und Wirtschaft Berlin e.V. (European Academy for Women in Politics and

Business Berlin). She designed and managed various career building programmes for female junior executives in academia, politics and business. Since 2003, Dorothea Jansen has been working as head of the ProFiL Programme for Freie Universität Berlin, Humboldt-Universität zu Berlin and Technische Universität Berlin. She developed the concept of the ProFiL Programme, which supports high-achieving female scholars on their path to a professorship and prepares them for leadership and management

responsibilities in higher education. Since October 2013, Dorothea Jansen has also been a member of the board of the ProFiL Network Association, which is committed to equal participation of women in pro-

fessorships and other academic leadership positions and aims to contribute to the development of a discrimination-free scientific culture.

Prof. Dr. Tobias Rosefeldt

Tobias Rosefeldt studied Philosophy, Classical Philology and German Studies in Munich, Oxford (UK) and Berlin. In 1999, he completed his doctorate at Humboldt-Universität zu Berlin. Tobias Rosefeldt then served at the Philosophical Seminar at Ruprecht-Karls-Universität Heidelberg, where he completed his habilitation in 2006. From 2003 to 2004, Tobias Rosefeldt conducted research at New York University (USA). He served as interim professor

for Theoretical Philosophy at Universität Hamburg (2006–2007) and for Philosophy and Philosophy of Science at Universität Konstanz (2007–2010). In 2010, Tobias Rosefeldt accepted the call to the professorship for Classical German Philosophy at HU Berlin. Tobias Rosefeldt has been Vice President of Gesellschaft für Analytische Philosophie (Society for Analytical Philosophy) since 2018.

Prof. Dr. Doris Segets

Doris Segets studied Chemical and Biological Engineering at Friedrich-Alexander-Universität Erlangen-Nürnberg (FAU), where she earned her doctorate in 2013 from the Faculty of Engineering. From 2013 to 2018, she led the Nanoparticle Processing Group at the Chair of Process Technology of Disperse Systems and Interfaces and served as Managing Director of the Interdisciplinary Center for Functional Particle Systems at FAU from 2015 to 2018. In 2018, she

accepted the call from the Universität Duisburg-Essen to the junior professorship for Process Engineering of Electronic Functional Materials and completed her habilitation in 2020 in the field of Mechanical Process Engineering. Since 2021, Doris Segets has been head of the Chair of Particle Science and Technology at Universität Duisburg-Essen. She is the spokesperson of the Science Policy Working Group of the Junge Akademie (Young Academy).

EVENT LANGUAGES

The event will be held in German with simultaneous interpretation into English.

REGISTRATION

We are very pleased to welcome you to our kickoff event. Please send your registration by **2 July 2025** via email to: jansen@tu-berlin.de or dallmann@tu-berlin.de.

CONTACT

Dorothea Jansen

Head of the ProFiL Programme

Tel.: 030-314-29304

Email: jansen@tu-berlin.de

Dr. Antje Dallmann and Dr. Sarah Risse

Coordinators

Tel.: 030-314-70151

Email: dallmann@tu-berlin.de and risse@tu-berlin.de

Office ProFiL Programme

Technische Universität Berlin

KAI 2-1

Kaiserin-Augusta-Allee 104-106

10553 Berlin

www.profil-programm.de