Quality assurance plan according to § 51 b LHG for assistant professorships with tenure track and evaluation statute regarding assistant professors and junior lecturers

According to sections §§ 8 para. (5) item (1), 19 para. (1) item (2) no. 10 of the law governing higher education in the state of Baden-Württemberg, "Landeshochschulgesetz (LHG)" (GBl. 2005, p. 1) of 1 April 2014 (GBl. p. 99), as amended on 10 November 2015 (GBl. p. 895), the University of Tübingen Senate at its meeting on 14.06.2018 passed the following statute in agreement with the Science Ministry in accordance with §§ 51 b, 48 para. (1) item 4 LHG and completed it by special decision on 11.01.2019 in accordance with § 3 para. (11) of the Grundordnung.

Part 1: Assistant professorships

I. Assistant professorships (without tenure track)

Assistant professors are usually appointed under § 51 para. (7) LHG for an initial limited time period of up to four years with the status of temporary civil servants (*Beamten auf Zeit*). This status will be extended to a total of six years if the assistant professor has proven his or her worth as a member of academic staff in his or her performance, particularly in research and teaching, according to the results of an interim evaluation. At the end of the period of service, a final evaluation is undertaken of the assistant professor's performance, assessing his/her aptitude and ability for possible future academic positions. Assistant professors on private-law contracts - not as civil servants - are given equal treatment.

II. Assistant professorship with tenure track (Tenure track professorships)

Tenure track professors are assistant professors in accordance with § 51 LHG and their appointment is linked with later promotion to a professorship of a comparable denomination in a higher salary bracket following a successful probationary period (tenure track professorships). Holders of tenure track professorships are entitled to call themselves assistant professors or tenure track professors. The relevant provisions of the LHG, particularly those of § 51 b LHG, remain unaffected by this quality assurance plan.

III. Procedure for tenure track professorships

III. 1. Gender equality standards

To ensure gender equality in the selection process, the University of Tübingen Senate's resolution of 10 April 2014, "Advancement of gender equality and internationalisation measures in appointments procedures" must be respected. Within the framework of gender equality monitoring and as part of annual reporting to the Senate by the President, an annual report shall be made on appointments to tenure track professorships, assistant professorships, junior lecturerships and on the evaluation procedure for tenure track professorships and lectureships.

III. 2. Advertising of a tenure track professorship

Tenure track professorships are to be advertised both domestically and internationally. In order to reach as many talented academics as possible, all professorships must additionally be advertised in English. Also, potential candidates are to be actively identified and contacted by members of the finding committee. The advertisement contains a reference to the tenure track. The requirements establishing aptitude, ability, and academic performance and/or any special requirements to be met by the subsequent appointment to a full, W3 professorship must be formulated in the call for applications to the tenure track professorship with an assurance of a future W3 professorship in the case of successful evaluation. In all other matters § 51 b LHG applies.
As part of the approval procedure for the professorship, the faculty must present a list based on the evaluation criteria and standards set out in section VI and specifying which subject-specific evaluation criteria and standards form the basis of the interim evaluation and the final evaluation of the assistant professorship; in doing so, the faculty also establishes the necessary qualification criteria from its point of view. The University's Gender Equality Representative must be included in the process of establishing the criteria. She must be given the opportunity to make a statement on the matter.
Information on the steps involved in the process, evaluation criteria and standards, as well as subject-specific requirements and the weighting of the criteria is provided in writing to the tenure track professor before he/she commences his/her employment, at the latest when the appointment agreement is made. § 48 para. (4) applies accordingly. The evaluation criteria shall be posted in German and English on a web page linked with the job advertisement and may be accessed there also. The following text must be included: *"The Baden-Württemberg Landeshochschulgesetz foresees the new category of tenure track professor under § 51b starting in the spring of 2018. It is therefore possible for those who are in corresponding W1 positions to call themselves tenure track professors and to be described as such. This job advertisement is for such a tenure track professorship. In the area of W1 positions, and therefore also for tenure track professors, allowances may be paid on top of basic salary.*
Applicants for a tenure-track professorship must have changed universities after completing their doctorates or have worked in academia for at least two years somewhere other than the appointing university. § 51 para. (5) item 2 LHG and § 48 para. (1) item 4 LHG remain unaffected.

