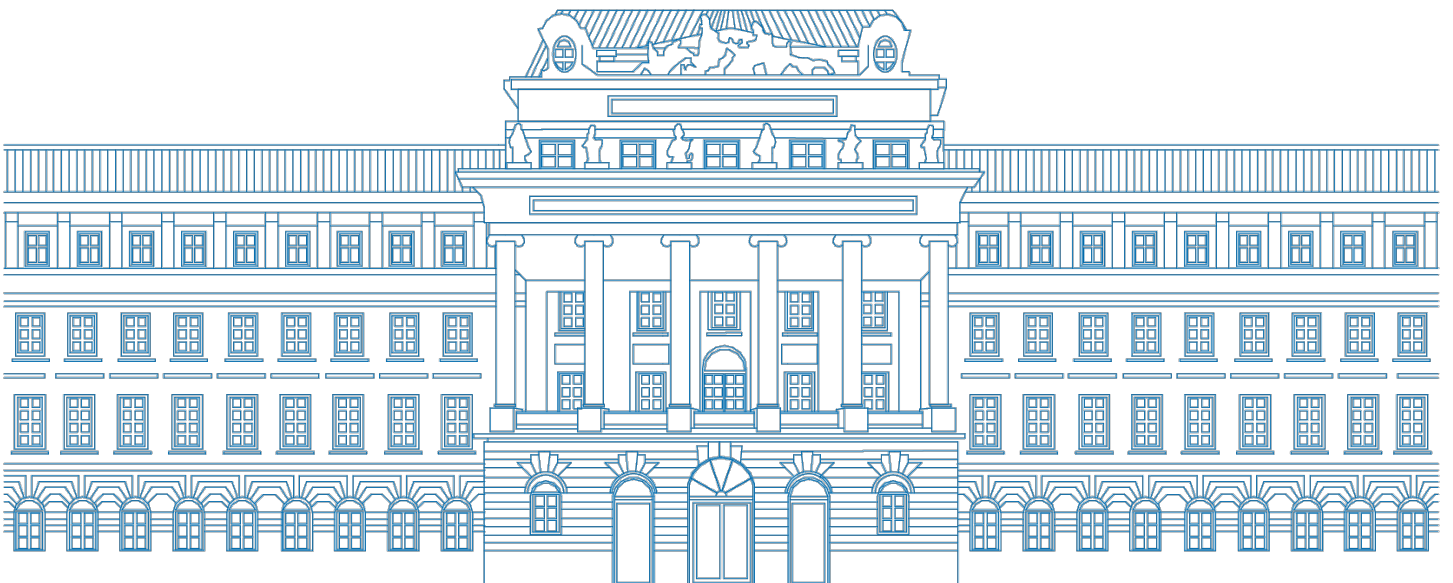


Biases

Criteria for taking bias into account in appointment
and habilitation procedures



Verlautbarung im Mitteilungsblatt Nr. 20/2023 vom 25.05.2023 (Ifd. Nr. 227)

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This statutes section replaces that section of the statutes concerning biases with the reference number 30002.07/004/2021, as announced in Mitteilungsblatt no. 45/2021 (no. 478) of 21.10.2021 (university gazette), insofar as the transitional regulation of this section of the statutes is not applicable.

Note: The German version is the only valid version. The English version provided is intended as a service for our international staff members and does not amend or replace the German version.

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Preamble

The Rectorate and the Senate of TU Wien are committed to adhering to the highest international standards in appointment and habilitation procedures. This includes the consideration of bias. The following explanations are intended to contribute to achieving this goal and support the committees in doing so. This is because handling the topic of bias requires a corresponding level of sensitivity and personal responsibility on the part of the members that make up the appointment and habilitation committees, as well on the part of the assessors.

1 Appointment procedure in accordance with § 98 of the Universitätsgesetz (UG, Austrian Universities Act)

1.1 Special and general regulations

Once bias has been disclosed, participation as a committee member or assessor contrary to the criteria stated is only possible in justified exceptional cases following prior approval by the Senate.

As a matter of principle, for an objective assessment to take place, all persons and assessors on the appointment committee must have the necessary professional distance to the applicants. They must not have any close connection to the professional career of the applicants or to their private life. In order to achieve this goal, the chairperson of the appointment committee must therefore ensure that biases are taken into account. However, this does not relieve the individual members of the committee of their individual responsibilities.

