



GERMAN UNIVERSITIES
OF TECHNOLOGY

TU9 Key Issues Paper

Quality, Objectivity, and Transparency in Appointment Procedures in Engineering

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Quality, Objectivity, and Transparency in Appointment Procedures in Engineering

Technical Universities enjoy an outstanding global reputation as renowned centers of teaching and learning that promote the transfer of knowledge and technology between universities and practice. As part of this, they educate excellent young talent for science, business, and society. Technical Universities distinguish themselves with top-class international networks and diverse cooperation with industry, making them a key element of the German science and innovation landscape.

Professors are key pillars of a university's research and teaching portfolio and significantly contribute to enhancing its profile. That is why appointments are an essential strategic instrument and highly important for enhancing international competitiveness. Appointments in engineering are particularly significant due to the close ties between Technical Universities and the industrial sector. A large number of chairs are therefore filled by professors with professional experience in industry. Career experience in both worlds is a hallmark of engineering professors.

Every appointment procedure is based on selecting the best of the best and fulfilling the legal requirements of gender equality. University professorial appointment regulations ensure high quality, objectivity, and transparency in the process.

Besides requiring top-notch research, as verified primarily by (international) publications in peer-reviewed journals, engineering appointments also involve additional criteria such as patents and licenses. Professional qualifications from business careers – such as the business performance of a company, facilities built, or prototypes – can at best be considered as supradisciplinary qualifications.

Because professors' salaries in Germany are regulated at the level of the sixteen German states, a professorship cannot pay as well as a high-ranking position in the private sector.

Besides the possibility for extramural activities, however, a professorship offers the freedom to choose your own research topics. Academic freedom!

The University's professorial appointment regulations always provide the foundation for the process.

Key Elements of Appointment Procedures

Excellent Research

- (1) Top-notch research is notably verified by publications in peer-reviewed journals, research awards, and presentations at renowned international conferences.
- (2) Patents and licenses are also important for successful applied research.

Excellent Teaching

- (1) Teaching portfolio; trial teaching session
- (2) Proven dedication in teaching; supervision of final theses
- (3) Outcomes of teaching evaluations; teaching awards; professional development in higher education

External Funds

- (1) Procurement of external funding
(funding organizations that apply scientific quality criteria in project selection)
- (2) Procurement of funding from the industrial sector
- (3) Experience in carrying out externally funded projects
- (4) The absolute amount of funding obtained is not a decisive criterion

Cooperation

- (1) With research institutions outside of the university and with the industrial sector
- (2) Interdisciplinary
- (3) International

Interdisciplinary Work

- (1) Able to link in to other research areas; interdisciplinary research questions

Internationality

- (1) Internationally recognized research (verified with publications)
- (2) International cooperation, stays abroad

General Skills

- (1) Leadership experience
- (2) Team and communication skills
- (3) English proficiency
- (4) Gender competence