III. 3. Interim evaluation procedure

(1) The evaluation procedure is launched by the faculty at the latest two months before the end of the third year. The faculty will be reminded of the coming evaluation procedure by Human Resources.

The interim evaluation process may be launched earlier upon application by the tenure track professor - for instance if he/she wished to apply for a professorship elsewhere - to document the the tenure track professor's performance to date. The application must be made to the responsible faculty. An early evaluation presumes that the tenure track professor will show credibly at the time of application that he/she has met the requirements for an extension of his/her employment contract to the full six years prior to the expiry of the initial four-year term of employment. If the assistant professor becomes a parent by birth or adoption or takes leave of absence to care for a family member, the assistant professor's interim evalua-

tion may, upon application by the assistant professor, be launched at a correspondingly later time.

Furthermore an early interim evaluation may be conducted to counter an offer of an appointment elsewhere (see no. 7).

(2) In consultation with the faculty the President's Office appoints an interim evaluation committee; the relevant faculty has the right to propose the interim evaluation committee members. The committee is comprised of three staff members representing the immediate subject and the Dean (or his/her representative) as the head of the committee. Assistant professors, tenure track professors, junior lecturers and tenure track lecturers may not be members of the interim evaluation committee. Persons who have taken on a supportive role, e.g. as mentors, may not be involved in the interim evaluation and/or the final tenure evaluation. The University's equal opportunities officer or his/her representative may join the committee in an advisory role.

(3) The tenure track professor is called upon by the head of the interim evaluation committee to present a report in accordance with Attachment 1 on his/her academic profile and performance in research, teaching, and academic service, whereby the latter usually takes a low priority. The report must include statements on research and teaching performance. The academic profile of classes taught and the quantitative teaching load must expressly be taken into consideration. The report may not exceed ten pages. If applicable, the report should include documentation of successfully completed classes in the field of academic teaching, personnel management and/or management. The tenure track professor's report on his/her own performance must meet the faculty's evaluation criteria in accordance with III.2. The University may require the report to be made in English.

(4) The interim evaluation committee consults on the tenure track professor's degree of success on the basis of the evaluation criteria and standards set out in section VI. and the subject-relevant requirements and criteria weighting under III.2 above, the tenure track professor's own report, the external referees' assessments, the results of at least two teaching evaluations as well as a statement by the Vice-Dean of Academic Affairs. After a review of the documents, the tenure track lecturer is invited to an evaluation interview and is given the opportunity to present his/her own report orally to the interim evaluation committee.

The interim evaluation committee subsequently votes to present the Dean's Office with an evaluation report. The respective candidate must receive written notice of the interim evaluation result. The faculty and the President's Office are bound by the evaluation committee's vote.

(5) In the case of a positive vote, after approval by the Dean's Office (in clinical subjects at the Faculty of Medicine, by the Dean's Office and the hospitals' Executive Board of Directors), and a subsequent positive resolution by the Faculty council at the latest four months prior to expiry of the limited-term employment contract, the Dean submits an application for extension of the employment relationship to the President.

(6) The interim evaluation is intended to reveal strengths and weaknesses at an early stage, so that on the one hand any failings which may prevent a later appointment may be rectified

and on the other hand a decision made on the assistant professor's further career at a point at which alternatives are still possible. To create transparency and if applicable to enable any necessary rectification, the tenure track professor receives written notification on his/her performance to date, and on any critical areas, from the Dean; this feedback must also include recommendations on personal and academic development.

