



FOLLOWING A COMPREHENSIVE VALIDATION PROCESS IN A RE-AUDIT-PROCEDURE, THE GERMAN ASSOCIATION OF UNIVERSITY PROFESSORS AND LECTURERS (DHV), THE PROFESSIONAL ASSOCIATION REPRESENTING A MEMBERSHIP OF 30.000 ACADEMICS AND SCHOLARS IN GERMANY, HEREBY AWARDS THE

**UNIVERSITÄT DUISBURG-ESSEN (UDE)**  
**THE DHV'S HALLMARK**  
**"FAIR AND TRANSPARENT**  
**APPOINTMENT NEGOTIATIONS".**

FOR A FURTHER PERIOD OF FIVE YEARS.

THE UNIVERSITÄT DUISBURG-ESSEN (UDE) OPERATES A TRANSPARENT APPOINTMENT POLICY WHICH IS ARRANGED UNIFORMLY IN ALMOST COMPLETE COMPLIANCE WITH PROCEDURAL LAW. NEGOTIATIONS ARE CONSISTENTLY CONDUCTED IN A SPIRIT OF FAIRNESS AND RESPECT. THE INTEGRATION OF NEW PROFESSORS INTO THE UNIVERSITY AND THE SUPPORT PROVIDED TO THEM IS OF EXCELLENT STANDARD. THE SEAL OF QUALITY IS AWARDED TO THE UNIVERSITÄT DUISBURG-ESSEN (UDE) WITH EFFECT FROM 1<sup>ST</sup> AUGUST 2017 FOR THE DURATION OF FIVE YEARS.

BONN, 1<sup>ST</sup> AUGUST 2017

UNIV. PROF. DR. IUR. BERNHARD KEMPEN  
PRESIDENT OF THE DHV

**DEUTSCHER  
HOCHSCHUL  
VERBAND**

Köpfe die Wissen schaffen