

## EVALUATION GRID

### FOR RANKING OF APPLICANTS FOR THE RECRUITMENT OF AN ADJUNCT-PROFESSOR FOR THE SCIENTIFIC AREA OF INFORMATICS: DISCIPLINARY AREA OF COMPUTER AND COMMUNICATION SYSTEMS

#### GENERAL PROVISIONS

1) Evaluation has as base criteria a five parameter division. Each parameter and corresponding weighting materialize in a grid to be taken into consideration in the applicants' evaluation as shown below:

1.	Academic Qualifications .....	15%
2.	Pedagogical Activity .....	35%
3.	Scientific Activity .....	15%
4.	Professional Activity .....	15%
5.	Organizational Activity in Higher Education .....	20%

2) The subdivisions for each parameter will be detailed further ahead in this document;

3) Only those elements for which objective proof can be presented will be taken into consideration;

4) In every parameter where there is a comparative analysis of the evaluation elements presented by the applicants, the Jury may not give the maximum score, whenever the available elements are clearly insufficient.

5) Every action or attribute of each applicant can only be used in just one of the grid parameters.

6) In case of a tie, applicants will be ranked taking into consideration: first, the percentage obtained in parameter one of the Grid (Academic Qualifications); second, the sum of the percentage obtained in parameters four and five of the grid (Professional Activity and Organizational Activity in Higher Education); third, the percentage obtained in parameter three of the grid (Pedagogical Activity)-, and fourth, the percentage obtained in parameter three of the grid (Scientific Activity).

#### 1. Academic Qualifications

The scoring of Academic Evaluation will be made taking into consideration two parameters to which the following maximum scores will be given:

- Academic Qualifications (PhD) .....	100*
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- Title of expert ..... 30\*

\* in case the applicant holds both a PhD and an expert title the scoring cannot exceed 100 points.

### Academic Qualifications (PhD)

For the scoring of Academic Qualifications (PhD) three levels of weighting will be taken into consideration, having in mind the disciplinary area in which the tender is opened: very relevant 100%; relevant 60%; less relevant 30%.

### Title of Expert

For the scoring of the Title of Expert three levels of weighting will be taken into consideration, having in mind the disciplinary area in which the tender is opened: very relevant 100%; relevant 60%; less relevant 30%.

## 2. Pedagogical Activity

The scoring of the Pedagogical Activity will be made taking into consideration three parameters to which the following maximum scorings will be given:

- Lecture Activity ..... 80
- Supervision of Pedagogical Projects ..... 15
- Production of Teaching Material ..... 5

In the Pedagogical Activity analysis only Higher education services are to be taken into account, up to a limit of ten school years. Pedagogical Activity in Polytechnic Higher Education will be increased in 100%.

The scoring of the different components of the Pedagogical Activity will be made from the comparative analysis of the correspondent curricular elements of the applicants having in mind the above mentioned maximum scorings.

### Lecture Activity

For the final scoring of the Pedagogical Activity the jury will take into consideration the curricular units for each semester in the disciplinary area of the tender, with: 5 points per curricular unit taught and 5 points per curricular unit for which the applicant was responsible for.

The maximum score given to Lecture Activity (80 points) will be awarded to the applicant with the highest number of points, and the remaining applicants awarded in proportion.

### Supervision of Pedagogical Projects

The following items and scorings will be included in the Supervision of Pedagogical Projects of the disciplinary area of the tender:

- For each supervision/co-supervision of seminar/project/undergraduate training ..... 6
- For each supervision/co-supervision of seminar/project/master training ... 7
- For each supervision/co-supervision of PhD thesis ..... 8

The maximum score given to Scientific Production (15 points) will be awarded to the applicant with the highest number of points, and the remaining applicants awarded in proportion.

Production of Teaching Material

The highest scoring of the Production of Teaching Material will be of 5 points. The applicant must submit a teaching material portfolio used in a curricular unit at the applicant’s choice which will be subject to analysis to evaluate the quality and suitability to the disciplinary area of the tender.