III. 4. Perspective talks

Tenure track professors have two rounds of perspective talks prior to the interim evaluation. The first perspective talk takes place after the end of the first year. The second takes place before the end of the third year, at the latest prior to the launch of the interim evaluation. If a limited-term employment contract is extended, a further perspective talk takes place before the end of the fifth year, at the latest prior to the launch of the final evaluation. Perspective talks are conducted by the Dean of the responsible faculty; he/she may choose a Professor close to the relevant subject with whom to consult. The perspective talks help the tenure track professor to reflect on his/her own development (academic expertise, interdisciplinary skills etc.), to identify potential paths of action, to sound out individual career options, and better plan his/her future career.

III. 5. Final evaluation procedure

(1) The evaluation procedure is launched by the faculty at the latest two months before the end of the fifth year. The faculty will be reminded of the coming evaluation procedure by Human Resources. The final evaluation process may be launched earlier for good reason and if a position is available, upon application by the tenure track professor. The application must be made to the responsible faculty.
If the tenure track professor becomes a parent by birth or adoption or takes leave of absence to care for a family member, the tenure evaluation may, upon application by the tenure track professor, be launched at a correspondingly later time.

Furthermore an early final evaluation may be conducted even prior to an interim evaluation in order to counter an offer of an appointment elsewhere (cf. III 7).

Any such early final evaluation does not give rise to any right to an early promotion to a W3 professorship.

(2) In consultation with the faculty the President's Office appoints an evaluation committee; the relevant faculty has the right to propose the committee members. The composition of the evaluation committee follows the rules established for a faculty search committee under § 48 para. (3) LHG. The provisions set out in § 51 b para. (2) LHG apply to the evaluations. Before the final evaluation is launched, a status consultation is required in the form of a perspective talk. External members are to take part in a suitable manner. Assistant professors, tenure track professors, tenure track lecturers and junior lecturers may not be members of the evaluation committee If the evaluation committee is headed by a member of the Dean's Office, the evaluation committee must additionally include a member of the President's Office.

(3) The tenure track professor is called upon by the head of the evaluation committee to present a report according to no. (3) para. (3). The evaluation committee invites the tenure track professor to hold the academic lecture and subsequent discussion. The academic lecture is open to the whole University. The academic lecture makes it possible to judge the assistant professor's ability to conduct academic discourse and shows his/her ability to present academic issues and findings critically and spontaneously to an educated audience.

(4) The evaluation committee appoints at least two external, internationally recognized referees who make a written academic assessment on the basis of the assistant professor's report on his/her work to date, a full list of publications and classes taught, and an updated curriculum vitae. The referees must be outstanding academics (full professors or equivalent status) and be from two different institutions. The referees receive an overview of the evaluation criteria and standards under section VI as well as the list of subject-specific requirements and criteria weighting under III 2, which are to be based on the final evaluation and the documents specified in item 1. If the referees' assessments diverge significantly in their recommendations and/or rationale, the evaluation committee may commission further external reviews.

(5) The evaluation committee consults on the tenure track professor's degree of success on the basis of the evaluation criteria and standards set out in section VI. and the subject-relevant requirements and criteria weighting under III. 2 above, the tenure track professor's own report, the external reviews, 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 the academic lecture by the tenure track professor from his/her subject area including subsequent discussion. For a positive tenure evaluation it is expected that the candidate can show a substantial, internationally recognized effect on the academic development of his/her discipline, taking into account his/her time in academia. The yardstick for this is the faculty criteria under III.2. After a review of the documents and after the academic lecture, the tenure track professor is invited to an evaluation interview and is given the opportunity to present his/her own report orally to the evaluation committee.

The evaluation committee subsequently votes to present the Dean's Office with an evaluation report. The faculty and the President's Office are bound by the evaluation committee's vote without prejudice regarding legal errors.

(6) With its positive vote the evaluation committee confirms that the requirements for establishing the aptitude, ability, and academic performance have been met and that the additional academic performance in research and teaching required for appointment as a full professor under § 47 para. (1) no. (4a), para. (2) item (1) LHG have been achieved. The promotion process must be launched at the latest four months prior to expiry of the extended limited-term employment contract.

