

Guidelines for Habilitation Target Agreements, TUM School of Management

16 May, 2018

The following guidelines for Habilitation target agreements were discussed by the Faculty Council on 16 May, 2018, and have been amended according to the discussion. If a Habilitation committee considers deviations unavoidable – e.g. because of peculiarities of the respective field – the committee should explain such deviations to the Faculty Council.

1. The candidate needs to achieve **20 points** in the field of research. Of those, 12 through publications in the main field of the Habilitation, 8 through other activities.
2. Points per publication: **8 for A+, 4 for A, 2 for B.**
3. In the main field of the Habilitation, **at least two A or A+ publications** (no R&Rs).
4. Manuscripts that are **unconditionally accepted** for publication count as full publications.
5. A **“Revise & Resubmit”** (R&R) in an A+/A journal counts with 50% of the points of a full publication.
6. **Discounting:**
 - Publications with one coauthor count fully; publications with two or more coauthors, 50%.
 - Alternatively, publications as the lead author count fully; other publications count 50%. If, in the respective research field, alphabetical order of the authors is a strict norm, then lead authorship can be shown by a note in the article or by a statement from all authors. Shared first authorship of two authors counts 75%.
7. **Relevant rankings:** The respective most recent version (at the time of signing the target agreement) of:
 - Handelsblatt Ranking
 - VHB JourQual (unless too different from ABS, ABDC)
 - Journals on the FT50 list (excluding practitioner journals); count as A
 - Field-specific rankings (e.g., psychology) if the Fachmentorat agrees

8. **Other activities** pertaining to research comprise:
 - Two more publications in B or better (4 points)
 - Two presentations at competitive international conferences with review process (2 points)
 - Involvement in the acquisition of funding (2 points)

9. Publications based on **work during the candidate's PhD research** may be taken into account, fully or with 50% of the above points, up to a maximum of 6 points, if (a) they have not been published during the PhD, and (b) the candidate has invested considerable effort into the publication *after* completion of the PhD. If, for example, the publication uses data collected during the PhD research but is otherwise new, then it counts fully. If, in contrast, the paper is essentially already contained in the dissertation, but requires revisions afterwards, then it counts with 50%.