

Bylaws of the German Center for integrative Biodiversity research (iDiv) Halle-Jena-Leipzig

From 20 August 2021

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§ 1

Legal status, head office, cooperation partners

(1) The Research Center for Integrative Biodiversity Research is named Deutsches Zentrum für integrative Biodiversitätsforschung (iDiv) Halle-Jena-Leipzig - German Centre for Integrative Biodiversity Research (iDiv) Halle-Jena-Leipzig - and is established as a central institution of the University of Leipzig in the sense of § 92 para. 1 SächsHSFG. The Center is operated by the hosting institutions University of Leipzig (UL), Martin Luther University Halle-Wittenberg (MLU), Friedrich Schiller University Jena (FSU) and Helmholtz Centre for Environmental Research GmbH - UFZ (UFZ) according to the cooperation agreement and in accordance with the respective higher education acts and basic regulations.

(2) Involved cooperation partners are furthermore the following partner institutions:

- Leibniz Institute of Plant Biochemistry (IPB),
- Leibniz Institute of Plant Genetics and Crop Plant Research (IPK),
- Senckenberg Society for Nature Research (SGN),
- Leibniz Institute DSMZ - German Collection of Microorganisms and Cell Cultures GmbH,
- Max Planck Institute for Biogeochemistry,
- Max Planck Institute for Chemical Ecology,
- Max Planck Institute for Evolutionary Anthropology.

The partner institutions support the joint research center iDiv through close scientific cooperation but also through their own contributions. They support the center together with the hosting institutions.

(3) iDiv has its head office in Leipzig. The University of Leipzig acts as the host university and coordinates iDiv. The type and extent of participation as well as the rights and obligations of the hosting and partner institutions are regulated by the cooperation agreement.

§ 2

Purposes and goals

The purposes and objectives of iDiv are:

1. the creation of the scientific basis for the sustainable management of biodiversity, and
2. the establishment and further development of integrative biodiversity research as a new interdisciplinary research field.

In terms of a sustainable development and expansion of iDiv, the four hosting institutions see biodiversity research as an essential focus of their strategic development.

§ 3

Structure

(1) iDiv consists of the Network and the Core Center. The Network is an association of the members according to Annex 1 as well as additional members who will be admitted by the Science Strategy Board in agreement with the Board of Trustees after the entry into force of these Regulations. The network represents the research foci of iDiv. The core center consists of the research groups established within the framework of iDiv (core professorships, junior research groups), the research platforms and the central division, which includes, among others, the Synthesis Center sDiv and the graduate school yDiv.

(2) The research priorities are supported at the participating universities and the UFZ by research groups led by a university professor. The main research areas are:

- A. Biodiversity changes,
- B. Complex structure of biodiversity,
- C. Molecular and evolutionary biodiversity processes,
- D. Biodiversity and ecosystem functions,
- E. Biodiversity and Society.

The scope and equipment of the research groups within the key areas are based on

- a. the specific needs (basic equipment), and
- b. the research dynamics or growth of the research group.

(3) In addition, several Independent Junior Research Groups shall be established at iDiv.

(4) The central instrument for national and international networking and the novel scientific approaches of theory-based synthesis and data-oriented theory building in biodiversity research is the Synthesis Center for Biodiversity Sciences (sDiv), which provides various formats and funding mechanisms for this purpose (workshops, sabbatical program, postdoc program). Synthesis here means bringing together existing but disparate data, methods, theories and tools in a new way.

§ 4

Promotion of Young Researchers

(1) The task of iDiv is also the promotion of PhD students and **postdocs** within the framework of the graduate school yDiv and the **postdoc program** through course offers, individual supervision and financial support. These offers complement the formal doctoral procedure, which is carried out at a university according to the regulations of that university.

(2) The Science Strategy Board issues detailed implementation regulations that govern the selection of PhD candidates, the quality assurance of the supervision and the PhD process, the coordination of the supervision and financing process, as well as the opportunities for co-determination of the PhD candidates and define the connection to the structured graduate programs of the hosting institutions.

