

5. Credit tabel IOB competencies

Competence category	Activity	Points (credits)
A. Research skills and techniques	1.1 Doctoral courses (min 6 theory, 6 methods; possibly personalised DSP); first year, except if exempted	- Third cycle and other higher education courses. (Credit points ≈ ECTS or 1.5 year-hour or 1/10 contact-hours) - Courses followed in summer school (international public). (Credit points = 3/week; or similar calculation as third cycle course) - Focused, short term training courses. (Credit points ≈ ECTS or 1.5/year-hour or 1/10 contact-hours)
	1.2 Specific courses ADS	0,5 credit, max 1
	1.3 Other	
B. Research environment	2.1 Publications (max. 9 credits) Refereed journal articles and book publications A: journal articles with an ISI rating and a relatively high citation index; and scientific book publications >500,000 hits in Google Scholar B: other journal articles with an ISI rating and scientific book publications, 50,000---500,000 hits in Google Scholar C: other refereed journal articles, and scientific book publications published by other publishers, 1,000---50,000 hits in Google Scholar. Non-refereed journal articles and book publications: D: published for an academic public E: mainly published for a non-academic public Author/co-author book = 3 articles	- Author or co-author of article/ book chapter/ book/ reports/ proceedings: A-B = 6 credits C & IOB Discussion Paper = 3 credits D-E = 1,5 credits, maximum 3 credits (Working papers always D, unless from a renowned institute (World Bank, UNU-WIDER...)) - (Co)editor book or thematic edition of journal A-B-C = 3 credits - Review in A-B-C journal = 0,5 credits, max 1 - Publications general audience = 0,5, max 1
	2.2 Reviews	0,5 credit, max 1
	2.3 Participation in consultancies with substantial contribution	1 credit, max 3
	2.4 Member of boards of relevant organisations	0,5 credit, max 1
	2.5 Member of IOB commissions and/or board	0,5 credit, max 1
	2.6 Active participation in elaboration of research proposals	0,5 credit, max 1
	2.7 Specific courses ADS	0,5 credit, max 1
	2.8 Other	

C. Research management	3.1 Planning and execution of field research	0,5 credit, max 1
	3.2 (Co)-organisation of scientific conference/event	0,5 credit, max 1
	3.3 Specific courses ADS	0,5 credit, max 1
	3.4 Other	
D. Personal effectiveness	4.1 (Co)-tutoring IOB or other students (education, master dissertation)	0,5 credit/ module, max 2
	4.2 Active participation in research institutes/networks outside IOB	0,5 credit, max 1
	4.3 Active participation in social events, student trips, etc.	0,5 credit, max 1
	4.4 Specific courses ADS	0,5 credit, max 1
	4.5 Other	
E. Communication skills	5.1 Presentation of own research in doctoral seminar	3 credits, max 3
	5.2 Teaching of courses (exercises, seminars, etc.)	1 credit, max 3
	5.3 Evaluation of masters dissertations	0,5 credits, max 1
	5.4 Specific courses ADS	0,5 credit, max 1
	5.5 Presentations at international conferences and other scientific events	Papers given at academic conferences with peer review of paper or as invited speaker (3 credits) Papers given at academic conferences or meetings without peer review (1,5 credits) Posters given at academic conferences (1 credit) Panel organizer at academic conferences (1,5 credit) Participation in activities for a general audience (0,5 credits, max 1)
	5.6 Discussant at international conferences and other scientific events	0,5 credits, max 1
	5.7 Authoring a scientific website (university or research institute) or blog	0,5 credits/ website, max 1
	5.8 Language courses	0,5 credits, max 0,5
	5.9 Other	
F. Networking & teamworking	6.1 Specific courses ADS	0,5 credit, max 1
	6.2 Member of editorial team	0,5 credit, max 0,5
	6.3 Research stay at institutes other than IOB	0,5 credit, max 1
	6.4 Active cooperation in group research	0,5 credit, max 1

	6.5 Coordinating international research team (field work, specific research)	1 credit, max 1
	6.6 Active membership of relevant organisations	0,5 credits, max 1
	6.7 Other	
G. Career management	7.1 Internship in non-academic environment	0,5 credits, max 1
	7.2 Participation doctoral information sessions or specific ADS activities	No credits
	7.3 Negotiation of study program	No credits
	7.4 Functioning- and evaluation talks	No credits
	7.5 Other	