

University of Puerto Rico
Mayagüez Campus
Personnel Committee, Department of Biology

PROPOSAL FOR PRODUCTIVITY MEASURES TO EVALUATE RESEARCH

- 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).

- **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	Weight		
		For Non-Tenured Associate Professor	For Tenured Associate Professor	For Full Professor
1. GRANTS				
1A. Obtained <i>Competitive External</i>	1A1	10	7	5
	1A2	3	3	3
<i>Internal</i>	1A3	3	2	1
	1A4	1	0.5	0.25
<i>Non-Competitive</i>	1A5	2	1.5	1
	1A6	1	0.5	0.25
1B. Submitted <i>External</i>	1B1	1.5	1.5	1.5
	1B2	1	0.5	0.25
2. DISSEMINATIONS				
2A. Publications				
<i>Peer-reviewed Top 3 Journals</i>	2A1	10	10	10
	2A2	9	9	9
	2A3	9	9	9
	2A4	6	6	6
	2A5	4	5	5
	2A6	6	8	10
<i>Articles</i>	2A7	5	7	9
	2A8	5	7	9
	2A9	3	4	5
	2A10	1.5	2	2.5
<i>Book-Chapters</i>	2A11	3	4	5
	2A12	2	3	4
	2A13	1	1.5	2
	2A14	0.5	1	1.5
<i>Books</i>	2A15	3	4	5
	2A16	1.5	2	2.5
	2A17	2	3	4
	2A18	1	1.5	2
<i>Non-peer reviewed Articles</i>	2A19	0.25	0.5	0.75
	2A20	1.5	2	2.5

Example of 1A for 'Non-Tenured Associate Professor': At the time of filing for promotion if a particular professor has obtained 2 externally funded grants (grant 1: beginning in the second year for 2 years, Grant 2: beginning in second year for 5 years) and 1 internal grant (beginning in the second year for 1 year). The points received will be:

1A1 10 [(2X1) + (3X1)]= 50 points
1A2 3 (1) = 3 points
1A3 3 (1) = 3 points
1A4 1 (1) = 1 points

Total for 1A =57 points

<i>Books written</i>	2A21	1.5	2	2.5
<i>Books edited</i>	2A22	1.5	2	2.5
<i>Others</i>	2A23	0.25	0.25	0.5
2B. Oral presentation <i>Key note/Plenary</i>	2B1	4	5	7
	2B2	4	5	7
	2B3	0.5	1	1.5
	2B4	0.25	0.25	0.5
<i>Symposium (invited)</i>	2B5	2	3	4
	2B6	1.5	2	2.5
	2B7	0.25	0.5	1
	2B8	0.25	0.25	0.5
<i>Call for papers</i>	2B9	0.75	1.25	1.75
	2B10	0.5	1	1.5
	2B11	0.25	0.5	1
	2B12	0.25	0.25	0.25
2C. Poster Presentations	2C1	0.5	1	1.5
	2C2	0.5	1	1.5
	2C3	0.25	0.25	0.5
	2C4	0.25	0.25	0.25
2D. Online databases	2D1	2.5	2.5	2.5
	2D2	0.25	0.25	0.25
2E. Graduate Theses	2E1	1.25	2	2.5
3. OTHERS				
3A. Patents/Software	3A1	5	8	10
3B. Reviews Publications	3B1	0.75	0.75	0.75
<i>External Proposals</i>	3B2	0.75	0.75	0.75
<i>Internal Proposals</i>	3B3	0.25	0.25	0.25
<i>External Grant Review Panels</i>	3B4	2.25	2.25	2.25
<i>Internal Grant Review Panels</i>	3B5	1	1	1
3C. Awards/Recognitions	3C1	1.5	1.5	2.5
	3C2	1.25	1.25	2
	3C3	0.5	0.5	1
	3C4	0.25	0.25	0.5
	3C5	0.25	0.25	0.25

Figure 2. Overall evaluation scheme. Sub-categories such as 3C1, 3C2, 3C3, etc. refer to different levels of awards or Recognition.

- This instrument takes under consideration the different developmental stages of the individual and assigned different weights according to the expectations for each academic rank.

- The instrument is also flexible enough to evaluate the individual according to his/her accomplishments.

NOTE: This instrument is a working document that has not been approved by our Faculty at the Biology Department.