

A warm welcome to the Staff Meeting for academic and artistic staff at TU Dortmund University



Welcome and Agenda

Anja Szypulski

Open Campus List

- Anja Szypulski (Faculty 09)
- Jens Maylandt (Faculty 17)
- Gerd Sokolies (Faculty 04)
- Joana Eichhorn Theissig (ZHB)
- Katrin Bauer (Faculty 17)
- Tijen Atkaya (Faculty 12)
- Tim Isenberg (Faculty 12)
- Marlène Baumeister (Faculty 5)
- Ingo Schulz (ITMC)

Natural Sciences and Technology Group/Independents

- Uta Spörer (Faculty 07)
- Erkan Özdil (Faculty 15)
- Joachim Elsner (Faculty 03)
- Sigrun Rottmann (Faculty 15)
- Philip Czyba (Faculty 08)
- Falko Bause (Faculty 04)
- Lars Hildebrand (Faculty 04)
- Silke Wawro (Faculty 16)

AGENDA

We would like to discuss these topics

- Welcome
- Brief report from the Chair
- Report from the Economic Committee
- Pay grading for Postdocs (Grade 13/14)
- Introduction of working time recording
- Miscellaneous

Brief report by the Chair

Anja Szypulski

Duties of the Staff Council (Section 64 LPVG*)

- To ensure compliance with laws, regulations, collective agreements and service agreements
- Advocating for the prevention of accidents and health hazards
- To receive suggestions and complaints from staff and work towards resolving them
- To promote the integration and professional development of people with severe disabilities and other vulnerable groups
- To promote equality between women and men
- [...]

(* LPVG = Public Employee Representation Act of North Rhine-Westphalia)

Participation rights of the Staff Council (Sections 72, 73, 74 and 75 of the LPVG)

Co-determination (including motions)

- Recruitment, continued employment, etc.
- Rejection of holiday requests
- Workplace design
- Health and safety at work
- Performance monitoring
- [...]

Participation

- Job vacancies
- Principles of staff planning
- [...]

Consultation

- Written warnings
- Dismissal during the probationary period
- Termination agreements
- Planning of new buildings, refurbishments or lettings
- [...]

Permanent Posts: Policies for TU Faculties

- Rectorate's Framework Concept for Permanent Posts 2021
- Objective: To convert approximately 25% of budget-funded staff to permanent contracts, totalling approximately 138 FTE.
- The number of potential conversions to permanent contracts depends on how many posts in the faculty are already filled by permanent staff.
- Current status as of May 2026: 77 permanent appointments across the TU and 11 ongoing procedures.
- PRwiss accompanies all procedures within the selection committee.

Trends in Permanent Staff Recruitment under the Permanent Post Scheme since 2021

Fakultät	insgesamt	intern	extern	davon weibl.	davon männl.	davon E13	davon E14	davon E15	davon A13	offene Verfahren
Mathematik	4	3	1	3	1	1	3			
Physik	12	8	4	4	8		9	3		1
CCB	7	6	2	1	3		3	1		3
Informatik	4	2	2		4		4			
Statistik	3	3		1	2		3			
BCI	3	3			3		2		1	
Maschinenbau	6	6		2	4	1	5			1
ET/IT	noch kein Konzept									
Raumplanung	2	2		1	1	1	1			
Architektur	2	2		1	1		2			2
Wiwi	4	3	1		4	2	2			
Fak. 12	5	3	2	3	2	2	3			2
Fak. 13	2	1	1	2		2				1
Fak. 14	1	1		1					1	
Fak. 15	8	5	3	6	2	7		1		1
Fak. 16	7	3	4	2	5	2	5			
Fak. 17	5	5		1	4	4			1	
ZHB	1	1		1		1				
Summe	77	57	20	29	44	23	42	5	3	11

Principles applied by PRwiss when reviewing contracts

- Appointments to a fixed-term qualifying position for *a minimum of 3 years*
- Contract extensions for qualifying positions must run for at least 1 year
- Third-party-funded contracts: contract term = project duration
- Employment at less than 50% of full-time hours must be justified (e.g. scholarship, other job)

