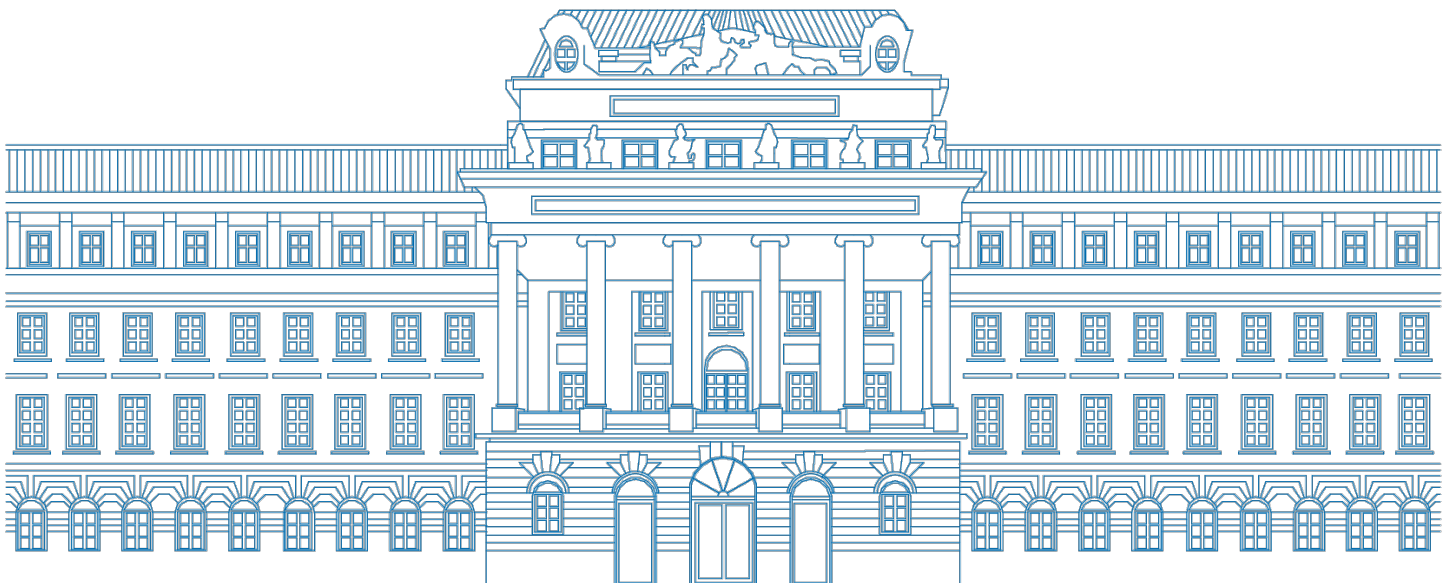




TECHNISCHE
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Explanations Regarding Biases

Explanations regarding the section of the Articles of Association on bias



(online 26 June 2025)

Announcement in MBl. No. 26 dated 26 June 2025 (serial no. 257)

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Replaces the version:	Explanations on conflicts of interest (MBI. No. 20/2023 (serial no. 227) dated 25 May 2023; reference number 30002.07/002/2023), unless the transitional provisions of these explanations apply.

Enquiries regarding appointment and tenure-track procedures should be addressed to the FB Berufungsservice (content) or to the FB Recht (legal). Enquiries regarding habilitation procedures should be addressed to the admissions office.

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 replace the German version.

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Information

Questions arising from the section of the statutes on bias shall be addressed to the FB Berufungsservice (content) or to the FB Recht (legal) in matters relating to appeal and tenure-track position procedures, or to the admissions office in matters relating to habilitation procedures.

Re 1 Principles of bias

Non-participation as an advisor in the event of bias on the part of a member of the commission

Biased members of the appointment committee may be present during the interview with the applicants if their presence is deemed necessary by the appointment committee. During the interview, these biased members of the appointment committee shall act exclusively in an advisory capacity; they are not permitted to participate in the discussion (exception to point 1, last sentence of the section of the statutes).

Re 4 List of criteria for bias

Re 4.1 (1) First-degree relatives, siblings, marriage, civil partnership and cohabitation

First-degree relatives are (adoptive, foster) parents and (adoptive, foster) children.

Re 4.1 (2) (Own) economic interests

(Own) economic interests are understood to mean all circumstances relating to the applicant that are likely to have an economic impact on the person concerned, such as a financial interest in a company connected with the person concerned or, for example, a reciprocal position on the executive board and supervisory board of a company.

The period to be taken into account is the last three years, during which the economic reasons must have ceased to exist, but not the family relationship.

Re 4.1 (4) Direct professional relationship

The determination of bias due to a "direct professional relationship" should be made by means of a database query via the relevant dean's office.

The term "direct professional relationship" refers to the right of the superior (in their capacity as representative of the employer) to issue instructions. There is therefore no direct professional relationship between the head of the organisational unit (head of the institute) and the research group leader, but there is such a relationship between the head of the institute and the head of the research department.

In general, there is a "direct professional relationship" between an employee and their immediate superior.

