

# On the Importance of Permanent Employment Contracts for Fostering Research Quality and Robustness

work with Susann Fiedler, Adeyemi Adetula, Ulrich Dirnagl, Gordon B. Feld, Christian Fiebach, Samsad Afrin Himi, Aidan J. Horner, Tina Lonsdorf, Felix Schönbrodt, Miguel Alejandro A. Sila, Michael Wenzler, & Flávio Azevedo

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@GermanRepro



@rimamrahal

# Research Quality needs Open Scholarship



## **Openness**

about methods & procedures, steps to obtain results

## **Transparency**

about assumptions, deviations from expectations

## **Reproduction**

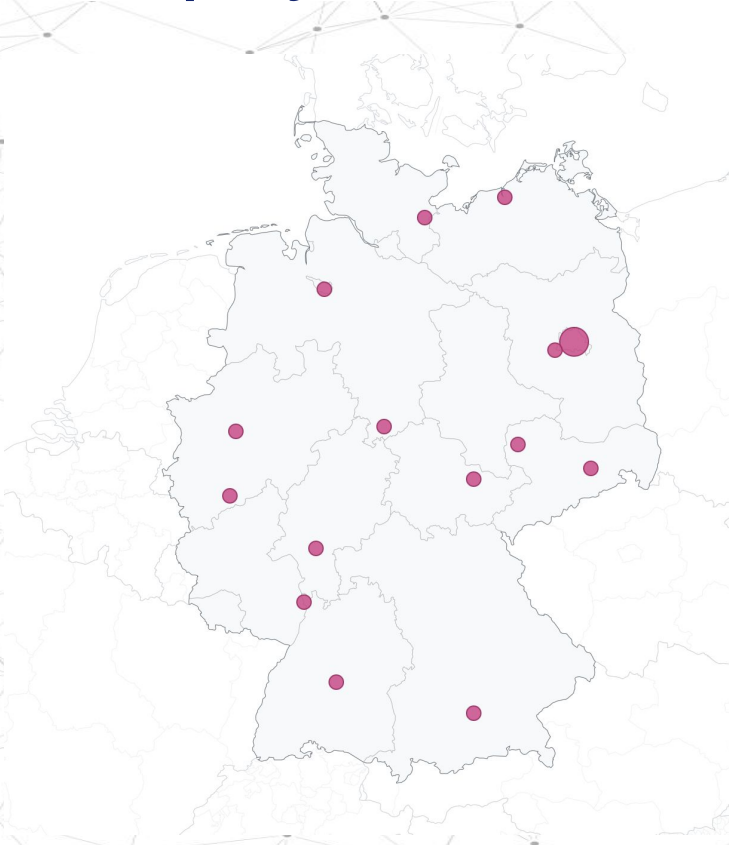
efforts to retrace results of prior work

## **Replication**

efforts to recreate results of prior work

...

# Employment Conditions in German Academia



**#ichbinhanna**  
public debate + labor disputes

**Wissenschaftszeitvertragsgesetz (WissZeitVG, 2007)**  
academic fixed-term contract act

**6 year contract limit for PostDocs**  
... for attracting “fresh” personnel  
... to avoid “clogging the system”

summary and rebuttal in Bahr et al., 2021a,  
2021b; Netzwerk für gute Arbeit in der  
Wissenschaft, 2021

# Employment Conditions in Academia, Internationally





**Innovation**

**Only the Best**



The background of the slide is a complex network diagram consisting of numerous small black dots (nodes) connected by thin, light gray lines (edges). The connections are dense and irregular, creating a web-like structure that fills the entire page. The overall appearance is that of a large-scale network graph, possibly representing a social network, a biological network, or a data network.

**Innovation vs.  
Extreme Turnover**

**Only the Best vs.  
Biased Selection**

# Innovation vs. Extreme Turnover

# Only the Best vs. Biased Selection

**Uncertainty for academic staff**

**Pressure hampers creativity**

**Continuity of research engagement is lost**

**... Research Quality suffers**

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# Only the Best vs. Biased Selection

Third-party funding, publications in high-impact-factor journals, H-index as performance indicators

Incentives to meet these indicators, not to perform high quality research

... Research Quality suffers



# 5 Thoughts for More Sustainable Employment

- 1 More Team Research**  
long-term collaborative projects built by teams of researchers with different skill sets

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refocusing on research quality and sustainability

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refocusing on research quality and sustainability
- 4 More Teaching of Open Practices**  
educating the researchers of tomorrow

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refocusing on research quality and sustainability
- 4 More Teaching of Open Practices**  
educating the researchers of tomorrow
- 5 More Resources for Civic Duties**  
academic self-administration, mentoring, uptake of emerging societal needs in research agenda, research communication with the public, ...



# Research Quality needs more Permanent Positions