Support Programme for PhD Students with Disabilities or Chronic Illnesses at TU Dortmund

- **Objectives:** To remove barriers to entering academia and to raise awareness and visibility of the issue of inclusion in academia
- **What is funded?** *Initial* 3-year **contracts** for academic employment leading to a PhD (75% of gross employer costs for one year)
- **Who is eligible for funding?** Applications may be submitted by professors who wish to establish a PhD position for a graduate with a severe disability or equivalent status. At the time of funding, there must be no existing employment relationship with TU Dortmund University, and the graduate to be appointed must be exceptionally well qualified for the PhD position to be created (<https://stabsstelle-cfv.tu-dortmund.de/vielfalt/behinderung-und-chronische-erkrankung/foerderung-von-promovierenden-mit-schwerbehinderung/>)

TU Dortmund's Inclusion Agreement - Objectives:

- Promoting the recruitment and training of people with disabilities
- Ensuring that workplaces are suitable for people with disabilities
- Safeguarding the employment of staff with disabilities
- Promoting good health
- Accessibility
- Cooperation with the Representative Body for People with Severe Disabilities (SBV): Representative Katrin Stroop and her team (<https://sbv.tu-dortmund.de/>)
- **Action Plan 'A University for All'** – including physical accessibility, software and IT infrastructure, etc.
(<https://stabsstelle-cfv.tu-dortmund.de/vielfalt/behinderung-und-chronische-erkrankung/aktionsplan-eine-hochschule-fuer-alle/>)

We'd love to hear your views!

Please scan the QR code and answer the question:

Which inclusion topics should we address in future?



Further topics

- CCTV surveillance of university buildings: if a criminal offence has been committed and the PRwiss is involved; otherwise a **NO GO**
- Corporate benefits: There are schemes available for staff, e.g. at Ruhr University Bochum, but not yet at the TU. As far as we are aware, our administration is currently examining whether such schemes could also be introduced here. One of the challenges to be addressed is German tax law.
- The draft bill for a law supposedly modernising fixed-term employment legislation in the academic sector (WissZVG) is now available.

Report from the Economic Committee

Uta Spörer, Spokesperson for the Economic Committee

Staff Development for Academic Staff 2021–2025

**Difference
2021–2025
– 130.0 FTE
– 159 staff**

	2025		2024		2023		2022		2021	
	Total FTE	Total Staff	Total FTE	Total People	Total FTE	Total People	Total FTE	Total People	Total FTE	Total People
1										
Faculty 01	115.2	169	119.7	169	122.9	167	119.0	163	132.9	185
Faculty 02	188.0	250	157.5	214	155.4	222	157.8	233	157.5	240
Faculty 03	111.8	175	118.0	187	121.8	184	114.0	184	126.3	198
Faculty 04	148.0	171	165.8	191	157.6	171	163.3	179	160.9	173
Faculty 05	60.8	85	75.6	103	64.4	81	51.6	65	53.3	68
Faculty 06	111.8	141	106.2	129	100.6	125	106.4	140	122.9	160
Faculty 07	223.2	281	224.0	290	220.4	279	221.5	273	234.5	299
Faculty 08	127.9	178	138.7	195	141.3	204	151.7	214	141.5	196
Faculty 09	66.1	108	71.6	110	79.5	114	74.4	112	79.6	122
Faculty 10	54.5	91	62.5	102	63.8	108	71.4	114	72.8	108
Faculty 11	80.3	127	81.5	128	94.5	130	83.6	129	88.3	132
Faculty 12	129.8	171	133.4	169	124.3	161	128.2	166	134.0	172
Faculty 13	64.4	92	68.1	102	76.3	113	66.3	96	67.3	98
Faculty 14	41.1	51	43.9	54	38.8	51	41.6	55	45.8	61
Faculty 15	74.1	105	83.2	116	90.9	121	83.8	114	90.1	122
Faculty 16	50.9	68	52.1	64	53.5	64	59.6	73	53.6	65
Faculty 17	76.2	107	71.5	102	64.6	94	74.5	112	78.1	116
DOKOLL	4.9	6	6.5	9	7.1	8	9.5	14	9.4	12
ZHB	30.7	45	34.1	52	32.8	48	34.4	50	26.3	40
DELTA	5.6	7	7.0	7	7.0	7	7.0	7	7.0	7
Administration	11.2	23	11.8	23	11.3	22	9.4	21	10.2	20
ITMC	8.1	10	8.7	10	8.5	10	8.7	10	9.5	11
University Library	8.8	10	9.9	11	10.4	12	10.3	12	10.2	13
CET	5.5	6	16.6	23	19.1	25	18.6	23	16.8	18
Total	1,798.7	2,477.0	1,867.8	2,560.0	1,866.7	2,408.0	1,866.5	2,559.0	1,928.7	2,636.0