The scoring for Production of Teaching Material will have three weighting levels: very relevant 100%; relevant 60%; less relevant 30%.

3. Scientific Activity

The scoring of the Scientific Activity will be made taking into consideration two components to which the following maximum scorings will be given:

- Scientific production ..... 85
- Integration in the scientific community ..... 15

Master and PhD Thesis will not be considered for Scientific Activity.

Scientific production

If there is a relation with the disciplinary area of the tender, the following scorings will be given:

1. For each published book ..... 25
2. For each published book chapter ..... 20

3.	For each article published in ISI/Scopus journals .....	25
4.	For each article published in an international journal .....	15
5.	For each article published in a national journal (not included in point 3) .....	10
6.	For each full paper published in international congresses/workshops and conferences .....	15
7.	For each full paper published in national congresses/workshops and conferences .....	15
8.	For each publication not included in the previous parameters .....	5

For the Scientific production parameter 10 projects selected by the applicant will be taken into consideration. For scoring purposes, each one of the occurrences will be multiplied by the corresponding scoring.

The maximum score given to Scientific Production (85 points) will be awarded to the applicant with the highest number of points, and the remaining applicants awarded in proportion.

### Integration in the Scientific Community

The following parameters and scorings will be included in the Integration in the Scientific Community:

1.	Member of scientific conferences or international journals committees .....	5
2.	Member of scientific conferences or national journals committees.....	3
3.	Article revision for scientific conferences or international journals .....	5
4.	Article revision for scientific conferences or national journals .....	3
5.	Number of quotations .....	5
6.	Participation in I&D .....	5

For scoring purposes in the Integration in the Scientific Community parameter, each one of the occurrences will be multiplied by the corresponding scoring.

For parameter 5, the Jury will take into consideration the quotations of 10 of the selected papers in the Scientific Production parameter. In this parameter, self-quotations or of third parties directly linked to the author will not be taken into consideration.

For parameter 6, projects exclusively linked to the conclusion of academic degrees will not be taken into consideration. Only finished I&D projects can be assessed.

The maximum score given to Integration the Scientific Community (15 points) will be awarded to the applicant with the highest number of points, and the remaining applicants awarded in proportion.

#### 4. Professional Activity

The scoring for the Professional Activity will take into consideration the activities relating to the exercise of specialised tasks, framed within the disciplinary area of the tender, not evaluated in previous parameters and performed at a minimum of undergraduate level.

The scoring for Professional Activity will be of a maximum of 100 points, having in mind the following parameters and scoring:

1. Very Relevant .....	20
2. Relevant .....	10
3. Little Relevant .....	5
4. Non Relevant .....	0

For the scoring of the Professional Activity a maximum of 5 years will be taken into consideration.

The above mentioned scorings will be multiplied by each year of activity.

The maximum score given to Professional Activity (100 points) will be awarded to the applicant with the highest number of points, and the remaining applicants awarded in proportion.

#### 5. Organizational Activity in Higher Education

The scoring of the Organizational Activity in Higher Education will be of a maximum of 100 points with the following scoring:

1. Presidency of management bodies of Higher Education Institutions/Organic Units .....	15
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2.	Member of management bodies of Higher Education Institutions/Organic Units .....	8
3.	Coordination of Course/Technical-scientific Unit/Department .....	10
4.	Responsible for scientific area/disciplinary group .....	8
5.	Coordination of Institutional Offices .....	8
6.	Member of Institutional Offices .....	5
7.	Presidency of work groups/Institutional commissions/tender juries .....	3
8.	Member of work groups/Institutional commissions/tender juries .....	1
9.	Event organization (seminars, workshops, open classes, short training,...) .....	1

For scoring purposes, the parameters one to six will be multiplied by the number of years of activity in the task and parameters seven to nine will be multiplied by the number of occurrences.

The maximum scoring of Organizational Activity in Higher Education will be given to candidates who score 100 or more points, and the remaining applicants awarded in proportion.

Approved in meeting of the Technical-Scientific Board 30 /07/2015