



What is academic staff at universities?

According to §44 HG NRW, academic staff at universities - both public sector employees and civil servants - not only have duties in research and teaching. Their duties also include academic services in the administration of the institution, in the organisation of studies and examinations, in the context of student counselling and in other tasks of the higher education institution, e.g. academic administration. They are assigned to departments, academic institutions or operating units of the university (e.g. computer centre and library).

What does academic staff at universities do?

Research work is one of the daily tasks for many of them. If this serves their own academic qualification, they must be given sufficient opportunity to do so, but at least one third of their working time. Members of the academic staff conduct courses and supervise theses, for example. This involves time-intensive background work, e.g. preparation and follow-up, the organisational implementation of the course and supervision and advising of students. Other typical areas of activity are assisting with the organisation of studies and examination activities. Depending on the area of assignment, there may be other tasks, for example, advisory activities and activities in science administration.

Employees in externally funded positions are not required to teach unless the funding body allows them to take on teaching tasks.

Where and how is this determined?

The individual tasks and their share of the working time should be specified in the job description for employees covered by collective agreements, and for civil servants in the job description. The job or post descriptions are relevant for the pay grade or salary. They must be adapted if tasks change permanently.

For further reading:

Hochschulgesetz (Higher Education Act) NRW - HG NRW:

https://recht.nrw.de/lmi/owa/br_text_anzeigen?v_id=10000000000000000654

Vertrag über gute Beschäftigungsbedingungen (Contract on good conditions of employment):
https://verwaltung.uni-koeln.de/abteilung41/content/e143582/e143778/e153127/e153128/VertragberguteBeschäftigungsbedingungen_unterzeichnet_21-01-16_ger.pdf

Leitlinien für gute Beschäftigungsbedingungen (Guidelines for good conditions of employment):
https://am.uni-koeln.de/e21463/am_mitteilungen/@46/AM_2018-48_LL-Beschäftigungsbedingungen_ger.pdf

Do you have any questions? Please feel free to talk to us!