

## Possible Selection Criteria

Appointments represent a strategic steering element and are subject to high quality standards. In each selection procedure, quality criteria and their selection and weighting therefore play a key role.

The quality criteria are to be listed and weighted as early as possible in the professorial appointment procedure and set and justified by the professorial appointment committee. High, internationally competitive quality standards in research and teaching must be set, and subject-specific aspects must be considered.

Because each appointment procedure is unique, no generally valid criteria can be set. Instead, they must be defined anew for each procedure. Possible criteria could include:

<b>Criterion</b>	<b>Proven by, e.g.</b>
Excellent research achievements	Professorial appointments, publications, research awards, patents, fellowships, lectures at renowned conferences
Excellent teaching achievements / university didactic competencies	Teaching experience, evaluation results, teaching awards, participation in university didactic continuing education courses, promoting teaching and studies in the university self-administration
Ability to obtain external funding	Previous success in obtaining external funding, experience with managing externally funded projects, fellowships
Equal opportunities	Special measures for promoting women students/doctoral candidates, work in relevant working groups and committees, participation in continuing education
Interdisciplinarity / Ability to integrate into the University's research areas	Contributions to cross-subject research and teaching, expected contributions to a profile-building scientific concentration
Internationality / International Visibility	Internationally respected research achievements, stays abroad, international contacts and cooperation, ability and willingness to hold courses in the English language
General Competencies	Strategic skills, leadership skills, communication skills, cooperation skills, gender skills