

Information from the Bauhaus-Universität Weimar (MdU)

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<input checked="" type="checkbox"/> The President <input type="checkbox"/> The Chancellor	Regulations on Tenure Track Professorship and Tenure Track Procedures at the Bauhaus- Universität Weimar	Issued on 15/2019
	Issued Dept./Unit Office of the President	Telephone 1117
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Pursuant to § 3, paragraph 1 and § 35, paragraph 1, point 1 of the Thuringian Higher Education Act (ThürHG) of 10 May 2018 (GVBl. p. 149) last amended by Article 128 of the act dated 18 December 2018 (GVBl. P. 731), the Bauhaus-Universität Weimar Senate issued the following statutes on 9 January 2019; these statutes were approved by the President on 15 January 2019.

Preamble

The Bauhaus-Universität Weimar aims to provide post-doctoral researchers and young artists attractive and predictable career paths that are competitive and internationally recognised. The university's programmes are intended to foster early academic and artistic independence, as well as to facilitate balancing family and career through a long-term commitment to the university. For this purpose, the University advertises limited W1 professorships (junior professorships) with a binding commitment to tenure track positions: The announcement of a limited W1 professorship is associated with the future prospect of a permanent higher ranking professorship. Following a development phase (usually six years), a suitability assessment is carried out.

A permanent, tenure track professorship position appointment requires a transparent, quality-driven process, which guarantees a best-selection principle to the same degree as a competitive appointment procedure. The current statutes define the binding standards and procedures for implementing this practice throughout the university. The Senate's adoption of this procedure documents the university's binding commitment to establishing a sustainable and quality-conscious tenure track professorship programme as a qualification path to a professorship.

§ 1 Applicability

- (1) The statutes stipulate the conditions for W1 tenure track professorship (junior professorship) appointments, the interim evaluation procedure, and the procedure through which a scientist or artist with a temporary junior professorship position at the Bauhaus-Universität Weimar can be appointed to a higher ranking permanent professorship without a call for applications (tenure track procedure). The appointment is carried out through a quality-guided and quality-assured procedure once the relevant suitability has been established. The target position is a W3 professorship.

- (2) The announcement and appointment of a junior professorship associated with a binding tenure track offer without a guaranteed position is a prerequisite for implementing the tenure track procedure at the Bauhaus-Universität Weimar. Unless otherwise stipulated in these regulations, the selection procedure for junior professorship positions is carried out in accordance with the Bauhaus-Universität Weimar appointment regulations.

§ 2 Announcement and Appointment of a Tenure Track Professorship

- (1) Tenure track professorship announcements are, as a rule, publicly and internationally. The announcement must include reference to the intended appointment to a higher ranking professorship position without a new announcement (tenure track commitment). The appointment should correspond to the intended progression of the junior professorship into a permanent full professorship in the same field. The pay grade of the target professorship will be specified in the announcement.
- (2) Junior scientists and junior artists who are appointed to tenure track professorship positions must fulfil the hiring requirements stipulated in § 89 para. 2 of the Thuringian Higher Education Act (ThürHG). After completing a doctoral degree, the candidates should have transferred to at least one other university. Applicants who completed their doctoral degree at the Bauhaus-Universität Weimar should only be considered if they have worked in an academic or artistic position outside of the Bauhaus-Universität Weimar for at least two years after receiving their doctorate. Appointment procedures must pay special attention to the inclusion of internationally recognised individuals from the field of appointment; depending on the focus of the advertised professorship, experts from abroad should also be involved in the appointment procedure.
- (3) Junior professorship appointments with tenure track commitment are temporary appointments in accordance with § 89 para. 6 of the Thuringian Higher Education Act (ThürHG). Appointments are initially limited to a three year period. If the junior professor demonstrates their competency as a university instructor as a result of the corresponding assessment, the employment contract is extended to a total six-year period with the agreement of the junior professor (§ 89 para. 6 point 2 of the Thuringian Higher Education Act (ThürHG)).
- (4) Junior professors are members of the Professors and Junior Professors (Hochschullehrer) group. They are responsible for carrying out teaching and research or art independently. In order to support this independence, the Bauhaus-Universität Weimar guarantees tenure track professorships appropriate resources, which, in addition to material resources, includes a staffing in the form of an employee position (at least 50%) as well as proportional access to administrative resources. Tenure track appointments entitle the holder to use the title of »professor« provided that reference is made to the junior professor status (with tenure track).

