



Assistant professorship (W1) for the promotion of gifted students in STEM fields

Evaluation criteria and standards for interim and final evaluation procedures for assistant professors according to the university's Quality Assurance Concept* (QSK) Part 1, VI with subject-specific requirements and weighting of the criteria. In accordance with QSK Part 1, IV, the faculty determines the qualification criteria that it considers to be necessary.

Criteria and requirements for the interim evaluation

The criteria for the final evaluation apply. In comparison to the final evaluation, the status of the assistant professor's achievements with regard to the criteria should be documented and strengths and weaknesses with regard to fulfilling the criteria for a positive final evaluation should be identified. This also includes an assessment of the extent to which the criteria in the final evaluation can realistically be met in view of the achievements to date.

The criteria in category 1 are also of key importance for the interim evaluation. However, these criteria are not quantified separately for the interim evaluation. The reason for this is that in many cases quantification is not yet possible due to the long review processes of the leading journals.

The status consultation that takes place between the interim and final evaluation (QSK Part 1, III, 4) starts with the result and assessment of the interim evaluation. This is done in order to assess the further development of qualification and to give adequate advice.

Criteria and requirements for the final evaluation

The weighting of the criteria is realised by grouping them into three categories. Within these categories, the weighting is realised from top to bottom.

Category 1: Key evaluation criteria that must be assessed positively for a positive final evaluation and that are given particular weight in the final evaluation.

Criteria according to the QSK, part 1, VI.1-VI.3		Subject-specific requirements
Research		
1	Quality and quantity of publications as sole author or as co-author or as "corresponding author" (significance of research work in international comparison, contribution to further development of the research field, reception and evaluation of the publication (citations, impact factors etc.), distinctions and prizes)	<p>1. A necessary requirement for a successful final evaluation is that the evaluation committee assesses the assistant professor's research achievements positively in terms of quality and quantity.</p> <ul style="list-style-type: none"> In typical cases, at least ten independent published original works can prove this. At least eight papers should be journal articles in peer-reviewed journals or – if this is more common and prestigious in the re-

*QSK = Quality assurance plan according to § 51 b LHG for assistant professorships with tenure track and evaluation statute regarding assistant professors and junior lecturers from 12 October 2018 with second amendment of 15 July 2021.

		<p>spective community – conference papers/conference contributions from peer-reviewed conferences; these are also hereafter referred to as "publications".</p> <ul style="list-style-type: none"> • The majority of the papers should be empirical studies. • At least five of the articles should be written in English. • For the final evaluation, at least three of the publications should have been published or be accepted for publication in an internationally leading journal or in the proceeding of a leading international conference. Leading journals are those that are among the top ten journals in their specific category according to the Social Science Citation Index (five-year average). Alternatively, one of these publications can be published in a journal that is highly reputed in the scientific community and has not (yet) been included in the SSCI. The three most prestigious international conferences in the respective field are considered as leading conferences. • The assistant professor may also submit both journal articles and conference papers/conference contributions – provided that conference papers/conference contributions are of very high importance in his/her field. <p>At the request of the assistant professor, further journals from relevant subjects may be accepted as "leading journals". The decision is made by the evaluation committee upon request of the assistant professor during the interim evaluation. If the request is made after the interim evaluation the final evaluation committee will decide.</p> <p>2. At least five of the ten publications submitted for the final evaluation should be first-authored by the assistant professor. During the evaluation, the committee determines and considers co-authorships and, if applicable, the individual contribution of the assistant professor. A publication can only be considered (fully) if the assistant professor's contribution to the co-authored publication was at least substantial. For each of the publications to be considered, the assistant professor explains</p>
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3	Research projects (type, scope, innovative/interdisciplinary in nature)	<p>The assistant professor is expected to have an above-average portfolio of relevant and innovative research projects that have the potential to produce high-ranking, internationally visible publications.</p> <p><i>A positive assessment of this criterion in the final evaluation is a necessary qualification feature.</i></p>
4	Third-party funding (amount, institution)	<p>The assistant professor is expected to demonstrate third-party funding activity (e.g., participation in grant proposals) equal to the typical level for the subject.</p> <p><i>A positive assessment of this criterion in the final evaluation is a necessary qualification feature.</i></p>
5	Academic collaboration and participation in joint research	<p>The assistant professor is expected to participate in cooperative projects to an above-average extent for the subject.; work in joint research projects is desirable.</p> <p><i>A positive assessment of this criterion in the final evaluation is a necessary qualification feature.</i></p>
Teaching		
1	Classes/courses taught (type, workload, scope)	<p>The assistant professor is expected to have gained teaching experience in the teaching formats typical for the department (e.g., lectures, seminars).</p> <p><i>A positive assessment of this criterion in the final evaluation is a necessary qualification feature.</i></p>
2	Teaching performance and didactic aptitude, documented by	<p>The assistant professor is expected to be successful in the teaching listed under Teaching 1.</p>

