



Universität Stuttgart

# Englische Übersetzung der Amtlichen Bekanntmachung Nr. 35/2023

Herausgegeben im Auftrag des Rektorats der Universität Stuttgart

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07.05.2024

Gemäß § 1 Absätze 1 bis 3 und § 3 Absätze 1, 2 und 4 der Satzung über Bekanntmachungen der Universität Stuttgart vom 20. Februar 2017 (Amtliche Bekanntmachung der Universität Stuttgart Nr. 11/2017 vom 1. März 2017) wird hiermit amtlich bekannt gemacht:

## **Guidelines for calculating the academic age of candidates for procedures for the awarding of scholarships/fellowships, re- cruitment, appointment and evaluation**

Der rechtlich verbindliche Volltext der oben bezeichneten Bekanntmachung ist in der Zentralen Verwaltung der Universität Stuttgart, Keplerstr. 7, 70174 Stuttgart, im Zimmer 0/9 (Erdgeschoss) während der Sprechzeiten einsehbar.

**Dauer des Aushangs: vom 07.05.2024 bis 24.05.2024**

Der Volltext der oben bezeichneten Bekanntmachung ist auch in digitaler Form unter:  
<https://www.uni-stuttgart.de/universitaet/aktuelles/bekanntmachungen/>  
zu finden und steht zum Download zur Verfügung. Rechtlich verbindlich ist die im oben genannten Zimmer einsehbare schriftliche Fassung.

Guidelines for calculating the academic age of candidates for procedures for the awarding of scholarships/fellowships, recruitment, appointment and evaluation

### Preamble

Academic age is a metric that can relate to different periods of time depending on the candidate's career stage. For example, in procedures for the awarding of scholarships/fellowships, calculations may be based on periods of study, deducting any unavoidable times of absence and study delays caused by previous events. In the context of professorships, the academic age is generally based on post-doctoral achievements, which are to be put into relation in accordance with these guidelines.

In contrast to the academic age, the biological age of candidates may not be used as a metric, since it does not take into account productivity over time. It is a violation of the [General Act on Equal Treatment \(Allgemeines Gleichbehandlungsgesetz, AGG\)](#) to dismiss candidates or to treat them unfavorably on the basis of their age. This principle remains unchanged by the age limit mandated by civil service law, since candidates who exceed this age limit are only excluded from recruitment as civil servants. However, candidates can generally be recruited as salaried employees, even at the level of professorships.

### Section 1 Definition: Academic age

Academic age is a measure of productivity in academic teaching and research in relation to the time required and available for this purpose. All periods of academic achievement are taken into consideration. The aim is to assess unavoidable delays or special circumstances in favor of applicants in order to facilitate the comparative assessment of achievements.

### Section 2 Provable times of absence

Any working time missed out during provable times of absence due to maternity leave, parental leave, reductions in working hours to care for children, caregiver leave, prolonged illness, compulsory and/or voluntary service etc. is generally deducted in full and without limits.<sup>1</sup>

### Section 3 Provable delays

Due to the high degree of heterogeneity with regard to their effects on academic performance, provable delays due to a recognized disability or chronic illness shall be taken into account to an appropriate extent on the basis of a self-assessment of the applicants – in consultation with the Representative for Disabled Persons/Employees/Students, the Commissioner for Inclusion and/or the Staff Council.

### Section 4 Recognition of familial care duties

The University of Stuttgart defines family as a community in which social responsibility is assumed in the long term. This includes parents and children, life partners, siblings, grandparents and grandchildren as well as relatives in need of care.

Therefore, when calculating the academic age, persons who undertake family care tasks involving a significant additional time commitment receive a compensation for disadvantages in addition to

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<sup>1</sup> This regulation is based on the legal provisions for the recognition of maternity and parental leave (Section 51 Para 3 LHG BW in conjunction with Section 2 Para 5 No 3 WissZeitVG), caregiver leave and reductions of working hours to care for children (Section 51 Para 3 LHG BW in conjunction with Section 2 Para 5 No 1 WissZeitVG), extension options of the WissZeitVG due to basic military and civilian service periods (Section 2 Para 5 No 4 WissZeitVG) as well as health-related leaves of absence (Section 2 Para 5 No 6 WissZeitVG).

provable times of absence or delays in order to account for the *second shift* of familial care duties. The following regulations apply to this compensation:<sup>2</sup>

1. Periods caring for children or relatives can be declared voluntarily and without proof. In this case, a flat deduction of up to two years per child or relative requiring care for female scientists and up to one year for male scientists is applied.
2. With appropriate proof (see Section 6), a deduction of up to two years per child or relative requiring care can also be applied to male scientists.
3. Single parents shall be given special consideration if appropriate proof is provided, with a flat deduction of up to three years per child.
4. The flat deductions recognized in addition to provable periods referred to in points 1 and 3 shall be capped at a total of six years for female scientists and single parents and three years for male scientists. In individual cases, this cap may be exceeded in accordance with Section 7.

