

Evaluation of the W1 - Argelander Tenure Track Professorship (tenure track to W2)

The evaluation is conducted in accordance with the Tenure Track Regulations (TTO) of the University of Bonn and is carried out in four different categories:

- (i) research achievements,
- (ii) teaching accomplishments,
- (iii) academic committee work or offices and
- (iv) leadership responsibilities.

The assessment of the assistant professor's qualifications occurs in two terms with an interim evaluation (after three years) in the categories (i) und (ii) and a final evaluation (after six years) in all four categories.

1. Interim evaluation

27 months after initial recruitment, the assistant professor submits a written self-assessment report to the tenure track committee. The report shall be drafted along the TTO guidelines (see TTO appendix, part B) and is independently evaluated by four different reviewers, two of whom are not members of the University of Bonn. In the interim evaluation, the candidate is assessed for his/her performance as a university teacher. The following criteria are expected to be met during the first period:

(i) Research achievements

- At least one publication with corresponding authorship in a highly regarded scientific journal with peer review.
- Submission of an application for a research grant within a competitive program for third-party funding (EU, DFG, BMBF, Industry, Foundations, etc).

(ii) Teaching

- Independently conducting at least one teaching module in a B.Sc. or M.Sc. program of a TRA6 member faculty.
- Successful support of students as evidenced e.g. by supervising bachelor's and/or master's theses.

On (i) and (ii)

Excellent research achievements that are internationally recognized as top range in the field along with a very good performance in academic teaching or, alternatively, an excellent teaching performance along with very good research achievements that significantly exceed international standards.

2. Final evaluation

9 months before the end of the second term, the assistant professor submits a written self-assessment report to the tenure-track committee. The self-assessment shall be drafted along the TTO guidelines (see TTO appendix, part B) and is independently evaluated by four different reviewers, two of whom are not members of the University of Bonn. In addition, the assistant professor presents his/her research in an oral public presentation. All four reviews as well as the oral presentation are taken into account in the final tenure decision.

Generally, it is expected that the following criteria are met at the end of the second term:

(i) Research achievements

- At least five publications with corresponding authorship in highly regarded scientific journals with peer review. Original contributions published in corresponding authorship in a journal that is preeminent for the field (e.g., Science, Nature) may be counted twice toward the minimum requirement.
- Successful acquisition of new funds in the form of
 - an individual research grant from the DFG (as person in charge of the proposal) or
 - an ERC grant or
 - an EC-funded collaboration project (“Research and Innovation Action”) as person in charge of the proposal at the own institution, as specified in the Form A of the proposal or
 - an equivalent peer-reviewed grant.
- Successful support of junior researchers as evidenced by supervising doctoral theses and/ or mentoring postdocs.
- By obtaining an ERC grant, all minimum requirements under this point are met.

(ii) Teaching

- Successfully and independently conducting at teaching modules in B.Sc. and M.Sc. programs of TRA6 member faculties. The teaching performance is measured by analyzing the student polls conducted at the end of each semester.
- Successful support of students as evidenced e.g. by supervising bachelor's and/or master's theses.

On (i) and (ii)

Excellent research achievements that are internationally recognized as top range in the field along with a very good academic teaching performance that significantly exceeds standards or, alternatively, an excellent teaching performance on international top level along with very good research achievements that significantly exceed international standards.

(iii) Academic committee work or offices

Active participation in the work of the University's bodies and committees as well as engagement in the academic community as a whole

(iv) Leadership responsibilities

- Managing an active and independent research group
- Enrolling in the continued training program offered within the framework of the human resource development concept of the University of Bonn