

Excerpt from the official announcements no. 17 dated 17/07/2009 (pages 1649-1651)

Senate:

The senate of the Georg-August-University Göttingen and the presidential board of the Georg-August-University Göttingen/Georg-August-University Göttingen public law foundation have mutually agreed and decided, on 24/06/2009 and 01/07/2009 respectively, on the regulation on the employment and evaluation of academic councillors as temporary civil servants (not including the Göttingen medical faculty) (§ 41 Par. 1 NHG in the version of the publication dated 26/02/2007 (Lower Saxony State Law Gazette (GVBl.) p. 69), last amended by article 4 of the law of 18/06/2009 (Lower Saxony GVBl. p. 280); §§ 37 par.1 sent. 3, 61 par. 1 sent. 1 Lower Saxony Higher Education Act (NHG)).

**Regulation on the employment and evaluation of academic councillors
as temporary civil servants
(not including the Göttingen medical faculty)**

- AkadRatO -

§ 1 Employment procedure

- (1) The employment preconditions are based on § 31 par. 3 Higher Education Act of Lower Saxony (NHG) dated 26/02/2007 (Lower Saxony. GVBl. p. 69), last amended by law dated 18/06/2009 (Lower Saxony. GVBl. p. 280) in the respective valid version.
- (2) ¹Temporary employment as an academic councillor is excluded pursuant to an already completed occupation as junior professor or as a scientific assistant.
²In case of a previous occupation in a different legal relationship after having completed a doctoral degree, an employment is only allowed provided that the previous times in this other legal relationship have not exceeded an overall duration of two years.
³ Exemptions are decided by the presidential board member in charge of the department.
- (3) For the tendering procedure, the provisions of § 21 par. 3 NHG and no. 3 of the Equal Opportunities Framework Plan by the Georg-August-University Göttingen dated 30/01/2008 (official announcements no. 8/2008 p. 444) in the respective valid version must be respected.

- (4) The faculty ensures in the context of its financial sovereignty that a corresponding established post for civil servants (salary bracket A13 Federal Civil Service Remuneration Regulation (BBesO)) is available.
- (5) The proposal by the faculty to appoint a person as a temporary academic councillor shall be addressed to the president who makes the final decision.
- (6) The post-doctoral committee appoints a mentor to advise the temporary academic councillor.

§ 2 Tasks

- (1) Teaching duties arise from the Teaching Duties Regulation dated 02/08/2007 (Lower Saxony GVBl. p. 408), amended by the regulation dated 06/05/2008 (Lower Saxony GVBl. p.129), in the respective valid version. It is normally a paramount teaching duty and amounts to 4 contact hours. § 31 par. 2 NHG remains unaffected.
- (2) The remaining tasks result from § 31 par. 1 and par. 4 NHG.

§ 3 Evaluation

- (1) The decision on whether the term of office shall be extended by three years is made on the basis of the result of an evaluation procedure, which is to be conducted by the faculty according to the following provisions.
- (2) The evaluation procedure shall be commenced by the faculty in the year before the first term of office expires. The faculty ensures that the procedure will be finalized four months prior to the expiration
- (3) The evaluation decision is prepared by the post-doctoral commission.
Foundations for the recommendation of the post-doctoral commission are:
 - a) a report to be submitted by the temporary academic councillor
 - b) two expert reports
 - c) the statement by the dean of studies on the teaching performance of the temporary academic council which must be based on a teaching evaluation and
 - d) a hearing of the temporary academic councillor by the post-doctoral commission.

- (4) The report to be submitted by the temporary academic councillor must contain particulars on the following criteria:
- a) publications, especially the status of the (also cumulative) post-doctoral thesis
 - b) teaching activity
 - c) research activity and
 - d) recruitment of third party funding.

Specific criteria for the faculty or the subject can be additionally determined by the post-doctoral commission; these shall be reported to the temporary academic councillor in due time, normally on occasion of the appointment.

- (5) An expert report shall be drawn up by the mentor. The expert report by the mentor shall contain comments on the post-doctoral requirements and on the acceptance of a professorship in the next three years.
- The post-doctoral commission appoints a Further reviewer who draws up an expert report on the state of the research performance.
- (6) The post-doctoral commission submits its recommendation to the faculty council which forwards its evaluation proposal to the presidential board member in charge of the faculty.

§ 4 Decision on the evaluation result and extension of the term of office

- (1) The final decision on the result of the evaluation and on the extension by a second term of office is made by the president at the proposal of the presidential board member in charge and is based on the evaluation proposal of the faculty.
- (2) If the president intends to make a negative decision he or she shall hear the faculty and the temporary academic councillor.
- (3) In case of a negative decision the temporary academic councillor shall be dismissed after expiration of the first term of office (§ 31 par. 3 sent. 4 NHG).
- Completion funding or completion employment is excluded. The president issues a reply to the temporary academic councillor which he or she can remedy.

§ 5 Coming into force, final provision

- (1) This regulation comes into force the day after its publication in the official announcements of the Georg-August-University Göttingen.
- (2) This regulation is also applicable to temporary academic councillors who were appointed before this regulation took effect.
A derogation from the provisions of this regulation may be granted insofar as reasons for protecting legitimate expectations demand this in individual cases.