

# Criteria for tenure track-positions at IGB

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## General Agreements

- In general, all group leader positions at IGB are tenure track positions. They are mostly announced without thematic specification.
- Generally, the duration of a tenure track-procedure is six (three + three) years.
- The request for tenure must be filed at least one year before the end of the contract. „Fast Tenure Track“ (<< six years) und „direct Tenure Track“ (tenure after probationary period directly with employment) are only possible in exceptional cases and can exclusively be granted by the director, in agreement with the department head.
- Granting tenure is a process (determination of individual target agreement, progress evaluation, decision memo for the LGI etc.), which is accompanied by a committee. The committee consists of the director of IGB, the head of the department to which the scientist to be tenured belongs, and a tenured scientist chosen by the scientist to be tenured. Basis of the progress evaluation and the final decision is a meaningful self-assessment.
- The progress evaluation takes place after half the time set for the tenure track-procedure. It should give the scientist to be tenured feedback on the obtained progress.
- Precondition for tenure is the fulfilment of the three internal IGB-criteria (see below) and the individual target agreement, which have to be formulated at the beginning of the tenure track-procedure.
- Prior to the final decision it is examined if the three internal IGB-criteria (see below) as well as the individual target agreement are fulfilled. If criterion 1 (bibliometric evaluation is only fulfilled partially or not fully applicable due to objective reasons (e.g., in case of a strong service component of the position), but all other requirements are fully met, the committee decides if criterion 1 is fulfilled in agreement with the actual scientific working time (e.g., 50 % fulfilled for a 50/50 service-/science-position) or if two external reviews are requested to assess the overall scientific performance. Two completely favorable reviews can replace criterion 1.
- The LGI decision about the committee's proposition is taken by mutual consent. As for all personnel affairs, the director takes the final decision (including the veto right).

## IGB-internal criteria for tenure positions of institute-financed work group leaders

Criteria	Evaluation
<b>1. Scientific performance (bibliometric evaluation)</b>	<p>The scientific performance of the scientist to be tenured is above the IGB average. Basis for the evaluation is the overall performance, which, for the entire period of the tenure track-process (possibly deducing the first 1-2 years of the employment), must lie in the upper 50 % percentile of the distribution resulting from the average of all work group leaders for the same time period. The decision whether to assess the entire tenure track-period or the time after an initial ‚lag‘-phase must always be advantageous for the scientist to be tenured.</p>
<b>2. Strategic focus – scientific profile</b>	<p>The scientist to be tenured develops an individual scientific profile that fits into the program of IGB, is complementary to the already existing expertise and ‘trend-setting’. The integration (within and outside IGB) is a component of the self-assessment of the scientist to be tenured and part of the evaluation by the LGI.</p>
<b>3. Social compatibility and commitment</b>	<p>The scientist to be tenured plays a constructive part in teams and commits himself/herself in an adequate way to the general interests of IGB. This commitment is a component of the self-assessment of the scientist to be tenured and part of the evaluation by the LGI.</p>

## Explanatory notes

- At IGB outstanding scientists can be recruited through individual funding programs (e.g., Heisenberg professorship) for tenure track-positions in individual cases. A timely coordination with the director and the department head is indispensable.
- Scientists who are employed at IGB on project positions can only be tenured by successfully applying for an announced tenure track-position.
- The general tenure track-criteria are complemented by specific individualized target agreements which are agreed on by the department head, the director and the scientist to be tenured. This allows for maximal self-confidence for the new scientific employee and transparency in the decision process (and, within limitations, also for other IGB employees). The meaning of 'trend-setting' is defined within the target agreement. Moreover, it can be formulated in which way the commitment for IGB interests beyond the own research activities can be exhibited. Within the target agreement the family situation should explicitly be taken into account (compatibility of family and profession).
- The LGI decides about the tenure option based on the positive evaluation by the committee. Here, the following applies:
  - The target agreement must be fulfilled; possible deviations have to be justified comprehensively.
  - The scientific performance (bibliometric evaluation or two positive external reviews) must be met according to the above-mentioned criteria.
  - The strategic focus / scientific profile and the social compatibility and commitment are a component of the self-assessment of the scientist to be tenured and must be confirmed by the LGI.