

Interpretation Guide for the Senate Habilitation Directive (Appendix 6 of the WU By-Laws) issued by the Department of Business Analytics and Decision Sciences

dated 26.05.2026

These Interpretative Guidelines complement the Habilitation Regulations of the Senate (Appendix 6 of the WU By-Laws) and serve as guidelines for Habilitation Committees in the Department of Business Analytics and Decision Sciences.

These Interpretative Guidelines specify the general Senate guideline for cumulative and non-cumulative habilitations. For better clarity, the Senate guideline is quoted verbatim below:

WU By-Laws, Annex 6, Senate Habilitation Directive, § 1 (5), item e

Business Administration: For applications for a *venia docendi* in the field of business administration or in one of the subjects represented at the business administration-related departments, the "written academic papers" to be submitted mean either a habilitation thesis in monograph format or a collection of academic papers related in topic to the habilitation subject (cumulative habilitation thesis), in addition to the other required academic papers. To be considered worthy of a *venia docendi*, a cumulative habilitation thesis must comprise a series of excellent academic contributions by the applicant that have been published or accepted for publication. The quality of the contributions shall be assessed based on the quality standards of the respective international scientific community. Excellent quality of an article can be assumed if the article has been accepted by a periodical regarded as very good by the scientific community. The evaluation should be based on department-specific journal ratings or other widely accepted rankings. The clear focus of a *venia docendi* in business administration should be on publications in periodicals dedicated to business administration in a broad sense.

1. Series

For a cumulative habilitation, at least three very good scientific articles with a clear connection to topics in Business Analytics and Decision Sciences are expected.

2. Very Good Scientific Articles

Only publications that have undergone an appropriate scientific evaluation process, meet appropriate scientific standards, and that, from the perspective of the respective (preferably international) scientific community, provide a significant scientific advancement are considered very good scientific articles. They may be interdisciplinary in nature and should reasonably be expected to provide medium- or long-term direct or indirect benefits to the economy or society.

3. Very Good Publication Outlets

A complete and continuously updated list of journals that are considered very good publication outlets by the scientific community does not exist. Journals included in the WU Star Journal List are considered very good. One of the three journal publications may be replaced by three thematically relevant full papers at CORE A* conferences (as opposed to extended abstracts, short papers, or other short conference contributions).

In addition, there are other publication outlets of very good quality. The habilitation candidate should substantiate it with appropriate documentation. Primarily, this will involve drawing analogies from other valid journal rankings. The validity of such rankings (especially their methodological quality and transparency) and their relevance as indicators of the respective scientific community's perspective must be documented.

These rankings are not binding but serve as reference points for both candidate and habilitation committee. Whether a publication is classified as a "very good publication" is decided by the habilitation committee based on the respective articles.

4. Demonstration of Scientific Independence

The submitted scientific publications must demonstrate that the candidate is capable of independent scientific work. The individual contribution of the candidate to each submitted publication must be clearly documented.

Scientific independence can be demonstrated by fulfilling one or more of the following conditions:

- At least one article was published as single author.
- At least two articles were published as first author.
- Author contribution statements specifying the candidate's independent and substantial contribution to the publications.
- Successful acquisition of research funding (ad personam or as sole Principal Investigator) in a competitive research program (e.g., FWF, ERC, WWTF).

In all publications, the field-specific internationally usual number of authors (approximately two to three authors) should not be exceeded. In cases with four or more authors, the candidate's own contribution must be thoroughly justified.

5. Time Period

The articles must have been published within ten years prior to submission of the habilitation application. Articles not yet published but which have been unconditionally accepted for publication will be counted as already published.