

Aalen University

-Staff-

ECBAC Meeting, January 2013



Agenda

- Staff Structure
- Distribution of Staff
 - Inside & Outside the Formation
- Gender Breakdown
- Teaching Staff to Function
- Policy Purposes
- Salary
- Selection and Promotion Policy
- Mandates
- Analysis
 - Evolution of Staff Structure



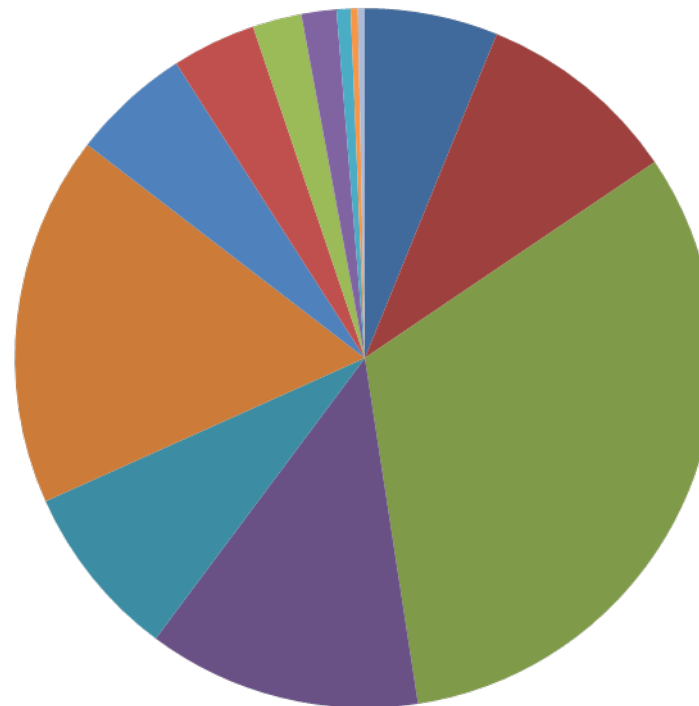
Staff Structure

- Current Staff Members: 455
- Current Number of Students: almost 5.000
- 2 Staff Categories
 - Professors: 146
 - Further Staff Members: 309
- Contract Lectures
 - Are Not Staff Members but come from industry
 - Commissioned on Semester Basis
- Further Staff Members Categories
 - Employees: 288
 - Civil Servants: 10
 - Manual Workers: 8
 - Apprentices: 3



Distribution of Staff (Non Professors)

- 5 Academic Schools
 - Chemistry
 - Electronics & Computer Science
 - Mechanical Engineering & Materials Science
 - Optics & Mechatronics
 - Management & Business Studies
- Administration
 - Human Resources
 - Finance
 - Students' Office
 - Facility Management



- School of Chemistry (19)
- School of Electronics & Computer Science (29)
- School of Mechanical Engineering & Materials Science (99)
- School of Optics & Mechatronics (39)
- School of Management & Business Studies (25)
- Central Administration (53)
- Technical Administration & Services (17)
- IT Services (12)
- Library (7)
- International Relations Office (5)
- CAD / CAM Centre (2)
- Physics Centre (1)
- Language Centre (1)

Distribution Inside and Outside the Formation

- Inside the formation
 - 146 professors
 - 150 external teaching staff (based on semester contracts)
 - 161 academic staff of which
 - 61 in the 5 schools
 - 100 in research
- Outside the formation
 - 309 further staff minus 161 academic staff = 148

