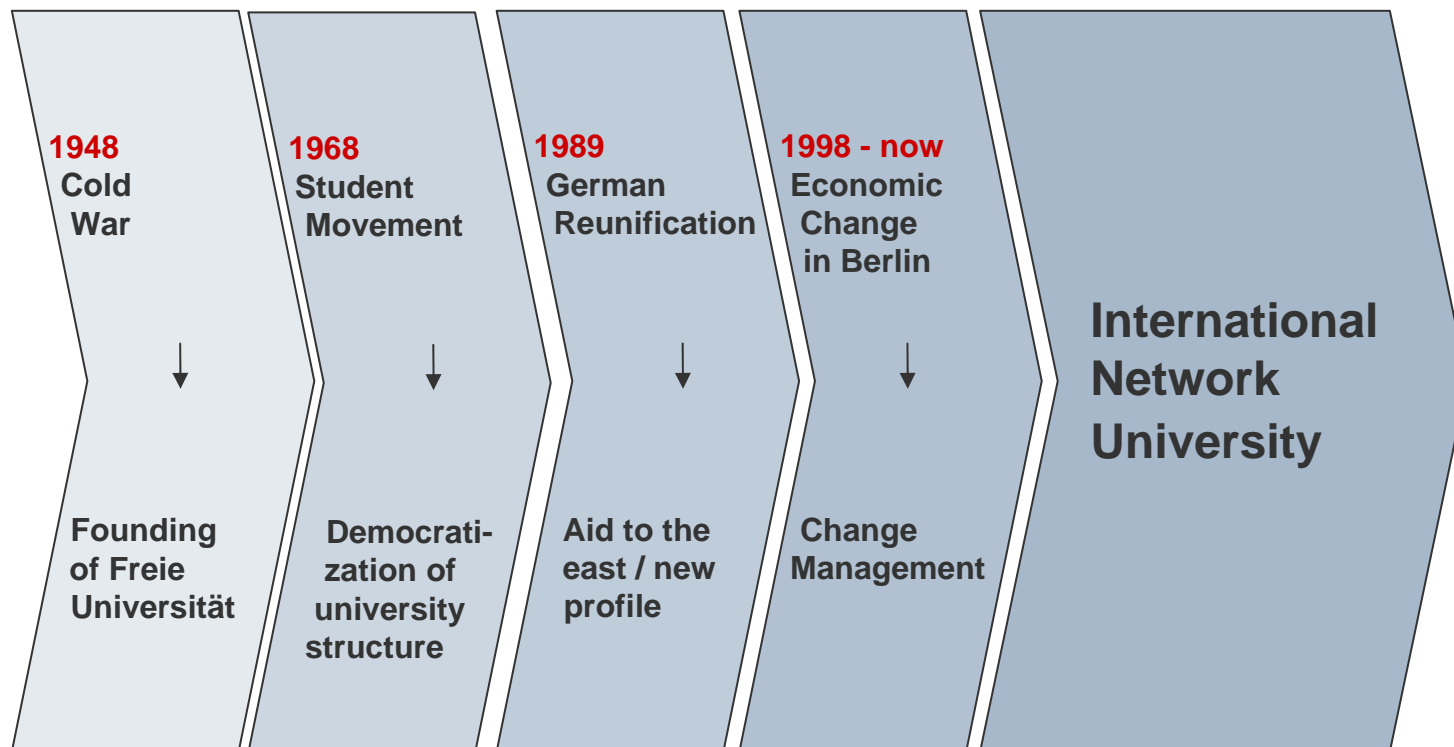


# Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)

Christine Keitel, Vice-President of Freie University Berlin

---

## The Freie Universität: A Learning Institution



# **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

Christine Keitel, Vice-President of Freie University Berlin

---

- 1. General political conditions and contract policies**
- 2. Evaluation of university teachers' teaching performance and measures to enhance teaching qualities**
  - 2.1. Quality control of teaching quality prior to application of new professors / Junior professors**
  - 2.2. Berliner Institute of Didactic of University Teaching and Studying**

# **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

Christine Keitel, Vice-President of Freie University Berlin

---

## **3. Instruments for Quality Control**

### **3.1. Scientific Instruments to Evaluate Quality and Success of Teaching and Studies**

- *FELZ – Study (Statistical survey of study-related learning time)*
- *BEvaKomp – Berliner Evaluation instrument for measuring competencies*
- *Bachelor Study: Evaluation study on first year bachelor's coping with new study orders (2006, repeated 2008)*
- *Early Exmatriculation Study (Study on students who left FUB after first year)*
- *Plans for Accreditation*
- *Study on students who have successfully passed university*

## **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

---

### **3.2. Regular Instruments und Processes for the Improvement of Quality of Studies and Teaching**

- *Regular processes for continuing development of studies and teaching*
- *Performance-based budget negotiations*
- *TQM-systems for quality assurance for study and teaching*