(3) The members of iDiv participate in student education according to the regulations and curricula of the respective faculties in accordance with their official duties.

§ 5

Bodies

The organs of iDiv are:

1. the General Members Assembly,
2. the Science Strategy Board,
3. the Speaker Board,
4. the Speakers,
5. the Board of Trustees and
6. the Scientific Advisory Board.

§ 6

Members

(1) Full members of iDiv are natural persons who belong to one of the participating hosting or partner institutions and who have proven their qualification for independent scientific work.

Full members by virtue of office are:

1. the university professors (core professors) appointed by iDiv to lead research groups according to § 2 para. 1 of the cooperation agreement,
2. the heads of the independent junior research groups established by iDiv according to § 3 para. 3 of these bylaws.

Additional full members may be scientists, who

- are employed by the participating institutions (hosting or partner institutions), and
- are independent/leading scientists who can represent iDiv in their institutions, and
- have demonstrated scientific excellence, and
- are internationally recognized scientists who work in an integrative and collaborative manner, have expertise relevant to iDiv, and contribute to iDiv's mission.

Full members of iDiv may be admitted upon personal application. The Science Strategy Board, in agreement with the Board of Trustees, decides on applications for admission as full members. Rights and duties of full members are regulated in § 7.

(2) Associate members of iDiv may be scientists, who

- are employed in the participating institutions (hosting or partner institutions), and
- have special expertise in certain iDiv research fields and can thus support iDiv (e.g. scientists who can act as advisors to iDiv or outstanding young scientists whose work contributes substantially to iDiv's mission).

Associate members of iDiv may be admitted upon personal application or upon proposal by members of the Science Strategy Board. The Science Strategy Board decides on applications for admission for associate membership. Rights and duties of associated members are regulated in § 7.

(3) Honorary members of iDiv are natural persons who have rendered outstanding services to iDiv.

(4) The credit to iDiv can be either in scientific terms or in support through scientific-political, strategic or administrative contributions. Persons who have rendered outstanding services to the

interests of biodiversity research in general and iDiv in particular in society and politics should also be honored. Honorary members need not have been full or associate members.

(5) Membership in iDiv does not imply any employment or membership relationship with one of the hosting or partner institutions; existing employment or membership relationships remain unaffected by membership.

(6) Membership in iDiv shall end:

- for full members (except for full members according to § 6 para. 1 sentence 2 nos. 1 and 2) and associated members according to § 6 para. 2 with the end of a funding phase; a continuation of membership after application and evaluation is possible,
- for full and associate members according to § 6, para. 1 and 2 by termination of the activity at one of the hosting or partner institutions,
- for all members according to § 6 (except for full members according to § 6 para. 1 sentence 2 nos. 1 and 2) by resignation, which has to be communicated in writing to the Science Strategy Board, and
- for all members according to § 6 by dismissal on the basis of an important reason. Such a reason exists in particular in the case of violations of the duties according to these bylaws and the rules of conduct or in the case of a lack of active cooperation in achieving the goals according to § 2 of these bylaws.

The active participation, in particular of the full and associate members according to § 6 para. 1 and 2 will be evaluated by the Science Strategy Board at appropriate intervals. Inactive members will be given the opportunity to comment.

The dismissal of full and associate members on the basis of an important reason shall be decided by the Science Strategy Board by a majority vote of its members in agreement with the Board of Trustees and shall be communicated to the member concerned in writing after hearing him or her and stating the reasons. The Board of Trustees decides on an objection to the dismissal.

In case of violation of the goals and interests of iDiv, honorary membership may be withdrawn by resolution of the General Member Assembly in agreement with the Board of Trustees.

§ 7

Rights and duties of members

(1) Full and associate members are obliged to cooperate in the tasks of iDiv in accordance with these bylaws. They must actively participate in the fulfillment of iDiv's tasks, in particular with independent scientific achievements and with active participation in committees.

