

Regulation on the Employment and Evaluation of Junior Professors

of 10 December 2008 (AM 41/2008, p. 4676), last amended (second amendment) by resolution of the Senate of 15 January 2014 (AM I 3/2014, p. 20)

§ 1 Selection and appointment process

(1) The main features of the selection and staffing process shall be arranged in accordance with the appointment process for professors. The provisions of Article 30 of the NHG and Articles 26 and 27 of the constitution of the Georg-August-University Göttingen shall apply.

(2) The position should be advertised internationally and the advertisement should also be in English. This can be done by placing an advertisement in international newspapers or on the internet. In exceptional cases, which must be justified by the Faculty Council, the international advertisement can be waived.

(3) The Selection Commission is composed of

- a) three members of the university lecturers' group,
- b) one member of each the students', the employees' and – in an advisory capacity – the MTV group.

At least two further external members shall participate in the Commission in an advisory capacity, and may at the same time be charged with the evaluation.

In the cases where, in the announcement of the vacancy, the professorship is already subject to a "tenure-track" option, the Commission is composed of

- a) five members of the university lecturers' group, two external members thereof,
- b) two members of each the students', the employees' and – in an advisory capacity – the MTV group.

In joint appointment processes with other institutes the composition of the Commission may deviate from this § 3. At least one member not associated with the subject or the faculty (not necessarily external) shall participate in the Commission.

(4) The appointment proposal should include a list. If a list is not produced, extensive justification is necessary.

§ 2 Compensating equal rights shortcomings

The job category of junior professor shall be included in the equal rights plans of the Faculty. The equal rights representative shall agree upon the advertisement text. The faculties shall be recommended to develop an incentive system for employing female junior professors.

§ 3 Number of junior professors

(1) The faculties shall define in which areas they want to create junior chairs, post-doc positions, permanent or temporary administration positions as well as junior researcher positions for doctoral candidates in the scope of their development planning.

(2) The structural significance of the creation of junior chairs for individual subjects as well as for the overall development of the faculty shall be discussed in the scope of the regular target agreement or budget negotiations with the university management. An implementation concept shall be agreed as a result of the negotiations. If amendments to the personnel structure are necessary, the respective amendment shall be presented to the Presidential Board.

§ 4 Teaching obligations

The teaching obligations of junior professors shall amount to 4 contact hours in both phases, in the field of UMG (University Medicine Göttingen) it shall be 2 contact hours in the first phase and 6 contact hours in the second phase, unless otherwise governed in this regulation.

§ 5 Resources

The faculties shall determine the resource requirement for each junior chair and shall regulate the financing of this with the university management.

§ 6 Intermediate evaluation (Article 30, para. 4 of the NHG)

(1) ¹Subject-specific requirements of subject groups shall be determined for the intermediate evaluation. ²The junior professors shall be informed about the subject-specific requirements to be determined by the Faculty Council, by the responsible faculty when they start their work.

(2) ¹The request to introduce the intermediate evaluation should be made to the dean of the respective faculty by the personnel department in the fourth semester of the junior chair which is to be evaluated. ²The dean shall be responsible for introducing the process. The process should be concluded two months before the end of the first three-year employment phase, at the latest.

(3) ¹Based on a self-evaluation report written by the junior professor which is to be structured in accordance with the guidelines of the Faculty Council, an assessment proposal shall be created for the intermediate evaluation. ²The Faculty Council shall be responsible for producing the assessment proposal. The assessment proposal shall be prepared by the Commission for the post-doctoral lecturing qualification.

(4) ¹The intermediate evaluation in the third year shall include both the assessment of the research work as well as the performances in teaching. ²A minimum of two external expert opinions shall be obtained for the evaluation of the research work. ³The teaching evaluation should be carried out by the student dean with significant involvement of the students. ⁴The Commission for the post-doctoral teaching qualification should invite the junior professor to an oral hearing and discussion in the Commission for the post-doctoral lecturing qualification before the decision on its assessment proposal to the Faculty Council.

(5) The Faculty Council shall determine the assessment proposal for the intermediate evaluation based on the recommendation of the Commission for the post-doctoral lecturing qualification.

(6) ¹The Presidential Board shall make the decision on the intermediate evaluation based on the Faculty Council resolution. ²In the case of a positive intermediate evaluation, the junior chair shall be extended by three years or in the case of a negative decision, by one year. ³In the case of a negative intermediate evaluation, the Presidential Board shall issue an appealable notification to the junior professor based on the Faculty Council resolution.

§ 7 Special provisions for implementing the excellence initiative

(1) The appointment processes for junior professors who are appointed as junior researcher group leaders in the scope of the excellence initiative (in Courant Centres or as free floaters) as well as their intermediate evaluation shall be carried out in accordance with the following provisions.