The following parties are considered to be biased in any case:

- 1) past or present holders of the professorship to be filled, and

2) applicants.

These are to be excluded as committee members or assessors from the outset. It should also be noted that the change of committee members or assessors into the role of an applicant and vice versa is not permissible.

The existence of the following grounds for bias relating to persons and assessors working in the appointment committee must immediately a) be made known to the chairperson of the committee or, if the chairperson is biased, to the members of the appointment committee and b) documented in the minutes.

In the event that a member of the appointment committee may not comment on an applicant (temporary prohibition), point 7 paragraph 2 of the statutes section for collegial bodies ("Geschäftsordnung Kollegialorgane", transfer of votes to another member of the same group of persons with a maximum of two votes per person) shall apply, as well as point 7 paragraph 3 ("Ad personam nomination of a substitute member of the same group of persons of the committee"). If the member who is temporarily biased in this way does not make use of this right, point 7 paragraph 4 of the statutes section for collegial bodies (the next-ranking substitute member shall take his/her place) applies.

If, on the other hand, the biased member of the appointment committee is recused from the procedure, point 4 paragraph 2 (possibility of ad personam succession of a substitute member by his selection or, failing that, automatic succession of the next-ranked substitute member) applies.

1.2 Bias check in the constituent meeting

When electing the chairperson of the appointment committee, bias must be checked in accordance with points 1.6.1. or 1.6.3. and a person who is not biased must be elected as chairperson.

1.3 Bias check in the meeting to review the applicants' situations

Members and substitute members of an appointment committee, as well as spokespersons and members of the Committee on Equal Treatment (Arbeitskreis für Gleichbehandlungsfragen – "AKG") who, after receipt of all applications, determine that there is bias in accordance with the criteria in points 1.6.1. or 1.6.2. must, at the latest, state this for the record at the corresponding meeting of the appointment committee.

If members and substitute members are biased according to point 1.6.1., the committee members in question may participate during the pre-selection. However, they may not comment on the applicants who gave rise to concerns of bias. In addition, they must leave the meeting during the discussion and voting concerning these applicants and may only participate in the meeting again after the vote has been taken. In the event of bias according to point 1.6.1, the chairperson of the appointment committee must withdraw the right to speak of a committee member who nevertheless comments on the applicant in question.

In the event of bias pursuant to point 1.6.2, the committee members concerned shall participate in the entire appointment procedure without restriction. In case of bias according to point 1.6.2, the chairperson of the appointment committee is entitled to withdraw the right to speak of a committee member who comments on the applicant in question.

Spokespersons and members of the Committee on Equal Treatment shall be deemed to be biased if there are grounds for bias pursuant to point 1.6.1. or 1.6.2. This bias shall be documented. If there are grounds for bias in accordance with 1.6.1. or 1.6.2., they shall not be allowed to comment on the applicants concerned, however they may otherwise participate in the procedure without restriction. In the event of bias on the part of the spokespersons and the members of the Committee on Equal Treatment, the chairperson of the appointment committee shall withdraw their right to speak if they nevertheless comment on the applicants concerned.

1.4 Bias check in the selection of assessors

For the selection of assessors, the criteria in accordance with point 1.6.4. are to be applied for the consideration of bias. The assessors are requested by the chairperson of the committee to submit a written declaration of bias at transmission of the documents and are obliged to report any bias or dependency to the appointment committee without delay.

Furthermore, the following points must be observed when appointment assessors:

- 1) Applicants may not propose assessors themselves.
- 2) Applicants are not allowed to send documents that are required for the assessment directly to the assessors.

If there is absolute bias of the assessor in accordance with point 1.6.4, the assessor must be replaced in the entire procedure.

If there is relative bias of the assessor in accordance with point 1.6.5. regarding an applicant, the respective applicant is not to be assessed by the assessor, however all other applicants for whom the assessor is not biased are to be assessed. In any case, there must be two assessor opinions for each applicant.

1.5 Bias check in the meeting when assessments are available

If there is bias in accordance with point 1.6.1., the committee members in question may not comment on the applicants who gave rise to concerns of bias during the meeting when the assessments are available. In addition, they must leave the meeting during the discussion and voting concerning these applicants and may only participate in the meeting again after the vote has been taken.

In the event that the appointment committee decides that an applicant is to be invited to the hearing, committee members who are biased in accordance with point 1.6.1. shall leave the appointment committee after the end of the meeting and must subsequently be replaced.

