

Note: The following English translation is intended solely to assist reader understanding and is not legally binding. Please see the original German text for the official version.

On 15.04.2025, the Executive Board of Marburg University enacted the following statutes in accordance with higher education legislation of the state of Hessen (§ 43 Abs. 8 Hessisches Hochschulgesetz (HessHG) from 14.12.2021 (GVBl. I S. 931) as amended on 01.11.2023 (GVBl. I S. 456, 472)):

Statutes for the Evaluation and Quality Assurance of the Tenure Track Procedure in Accordance with § 70 Abs. 2 HessHG

§ 1 Objectives

The Tenure Track Procedure offers outstanding academics the opportunity to pursue an independent career path leading to an early-stage tenured professorship. This requires outstanding achievements in the fields of research and teaching according to international standards, as determined in the Tenure Track Evaluation outlined in these Statutes.

§ 2 Area of Application

(1) These Statutes apply to all tenure track professorships advertised at Marburg University in accordance with higher education legislation of the state of Hessen (§ 70 HessHG), as well as to professorships with a development agreement (*Qualifikationsprofessuren/Professuren mit Entwicklungszusage*).

(2) Research associates in limited-term positions who are pursuing tenure track qualifications may also, at their own request, take part in the Mentorship Program and Interim Evaluation Procedure.

§ 3 Procedure

(1) The basis for the Procedure is a Performance Agreement covering the areas of research, teaching, knowledge transfer, and academic engagement. At the start of employment, this Agreement is made between the President and the Tenure Candidate, with the participation of the Dean of the corresponding department.

(2) The Procedure generally consists of an Interim Evaluation in the fourth year of employment and a Tenure Track Evaluation in the fifth or sixth year of employment. The

results of the Interim Evaluation in accordance with Section 8 of these Statutes serve as the basis for the recommendations of the Tenure Track Committees regarding the Candidate's development in the fields research and teaching during the period leading up to the tenure track evaluation. The result of the Tenure Track Evaluation in accordance with Section 9 of these Statutes serves as the basis for the decision regarding the permanent appointment to a professorship in the same or a higher salary grade.

§ 4 Central Tenure Track Committee

(1) The interdepartmental Central Tenure Track Committee contributes to the establishment of uniform formal standards, transparency, and procedural reliability; all Tenure Track Evaluations in accordance with Section 9 of these Statutes are subject to it. The Central Tenure Track Committee advises the President in disputed cases, including when the Departmental Committees are unable to reach a clear recommendation for a positive or negative evaluation.

Based on its experiences, the Central Tenure Track Committee shall also submit proposals to the Executive Board for the continuous improvement of the Tenure Track Procedure.

(2) The Central Tenure Track Committee consists of:

- four teaching faculty members (*Gruppe der Universitätsprofessor*innen*) and four alternates,
- two academic faculty members (*Gruppe der anderen wissenschaftlichen Mitglieder der Universität*) and two alternates,
- as well as one student member and one alternate.

All of the university's departmental groups (humanities, social sciences, life sciences, and natural sciences) are represented in the Committee, especially by the members from the group of university professors.

As the Chair of the Central Tenure Track Committee, the President is a non-voting member. The President may appoint a different Chair. The President may also appoint a Vice Chair from the voting members of the committee or from the members of the Executive Board.

The Central Tenure Track Committee may also consult representative advisors from the group of university professors in the relevant discipline or field and may request additional external expert opinions at any time.

The university's central Gender Equality Officer and, where applicable, the Representative for People with Disabilities shall participate in the meetings of the Central Tenure Track Committee in an advisory capacity; they shall be invited to meetings and kept informed in the same manner as a Committee member.

(3) The President appoints the teaching faculty members from the group of university professors of the Central Tenure Track Committee based on recommendations by the academic departments at the University Conference and in consultation with the Senate. The academic faculty and student members are appointed based on the proposals of and in consultation with the Senate. Committee members may only review cases in which they are not simultaneously serving as mentors in accordance with Section 6 of these Statutes. The term of office for teaching and academic faculty members is four years; the term of office for student members is one year. Reappointment is possible.

(4) The Central Tenure Track Committee meets when convened by the Chair.

(5) If members of the Central Tenure Track Committee are determined to have a conflict of interest in a particular Tenure Track Procedure in accordance with the Conflict of Interest Criteria of Marburg University currently in effect, they shall not participate in the meeting when those agenda items are discussed.

§ 5 Departmental Tenure Track Committees

(1) For the Interim Evaluation and the Tenure Track Evaluation, each department establishes its own Departmental Tenure Track Committee.

