

# Promotion Criteria (approved by the PRC on April 26<sup>th</sup>, 2023)

## Professorial Ranks

Constructor University distinguishes three ranks of professorships:

1. *Assistant Professors* are promising academics with post-doctoral experience, several significant publications, a promising research agenda, and have generated justified expectations for strong contributions to academic teaching and scientific research.
2. *Associate Professors* are proven academics with an established research group or international network, success in acquiring initial research grants, good academic teaching and research records, strong future potential, and a record of academic and community engagement.
3. *Full Professors* are senior academics, internationally visible as researchers in their disciplines, demonstrate excellent academic teaching skills, and show strong commitment to the university's boards and committees and the academic community as a whole.

## Evaluation Criteria

The performance of professors is reviewed using several evaluation criteria that are organized in three categories: (1) Research and Development; (2) Academic Teaching; and (3) Academic and Community Engagement. The categories and evaluation criteria are detailed as follows:

1. Research and Development
  - Publishing articles with substantial personal contributions in high-quality peer-reviewed journals or conferences and/or publication of books with established academic publishers
  - Research impact reflected in bibliometrics or other discipline-specific measures of impact
  - Invitations to speak at international scientific events
  - Recognition through the receipt of prizes, awards, and fellowships
  - Research funds raised in competitive processes (e.g., EU, DFG, BMBF, industry, foundations)
  - Leading, or participating in, collaborative research projects (e.g., collaborative research centers, research training groups, EU projects, BMBF projects, DFG priority programs)
  - Patent applications, patents granted, and commercialization of patents
  - Initiation of technology transfer projects, spin-offs, or standardization.
2. Academic Teaching
  - Designing and conducting modules at all qualification levels (BSc, MSc, PhD)
  - Development of contemporary online teaching materials
  - High-quality teaching as documented in teaching evaluation reports
  - Using course evaluations and student comments to develop her/his teaching and teaching role
  - The implementation of student-centered learning and teaching
  - Development of new teaching content, concepts, and formats
  - Supervision of BSc and MSc theses
  - Successful supervision of PhD students and postdocs
  - Authoring of textbooks
  - Engagement in conferences on teaching methods and education research.

### 3. Academic and Community Engagement

- Chairing of, or active participation in, university committees
- Active involvement in university management
- Contributions to the development strategy of academic units
- Participation in hiring committees
- Active engagement in foundations and associations promoting science
- Chairing of, or involvement in, international committees or boards
- Editing peer-reviewed scientific journals
- Membership in editorial or advisory boards of peer-reviewed scientific journals
- Membership in scientific academies or research funding boards
- Contributions in high-profile expert committees (e.g., standards committees)
- Engagement in relevant professional organizations
- Contributions to policymaking or membership of policy advisory bodies
- Public visibility as an academic of Constructor University.

Candidates for promotion are not expected to meet each and every criterion, though they have to satisfy criteria from each category.

### Promotion to Associate Professor

The promotion to the rank of Associate Professor requires that candidates have managed to establish a working research group or an international network. Furthermore, candidates should have successfully undertaken academic teaching activities and contributed to the internal and external academic community. In particular, candidates for an Associate Professor rank should demonstrate:

- publications in high-quality peer-reviewed journals or conferences, or with prestigious academic presses
- success in obtaining research funds in competitive processes
- supervision of young scientists (e.g., qualification of at least one PhD student)
- developed or significantly revised teaching modules
- high quality academic teaching results

### Promotion to Full Professor

The promotion to the rank of Full Professor requires that candidates have managed to establish themselves as senior academics, as evidenced through an internationally visible research group or a strong international network producing academic research results with high impact. Furthermore, candidates should have obtained a track record of providing high-quality academic education and contributed significantly to the internal and external academic community, as well as the general public. In particular, candidates for a Full Professor rank should demonstrate:

- significant contributions to the advancement of their disciplines
- significant contributions to the scientific reputation of the university
- regular publications in high-quality peer-reviewed journals or conferences, or with prestigious academic presses
- effective supervision of several PhD students and postdocs
- success in raising significant external funds in competitive processes
- high quality academic teaching at all levels (BSc, MSc, PhD)
- significant participation in academic and community engagement.