



# Moving towards a Professorship at a German University of Applied Sciences

Your career in Germany.

Welcome! We are here for you.

## GAIN Network, UAS7, and Campus OWL

Our North America-based liaison offices are pleased to serve as a **support network** for applications to German Universities of Applied Sciences.



# The German Academic Landscape

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Your career in Germany.

## Teaching Abroad

# Do You Know the German Higher Education System?

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- Higher Education Institutions in total: **426 (273 are state funded)\***
- Two Main Types of Universities
  - 120 Research Universities\*
  - **249 Universities of Applied Sciences (UAS)\***
- **40% of all students and almost 50% of all first-year students study at a UAS \*\***
- UAS Bachelor's and Master's degrees are **equivalent** to those of other universities
- In more and more Federal States UAS can grant **Doctoral Degrees**

\* Data from the German Rectors' Conference (2024): Higher Education Institutions in Figures 2024. Page 1 of 2. Available at: Higher Education Institutions in Figures 2024. \*\* destatis (Federal Statistical Office of Germany) 8/2022





Many Opportunities Ahead

## Professorships in Germany

- In total: **51,161 professorships\***
- Of these **43.5%** are at UAS
- New annual professorship openings: **approx. 1.100**

\* Statista 2023



**UAS 7**  
German Universities of  
Applied Sciences

Campus OWL Germany  
New York Office  
Network of 5 Higher Education Institutions

## What We Teach

# Typical UAS Degree Programs

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- Engineering and Computer Science (but not Chemistry or Physics)
- Business and Economics (but not usually Psychology)
- Architecture and Design
- Health Sciences (but generally not Medicine or Biology)
- Social Work (but generally not Sociology/ Anthropology)
- Agriculture and Environment Protection
- Sustainability (but not typically Philosophy)
- Media
- Languages
- Public Service (but not usually Political Science)



# About German Professorships

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Your career in Germany.

# About German Professorships

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1. What is special about Universities of Applied Sciences (UAS)?
2. What are the Benefits of UAS
3. Characteristics of UAS Professorships
4. Prerequisites / Qualifications for a UAS professorship
5. Can this be done? Personal Story
6. Example UAS:  
HM Munich University of Applied Sciences  
Hochschule Bielefeld - University of Applied Sciences and Arts
7. Wrap Up, Next Steps and Workshop







## About German Professorships

# 1. What is Special About UAS

- **Academic excellence with professional focus**  
We have great students and colleagues
- **Focus on applied research**  
We do interesting research
- **Tight networks within regional, national, and international business contexts**  
We make a difference in our communities
- **Innovation motors for large multinationals, SMEs, and start-ups**  
We drive change



## About German Professorships

# 2. What are the benefits of UAS?



- Freedom of research and teaching, high degree of autonomy
- High levels of engagement with local, regional and national ecosystems
- Opportunity to teach very well prepared, highly motivated students
- High degree of flexibility for work-life balance
- Lifetime civil service status\* - provides a safe framework for life and family planning -- similar to tenure (and in many ways better than) in the US

\* regulations differ by state



### 3. Characteristics of UAS Professorships

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<b>Raison d'etre</b>	Scientific fields directed at practical preparation for certain occupations and professions (like co-op universities); applied research, high degree on interdisciplinarity
<b>Compensation/ pay</b>	"W2" (plus supplements), 5.800 - 7.000 €/month plus family and child bonuses, tax deductions of about 30%, private health insurance, generous public pension system
<b>Ability to do some outside work</b>	Additional income allowed in principle
<b>Framework</b>	Basic professorship with limited research support (Einzelprofessuren/ W2), sometimes with TA
<b>Teaching</b>	18 teaching hours per week (7-8 classes) – <b>Reduction possible</b> 12-14 weeks per semester, mostly small classes/ groups
<b>Research</b>	Only third-party funding (slowly changing): multiple options for federal funding (BMBF, BMWI, ...); reduction of teaching for research
<b>Right to confer doctorates</b>	... now the right to grant doctoral degrees allowed