(2) The Departmental Committee is composed in the same manner as the appointment committees for filling professorial positions (see the current version of Section 5 of the Professorship Appointment Regulations of Marburg University). Based on the Committee's recommendation, the Dean appoints the Chair of their department's Tenure Track Committee from the members who are professors.

(3) The Departmental Tenure Track Committees meet when convened by the corresponding Dean.

§ 6 Mentorship Program

(1) The Mentorship Program plays a key role in the individual support and professional development of the Candidate on their path to a future tenured professorship of international renown.

(2) The Mentorship Program includes dual mentorship: one mentor from Marburg University and one from an external university or research institution.

For the internal mentorship, the Candidate selects a member of their department or a related field at the start of employment or within the first few weeks thereafter.

For the external mentorship, the Candidate selects a researcher from an external university or research institution at the start of employment or within the first few weeks thereafter.

(3) The internal mentor assists the Candidate during the onboarding phase and provides support in areas such as building professional networks within the university, applying for externally funded research projects, developing their teaching and research program, and evaluating their performance.

The external mentor introduces the Program participants to the broader national and international context of development and cooperation, and more.

Neither mentor is involved in the evaluations. However, they may submit a written statement at the request of the Candidate, which is then submitted alongside the Self-Evaluation Report for the Interim Evaluation and/or Tenure Track Evaluation.

(4) If the Dean of a department had assumed a mentorship position prior to becoming Dean, they shall either step down from their mentorship role or appoint a deputy from the faculty members of the Dean's Office or the department to carry out the Evaluation Procedures specified in Sections 7 through 9.

§ 7 Performance Reviews

(1) Performance Reviews shall be conducted halfway through the second year and at the beginning of the fifth year of employment by the Dean and a departmental representative of the Candidate's choosing. The representative must be selected prior to beginning the Review. In departments without additional professorships, the Candidate may suggest a professor from a related discipline. Mentors may participate in the meetings at the request of the Candidate.

(2) The first Review is intended to facilitate early critical reflection on achievements and progress thus far, as based on the individual Performance Agreement and Marburg University's current Evaluation Criteria for Tenure Track Appointments and Evaluations. The second meeting in the fifth year is primarily intended to provide guidance for the upcoming Tenure Track Evaluation.

(3) The Dean invites the Candidate to the Performance Reviews. The Dean also prepares brief minutes of the meetings, which are then presented to the Candidate. The Candidate may comment on the minutes. The minutes and comments are included in the Dean's Office's tenure track documentation and are also sent to the relevant department in the central administration.

§ 8 Interim Evaluation

(1) The Interim Evaluation is performed in accordance with the following Paragraphs (2 through 8). A sample timeline is included in the Statutes' Appendix.

(2) The Candidate must submit a Self-Evaluation Report no later than the end of the third year of employment. The Dean shall notify the Departmental Committee, which must be established in advance, as well as the President of the initiation of the proceedings.

(3) The Self-Evaluation Report includes a status report on the fulfillment of the individual Performance Agreement, along with the documents listed in the Appendix to these Statutes, in accordance with the Appendix's applicable version.

(4) The Departmental Committee convenes and invites the Candidate to give a public presentation on a research topic of their choice. The presentation may be delivered in English or German. The presentation should also address how the Candidate's research aligns with the department's research focus and the university's core domains. Members of the Executive Board and the Central Tenure Track Committee are also invited to the presentation. The subsequent discussion between the Departmental Committee and the Candidate is not open to the public.

(5) The Dean's Office informs the Candidate of the outcome of the Committee's deliberations.

(6) The Departmental Committee compiles a report based on the Performance Agreement, the Self-Evaluation Report, and the presentation. The Dean's Office submits this collated report and all Interim Evaluation documents to the President.

(7) Based on the report submitted by the Departmental Committee, the President issues a statement to the Dean's Office, including, where appropriate, recommendations

for further objectives and support provisions for the Candidate's fifth and sixth years of employment. The President may consult the Central Tenure Track Committee for advice in this matter. In the event of a predominantly negative Interim Evaluation, the Executive Board also offers career counseling regarding career paths outside of a tenured professorship.

(8) The Dean's Office informs the Departmental Committee and the Candidate of the President's decision.

§ 9 Tenure Track Evaluation

(1) The Tenure Track Evaluation is performed in accordance with the following Paragraphs (2 through 9). A sample timeline is included in the Statutes' Appendix.