In the event that the appointment committee decides that an applicant is not to be invited to the hearing, committee members who, with respect to that applicant, are biased in accordance with point 1.6.1. shall remain in the committee.

In the event of bias according to point 1.6.1, the chairperson of the appointment committee must withdraw the right to speak of a committee member who nevertheless comments on the applicant in question. In case of bias according to point 1.6.2, the chairperson of the appointment committee is entitled to withdraw the right to speak of a committee member who comments on the applicant in question.

Spokespersons and members of the Committee on Equal Treatment shall be deemed to be biased if there are grounds for bias pursuant to point 1.6.1. or 1.6.2, and may not comment on the applicants concerned, but may otherwise participate in the procedure without restriction. In the event of bias on the part of the spokespersons and the members of the Committee on Equal Treatment, the chairperson of the appointment committee shall withdraw their right to speak if they nevertheless comment on the applicants concerned.

Decisions made during the procedure in deviation from the composition of the committee in accordance with point 1.4 of the appointment procedure statutes section shall be confirmed or revoked after the resumption of membership or admission of new members. At the latest, for the final vote on the appointment proposal, the composition of the committee must be ensured in accordance with point 1.4 of the appointment procedure statutes section.

1.6 Grounds for bias

1.6.1 Grounds for bias leading to the exclusion of the member of the appointment committee

- 1) Marriage/domestic partnership and familial relationship: Spouse, parents, children, grandchildren, siblings, aunt, uncle, nephew, niece, cousin, parents or children of the spouse, siblings of the spouse, adoptive parents and adoptive children, foster parents and foster children, cohabiting partners and children, grandchildren (in cohabitation as long as it is maintained) in relation to the other partner, registered partner. The bias continues to apply after a divorce or the termination of a registered partnership.
- 2) Persons who have been in a direct official dependency relationship with the applicant within the last three years.
- 3) Persons who have been professionally active in a company in which the applicant and the committee member have served in reciprocal functions on the board of directors and as a member of the supervisory board within the last three years.
- 4) Persons who have been professionally active as a member of the board of directors or the supervisory board within the last three years in a company in which the applicant has a shareholding of more than 25% or has had a shareholding of more than 25% within the last three years.
- 5) Persons who have acted as the primary supervisor for the applicant's dissertation within the last six years from the date of the primary supervisor's evaluation or as an assessor for the applicant's habilitation within the last four years from the date of the assessor's evaluation.
- 6) Participation in mutual assessments of the past 12 months between the applicant and the member of the appointment committee.
- 7) Persons whose diploma thesis or dissertation is being supervised by the applicant.

1.6.2 Grounds for bias requiring disclosure by the member of the appointment committee.

- 1) Scientific cooperation between a member of the appointment committee and the applicant in the form of joint projects and/or joint publications within the last three years.
- 2) Affiliation or imminent transfer of a member of the appointment committee to the same research group or the same research area (if no research group has been established) to which the advertised position is to be assigned within TU Wien.
- 3) Affiliation or imminent transfer of a member of the appointment committee to the same research group or the same research area (if no research group has been set up) of the applicant's current scientific institution.
- 4) Concurrent membership on advisory bodies of an employer to which the applicant belongs, e.g. in scientific advisory boards.
- 5) Persons whose bachelor thesis is supervised by the applicant.

1.6.3 Grounds for bias that preclude election as (deputy) chairperson of the committee

The following criteria apply in addition to those listed under point 1.6.1:

- 1) Affiliation or imminent change of the (deputy) chairperson to the same research group or the same research area (if no research group has been established) to which the advertised position is to be assigned within TU Wien.
- 2) Affiliation or imminent change of the external (deputy) chairperson to the same research group or the same research area (if no research group has been established) of the applicant's current external scientific institution.

1.6.4 Absolute grounds for bias that require the replacement of the assessor throughout the entire procedure

- 1) Marriage/domestic partnership and familial relationship: Spouse, parents, children, grandchildren, siblings, aunt, uncle, nephew, niece, cousin, parents or children of the spouse, siblings of the spouse, adoptive parents and adoptive children, foster parents and foster children, cohabiting partners and children, grandchildren (in cohabitation as long as it is maintained) in relation to the other partner, registered partner. The bias continues to apply after a divorce or the termination of a registered partnership.
- 2) Persons who have been in a direct official dependency relationship with the applicant within the last three years.