## 4. UAS Prerequisites & Career Paths

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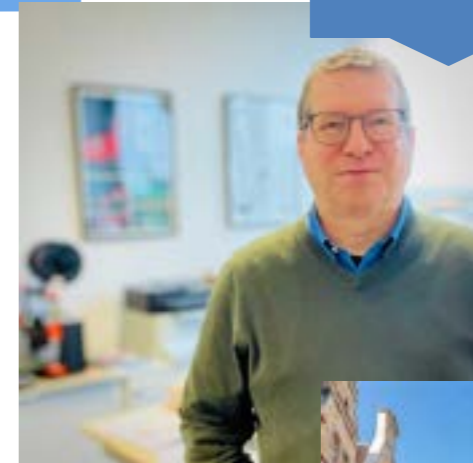


**Notes:** The German federal states regulate the formal prerequisites and requirements for professorships, and thus may vary. A "habilitation" (like work to acquire tenure) is not required, but professional experience in a field relevant to your intended professorship.

## 5. Can this be done? An example from Münster

Meet Prof. Dr. Michael Wasserman, FH Münster

- Mike is Professor of International Management at the FH Münster
- Mike has been in his current position since 2017
- Prior to moving from the US to Germany, Mike was a tenured professor and Associate Dean at Clarkson University in Potsdam, NY from 2002-2017 and taught at George Mason University in Fairfax, VA from 1997-2002. He earned his Ph.D. from Michigan State University
- At the FH Münster, Mike teaches courses and conducts research in international management, innovation, and entrepreneurship.



## 6. Examples of Universities of Applied Sciences

# HM Munich University of Applied Sciences

Hochschule Bielefeld

- University of Applied Sciences and Arts



# Research at UAS: Our approach in Munich

Examples for Research Institutes



Institute for Sustainable Energy Systems (ISES)



Institute for Applications of Machine Learning and Intelligent Systems (IAMLIS)

⋮



Professors with strong research skills

PZIB - Doctoral Research Center of Integrated Buildings

PZAI - Doctoral Research Center for Applied Computer Sciences

PZMP - Materials Science and Production Engineering Doctoral Research Center

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Examples of Doctoral Research Center

# Applied Science at UAS: Our Approach in Munich

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Standard profile: 18 teaching hours per week (7-8 classes) *Reduction possible*



Research profile: 9 teaching hours per week (3-4 classes) for researchers with strong research skills (publications + third-party funding, ongoing evaluation), round about 10 % of our Professorships



What does a UAS look like? An example from Bielefeld

## Study Models for Diverse Requirements

41 bachelor's degree, 28 master's degree and 6 certificate programmes

- Full-time
  - Work-integrated
  - Dual/with professional qualification
  - Part-time (combined)
  - Collaborative
  - Part-time
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- Doctorates at our state-level doctoral program and cooperative universities
  - Continuing education studies (certificates)

*Future specialists and executives for more than 350 cooperating companies in our region and beyond*

## Our Values

# Advocating for Diversity and Tolerance

HSBI's moral compass steers its activities – and is regularly reviewed

- Family-friendly university
- Gender equality
- Diversity

**WELTOFFENE  
HOCHSCHULEN**  
GEGEN FREMDEN-  
FEINDLICHKEIT



**KLISCHEE FREI**  
Initiative zur Berufs-  
und Studienwahl

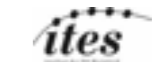
## An example from Bielefeld

# Drivers of Research and Transfer

- Institute for Educational and Health-Care Research in the Health Sector (InBVG)
- Institute for System Dynamics and Mechatronics (ISyM)
- Bielefeld Institute for Applied Materials Research (BifAM)
- Institute for the Intelligent Building (InfinteG)
- Institute for Technical Energy Systems (ITES)
- Institute of Book Design
- Institute for Data Science Solutions
- Competence Center Technology – Diversity – Equal Opportunities (associated institute)

Research foci: AMMO – Applied Mathematical Modelling and Optimisation  
IFE – Interdisciplinary Research f. Decentralised, Sustainable & Safe Energy Concepts

CareTech OWL | InCamS@BI



## 7. Wrap-up and Next Steps

Thoughts on the future of UAS in Germany and the importance of what we are discussing today.