Gender Breakdown

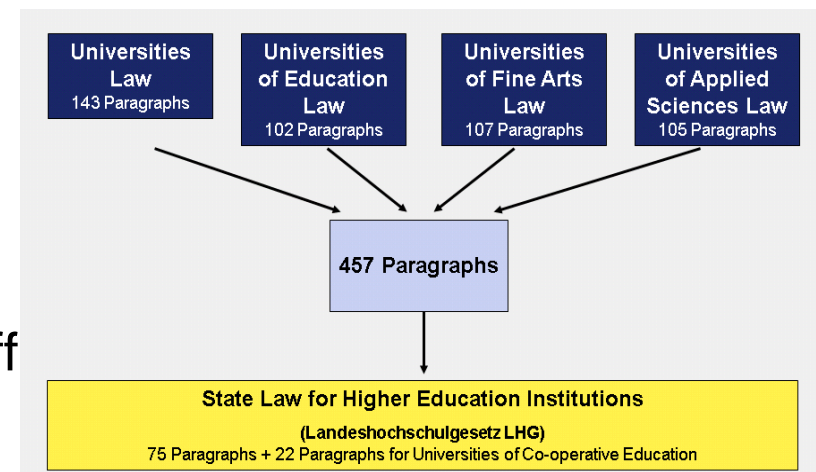
	Men	Women
Professors	131	15
Employees	173	115
(Academic staff)	116	45
Civil servants	5	5
Manual workers	8	0
Apprentices	1	2

Teaching Staff to Function

- All Professors are Full Professors
- How can one become a Professor of Applied Sciences?
 - PhD
 - Minimum of 3 years professional experience outside of academic world
- Statistics
 - 146 Professors
 - 150 External Teaching Staff
 - 61 Academic Staff in the 5 difference schools
- External Teaching Staff
 - Experts from Industry
- Academic Staff
 - Range from Bachelor to Master to PhD Graduates
 - Fulfill Teaching Activities
 - Ex. Laboratory Sessions, Basic Lectures, Exercise Sessions, etc.

Policy Purposes

- State Laws for higher Education in Baden-Württemberg
 - Instituted in 2005
- 2005 reform instituted state law related to professors and further staff
 - Duties, appointments, representing boards, etc.
- Salaries within the frame of the tariff contract
 - Agreed upon by unions and negotiating board
 - 15 level of salaries
 - Non Professor Employees
- Professors paid according to W2 & W3 system (fixed and variable part)



New State Law for Higher Education in Baden-Württemberg

Salary

- Typical Salary levels at universities (for non professor staff):

E 5 to E 8	Completed vocational education / apprenticeship in a recognized profession and respective duties and activities
E 9 to E 12	Bachelor graduate and respective duties and activities
E 13 to E 15	Master graduate, PhD students and postdocs and respective duties and activities

- Qualifications of Staff Member Important
- Salary Level first defined by job description
 - High qualified applicant does not change salary level of job
- Only a certain amount of state funds available for salary
 - Third Party Funds are used to hire more employees
- Guaranteed Job (by the State / respective Ministry to the University)
 - Undetermined duration
 - 233 Guaranteed Jobs at Aalen University
- Closely linked to Industry
 - Hires Professors and Employees with skills that are currently in demand

Selection and Promotion Policy (non professor staff)

- Selection is entrusted to departments and services
 - Specifically, heads of department and a selection committee
- Selection made after application review and oral interview
- Promotion Policy entrusted to University management
- On all Changes in staff, Personnel Committee Consulted
 - Committee elected every 4 years
 - Required to consult committee

Selection and Promotion Policy (professors)