# **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

---

## **1. General political conditions and contract policies:**

### **Perception of quality in teaching and studies at FUB**

- Percentage of students from underprivileged /disadvantaged social groups like poor or migrant students distant to higher education**
- Percentage of students that leave university early or change their subject**
- Range of measures to integrate and consult students**
- Rates of students successfully finished their studies within regular study time**
- Average duration of study time**
- Quality of gained competencies and knowledge**
- Success in implementing gender and diversity measures**

# **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

---

## **1. General political conditions and contract policies:**

**Main “interest groups” of study and teaching at university:**

- **Students and those interested to study**
- **Labour market and employers**
- **Teaching faculty**
- **State**

## **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

---

### **1. General political conditions and contract policies**

*Five global criteria of state policy driven benefit and punishment system:*

**1. Amount of *research projects*** in terms of research money acquired

**2. Number of *students successfully finishing in regular study time*** (+2 semester)

**3. Number of *foreign researchers*** attracted to university (*Humboldt scholarships*)

**4. Number of successful *doctoral students***/ *number of habilitations*,

# Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)

---

## 1. General political conditions and contract policies

**5. Respecting *diversity issues*:** Raise number of female professors in faculties min. up to 20% overall departments, 38% female professors among the newly employed in last five years, raise number of female students attracted to MINT faculties as well as number of foreign students / with migrant background attracted and support them so that they succeed at university



## **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

---

- 2. Evaluation of university teachers' teaching performance and measures to enhance teaching qualities**
  - 2.1. Quality control of teaching quality prior to application of new professors / Junior professors**
  - 2.2. Berliner Institute of Didactic of University Teaching and Studying**

# **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

---

## **3. Instruments on the level of university**

### **3.1. Scientific instruments to evaluate quality and success of teaching and studies**

**3.1.1. FELZ – questionnaire for statistical survey on study-related learning time**

**3.1.2. BEvaKomp – Berliner evaluation instrument for measuring competencies**

**3.1.3. Bachelor Study: Evaluation of first year bachelor's coping with new study order (2006, repeated 2008)**

**3.1.4. Early Exmatriculation Study (Study of students that left FUB after first year)**

**3.1.5. Plans for Accreditation**

**3.1.6. Study of students that have successfully passed university**

## **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

---

### **3.2 Regular University Instruments und Processes for improvement quality of studies and teaching**

#### **3.2.1. Regular processes for the continual development of studies and teaching**

#### **3.2. 2Performance-based budget negotiations on university level**

**First Quality pact on teaching and study:**

**Special orientation support for students who plan to study at FUB**

**Optimisation of the first /entrance phase of studies**

**Reliable academic structures throughout university**

**Support for Mobility and Internationalisation**

**Gender E-Quality**

#### **3.2.3. Bachelor Study: Evaluation of first year bachelor's coping with new study order (2006, repeated 2008)**

## **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

---

### **3.2 Regular Instruments und Processes for improvement of quality of studies and teaching**

#### **3.2.4. Early Exmatriculation Study (Study of students who left FUB after first year)**

#### **3.2.5. Plans for Accreditation**

#### **3.2.6. Study of successful students (FUB)**

## **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

---

### **3.2 Regular Instruments und Processes for improvement of quality of studies and teaching**

#### **3.2.7. First Quality pact on teaching and study:**

Special pre-orientation support for students who plan to study at FUB

Optimisation of the first /entrance phases of studies

Reliable academic structures throughout university

Mobility and Internationalisation

Gender E-Quality

## **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

---

### **3.2 Regular Instruments und Processes for improvement of quality of studies and teaching**

#### **3.2.8. Second quality pact:**

Overall mentoring-programs

Orientation-weeks for first-semester-students prior to begin of study accompanied by mentors one week prior of the regular begin of all studies.

All faculties establish central offices - with broad and reliable opening hours - for study and examination, in order to secure all processes of competent working on all questions on studies and examination.

Didactic concepts for studies are to be developed that work against reproduction of gender-stereotypes in study and teaching.

## **Profiles, contract policies and performance evaluation of teaching in Berlin (Germany)**

---

### **3.2 Instruments und Processes for regular improvement of quality of studies and teaching**

#### **3.2.9. Performance-based budget negotiations on state level**

For internal distribution of financial resources for studies and teaching the following indicators and criteria are set by the state (50% of the budget):

- Extent of utilization of study places (10%)

- Number of students successfully finished their studies (50 %)

- Number of students finishing within regular study time (30 %)

- Number /portion of foreign students (10 %)

**TQM-Group:** Staff for quality assurance to support decisions of the presidency, who execute the transformation of the TQM (Total-quality management-system)



**Thank you for your attention!**