



1 Categories of Professorship

UZH professors are responsible for research, teaching and services in their field at the highest international level.

Professors at UZH are appointed in accordance with the provisions of the University Act of 15 March 1998 (UniG). The University Statutes of 4 December 1998 (UniO) govern the professorial appointment procedure and define the different types of professorships at UZH. The provisions of the employment ordinance of the University of Zurich of 29 September 2014 (PVO-UZH), as they refer to the legal aspects of appointments, also apply. These provisions also provide the key foundation for quality assurance in this area.

UZH makes a fundamental distinction between professorships which are subject to an appointment procedure, and those which are not. A further distinction is made with regard to professorships which are subject to an appointment procedure: between appointments for a chair¹, ad personam professorships, and assistant professorships which are not tenure-track positions.

1.1 Professorships Subject to the Appointment Procedure

Full professorships

Full professors are generally appointed to a particular chair and are employed indefinitely (§ 8 UniO).

Full professorships ad personam

Full professors ad personam are generally appointed for a six-year term, which may be extended several times (§ 11 PVO-UZH). In other respects, they have the same status as those holding professorial chairs (§ 8 UniO).

Associate professorships

Associate professors are generally appointed to a particular chair and are employed indefinitely (§ 8 UniO).

Associate professorships ad personam

Associate professors ad personam are generally appointed for a six-year term, which may be extended several times (§ 11 PVO-UZH). In other respects, they have the same status as those holding professorial chairs (§ 8 UniO).

¹ Chair: A chair is a professorship that is included in the planning processes of UZH, in particular in the annual professorial chair planning as part of the development and financial plan (§ 10, paragraphs 1 and 2 UniO; § 43 Implementation Ordinance of the Finance Regulations of UZH (Financial Handbook, FHB)).



Tenure-track assistant professorships

These professors will generally be aged under 45. They are appointed to a particular chair. The initial appointment is for a three-year term, which may be extended by between one and three years. In justified cases, the appointment may be extended up to a maximum of nine years in total. At the end of the second appointment period, these professors will be considered for promotion to associate professor, without the position being advertised internationally (§ 9 UniO and § 12 PVO-UZH).

Assistant professorships

These professors will generally be aged under 45. The initial appointment is for a three-year term, which may be extended by between one and three years. In justified cases, the appointment may be extended up to maximum of nine years in total (§ 9 UniO and § 12 PVO-UZH).

1.2 Professorships Not Subject to the Appointment Procedure

Externally funded assistant professorships

These appointments are made by the Executive Board of the University on the basis of an Executive Board-recognized funding program run by research funding organizations. Appointees are subject to the same rights and obligations as assistant professors (§ 10a UniO). The selection and employment process differ from the appointment procedure at UZH and are governed by other regulations.

Adjunct professorships

Appointment as an adjunct professor grants the appointee the right to use the title of professor. Appointments are made for a six-year term, which may be extended. The grant of the title of professor in itself is not linked to employment at UZH (§§ 14, 14a-c UniO).

Visiting professorships

Academics from Switzerland and abroad may be employed at UZH as a visiting professor at the invitation of one of the faculties. Such appointments are made for a minimum of one month and a maximum of one year. They are approved via the faculties, subject to the consent of the Executive Board of the University (§ 18 UniO and § 14 PVO-UZH).