



- ❖ We propose 3 main-categories for the evaluation of research accomplishments: **GRANTS, DISSEMINATION, and OTHERS.**
- ❖ Within each of these main-categories there are various levels of sub-categories (Fig.1).

**❖ 1. GRANTS**

**1A. Funds Obtained** (all types of grants will be considered: Research, Education and Equipment).

**Competitive Grants:** Funds obtained will be evaluated based on whether they are from 'External' or 'Internal' funding opportunities.

**External funds** - from grants obtained through programs open for all scientists in the field.

**Evaluatory Scheme:**

Category 1A1: Duration of grant (in yrs) X number of grants

Category 1A2: Number of years of funding

**Internal funds**- from grants obtained through programs limited to scientists of the UPR system

**Evaluatory Scheme:**

Category 1A3: Number of grants

Category 1A4: Number of years of funding

**Non-Competitive Grants**

**Evaluatory Scheme:**

Category 1A5: Duration of grant (in yrs) X number of grants

Category 1A6: Number of years of funding

**1B: Proposals Submitted**- submissions will be evaluated based on whether they are for 'External' or 'Internal' competitions.

**External proposal submissions**

**Evaluatory Scheme:** Category 1B1: Number of submissions

**Internal proposal submissions**

**Evaluatory Scheme:** Category 1B2: Number of submissions

Figure 1. Proposed evaluation scheme for grant category within research accomplishments with two levels of sub-categories.

- ❖ Depending on the promotion level, the weight of each main category and its sub-categories upon final total points is different.
- ❖ Example, in sub-category 1A1, "Duration of grant (in yrs) X number of grants" is valued at 10, 7, and 5 points for promotions to Non-Tenured Associate Professor, Tenured Associate or Tenure Professor, Full Professor, respectively.
- ❖ For each promotion, the total numbers of points is calculated by adding the points obtained for each sub-category.
- ❖ Each total point final, depending on the type of promotion, will be converted to a percentage. This percentage will then be converted to percentage points for the overall evaluation of the faculty member.
- ❖ For example, if the overall evaluation system is 40 points for research + 40 points for teaching + 20 points for service' and if a faculty member obtained 90% for the research evaluation through the evaluatory scheme described herein, then that faculty member will receive 36 points (90% of 40 points) for the research component in the overall evaluation (Fig.2).

Category	For Non-Tenured Associate Professor	Weight	For Full Professor
<b>1. GRANTS</b>			
<b>1A. Obtained</b>	10		
1A1 Competitive External	10		
1A1A Internal	3		
1A1B Non-Competitive	2		
1A1C External	1		
1A1D Internal	1		
1A2 Internal	3		
1A3 Non-Competitive	2		
1A4 External	1		
1A5 Internal	1		
<b>2. DISSEMINATIONS</b>			
<b>2A. Publications</b>			
2A1 Peer-reviewed	10		
2A1A Top 3 Journals	5		
2A1B	3		
2A1C	2		
2A1D	1		
2A1E	1		
2A2	5		
2A3	3		
2A4	2		
2A5	1		
2A6	1		
2A7	1		
2A8	1		
2A9	1		
2A10	1		
2A11	1		
2A12	1		
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