

RWTH Guideline

on

the Awarding of Special Merit Pay for Professors in “W” Positions

Dated August 9, 2016

Please note that the English version of this guideline is purely for your convenience and is not legally binding. Only the German version is legally binding.

Based on §§ 2 (4,16) of the law governing the Universities of the Federal State of North Rhine-Westphalia (Higher Education Act – HG) in the version dated September 16, 2014 (Law and Official Gazette of the State of North Rhine-Westphalia p. 547, last amended by Article 9 of the Service Law Modernization Act of the State of North Rhine-Westphalia of June 14, 2016 (Law and Official Gazette of the State of North Rhine-Westphalia p. 310), RWTH Aachen University has issued the following guideline:

§ 1 Scope of Application

This guideline regulates the procedure for awarding special merit pay in accordance with the Ordinance on the Granting and Assessment of Merit Pay and on the Granting of Additional Compensation for Research and Teaching for University Employees (Hochschul-Leistungsbezügeverordnung - HLeistBVO), as amended, for university professors compensated according to the W pay scale, as well as university professors who are remunerated in a private-law employment relationship based on the W pay scale. It does not apply to university professors appointed under the Jülich Model.

§ 2 Prerequisites for the Awarding of Payments

- (1) Special merit payments pursuant to § 4 HLeistBVO may be granted for special achievements and contributions in the areas of research, teaching, the arts, continuing education, and supporting early career researchers, usually over a period of several years.
- (2) Achievements and contributions that have already been the subject of a target agreement in the appointment or retention negotiations or the subject of a previous award of special merit pay cannot be considered again. The acquisition of third-party funds is only to be considered as a special achievement if no research and teaching compensation is or was granted for this purpose.
- (3) The criteria for special merit pay are exclusively those specified in § 5 HLeistBVO.
- (4) Based on the performance-related distribution of resources, RWTH Aachen University undertakes to make funds available for the award of the special merit payments insofar as they are not indispensably required for the recruitment of new university professors and subject to the corresponding budgetary possibilities. The amount of this funding is also based on the number of university professors in the W positions.

§ 3 Award Round

- (1) Subject to budgetary constraints, special merit payments are made annually.
- (2) The Rector shall announce by June 30 of each year whether an award procedure will be conducted and to which extent funding is available for the award. At the beginning of an award round, the Deans receive a complete list of all professors who can be proposed for the award of special merit pay in accordance with § 1 of these guidelines.
- (3) Proposals for the award of special merit pay, in which special achievements in accordance with § 5 HLeistBVO in one or more areas are presented and justified, are forwarded by the Deans to the Rector by September 30 of each year.

- (4) The Deans may convene a proposal committee within the respective faculty to develop a proposal. At the request of the Dean, a member of the Rectorate may be appointed to the proposal committee.
- (5) The Rector decides on proposals as well as the amount and duration of the grant by December 31 of each year and reports on this to the Rectorate. The Rector may make their own suggestions. In cases of doubt, the Rector may have the special achievements according to § 5 HLeistBVO assessed by competent persons.

§ 4 Confidentiality

All persons involved in the procedure shall maintain confidentiality concerning the data and information that comes to their knowledge.

§ 5 Announcement

- (1) The Rector informs the selected persons and the Deans of the result.
- (2) At the conclusion of each award round, the Rector shall announce the following:
 - Number of proposals,
 - Number of grants,
 - Total amount of merit pay approved.

This information shall be reported on a gender-specific basis while maintaining anonymity.

§ 6 Special Occasion Awards

In deviation from the procedure described in §§ 1 to 3 and 5, special merit pay pursuant to § 87 (1) LBesG may be awarded by the Rector for an unlimited period of time, provided that professors in a C contract apply to change it to a W contract. Permissible changes are from C 3 to W 2 and from C 4 to W 3. The type and amount of the special merit pay shall be designed in such a way as to preserve the status quo, whereby the special merit pay can only be granted pension eligibility within the limits of Section 37 (1) LBesG.

§ 7 Entry Into Effect

These guidelines shall be published in the Official Announcements of RWTH Aachen University and shall enter into effect on the day after publication. At the same time, the Guideline on the Awarding of Special Merit Pay in W Positions of September 26, 2014 (Official Announcements of RWTH Aachen University No. 2014/163 pp. 1 - 3) shall cease to apply.

Issued based on the resolution of the Rectorate dated July 12, 2016.

On behalf of the Rector
of RWTH
Aachen University
The Chancellor

sgd. Nettekoven

Manfred Nettekoven

Aachen, dated

August 09, 2016