1.6.5 Relative grounds for bias that preclude review of the applicant concerned

- 1) Persons who have been professionally active in a company in which the applicant and the committee member have served in reciprocal functions on the board of directors and as a member of the supervisory board within the last three years.
- 2) Persons who have been active as a member of the board of directors or the supervisory board within the last three years in a company in which the applicant has a shareholding of more than 25% or has had a shareholding of more than 25% within the last three years.
- 3) Persons who have acted as the primary supervisor for the applicant's dissertation within the last six years from the date of the primary supervisor's evaluation or as an assessor for the applicant's habilitation within the last four years from the date of the assessor's evaluation.
- 4) Participation in mutual assessments of the past 12 months between the applicant and the assessor.
- 5) Affiliation of an assessor to the same research group or the same research area (if no research group has been established) to which the advertised position is to be assigned within TU Wien.
- 6) Affiliation or imminent change of an assessor to the same research group or research area (if no research group has been established) of the applicant's current external scientific institution.
- 7) Scientific cooperation between the assessor and an applicant in the form of joint projects and/or joint publications between the applicant and the assessor within the last three years.

All the grounds for bias stated above shall be documented in the minutes.

2 Appointment procedure in accordance with § 99 paragraph 4 of the Universitätsgesetz (UG, Austrian Universities Act)

2.1 Special and general regulations

Once bias has been disclosed, participation as a committee member or assessor in contravention of the criteria stated is only possible in justified exceptional cases following prior approval by the Senate.

As a matter of principle, for an objective assessment to take place, all persons, as well as assessors, working in the appointment committee must have the necessary professional distance to the applicants. They must not have any close connection to the professional career of the applicants or to their private life. In order to achieve this goal, the chairperson of the appointment committee must therefore ensure that biases are taken into account. However, this does not relieve the individual members of the committee of their individual responsibilities.

In any case, applicants are considered biased.

These are to be excluded as committee members or assessors from the outset. It should also be noted that the change of committee members or assessors into the role of an applicant and vice versa is not permissible.

The existence of the following grounds for bias relating to persons and assessors working in the appointment committee must immediately a) be made known to the chairperson of the committee or, if the chairperson is biased, to the members of the appointment committee and b) documented in the minutes.

In the event that a member of the appointment committee may not comment on an applicant (temporary prohibition), point 7 paragraph 2 of the statutes section for collegial bodies (Geschäftsordnung Kollegialorgane, transfer of votes to another member of the same group of persons with a maximum of two votes per person) shall apply, as well as point 7. paragraph 3 (Ad personam nomination of a substitute member of the same group of persons of the committee). If the member who is temporarily biased in this way does not make use of this right, point 7 paragraph 4 of the statutes section for collegial bodies (the next-ranking substitute member shall take his/her place) applies.

If, on the other hand, the biased member of the appointment committee is recused from the procedure, point 4 paragraph 2 (possibility of ad personam succession of a substitute member by his selection or, failing that, automatic succession of the next-ranked substitute member) applies.

2.2 Bias check in the constituent meeting

When electing the chairperson of the appointment committee, bias must be checked in accordance with points 2.6.1. and 2.6.3. and a person who is not biased must be elected as chairperson.

2.3 Bias check in the meeting to review the applicants' situations

Members and substitute members of an appointment committee, as well as spokespersons and members of the Committee on Equal Treatment who, after receipt of all applications, determine that there is bias in

accordance with the criteria in points 2.6.1. or 2.6.2. must, at the latest, state this for the record at the corresponding meeting of the appointment committee.

If members and substitute members are biased according to point 2.6.1., the committee members in question may participate during the pre-selection. However, they may not comment on the applicants who gave rise to concerns of bias. In addition, they must leave the meeting during the discussion and voting concerning these applicants and may only participate in the meeting again after the vote has been taken. In the event of bias according to point 2.6.1, the chairperson of the appointment committee must withdraw the right to speak of a committee member who nevertheless comments on the applicant in question.

In the event of bias pursuant to point 2.6.2, the committee members concerned shall participate in the entire appointment procedure without restriction. In case of bias according to point 2.6.2, the chairperson of the appointment committee is entitled to withdraw the right to speak of a committee member who comments on the applicant in question.

