

## THE PATH TO PROFESSORSHIP

This list describes the selection procedure taken when a professor vacancy opens at the Deggendorf Institute of Technology.

Initially, a proposal for a new professorship is sent to the Bavarian State Ministry of Sciences, Research and the Arts. After this proposal is approved, the job advert is posted online and advertised in print media. After DIT receives applications for the open vacancy, the following steps are taken:

### 1. APPLICATION PERIOD

The Department of Human Resources checks whether each applicant meets the formal criteria for appointability, then sends full list of applicants to the appointment committee after the application deadline closes (usually after 4 - 6 weeks).

The appointment committee consists of:

- 4-6 professors with voting rights and 1 external assessor
- The woman's representative of the relevant faculty
- A research assistant of the relevant faculty
- A student of the relevant faculty
- An external assessor without voting rights

### 2. SELECTION PHASE

First committee meeting: applicants are reviewed, date and compulsory topic for first of the two-part trial lecture is set. HR completes an in-depth second check of formal appointability prior to the trial lecture. Suitable candidates receive invitations for the trial lecture. The compulsory topic is given to candidates 2-3 weeks prior to the lecture, the elective topic for the second presentation is chosen by candidates themselves.

### 3. TRIAL LECTURE & COMMITTEE LISTING

Day of trial lecture: candidates lecture their two topics, followed up by a Q&A with the audience. Other than the appointment committee, other members of faculty and staff such as senate members or the university president can be present for this part of the trial lectures. Finally, a last interview is conducted by the committee, who then pick their top three candidates for the position. This process can vary in length. Candidates are notified by HR.

### 4. COMMITTEE PHASE & FINAL DECISION

Informal meetings with the president to meet the top three are organised. These candidates are discussed during university leadership and senate meetings, then a final decision based on the appointment committee listing is made.

### 5. APPOINTMENT

An offer of a professorship is sent to the leading candidate, who has four weeks to accept. Appointment negotiations are held with the president.

Potential starting dates are at the beginning of the winter or summer semester (usually 1st of September/October or March/April respectively).

## Appointment Criteria

- Completed university education
- Exceptional research skills, usually demonstrated by a doctoral qualification
- Pedagogical aptitude
- Impressive achievements in at least 5 years of professional experience acquired after the completion of academic studies, with at least 3 of these years spent outside the university sector. In special cases, professional practice outside of the academic sector may be demonstrated by the fact that a significant part of the professional activity was carried out in cooperation between the academic institution and non-academic professional practice over a period of at least 5 years.

## Contracts

#### Permanent civil servant

Entry professors could receive a permanent appointment for life if the position is full time, the applicant is an EU citizen, younger than 52 years old, in good health, and has three years work experience as research fellow/assistant.

If the above criteria are not met, successful candidates are offered one of the following contracts, depending on individual circumstances and conditions.

#### Probationary professor

If all criteria except the three years of work experience are met, the successful candidate will be appointed for a trial period "auf Probe" for 1,5 years, after that: appointment for life.

#### Temporary professor

When the above mentioned criteria are met but the position is not permanent at that time, the candidate will be appointed for a specific period of time.

#### Standard contract of employment

The successful candidate will be offered a standard contract of employment if the position is either not full time (18 weekly lecture hours), or if the candidate does not meet the necessary criteria for a tenured appointment, as above.