



Handout Tenure target agreement

Background

According to TU Darmstadt's tenure guidelines, the tenure target agreement is concluded between the president, the dean and the appointed person. The agreement is a quality-assuring instrument and an elementary component of the subsequent tenure procedure: The granting of tenure depends exclusively on the fulfillment of personal requirements and performance as well as the individual targets and indicators agreed upon in the target agreement.

Concept

The target agreement is essential for the tenure procedure of assistant professors. In the tenure procedure, the tenure committee is guided by the university-wide quality criteria for the transfer of assistant professors to a permanent professorship. In particular, this is the ability of the assistant professor to be appointed to a permanent professorship at the TU Darmstadt with regard to research, teaching and leadership as a fundamental prerequisite, as well as the affiliation of the assistant professor to the (international) top group of scientists of a comparable career stage in the relevant subject area. The target agreement clarifies to the candidate the expectations placed on her/him by listing targets and possible indicators for reaching the targets. This guarantees that the quality criteria for taking on a permanent professorship are fulfilled in the tenure procedure. The possible indicators of achieving the goals should not be misunderstood as a checklist of to-dos to be completed. The indicators set development aspirations for the assistant professors instead of expected mere measurable outputs.

How-to

The attached file is to be used as a template for the individual target agreement. **The preamble and the three targets from the areas of research, teaching and leadership are the same for all assistant professors; the possible indicators for reaching the targets are concluded individually regarding the research field.** Please fill out the target agreement in English because of international reviews.

The target agreement is a three-part process:

- 1) The dean and the appointed person accept consensually **a preliminary version with given targets prior to the appointment negotiation**. That allows all parties to go into the appointment negotiation with comparable expectations about the achievements to be made for tenure.
- 2) **Possible indicators for the achievement of the targets can be elaborated after the appointment negotiation** but should be finalized before the start of the appointment. Ideally, the indicators are set before the appointment negotiation. The target agreement is not the subject of the appointment negotiation.
- 3) As soon as the candidate, the department and Directorate IA have reached a consensus, the final version is sent via Directorate IA to the colleagues from the Department of Human Resources and Legal Affairs for legal review. Afterwards the dean, the candidate and the president sign the document.

Directorate IA is happy to offer the department and the candidate a meeting at any time during the process to discuss the drafts and/or to clarify open questions.

Attachments

Template tenure target agreement with catalog of offers for in-house training at the TU Darmstadt.