Trends in permanent staff

	2025		2024		2023		2022		2021	
	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total
	FTE	Staff	FTE	People	FTE	People	FTE	People	FTE	People
Faculty 01	4.0	11	11.0	11	10.0	10	7.0	7	9.0	9
Faculty 02	15.9	17	13.4	14	11.4	12	9.9	10	6.9	7
Faculty 03	16.9	19	14.9	17	12.4	14	12.4	14	13.4	15
Faculty 04	15.4	17	13.3	15	12.8	14	11.2	12	11.2	12
Faculty 05	5.5	7	5.0	5	4.8	5	3.0	3	3.0	3
Faculty 06	10.4	12	8.9	10	6.4	7	5.4	6	6.4	7
Faculty 07	16.8	20	14.0	16	12.0	14	10.1	11	9.0	10
Faculty 08	3.0	3	3.0	3	5.0	6	7.0	8	7.0	7
Faculty 09	7.5	10	7.9	9	10.6	14	10.2	14	9.9	14
Faculty 10	6.3	7	6.3	7	6.3	7	5.3	6	4.3	5
Faculty 11	5.5	7	4.5	5	4.5	5	3.0	3	4.5	5
Faculty 12	13.8	15	14.4	15	11.4	12	13.2	15	10.1	12
Faculty 13	6.8	7	6.8	7	6.7	7	4.5	5	6.6	9
Faculty 14	4.0	4	4.0	4	4.0	4	3.0	3	6.0	6
Faculty 15	20.9	26	21.6	26	17.7	22	16.5	19	15.3	17
Faculty 16	15.3	17	15.3	16	14.1	15	13.5	14	9.5	10
Faculty 17	9.5	13	8.5	11	9.5	14	11.3	16	11.5	15
DOKOLL	0.0	0	0.0	0	0.0	0	1.0	1	2.0	2
ZHB	13.3	14	14.3	17	12.8	14	14.0	16	12.5	15
DELTA	5.6	7	7.0	7	7.0	7	7.0	7	7.0	7
ITMC	8.1	10	8.7	10	8.5	10	8.7	10	9.5	11
University Library	8.8	10	9.9	11	10.4	12	9.8	11	9.4	11
CET	1.0	1	1.0	1	1.0	1	1.0	1	1.0	1
Total	214.0	254.0	213.5	237.0	199.1	226.0	187.8	212.0	184.8	210.0

**Change
2021–2025
+ 29.2 FTE
+ 44 staff**

- For 2026, budgets have been cut for the first time.
- Many faculties have made full use of the option to carry over 10 per cent of the 2025 budget to 2026, thereby offsetting the cuts. This option will also be available this year.
- A further budget cut is expected for 2027.
- Pay rises are increasing staff costs, while cost-saving and consolidation measures are also planned.