	<ul style="list-style-type: none"> • at least two teaching evaluations in the case of the interim evaluation; • the results of the teaching evaluations considered during the interim evaluation and at least one further teaching evaluation • a statement by the Vice-Dean of Academic Affairs and • in the case of a final evaluation of an assistant professorship with tenure track, an academic lecture open to the whole University in the research area of the assistant professorship including subsequent discussion. 	<p>This can for example be proven by good teaching evaluation results.</p> <p><i>A positive assessment of this criterion in the final evaluation is a necessary qualification feature.</i></p>
Research		
8	Impact activities (society, economy, politics)	<p>The assistant professor is expected to develop perspectives for possible transfer activities into practice-oriented areas.</p> <p><i>A positive assessment of this criterion in the final evaluation is a necessary qualification feature.</i></p>

Category 2: Important criteria to be considered in the final evaluation. These criteria cannot compensate for shortcomings in meeting the criteria of category 1

Criteria according to the QSK, part 1, VI.1-VI.3		Subject-specific requirements
Academic self-administration		
1	Membership on committees	<p>The assistant professor is expected to be active in academic self-administration committees to the extent customary for assistant professors. It is expected that her/his work is characterized by professionalism, integrity, and the ability to work in a team.</p> <p><i>A positive assessment of this criterion in the final evaluation is a necessary qualification feature.</i></p>
2	Taking on extra responsibilities in the department	<p>The assistant professor is expected to be active in the departmental self-administration to the extent customary for assistant professors. It is expected that her/his work is characterized by professionalism, integrity, and the ability to work in a team.</p> <p><i>A positive assessment of this criterion in the final evaluation is a necessary qualification feature.</i></p>
Research		

10	Participation in doctoral qualification processes and doctorates supervised	The assistant professor is expected to participate in the supervision of at least three doctoral qualification processes. <i>A positive assessment of this criterion in the final evaluation is a necessary qualification feature.</i>
Teaching		
3	Participation in university examinations and theses supervised	The assistant professor is expected to supervise examinations and final theses to the extent customary for assistant professors.
5	Internationality	The assistant professor is expected to have an international orientation that is above average.
6	Other, e.g. teaching prizes, advanced professional training in university teaching	Teaching prizes and advanced professional training in university teaching should be acknowledged.

Category 3: Subordinate criteria that can be considered to round off the overall performance

Criteria according to the QSK, part 1, VI.1-VI.3		Subject-specific requirements
Research		
2	Academic lectures and participation in symposia and events outside the University of Tübingen	The assistant professor is expected to speak and present at high-ranking international conferences.
6	(Co)organization of specialist conferences	(Co-)organization of specialist conferences is welcomed but not expected.
7	Work for specialist organizations, education, government, or other institutions	The assistant professor is expected to be present in relevant professional expert associations.
9	Activities as a referee, reviewer	The assistant professor is expected to take part in review processes to the extent customary for assistant professors.
11	Other distinctions, e.g. research prizes, patents, potential appointments to other institutions, editorial work	Awards, research prizes, and external appointments are to be acknowledged adequately during the evaluation.
Other criteria		
1	Advanced professional training in gender and diversity matters and personnel management and management.	Advanced professional training in gender and diversity matters and personnel management and management should be acknowledged adequately.
Academic self-administration		
3	Other, e.g., pan-university projects	Activities relevant to the subject that go beyond the criteria listed above should be acknowledged adequately.

Teaching		
4	Teaching materials	Achievements in this area are not expected.
6	participation in academic advisory services	Participation in academic advisory services is not expected.

Equality

When evaluating assistant professorships, the University of Tübingen's regulations on equal opportunities apply with regard to evaluation criteria and the time of evaluation.