(2) The Candidate must submit a Self-Evaluation Report no later than one and a half years before the end of the sixth year of employment. The Dean shall notify the Departmental Committee, which must be established in advance, as well as the President of the initiation of the proceedings.

(3) The Self-Evaluation Report consists of the information and documents listed in the Appendix to these Statutes, in accordance with the Appendix's applicable version.

(4) The Departmental Committee convenes and, in consultation with the President, solicits at least two external reviews in accordance with the current version of Marburg University's Appointment Regulations. The reviewers will receive a letter from the Committee containing Marburg University's Evaluation Criteria for Tenure Track Appointments and Evaluations, as currently in effect, as well as the Candidate's Self-Evaluation Report.

(5) Based on the Performance Agreement, the Self-Evaluation Report, the President's statement in accordance with Section 8 Paragraph 7, and the expert opinions, the Departmental Committee prepares an evaluation report containing a recommendation regarding the tenure track decision and forwards this report, along with the anonymized expert opinions, to the Candidate. After the report from the Departmental Committee and the expert opinions have been submitted, the Candidate shall have the opportunity to submit a written statement to the Dean or the Chair of the Departmental Committee as well as the President. The statement shall be included in the tenure track documentation.

(6) The Departmental Committee submits its report and recommendation, as well as the statement from the Candidate (if applicable), to the Dean.

(7) The Dean submits the report and recommendation of the Departmental Committee, along with all other documents in the tenure track file, to the corresponding department's Executive Council for a decision, and subsequently submits the documents and the Council's decision to the President. The President forwards the documents to the Central Tenure Track Committee for a final opinion at a meeting to be convened.

(8) The President shall make the final decision regarding the outcome of the Tenure Track Evaluation based on the recommendation of the Central Tenure Track Commit-

tee and all other tenure track documentation. This is followed by the Candidate's appointment to a tenured professorship and promotion to a higher salary grade in accordance with the original job posting. Negotiations regarding the position's resources and salary will be conducted, provided that no commitments regarding resources and salary for the tenured professorship have already been made at the time of the initial appointment.

(9) In the event of a negative evaluation, the limited-term civil service appointment or limited-term employment contract may be extended by up to one year in accordance with higher education legislation of the state of Hessen (§ 70 Abs. 4 Satz 6 HessHG). The Candidate will continue to have access to the advising and coaching services offered by Marburg University during this extension.

§ 10 Fast Track Procedure

(1) The Candidate may request an early Tenure Track Evaluation in accordance with Section 9 from the President through the Dean. The Dean shall prepare a brief statement indicating whether or not this request is supported.

(2) The requirements for an early Tenure Track Evaluation may be met if grants or awards demonstrate the exceptional personal achievements of the Candidate (e.g. ERC Grant, Heisenberg Professorship, Sofja Kovalevskaja Prize). An external appointment at an outstanding university or institution may also fulfill the requirements for an early Tenure Track Evaluation.

(3) In special cases, an early Tenure Track Evaluation in accordance with Section 9 may also be initiated by the President, with the consent of the Candidate, for the purpose of strategic recruitment.

(4) The Executive Board shall decide on further exceptions to the procedures specified in Sections 8 and 9 in consultation with the Dean's Office and the relevant department.

(5) In the case of a Fast Track Procedure, the President, in consultation with the Dean's Office, shall decide whether to waive Section 9's entire procedure or individual procedural steps.

§ 11 Extension of Employment Period in Accordance with the Initiative on Career and Family

In accordance with higher education legislation of the state of Hessen (§ 74 Abs. 1 HessHG), the term of employment will be extended, upon request, by the duration of any leave taken in accordance with state ordinances regarding maternity protection and parental leave (*Hessische Mutterschutz- und Elternzeitverordnung*). In the case of part-time employment during parental leave, the extension shall not exceed the extent to which the working hours were reduced. Furthermore, in accordance with another section of the higher education legislation (§ 70 Abs. 4 Satz 2 HessHG), during the probationary period, the maximum permissible duration of the employment relationship is extended by one year per child in the event of the birth of a child, the adoption of a child, or the taking of a child into the household with the intention of adoption, but by no more than a total of two years.

§ 12 Implementation

(1) For Evaluation Procedures initiated prior to the publication of these Statutes, the regulations in effect at that time shall generally continue to apply until the conclusion of the Procedure. Upon request to the Dean, the Candidate may continue an ongoing Procedure in accordance with the provisions of these Statutes.

(2) These Statutes shall take effect on the day following their publication.

Marburg, 23.04.2025

Prof. Dr. Thomas Nauss
President