Budget Differences Faculties 2025–2026

	Basic Budget Development	Trend in fobaZus	Total budget trend	Trend in carry- overs	Trend including carry-over
FK01	-€415,000.00	€21,600.00	-393,400.00 €	€272,578.00	-€120,822.00
FK02	€95,500.00	€216,113.00	€311,613.00	-€327,899.24	-€16,286.24
FK03	-541,000.00 €	€256,553.00	-€284,447.00	€89,034.00	-€195,413.00
FK04	-799,000.00 €	€39,963.00	-€759,037.00	€700,704.00	-€58,333.00
FK05	-€229,000.00	€171,012.00	-€57,988.00	-€167,811.15	-€225,799.15
FK06	-€363,000.00	€20,291.00	-€342,709.00	-€24,608.09	-€367,317.09
FK07	-€225,250.00	€583,618.00	€358,368.00	€288,385.05	€646,753.05
FK08	€361,000.00	-€77,145.00	€283,855.00	€634,532.57	€918,387.57
FK09	-€124,000.00	€29,609.00	-€94,391.00	-€195,309.66	-€289,700.66
FK10	€8,000.00	€2,959.00	€10,959.00	€147,677.00	€158,636.00
FK11	-€282,750.00	€26,902.00	-€255,848.00	€250,036.00	-€5,812.00
FK12	-€750,000.00	-€75,146.00	-€825,146.00	€395,821.00	-€429,325.00
FK13	-€8,000.00	€90,281.00	€82,281.00	€367,816.00	€450,097.00
FK14	-€131,000.00	€31,429.00	-€99,571.00	€129,700.00	€30,129.00
FK15	€353,000.00	€7,305.00	€360,305.00	€0.00	€360,305.00
FK16	€31,000.00	€15,312.00	€46,312.00	€307,800.00	€354,112.00
FK17	-€144,000.00	€60,336.00	-€83,664.00	€90,777.00	€7,113.00
	-€3,163,500.00	€1,420,992.00	-€1,742,508.00	€2,959,232.48	€1,216,724.48

- Instead of generating a surplus as planned, TU Dortmund has recorded a deficit of 6.8 million euros in its annual accounts for 2025.
- TU Dortmund's structural deficit was supposed to be reduced to zero by 2026. Instead, another deficit is expected.
- Major investments are being financed from reserves, particularly investments in digitalisation, infrastructure and sustainability.
- Rising staff costs are coming up against consolidation requirements.
- Financial planning is based on the expectation that a successful outcome of the Excellence Initiative will secure additional funding and long-term development prospects.

Abuse of Power in Academia at TU Dortmund

Sigrun Rottmann

Fight against abuse of power at TU Dortmund

Save the date: Forum on Abuse of Power on 2 December 2026, featuring a keynote speech and a fishbowl discussion with the participation of the Vice-Chancellor.

Other key topics:

- Support for those affected.
- Participation in cross-departmental working groups on abuse of power.
- A working group is developing a guide mapping counselling and complaints services.
- Networking and collaboration with the Graduate Centre, SchuDS, etc., to strengthen counselling and TU's commitment to prevention and protection measures, plus training and conferences about this issue.
- The NRW Higher Education Strengthening Act is due to come into force in 2026 – with expanded powers to sanction abuse of power and scientific misconduct.

Pay scale classification for postdocs (EG 13/14)

Anja Szypulski

Background

- The approach to the issue of reclassification varies considerably across the TU.
- A reclassification generally depends on the financial situation of the respective faculty or department, the line manager and/or academic culture.
- The process is very opaque for those affected.
- There is unequal treatment, as the same salary may not be paid for the same work: in addition to faculty affiliation, gender also plays a role.
- We are aware of TU Dortmund's precarious financial situation, but the implementation of collective bargaining in accordance with the law is not a question of money.
- **PRwiss's aim: to ensure collective bargaining agreements are implemented transparently and equitably.**

Pay groups

PG 13

- Completed academic higher education
- Carrying out research tasks

EG 14

- Completed academic higher education
- Carrying out research tasks,
which are perceived to be one-third more difficult than in EG 13
- and are carried out independently and responsibly

Level 15

- Completed academic higher education
- Carrying out research tasks,
 - which are noticeably more difficult than in Level 13
 - and which are carried out independently and responsibly
 - and half of which require high-calibre work

Process and current state of the discussion

Agreement has been reached on the three characteristics of a higher-level role (challenging research, independent and responsible work). The PRwiss considers these three characteristics (among others) to be fulfilled in the Habilitation process.

In-depth discussions with the Human Resources Department and – for the first time – also with representatives of the deans:

- In some cases, it was not known that post-doc contracts could also be made fixed-term on grounds other than the Habilitation.
- The faculties assess a Habilitation very differently, and ‘challenging research tasks requiring independent and responsible execution’ are also assessed very differently depending on the subject area.
- PRwiss, the Human Resources Department and the deans are working together on criteria for promotion to a higher pay grade.