(7) If, according to the results of the evaluation, the tenure track professor has not met the requirements for a successful probationary period under § 51 para. (7) item 2 LHG, his/her civil servant (Beamte) status may, under § 51 b para. (2) item 5 LHG, be extended by up to one year with the tenure track professor's consent.

III. 6. Bias

(1) During the evaluation it must be ensured that no person or persons take part who should be recused. This is in accordance with §§ 20, 21 of the state administrative procedures law, Landesverwaltungsverfahrensgesetz.

(2) If any of the following – absolute – conditions arise, the relevant person must be strictly excluded from the procedure (that person may not participate in a decisionmaking nor in an advisory capacity):

- Relationship by blood, marriage or other family relationship, or close personal relationship;
- employment dependency or supervisory relationship (e.g. student-teacher relationship) within the three years prior to commencement of the tenure track professorship.

(3) If any of the following – relative – conditions arise, a decision on exclusion must be made on a case-by-case basis (see below):

- substantive involvement in the tenure track professor's doctoral or habilitation thesis;
- close academic cooperation, e.g. joint projects and/or joint publications in the previous three years (multi- or co-authorship), joint patents or joint patent applications;
- immediate academic competition with the assistant professor's projects or plans;
- personal economic interests in the outcome of the evaluation.

(4) Possible reasons for bias must be communicated to the head of the evaluation committee. The evaluation committee must check and assess whether bias as set out in (3) is actually present; the mere existence of the conditions listed is not sufficient for a immediate exclusion from the procedure. The evaluation committee decides whether a person

- is excluded from the procedure,
- refrains from any further involvement or
- must leave the room at relevant stages of the procedure and therefore does not take part in decision-making and votes about the tenure track professor.

Prior to any decision, the affected person must be given the opportunity to speak on the matter; the decision must be noted in evaluation committee protocols. These regulations on bias must be given to all members of the evaluation committee and to the referees for their attention, upon appointment.

III. 7. Appointments of tenure track professors

(1) An offer of an appointment elsewhere does not lead automatically to an extension of the employment relationship nor to promotion of a full, W3 professorship.

(2) If, during his/her employment contract of up to four years and before the interim evaluation, a tenure track professor receives an offer of an appointment to a W2 or W3 professorship at another university or to an equivalent professorship at a university outside Germany,

this may be accounted by the interim evaluation committee as a positive evaluation, upon application by the tenure track professor. The application must be made to the responsible faculty.
The faculty may propose that the employment contract be extended to a total of six years; in clinical subjects at the Faculty of Medicine, this requires the approval of the hospitals' Executive Board of Directors.

(3) The offer of an appointment elsewhere after the interim evaluation cannot replace the final evaluation. The procedure for the final evaluation may, however, be launched early upon application by the tenure track professor to the responsible faculty; an external offer must be taken into consideration within the framework of the evaluation criteria (section V).

IV. Procedure for assistant professorships without tenure track

(1) Assistant professorships without tenure track are to be advertised both domestically and internationally. The assessment of the assistant professor's performance is the responsibility of the relevant faculty. As part of the approval procedure for the professorship, the faculty must present a list based on the evaluation criteria and standards set out in section V and specifying which subject-specific evaluation criteria and standards form the basis of the interim evaluation and the final evaluation of the assistant professorship; in doing so, the faculty also establishes the necessary qualification criteria from its point of view. The University's Gender Equality Representative must be included in the process of establishing the criteria. She must be given the opportunity to make a statement on the matter.

For the interim and final evaluations of assistant professorships without tenure track, the regulations set out in sections III. nos. (3 - 7) apply accordingly, insofar as no other regulations are set out below.

(2) There will be no early evaluation. An offer of an appointment elsewhere after the interim evaluation may be assessed at the end of the employment relationship as a positive evaluation upon application by the assistant professor. The application must be made to the responsible faculty. Otherwise the external offer must be taken into consideration within the framework of the evaluation criteria (section VI).