Spokespersons and members of the Committee on Equal Treatment shall be deemed to be biased if there are grounds for bias pursuant to point 2.6.1. or 2.6.2. This bias shall be documented. If there are grounds for bias in accordance with 2.6.1. or 2.6.2., they shall not be allowed to comment on the applicants concerned, however they may otherwise participate in the procedure without restriction. In the event of bias on the part of the spokespersons and the members of the Committee on Equal Treatment, the chairperson of the appointment committee shall withdraw their right to speak if they nevertheless comment on the applicants concerned.

2.4 Bias check in the selection of assessors

For the selection of assessors, the criteria in accordance with point 2.6.4. are to be applied for the consideration of bias. The assessors are requested by the chairperson of the committee to submit a written declaration of bias at the transmission of the documents and are obliged to report any bias or dependency to the appointment committee without delay.

Furthermore, the following points must be observed when appointment assessors:

- 1) Applicants may not propose assessors themselves.
- 2) Applicants are not allowed to send documents that are required for the assessment directly to the assessors.

If there is absolute bias of the assessor in accordance with point 2.6.4, the assessor must be replaced in the entire procedure.

If there is relative bias of the assessor in accordance with point 2.6.5. regarding an applicant, the respective applicant is not to be assessed by the assessor, however all other applicants for whom the assessor is not biased are to be assessed. In any case, there must be two assessor opinions for each applicant.

2.5 Bias check in the meeting when assessments are available

If there is bias in accordance with point 2.6.1., the committee members in question may not comment on the applicants who gave rise to concerns of bias during the meeting when the assessments are available. In addition, they must leave the meeting during the discussion and voting concerning these applicants and may only participate in the meeting again after the vote has been taken.

In the event of bias according to point 2.6.1, the chairperson of the appointment committee must withdraw the right to speak of a committee member who nevertheless comments on the applicant in question.

In case of bias according to point 2.6.2, the chairperson of the appointment committee is entitled to withdraw the right to speak of a committee member who comments on the applicant in question.

Spokespersons and members of the Committee on Equal Treatment shall be deemed to be biased if there are grounds for bias pursuant to point 2.6.1. or 2.6.2, and may not comment on the applicants concerned, but shall otherwise participate in the procedure without restriction. In the event of bias on the part of the spokespersons and the members of the Committee on Equal Treatment, the chairperson of the appointment committee shall withdraw their right to speak if they nevertheless comment on the applicants concerned.

Decisions made during the procedure in deviation from the composition of the committee in accordance with Point 2.4 of the appointment procedure statutes section shall be confirmed or revoked after the resumption of membership or admission of new members. At the latest, for the final vote on the appointment proposal, the composition of the committee must be ensured in accordance with point 2.4 of the appointment procedure statutes section.

2.6 Grounds for bias

2.6.1 Grounds for bias leading to the exclusion of the member of the appointment committee

- 1) Marriage/domestic partnership and familial relationship: Spouse, parents, children, grandchildren, siblings, aunt, uncle, nephew, niece, cousin, parents or children of the spouse, siblings of the spouse, adoptive parents and adoptive children, foster parents and foster children, cohabiting partners and children, grandchildren (in cohabitation as long as it is maintained) in relation to the other partner, registered partner. The bias continues to apply after a divorce or the termination of a registered partnership.
- 2) Persons who have been in a direct official dependency relationship with the applicant within the last three years.
- 3) Persons who have acted as the primary supervisor for the applicant's dissertation within the last six years from the date of the primary supervisor's evaluation or as an assessor for the applicant's habilitation within the last four years from the date of the assessor's evaluation.
- 4) Persons whose diploma thesis or dissertation is being supervised by the applicant.

2.6.2 Grounds for bias requiring disclosure by the member of the appointment committee.

- 1) Scientific cooperation between a member of the appointment committee and the applicant in the form of joint projects and/or joint publications within the last three years.
- 2) Affiliation or imminent transfer of a member of the appointment committee to the same research group or the same research area (if no research group has been established) to which the advertised position is to be assigned within TU Wien.
- 3) Persons whose bachelor thesis is being supervised by the applicant.

2.6.3 Grounds for bias that preclude election as (deputy) chairperson of the committee

The following criteria apply in addition to those listed under point 2.6.1:

Affiliation or imminent change of the (deputy) chairperson to the same research group or the same research area (if no research group has been established) to which the advertised position is to be assigned within TU Wien.

