

**Guidelines for Satisfactory Performance for HBOI Research Professor, Associate Research Professor, Assistant Research Professor  
This document is available to all Faculty Members during the evaluation period.**

Factors	Assistant Research Professor	Associate Research Professor	Research Professor
<p><u>Grants and Contracts</u></p>	<p>Harbor Branch expects that the researcher will obtain sufficient funding to adequately support his or her project(s), which have state, national, and/or international recognition.</p> <p>It is HBOI's expectation that new or incoming researchers will be provided with adequate funding for up to 2 years.</p>	<p>Harbor Branch expects that the researcher will obtain sufficient funding to adequately support his or her project(s), which have state, national, and/or international recognition.</p>	<p>Harbor Branch expects that the researcher will obtain sufficient funding to adequately support his or her project(s), which have state, national, and/or international recognition.</p>
<p><u>Publications and Patents</u></p> <p>1<sup>st</sup> author, co-author, or corresponding author</p> <p>The publications must have contribution numbers and patents must be awarded.</p> <p><u>Professional Activities</u> (examples):</p> <ul style="list-style-type: none"> <li>• Scientific Presentation</li> <li>• Panels, Study, Steering Committees</li> <li>• Officer in Professional Society</li> <li>• Peer-reviewer of Manuscripts, Editorial Board</li> <li>• Conferences organized/conducted</li> <li>• Advising graduate students (chair or co-chair) – successful completion of Masters, Ph.D.</li> <li>• Accredited courses (lead instructor, co-instructors = 2 instructors)</li> </ul>	<p>At least one peer-reviewed publication or patent per year.</p> <p>Ea. PI is expected to present one scientific presentation or poster at a national/international conference.</p>	<p>At least 2 peer-reviewed publications or patents per year.</p> <p>Ea. PI is expected to present one scientific presentation or poster at a national/international conference.</p> <p>Ea. PI is expected to engage in at least one additional professional activity.</p>	<p>At least 3 peer-reviewed publications or patents per year.</p> <p>Ea. PI is expected to present one scientific presentation or poster at a national/international conference.</p> <p>Ea. PI is expected to engage in at least one additional professional activity.</p> <p>Ea. PI is expected to provide leadership to the research community in their discipline area.</p>
<p><u>Research Center/ Institute/ University activities, contributions, responsibilities</u> (examples):</p> <ul style="list-style-type: none"> <li>• Committees (e.g., safety, biosafety, IACUC, Search, Dive Board, Hurricane, Patents)</li> <li>• Oversee equipment/labs (e.g., NMR, collections, histology lab, patent files)</li> <li>• Informal education/presentations</li> <li>• Fundraising, marketing, community services</li> </ul>	<p>Each PI is expected to contribute to at least one research center/ institute/ university activity.</p>	<p>Each PI is expected to contribute to at least two research center/ institute/ university activities.</p>	<p>Each PI is expected to contribute to at least two research center/ institute/ university activities.</p>

**Numerical Guideline for Evaluating and Promoting to HBOI Research Professor, Associate Research Professor,  
Assistant Research Professor  
This document is available to Faculty Members.**

<b>Factors</b>	<b>Assistant Research Professor</b>	<b>Associate Research Professor</b>	<b>Research Professor</b>
<u>Grants and Contracts</u>	1 = unacceptable - no funding obtained 2 = inadequate funding obtained <b>3 = adequate funding support</b> 4 = above adequate funding 5 = exceeds adequate funding	1 = unacceptable - no funding obtained 2 = inadequate funding obtained <b>3 = adequate funding support</b> 4 = above adequate funding 5 = exceeds adequate funding	1 = unacceptable - no funding obtained 2 = inadequate funding obtained <b>3 = adequate funding support</b> 4 = above adequate funding 5 = exceeds adequate funding
<u>Publications and Patents</u>	1 = no publication/patent 2 = non peer review (technical, manual, misc) <b>3 = 1 publication/patents</b> 4 = 2 publications/patents 5 = more than 2 publications/patents	1 = no publication/patent 2 = 1 publication/patent <b>3 = 2 publication/patents</b> 4 = 3 publications/patents 5 = more than 3 publications/patents	1 = no publication/patent 2 = 1 - 2 publications/patents <b>3 = 3 publication/patents</b> 4 = 4 publications/patents 5 = more than 4 publications/patents
<u>Professional Activities</u>	1 = no professional activity 2 = 1 professional activity that is not a scientific presentation <b>3 = 1 scientific presentation</b> 4 = 2 professional activities (includes 1 scientific presentation) 5 = more than 2 professional activities (includes 1 scientific presentation)	1 = no professional activity 2 = 1 professional activity <b>3 = 2 professional activities (includes 1 scientific presentation)</b> 4 = 3 professional activities (includes 1 scientific presentation) 5 = more than 3 professional activities (includes 1 scientific presentation)	1 = no professional activity 2 = 1 professional activity <b>3 = 2 professional activities (includes 1 scientific presentation)</b> 4 = 3 professional activities (includes 1 scientific presentation) 5 = more than 3 professional activities (includes 1 scientific presentation)
<u>Research Center / Institutional University Activities</u>	1 = no center/institute/university activity 2 = inconsistent contribution to a center/institute/university activity <b>3 = 1 center/institute/university activity</b> 4 = 2 center/institute/university activities 5 = more than 2 center/institute/university activities	1 = no center/institute/university activity 2 = 1 center/institute/university activity <b>3 = 2 center/institute/university activities</b> 4 = 3 center/institute/university activities 5 = more than 3 center/institute/university activities	1 = no center/institute/university activity 2 = 1 center/institute/university activity <b>3 = 2 center/institute/university activities</b> 4 = 3 center/institute/university activities 5 = more than 3 center/institute/university activities

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Notes:

- Revenue is defined as funds from grants, contracts, auxiliary, and some donations.
- These funds are based on awarded amount of the annual budget for the evaluation year.