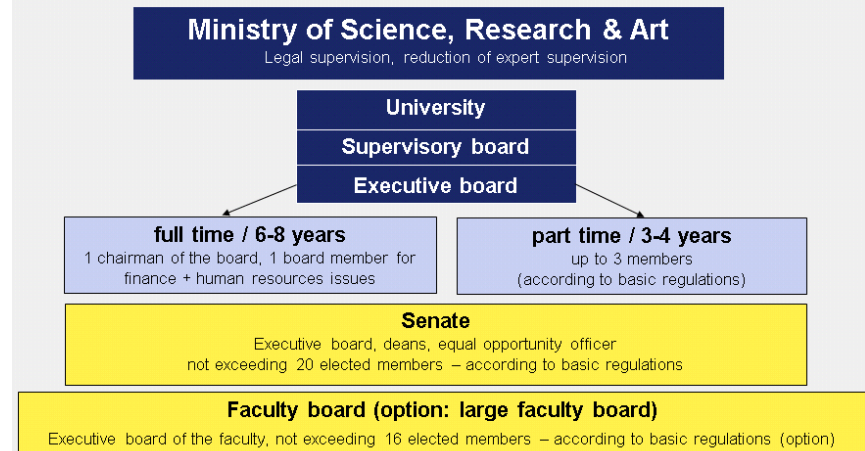
Professors appointment commission

- Appointed by the executive board in agreement with the faculty
- The faculty has the right to propose candidates for the appointment commission
- Head of the appointment commission: member of the executive board or member of the executive board of the faculty
- Constitution: professors + external member + 1 student
+ 1 expert woman
- equal opportunity officer has to be invited and,
takes part in the meetings of the commission, acting as an advisor
- professors must be in the majority
- decision-making: appointment commission + faculty board + comment of the senate
decision-making: executive board (according to basic regulations)
- appointment: by the chairman of the executive board (§ 48 Abs. 3) in agreement
with the Ministry of Science, Research & Art

Mandates

- Guiding ideas of new law:
 - Deregulation and extension of the HEI autonomy
 - New Management & Board Structure
 - New Scope for Development of the HEI
 - Financial and Reporting Issues
 - Further HEI specific Regulations

Structures of Management and Boards



Members of the senate

- board, deans, equal opportunity officer
- not exceeding 20 elected members (according to basic regulations)
- students' term of office: (according to basic regulations – § 65 Abs. 1 Nr. 3) suggestion: 1 or 2 years
- term of office of the other elected members: 4 years (§ 19 Abs. 2 Nr. 2)
- other employees and scientific staff are to be seen as one group (according to basic regulations)

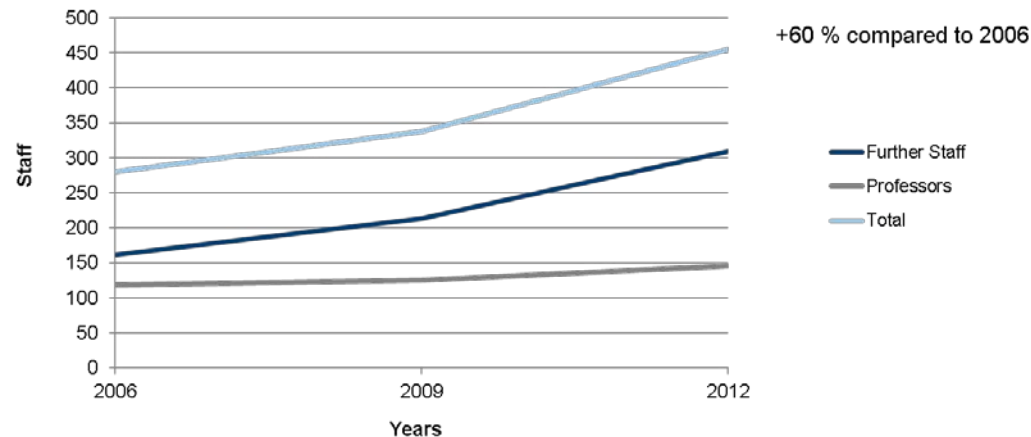
Members of the faculty board

- executive board of the faculty (dean, vice dean, 1 dean of study)
- executive board of the faculty can be enlarged (according to basic regulations)
- not exceeding 5 heads of scientific departments of the faculty
- not exceeding 16 elected members
- optional: large faculty board with all professors of the faculty
students: 30 % of all other members – but not less than 6
- other employees: see Senate

- Aggregation of the 4 HEI laws
- Specific missions are preserved
- Reduction of state guidelines
e.g. notifications related to study & examination regulations abandoned
waiving of approval provisos

- Fortification of management structures (faculty, executive and supervisory board)
- Appointment of professors by the executive board (*since then* Ministry of Science)
- Regulation of benefits and remuneration by the executive board
- Academic mid-level faculty staff also at Universities of Applied Sciences
- Reorganisation towards a graded study system (standard degrees: BA / MA)

Evolution of Staff Structure



- Total Staff: 455
- Increased enrolment in the past 15 years
 - Change in German School System
 - Double the amount of school graduates in the past 2 years
- Changed University Level Education Systems
- Local Influences
 - Education
 - Research
 - Further Education
 - Transfer of Knowledge from industry experts

Thank you very much for your attention!