§ 3 Agreement on Development Goals

- (1) In the W1 professorship appointment procedure, the Presidium, together with the responsible faculty management, enters into a development goal agreement with the junior professor. The agreement includes achieving professorship appointment through performance development in the relevant teaching, research or art/design areas, participation in university administration, and the development of subject-specific and interdisciplinary competencies through further education and personal development programmes.
- (2) Agreement on development goals should include concrete objectives as well as scheduled benchmarks. Development goals should correspond to the profile of the prospective professorship. A description of the prospective professorship is part of the agreement.
- (3) The suitability for appointment refers to the individual qualifications for holding a professorship. The hiring regulations for professors are stipulated in § 84 of the Thuringian Higher Education Act (ThürHG). Professors independently represent and develop their fields in teaching and research or

art/design at an internationally recognised level. They are required to possess the ability and competencies to educate and develop junior academic staff. The relevant criteria for assessing suitability include:

- successful publication work in well-established peer-reviewed journals,
- successful teaching work based on practical experience as well as pedagogical and methodological competencies,
- successfully training junior staff through supervising final theses, projects, and dissertations,
- successfully acquiring third-party funding and successfully implementing externally funded projects,
- achieving recognition and visibility in the professional community by contributing to and organising events and, if applicable, achieving recognition through awards and prizes,
- carrying out academic governance tasks,
- actively participating in relevant national and international networks through memberships, reviewer services, etc.,
- participating in joint projects and inter-faculty projects,
- contributing to exchange through collaborative work with partners in the industry, cultural scene, educational field, media and politics, and through patent and product development,
- commitment to the broader strategic aims of the faculty and the university (e.g. gender equality and equal opportunities, internationalisation, course and degree programme development, interdisciplinary cooperation, university-wide promotion of young researchers),
- developing professional and interdisciplinary competencies by participating in further education and personal development programmes,
- in the cases of art/design professorships: international recognition and visibility for work, exhibits/productions and pieces/objects.

These criteria should be applied in a standardised manner across the university as they relate to subject-specific standards of excellence.

§ 4 Performance Evaluation to Determine Suitability (Interim Evaluation)

- (1) The limited three-year employment contract will be extended by the Presidium for an additional three years should the respective faculty determine that the junior professor has successfully established their competencies as a university instructor. The proposal must be approved by the Faculty Board. The resolution is drawn up by the Graduate Admissions Committee. The Graduate Admissions Committee includes a member of the Dean's Office as well as at least two other university professors and one scientific employee elected by the Faculty Board. Professors who act as personal mentors to the junior professor under evaluation are excluded from participating in the evaluation.
- (2) The evaluation procedure is to be initiated by the faculty at least eight months before the end of the existing employment contract. The Personnel Department is to notify the Dean's Office in writing of this date in advance. The Dean's Office will then request that the junior professor prepare a self-evaluation and request that the Graduate Admissions Committee obtain an independent external peer review. The self-evaluation must include documentation of the achievements described within it. The report must be submitted to the Graduate Admissions Committee six months before the end of the employment contract.
- (3) The interim performance evaluation is based on the agreed upon development goals. It is based on the junior professor's self-evaluation, the results of teaching evaluations and on at least one external expert evaluation on the research or art/design carried out by the junior professor. The interim evaluation must include a statement justifying the renewal or non-renewal of the employment contract. It should also include a justified assessment and recommendations on how the junior professor can meet the appointment requirements within the given time period. If the Graduate Admissions Committee recommends not extending the employment contract, the junior professor is to first be given the opportunity to respond.

- (4) The respective dean must receive the Faculty Board's decision and submit the relevant documents to the Presidium no later than three months before the existing employment contract ends. The documents must include:
 - a) the recommendation and voting results of the Faculty Board,
 - b) the internal expert assessment of the Graduate Admissions Committee
 - c) the junior professor's self-evaluation along with relevant documents,
 - d) the results of any teaching evaluations,
 - e) external expert evaluation(s),
 - f) individual agreement on development goals,
 - g) profile of the professorship,
 - h) and, in the case of recommended non-renewal of the employment contract: a statement from the junior professor.
- (5) The decision of the Presidium must be made immediately after the documents have been submitted and evaluated. Decisions must be justified in writing.
- (6) If the interim evaluation does not result in probationary status, the employment contract may be extended for up to one year with the agreement of the junior professor.

