Criteria for the interim evaluation

Research performance
The professor is expected to achieve the following research goals:

- The professor makes a significant contribution to the development of his/her field of research. This is demonstrated, for example, by the acquisition of observing time at leading observatories, or computing time at “high-performance computing” facilities, or by publications with substantial own contribution in peer-reviewed journals and conference papers.
- The professor participates in competitive calls (EU, DFG, BMBF, collaborative projects, etc.) to acquire third-party funding.

Academic teaching
The professor is actively engaged in academic teaching. This is demonstrated by:

- Successful completion of courses (lectures, seminars) in the Bachelor of Science Physics program or in the Master of Science Astrophysics program or in the physics teacher training courses.
- Supervision of bachelor’s or master’s theses.

Personnel management skills
The professor

- leads their own working group,
- continues his or her training within the framework of the personnel development concept of the University of Bonn (e.g. coaching for executives) or by means of other events.

Criteria for the final evaluation

Research performance
The professor is expected to demonstrate excellent performance in research by the time of the final evaluation:

- The professor makes a visible contribution to the development of his/her field of research. This is demonstrated by publications with substantial own contribution in peer-reviewed journals and conference papers.
- The professor successfully participates in competitive calls (EU, DFG, BMBF, collaborative projects, etc.) to acquire third-party funding.
• The professor is committed to the promotion of young scientists, as demonstrated by the supervision of doctoral students or postdoctoral researchers.

**Akademische Lehre**
The professor is actively engaged in academic teaching. This is demonstrated by:

• Successful completion of courses (lectures, seminars) in the Master of Science Astrophysics program or in the Bachelor of Science Physics program or in the physics teacher training courses. At least two of these courses should be from the Master of Science Astrophysics program.
• Supervision of bachelor's or master's theses.

**Personnel management skills**
The professor

• leads their own working group,
• continues his or her training within the framework of the personnel development concept of the University of Bonn (e.g. coaching for executives) or by means of other events.

**Academic commitment**
The professor is actively involved in academic self-governance. This is demonstrated by appropriate participation in internal university commissions or committees.

Stand: 09.12.2021