Full members have the following obligations:

- willingness to participate in iDiv's bodies and committees that serve the further development of iDiv
- establishment and promotion of iDiv research and interests within their own hosting or partner

institution

- active participation in the meetings of the respective Local Committees and the General Member Assembly
- networking in the sense of iDiv and iDiv research on appropriate occasions
- networking of iDiv within and outside the biodiversity research landscape
- display of iDiv affiliation in publications and presentations.

Associate members have the following obligations:

- possibility to participate in iDiv committees, boards, working groups that serve to further the development of iDiv
- representation of iDiv research and interests within their own hosting or partner institution
- possibility to participate in the meetings of the respective Local Committee and the General Members Assembly (without voting rights)
- participation in further activities (on request) based on special expertise
- display of iDiv affiliation in publications and presentations.

(2) The full and associate members are obliged, upon request, to carry out the review of applications, inter alia, within the framework of the funding provided by sDiv (sDiv workshops and sDiv postdoc projects), the Flexible pools and other iDiv instruments, as well as to actively participate in the promotion of young researchers, inter alia, within the framework of yDiv. The latter includes offering events and courses as well as participating in the selection and supervision of PhD students.

(3) Upon request, the full and associate members are obliged to report to the Science Strategy Board on their iDiv-related activities, in particular enabled by the resources provided by iDiv. Likewise, they are required to participate in reporting on iDiv's scientific work, in required annual and final reports, and in proposal submissions.

(4) Full and associate members may submit proposals to the Science Strategy Board for additional research projects that may be conducted within iDiv and supported by iDiv within the limits of the resources available for this purpose. Full members can be supported within the framework of the so-called "flexible pool", associated members within the framework of the "flexible pool support funds". The rights of the respective university or the non-university cooperation partner supporting or partner institution remain unaffected.

(5) The full and associate members are entitled to use resources of iDiv within the framework of the usage regulations, which the Science Strategy Board decides in agreement with the General Members Assembly. Full and associate members may use iDiv facilities as well as data platforms

within the framework of a data sharing agreement.

(6) If funds made available by iDiv are not used in accordance with the objectives and criteria defined by iDiv, the Science Strategy Board may stop the allocation of the funds made available after consultation with the budget officer of the respective hosting or partner institution. In the case of core professorships and junior research groups newly established within the framework of iDiv, the decision of the Science Strategy Board must be confirmed by the Board of Trustees.

§ 8

General Member Assembly

(1) The General Member Assembly shall be convened at least once a year with one month's notice by the Speaker of the Speaker Board and shall be chaired by him/her. Resolutions require a majority of the full members present, unless these bylaws provide otherwise. A representation at the General Member Assembly is not permitted. Further details are regulated by the bylaws.

(2) Associate members are invited to the General Member Assembly and have the right to speak.

(3) The General Member Assembly may, in principle, discuss all issues affecting the purposes and goals of iDiv and make recommendations to the Science Strategy Board. Furthermore, it has the right to propose

- the members of the Science Strategy Board,
- the members of the Scientific Advisory Board,
- honorary members.

(4) The General Member Assembly accepts the report of the Science Strategy Board.

(5) Matters of special importance (in particular changes of the scientific contents and directions of iDiv, application for exclusion of members, recommendations for the dismissal of members of the Science Strategy Board or the Scientific Advisory Board with necessary proposal of new candidates) as well as proposals according to paragraph 3 must be announced at least six weeks before a General Members Assembly, so that they can be announced in advance in the invitation to a General Member Assembly and included in the respective agenda. Recommendations of special importance must be decided by a two-thirds majority of the full members present. At least half of the full members must be present. Voting shall be by secret ballot.

(6) The General Member Assembly shall form Local Committees in which the regional interests and activities and the scientific exchange of the members at a site are combined and coordinated:

1. one Local Committee each of the members of the hosting institutions (the participating universities and the UFZ)

2. a Local Committee of the partner institutions (of the other non-university cooperation partners according to § 1 para. 2).