(2) The following features shall apply for a junior professor in a Courant Research Centre (CRC): Each CRC shall internationally advertise positions for junior researcher group leaders. Each CRC shall make a pre-selection and invite candidates to a selection symposium. In this selection symposium, the respective Scientific Advisory Board of the CRC shall be involved and two GRC (Göttingen Research Council) members shall act as reporters. The Executive Committee of a CRC shall propose candidates and leaders for the junior researcher groups to be staffed to the GRC based on the selection symposium. Provided these are confirmed by the GRC, they shall receive an offer from the respective CRC and should they be suitable as a junior researcher group leader, they shall be appointed in connection with a junior chair by the Presidential Board, which shall make the final decision.

(3) The following features shall apply for a free-floater junior professor:

a) The position shall be internationally advertised by the Presidential Board in agreement with the GRC without restricting the subject matter.

b) The GRC shall set up a Selection Commission for applications from the field of humanities and social sciences and a Selection Commission for applications from the field of natural and life sciences in order to evaluate and select the applications. These Selection Commissions shall consist of seven members, three of whom belong to the GRC and four of whom belong to the University Research Committee (URC). The members of the URC in the Selection Commissions are proposed by the Senate. A member of the Presidential Board shall chair the Selection Commission without the right to vote.

c) The Selection Commissions shall make a pre-selection from the applications and the Presidential Board shall invite these candidates to a Selection Symposium. The Presidential Board shall inform the

faculties about the applicants who were invited and their research plan for a possible free-floater junior researcher group in the location and shall give them the opportunity to express their opinion. The Selection Symposium shall be open to the university. The Selection Commissions shall hold individual interviews with all the invited candidates during the Selection Symposium. The Selection Commissions shall propose candidates for appointment as junior professors to the GRC. If the GRC confirms these, they shall be appointed by the Presidential Board, which makes the final decision, in consultation with the faculty or the non-university research institution in which the junior researcher group is to be established. Should they be rejected by the faculty, the Presidential Board shall decide in agreement with the Senate. If a decision is not made in reasonable time, the Presidential Board shall have the final decision, acknowledging the statement from the Senate.

(4) ¹The appointment as a junior professor and the guarantee to be appointed shall initially apply for three years. ²The extension depends on the intermediate evaluation. ³The committee responsible for preparing the appointment proposal shall determine the subject-specific requirements decisive for the intermediate evaluation in agreement with the GRC; the junior professor shall be informed about these requirements by the committee when they start their work. ⁴For junior professors in the CRC, the Scientific Advisory Board shall be responsible for initiating the intermediate evaluation of the junior professors in the third year and in the case of a free-floater junior chair, the mentor of the junior researchers group shall be responsible, whereby the requirement to introduce the evaluation by the personnel department in the fourth semester of the junior chair to be evaluated is submitted to the responsible body. ⁵The participation of external experts shall be guaranteed; expert opinions can be waived if the committee responsible for preparing the appointment proposal includes at least two external voting members. ⁶The intermediate evaluation shall include both the assessment of the research work as well as the teaching achievements. ⁷It should be concluded at least two months before the end of the first three-year employment phase. ⁸Based on a self-evaluation report written by the junior professor in accordance with the guidelines of the GRC, an appointment proposal is created for the intermediate evaluation; the junior professor should be invited to an oral hearing and discussion. ⁹The Scientific Advisory Board shall be responsible for the creation of the appointment proposal in the case of a junior professor in the CRC and an Evaluation Commission created by the GRC and the responsible Faculty Council in the case of a free-floater junior chair; the GRC and the Faculty Council each nominate half of the six members of this Evaluation Commission from the group of the university lecturers. ¹⁰The Evaluation Commission shall select a chair from the Commission, whose vote shall be decisive in the event of a parity of votes. ¹¹The GRC shall examine the appointment proposal and submit a statement. ¹²The Presidential Board shall present the appointment proposal with the statement of the GRC and in the case of a free-floater junior professor also with the statement of the responsible Faculty Council to determine on the overall result of the intermediate evaluation. In the case of a positive evaluation, the employment and guarantee to be appointed shall be extended by three years, in the case of a negative result, the employment and the allocation of funds for the junior researcher group can be extended for a maximum of one year in order to conclude ongoing research projects. In the case of a negative evaluation, the Presidential Board shall grant the junior professor an appealable notification based on the overall result of the evaluation.

(5) The teaching obligations of junior professors who were appointed as junior researcher group leaders in the scope of the excellence initiative in Courant Centres or as free floaters is two contact hours in both phases, notwithstanding Article 4.

§ 8 "tenure-track"

- (1) If a faculty provides for a "tenure-track" option for a junior professor, this must be explicitly expressed in the announcement.
- (2) The provisions of the regulation on granting a chair for life in the Georg-August-University Göttingen (tenure-track regulation) shall apply for the sustainable decision.