2.6.4 Absolute grounds for bias that require the replacement of the assessor throughout the entire procedure

- 1) Marriage/domestic partnership and familial relationship: Spouse, parents, children, grandchildren, siblings, aunt, uncle, nephew, niece, cousin, parents or children of the spouse, siblings of the spouse, adoptive parents and adoptive children, foster parents and foster children, cohabiting partners and children, grandchildren (in cohabitation as long as it is maintained) in relation to the other partner, registered partner. The bias continues to apply after a divorce or the termination of a registered partnership.
- 2) Persons who have been in a direct official dependency relationship with the applicant within the last three years.

2.6.5 Relative grounds for bias that preclude review of the applicant concerned

- 1) Persons who have been professionally active in a company in which the applicant and the committee member have served in reciprocal functions on the board of directors and as a member of the supervisory board within the last three years.
- 2) Persons who have been active as a member of the board of directors or the supervisory board within the last three years in a company in which the applicant has a shareholding of more than 25% or has had a shareholding of more than 25% within the last three years.
- 3) Persons who have acted as the primary supervisor for the applicant's dissertation within the last six years from the date of the primary supervisor's evaluation and as an assessor for the applicant's habilitation within the last four years from the date of the assessor's evaluation.
- 4) Participation in mutual assessments of the past 12 months between the applicant and the assessor.
- 5) Affiliation of an assessor to the same research group or the same research area (if no research group has been established) to which the advertised position is to be assigned within TU Wien.
- 6) Scientific cooperation between the assessor and an applicant in the form of joint projects and/or joint publications between the applicant and the assessor within the last three years.

All the grounds for bias stated above shall be documented in the minutes.

3 Appointment procedure in accordance with § 99a of the Universitätsgesetz (UG, Austrian Universities Act)

3.1 Special and general regulations

As a matter of principle, for an objective assessment to take place, the appointment committee must have the necessary professional distance to the applicants. They must not have any close connection to the professional career of the applicants or to their private life.

The following reasons for assessor bias must be made known to the dean, stating the grounds for bias.

3.2 Bias check in the selection of assessors

For the selection of assessors, the criteria in accordance with point 3.3. are to be applied for the consideration of bias. The assessors are requested by the rector to submit a written declaration of bias before the start of the assessment and are obliged to report any bias or dependency to the advisory board without delay.

3.3 Grounds for bias

3.3.1 Grounds for bias that require the replacement of the assessor

- 1) Marriage/domestic partnership and familial relationship: Spouse, parents, children, grandchildren, siblings, aunt, uncle, nephew, niece, cousin, parents or children of the spouse, siblings of the spouse, adoptive parents and adoptive children, foster parents and foster children, cohabiting partners and children, grandchildren (in cohabitation as long as it is maintained) in relation to the other partner, registered partner. The bias continues to apply after a divorce or the termination of a registered partnership.
- 2) Persons who have been in a direct official dependency relationship with the applicant within the last three years.
- 3) Persons who have been professionally active in a company in which the applicant and the committee member have served in reciprocal functions on the board of directors and as a member of the supervisory board within the last three years.
- 4) Persons who have been active as a member of the board of directors or the supervisory board within the last 3 years in a company in which the candidate has a shareholding of more than 25% or has had a shareholding of more than 25% within the last three years.
- 5) Participation in mutual assessments of the past 12 months between the candidate and the assessor.
- 6) Affiliation or imminent change of an assessor to the same research group or research area (if no research group has been established) of the candidate's current external scientific institution.
- 7) Scientific cooperation between the assessor and the candidate in the form of joint projects and/or joint publications between the candidate and the assessor within the last three years.

4 Habilitation procedure

4.1 Special and general regulations

Participation as a committee member or assessor contrary to the criteria stated is only possible in justified exceptional cases following prior approval by the Senate.

As a matter of principle, for an objective assessment to take place, all persons and assessors working in the habilitation committee must have the necessary professional distance to the habilitation candidates. In order to achieve this goal, the chairperson of the habilitation committee must therefore ensure that biases can be ruled out. However, this does not relieve the individual members of the committee of their individual responsibilities.

If, on the other hand, the biased member of the habilitation committee is recused from the procedure, point 4 paragraph 2 of the statutes section for collegial bodies ("Geschäftsordnung Kollegialorgane", possibility of ad personam succession of a substitute member by his selection or, failing that, automatic succession of the next-ranked substitute member) applies.