(7) The members of a Local Committee shall elect a chairperson from among themselves. The chairperson shall be responsible for preparing, convening and chairing the meetings of the Local Committee.

(8) The Local Committees shall be responsible for nominating the candidates for the election of the representatives of the full members in the Science Strategy Board according to § 9 para. 1 items a - b as well as their representatives.

(9) In addition, the Local Committees shall be responsible for the following tasks:

- recommendations of particular importance, especially regarding the scientific content and direction of iDiv's work,

- strategic and conceptual recommendations for the development of research fields relevant to iDiv at the respective site and across sites, and

- supporting the anchoring of biodiversity research in all areas of the respective site as well as the strategic development and profile building plans and teaching.

(10) The General Member Assembly may adopt rules of procedure.

§ 9

Science Strategy Board (SSB)

(1) iDiv is managed by the Science Strategy Board as the central decision-making body. The members of the Science Strategy Board are proposed by the General Member Assembly and appointed or dismissed by the Board of Trustees. Reappointment is possible. The term of office of the members of the Science Strategy Board is two years. Members of the Science Strategy Board are:

a. four members per hosting institution will be appointed; if this number is not already filled by core professors, additional ones will be elected. These members must be full-time university professors or their equivalent of the hosting institutions as well as full members of iDiv.

b. two full members from the non-university partner institutions

c. one representative of the heads of the independent junior research groups established by iDiv (§ 3 para. 3).

The Scientific Director of the Synthesis Center sDiv is also a member of the SSB by virtue of his/her office.

The Chief Operating Officer shall be a member of the Science Strategy Board in an advisory capacity.

(2) In addition, the General Member Assembly may propose representatives for the SSB members according to para. 1 points a - c, who will also be appointed or dismissed by the Board

of Trustees.

(3) The Science Strategy Board manages iDiv and is responsible in particular for the conception, coordination and implementation of the scientific program. It pursues the scientific networking of iDiv. The Science Strategy Board:

- is responsible for the scientific development of the Center as well as the structural and content-related anchoring in the supporting institutions,
- pursues the further development of the main research areas in accordance with § 3 of these bylaws according to scientific strategic criteria and defines new ones as required,
- makes strategic decisions on the initiation and termination of research projects, recruitment, recommendations on appointments, use of funding, further development of the network, procurement of large-scale equipment and strategic investments,
- decides on principles of internal review procedures for the allocation of funds,
- gives recommendations on applications for institutional funding and decides on the use of these funds within the framework given by the funding,
- decides on measures for internal quality control and quality assurance within the Center in the form of internal evaluations with the participation of the Scientific Advisory Board,
- is responsible for preparation of work reports to funders,
- is responsible for outstanding iDiv personnel matters (managing director, coordinators of the central division) and may reserve the right to make further personnel decisions regarding iDiv-funded personnel.

(4) The members of the Science Strategy Board elect a chairperson and his/her deputy from among themselves for a term of six months. The Science Strategy Board members can be elected according to para. 1 items a - b. Re-election is possible.

(5) The chairperson and the co-chair shall be responsible for preparing the meetings of the Science Strategy Board as well as for chairing them and recording the resolutions.

(6) Resolutions of the Science Strategy Board shall be passed in meetings, which as a rule shall be held once a month under the chairmanship of the chairperson. A quorum shall be constituted if at least half of the members with voting rights are present pursuant to para. 1 items a - b. As a rule, resolutions shall be adopted by open ballot with a simple majority; in individual cases, voting may be by secret ballot upon request of at least two voting members.

(7) The Science Strategy Board may form permanent and temporary advisory committees to support its work, whose members are recruited from iDiv members or from external experts. The responsibility of these committees does not exceed the responsibility of the Science Strategy Board.

(8) The Science Strategy Board may adopt rules of procedure for itself and the committees.