(3) The faculty council appoints an evaluation committee for interim and final evaluations in consultation with the President's Office. The interim evaluation committee comprises at least three professors. At least one female member of the academic staff must be included. Assistant professors, junior lecturers and tenure track professors may not be members of the evaluation committee. The University's equal opportunities officer or his/her representative may join the committee in an advisory role. The interim evaluation committee is headed by a member of the Dean's Office, the interim evaluation committee need not include a member of the President's Office. In the case of a final evaluation, the evaluation committee must be comprised like an appointment committee and be made up of the persons who were on the evaluation committee for the assistant professor's interim evaluation. The requirement for participation by the other usual external members may be waived for a final evaluation.

(4) An academic lecture is not required within the framework of the final evaluation.

(5) For their consultations, the evaluation committee must apply the faculty's subject-specific requirements and criteria weighting instead of the subject-specific requirements and criteria weighting under section III, no. 2.

(6) The two assessments commissioned for the final evaluation may be used for a review on whether to confer the title of extraordinary professor.

V. Extension of employment relationship (e.g. due to birth/ adoption of a child, care of a relative)

If a professor or other member of academic staff is employed as a temporary civil servant, the employment relationship must be extended under the provisions set out in § 45 LHG upon application by the employee, as long as there is no official reason to prevent the extension.

Regardless of the extension options set out there, the temporary civil servant status of assistant professors, junior lecturers and academic staff may under §§ 51 to 52 be extended to allow for the care of a child or children under 14 years of age, upon application, for up to two years per child to a maximum of four years in total, if the extension is necessary to achieve the qualification goal defined under § 51 (7), § 51 a (3) or § 51 b or another qualification goal connected with the employment relationship. This applies also to the care of a family member in need of care (according to the legal definition of *Pflegebedürftig*).

Extensions under items 2 and 3 above may not exceed four years in total, even if they coincide with other extensions under this paragraph.

An extension application under the provisions of § 45 para. (6) pp. 8 and 10 LHG by an assistant professor with or without tenure track must be submitted to the responsible Dean's Office and should foresee a reduction of working hours by no more than 50%. The application must include a comprehensive explanation of why the extension is necessary with regard to the care of the child or children and/or the care of a family member who is in need of care; an overview of the current state of the professor's report on his/her work as set out in Attachment 1; and a timetable for achieving the qualification goal by the end of the newly applied-for period of employment.

The Dean's Office shall review the application and make a statement on it in a resolution proposal. The Dean's Office shall also outline if and how funding is to be ensured, as well as whether and to what extent the rooms and resources previously used may continue to be made available. The application and the Dean's Office's resolution proposal shall be sent to the Gender Equality Representative, who may comment on the matter. The application, the resolution proposal and statements are then forwarded to the President's Office for review and decision.

The President's Office shall communicate the decision on the application to the assistant professor in writing and inform the Dean's Office accordingly.

VI. Evaluation criteria and standards

All the assistant professorship's/ tenure track professorship's areas of responsibility are the focus of the evaluation: Research, teaching, and academic service. The area of academic service is generally accorded a lower priority.
The interim and final evaluations of the assistant professorship/ tenure track professorship are based on the following evaluation criteria. The faculties must ensure this list contains a selection which is reasonable and, where applicable, correctly weighted for the respective position:

VI.1. 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)
2. Academic lectures and participation in symposia and events outside the University of Tübingen
3. Research projects (type, scope, innovative/ interdisciplinary in nature)
4. Third-party funding (amount, institution)
5. Academic collaboration and participation in joint research
6. (Co)organization of specialist conferences
7. Work for specialist organizations, education, government, or other institutions
8. Impact activities (society, economy, politics)
9. Activities as a referee, reviewer
10. Participation in doctoral qualification processes and doctorates supervised
11. Other distinctions, e.g. research prizes, patents, potential appointments to other institutions, editorial work

VI.2. Research

1. Classes/ courses taught (type, workload, scope)
2. Teaching performance and didactic aptitude, documented by
   - 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 a tenure track professorship, an academic lecture open to the whole University in the research area of the tenure track professorship including subsequent discussion.
3. Participation in university examinations and theses supervised
4. Teaching materials
5. Internationality
6. Other, e.g. teaching prizes, advanced professional training in university teaching, participation in academic advisory services

