

Explanation of the Criteria for the Supervisory Award

Grade \ Criteria	1	2	3	4	5	6
Development of re- search question	All 4 points of 1)* are discussed in detail .		3/4 points of 1)* are discussed.		1/4 points of 1)* are discussed.	No proper support is given at the start.
Publication strategy	The PhD is regularly advised for the publication strategy. The PhD can freely choose between monographic or publication-based dissertation and is supported with the expose.		The PhD is properly advised for the publication strategy. There exists a weak preference regarding form of dissertation.		The PhD is poorly advised for the publication strategy. There exists a strong preference regarding form of dissertation.	Only one form of dissertation is accepted.
Feedback concerning publications	Every publication is reviewed in detail within 12 working days . Rehearsal for external presentation are always made .		Most publications are reviewed within 24 working days . Rehearsal for external presentation are usually made .		Most publications are reviewed without proper care within 24 working days .	There hardly exists feedback on publications
Availability of supervisors	At least once every 4 weeks the PhD's research is discussed intensively for at least 30 minutes . In addition the supervisor is available weekly for "quick chats".	At least once every 6 weeks the PhD's research ...see Grade 1	At least once every 8 weeks the PhD's research is discussed intensively for at least 30 minutes .		There are no regular meetings to discuss the research progress. Meetings on demand are possible and simple to schedule .	There are no regular meetings to discuss the research progress. Meetings on demand are difficult to schedule .
Feedback during an annual review	Every PhD receives highly valuable feedback in an annual structured review, which is pro-actively initiated by the supervisor.		Most PhDs receive valuable feedback in an annual structured review.		Single PhDs received feedback at some point.	It is unclear when the last feedback in an annual review was given.
International orientation	The supervisor has great connections to international institutions. PhDs are encouraged to use this for research abroad. Conference visits are financially supported if promising.	The supervisor has great connections to international institutions. ... see Grade 1	The supervisor has connections to international institutions. PhDs are allowed to use this for research abroad. Conference visits are financially supported for first authors of accepted publications.	The supervisor has connections to international institutions. PhDs are allowed to use this for research abroad.	The supervisor has only little connections to international institutions. PhDs are discouraged for research abroad.	PhDs are not allowed to spend time abroad for research
Fair policy for employment agreements	Every PhDs gets at least a 3 year contract or longer for at least 75% E-13 . Extensions are always given until the dissertation is finished. Workload for the chair corresponds to paid hours.	Every PhDs gets at least a 3 year contract or longer for at least 65% E-13 see Grade 1	Most PhDs get a 2 year contract or longer for at least 65% E-13 . Extensions are usually given until the dissertation is finished.	Most PhDs get a 1 year contract or longer for at least 65% E-13 . Extensions are usually given until the dissertation is finished.	Most PhDs get a 1 year contract or longer for at least 50% E-13 . Extensions are usually given until the dissertation is finished.	If one of these applies Contract duration is below 1 year, Below 50% E-13 payment, PhDs often finish dissertation without contract
Encourages volunteering at TUM	Volunteering of PhDs is actively supported and appreciated , but balance with core work is ensured. Supervisor himself/herself is active in the TUM community.		Volunteering of PhDs is accepted .		Volunteering of PhDs is discouraged .	Volunteering of PhDs is forbidden .

Supports off-the-job training (TUM horizons, ProLehre, GS, LRZ, Summer Schools, ...)	The supervisor actively encourages the PhDs to participate in off-the-job trainings and supports financially if needed. He/She keeps an eye on the employability of PhDs.		The supervisor generally allows the PhDs to participate in off-the-job trainings.		The supervisor discourages PhDs to participate in off-the-job trainings and only allows occasionally.	The supervisor generally forbids the PhDs to participate in off-the-job trainings.
Social cohesion at the chair (levels = HiWi, PhD, non-scientific, post-doc, professor)	Overall working atmosphere is great. Supportive cooperation across all levels . Minorities are integrated actively by the supervisor. Social events (summer/Christmas party, retreats) take place.		Overall working atmosphere is good. Respectful cooperation across all levels . Minorities are integrated. Social events (summer/Christmas party) take place.		Overall working atmosphere is missing a corporate feeling .	Overall working atmosphere is rather egoistic than supportive.
Leadership skills	The supervisor is responsive to the group's needs, sets inspiring visions and goals and has great communication skills.		The supervisor perceives the group's needs, has a vision and solid communication skills.		The supervisor is ignorant for the group's needs and has no clear vision . Communication is poor .	There is hardly no leadership, vision or communication.
Promotes good scientific practice	The supervisor regularly points out guidelines of good scientific practice and leads by example . Authors on publications always contribute significantly (as defined by DFG).		The supervisor sometimes points out guidelines of good scientific practice and leads by example . Authors on publications usually contribute significantly (as defined by DFG).		Authors on publications usually contribute significantly (as defined by DFG).	Publications regularly have authors who did not contribute significantly (as defined by DFG).
Family-friendly policies	Working hours can be shifted freely , part-time is fully supported , mobile working is possible		Working hours can be shifted within limits , part-time is supported , mobile working is possible only in exceptions		Working hours cannot be shifted, part-time is not possible , mobile working is not possible	Needs for PhDs with family are not considered
Availability of resources	IT infrastructure is great , PhD can hire HiWis for personal support, Lab equipment is adequate		IT infrastructure is ok , PhD occasionally can hire HiWis for personal support, Lab equipment is adequate		IT infrastructure is insufficient , Lab equipment is inadequate	IT infrastructure not provided by the chair

* of the position on good supervision (http://gc.gs.tum.de/wp-content/uploads/2018/10/GC_Position_Good_Supervision_English.pdf)