The decisive base for individual calculations is the date of birth of the respective child or the onset of the need for care, meaning the time deduction cannot exceed the age of the child or the actual care period.

#### Section 5 Further recognition of delays

In addition to the individual components already mentioned, additional delays may affect an academic career, for example for refugees and migrants (asylum procedures, integration phases, etc.). Due to the high degree of heterogeneity with regard to possible delays and their effects on academic productivity, personal circumstances shall be credited to an appropriate extent on an individual basis.

#### Section 6 Methods for providing proof

Maternity leave, work bans and/or prolonged illness

Times of absence as defined in Section 3, Section 13 Para 3 or Section 16 of the [Act on the Protection of Mothers at Work, in Training and at University \(Gesetz zum Schutz von Müttern bei der Arbeit, in der Ausbildung und im Studium, MuSchG\)](#)<sup>3</sup> and/or prolonged phases of illness are usually proven by means of corresponding letters from the health insurance company, the employer and/or medical certificates, which must be submitted on request.

Disability

Delays caused by disability are usually proven by means of corresponding certificates of the degree of disability (Grad der Behinderung, GdB).

Chronic illness

Delays caused by chronic illness are usually proven by means of medical certificates, which must be submitted on request.

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<sup>2</sup> Note on language use: The distinction made between „male“ and „female“ in this document applies to the gender identity of applicants. For persons who do not identify with these binary categories, the provisions of these guidelines for male applicants shall apply. The reason for the explicit distinction between genders and the gender-specific provisions of these guidelines is the unequal distribution of care duties („Gender Care Gap“) arising from a historically binary cultural system.

<sup>3</sup> Section 3 MuschG: Periods of protection before and after childbirth (“maternity leave periods”), Section 13 Para 3 MuschG: Occupational work ban, Section 16 MuschG: Medical work ban.

#### Parental leave and/or reductions in working hours to care for children

Times of absence caused by parental leave and/or reductions in working hours to care for children are usually proven by means of corresponding letters from the employer for the respective period. If the reason for the reduction in working hours is not stated in the respective document(s), an additional personal affidavit may be submitted.

#### Children

The definition of children is based on Section 15 Para 1 in conjunction with Section 1 Para 3 and 4 of the [Act on Parental Allowance and Parental Leave \(Gesetz zum Elterngeld und zur Elternzeit, BEEG\)](#), and therefore not limited to biological children. The mandatory prerequisite is for the candidate to share a household with the child(ren) and to be personally responsible for their care and upbringing. This includes households in which custody is shared equally, with the child(ren) either switching between the parents' households or staying in a "nest household" with the parents alternating responsibility. In cases where the child(ren) switch between households, the registered primary residence of the child(ren) has no bearing on the provisions made here.

According to Section 1 Para 1 No 1 of the [Youth Protection Act \(Jugendschutzgesetz, JuSchG\)](#), the age limit is set at 14.

Information must be provided on the number of children, their dates of birth and, if different, the date where the applicant assumed parental responsibility.

Time spent on childcare is usually proven by means of a personal affidavit of both legal guardians attesting the division of familial care duties on at least an equal basis.

#### Single parents

According to Section 21 Para 3 of Book II of the [German Social Code \(Sozialgesetzbuch, SGB II\)](#), a single parent is a person who lives with one or more minors and who is solely (i.e. primarily) responsible for their care and upbringing. A personal affidavit serves as proof.

#### Care

Care periods are usually proven by means of a personal affidavit attesting that the applicant assumed responsibility for the care of a loved one/loved ones and that the person receiving care was assigned an official care grade, and listing the periods and respective weekly hours spent on care duties. The recognition of care periods is not contingent on applicants sharing a household with the person receiving care.

#### Refugees and migrants

Delays caused by asylum procedures, integration phases or the like are proven by means of a personal affidavit.

#### Section 7 Special provisions (severability clause)

Deviations from the above regulations to allow for a generous interpretation in justified individual cases are possible, but must be examined individually.

If the customary methods of providing proof listed in Section 6 are not available, other evidence is permissible, provided it is expedient and meaningful.

Care must be taken to ensure that no applicants are disadvantaged because of their gender identity.

#### Section 8 Data collection

In all procedures for the awarding of scholarships/fellowships, recruitment, appointment and evaluation, applicants must actively be given the opportunity to voluntarily declare the periods mentioned in this guideline as supplementary career information and, if necessary, to submit a self-

assessment of their academic age.<sup>4</sup> Applicants must also be actively informed that such information will be taken into account exclusively in their favor ('individual component'). In addition, applicants must be asked not to share any personal data concerning third parties or to share only what is absolutely necessary.

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<sup>4</sup> For further guidance, reference can be made to the CV templates of the German Research Foundation (DFG): [dfg.de/formulare/53\\_200\\_elan/index.jsp](https://www.dfg.de/formulare/53_200_elan/index.jsp), accessed on 03/06/2023.