VI.3. Other criteria

1. Advanced professional training in gender and diversity matters and personnel management and management.

VI.4. Academic service

1. Membership on committees
2. Taking on extra responsibilities in the department
3. Other, e.g., pan-university projects

Promotion to a W3 professorship as part of the tenure process is only possible if the evaluation establishes in addition to VI.1-VI.3. that the tenure track professor's performance in his/her tasks was above average according to the faculty criteria set out in III.2. The yardstick for an above-average performance is equivalency with academic staff who have a habilitation. In this comparison, the tenure track professor's time in academia and current qualification phase must be taken into consideration. Insofar as earlier periods of time in comparable positions with similar tasks may be credited (e.g. participation in the Emmy Noether Program or comparable externally-evaluated junior researchers' support programs), they must be taken into account for a shortening of the qualification period and/or duration of the tenure track professorship.

Attachment 1

Contents of assistant professor's report on his/her work, contents of tenure track professor's report on his/her work

Evaluation criteria and further information

A. Research

Publications: (Sole author and/or co-author)	- Published (e.g. journal, book) - Submitted
Academic lectures	- Invited - Conferences etc.
Research projects	- Completed - Current - Applied for
Third-party funding	- Approved (third-party funding) - Applied for
Academic collaborations	- Internal - External (national and international)
(Co)Organization of specialist conferences	- List specialist conferences
Specialist societies; Work for education, government, or other institutions	- Membership - Function
Impact activities (society, economy, politics)	- Type of activities
Activities as a referee, reviewer	- (not as a supervisor of a doctorate)
Doctorates supervised	- First supervisor/ second supervisor - First supervisor/ second supervisor - Completed (if applicable) - Candidate - Current - Title
Other	- e.g. awards, research prizes, patents

B. Teaching

List of classes	- Degree course - Semester - Average number of students
Examinations	- Type of examinations - Number of examinations - First, second examiner or First, second examiner - Major, minor subject
Supervised (Bachelor's, Master's, Staatsexamen etc.) theses	- Number - Candidate - Completed - Current
Student teaching evaluation (interim evaluation: at least two courses; final evaluation: in addition, one further course.	- Class type (as many different types as possible) - Time taught (for interim evaluation: preferably in the second semester following

	start of the assistant professorship and in the third year; for final evaluation: from fifth year on)
Teaching materials and indications of didactic aptitude	- e.g. provide links to slides, scripts
Internationality	- Classes given in English or other language other than German - Advising and support of international students
Advanced professional training	- Courses at the Center for Teaching and Learning
Other	- e.g. teaching prizes, academic advisory service

C. Other criteria

Advanced professional training/ courses in personnel management and management, or in gender and diversity matters

D. Academic service

Academic service committees	- Membership/ committee
Taking on extra responsibilities in the department	- Research organization - Teaching organization
Other	- e.g., pan-university project

Part 2: Junior lecturers

Under § 51a para. (3) item (1) LHG the first appointment of a lecturer is strictly as a junior lecturer. This employment contract is usually limited to an initial four years. This employment status may be extended to a total of six years if the junior lecturer has proven his or her worth as a member of academic staff in his or her performance, particularly in research and teaching, according to the results of an interim evaluation. At the end of the period of service, a final evaluation is undertaken of the junior lecturer's performance to establish his/her aptitude and ability as a member of academic staff, particularly in teaching. If the junior lecturer has proven his/her worth, he/she may then be employed on a permanent contract (Hochschuldozentin or Hochschuldozent).

