

The Faculty of Law and Economics at the University of Bonn (Germany) is seeking to fill a position in

Law and Economics at the Assistant Professor (W1) level with Tenure Track beginning fall 2020.

This professorship is funded by the Tenure Track Program of the German Federal Government and the Federal States.

The position is initially offered for a three-year period and can be renewed for another three years conditional on a successful mid-term evaluation. Tenure can be granted at the W2-level after a successful final evaluation in line with the regulations of the University. The tenure decision will not be *subject* to the existence of a vacancy. The teaching load corresponds to one course per semester. The University of Bonn is an equal opportunity employer.

This call is aimed at early-career researchers. Candidates must demonstrate strong research potential. They are expected to be able to teach in German as well as in English. To apply, please submit a CV and up to three publications or research papers to the

Dean of the Faculty of Law and Economics, dekan@rsf.uni-bonn.de

The University of Bonn promotes the diversity of its members. It is certified as a family-oriented university and has a dual career service. Its aim is to increase the proportion of women in scientific staff and to promote their careers in particular. It therefore urges qualified women to apply. Applications are dealt with in accordance with the equal opportunity legislation. Likewise, the University encourages suitable people with proven impairment to apply.

Applications received upon September 30, 2020 will be guaranteed full consideration.

Formal requirements are defined by § 36 of the Higher Education Act of North Rhine-Westphalia (Hochschulgesetz Nordrhein-Westfalen).

Regulations on tenure track at the University of Bonn and further information on tenure track professorates at the University of Bonn are available at https://www.uni-bonn.de/research/argelander-program/after-your-doctoral-studies/tenure-track?set_language=en

Criteria for Tenure at the Faculty for Law and Economics, University of Bonn regarding Tenure in the Field of Law and Economics/Economic Analysis of Law

Preamble

Tenure decisions are, together with offers for tenured positions, the most important decisions the Faculty for Law and Economics makes. Like offers for tenured positions, tenure decisions have an important and long-lasting impact on the development of the Department and its academic standing. They must, therefore, be taken with special care.

Standards and Goals of Tenure Procedures

In accordance with the guidelines for faculty appointments of the University of Bonn, every new faculty appointment should improve the average academic quality of the Faculty. Since tenure decisions are taken mainly in view of expected rather than demonstrated academic achievements, this means that,

in general, a successfully tenured person should be expected to become academically stronger than the current average faculty in the respective institute. This expectation should be based on the candidate's academic performance by the time the tenure decision is made and on the inside and outside assessments of his or her prospects of future performance.

Tenure Evaluations

Tenure evaluations (mid-term and final) consider primarily the research contribution of the candidate as an indicator of his or her expected future academic performance. They are based on external and internal reviews of the candidate's academic performance and achievements. Mid-term evaluations are necessarily more forward-looking than final tenure decisions. Successful mid-term evaluations do not preclude unsuccessful final evaluations.

Tenure decisions are based on the quality of the written work, its reception in the international profession, and the expected quality of the research to come in the future. The tenure track committee should have a judgement of the quality of the research taking a comprehensive view of the actual work, independently of its publication or other indirect measures.

Financial considerations such as the availability of a regularly funded, tenured position in the Faculty's personnel budget must not enter the considerations for tenure.

In light of these goals, the criteria may be fulfilled by publications of different kinds:

- (a) The following may currently describe a generic successful candidate:
 - A number of published articles in top or well-renowned journals, reflecting the candidate's quality of research and broader research agenda, and establishing the candidate as a leader in his or her field.
 - The proven ability and readiness to contribute to the development of the group he or she belongs to in terms of mentoring graduate students, contributing to the writing of major grant applications (CRC, excellence cluster etc.), and contribute more broadly to research excellence in the department.
 - A proven record of good teaching performance as demonstrated by teaching evaluations.

- (b) Alternatively, the following may currently describe a generic successful candidate:
 - An excellent book publication, reflecting the candidate's quality of research and broader research agenda, and establishing the candidate as a leader in his or her field.
 - In addition, published articles in top or well-renowned journals.
 - The proven ability and readiness to contribute to the development of the group he or she belongs to in terms of mentoring graduate students, contributing to the writing of major grant applications (CRC, excellence cluster etc.), and contribute more broadly to research excellence in the department.
 - A proven record of good teaching performance as demonstrated by teaching evaluations.

Tenure evaluations take into consideration the academic importance of a candidate's work in terms of originality, contribution to his or her field, and impact on the profession. They are not based on numerical publication scores. For example, a number of articles in top or well-renowned journals can establish a candidate as a leader in a particular area. To give another example, a strong book publication may establish a candidate as a leader in a particular area. Conversely, even papers published in top journals may not be scientifically strong and judged as such by the committee and/or the external reviewers. Moreover, even if a paper is strong, it may not be attributed to the candidate but rather to a strong co-author or her/his advisers.

What counts as a top publication may also vary across fields.

When evaluating a candidate, the tenure track committee should consider the time since PhD (and the length of the PhD), taking into account publication lags that favor those who are longer out but also special circumstances, especially child-care duties.

External Reviews

Tenure decisions are based on internal and external reviews as prescribed by the University's and the Faculty's regulations for hiring and tenure decisions. External reviewers should be informed about the fact that the Department does not count child care leaves against the tenure clock.

In the Department's requests for external reviews, reviewers are asked the following questions:

- Where in Europe or in the US do you think this person would likely be granted tenure? Where do you think would this person be unlikely to be granted tenure? How do you compare this person to the current faculty in Bonn in his or her field at a similar stage of their career? To facilitate an answer to these questions, a list of recently tenured professors (in Europe but also globally) could be given to the reviewers.
- Does the research pipeline and agenda of this person contain papers that have the potential to be published in top journals? Which one(s)?
- Is this person internationally recognized for his or her work, e.g., is there research that has built on the candidate's work? Where and how much is it cited? Do your colleagues know of her/his work and have you/would you invite the person for a seminar? Is this person the "go-to" referee in her/his area of expertise?
- In short: Is this candidate a person who is known and respected for their work in their field in well-renowned universities?

Guidelines for Tenure Track Faculty

Tenure track faculty should know what to expect and on what basis they will be evaluated. In light of the goals and criteria stated above, it is particularly important that they aim high in publications and develop a coherent research program based on which they can gain visibility in their fields. This means in particular,

- not to spread one's efforts too thinly on different fields, as the time on tenure track is the time to become a widely known expert in a field,
- not to go for quick publications of low quality,
- to assure a clear focus of one's work recognizable by one's peers.

In addition, they should build a proven record of good teaching.