§ 10
Speaker-Board und Speaker

(1) The Speaker Board implements the decisions of the Science Strategy Board and manages the day-to-day business of iDiv. The Speaker Board consists of four members of the Science Strategy Board according to § 9 para. 1 sentence 5 letter a and the Chief Operating Officer. The Speaker and the three Co-Speakers of the Speaker Board shall be proposed by the Science Strategy Board and appointed or dismissed by the Board of Trustees. The term of office is two years. Reappointment is possible.

The Board of Trustees, in agreement with the Science Strategy Board, shall determine which member of each of the three universities shall serve as Speaker for a period of two years.

(2) The Speaker Board is responsible in particular for networking between the Core Center and the hosting institutions and for implementing the scientific program according to the specifications of iDiv's Science Strategy Board, represents iDiv within the participating hosting institutions, and represents it externally. The Speaker Board is responsible for compliance with budgetary requirements, the appropriate use of funds, and compliance with the overall appropriation for iDiv, without prejudice to the rights and duties of the respective budget officers of the hosting institutions. The Speaker Board ensures compliance with the appropriation guidelines of the institutional sponsors, including the fulfillment of reporting obligations regarding the management of funds. It reports regularly to the Board of Trustees on the use of funds. Responsibilities under other regulations remain unaffected. The Speaker Board decides on personnel matters of iDiv-funded staff and implements the decisions of the Science Strategy Board. The Speaker Board is responsible for a proactive, holistic analysis of potential problems and conflicts in connection with management tasks.

In addition, iDiv aims to establish an active alumni network. Alumni of iDiv are natural persons whose membership ends by leaving one of the participating institutions (hosting or partner institutions) or who were employed by iDiv and want to remain connected to iDiv. The Speaker Board is responsible for establishing and maintaining the alumni network.

The Speaker Board may adopt rules of procedure to be confirmed by the Science Strategy Board.

(3) Resolutions of the Speaker Board shall be adopted in regular meetings, which should be held at least once a month. A quorum is reached when at least three members of the Speaker Board are present. The members of the Speaker Board shall elect a chairperson from among the four members of the Science Strategy Board according to § 9 para. 1 sentence 5 letter a for a term of six months. The chairperson shall be responsible for preparing and chairing the meetings and for reporting to the Science Strategy Board.

(4) The Speaker Board shall adopt a business distribution plan. The business distribution plan shall be brought to the attention of the Science Strategy Board and shall be reviewed and updated at regular intervals. The Speaker and the Co-Speakers shall be the first point of contact for the hosting institutions and other partners, boards and committees, units of the

central management and for specific topics in accordance with the business distribution plan. The function of each contact person includes:

- maintain active contact with the relevant structure and work closely with the relevant bodies or staff, including regular exchange of information between the hosting institutions and other partners, boards, committees, and central management units and the Speaker Board (formally or informally)
- efficient transfer of information to the Speaker Board, including to facilitate Speaker Board assessments
- preparation of themes to be brought to the Speaker Board for discussion or decision
- direct feedback from Speaker Board discussions to the relevant hosting institution and other partners, boards, committees, and Central Management units.

The Speaker Board is responsible for the day-to-day business; it decides on

- budget- or personnel-related requests according to a decision matrix on the responsibilities of the Science Strategy Board, the Speaker Board and the COO
- confidential personnel matters are included.

(5) The Speaker is responsible for reporting to the Board of Trustees, the Speaker Board and institutional sponsors. The Speaker shall be responsible for the proper use of funds vis-à-vis the host university in accordance with §1 para. 3. The Speaker shall have a right of moratorium (right of postponement) for decisions of the Science Strategy Board and the Speaker Board in order to be able to consult with the Board of Trustees if necessary. The iDiv Chief Operating Officer reports to the Speaker. The Speaker chairs the General Member Assembly.

§ 11

Branch Office

(1) The Science Strategy Board, the Speaker Board, the Speaker as well as the Scientific Advisory Board are supported by a branch office. The branch office shall be managed by the Chief Operating Officer. Further details shall be regulated by the rules of procedure of the branch office, which shall be adopted by the Science Strategy Board.

