Criteria for the evaluation of tenure-track positions and in career-track assessments in the Faculty of Social Science of the Ruhr University Bochum

This list of criteria is based on § 6 Abs. 1 and Anlage 1 of the Ordnung für die Zwischen- und Endevaluation von Tenure Track-Professorinnen und für die Evaluation in RUB Career Track-Verfahren an der Ruhr-Universität Bochum, published on May 2nd, 2015 (Amtliche Bekanntmachungen No. 1248). Here, the Faculty of Social Science substantiates the generic criteria applying at the university level with details that are specific for the disciplines represented in this faculty. The list is relevant for evaluation agreements made between newly appointed tenure-track professors and rector’s office, in consultation with the faculty. It is also relevant for evaluations in the context of RUB career-track assessments ruled by § 14 Abs. 1 of the aforementioned Ordnung. In line with §§ 6 Abs. 1 and 14 Abs. 1 of this Ordnung, adequate consideration has to be given to the duration of the academic career and to personal circumstances (family commitments, health status) when applying these criteria. This relates to the extent to which a single criterion is fulfilled as well as to how the criteria can be met in their entirety.

Criteria:

1. Quality, originality and breadth of research activities (with a considerable expansion of the fields of research and innovative aspects of the work done since the dissertation)

2. Publications, assessed in terms of quality, quantity and international visibility: At the time of the final evaluation of a tenure-track professor, work published since the dissertation (e.g., articles in international journals, edited volumes or conference proceedings) should meet the standards defined by the faculty for a cumulative Habilitation, in line with differing cultures of the disciplines represented in the faculty. In the interim evaluation, adequate progress towards fulfilling these standards should be discernible. In RUB career-track assessments, continued publication activities since the Habilitation or the recognition of equivalent academic achievements should fulfil the same standards, allowing for different lengths of the relevant time span.

3. Research grants: At the time of the final evaluation of a tenure-track professor, research grants received since the appointment to the current position should amount to € 300,000; if this total is not reached, the quality (e.g., DFG first-time proposals) and quantity of rejected proposals can be taken into consideration. In the interim evaluation, adequate progress towards reaching this limit should be discernible. In RUB career-track

* Research publications must account for 25 points based on the following point scores: monographs published with renowned scientific publishers 12 points; articles in refereed journals 4 points; articles in non-refereed journals or contributions to books published with renowned scientific publishers 2 points. Point scores are divided in half in the case of co-authorships. Work accepted for publication is taken into account.
assessments, research grants received since the appointment to the current position should fulfil the same standards, allowing for different lengths of the relevant time span.

4. Visibility in the scientific community and integration into relevant networks, demonstrated through presentations at academic conferences or other events, including interdisciplinary meetings, for academic debates (e.g., workshops, colloquia or research seminars held by other research institutions or academic associations) or the organization of academic conferences, active participation in academic associations or work as a reviewer.

5. International research experience and co-operation (e.g., presentations at, or organization of, international conferences and workshops; integration in international networks; international appointments, guest positions or fellowships).

6. Quality, originality and breadth of teaching activities: Among other things, tenure-track professors should offer courses for research-based learning (“Forschendes Lernen”) on a regular basis (i.e., about each second year; at least three times during the full duration of their position). Before the interim evaluation, all their courses should be subject to students’ teaching assessments, and the results should be taken into account in the evaluation. Afterwards, students’ assessments should be held at intervals conforming with the faculty’s usual standards until the final evaluation is made. In RUB career-track assessments, students’ teaching assessments collected at usual intervals should also be taken into account.

7. Adequate participation in advising students for their Bachelors’ or Masters’ theses and dissertation projects.

8. Transfer of knowledge (e.g., through scientific policy advising, co-operations with private businesses or support of research-based start-ups outside the university; dispersion of research results to the public through media, talks given outside a purely academic context, etc.).

9. Participation in the academic self-administration, further activities for the university.

10. Multidisciplinary competencies and additional skills (strategic competence, leadership, skills in communication and co-operation).