

PM 8.4.1.

Tenure track procedure for leaders of temporary research groups

at

Research Center Borstel

Leibniz Lung Center (RCB)

I. Background

Outstanding scientists (basic and clinical researchers) who have already distinguished themselves thematically or methodologically (i.e. usually at least 5 years after their doctorate) are given the opportunity to demonstrate convincingly that they have the qualifications

- to lead a research group independently,
- to train doctoral and master/bachelor students,
- to publish very well,
- to raise considerable third-party funds,
- to integrate their scientific activities into the research concept of the RCB,
- to contribute to the scientific mission of the RCB (chronic inflammatory diseases of the lung of infectious or non-infectious origin) and
- to participate significantly in the joint shaping of academic life and the center culture at the RCB.

II. General conditions

The research group (RG) is assigned to one of the two program areas, but within the framework of the research conception/mission of the RCB it is given full independence in the selection of the research projects he/she is working on. These projects are agreed upon with the program managers on a collegial basis and set down in writing.

A research group is established for a period of five years and can be perpetuate thereafter. The initial establishment is made for the strategic (thematic and/or methodological) reinforcement of a program area and requires the approval of the Governing Board. The announcement of the GL must be made externally; the works council must be appropriately involved. The RCB shall provide the RG with laboratory space as well as basic financial and technical equipment and grant appropriate access to jointly used equipment and premises.

The RG shall consist of at least the group leader (GL), one scientific assistant, one technical assistant and one doctoral candidate. The postdoctoral position can also be financed by third-party funds.

The GL is committed to integrate research into the concept of the RCB and to contribute to its further development and international visibility. He/She is committed to actively participate in the Graduate School of the RCB (BBRS). The GL is expected to actively participate in new scientific initiatives and national/international alliances as well as in the organization of scientific events. The GL undertakes to follow the rules of good scientific practice according to the guidelines of the RCB and DFG and to observe the evaluation system of the Leibniz Association, the audits by the Scientific Advisory Board, the data storage in the PURE research information system and the system of performance-based allocation of funds.

III. Further training as a manager

The GL is obligated to participate in a structured, modular advanced training curriculum for scientific managers, which lasts several days and comprises at least the following units:

- Strategic Science and Change Management; Corporate Philosophy
- Role understanding and scope of duties of management personnel
- Leadership and communication; media communication
- Employee leadership and conflict management
- Personnel and labor law / Personnel selection
- Strategic financial management
- Project Management

The costs for participation in the courses are covered by the RCB up to an amount of EUR 10,000. The further training can be omitted if proof of participation in a similarly comprehensive management training course within the last 3 years is provided.

IV. Criteria for the evaluation of the research group for the perpetuation of the leader and, if applicable, the group

The performance is evaluated regularly, at least every two years, by the Scientific Advisory Board of the RCB. In the fourth year, a comprehensive assessment of the performance to date is carried out by two members of the Scientific Advisory Board and two members of the Extended Board. If the main criteria of the evaluation are met, the GL has met the formal basic requirement to be granted a permanent employment at the RCB. The final decision, also with regard to the function as Group Leader, is made by the Extended Board based on its evaluation of the additional criteria. A legal claim to a time limit, to a permanent Group Leader position or to the personnel and financial resources of the research group cannot be derived from this. If the assessment is negative, employment ends after 5 years.

Main criteria

- there must be at least 7 original papers (peer reviewed with new original data, structured in introduction, methodology, results and discussion) and 2 reviews as first, last or corresponding author in international journals (cumulative impact factor > 60, at least one paper with IF>10 or in one of the TOP5 journals of the research field; work performed at the RCB; citations are charged equivalently) Up to three papers that have not been published with first or last authorship can be recognized as equivalent if they represent successful, new and genuine cooperation projects with other researchers at the RCB or with external scientists.
- a completed habilitation or habilitation-equivalent achievements of the FGL must be available
- at least two own, autochthonous third-party funding applications from recognized public funding institutions (e.g. DFG) must have been approved as first-time applicants (PI); applications as work package leaders in joint applications are also expected. An application for third-party funding that was submitted jointly with other researchers at the RCB or with external scientists can be considered equivalent.
- the successful supervision of at least 2 PhD students and 2 students in Master programs (alternatively 3 PhD students in total) must be proven
- The GL must have visibly integrated itself into the research concept of the RCB and have shown active participation in the fulfillment of its scientific mission
- The GL must have demonstrably participated in the structured career development program of the RCB
- the GL must have actively participated in the scientific discourse (strategic research planning, active participation in center seminars, etc.) and in the development of the center culture (assumption of important functions or organization of center-wide or high-profile events) - an opinion on this will be obtained from the program area director who does not have the direct superior function

Additional criteria:

- Invitation to lectures at national and international congresses
- Successful participation in peer-reviewed joint projects
- Patents applied for in which the RCB is also involved
- Reviews, book contributions, published abstracts
- Participation in committees of the RCB or assumption of important functions (e.g. commissioner for radiation protection or similar) for the RCB
- Organization or important function at a public event of the RCB
- Participation in university courses of the RCB
- Co-organization of a conference at the RCB or the surrounding universities

- Successful establishment of new technologies at the RCB that benefit other RCB members (proof: co-authorship with other RCB groups, acknowledgments).

In the evaluation according to main and additional criteria, the provision of the group with qualified, independently working personnel (postdocs, experienced technicians) as well as the existing networking with other GL or in existing joint projects, if applicable, at the time of the group's establishment, are to be taken into account appropriately. Likewise, family-related absences from work must be taken into account in the performance evaluation.

In this context, the Board of Directors may extend the period until the evaluation of the GL by up to 2 years in order to ensure greater equality of opportunity, or increase the staffing of the group in order to grant the head of the group improved conditions for meeting the criteria.

This regulation replaces all previous regulations on tenure track procedures at the RCB.

This regulation shall enter into force with the decision of the Board of Directors on 4 November 2019.