



## **Appointment Procedure Regulations**

*- Adopted by the Senate of the Max Planck Society  
on November 24, 2000 -*

### **Preamble**

Being the key instrument for assuring the quality of science and research at its Institutes and other research institutions, the appointment process is of profound importance to the Max Planck Society. One of the Society's foremost concerns is the appointment of scientists who are viewed by international standards as outstanding as administrators of its Institutes. The Senate considers the appointment procedure regulations based on the Society's Statutes, including the right of the Institute to make appointment proposals, to be fundamentally suited to securing this goal.

Carrying out appointment procedures in accordance with the regulations laid down in the Statutes should, in the Senate's view, however, provide increased assurance that – especially at the Section conference level – in addition to each individual's scientific excellence, appropriate consideration is given to the inclusion of the appointees in the Institute's innovative development planning as well as in inter-institutional perspectives for development and the setting of points of emphasis based on medium-term and long-range plans.

In agreement with the recommendations made by the Scientific Council and the Senate Planning Committee in October 1999 as well as in follow-up to the November 1999 Senate resolution to pass a statement on behalf of the Max Planck Society regarding the recommendations given by the international commission for system evaluation of the Deutsche Forschungsgemeinschaft and the Max Planck Society –in which the Society's detailed position on the future development of the appointment process has already been stated – the Senate deems the following points essential.

### **I. Development Planning for the Institute**

Approximately three years before the Director of a Max Planck Institute retires, the Institute should be asked in a letter from the President to draw up plans for its future development and send them to the President.

The development plans should state the following while considering their financial implications:

- whether the Director soon to retire should be replaced and whether the replacement should develop a new research direction or continue the present one. Special justification will be required in the event that the intention is to leave the research direction unchanged.
- whether instead of an appointment, a different form of organization for carrying out research plans should be chosen, for example, setting up an independent junior research group or a working group collaborating, if need be, with another research organization or university.
- whether a department at the Institute should be closed down.

The Sections will be asked by the President to discuss the Institute's plans in an appropriate forum – such as by convening a core commission – and to keep him informed. The Section's deliberations should also especially examine alternatives to the Institute's proposals in consideration of innovative development of the respective research areas as well as the Max Planck Society's areas of emphasis on the whole. Alternatives are especially to be examined whenever the Institute making the proposals is administrated by only one Director or a Board of Directors consisting of only two members.

## **II. Justification of Appointment Proposals**

If, based on the results of the development planning, an appointment is to be carried out, then appointment procedures shall be initiated in accordance with the Statutes of the Max Planck Society (Art. 5, para. 4; Art. 13, para 2d; Art. 25, para. 1; and Art. 28, para. 3b). Consideration should be given to continuation of the appointment practices that emerged over the course of the 1990s, especially the Scientific Council's resolution of February 4, 1993.

The Senate recommends that individuals from outside the Society, such as scientists from universities and in appropriate cases, from industry as well, be more strongly involved on appointment commissions or as evaluators than in the past. Furthermore, a hearing involving all those candidates who have made the short list should be held – as long as this promises a higher degree of success.

The Senate requests that in the Section's final appointment recommendation to be submitted via the President (Art. 28, para. 3) consideration be given to and explanations given for the aspects listed below.

- A concrete proposal should be made based on an examination of the international spectrum of possible candidates – including consideration of potential candidates from within the Max Planck Society. Suitable methods to be considered for putting together a pool of such candidates include, in appropriate cases, placement of a public announcement for the position, an open appointment or nomination procedure, symposiums, and talent searches organized by the Sections. Special reasons must be given when the Institute proposes only one candidate who is then confirmed by the Section.
- While the above-mentioned search procedures are being carried out, examination should be given to every opportunity for appointing qualified female scientists.
- The proposal should state what innovative scientific emphasis for the Institute is connected with it and how this relates to the Institute's medium-term development plans, especially with a view towards further appointments and other areas of scientific emphasis in the future.
- The candidate should reveal - beyond the Institute's development - how he or she stands on the planned areas of emphasis and priorities set out in the Section's perspective planning and that of the Max Planck Society as a whole. Furthermore, candidates should state their opinions on the Society's other recommendations and resolutions as well as the aspects of the complementarity of university research and that of the Society.