The direct professional relationship must be assessed from both the perspective of the "supervisor – employee" and the perspective of the "employee – supervisor". This means that persons who have been in a

direct professional relationship with an applicant within the last three years – whether as a direct supervisor or as an employee bound by instructions – are considered to be biased.

A "direct professional relationship" with students is understood to mean that the applicant is the immediate superior of the student employee.

Re 4.2 (5) Research area or research group of the current external academic institution

Membership of the same research group or research area (if no research group has been established) constitutes a conflict of interest. The term "current scientific institution" refers, for example, to a university. However, it may also refer to a limited liability company (GmbH or AG) or any other legal form (association).

Re 4.2 (7) Application or project with a closely related research topic in the event of a competitive situation

Reviewers usually deal with a closely related research topic to that of an applicant; only if the reviewer is in a competitive situation with an applicant is the criterion that leads to a decision on a case-by-case basis with regard to the applicant fulfilled.

Re 4.2 (9) Participation in mutual reviews

In appeal proceedings pursuant to Section 98 UG, participation in the exploratory committee does not constitute an assessment.

Replacement of members of the selection committee pursuant to Section 99 (1) UG

Members of the selection committee shall be replaced as follows in the event of a reason for exclusion:

- The Dean of the respective faculty shall be replaced by a university professor from the relevant field at TU Wien or, in the absence of such a person, by a university professor from a related field at TU Wien.
- The Dean of Studies responsible for the subject area is replaced by another Dean of Studies or Vice Dean of Studies at TU Wien
- The chair of the faculty council is replaced by the representative of the faculty council chair or, in the absence of such a person, by another person nominated by the faculty council of TU Wien.
- The head of the relevant institute is replaced by a head of research in the relevant field at TU Wien or, in the absence of such a person, by a head of research (research group leader) in a related field at TU Wien

Replacement of members in committees in tenure track procedures

Replacement of members of the advisory board

Advisory board members shall be replaced as follows in the event of grounds for exclusion:

- The Dean of the respective faculty shall be replaced by a university professor from the relevant field at TU Wien or, in the absence of such a person, by a university professor from a related field at TU Wien.
- A member appointed by the faculty council is replaced by another person from TU Wien to be nominated by the faculty council.
- A university professor from the subject area to which the position is assigned is replaced by a university professor from the subject area of TU Wien or, in the absence of such a person, by a university professor from a related subject area at TU Wien.
- The Dean of Studies shall be replaced by another Dean of Studies at TU Wien or a Vice Dean of Studies at TU Wien.
- A relevant member external to TU Wien shall be replaced by another relevant member external to TU Wien.
- A representative of the union of students at TU Wien (HTU Wien) shall be replaced by another representative of HTU Wien.
- One member of the working group on equal opportunities (AKG) is replaced by another member of the AKG at TU Wien.
- One member of the works council of the scientific staff is replaced by another member of the works council of the scientific staff at TU Wien.

Replacement of members of the evaluation commission

Members of the evaluation commission shall be replaced as follows in the event of grounds for exclusion:

- The Dean is replaced by a university professor from the relevant field at TU Wien or, in the absence of such a person, by a university professor from a related field at TU Wien
- The Dean of Studies is replaced by another Dean of Studies at TU Wien or a Vice Dean of Studies at TU Wien
- The chair of the faculty council shall be replaced by the representative of the chair of the faculty council or, in the absence of such a person, by another person nominated by the faculty council of TU Wien.
- The head of the institute is replaced by a head of research in the relevant field at TU Wien or, in the absence of such a person, by a head of research (research group leader) in a related field at TU Wien.

Replacement of members of the advisory board in appointment procedures pursuant to Section 99a UG

Members of the advisory board shall be replaced as follows in the event of grounds for exclusion:

- O. Prof., Univ.prof., A.o.Prof. or Associate Prof. from a related field shall be replaced by another O. Prof., Univ.prof., A.o.Prof. or Associate Prof. from a related field at TU Wien
- A representative of the senate nominated by the Senate Chair shall be replaced by another representative of the senate of TU Wien to be nominated by the Senate Chair.
- One representative of the working group on equal opportunities (AKG) shall be replaced by another representative of the AKG of TU Wien.
- A person nominated by the relevant faculty council will be replaced by another person nominated by the faculty council at TU Wien.
- A representative nominated by the relevant study programme representative at TU Wien shall be replaced by another representative to be nominated by the relevant study programme representative at TU Wien.
- The Dean shall be replaced by a university professor from the relevant field at TU Wien or, in the absence of such a person, by a university professor from a related field at TU Wien.
- The Dean of Studies shall be replaced by another Dean of Studies at TU Wien or a Vice Dean of Studies at TU Wien.

Entry into force

The amendment to the explanations on bias in MBI. 2025, 26th edition, serial no. 257 [note: this is the MBI. in which this amendment is announced] shall enter into force on the day after its announcement in the MBI.

Transitional regulation

For committees that have already been constituted on the day after the announcement of the amendment to the explanations on bias, MBI. 2025, 26th edition, serial no. 257 [note: this is the MBI. announcing this amendment], the explanations on bias, MBI. No. 20/2023 (serial No. 227) of 25 May 2023, GZ 3002.07/002/2023, shall continue to apply.