I. Interim and final evaluation procedures

(1) Junior lecturers have two rounds of perspective talks prior to the interim evaluation. The first perspective talk takes place after the end of the first year of the limited-term employment relationship. The second takes place before the end of the third year, at the latest prior to the launch of the interim evaluation. If a limited-term employment contract is extended, a further perspective talk takes place before the end of the fifth year, at the latest prior to the launch of the final evaluation. Perspective talks are conducted by the Dean of the responsible faculty; he/she may choose a Professor close to the relevant subject with whom to consult. The perspective talks help the junior lecturer to reflect on his/her own development (academic expertise, interdisciplinary skills etc.), to identify potential paths of action, to sound out individual career options, and better plan his/her future career.

(2) The assessment of the junior lecturer's performance is the responsibility of the relevant faculty. As part of the approval procedure for the professorship, the faculty must present a list of requirements based on the evaluation criteria and standards set out in section VI and specifying which subject-specific evaluation criteria and standards form the basis of the interim evaluation and the final evaluation of the assistant professorship; in doing so, the faculty also establishes the necessary qualification criteria from its point of view. The University's Gender Equality Representative must be included in the process of establishing the criteria. She must be given the opportunity to make a statement on the matter.

(3) The evaluation procedure is launched when Human Resources reminds the faculty of the upcoming evaluation procedure, one year prior to the end of the limited-term employment contract; in the case of the interim evaluation by the end of the third year at the latest; in the case of the final evaluation at the end of the fifth year.

(4) The faculty council appoints an evaluation committee in consultation with the President's Office. The evaluation committee is composed of three professors, one further member of academic staff, and a student representative. At least one female member of academic staff must be included. Assistant professors, junior lecturers, tenure track professors and tenure track lecturers may not be members of the evaluation committee. The University's equal opportunities officer or his/her representative may join the committee in an advisory role upon request. The evaluation committee is headed by a professor.

(5) The junior lecturer is called upon by the head of the evaluation committee to present a report in accordance with Attachment 2 on his/her academic profile and performance in research, teaching, and academic service, whereby the latter usually takes a low priority. This report must include statements on the subject's teaching context and the didactic concepts. The report must not exceed ten pages. Documentation is expected of two successfully completed classes/ courses at the Center for Teaching and Learning before the interim evaluation and a further class/ course before the final evaluation.

(6) External reviews will not be made.

(7) The evaluation committee consults on the junior lecturer's degree of success on the basis of the faculty's subject-specific requirements and criteria weighting, the junior lecturer's own report, the results of at least four teaching evaluations for an interim evaluation or the results of the teaching evaluations considered in the interim evaluation plus two further teaching evaluations for a final evaluation, as well as a statement by the Vice-Dean of Academic Affairs. The professor's report on his/her work must include a complete overview of publications and classes taught, as well as an updated curriculum vitae. After a review of the documents, the junior lecturer is invited to an evaluation interview and is given the opportunity to present his/her own report orally to the evaluation committee.

The evaluation committee subsequently votes to present the Dean's Office with an evaluation report.

(8) In the case of a positive vote in an interim evaluation, after approval by the Dean's Office (at the Faculty of Medicine, by the Dean's Office and the hospitals' Executive Board of Directors), and a subsequent positive resolution by the Faculty council at the latest four months prior to expiry of the limited-term employment contract, the Dean submits an application for extension of the employment relationship to the President.

(9) The regulations regarding bias set out in part 1 section III no. 6 apply accordingly.

II. Tenure track lectureships

In accordance with § 51 b para. (4) LHG the appointment of a junior lecturer may be linked with approval for later promotion to a lectureship or a professorship in a higher salary bracket following a satisfactory probationary period (Tenure-Track-Dozentur). Tenure track lecturers have the status under higher education law of tenure track professor or tenure track professor with a focus on teaching.

For tenure track lectureships the requirements of § 51 b paragraph (1) items 2 to 4 and paragraph 2 apply accordingly. Tenure track lectureships are therefore advertised as tenure track positions and must outline the procedures and requirements, particularly the criteria and standards for evaluation of aptitude, ability and academic performance for a later promotion to another position as well as a commitment of accession in case of a successful probationary period.
At least two external examiners with international credentials are to participate in the final evaluation. In all other matters the provisions in Part 1, III, apply accordingly.