(2) The staff of the branch office shall be employed by the University of Leipzig in agreement with the Speaker Board. The Chief Operating Officer exercises the right of direction.

§ 12

Board of Trustees

(1) The Board of Trustees shall support and supervise the Speaker Board and the Science Strategy Board in their activities and shall assume other tasks assigned to it under these

bylaws.

(2) The Board of Trustees shall have the following duties in particular:

- to support and supervise the activities of the Speaker Board and the Science Strategy Board,
- receiving and discussing the reports of the Science Strategy Board and the Speaker Board,
- adoption of recommendations for the further development of iDiv under consideration of the recommendations of the Science Strategy Board,
- to support iDiv at the political level,
- to advise on transnational issues,
- approval of admission and dismissal of members of iDiv, and
- adoption of resolutions on the bylaws and amendments to the bylaws.

(3) The members of the Board of Trustees are:

1. the rectors or presidents of the participating universities,
2. one further member of the rectorate or presidium of each of the participating universities,
3. the scientific and administrative director of the UFZ, and
4. one representative appointed by each of the ministries responsible for science in the participating federal states.

Membership in the Board of Trustees shall be exercised in person; representation is not permitted.

(4) The Board of Trustees shall be convened at the request of at least two members of the Board of Trustees or of the Speaker. It shall meet at least once a year.

(5) The Board of Trustees shall elect a chairperson and a co-chairperson from among its members for a period of two years. The chairperson shall convene and chair the meeting.

(6) To support its tasks, the Board of Trustees may establish working groups consisting of members of the participating universities and non-university cooperation partners. These working groups shall be chaired by a member of the Board of Trustees.

(7) The Board of Trustees may adopt rules of procedure, which shall at least specify the deadlines for meetings and the voting modalities.

§ 13

Scientific Advisory Board

(1) The Science Strategy Board of iDiv shall be advised by a Scientific Advisory Board in the

fulfillment of its tasks. The Scientific Advisory Board shall make recommendations and comment on the thematic and structural development of iDiv, in particular with regard to the establishment of new research fields and the orientation and structuring of the research program.

(2) The Scientific Advisory Board shall evaluate the development of iDiv in two-year cycles. The result of the evaluation shall be brought to the attention of the General Member Assembly, the Science Strategy Board and the Board of Trustees.

(3) The Scientific Advisory Board shall have a minimum of six and a maximum of ten members. Members of the Scientific Advisory Board may only be scientists from Germany and abroad who are internationally recognized in the research field of iDiv and who do not belong to one of the hosting or partner institutions.

(4) The members shall be appointed by the Board of Trustees for a period of four years at the proposal of the General Member Assembly. Reappointment is possible.

(5) The members of the Scientific Advisory Board shall elect a chairperson and a co-chairperson from among themselves for a period of two years.

(6) The chairperson or his/her co-chairperson shall convene the Scientific Advisory Board at least once every two years in accordance with paragraph 2.

(7) The Scientific Advisory Board may adopt its own rules of procedure, which shall at least specify the deadlines for invitations and the voting modalities.

§ 14

Equality

iDiv is committed to equality and gender equity and considers the implementation of corresponding standards as a strategic management task. iDiv aims to fill at least one third of its core professorships with women.

§ 15

Entry into force

The bylaws were issued by the Rectorate of the University of Leipzig July 29, 2021, following the opinion of the Senate of the University of Leipzig and after consultation with the participating universities and other non-university cooperation partners. It is published in the Official Announcements of the University of Leipzig, Martin Luther University Halle-Wittenberg and Friedrich Schiller University Jena. The bylaws come into force on the day after publication in the Official Announcements of the University of Leipzig. At the same time, the bylaws of the German Center for Integrative Biodiversity Research (iDiv) Halle-Jena-Leipzig of November 14, 2019 (Official Announcements of the University of Leipzig No. 39, pp. 1 to 21) shall cease to be in

force.

Leipzig, August 20, 2021

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Rector