Process and current status of the discussion

Current status:

- Until recently, job descriptions (TDs) were only drawn up for EG 14; there is now a TD for every post-doc position.
- The TD must set out the assigned tasks in detail and on an individual basis.
- The TD must be signed by the line manager and the employee.
- This procedure was unanimously approved at the Faculty Conference.
- The TD form is being revised and instructions for completing it are being added.

Any questions or comments?

Introduction of working time and attendance tracking

Uta Spörer

2019 ECJ ruling on the obligation to record working hours

2023 Ruling by the Federal Labour Court (BAG) on the obligation to record working hours under the Working Hours Act.

Since then, there has been discussion regarding the specific characteristics of the academic sector

2026 The Ministry of Science and Research of North Rhine-Westphalia (MKW NRW) calls for the introduction of working time recording at all universities in the state.

The department is planning the imminent introduction of working time recording for all academic and artistic staff at TU Dortmund, if possible before the end of this year.

Principles governing working hours for academic staff in accordance with the Working Hours Act and the TV-L

Working Hours and Health and Safety

- Standard working hours: 39 hours 50 minutes per week (TV-L NRW); civil servants: 41 hours per week
- Maximum 8 hours per day; in exceptional cases, up to 10 hours per day / 48 hours per week with compensatory time off – the compensatory time off must be taken within one year
- At least 11 hours' rest between two shifts
- Statutory break regulations (after 6 hours 30 minutes, after 8 hours 45 minutes) must be observed
- Work on Sundays and public holidays is generally prohibited and permitted only in exceptional cases as provided for by law

Academic qualifications

- Research, teaching, examinations, committee work, supervision and business travel are generally counted as working time
- Doctoral studies, habilitation and further qualifications are protected under the collective agreement
- Academic staff should be given the opportunity to carry out their own research within their contractual working hours
- Part-time posts must not be treated in the same way as full-time posts

Responsibility of the department

- Compliance with the Working Hours Act and the TV-L is the responsibility of line managers and the university
- Work organisation must prevent staff from becoming overloaded
- Academic freedom and the protection of working hours must be jointly guaranteed

Objectives of introducing a time and attendance system

Protection of employees

- Transparency regarding workload
- Compliance with legal requirements
- Visibility and traceability of overtime

Key question:

How can time recording be introduced without unnecessarily restricting flexibility and academic freedom?

Compliance with the provisions of the Working Hours Act and the TV-L

- Rest periods
- Maximum daily working hours
- Weekly working time range
- Prohibition of work on Sundays and public holidays
- Time allocated for academic development
- ...

Overtime

- Documentation
- Compensation arrangements
- Consideration of part-time contracts
- Premiums for night work, Sunday work and work on public holidays
- ...

Specific risks

- Breach of working time regulations
- Accident insurance cover
- Incorrect or incomplete recording
- ...

A time-recording system has already been developed and presented by the ITMC

Requirements:

- flexible usage (on-site, mobile working, working from home)
- must not allow for surveillance
- simple and transparent
- make overtime visible
- provide legal certainty

Working time recording must not lead to a loss of academic flexibility – it must provide protection, transparency and workable solutions for staff.

We'd love to hear your views!

- **What would be particularly important to you when it comes to working time recording?**
- **Where do you see potential difficulties or challenges?**
- Alternatively, you can also answer the questions via the QR code



Miscellaneous

Is there anything else left to discuss?

Room for discussion

What have you learnt?

Please feel free to use the Padlet to note down your thoughts or any further questions or suggestions:

[Link to the Padlet for the PRWiss staff meeting](#)



Thank you very much for your attention! PRwiss

Would you like more information? – Please get in touch!

- Speak with us right now in the foyer
- You can quickly reach all regular staff council members and the secretariat at:
vorstand.prwiss@tu-dortmund.de

Please use this email address whenever possible when making initial contact. If necessary, you can also contact a member of the committee directly: prwiss.tu-dortmund.de/der-personalrat/mitglieder

