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Evaluation Criteria for Professorship Appointments and the Tenure Track Procedure at Marburg University

Guidelines as of 15.04.2025 (as Determined by the Executive Board of Marburg University)

Preface

Outstanding achievements in research and teaching are the cornerstones of successful Professorship Appointments and Tenure Track Evaluations at Marburg University.

Originality, creativity, and methodological innovation in completed or planned academic work, as well as the quality of clinical expertise in medicine, are key evaluation criteria. In the case of Tenure Track Evaluations, the extent to which the goals outlined in the Performance Agreement have been achieved at the time of appointment is also assessed.

Academic careers vary by discipline and are unique to each individual. Therefore, they must be evaluated on a case-by-case basis:

- Candidates are evaluated in accordance with the internationally accepted assessment criteria for their respective subject or field.
- Due to the differences in experience in international and/or non-university research, the significance of experiences characteristic of the German university context (e.g. teaching, doctoral supervision, proficiency in German, or the securing of external funding) must be assessed on a case-by-case basis.
- Personal factors, such as the time spent caring for children or dependents (*Familienarbeit*), must also be taken into account.
- Depending on the profile of the professorship, additional factors (e.g. knowledge transfer and alignment with the strategic direction of departments, centers, and the university) should be included in the evaluation.

W1 Professorships: The candidates have already demonstrated initial independent academic achievements and possess the potential to meet the requirements for a W2 or W3 Professorship.

W2 Professorships: The candidates have already demonstrated achievements in research and teaching at the highest international level and have the potential to gain international renown within leading international research networks.

W3 Professorships: Candidates must have an outstanding international academic reputation and, in the case of a clinical professorship, the qualifications required to serve as a chief physician; they must have already established an internationally recognized research profile of the highest caliber and be actively involved in leading international research networks.

Evaluation Criteria and Their Application

The following evaluation criteria serve as a framework for Professorship Appointment Committees and Tenure Track Committees, as well as for the preparation of Performance Agreements with tenure track professors. They are made available to external reviewers in Professorship Appointment Procedures and Tenure Track Evaluations.

The following list of criteria is intended as an example and is not exhaustive.

I. Research and Knowledge Transfer (Example Criteria)

- Creativity, innovation, and recognition demonstrated through monographs, articles in peer-reviewed journals, and conference papers, as well as the reception of these publications
- Societal impact, as evidenced, for example, by practice-based collaborations with non-academic partners, policy consulting, public lectures for non-academic audiences, and expert interviews in the media; the filing, granting, and commercialization of patents; or the founding of relevant companies
- International reputation, as evidenced, for example, by invitations to speak at international conferences, awards, fellowships, visiting professorships, international publications, or publications with international co-authors; international networks
- Ability to collaborate across disciplines, as evidenced, for example, by serving as a spokesperson or principal investigator in coordinated research projects (e.g. SFBs, GRKs, EU or BMBF collaborative projects)
- Proven ability to secure external funding by means of competitive grant programs (EU, DFG, BMBF, foundations, etc.)
- Future scientific development potential in comparison to international field

II. Teaching (Example Criteria)

- The development and execution of courses of various types (depending on the study program, e.g. lectures, seminars, and practical courses) and at various levels (bachelor's, master's, *Staatsexamen*, and doctoral programs), characterized by their academic rigor, clear structure, and relevance to the target audience, and as evidenced by student evaluations and feedback from the Office of the Dean of Studies, for example
- Skill-building and diversity-sensitive teaching, as documented by student evaluations
- Interaction with students, demonstrated through availability during regular office hours, tasks related to academic advising, field trips, or similar activities
- Creativity and innovation in teaching, as evidenced by, among other things, the development or introduction of new course content, pedagogical approaches, or teaching formats; interdisciplinary teaching; as well as collaborative and innovative teaching formats with international partners
- Making teaching programs available to international students, as evidenced by, among other things, teaching courses in foreign languages, as well as promoting internationalization and intercultural understanding (including for outgoing students) through participation in Erasmus+ and other international partnerships
- Supervision of bachelor's, master's, and *Staatsexamen* theses, as documented by a list of supervised theses
- Documented professional development, including participation in courses on university-level teaching methodology and involvement in international events on teaching methods
- Authoring of textbooks or publications on new teaching methods and concepts

- (Inter)national reputation, as evidenced by, e.g. awards and honors for excellence in teaching

III. Support for Early Career Researchers (ECRs) (Example Criteria)

- Support for early career researchers from Germany and abroad, as evidenced by on-going supervision of doctoral and postdoctoral candidates and completed doctoral degrees
- Participation in the Marburg University Research Academy

IV. Academic Self-Governance, Other Academic Activities (Example Criteria)

- Participation in academic self-governance (e.g. councils, commissions, committees)¹, serving as the department's equal opportunities officer, support for activities aimed at advancing gender equality
- Commitment to the university's overarching strategic initiatives, e.g. visiting professorships, scholarships, and awards (AvH, DAAD); special focus on international students and early career researchers; supporting internationalization efforts at the department and university
- Holding positions in foundations and organizations dedicated to supporting science (most notably AvH, DAAD) and in research funding agencies (most notably the DFG, German Research Council, EU)
- Participation in national or international commissions or committees, serving as an expert reviewer, editing peer-reviewed academic journals, and membership in scientific academies or committees for scientific advisory and funding
- Participation in professional development programs and coaching sessions, e.g. for team managers and in the field of higher education didactics

¹ Note to the Deans' Offices: *Qualifikationsprofessuren* cannot assume positions at Deans' Offices such as Dean, Associate Dean, Dean of Academic Affairs, or Safety Officer, nor to Chairs of Examination and Doctoral Committees. In case of doubt, please contact Administration Unit I (Dezernat I), Division Structural Development.