§ 5 Performance Evaluation to Determine Appointment Eligibility and Appointment to Higher-Ranking Professorship (Tenure Track Procedure)

- (1) The junior professor will be appointed to the W3 professorship announced in the call for application if they achieve tenure in the specified time through their performance development. The hiring regulations for professors are stipulated in § 84 of the Thuringian Higher Education Act (ThürHG). Appointment suitability is determined in accordance with a quality-guided procedure carried out by an evaluation commission which is composed of members who fulfil the requirements for a W3 professorship appointment committee. The Presidium decides on the appointment based on this procedure.
- (2) The procedure for determining appointment eligibility is carried out by the department to which the junior professor belongs. The procedure generally begins 18 months before the existing employment contract ends and should begin no later than one year before the contract expires. The Personnel Department is to notify the Dean's Office in writing of this date in advance. The respective dean's office is responsible for requesting a self-evaluation as well as a concept for the establishment of a professorship from the junior professor. The dean's office is also responsible for initiating the formation of an evaluation commission. The self-evaluation must include documentation of the achievements described within it and must be submitted to the evaluation commission no later than three months after the procedure has been initiated. Should individual cases in accordance with § 5 para. 13 deviated from the schedule set for the development of the professorship, the procedure may be initiated at the request of the junior professor.
- (3) The achievement evaluation and the appointment suitability evaluation for the prospective W3 professorship position are based on the agreement on development goals. The evaluation is based on the junior professor's self-evaluation, concept for the professorship, a public presentation held by the junior professor for the university, a personal interview with the junior professor by the evaluation commission, and at least three expert evaluations by external professors in the field of appointment. In order to expand the basis for evaluating didactic competencies, a trial teaching event may also be conducted and evaluated. The junior professor is to be informed via invitation about the event and its purpose.
- (4) With the exception of the regulations on inter-faculty participation outlined in § 5 para. 5, the evaluation commission is equivalent to an appointment committee in accordance with § 3 para. 1A of the Bauhaus-Universität Weimar Appointment Regulations.

1. Voting members: five professors, at least one of whom is not a member of the Bauhaus-Universität Weimar; two students; two academic employees;
2. Advisory members: an appointment officer from the Presidium who belongs to another faculty; the Faculty Director; the university's Equal Opportunity and Diversity Advisor or an appointed representative; the Diversity Officer or an appointed representative; and, in the case of a junior professors with a disability, the Representative for Individuals with Disabilities.

At least 40 percent of the evaluation commission's voting members should be women (cf. § 85 para. 9 Thuringian Higher Education Act (ThürHG)).

- (5) The evaluation commission is chaired by an individual who is responsible for leading the procedure and writing a final report. The chair of the evaluation commission is appointed by the Presidium together with Faculty Management from the Professors and Junior Professors (Hochschullehrer) group. The chair should be a member of a faculty other than the one to which the professorship in question belongs to. The voting members must include at least one member who does not belong to the faculty; this member is to be elected by the Faculty Board of the appointing faculty and based on a proposal made by the Presidium. Members of the Tenure Commission may participate in the procedure in an advisory role in accordance with § 9 para. 4. Professors who act as personal mentors to the junior professor under evaluation are excluded from participating in the procedure.
- (6) The evaluation commission must appoint at least three external professors to write expert reports on the junior professor's performance development. The expert reports must specifically justify whether the appointment requirements in terms of subject-specific and international performance, as well as quality standards have been met. The assessors should be internationally recognised individuals from the field of appointment and should hold professorship positions; assessors from abroad should also be involved in the appointment procedure if applicable. At last one expert report should be written by a woman; exceptions to this must be individually justified. The chair of the evaluation commission is to provide the following documents as a reference for the expert reports:
 - a) the junior professor's self-evaluation along with relevant documents,
 - b) concept for the professorship designed by the junior professor,
 - c) the results of any teaching evaluations,
 - d) individual agreement on development goals,
 - e) profile of the professorship.
- (7) The evaluation commission is to invite the junior professor to a lecture and personal interview. The lecture is open to the university public. The personal interview and the evaluation commission's discussion of the expert reports, the lecture and the interview are all to be documented.
- (8) Once the procedure is closed, the chair of the evaluation commission is responsible for writing a report which includes a detailed assessment of the junior professor's professional, pedagogical and personal suitability for appointment to the W3 professorship. If the Graduate Admissions Committee recommends not extending the employment contract, the junior professor is to first be given the opportunity to respond.
- (9) The report determining appointment suitability is to be submitted to the Faculty Board for assessment. The Dean's Office is responsible for submitting the relevant documents to the Presidium no later than six months before the existing employment contract expires. The documents must include:
 - a) the resolution and voting results of the Faculty Board,
 - b) the final report written by the chair of the evaluation commission,
 - c) the documentation of the procedure,
 - d) the junior professor's self-evaluation along with relevant documents,
 - e) the junior professor's concept for the professorship,
 - f) the results of any teaching evaluations,
 - g) at least three external evaluations,
 - h) individual agreement on development goals,
 - i) profile of the professorship.
 - j) and, in the case of a recommendation against extending the employment contract: a statement from the junior professor.