III. Evaluation criteria

All the junior lecturer's/ tenure track lecturer's areas of responsibility are the focus of the evaluation: Research, teaching, and academic service. The area of academic self-management is generally accorded a lower priority.

The interim and final evaluations of the junior lecturer/ tenure track lecturer are based on the following evaluation criteria:

III.1. Teaching

1. Classes/ courses taught (type, workload, scope)
2. Teaching performance and didactic aptitude, documented by
   - 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 two further teaching evaluations for a final evaluation
   - a statement by the Vice-Dean of Academic Affairs
3. Participation in university examinations and theses supervised
4. Supervision of students, participation in student advisory services
5. Teaching concepts, didactic method, teaching materials
6. Internationality
7. Other, e.g. teaching prizes

III.2. Other criteria

1. Advanced professional training in university teaching, in personnel management and management, advanced professional training in gender and diversity questions

III.3. Research

1. Quality and quantity of publications as sole author or as co-author
2. Academic lectures and participation in symposia and events outside the University of Tübingen
3. Research projects (type, scope, innovative/ interdisciplinary in nature)
4. Third-party funding (amount, institution)
5. Academic collaboration and participation in joint research
6. (Co)organization of specialist conferences
7. Work for specialist organizations, education, government, or other institutions
8. Impact activities (society, economy, politics)
9. Activities as a referee, reviewer
10. Other

III.4. Academic service

1. Membership on committees
2. Taking on extra responsibilities in the department
3. Other, e.g., pan-university projects

Attachment 2

Contents of junior lecturer's report on his/her work, contents of tenure track lecturer's report on his/her work

Evaluation criteria and further information

A. Teaching

List of classes	- Degree course - Semester - Average number of students
Examinations	- Type of examinations - Number of examinations - First, second examiner or First, second examiner - Major, minor subject
Supervised (Bachelor's, Master's, Staatsexamen etc.) theses	- Number - Candidate - Completed - Current
Student teaching evaluation (interim evaluation: at least four courses; final evaluation: in addition, two further courses.	- Class type (as many different types as possible) - Time taught (for interim evaluation: from the second semester following start of the junior lecturership, in the second and in the third year; for final evaluation: from fifth year on)
Supervision, advice for students	- Participation in advisory services
Teaching concept and didactic methods	- Brief description
Teaching materials and proof of didactic aptitude	- e.g. provide links to slides, scripts used
Internationality	- Classes given in English or other language other than German - Advising and support of international students
Advanced professional training	- Courses at the Center for Teaching and Learning
Other	- e.g. teaching prizes

B. Other criteria

Advanced professional training/ courses in personnel management and management, or in gender and diversity matters

C. Research

Publications: (Sole author and/or co-author)	- Published (e.g. journal, book) - Submitted
Academic lectures	- Invited - Conferences etc.
Research projects	- Completed - Current - Applied for

Third-party funding	- Approved (third-party funding) - Applied for
Academic collaborations	- Internal - External (national and international)
(Co)Organization of specialist conferences	- List specialist conferences
Specialist societies	- Membership - Function
Impact activities (society, economy, politics)	- Type of activities
Activities as a referee, reviewer	-
Other	-

D. Academic service

Academic self-management committees	- Membership/ committee
Taking on extra responsibilities in the department	- Teaching organization - Research organization
Other	- e.g., pan-university project (e.g., AG Prüfungsorganisation)

Part 3: Effective date

This statute becomes effective on the day following its publication in the official notices - Amtliche Bekanntmachungen - of the University of Tübingen. It applies to assistant professors, tenure track professors, junior lecturers and tenure track lecturers who are appointed after the statute has come into effect. The quality assurance plan according to § 48 para. (1) item (4) LHG for assistant professorships with tenure track and evaluation statute regarding assistant professors and junior lecturers (Amtliche Bekanntmachung 5/2016 of 17.03.2016) becomes invalid simultaneously.

Tübingen, 11.01.2019

Professor Dr. Bernd Engler
President