

## General criteria

- 1) significance and impact of the scientific and technical publications as first or senior/corresponding author and the competitive research projects achieved as PI.
- 2) knowledge transfer activities, intellectual property rights and registered patents
- 3) the capacity of leadership; Mobility and international visibility, and other outstanding academic and professional achievements of the candidate.
- 4) teaching capacity demonstrated in areas closely related to Physiology (ie., Biophysics, Biochemistry, Genetics, etc.).

Special consideration will be given in the selective processes for recruitment of tenure-eligible lecturer to candidates who have not been working for the university calling for applications for two years or more.

### **Research merits (quantified; 65%) (corrected by leave of absence periods for medical/other reasons)**

A. Quality of research work and dissemination of its results: (h-index x 1)

A.1. Indexed scientific publications in the 1<sup>st</sup> quartile: (x 1; if first or senior/corresponding author (x 0.5) if other position. .

A.2. Indexed scientific publications in 2<sup>nd</sup> and 3<sup>rd</sup> quartile: (x 0,5; if first or senior/corresponding author; x 0.25 if other position.

A.3. Other publications, including Books and chapters in books: (x 0.25)

B. Participation in research projects and research contracts as a PI: (x 1)

C. Patents and products with registered intellectual property rights: (patents x 1; licensed patents: x 2)

D. Time spent at research centers (years): ( x 1)

E. Distinguished participation in conferences: (Invited/Oral presentations x 0.5)

F. Lectures and seminars given at internationally renowned research centers: (x 0.25)

### **Teaching merits (quantified; 25%) (corrected by leave of absence periods for medical/other reasons)**

G. Involvement in education

G.1. University courses taught (first and second cycle, degree and post-graduate): (years x 1)

G.2. Supervision of doctoral theses: (x 1)

G.3. Supervision of first degree and master's final projects: (x 0.2)

H. Quality of teaching work

H.1. Positive assessments of the candidate's work: (positive evaluations x 1)

H.2. Original teaching material, publications and lectures at summer schools/other: (x 1)

H.3. Innovative teaching projects: (x 1)

I. Quality of pedagogical training

I.1. Presentations at conferences related to university education: (x 0.2)

I.2. Attendance at conferences related to university education: (x 0.2)

I.3. Participation in teaching training/courses: (x 1)

**Other, more general assessment (quantified; 10%)**

**Additional criteria for the face-to-face evaluation**

- 1) Formal quality of the presentation: Organization, Style, etc.
- 2) Capacity to engage the audience:
- 3) Significance and impact of the scientific and teaching experience detailed
- 4) Capacity to impact of present and future research plans
- 5) Possibilities for interaction/collaboration with research topics from other members of the Department/School
- 6) Capacity for future impact on economic and intellectual transfer activities at the University
- 7) Quality of leadership