

## Appointment Requirements for Professorships (W 2 & W 3)

In accordance with Article 100 of the Berlin Higher Education Act (*Berliner Hochschulgesetz*), appointment requirements for professorships at Freie Universität Berlin include:

- A university degree.
- Educational competence, usually acquired through ample experience in teaching and training. Factors taken into account may include:
  - courses taught in recent years,
  - teaching, learning, and examination methods applied,
  - educational training completed,
  - course evaluations by students,
  - textbooks authored and course materials designed, or
  - involvement in academic bodies dealing with matters of teaching and learning.
- Exceptional academic or scientific potential as reflected by an outstanding dissertation.
- One of the following, subject to each position's specific requirements:
  - Additional academic or scientific achievements, which are usually earned as a junior professor but may also stem from a candidate's previous occupation as a research assistant, either at a university or at a non-university research institution, or from other forms of research activity in the private or public sectors. Individuals who have previously held a professorship (at the rank of W 2 or W 3 in the German system or a comparable position abroad) can be assumed to fulfill this prerequisite.
  - Exceptional accomplishments in the application or development of academic or scientific findings and methods in no less than five years of professional experience, at least three of which must have been gained outside of institutions of higher education.
- Positions in educational science or involving teaching methods or teacher training shall be filled with appointees who have preferably three years of school teaching experience.
- Professors in the medical, dental or veterinary fields may additionally be required to provide certification of specialization in the respective medical, dental or veterinary area (*Gebietsarzt, Gebietstierarzt, Gebietszahnarzt* or their equivalents in other countries) if such qualification is mandated by a position's designation.

A candidate with outstanding professional accomplishments in her or his field as well as ample educational competence may be appointed to a professorship even if she or he does not meet the aforementioned provisions, provided that the respective discipline and the corresponding position's requirements permit it.

Appointees must provide a certificate of conduct (*Führungszeugnis zur Vorlage bei einer Behörde*) from a local resident's registration office and be in a state of health permitting them to unconditionally exercise their duties as professors.