

Information on the calculation of the 'academic age' in professors appointment procedures

Definition: In appointment procedures, the 'academic age' is based on a candidate's achievements (scope of teaching and research achievements, publications, citations etc.) in relation to the time required for this. This is intended to ensure the fairest possible comparability of candidates.

Calculation: To calculate the 'academic age', so-called unavoidable delay periods in the CV are deducted from the actual age or the years since the completed doctorate. According to chapter "4.3.3 Consideration of unavoidable delay periods" of the Guidelines for Recruitment Procedures of the University of Cologne, unavoidable delays for candidates include the following aspects:

- Women should always be credited with 12 months per own child in order to compensate for the additional burden of pregnancy and maternity leave (for multiple births a total of 1.5 years analogous to Maternity Protection Act §3 (2)),
- in addition, periods of childcare or nursing care of up to three years as stated in the application in accordance with Section 39a (2) Higher Education Act NRW (max. 6 years if there are several children/people to care for),
- disabilities or chronic diseases,
- temporary inability to work,
- periods of military or civilian service,
- flight or expulsion,
- part-time work and activities in non-research facilities/institutions/companies,
- pandemic-related restrictions on scientific research opportunities and performance and others.

The appropriate consideration and recognition of unavoidable individual delays of candidates lies with the appointment committee. Candidates are requested by the UoC to include such periods/burdens in their documents. In the event of ambiguities, it is recommended that the committee asks the candidates to submit the relevant evidence/explanations. The decisions must be documented.

Notes on application

- Parental leave: If candidates only state a number of children in their application, parental leave cannot automatically be derived from this. The actual amount of parental leave must be evident from the application. If this is not the case, it is recommended that the appointment committee asks the candidate to submit the relevant information or evidence. In the case of parental leave this applies to applicants of all genders. In the case of women, one year per child of their own must be counted towards their academic age.
- Part-time employment: In this case, it is recommended that the corresponding periods are credited on a pro rata basis. In the case of two years of part-time employment at 50%, one year would be taken into account for the calculation of academic age.
- Restrictions on performance - for example due to chronic diseases or pandemic-related restrictions - can also be taken into account appropriately.

As a member of the appointment committee, treat the information provided by candidates confidentially during the procedure. The University of Cologne values diversity and would like to take this into account in the selection process.

If you have any questions, please contact the Staff Unit 03 Recruitment Management.