4.2 Bias check during the procedure

The grounds for bias described in points 4.3 and 4.5 must be examined when selecting the chairperson of the habilitation committee at the constituent meeting and, following such review, a person who is not biased must be elected.

The existence of grounds for bias on the part of all persons and assessors working in the habilitation committee must immediately a) be made known to the chairperson of the committee, or in the case of bias on the part of the chairperson, to the members of the habilitation committee, and b) documented in the minutes. Assessors must submit a written declaration that they are not biased according to point 4.6.

Bias in accordance with point 4.3 leads to immediate withdrawal from the habilitation committee.

In the event of bias according to item 4.4, the committee members concerned shall participate in the entire habilitation procedure without restriction. In case of bias in accordance with point 4.4, the chairperson of the habilitation committee is entitled to withdraw the right to speak of a committee member who comments on the habilitation candidate in question.

Spokespersons shall be deemed to be biased if there are grounds for bias according to point 4.3. or 4.4. This bias shall be documented. If there are grounds for bias in accordance with point 4.3. or 4.4., they shall not be allowed to comment on the applicant concerned, however they may otherwise participate in the procedure without restriction. The chairperson of the habilitation committee shall, in the event of bias on the part of the spokespersons, withdraw the right to speak from them if they nevertheless comment on the applicant in question.

The following must be considered when appointing assessors:

- 1) Habilitation candidates may not propose assessors themselves.
- 2) Habilitation candidates are not allowed to send documents that are required for the assessment directly to the assessors.

4.3 Grounds for bias leading to the exclusion of the member of the habilitation committee

- 1) Marriage/domestic partnership and familial relationship: Spouse, parents, children, grandchildren, siblings, aunt, uncle, nephew, niece, cousin, parents or children of the spouse, siblings of the spouse, adoptive parents and adoptive children, foster parents and foster children, cohabiting partners and children, grandchildren (in cohabitation as long as it is maintained) in relation to the other partner, registered partner. The bias continues to apply after a divorce or the termination of a registered partnership.
- 2) Persons whose diploma thesis or dissertation is being supervised by the habilitation candidate.

4.4 Grounds for bias requiring disclosure by the member of the habilitation committee.

- 1) Serving as the primary supervisor for the applicant's dissertation.
- 2) Scientific cooperation between a member of the habilitation committee and the habilitation candidate, e.g. carrying out joint projects and/or joint publications within the last three years.
- 3) Participation in mutual assessments of the past 12 months between the habilitation candidate and the committee member.
- 4) Persons whose bachelor thesis is being supervised by the applicant.

4.5 Grounds for bias leading to the exclusion of the (deputy) chairperson

Affiliation to the same research group or the same research area (if no research group has been established) in which the habilitation candidate is working at the TU Wien or, in case of applications from outside the university, the same research group or the same research area that can be assigned to the TU Wien.

4.6 Grounds for bias that require the replacement of the assessor

- 1) Marriage/domestic partnership and familial relationship: Spouse, parents, children, grandchildren, siblings, aunt, uncle, nephew, niece, cousin, parents or children of the spouse, siblings of the spouse, adoptive parents and adoptive children, foster parents and foster children, cohabiting partners and children, grandchildren (in cohabitation as long as it is maintained) in relation to the other partner, registered partner. The bias continues to apply after a divorce or the termination of a registered partnership.
- 2) Support of the habilitation candidate as a mentor.
- 3) Activity as the supervisor of the habilitation candidate's dissertation.
- 4) Affiliation to the same research group or the same research area (if no research group has been established) in which the habilitation candidate is working at the TU Wien or, in case of applications from outside the university, the same research group or the same research area that can be assigned to the TU Wien.
- 5) Scientific cooperation between the assessor and a habilitation candidate in the form of carrying out joint projects and/or joint publications between the candidate and assessor within the last three years.

All the grounds for bias stated above shall be documented in the minutes.

5 Entry into force

The amendment to the statutes section Mitteilungsblatt 2023, 20th part, no. 227 (university gazette) [note: this is the gazette in which this amendment is published] shall enter into force on the day following its publication in the gazette.

6 Transitional regulation

For committees established on the day following the publication of the amendment to the statutes section MBI. 2023, 20th part, no. 227 [note: this is the gazette with which this amendment is published], the part of the statutes section biases, Mitteilungsblatt Nr. 45/2021 of 21.10.2021 (no. 478) (university gazette), ref. no. 30002.07/004/2021, shall continue to apply.