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## **Appointment by Birthright? Tracing the Impact of German Universities' Prestige and Competitive Performance on the Careers of Their Doctoral Graduates**

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In the last decades, German universities have increasingly turned into competitive actors. The intensification of organizational competition may have had repercussions on individual-level labor market competition of early-career researchers. Using large-scale data for doctoral graduates of all German universities, I will first document the dominance of graduates from highly prestigious universities in faculty appointments and explore how it has developed since the 1960s. In the second part of the presentation, I will analyze effects of university success in the Exzellenzinitiative on the academic and non-academic careers of their doctoral graduates. Overall, the results of these analyses suggest a limited role of university-level factors on the labor market outcomes of early-career researchers.

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