- (10) The Presidium received the recommendation from the Senate and then decides on the appointment, taking into consideration the voting results of the committees involved. The President is allowed to solicit an additional expert assessment. A decision should be reached no later than three months before the existing employment contract ends.
- (11) The President, Chancellor, and the dean of the appointing faculty hold a meeting with the professor to discuss the development of the professorship position and its provisions. The Personnel Department is responsible for initiating the formal appointment procedure. Appointment is made official through by handing over a certificate of appointment to the President.
- (12) If the evaluation does not result in an appointment recommendation, the employment contract may be extended for up to one year with the agreement of the junior professor.
- (13) The scheduled tenure evaluation may be accelerated in individually justified cases if:
1. the junior professor being offered a higher-ranking professorship at another university is to be avoided,
 2. outstanding achievements towards an alternative professorship career path have already been made and proven successful through procedures that ensure best selection by job announcement, application and/or review (e.g. securing funding through a university-wide programme with corresponding award regulations). At the request of the junior professor, the University Directorate is responsible for assessing the individual case and, following consultation with the relevant faculty, deciding on whether to initiate the procedure.

§ 6 Supporting Equal Opportunities and Balancing Family and Career

- (1) If the junior professor is responsible for providing childcare for at least one child or for providing care for a close relative, the temporary employment contract is to be extended upon application by up to one year per child/relative for a maximum of two years total, provided the legal requirements are met (cf. § 89 para. 6 Thuringian Higher Education Act (ThürHG)).
- (2) Within the context of appointment procedures, determining probation, performance development and appointment suitability, the individual circumstances of the candidate are to be taken into consideration accordingly (e.g. maternity leave, parental leave, childcare for minors, responsibilities for relatives in need of care for physical or mental health reasons).

§ 7 Mentoring, Personal Development and Feedback Sessions

- (1) The Bauhaus-Universität Weimar has devised a personal development concept for young academics; the concept has been approved by the Senate and supports junior professors on their career path to a professorship position through personal development initiatives that are tailored to the target group, as well as through a voluntary mentoring programme. Detailed arrangements are to be made in the individual agreements on development goals.
- (2) Together with the faculties, the Presidium is responsible for appointing professors as mentors. The number of mentors available is based on the number of tenure track professorships. Each junior professor is allowed to select up to two mentors from this group. The mentors provide advisory support for the junior professor on their career path towards the appointment to a W3 professorship. At least one of the mentors should be from a field related to the subject area. The structure of the mentorship is based on the individual agreement on development goals and the personal development concept established by the Bauhaus-Universität Weimar.
- (3) Throughout the duration of the temporary junior professorship, the dean of the respective faculty is responsible for conducting an annual feedback meeting to discuss performance development with the junior professor. The mentor(s) may take part in these discussions.

§ 8 Quality Assurance Concept

- (1) The Bauhaus-Universität Weimar has devised an appointment and career concept; the concept has been approved by the Senate and ensures that the quality standards for job announcement, appointment and personal development, as well as for tenure track professorship assessments are met.
- (2) Junior professors are to be informed of the applicable conditions and procedures at the time of their appointment.
- (3) The quality assurance concept is continuously being evaluated and expanded upon. The Presidium of the Bauhaus-Universität Weimar is responsible for these tasks.

§ 9 Tenure Commission

- (1) The Senate, in consultation with the Presidium, is responsible for establishing the Tenure Commission. The Commission includes one member from the Presidium, who acts as director, two professors, one academic employee and one student. The Commission meets at least once every semester. The officer responsible for appointments in the President's Office also provides support for the Commission and their tasks.
- (2) The Commission advises the Presidium on advertising, hiring, personal development and evaluation of tenure track professorship positions. They operate in this sense by provides recommendations for the sustainable and quality-assured implementation of the tenure track programme, as well as for the further development of related concepts.
- (3) The Commission has the right to appoint a representative to participate in tenure track procedures in an advisory capacity accordance with § 5. The Commission is required to send a representative if requested by the Presidium or the Senate through a corresponding resolution.

§ 10 Entry into Force

These regulations come into effect on the day following their announcement by the Bauhaus-Universität Weimar.

Passed by the Senate on 9 January 2019

Prof. Dr. Winfried Speitkamp
President

The rules are subject to approval.

Rainer Junghanß
Legal Adviser

Approved on 15 January 2019

Prof. Dr. Winfried Speitkamp
President