# Thank you!! Feel free to contact us



**Anna Oberle-Brill**  
German Academic  
International Network office  
GAIN Director  
[oberle-brill@daad.de](mailto:oberle-brill@daad.de)



**Prof. Dr. Nathalie Bartholomäus**  
Vice President, Professor  
Bielefeld University of Applied Sciences  
[natalie.bartholomaeus@hsbi.de](mailto:natalie.bartholomaeus@hsbi.de)

Visa Information - Contact NY: [visa@newy.diplo.de](mailto:visa@newy.diplo.de)



**Prof. Dr. Sonja Munz**  
Vice President for Research  
HM Munich University of Applied Sciences  
[vp-forschung@hm.edu](mailto:vp-forschung@hm.edu)



**Patrizia Nobbe, PhD**  
Executive Director - NY Office  
UAS7  
[nobbe@uas7.org](mailto:nobbe@uas7.org)



**Prof. Dr. Mike Wasserman**  
FH Münster  
[wasserman@fh-muenster.de](mailto:wasserman@fh-muenster.de)

## 8. Workshop: What questions should you be asking? Let's Develop Your Own Personal FAQs!

What questions do you have about...

- a) The types of positions and how they compare with the US?
- b) Compensation or working conditions?
- c) How I find these jobs?
- d) How I apply for these jobs and what documents I need?
- e) What resources are available to help take the next steps?

Please add questions that do not fit in the "Other" category.

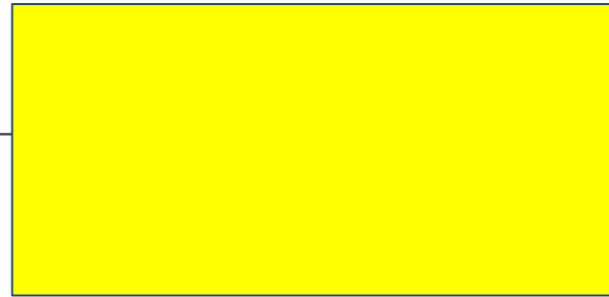


## 8. Workshop: Let's Develop Your Own Personal FAQs!

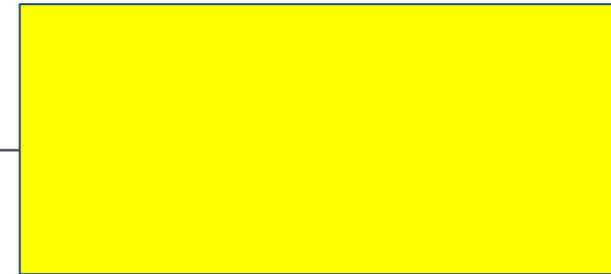
a) The types of positions and how they compare with the US?

Teaching hours vs. admin load: less service than in the US, some reduction in teaching load is possible

b) Compensation or working conditions?



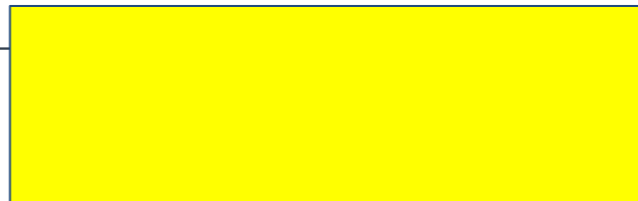
c) How I find these jobs?



d) How I apply for these jobs and what documents I need?

Process is more detailed in Germany compared to the US, longer lead times. Application postings are not always posted at predictable times and do not stay posted for long, always apply as early as possible

e) What resources are available to help take the next steps?



"Other questions

