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Letter of Endorsement:

Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

The University of Lübeck (UzL), represented by its President, Prof. Dr. Gabriele Gillessen-Kaesbach, welcomes the European Commission's Recommendation of 11 March 2005 on the European Charter for Researchers and on the Code of Conduct for the Recruitment of Researchers (Charter and Code).

Having adopted the Charter and Code through the German Rector's Conference (Hochschulrektorenkonferenz – HRK) on 23 November 2005, the UzL is hereby declaring its intention to actively implement the Charter and Code within its legal confines and according to the process laid down in the Commissions document Human Resources Strategy for Researchers.

Many aspects of the Charter and Code are already respected and implemented at UzL. By endorsing their principles, UzL acknowledges the importance of the Charter and Code, recognizes the value of the recommended principles and is voluntarily bound to adhere to them.

Through the implementation of the Charter and Code, UzL intends to enhance the attractiveness of research careers within our institution by implementation of European standards for the recruitment and mobility of researchers and improve the overall organisational quality of research and innovation environment to contribute to the realization of an open and attractive European Research Area.

Prof. Dr. Gabriele Gillessen-Kaesbach